



MEDIA STATEMENT

MEETING OF MINISTERS RESPONSIBLE FOR EMPLOYMENT AND LABOUR AND SOCIAL PARTNERS

08 MARCH 2019

1. The meeting of the Ministers responsible for Employment and Labour and Social Partners was held in Windhoek, Namibia on the 7th March 2019, under the theme **“coordination of development programmes to maximise employment creation and productivity”**.
2. The meeting was officially opened by the Minister of Labour, Industrial Relations and Employment Creation of the Government of the Republic of Namibia and Chairperson of the SADC Committee of Ministers of Employment and Labour and Social Partners, Honourable Erkki Nghimtina.
3. The SADC Deputy Executive Secretary for Regional Integration, Dr. Thembinkosi Mhlongo delivered some remarks on behalf of the SADC Secretariat.
4. Hon. Ministers responsible for Employment and Labour from Republic of Angola, Republic of Botswana, Democratic Republic of Congo, Kingdom of Eswatini, Kingdom of Lesotho, Republic of Mozambique, Republic of Namibia, Republic of Seychelles, Republic of South Africa, United Republic of Tanzania, Republic of Zambia and Republic of Zimbabwe attended the meeting.

5. Social Partners were represented by the Deputy Chairperson of the SADC Private Sector Forum (SPSF), Dr. Aggrey Mlimuka., the President of the Southern Africa Trade Union Coordinating Council (SATUCC), Ms. Zingiswa Losi, the Deputy Director General of the International Labour Organisation (ILO), Mr Greg Vines, and the IOM Regional Director for Southern Africa, Mr. Charles Kwenin
6. Ministers and Social Partners approved development of a draft comprehensive SADC Employment and Labour Policy Framework to address impediments to growth and job creation through intersectoral coordination and present progress at the next meeting of Ministers and Social Partners. The policy framework will anchor the SADC Decent Work Programme for the period 2020-2027. A SADC Employment Policy Task Team comprising the tripartite ELS Troika Members will oversee the development of the policy and report progress at the next meeting.
7. Ministers and Social Partners approved the prioritization of fair and ethical recruitment programming in the follow up to the SADC Labour Migration Action Plan.
8. Ministers and Social Partners approved the establishment a Task Team on the ratification of the Protocol of Employment and Labour comprising the ELS Troika Member States and Zimbabwe to urge other Member States to prioritise implementation of policy instruments adopted by the Sector with the support of the Secretariat. The inclusion of Zimbabwe in the Task team is in consideration of the progress made on the ratification of the SADC Protocol on Employment and Labour of 2014.
9. Ministers and Social Partners approved the functioning of the Joint Tripartite Technical Sub-Committees (JTTS) through the existing funding mechanisms
10. Ministers and Social Partners urged Member States to strengthen implementation of the SADC Labour Migration Action Plan (2016-2019), with particular emphasis on the development and implementation of national labour migration policies or frameworks. They also directed the Secretariat, with assistance of ILO and IOM to come up with a comprehensive implementation assessment report of

the SADC Labour Migration Action Plan (2016-2019, develop a follow-up plan and report progress at the next ELS meeting.

11. Ministers and Social Partners urged Member States to request ILO assistance in the implementation of ratified conventions, congratulated the Government of Namibia for ratifying ILO Conventions nos. 81, 122 and 151 and urged Member States that have not yet ratified the instruments to do so.
12. The Ministers and Social Partners approved a regional tripartite discussion of cases utilising the ELS platform to share information on specific country situations regarding compliance, including through the discussions and decisions on reports by the Social Partners.
13. Ministers and Social Partners approved the selection of the Domestic Workers Convention, 2011 (No. 189) as an additional priority convention for ratification and implementation in SADC region and urged Member States to ratify and implement the Convention.
14. Ministers and Social Partners adopted and agreed to implement the conclusions and recommendations of the workshop on decent work for youth in the rural economy in SADC countries which was held in 2018 and urged Member States to undertake joint sector programming to mainstream youth employment in all sectoral policies and activities, notably in agriculture and infrastructure development.
15. The Ministers and Social Partners directed the Secretariat, with ILO assistance, to produce an analytical report on youth labour markets for presentation at the next meeting of Ministers and Social Partners.
16. Ministers and Social Partners urged Member States to align their labour market policies and activities to ELS targets in order to improve implementation and reporting on the Revised RISDP, and also approved the simplified reporting template for the approved list of SADC Labour Market indicators and requested Member States to submit reports by 31 October annually, beginning in 2019.
17. Ministers and Social Partners noted that SPSF will undertake further consultations on the ownership of the Labour Law Guide and present a report at the next Ministers and Social Partners' meeting.

18. Ministers and Social Partners noted that SATUCC will undertake consultations and develop a comprehensive proposal for a financing mechanism for consideration by Member States at the next meeting of Ministers and Social Partners.
19. Ministers and Social Partners urged Member States that are yet to submit reports on the 1st Biennial Follow-up Report on the implementation of the Ouaga+10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development to do so.
20. Ministers and Social Partners noted the report by SADC Members of the Governing Body of the ILO and approved that the status quo, whereby the Africa Group of the ILO does not issue group statements on individual country cases should be maintained. Ministers and Social Partners further approved that a Double Troika (consisting of members of the ELS and Organ Troika) should look at possible alternatives to the 1986 Instrument of Amendment and make recommendations to the Ministers and Social Partners
21. Ministers and Social Partners welcomed the Report of the Global Commission on the Future of Work as a good basis for further tripartite engagement on the proposed ILO Centenary Outcome Document and further endorsed the Africa Group position that the draft Convention and Recommendations should not list the different categories of workers.
22. Ministers and Social Partners deliberated on the 10 recommendations from the Report of the Global Commission on the Future of Work and their implications for the region, highlighting the importance of lifelong learning for all and the need to invest in youth empowerment. There was emphasis on the need to prioritise investment for transition from the informal to the formal economy to promote decent work in the SADC region. The need for the region, and Africa as a whole, to invest in natural resource beneficiation to promote employment and sustainable development was also underscored. The Ministers and Social Partners also congratulated the Republic of South Africa on His Excellency President Cyril Ramaphosa's Co-Chairing of the ILO Global Commission on the

future of Work and for successfully launching the Report in Durban, South Africa, on 1 March 2019.

23. Ministers and Social Partners held ILO Centenary Celebrations for the SADC Region on 8 March 2019 and agreed to undertake national celebrations of the ILO Centenary. The Chair of the ELS Committee of Ministers made a statement on behalf of the SADC ELS Ministers and Social Partners. Ministers and Social Partners also gave solidarity statements in recognition of both the ILO Centenary and International Women's Day.

Done at Windhoek, Namibia, 8th March, 2019