



Southern African Development Community

Decent Work Programme

2013 – 2019

***Promoting Decent Work for all in the SADC
Region***

May 2013

1 BACKGROUND AND JUSTIFICATION

1.1 SOCIO ECONOMIC CONTEXT

1.1.1 Economic Performance and the Employment Situation

The Southern Africa Development Community (SADC) Region, with a total population of about 200 million and combined GDP of about US\$190 billion and an estimated growth rate of around 6% per annum, is one of the most promising developing regions in the world in terms of economic potential. However, the fact that 40 percent of the region's population still live in conditions of abject poverty translates to a need for an estimated sustained growth rate of around 6 percent per annum. In 1999 the total combined growth rate for SADC stood at 1.5 percent. The successful implementation of SADC objectives as applied through appropriate employment and labour policies and strategies will contribute to the attainment of the sustained growth required to alleviate and subsequently eradicate the unacceptably high levels of poverty in many SADC countries.

In 2007, a rampant crisis in the United States' (US) sub-prime housing market – stemming from a corrosive mixture of bad lending practices, toxic mortgages and excessive risk taking on the part of commercial banks – began to spill over into parts of the global economy. This was accompanied by a tightening of liquidity and flagging confidence in the global financial system. The fallout from the ensuing global economic downturn saw global growth plummet to its lowest rate in sixty years against the backdrop of falling demand, declining manufacturing and industrial output, trade credit financing problems and plunging consumer confidence.

The global economic crisis had a significant impact on the Southern African Development Community (SADC) Region. The onset of the crisis occurred as many Southern African countries were making steady progress towards

achieving targets set in respect of the Millennium Development Goals (MDGs), and at a time when various countries in the region had maintained steady economic growth trajectories in the period preceding the crisis. Within this context, the impact of the crisis has important implications for socio-economic development in the SADC region.

By September 2008, the global economic crisis, and was characterized by strong downward fluctuations in stock markets, reduced rates of economic growth, volatile exchange rates and decreasing flows of international trade and foreign direct investment.ⁱ In 2008, the collapse in global demand stemming from the financial downturn, coupled with “synchronised falls in manufacturing and industrial production, trade credit financing problems and low consumer confidence, triggered a fall in world trade growth to just 4 percent.”ⁱⁱ The economic crisis has been accompanied by a global jobs crisis that has seen the world’s unemployment rate rise to 7 percent, with an estimated 50 million people joining the ranks of the unemployed in 2009.ⁱⁱⁱ The consequences of the crisis have similarly ravaged SADC economies.

The demand for the SADC region’s exports has fallen owing to the slowdown in global growth, leading to declining export receipts. Indeed, exports from the SADC declined significantly in 2009, with regional exports of goods and services as a percentage of gross domestic product (GDP) dropping back from 48.6 percent in 2008 to 41.5 percent of GDP in 2009.^{iv} Table 1 below compares the share of exports of goods and services as a proportion of national GDP in individual SADC countries over the period 2006 to 2010. With the exception of the Seychelles and Tanzania (and Zimbabwe) all SADC countries registered a decline in exports of goods and services as a share of GDP between 2008 and 2009.

Table 1: Exports of goods and services as a share of GDP in SADC Member States, 2006-2010

	2006	2007	2008	2009	2010
Angola	73.8	75.4	75.6	52.1	55.9
Botswana	47.0	47.6	43.5	36.0	35.9
DRC	37.7	65.3	61.1	42.7	43.9
Lesotho	50.0	52.7	46.8	38.1	34.8
Madagascar	29.9	30.0	24.8	23.7	23.8
Malawi	19.1	22.2	22.5	19.1	21.1
Mauritius	60.5	60.8	56.0	49.0	48.9
Mozambique	40.6	37.8	34.1	27.9	31.6
Namibia	39.9	39.8	37.7	29.0	30.8
Seychelles	88.6	95.7	124.0	131.1	113.7
South Africa	29.7	31.5	35.4	26.6	27.6
Swaziland	71.5	67.3	62.9	53.8	56.3
Tanzania	21.7	21.2	20.2	20.4	18.3
Zambia	37.5	41.9	35.9	31.9	28.1
Zimbabwe	...	...	...	...	...
SADC	46.3	49.2	48.6	41.5	40.8
Average					

Source: SADC Secretariat & IMF 2009

The decline in exports from SADC countries has constrained the region's external sector, reflected in an 8.8 percent deterioration in regional terms of trade.^v Of the individual SADC countries, Angola, Botswana, Mozambique, Swaziland and Zambia experienced particularly substantial deteriorations in their terms of trade (see Table 2). Furthermore, the aggregate current account deficit across the SADC region widened in 2009 – increasing from 8.4 percent of GDP in 2008 to reach 10.5 percent of GDP in 2009.^{vi} This deficit widened further in 2010 and reached 12.3 percent of GDP.^{vii} The deteriorating terms of trade and current account positions in the SADC countries have also placed considerable pressure on the foreign exchange reserves (measured as the months of imports of goods and services) of a number of these countries.

Table 2: Terms of trade for SADC countries, 2006 – 2010 (Index 2000 = 100)

	2006	2007	2008	2009	2010
Angola	152.2	159.5	201.8	118.8	148.8
Botswana	100.8	101.0	99.8	83.8	83.6
DRC	166.2	185.0	187.2	163.4	170.7
Lesotho	126.9	134.8	152.1	164.3	171.6
Madagascar	102.0	101.6	95.9	101.4	96.7
Malawi	77.6	75.3	77.1	80.4	78.8
Mauritius	90.1	89.9	85.2	91.4	88.2
Mozambique	135.6	141.3	119.8	100.4	101.2
Namibia	109.1	111.2	102.6	99.2	97.6
Seychelles	190.6	199.4	157.4	172.7	159.3
South Africa	109.6	114.2	118.1	118.3	117.3
Swaziland	126.0	136.2	154.2	140.2	142.1
Tanzania	47.3	51.5	51.2	51.6	55.8
Zambia	215.5	233.5	212.3	169.5	176.3
Zimbabwe	...	...	...	...	...
SADC Average	125.0	131.0	129.6	118.2	120.6

Source: SADC Secretariat & IMF 2009

The worldwide economic downturn has also had a strong impact in terms of reducing the revenues of the SADC governments. Across the region, government revenues as a share of GDP fell from 28.5 percent in 2008 to 27.1 percent in 2009 (see Table 3). Total government revenue (excluding grants) as a proportion of GDP declined between 2008 and 2009 in Angola, the Democratic Republic of Congo, Lesotho, Madagascar, Mozambique, Namibia, South Africa, Swaziland and Zambia; with the largest reductions experienced in Angola (12.5 percent) and, to a lesser extent, Swaziland (4.2 percent).

At the same time, a number of SADC governments have increased their public spending in a bid to mitigate the impact of the crisis on their economies. Indeed, total government expenditure in the SADC region increased from 30.3 percent of GDP in 2008 to 34.4 percent of GDP in 2009.^{viii} These factors have combined to worsen the already vulnerable fiscal positions of some SADC countries. The region's fiscal balance reversed from a surplus of 1.1 percent of GDP in 2008 to return a deficit of 4.1 percent in 2009.^{ix}

The burgeoning fiscal deficits have given rise to a worsening debt position in the region, with the debt to GDP ratio increasing from 23.7 percent in 2008 to 26.3 percent in 2009.^x Some SADC countries experienced significant increases in public debt as a percentage of GDP between 2007 and 2008; Angola, Lesotho, Malawi and Zimbabwe saw their public debt as a percentage of national economic output grow respectively by 8, 9.5, 10.1 and 46.6 percent in 2008.

