

MEMORANDUM OF UNDERSTANDING

BETWEEN

**THE FEDERAL SERVICE FOR LABOUR AND EMPLOYMENT
(THE RUSSIAN FEDERATION)**

AND

**THE LABOUR AND EMPLOYMENT AGENCY OF BOSNIA AND
HERZEGOVINA**

**ON COOPERATION IN THE SPHERE OF LABOUR AND
EMPLOYMENT**

MEMORANDUM OF UNDERSTANDING BETWEEN THE FEDERAL SERVICE FOR LABOUR AND EMPLOYMENT (THE RUSSIAN FEDERATION) AND THE LABOUR AND EMPLOYMENT AGENCY OF BOSNIA AND HERZEGOVINA ON COOPERATION IN THE SPHERE OF LABOUR AND EMPLOYMENT

The Federal Service for Labour and Employment (the Russian Federation) and The Labour and Employment Agency of Bosnia and Herzegovina, hereinafter referred to as Parties,

taking as a base the similarities of labour market developments and the need to improve employment and combat unemployment,

having regard to the common interest in developing amicable relations and cooperation in the sphere of labour market and business relationships,

aware of the importance of fostering economic and social development in both countries through cooperation,

the Parties agree that there is a need to deepen and strengthen their mutual relationships through exchange of experiences concerning the implementation of employment policy

have reached the following understanding:

1. The Parties agree that they will consider together and in cooperation with relevant national and international institutions the issues of labour market functioning at national and regional levels, with the involvement of regional employment institutions, identify common problems and enhance institutional capacities in the field of labour market and employment through exchange of positive experiences in the implementation of appropriate solutions.
2. The cooperation of the Parties will be conducted through exchange of experiences in the following priority areas:
 - improving the operation of employment services,
 - providing services to employers and

- providing services to job seekers.

3. The Parties agree that in the framework of improving the operation of employment services they will:

- a) foster development of mutual cooperation with the aim of exchanging knowledge, experience, analyses and recommendations, and if appropriate, among other relevant labour market institutions;
- b) exchange information concerning labour market policy and employment, business relations and decision-making procedures in this field in their countries at national, regional and local levels;
- c) exchange experiences gained through the implementation of national legislations in the field of labour market and employment, develop evaluation system in the field of unemployment and labour market and of core activities of the two Parties and exchange statistical data, publications and analyses of labour market data (exchange of sources, topics, methods and results of analyses);
- d) cooperate in the implementation of joint projects in the framework of international programmes, funds and initiatives;
- e) hold regular meetings at managerial level of both institutions;
- f) make available their experiences and knowledge in the form of presentations and lectures at seminars or educations through organized visits of experts;
- g) make available their experiences and knowledge in the field of IT system development.

4. The Parties agree that in the framework of providing services to employers in accordance with labour market needs they will:

- a) exchange information on the procedures for the issuance of work permits within the approved quotas for the employment of foreign workers;
 - b) exchange experiences and information gained through labour market research (employers' surveys, monitoring labour force mobility, control over undeclared work – grey economy);
 - c) exchange experiences and information concerning redundancy programmes;
 - d) exchange experiences and information concerning development of national employment action plan and other issues associated with labour market development.
5. The Parties agree that in the framework of providing services to job seekers in accordance with labour market needs they will:
- a) exchange information on training models of the unemployed tailored to labour market needs;
 - b) exchange information concerning the implementation of training programmes of the unemployed with a view to promoting employment of hard-to-place groups of the unemployed, in particular youth without qualified vocational training, women, people above the age of 45, disabled people and long-term unemployed;
 - c) exchange experiences with the purpose of developing models of life-long career guidance, in particular information and counselling services in career management;
 - d) exchange experiences in the field of professional rehabilitation;
 - e) exchange information on analytical support to vocational guidance;
 - f) exchange information and experiences on current systems of social support for unemployed, and forms and types of control in the employment sphere;

g) exchange experiences and information on projects targeting educational system, with a focus on drop-out programmes.

6. The Parties will mutually exchange information concerning the evolution of activities and regularly evaluate the achieved results based on this Memorandum.

7. To achieve the objectives of this Memorandum the Parties will, where appropriate and depending on the existing financial and organisational abilities, organise joint meetings, seminars, workshops and conferences in the territory of one of the signatory Parties.

The Parties agree that the working languages shall be the languages in official use in Bosnia and Herzegovina – Bosnian, Croatian and Serbian – and the Russian language.

8. The costs associated with the implementation of bilateral programmes will be covered as follows:

a) travel (arrival and departure), air and rail travel costs on the territory of the host Party, accommodation costs and subsistence expenses shall be covered by the visiting Party;

b) organisational costs – local transportation and other costs shall be covered by the host Party in accordance with relevant programme for the visit.

9. This Memorandum of understanding will be applied from the day of its signing for five years. Subsequently it will be automatically renewed for further five years periods unless either Party notifies the other Party in writing no later than six months before the expiration of the relevant period of its intention to terminate its application.

In the event of termination of the Memorandum, already initiated projects and programmes shall proceed in their previously agreed implementation period.

10. This Memorandum is not an international treaty, and does not create any rights and obligations regulated by international law.

Signed in SARAJEVO on SEPTEMBER 4, 2008 in two copies, each in the Russian, Bosnian, Croatian, Serbian and English languages. In case of any divergence in interpretation, the English version will be used.

For the
Federal Service for Labour and Employment
(Russian Federation)

MIKHAIL IVANCOV

For
The Labour and Employment Agency of
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