

**MEMORANDUM OF UNDERSTANDING BETWEEN THE SOUTHERN  
AFRICAN COMMUNITY AND THE INTERNATIONAL LABOUR  
ORGANIZATION**

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
SOUTHERN AFRICAN DEVELOPMENT  
COMMUNITY  
AND  
THE INTERNATIONAL LABOUR  
ORGANIZATION

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**Memorandum of Understanding between  
the Southern African Development Community and  
the International Labour Organization**

The International Labour Organization (ILO), represented by the International Labour Office, and the Southern African Development Community (SADC), represented by the Executive Secretary;

DESIROUS to develop and strengthen their co-operation with respect to matters of common interest;

CONVINCED that the development and strengthening of such co-operation would be of mutual benefit to both Organizations and would enhance co-operation among their Member States;

HAVE AGREED AS FOLLOWS:

**ARTICLE I**

*Consultation*

The ILO and SADC, in order to facilitate attaining the objectives of the two Organizations, shall consult each other in respect of planning and execution of programmes for promoting decent work (rights at work, employment, training and income generation, social protection and social dialogue as a tool for socio-economic development) in relation but not limited to the following matters:

- a) the role of employers' and workers' organizations;
- b) tripartite consultation at regional and national levels;
- c) employment, with an emphasis on youth and women;
- d) eradication of child labour, with particular emphasis on the worst forms of child labour;
- e) occupational safety and health ;
- f) conditions of work and employment;
- g) social protection, including extension of social security;
- h) HIV/AIDS in the workplace;
- i) harmonization of labour and social security legislation;
- j) gender policy mainstreaming;
- k) labour migration;
- l) measures to combat forced labour and trafficking in persons;
- m) sectoral approaches to social and labour issues;
- n) labour market information systems, including statistical capacity-building;
- o) entrepreneurship and corporate social responsibility; and
- p) productivity programmes.

**ARTICLE II**

*Exchange of Information*

ILO and SADC shall exchange non-confidential information and documentation on matters of common interest, and shall keep each other informed of current and planned activities of-mutual interest for the purpose of identifying areas in which co-operation between them may prove desirable.

**ARTICLE III**

*Joint Activities*

ILO and SADC may, on conditions to be mutually agreed in each case, carry out joint studies or co-operate in the implementation of specific programmes or projects relating to matters of common interest within their respective mandates.



#### ARTICLE IV

##### *Attendance at Meetings*

Each Organization may, in accordance with its own constitutional provisions, invite the other to meetings it has convened, when matters of interest to the other are to be discussed.

#### ARTICLE V

##### *Provision of Expertise*

Each Organization may, on conditions to be mutually agreed in each case and within the limits of available resources, provide the services of its staff or consultants as the case may be.

#### ARTICLE VI

##### *Implementation*

The Director General of the ILO and the Executive Secretary of SADC will make appropriate arrangements to ensure closer collaboration and liaison between the two Organizations in matters of common interest.

#### ARTICLE VII

##### *Monitoring and Evaluation*

The implementation of this Memorandum of Understanding will be reviewed at an appropriate level every five years. Operational interaction will be monitored and evaluated regularly and an annual report will be prepared by both parties for presentation at meetings of the SADC Labour Ministers and at relevant ILO meetings, or at other mutually agreed fora.

#### ARTICLE VIII

##### *Duration and Termination*

This Memorandum of Understanding shall remain in force indefinitely and may be terminated by mutual consent, or by one party giving the other party six (6) months written notice of the intention to terminate

#### ARTICLE IX

##### *Amendments*

- (a) The Parties hereto may enter into such supplementary arrangements or agreements within the scope of this Memorandum of Understanding as may be appropriate.
- (b) This Memorandum of Understanding may be amended by mutual consent. Each Organization shall give a sympathetic consideration to any amendment proposed by the other party.

#### ARTICLE X

This Memorandum of Understanding replaces the Memorandum of Understanding signed on 21 July 1998 between the ILO and the SADC.

#### ARTICLE XI

Nothing in this Memorandum of Understanding or relating thereto shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO and the SADC.

#### ARTICLE XII

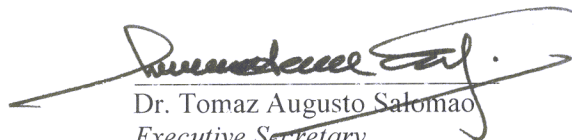
##### *Entry into Force*

This Memorandum of Understanding, done in two originals, in the English language shall enter into force on the date of its signature by both parties.



Mr. Tayo Fashoyin  
*Director*  
ILO Sub-Regional Office for Southern Africa  
Harare

Date: 19 / April /2007



Dr. Tomaz Augusto Salomao  
*Executive Secretary*  
Southern African Development Community  
Gaborone

Date: 22 / April /2007