Table 3: Total government revenue (excluding grants) of SADC countries as a share of GDP, 2007 – 2010

	2007	2008	2009	2010
Angola	46.7	50.5	38.0	39.3
Botswana	36.7	32.0	33.8	32.4
DRC	14.7	18.4	17.8	17.8
Lesotho	63.5	62.0	61.2	53.0
Madagascar	11.7	11.7	11.1	11.6
Malawi	18.7	20.0	20.3	20.5
Mauritius	19.1	21.0	21.5	20.1
Mozambique	15.9	16.0	15.7	16.0
Namibia	31.5	29.0	27.1	26.9
Seychelles	35.9	36.1	38.5	35.2
South Africa	26.9	26.4	25.1	24.9
Swaziland	39.8	39.5	35.3	30.7
Tanzania	17.4	17.1	17.8	18.3
Zambia	18.7	18.6	15.6	15.9
Zimbabwe	5.6	4.2	28.3	28.7
SADC	26.9	28.5	27.1	25.9
Average (excl. Zimbabwe)				

Source: SADC Secretariat & IMF 2009

The prices of commodities in the region's key mining and agricultural sectors have fallen, and the flow of migrant remittances into the region has declined.^{xi} In the mining sector, commodity prices of copper, nickel, uranium and oil all fell below their 2006 levels in April 2009.^{xii} A similar pattern was observed for agricultural commodities with the prices of soybeans, groundnuts, cotton, sugar, coffee and tea "all falling to their 2006 and 2007 levels."^{xiii} In Zambia, falling commodity prices have indirectly resulted in losses in government revenue.

For example, revenue from mining company tax in the country declined from US\$ 44 million in the second quarter of 2008 to US\$ 41.6 million in the third quarter and to just US\$ 7.5 million in the fourth quarter of that year.^{xiv} Similarly, revenues from the windfall tax in Zambia fell by US\$ 31.5 million to just US\$ 2.2 million between the third and fourth quarters of 2008.^{xv}

The global financial crisis and the ensuing credit crunch has precipitated a significant tightening of global credit and raised investor risk aversion, particularly towards emerging economies. This has prompted investors to withdraw portfolio investments from the SADC region, resulting in a decline in private investment flows. At the same time, inward foreign direct investment has declined and trade finance has become increasingly costly and difficult to secure. Across the region, investments as a share of regional GDP declined from 26.1 percent in 2008 to 24.8 percent in 2009.^{xvi} The fallout from the global financial meltdown has also placed some SADC countries under increasing pressure to repay debts as foreign banks have tightened their lending policies and sought to shore up their foreign exchange reserves in the wake of the global financial crisis.

The slowdown in the global economy also sparked a rise in inflation in the SADC region. Several SADC countries have recorded rising inflation linked to high food and fuel prices on global markets, with only Madagascar, Malawi and Mauritius recording single digit inflation in 2008.^{xvii} In 2009, inflation in the SADC region averaged 12.6 percent, although this was expected to decline to 8 percent in 2010.^{xviii} While inflationary pressures had eased in a number of countries – principally Botswana, Lesotho, Malawi, Namibia, the Seychelles and South Africa – by November 2009 (see Table 4), food inflation remained high in most countries during the same year. For example, in June 2009, food inflation stood at 13.7 percent in South Africa, exceeding overall inflation by 5.3 percent; and in Botswana food inflation, at 21.5 percent, was nearly double the country's overall inflation rate of 11.7 percent.^{xix}

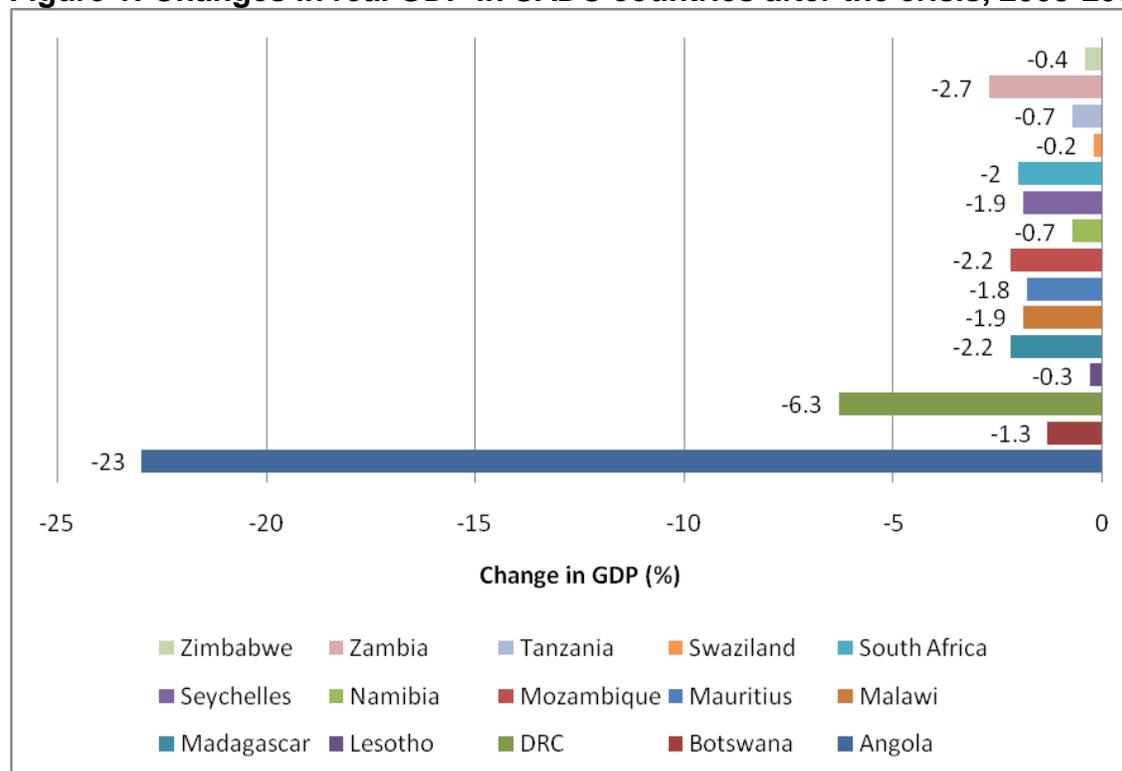
Table 4: Trends in inflation in selected SADC countries, January – December 2009

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Botswana	12.8	11.7	11.7	10.2	8.4	7.0	6.0	6.1	7.0	6.9	5.0	...
Lesotho	10.7	10.2	10.1	9.5	8.9	8.1	6.9	5.6	4.7	4.2	4.1	...
Malawi	10.1	9.7	9.5	9.2	8.7	8.4	8.0	7.8	7.5	7.3	7.3	...
Mauritius	5.2	4.6	4.8	3.8	2.8	3.3	1.9	1.0	0.9	0.1	0.7	1.5
Namibia	11.6	11.6	11.2	10.0	9.6	9.1	7.5	7.6	7.1	7.1	...	7.0
Seychelles	...	49.8	49.5	47.9	46.7	42.8	39.8	30.2	29.3	25.6	0.5	-2.5
South Africa	8.1	8.6	8.5	8.4	8.0	6.9	6.7	6.4	6.1	5.9	5.8	...
Tanzania	12.9	13.3	13.0	12.0	11.3	10.7	10.9	12.1	12.1	12.7	12.5	12.2
Zambia	16.0	14.0	13.1	14.3	14.7	14.4	14.0	14.3	13.0	12.3	11.5	9.9

Source: SADC Secretariat & IMF 2009

These factors have contributed to a decline in growth in the SADC region (excluding Zimbabwe), with the region collectively recording growth in real GDP of just 0.1 percent in 2009 (see Figure 1). This represents a substantial reverse in terms of growth, which was down from an average of 5.8 percent in 2008, bringing an abrupt halt to the impressive growth performance of the SADC regional economy in recent years.

