

**4th meeting of the  
International Coordinating Council  
of Employers' Unions (ICCEU)**

**under the presidency of Employer's Confederation of Latvia (LDDK) in 2013**

Riga (Latvia), 20 September 2013, 16:50 – 18:15  
Venue: The Riga Latvian Society House, Gold Hall salon\*  
Address: Merkela street 13, Riga, LV1050

**MEETING MINUTES**

The 4<sup>th</sup> International Meeting of Heads of National Employers' and Entrepreneurs' Unions (hereinafter, the Meeting") was held at the initiative of the Employers' Confederation of Latvia (hereinafter, the LDDK) within the framework of international conference BRIDGE TO WELFARE. ROLE OF SOCIAL DIALOGUE FOR SUSTAINABLE ECONOMIC AND SOCIAL DEVELOPMENT in Riga (Latvia), 20 September 2013 on the occasion of 20<sup>th</sup> Anniversary Celebration of Social Dialogue in Latvia in 2013.

The meeting was attended by leaders and representatives of 11 organizations from 10 countries, as well as representative from the European Economic and Social Committee (EESC):

**ARMENIA**

Gagik MAKARYAN

**Republican Union of Employers of Armenia**  
Chairman

**AZERBAIJAN**

Elnur ALAKBAROV

**National Confederation of Entrepreneurs (Employers)  
Organisation of Azerbaijan Republic**  
Head of International Relations and Business Development  
Department

**BELARUS**

Anatol KHARLAP

**Confederation of Industrialists and Entrepreneurs  
(Employers) of Belarus**  
Chairman

**BULGARIA**

Milena ANGELOVA

**Bulgarian Industrial Capital Association**  
Secretary General  
Vice-president, European Economic and Social Committee  
(EESC)

Vasil VELEV

**Bulgarian Industrial Capital Association**  
Chairman

**ESTONIA**

Enn VESKIMAGI

**Employers' Confederation of Estonia (ETTK)**  
Member of the Council

**LATVIA**

Mr Vitālijs GAVRILOVS

**Employers' Confederation of Latvia (LDDK)**

President

Chairman of the International Coordinating Council of Employers' Unions (ICCEU)

Member of European Economic and Social Committee (EESC)

Līga MENĢELSONE

**Employers' Confederation of Latvia (LDDK)**

Director General

Inese STEPĪŅA

**Employers' Confederation of Latvia (LDDK)**

Deputy Director General, Adviser of International and EU Affairs

Ilona KIUKUCĀNE

**Employers' Confederation of Latvia (LDDK)**

Adviser on sectoral economic issues

Permanent delegate to *BUSINESSEUROPE*

**LITHUANIA**

Gediminas RAINYS

**Lithuanian Confederation of Industrialists (LPK)**

Vice-President

**POLAND**

Andrzej MALINOWSKI

**Employers' of Poland**

President

Member of European Economic and Social Committee (EESC)

Michał MIERZEJEWSKI

**Employers' of Poland**

Vice-President

**RUSSIA**

Oleg PREKSIN

**All Russian Employers' Association "Russian Union of Industrialists and Entrepreneurs" (RSPP)**

Vice-President

Marina MOSKVINA

**All Russian Employers' Association "Russian Union of Industrialists and Entrepreneurs" (RSPP)**

Managing Director for Labour Market and Social Partnership

**UKRAINE**

Alexey MIROSHNICHENKO

**Employers' Federation of Ukraine**

Vice-President

Andrii SKULBEDA

**Association of Employers Organizations of Ukraine**

Director of Department

**EUROPEAN ECONOMIC AND SOCIAL COMMITTEE (EESC)**

Henri MALOSSE

**European Economic and Social Committee (EESC)**

President

**1. The meeting participants discussed the following:**

- 1.1. Challenges for employers and employees to compete and innovate – Role of the social dialogue;
- 1.2. Social and labour relations – current challenges and future development in the regions;
- 1.3. Social dialogue and Economic Relations – current challenges and future development

**2. The Elections of President of the International Coordinating Council of Employers' Unions for 2014**

2.1. Dr Andrzej Malinowski, Member of European Economic and Social Committee (EESC), President of Employers' Poland, was elected Chairman of the International Meeting of Heads of National Employers' and Entrepreneurs' Unions (hereinafter, the ICCE), with a term of office lasting until 01/01/2015.

**3. In particular, participants of the Meeting reached a consensus on the following:**

- 3.1. The participants agreed to continue mutual cooperation and exchange of information on national experiences on the role of social dialogue and social partnership in:
- overcoming challenges of employers to compete and innovate,
  - social and labour relations,
  - setting employment policies and sectoral employment forecast,
  - introducing tax incentives for investment in vocational education, a
  - economic relations between and among the countries, including consultations with employer organizations on Free Trade Agreements (FTT).
- 3.2. An information letter shall be sent to the IOE, ILO and EESC containing proposals for furthering comprehensive cooperation on the issues discussed during the Meeting.
- 3.3. Agree with the proposal of Dr Andrzej Malinowski, Member of European Economic and Social Committee (EESC), President of Employers' Poland to hold the next ICCEU in 2014 in Warsaw (Poland).
- 3.4. Next meetings of the ICCEU should be devoted to discussions and the meetings should be longer, focussing on specific topics, such as:
- challenges of SMEs in access to finances and implementation of employment policies,
  - role of employers in setting labour market policies and vocational education,
  - principles of membership and representativeness of employers' organisations.
- 3.5. To introduce a position of a Vice-president of the ICCEU in order to prepare for the next presidency of the ICCEU. The modalities of proposals should be discussed and agreed during the next meeting of the ICCEU.
- 3.6. To accept new members of the ICCEU after receiving of written applications from the following employers' organisations: Republican Union of Employers of Armenia (RUEA) and Georgian Employers' Association (GEA).

Chairman of the ICCE in 2013



(Vitālijs Gavrilovs)