



UNION OF  
AUTONOMOUS  
TRADE UNIONS  
OF CROATIA



REALIZING the vast potential for cooperation between the trade unions,  
RECOGNIZING that the trade union cooperation is based on solidarity, equity, friendship and mutuality,  
STRESSING that the area of cooperation under this Memorandum of Understanding will be complementary to the activities carried out in the countries of the trade unions,  
the Confederation of Free Trade Unions of Macedonia, the Union of Autonomous Trade Unions of Croatia and the Union of Free Trade Unions of Montenegro (hereinafter: the Parties) conclude the

**MEMORANDUM OF UNDERSTANDING IN TRILATERAL CROSS-BORDER COOPERATION AMONG  
CONFEDERATION OF FREE TRADE UNIONS OF MACEDONIA,  
UNION OF AUTONOMOUS TRADE UNIONS OF CROATIA AND  
UNION OF FREE TRADE UNIONS OF MONTENEGRO**

The Parties agree as follows:

**Article 1  
Purpose**

In particular, MoU is intended to foster cooperation between the Parties and to facilitate relations regarding the workers' rights, strengthening trade union cooperation that will increase and improve workers' rights of all workers and in particular to facilitate joint activities on the protection of migrant and seasonal workers' rights. The MoU promotes a rights-based policy when dealing with issues related to the protection, education and organizing of migrant/seasonal workers who work in Macedonia, Croatia, and Montenegro.

The Memorandum also aims on promotion decent working conditions on the workplaces for seasonal/migrant workers, to fight against social dumping, to serve as network for exchanging experiences and communication, to serve as a platform for future project based cooperation.



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The MoU is a follow up to the discussions held during the preparatory meetings that took place on 31.03.2021 and 15.06.2021.

## Article 2

### Liabilities

The partners are aware that the signing of this Memorandum did not constitute a contractual relationship between them. They agree to work together in a spirit of partnership to provide better working conditions for workers from Macedonia, Croatia and Montenegro who work in their country as seasonal or migrant workers. The partners agree to direct these workers to join their affiliated trade union for the duration of the seasonal or migrant work in their country and for the duration of the membership are obliged to provide them the following services:

- free legal aid, which includes legal counseling and court protection, as well as mediation with employers in the country where they are employed as migrant/seasonal workers on all issues important for their employment, legal and social status, all in accordance with applicable laws and collective agreements in the countries;
- information relevant to the residence and work of the migrant/seasonal worker in the country to which he / she comes;
- mediation with competent institutions;
- legal assistance in the protection of labor rights;
- establishing contact of the migrant/seasonal worker with the parent union of their country.

The amount of membership fee is determined by the trade union in accordance with applicable acts, respecting the principle of solidarity with the partners of this Memorandum and the specifics of seasonal work.

## Article 3

### Entry into Force, Renewal and Termination

This Memorandum of Understanding will enter into force on the day of its signature.

The Partners may extend or renew the Memorandum of Understanding in a written amendment signed by each party's authorized signatory. No amendment of the terms of the MoU will be effective unless made in writing and signed by each party's authorized signatory.

Any Partner may decide to withdraw from it by providing written notice to the other parties 60 days' in advance.



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Article 4

**No obligation to financing**

The signing of the Memorandum of Understanding is not an obligation for funding of the signatory organizations.

Article 5

**Number of signed copies**

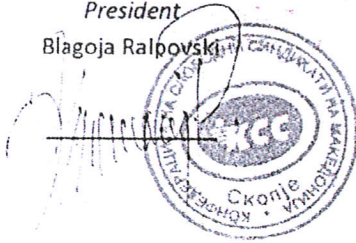
This Memorandum is signed in three equal copies, one copy for each of the parties.

- 21<sup>st</sup> June 2021 -

Confederation of Free  
Trade Unions of Macedonia

President

Blagoja Ralpovski



Union of Autonomous  
Trade Unions of Croatia

President

Mladen Novosel



Union of Free Trade  
Unions of Montenegro

General Secretary

Srđa Keković