Figure 1: Changes in real GDP in SADC countries after the crisis, 2008-2009



Source: Committee of African Finance Ministers and Central Bank Governors

Even prior to the onset of the global economic crisis, living standards in the SADC region had been blighted by rising food and fuel prices, together with persistent power shortages. These challenges have been compounded by the economic crisis. Against this backdrop, it is increasingly unlikely that the SADC countries' quest to fulfill the Millennium Development Goals (MDGs) by 2015 will be achieved. In order to reach the MDGs, it has been estimated that the African continent needs to maintain an annual average growth rate of 7 percent. Yet, thanks to the economic slump, Africa's expected growth rates for 2009 and 2010 have been revised downwards by the international financial institutions. The International Monetary Fund (IMF) revised its economic growth forecast for Africa for 2009 from 5 percent in October 2008 to 1.7 percent in April 2009. Similarly, the World Bank estimated that growth across the continent would amount to just 2.4 percent in 2009.^{xx}

The global economic fallout has underscored the importance on the part of governments and social partners in the SADC region to use the crisis as an opportunity to work together in addressing a number of policy challenges that have arisen as a consequence of the economic crisis. The most pressing challenges relate to employment and socio-economic development in the SADC region; low levels of domestic and foreign investment in SADC countries; declining domestic and global demand for goods produced in the region; and declining national revenue levels in the SADC countries.

Unemployment figures in various African countries, including SADC, disguise the problem of underemployment and poverty which are widespread amongst the youth, being much more prevalent in rural areas as a consequence of poorer job opportunities there. Young people in these areas are not able to remain without work for long periods and often migrate to urban centres in search of employment

The centrality of youth employment has long been recognized by SADC countries as one of the major means to alleviate poverty and empower people to be part of the social, economic and political processes. Youth unemployment is part and parcel of the overall problem of unemployment and underemployment that afflicts all SADC countries.

In its generality, the problem affects the majority of adults in both rural and urban areas, even if its incidence may be higher among youth, women and rural folk (ILO, 2000). The active population in Africa comprises up to half of the total population. A large part of it, including the youth, is employed in agriculture and the informal sector, both of which are characterised by the prevalence of underemployment. Although hard data on time-related and other forms of underemployment are generally lacking for SADC countries due to challenges with the labour market information system, the seasonal character of agriculture, the low incomes in the informal sector, and various structural factors all point to the inadequate utilisation of labour in most of the countries. In Southern Africa, unemployment rates exceeding 40 per cent are not uncommon. Youth unemployment rates, where the youth are defined as those 15-24 years of age, are even higher.

Youth unemployment rates for selected SADC countries

Country (by gender)	Youth unemployment rate (%)
Angola (total usual unemployment)	28
Botswana (2011)	46.1
Lesotho (total)	47.40
Lesotho (male)	37.90
Lesotho (female)	58.50
Mauritius - male, usual unemployment	19.2
Mauritius - female, usual unemployment	26.0
South Africa (total)	55.80
South Africa (male)	57.90
South Africa (female)	53.30
Swaziland (total)	64.0
Swaziland (male)	41.70
Swaziland (female)	48.30
Zambia - total, usual unemployment	28.0
Source: ILO Key Indicators of the Labour Market Version 3; UNECA, 2005 plus others. *youth unemployment rates quoted vary depending on source.	

Across the SADC countries, employment levels have declined as the harmful effects of the global economic downturn have taken hold. Many of the job losses have been experienced in the region's mining sector. Indeed, between July 2008 and July 2009, 10 000 jobs were lost in Zambian copper mines alone.^{xxi} As of July 2009, more than 1 000 jobs had been lost in Botswana, while the number of jobs lost in mines in the Democratic Republic of the Congo stood at a staggering

300 000.^{xxii} Significant mining sector job losses have also been recorded in Lesotho, Swaziland and Tanzania, as well as in South Africa, where 32 681 mining industry employees had been retrenched as of July 2009.^{xxiii} South Africa was more affected than many other SADC economies due to its strong international financial and trade links.^{xxiv} This saw South Africa record substantial job losses, with close to one million jobs shed across the economy in 2009. South Africa is an economic powerhouse within the SADC region and has been a powerful driver of regional growth over the past decade. Within this context, the economic downturn experienced in South Africa has had unfavourable repercussions for its neighbouring countries. In many of the SADC countries, the availability of timely data on unemployment and working conditions is limited and, in some cases, unreliable. Therefore, the true impact of the economic crisis on employment is difficult to detect.

Therefore, it is vital that existing strategies designed to combat unemployment and poverty in the region are revisited, and the development of new strategies with a particular focus on youth, to create jobs and address socio-economic problems is placed at the centre of the agenda of policymakers and social partners. This will require ongoing social dialogue as well as efforts to strengthen existing social security nets and develop safety nets for retrenched workers. At the same time, reducing income inequality must remain a priority. The SADC governments will need to expand moves to increase investment in education and training, and stimulate and support job creation initiatives.

In many SADC countries SMEs have been among the worst affected by the fallout from the global economic crisis. This is particularly worrying from a socio-economic development perspective, given the importance of SMEs as key drivers of growth and employment generation in the region. There is a clear need for additional support structures to be set up to assist entrepreneurs in establishing new businesses as a means of providing alternative sources of employment in the SADC region. Moreover, support structures ought to be put in

place to help existing SMEs to grow and develop in order to create additional employment opportunities.

1.1.2 Labour Market Information Systems

The decent work agenda provides a conceptual statistical basis for comprehensive Labour Market Information System. Thus, to track the extent to which the decent work agenda will be achieved, a robust, holistic labour market information system which draws on inter-sector and multi-stakeholder linkages and relationships is essential. The importance of LMIS is enshrined in the ILO Convention concerning labour statistics, 1985 (No.160) and Recommendation concerning labour statistics, 1985 (No.170).

The need for the creation of a SADC Labour Market Information System (LMIS) was approved by the Integrated Committee of Ministers (ICM) in June, 2007 and reiterated by the SADC Ministers Responsible for Employment and Labour and Social Partners in Maseru in April, 2008. The motivation for setting up the LMIS in the SADC region is evident in that various stakeholders confirmed the need to have information on labour market dynamics in the region so that they could be informed of the investment intentions (in case of multinational companies and conglomerates), labour market policies regarding national education and training needs, labour migration, minimum wages legislative and regulatory reforms (in case of decision makers), available job opportunities (in case of job seekers), and sensitization on the actions taken to modify the demand for labour; thus ultimately shaping public policies and programmes in the SADC Region. Also, this would compliment earlier efforts by ILO/SAMAT to establish a regional LMIS in Southern Africa in the 1990s.

In the SADC Region, studies on labour market status and needs analysis studies have been done in countries such as Lesotho; in Namibia; and Zambia (CPU Report, 2004). The recent past has seen ILO/SAMAT sponsored labour market

information system (LMIS) needs assessment studies carried out in Southern African countries such as in Zambia, Lesotho, Zimbabwe and Namibia. Despite these endeavors for developing country-level LMIS, nothing has been developed so far in the SADC Region. There is, therefore, the absence of existence of a regional LMIS model which can be modified and adapted to country specific contexts in the SADC Region. It is for this reason that the development of a SADC LMIS will act as a guide in developing country-specific LMISs. The country-level LMIS could tap into the experiences and practices encountered when developing the SADC LMIS.

As a follow up to the above, a Consensus Building Workshop on the Development of the SADC Employment and Labour Market Information Systems (LMIS) took place at the Rainbow Towers in Harare, Zimbabwe from 27-28 October 2011. The meeting was convened jointly by the SADC Secretariat, the Government of Zimbabwe and the International Labour Organisation (ILO) to further develop a draft labour market information system for SADC and align it to the international framework adopted by the ILO. Participants from Botswana, Democratic Republic of Congo, Lesotho, Mauritius, Mozambique, Namibia, Seychelles, United Republic of Tanzania, Zambia, and Zimbabwe attended the workshop, representing Government Ministries responsible for statistics, finance and planning, and labour and social services. The Southern African Trade Union Coordination Council (SATUCC) and independent consultants also participated in the workshop.

