

Memorandum on interaction and cooperation between the Federation of Trade Unions of the Republic of Kazakhstan and the All - Poland Alliance of Trade Unions

Astana, Kazakhstan

«_____» July, 2025

The Federation of Trade Unions of the Republic of Kazakhstan and the All - Poland Alliance of Trade Unions, hereinafter referred to as the Parties, with a view to further mutual understanding, development of cooperation, partnership, and exchange of information, have agreed as follows:

Article 1

Cooperation is carried out in accordance with the legislative acts of the Republic of Kazakhstan and the Republic of Poland, the Constitutions of the Federation of Trade Unions of the Republic of Kazakhstan and the All - Poland Alliance of Trade Unions, based on:

- the principles of mutual respect, equality, and non-interference in each other's internal affairs, based on the fundamental provisions of the constitutions of the two states;

- the implementation of the principles of independence of trade unions from state bodies, political parties, and employers;

- compliance with international human rights instruments, the protection of the socio-economic interests of workers and the rights of trade unions, as enshrined in UN documents, and above all, in the instruments of the International Labor Organization (ILO);

- promoting the ratification and strict observance by their states of the most important ILO Conventions and Recommendations concerning the status and rights of trade unions, the legitimate interests of workers, and their full implementation in society;

- enhancing the role of trade unions and the effectiveness of measures taken to regulate relations between workers and employers, based on the interests of working people, as well as promoting the role of trade unions in the development of labor and democratic relations in society as a whole.

Article 2

The Parties consider the main areas of cooperation to be the exchange of experience in the world of protecting the social and economic rights and interests of workers on the following issues:

- the development of forms and methods of social partnership and public control;

- active employment policy;

- collective bargaining in social and labor relations;
- occupational health and safety, technical safety, and ecology;
- trade union education and training of trade unions personnel.

Article 3

Cooperation shall be carried out within the framework of the Memorandum in the following forms:

1. Exchange of information on the experience of trade unions organizations in protecting the rights and interests of workers.
2. Exchange of delegations of representatives of the Contracting Parties.
3. Organization and conduct of joint events.
4. Other forms of cooperation agreed upon bilaterally.

Article 4

The parties show solidarity in the struggle for the inalienable rights of workers, improving living standards, and against the infringement of the interests of trade union members by state authorities and employers. To this end, the parties will carry out solidarity actions in forms permitted by law.

Article 5

The parties consider it expedient to establish an exchange of experience and information on research conducted by trade unions and the development of recommendations, social programs, and the protection of the rights and interests of workers and their families.

Article 6

The Parties consider it appropriate to coordinate their actions and positions in international organizations and at joint international events to the extent possible. The Parties shall promote international solidarity and unity of action among trade unions in different countries in the interests of social progress, the protection of democratic rights, and trade union freedoms.

Article 7

By mutual agreement, the Parties may amend and supplement this Memorandum, which shall be formalized in separate protocols that are an integral part of this Memorandum.

Article 8

This Memorandum is a bilateral agreement and does not affect the Parties' relations with other trade unions associations.

The Parties undertake not to take any measures that would be detrimental to the other Party. The Parties shall negotiate on issues related to the implementation of this Memorandum as necessary.

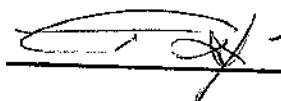
Article 9

This Memorandum shall enter into force on the date of its signing and shall remain in force for a period of three years. Its validity shall be automatically extended for a further three-year period unless either Party gives written notice of its intention to terminate it at least three months prior to the expiry of its term.

Article 10

This Memorandum is drawn up in Kazakh, Polish, and English, in two copies, both of which have equal legal force. The Memorandum may be supplemented or amended by mutual agreement of the parties, and may also be terminated in the event of violation of its provisions.

**Chairman
of the Federation of Trade Unions
of the Republic of Kazakhstan**


S. Dauletalin

**Chairman
of the All – Poland Alliance
of Trade Unions**

P. Ostrowski