The main observations from the workshop about the state of LMIS in the SADC Region were:

- (i) Establishing LMIS is generally a challenge for all Member States. Even in countries where it has been established, LMIS is new and in most cases partially established;

- ii) Most of the decent work indicators are not currently being properly measured by Member States. These indicators are new and being tested;
- iii) Several major data collection gaps exist which affect LMIS such as lack of technical capacity for data analysis;
- iv) Some concepts are not well defined in many countries such as informal employment and child labour, and methodologies not harmonised in the region to allow for comparability of information. Ongoing effort by SADC and with ILO was timely to strengthen harmonisation of LMIS across the region;
- v) Major labour force surveys are required to collect adequate data. As a starting point, these could be at 5 year-intervals before being conducted at 2 year intervals, then ultimately on annual basis;
- vi) Most labour force surveys already disaggregate data according to age and sex – therefore at analysis level, it is possible to establish age sensitive indicators. Some indicators are particularly mandatory to disaggregate by sex as well as rural /urban areas;
- vii) Inter-sector linkages and collaboration are key to LMIS. In some cases, there is need for legal instruments guiding LMIS and inter-sector collaboration.

The workshop reviewed the prototype labour market information system proposal developed for the SADC to be presented to the meeting of SADC Ministers and Social Partners responsible for employment and labour for approval in April 2012. The review focussed on Minimum list of key indicators for the SADC LMIS, the implementation Plan for the SADC LMIS, April 2012-March 2016, and resource requirements and possible sources of funding. The workshop

recommended a minimum list of key indicators to be included in the SADC LMIS building on the ILO Decent Work.

A Draft Three Year SADC Labour Market Information Implementation Plan for the period 2013 – 2016 highlighting the need to: (a) develop an awareness and communication strategy on LMIS; (b) development or strengthening of LMIS institutional structures in Member States and at regional level; and (c) providing training and capacity building support to Member States to implement and maintain the LMIS, was recommended

1.1.3 International Labour Standards

SADC has already recognized ILO core standards as a basis for regulating minimum labour standards in the region. The SADC Charter of Fundamental Social Right reinforces ILO International Labour Standards as the basis and inspiration for the regional vision embodied in the SADC Treaty as exemplified by the objectives, priorities and strategies in this policy document.

One of SADC's objectives is to harmonize labour market regulatory regimes across countries engaged in regional co-operation and to ensure a progressive improvement of labour standards within all countries over and above the core labour standards. The SADC region is committed to developing common labour standards and regulatory frameworks in order to ensure commensurate growth and development in the Southern African region. To this end, the main objectives in the area of employment and labour include the following:

- i) Develop common labour market regulation policies that are in line with the Vision, Mission, and the Common Agenda of SADC as reflected in the RISDP.
- ii) Ratify and implement ILO core standards as agreed by the Member States and tripartite partners.
- iii) Reform labour law and policies to reflect basic minimum standards and common approaches in such areas as: working conditions, wage determination, collective bargaining, dispute prevention and conflict management, social partnership and the protection of vulnerable groups.

In this regard, SADC Member States have all ratified the eight core labour standards. At the SADC ELS meeting in Windhoek in 2011, it was agreed that the focus should now shift towards:

- i) Better compliance with all ratified conventions, especially the eight core convention,
- ii) Ratification of the four governance conventions C144, C81, C129 and C122
- iii) Ratification of C151 on collective bargaining in the public sector must be given priority attention.

In addition to the above it was agreed that work on improving the quality and timeliness of reports to the ILO and responses to the Committee of Experts on the Application of Recommendations and Conventions must improve. The SADC DWP will provide support in achieving the above work on ILS.

1.1.4 Employment Creation through Productivity improvement

Productivity plays a major role in economic and social development and is essential in attaining the social and economic objectives of creating employment opportunities poverty reduction, improving organizational efficiency and competitiveness. Moreover, productivity opens up avenues to participation in international economic activities. In recognition of these and in particular the high levels of poverty and unemployment in the Region, the SADC Summit held in 1999 in Maputo, Mozambique, adopted a Declaration on Productivity. The strategic objectives envisaged in the Declaration were mainly to: i) formulate national and regional policies and strategies to enhance productivity, and ii) develop a framework for the implementation of the Declaration on Productivity. The planned activities to operationalise the Declaration included facilitation of the establishment of National Productivity Organizations (NPOs), the establishment of a mechanism for cooperation, sharing of experiences, know-how, and information among NPOs in the Region, and the monitoring of productivity growth by collating relevant national productivity statistics and establishing benchmarks for productivity improvement.

Based on the above strategic objectives and activities, the SADC Productivity Programme was developed with the support of the ILO. The core of the programme was the establishment of a SADC Regional Productivity Organization (RPO). At their meeting held in April 2011, in Windhoek, Namibia, the SADC Ministers responsible for employment and labour together with Social Partners approved the SADC Charter Establishing the SADC Productivity Organisation(RPO). The objectives of the SADC RPO are to:

- i) improve employment creation, per capita income and social security required to sustain decent work for men and women and better quality lives of people in the region;
- ii) promote social dialogue and partnerships as a development agenda within the SADC;
- iii) Contribute to accelerated, sustainable economic growth and prosperity of SADC through improvement, enhanced national and regional competitiveness, and greater participation in international trade; and
- iv) Assist Member States to establish national productivity centres.

The SADC Decent Work Programme will facilitate the realization of these objectives.

1.1.5 Child Labour

The decline in child labour appears to have slowed down globally. In Africa, it is estimated that 28 percent of all children between the ages of five (5) and fourteen (14) years are engaged in economic activities on a regular basis. The Southern African Development Community is not an exception to the increasing Child Labour problem.

Upon requests by the SADC Employment and Labour Sector (ELS) Committee of Ministers and Social Partners at their Annual Meeting in Lilongwe, Malawi, April, 1996 the ILO conducted a study on the magnitude of child labour in the Region.

The findings of the study revealed that data on child labour was scarce and that most of the Member States had not adopted comprehensive national strategies to combat the problem. However, there was evidence that the region was increasingly seeking the involvement of the ILO's International Programme on the Elimination of Child Labour (IPEC) in taking steps towards a national approach. The immediate elimination of all forms of child labour is beyond the reach of many countries. Consequently, the priority should be on urgently pursuing the rapid elimination of the worst forms of child labour and putting effective measures in place to progressively eliminate all other forms, through time-bound national programmes of action.

At the regional level the SADC Employment and Labour Sector Committee of Ministers and Social Partners has continuously urged Member States to ratify and implement the ILO Minimum Age Convention 138 (1973), the ILO Convention 182 on the Worst Forms of Child Labour (1999) and other relevant international instruments. The latter includes the United Nations Convention on the Rights of the Child and the African Charter on the Rights and Welfare of the Child. Substantial progress has been achieved in this regard, as all SADC countries have now ratified Conventions 138 and 182.

In order to enhance the regional approach to combating Child Labour, the SADC Council of Ministers at its meeting in Maputo, Mozambique, August 1999 directed the ELS to develop the Code of Conduct on Child Labour. The establishment of region-wide measures for applying the Code, together with the development and implementation of national action plans against child labour as called for under the ILO Decent Work Agenda in Africa will provide a significant impetus for the Member States to address the problem.

As Member States ratify ILO Conventions and other international instruments that address child labour, there is a need to review existing legislation in line with the provisions of the ratified instruments. There is considerable non-compliance

in many countries on the application of national Labour legislation and limited capacity to enforce it. This is due to the small number of Labour Inspectors to do the job. In addition, the Labour Inspectorate often lacks the material infrastructure such as transport to visit the areas or the many small enterprises where child labour is prevalent and to carry out its responsibilities. Member States should therefore strengthen the enforcing structures and orientate Labour Inspectorates in combating child labour.

Affordable education of good quality that is relevant to the needs of children and their families is the most effective instrument for the elimination of child labour. School attendance has a major effect on reducing excess hours of work among children and ultimately reducing child labour over a long period of time. Other positive attributes of schooling are that educated persons become aware of their rights and so less likely to accept hazardous working conditions, plan small sizes of their families, make more informed and active citizens and are more productive workers contributing to the wealth of their national economies.

The incidence of HIV and AIDS has resulted in an increase of child-headed households; therefore many children are entering the workforce in order to support themselves and or their siblings. To address this Member States have embarked on national health programmes and projects aimed at reducing very high mortality rates with special emphasis on primary health care, maternal and child health programmes with varying results. Member States are also undertaking rehabilitation (health and social) of children who have been involved in the worst forms of child labour through systematic and effective programmes. Member States are involving stakeholders in the sensitization and advocacy against child labour at national and regional levels. The SADC ELS needs to establish a mechanism for exchange of information and monitoring on child labour legislation and policies within SADC. The development of a regional action programme will provide a regional framework for promoting information exchange

and for supporting and monitoring national actions to effectively address the problem.

The Monitoring and Evaluation Tool approved by the ELS Ministers and Social Partners at their meeting in Windhoek, Namibia in 2011, is one step towards the development of Regional Framework for promoting the exchange of information and assessment of how Member States are implementing the SADC Code of Conduct on Child labour approved by the ELS in 1999.

1.1.6 Social Security

Since the establishment of the ILO in 1919, social security has been a core element of the Organization's mandate and, consequently, one of its key standard-setting areas. The Declaration of Philadelphia (1944) called upon the ILO "to further among the nations of the world programmes which will achieve ... the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care ...". The universal recognition of social security as a right belonging to all persons was subsequently embodied by the inclusion of the right to social security in the Universal Declaration of Human Rights (UDHR), 1948, in the International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966, and in numerous other regional and international human rights treaties.

The inclusion of social security in a number of international and regional human rights instruments such as the African Union and SADC as well as national legislation is also an acknowledgment of the fact that social security is a human need. The SADC Employment and Labour Sector (ELS) has developed social security policy documents aimed at enhancing coordination, convergence and harmonisation of social security systems in the region. These are:

- The SADC Charter of Fundamental Social Rights;
- The SADC Code on the Social Security;

These documents present the policy framework within which the social security component of the SADC Decent Work Programme will be executed.

The 12th African Regional Meeting recognized widespread support in Africa for the progressive development of national social protection systems inclusive of nationally defined social protection floors. African member states recognized the following principles underpinning national social protection floors: (a) a minimum level of nationally defined and guaranteed social outcomes should be ascertained; (b) guarantees should be rights based; (c) the participation of social partners in the planning and management of social protection schemes in order to ensure good governance and national consensus was deemed indispensable.

. It is within this framework that social security coverage is promoted by the SADC DWP. While there has been some progress in the extension of social security coverage in some SADC countries, in others stagnation and even contraction have occurred. In many countries, the growing incidence of informal work led to stagnant or even declining rates of coverage. With regard to the coverage of contributory benefits, these developments are closely associated with employment trends, particularly the quantity and quality of jobs available in the formal economy. Social insurance was originally established to serve wage and salary workers who have explicit contracts with regular and identifiable income in formal enterprises in the context of an identifiable employment relationship. Under these conditions, incomes can be monitored and compliance with contributory obligations can be enforced. Workers with less formal working conditions, especially in middle- and low-income countries are generally not covered by social insurance. This is usually the case for the self-employed, own-account workers or other workers in irregular forms of employment who often represent the vast majority of informal economy workers. Furthermore, in some countries employers and workers in small enterprises are exempted from social security contributions with certain provisions of labour and social security laws. In face of this, the experience in a number of SADC countries shows that even in situations of tight budgetary constraints some investment in social protection can be made in the form of nationally defined social protection floors offering at least some basic protection, including for workers in the informal economy.

SADC has put in place a monitoring and evaluation tool of the SADC Code on Social security in view of monitoring and evaluating the implementation of the code in member states. The SADC DWP will support the pilot testing and deployment of this important statistical tool, and tripartite concerted action at SADC level for the development of national actions plans on the Social protection floor and strengthening of social security systems.

1.1.7 HIV / AIDS

One of the most important challenges facing SADC and its Member States as it moves towards greater integration is the effect of HIV and AIDS on social, political and economic development. The Region has the highest levels of HIV infection globally, and many countries are now grappling with the intensifying impact of mature epidemics of HIV and AIDS and the related epidemic of TB, that are reversing the hard – won development gains of the past 50 years. The threat posed by AIDS is now widely recognized. More resources than ever before have been pledged to respond; and more than ever, evidence is available about what works in response to the epidemic.

AIDS threatens economic security and development because it primarily strikes the working-age population. This has implications for survival of communities and enterprises, as well as long-term maintenance of productivity capacity. The epidemic erodes economic growth through its impact on labour supply and productivity, savings rates, and the delivery of essentials services. Individuals living with HIV lose jobs, incomes and savings. As a result, they consume and invest less. The workplace, both public and private- farms, factories, market stalls or government offices- becomes less productive or fails, reducing output, profits, tax revenue and investment.

In hard-hit countries AIDS is likely to reduce the labour force's growth rate. The International Labour Organization (ILO) projects that the labour force in 38

countries (all but four in Africa) will be between 5% and 35% smaller by 2020 because of AIDS. The epidemic also affects workforce quality, as AIDS –affected workers succumb to the impact and are replaced by less experienced men and women.

At Regional level SADC Secretariat, through its HIV and AIDS Unit is at forefront of efforts to harmonize regional policies and programs, as well as establish mechanism to monitor and evaluate progress made towards the targeted objectives on prevention, treatment, and care and the reduction of the impact of HIV and AIDS in the Region.

This requires a coordinated regional intervention to help Members States to deal with the epidemic. In 2008 the SADC passed the “**MASERU DECLARATION**” which is the legal instrument that has guided the SADC Secretariat interventions on HIV and AIDS. The SADC Code of conduct on HIV and AIDS and Employment is a framework for action that establishes policy development principles, and provides practical programming guidelines on how HIV and AIDS should be treated in Employment, on prevention and behavior changes, protecting workers’ rights and benefits, and treatment, care and support in the workplace.. The code balances individual needs and provides a platform on which to build strategies for prevention and management of the epidemic. The code represents the common standard by which the region will deals with the rights and duties relation to HIV and AIDS and Employment.

The code was developed by Governments, Employers’ Associations and Labour Movements of the region, taking into account Member States’ National Codes and also reflecting principles developed by World Health Organization (WHO) and International Labour Organization (ILO), and was adopted by SADC Summit in September 1997. The responsibility for monitoring and review of the Code and its implementation lies with the parties to the tripartite at national level and regional level and with SADC Employment and Labour Sector.

There are Country Reporting Formats on the Implementation of the Code on HIV & AIDS and Employment, and all SADC Members States are collecting information on that regard. The main constraint in preparing a comprehensive SADC report is the lack of information from the Members States.

The SADC Code on HIV and AIDS and the respective reporting forms were reviewed to align them with the labour standard on HIV and AIDS and the world of work, Recommendation no,200 (2010), improve national policy compliance with the Code and Recommendation no. 200 and , improve the reporting to SADC and compilation of the regional SADC HIV / AIDS at the workplace status report. The SADC DWP will provide support to the pilot testing of the monitoring tools and compliance in implementation of the Code by the Member States

1.1.8 Occupational Safety and Health

Health and Safety at work remains a major challenge across the SADC region. Too many workers continue to be maimed and die at the workplace due to less than adequate OSH policies, regulations and practices. Promotion of a preventative safety and health culture and the relevant OSH Conventions is a useful starting point in enhancing OSH performance in the SADC region. Focus is particularly required in the harmonization of OSH reporting systems and in the movement and use of hazardous chemicals and pesticides across the region. In this respect, the SADC Code on the Safe Use of Chemicals needs to be better promoted.

During the implementation of the SADC Programme on Work and Health in Southern Africa (WAHSA),(2004-2008) which was in collaboration with Sida, and operated more on the SADC principle of subsidiarity, a number of OSH needs and challenges in SADC were identified and these included the need:

- (i) for formulation and implementation of systematic and detailed occupational safety and health programmes at national level,

beginning with a policy commitment to specific, time-bound objectives;

- (ii) to produce and use data to direct interventions, monitor occupational health and safety problems;
- (iii) to develop a strategy for, and commit resources to, the establishment of occupational safety and health programmes for the informal sector;
- (iv) to train and educate professionals to improve capacity in enforcement and monitoring as well as occupational health service delivery;
- (v) to develop adequate and effective systems to ensure the management, rehabilitation and social security of workers with occupational illness and injury;
- (vi) to ensure access to information for all stakeholders- employers, workers, professionals, inspectors, worker representatives, politicians and the media;
- (vii) to raise public awareness of workers' health and safety issues through strategies that harness and enable public media.

The SADC DWP will support the systematic implementation of these needs and addressing related challenges in the Region. As a start, the SADC DWA will support the piloting of the Assessment Tool on Occupational Safety and Health in SADC which will facilitate collection of OSH data and the development of a coherent recording and notification system for occupational accidents and diseases in the Region.

1.1.9 Protection of Migrant Workers

The SADC Protocol on the free movement of peoples and goods takes into account the relevant ILO conventions relating to labour migration. SADC should promote the ratification and domestication of the following conventions to better protect migrant workers:

C97 Migration for Employment Convention (Revised) 1949

C143 Migrant Workers (Supplementary Provisions) Convention 1975

C 181 Private Employment Agencies Convention, 1997

These conventions are not ratified by all Member States in SADC, and therefore the importance of promoting them becomes urgent. It is also worth to mention that most SADC Member States have not yet ratified the UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families which also protects the rights of migrant workers. It should also be recognized that all core international labour standards apply to all workers regardless of their nationality or immigration status, unless otherwise stated.

Migration for the purpose of employment has always been a part of people's livelihood strategies in Southern Africa. Labour migration has historically been a central part of cross-border mobility, largely comprising the movement of low skilled workers. Increasingly, labour migration in the region also comprises high skilled migration. Skilled migration within the SADC region has accelerated since the early 1990s, to countries outside of the continent, as well as between countries in the region.

It is worth noting that migration is predominantly intra- regional in the SADC region, as is also the case in Sub Saharan Africa in general. Migration primarily takes place between neighboring countries and to major economic centres, though there has also been an increase in inter-continental migration, mainly to Europe and North America. Research show that there has been major changes to the patterns of intra-regional labour migration within SADC since the early 1990s. Labour migration today is more voluminous, dynamic and complex, and migration patterns are changing as is the duration people stay abroad; migration includes more economic sectors and people of different skill levels, and with more women migrating on their own.

Migration in the region can be largely explained by decent work deficits and the shortage of employment opportunities combined with widening disparities in incomes as well as human security issues and demographic trends.

Labour migration has traditionally been linked to sectors such as mining and agriculture, but encompasses today a variety of economic sectors.

Migration poses a number of significant development and governance challenges for the SADC countries, including regional integration and development, skills

development and retention, labour and skills mobility, employment generation and provision of social protection and social security. The following has been identified as some of the main challenges linked to migration in the SADC region:

- (i) Rapidly changing dynamics of labour migration, especially out-migration of the mainly economically active populations and youth;
- (ii) Increasing migration pressures to neighbouring countries, particularly to South Africa and Botswana;
- (iii) Brain drain and loss of skilled labour, particularly in the health and education sectors. Studies have for example shown that in the early 2000s up to 30 % of SADC-born physicians and 10 % of SADC-born nurses were resident outside their country of birth. Many of these health professionals work in other countries in the SADC region, primarily South Africa, while many also leave the continent altogether;
- (iv) The number of migrant workers in an irregular situation has increased in the past decade. This growth has been accompanied by growing informalisation of migrant labour employment. The majority of irregular migrants in SADC are from other countries within the SADC. Many of the migrant workers in irregular situation are subjected to various forms of exploitation in recruitment and employment, to inhuman labour conditions, substandard housing, exclusion from social protection and denial of many basic labour and human rights. This is exacerbated by the practices of a certain number of labour brokers, whose sole concern is to maximize financial profits to the detriment of migrant workers' rights. The ratification of ILO Convention No. 181 on Private Employment Agencies and its implementation could constitute an efficient tool to protect migrant workers' rights overall as the Convention lists their rights in a comprehensive manner;
- (v) Migrant workers are confronted with particular difficulties in the field of social security, as social security rights are usually related to periods of employment or contributions or residency. They risk the loss of entitlements to social security benefits in their country of origin due to their absence, and may at the same time encounter restrictive conditions in the host country with regard to their coverage by the national social security system;
- (vi) There is a need for a harmonization of migration legislation within SADC, and multilateral international instruments should inform migration policy and legislation to a larger extent than what is the case today.

An ILO-SADC tripartite capacity building workshop on labour migration held in October 2007 concluded that expanding legal access for migrants to labour markets in SADC countries, introducing temporary work programmes and promoting greater freedom of movement would be relevant responses to the problem of irregular migration. The workshop also recognized the importance of developing regional mechanisms to govern and regulate migration. Such regional cooperation should also focus on migration and development, inter alia by mainstreaming migration into regional and national development plans. Coordination should be ensured between different government ministries and agencies in the interest of ensuring policy coherence. The workshop reiterated the importance of ratification and implementation of the two ILO Conventions related to migrant workers.

Finally, the workshop recognized the relevance of the ILO Multilateral Framework on Labour Migration given the need for harmonization of migration legislation within SADC, the prevalence of protection issues, including abuse and exploitation of workers and lack of social protection and high incidence of irregular migration.

A study conducted in 2009 by the IOM on behalf SADC, on “Data Assessment of Labour Migration Statistics in the SADC Region”, covering three Member States (South Africa, Zambia and Zimbabwe), concluded that given the push for free trade area and therefore free movement of labour in the Region, labour migration should be at the forefront of regional policy formulation. The study recommended that in order to improve migration-related data a multi-pronged strategy needs to be implemented, including improved utilization of existing data sources, development of new data sources as well as improved communication among stakeholders and neighboring countries. The need to build capacity in order to improve the collection and measurement of migration data was also emphasized.

The SADC Decent Work Programme will pull together the efforts of international and regional bodies and structures such as the SADC Statistical Committee, IOM, ILO and the Intra-ACP Migration Facility to establish a common migration statistical system to facilitate decent work and rights for migrant workers.

1.1.10 Social Dialogue

Structures for national social dialogue exist in all SADC member countries. However, social dialogue has not been effective in most countries due to a restricted mandate of social dialogue institutions which limits consultations only to labour and employment matters as opposed to negotiations on broad national social and economic policies.¹ As a result, the outcomes of social dialogue have often not adequately reflected the broad aspirations of society and interests of key stakeholders such as the youth, women, informal economy operators and workers and people with disabilities. Furthermore, umbrella trade union and employer organizations in most countries, even when consulted on national social and economic issues, are characterized by limited capacity in many areas such as, limited negotiation and representation skills for the interests of their members; limited influence on government policy and national development frameworks; and lack of influence in the SADC National Committees which are meant to champion the SADC regional integration agenda and enhance public participation in SADC activities at the national level. Ideally, SADC National Committees are expected to constitute, as part of their structures, a tripartite subcommittee or working group.

At the regional level, tripartite social dialogue takes place within the framework of the SADC Committee of Ministers responsible for Employment and Labour and Social Partners (the Committee)¹ composed of Ministers responsible for Employment and Labour, regional umbrella employers' and workers' organizations representatives, the SADC Employers' Group (SEG) and the Southern African Trade Union Coordinating Council (SATUCC), respectively. However, due to capacity constraints, this structure is faced with the challenges to effectively coordinate and monitor the implementation of various regional programmes on employment and Labour.

In line with the Regional Indicative Strategic Development Plan, SADC launched a free trade area in 2008 to give legal and practical effect towards harmonization of trade procedures and documentation within the SADC. To further deepen regional integration, the SADC has adopted measures to establish a common market by 2015 and remove restrictions on free movement of capital, labour, goods and services and other factors of production. This would necessitate harmonization of regional policies on migration, employment, gender equality, productivity improvement and investment in order to maintain uniformity in the region.

The SADC Decent Work Programme (DWP) support in this process would entail strengthening SADC Secretariat to infuse Decent Work and social dimensions of integration in SADC programmes; strengthening of the Committee of Ministers responsible for Employment and Labour and Social Partners in its efforts to harmonize employment policies; promotion of corporate social responsibility and adoption of foreign direct investment policies which take into account decent work; and institutionalization of social dialogue in all structures of the SADC.

1.1.11 Regional Employers and Workers Organizations

SADC has SEG and SATUCC as fully fledged and functional regional umbrella employers' and workers' organizations mandated to represent the interests of employers and workers at the regional level and to influence regional integration policies. Despite their being well established, they still need support in the development of position papers to effectively influence policies. Furthermore, they need to strengthen the capacity of their members at the national level to effectively participate in the SADC National Committee to influence the SADC agenda and be part of the monitoring process of SADC Policy commitments (protocols, charters and codes) and programmes at the national level.

The DWP will strengthen the capacity of SEG and SATUCC to better coordinate national employers' and workers' organizations and effectively represent the interests of employers and workers in the SADC regional integration fora. This will include strengthening their capacity to effectively represent their members in the on-going negotiations for an economic partnership agreement between the SADC and the EU; in the negotiation of productivity accords at both national and regional levels to improve the region's productivity levels and competitiveness; in the facilitation of regional networks among employers' and workers' organizations to ensure respect for labour standards within the SADC Free Trade Area and guard against "race to the bottom" strategies by investors.

1.1.12 Gender

The SADC ELS developed a gender policy which was adopted in the year 2000. The policy acknowledges that the labour market in Southern Africa is characterized by gender inequalities, as reflected in legislation, laws, policies and practices that disadvantage women. The policy calls upon Member States to review and reform them, commit themselves to the formulation and implementation of gender sensitive policies, and take positive action to promote equality for women in work and employment.

It has been demonstrated that greater equality between women and men contributes to economic growth, the reduction of poverty and overall human development. Yet pervasive inequalities exist between women and men in the SADC region. Women constitute the majority of the poor in the region, as a result of their limited access to, and control over productive resources such as land, livestock, credit and modern technology. In addition, women have limited access to adequate health facilities, formal education and employment, and are over represented in the informal sector where returns are extremely low and unreliable. Moreover, laws exist in most Member States, which restrict women's legal capacity, and have a direct bearing on women's income earning capacities. In order for SADC to achieve its poverty reduction and eradication objectives, its policies and strategies should address these gender gaps.

There are a number of instruments, which provide the overall policy framework for the achievement of gender equality at regional level. These include the Declaration on Gender and Development, its Addendum on the Prevention and Eradication of Violence Against Women and Children, and the Plan of Action for Gender in SADC. The 1997 Declaration on Gender and Development (GAD) recognized gender equality as a fundamental human right, and that the

mainstreaming of gender issues into the SADC Programme of Action and Community Building Initiative is key to the sustainable development of the SADC region. As a result, the Declaration commits SADC Member States to the following, among others:

- The achievement of at least 30% target of women in political and decision making structures by 2005;
- the reform of discriminatory laws and social practices;
- the promotion of women's full access to, and control over productive resources such as land, livestock markets, credit, modern technology, formal employment, quality education, reproductive and other health services;
- an integrated approach to deal with the issue of violence against women;
- the cultivation and promotion of a culture of gender equality in SADC and respect for the Human Rights of Women; and
- facilitating the achievement of gender equality in access to economic structures and control of resources.

The 1999 Plan of Action for Gender in SADC, which seeks to operationalize the commitments contained in the Declaration and Addendum. The Plan outlines a number of objectives, strategies and activities in the following areas:

- gender policy and institutional frameworks;
- women's human rights;
- access to economic structures and control of resources;
- politics and decision making;
- peace and stability;
- gender capacity building and training;
- dissemination of information and networking; and
- coordination of SADC participation and position at African and Global events.

In addition, the SADC Heads of State or Government signed the Protocol on Gender and development. One of the main objectives of the Protocol is to provide for the empowerment of women, to eliminate and achieve gender equality and equity through the development and implementation of gender

responsive legislation, policies, programmes and projects. Among the relevant provisions of the Protocol in the context of the SADC Decent Work Programme are those focused on ensuring that States Parties shall by 2015 review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy; the eradication of occupational segregation and all forms of employment discrimination; and the provision of protection and benefits for women and men during maternity and paternity leave. The SADC DWP will enhance the implementation of the provisions of the SADC Gender Protocol.

The policy documents discussed above cover a wide area due to the cross-cutting nature of gender. They are intended to address some of the gender gaps that were earlier identified, and are generally relevant to SADC's overall objectives of poverty reduction and eradication. In spite of the progress made towards gender equality however, there are a number of weaknesses at national and regional levels, which have resulted in slowing down progress towards the achievement of the commitments made in the policy instruments referred to earlier.

1. 2 SADC VISION, OBJECTIVES AND POLICY FRAMEWORK

1.2.1 SADC VISION

The SADC vision is one of a common future, a future in a regional community that will ensure economic wellbeing, improvement of the standards of living and quality of life, freedom and social justice and peace and security for the peoples of Southern Africa. This shared vision is anchored on the common values and principles and the historical and cultural affinities that exist between the peoples of Southern Africa.

1.2.2 SADC OBJECTIVES

The SADC objectives include: promote sustainable and equitable economic growth and socio-economic development that will ensure poverty alleviation with the ultimate objective of its eradication, enhance the standard and quality of life of the people of Southern Africa and support the socially disadvantaged through regional integration; promote and maximise productive employment; combat HIV and AIDS and other deadly or communicable diseases.

1.2.3 SADC REGIONAL INDICATIVE STRATEGIC DEVELOPMENT PLAN

The Regional Indicative Strategic Development Plan (RISDP) points out the region's priority intervention areas, and maps out general goals and targets within the fifteen years time period. The goals include trade, economic liberalization and development, infrastructure support for regional integration, sustainable food security, and human and social development.

The focus of the RISDP is thus to provide strategic direction with respect to SADC programmes and activities, and to align the strategic objectives and priorities of SADC with the policies and strategies for achieving its long-term goals. The RISDP is indicative in nature, merely outlining the necessary conditions that should be realised towards achieving those goals. In order to facilitate monitoring and measurement of progress, it sets targets and timeframes for achieving the goals in the various fields of co-operation.

The purpose of the RISDP is to deepen regional integration in SADC. It provides SADC Member States with a consistent and comprehensive programme of long-term economic and social policies. It also provides the Secretariat and other SADC institutions with a clear view of SADC's approved economic and social policies and priorities.

1.2.4 SADC CHARTER OF FUNDAMENTAL SOCIAL RIGHTS

Within the framework of the RISDP, SADC Employment and Labour Sector Programme is being guided by the SADC Charter of Fundamental Social Rights signed by Heads of State and Government in August 2003, in Dar-es-Salaam, Tanzania. The main objective of Employment and Labour Sector is to facilitate increase in employment and income generating opportunities, adopt labour standards that promote conducive labour market environment and improve productivity and labour management relations in the Region. The areas of focus are on policy development/formulation and harmonization, institutional strengthening and capacity building, labour market information, coordination and monitoring the performance of labour market in the SADC Region. The following are some of the challenges of the SADC Employment and labourer sector:

- i) high levels of unemployment and underemployment, especially among women and youth;
- ii) Gender inequalities in the labour market and inadequate mainstreaming of gender concerns in the policy formulation and programme implementation;

- iii) Inadequate integration of employment and labour issues in overall economic and social development;
- iv) Weak institutional and human capacity for the collection, analysis, harmonization, utilization and dissemination of labor market information and data;
- v) Lack of a policy framework for promoting social dialogue and social protection;
- vii) Lack of a comprehensive framework to facilitate smooth movement of labour as a factor of production;
- viii) Lack of a comprehensive regulatory mechanism to promote the informal sector;
- ix) HIV and AIDS affecting the most productive labour force;
- x) Lack of positive cultural attitudes towards productivity, entrepreneurship and innovation.

Notwithstanding the foregoing challenges, there are opportunities for improving human capabilities and well-being in the Region. The major factors include the creation of appropriate policy and legal frameworks through the adoption and implementation of strategic policy instruments in nearly all the afore-mentioned areas. In addition, some key programmes have been designed to address some of the identified challenges. The Region has also been able to forge strategic links and partnerships with key stakeholders within the Region and with specialized intergovernmental agencies to share expertise, information and experiences on best practices in dealing with these challenges.

2. SADC Decent Work Programme Formulation Process

The SADC DWP has been developed through the following process:

- 2.1 SADC ELS Technical Sub-Committees proposals of 2010;
- 2.2 SADC ELS Annual Meeting of Ministers of Employment and Labour 2010 Maputo endorsement of SADC DWP framework;
- 2.3 SADC ELS Annual Meeting of Ministers of Employment and Labour 2011 Windhoek mandate to produce a comprehensive of SADC DWP;

- 2.4 SADC ELS Technical Committee Meeting in Victoria Falls November 2011 review and revision of the draft SADC DWP.;
- 2.5 SADC ELS Annual Meeting of Ministers of Employment and Labour 2012 Luanda endorsement of full SADC DWP.
- 2.6 SADC ELS Technical Committee Meeting in Pretoria, South Africa 6 -7 December 2012 proposed the restructuring of the SADC DWP into regional, technical and information sharing work.
- 2.7 SADC ELS Annual Meeting of Ministers of Employment and Labour and Social Partners 2013 Maputo Mozambique to consider the revised SADC DWP

3. Priorities, Outcomes and Outputs

1 REGIONAL TECHNICAL WORK

Outcome 1.1: Functional SADC Labour Market Information System harmonized and strengthened
Output 1.1.1: Capacity for LMIS in SADC Member States strengthened
Output 1.1 2: Institutional framework and mechanisms for collecting, analyzing and disseminating labour market information is established and strengthened at country and SADC level
Outcome 1.2: Labour Migration Systems Developed
Output 1.2.1: Labour migration policy in SADC developed and adopted
Output 1.2.2: SADC Member States are supported to domesticate regional labour migration policies.
Output 1.2.3: Ratification of the SADC Protocol on Facilitation of Movement of Persons is promoted
Output 1.2.4: Member States supported to finalize and implement the Code of Practice on TB in the mining sector.

Outcome 1.3: Human Trafficking Eliminated
Output 1.3.1: A regional action programme to eliminate human trafficking implemented in collaboration with other key players
Output 1.3.2: A SADC protocol on human trafficking adopted.

2 PROMOTIONAL WORK

Outcome 2.1: International Labour Standards ratified, domesticated and complied with
Output 2.1.1: Ratification, compliance and reporting on the governance conventions improved including convention 151
Output 2.1.2: Other International Labour Standards ratified and complied with
Outcome 2.2: Youth Employment Promotion Strategy Promoted
Output 2.2.1: SADC Youth Employment Promotion Strategy developed
Output 2.2.2: SADC Youth Employment Promotion Strategy implemented
Outcome 2.3: Compliance with SADC Codes(Social Security, Child labour, safe use of chemicals, HIV and AIDS, TB in Mining)
Output 2.3.1 Member states supported to adhere to SADC Code on Social Security
Output 2.3.2 Member states supported to adhere to SADC Code on Child Labour
Output 2.3.3 Member states supported to adhere to SADC Code on Safe Use of Chemicals
Output 2.3.4 Member states supported to adhere to SADC Code on HIV and AIDS and Employment
Outcome 2.4: Decent work promoted in the informal economy in SADC Member States

Output 2.4.1 Policies and programmes facilitating transition from informal to formal economy promoted in SADC Member States

3 INFORMATION SHARING

Outcome 3.1: Improved knowledge of best practice in employment and labour policies, legislation, programmes and social protection floors among Member States

Output 3.1.1: Employment and Labour policies and legislation shared among Member States

Output 3.1.2: A mechanism for sharing and exchange of knowledge and practical experiences on Social Protection Floor policies and programmes among Member States established

Output 3.1.3.: National best practices on the informal economy documented and shared among SADC Member States

Outcome 3.2: Skills development policies harmonised and strengthened

Output 3.2.1 Capacity for skills development in SADC Member States strengthened

Output 3.2.2 Regional guidelines for Recognition of Prior Learning (RPL) formulated

Output 3.2.3 Skills development/TVET policies developed/ reviewed and aligned with development strategies.

Management and Institutional Arrangements

(i) SADC ELS Technical Committee

The formulation, implementation and management oversight of the SADC Decent Work Programme (SADC DWP) will be undertaken by the SADC ELS Technical Committee. The SADC ELS Technical Committee is comprised of selected representatives from Government, Organized Labour, and Business. The SADC ELS Technical Committee will be supported by the SADC Secretariat and the ILO Pretoria Office. The SADC ELS Technical Committee will convene at least twice a year to monitor and review implementation of the SADC DWP.

SADC ELS Technical Committee will report on the implementation of the SADC DWP and receive political guidance from the annual Meeting of Ministers of Employment and Labour and Social Partners.

(ii) Role of the SADC Secretariat

THE SADC Secretariat will coordinate the implementation, monitoring and evaluation of the SADC DWP and provide logistical and administrative support and backup. It will liaise with the ILO Pretoria Office on the execution of the various outputs and activities. SADC Secretariat will share responsibility with the ILO to mobilize resources to fund programmes and projects, and in some cases cost-share activities and projects. The SADC Secretariat will be actively involved in the recruitment of National Professionals appointed for purposes of providing technical backstopping support to projects. SADC Secretariat will host most of the projects and project staff involved in the execution of the SADC DWP.

(iii) Role of the ILO Pretoria Office

The Director of ILO Pretoria Office will assume overall responsibility for managing the implementation of the SADC DWP and will provide the technical expertise for the execution of the outputs and activities. It will liaise closely with the SADC Secretariat for the logistical and administrative backup in the execution of the SADC DWP outputs and activities. The ILO Pretoria Office will provide technical expertise under the political guidance of the SADC ELS Technical Committee and the annual Meeting of Ministers of Labour and Employment and Social Partners. ILO Pretoria Office will share responsibility with the SADC Secretariat to mobilize resources to fund programmes and projects, and in some cases cost-share activities and projects. ILO Pretoria Office will be actively involved in the recruitment of National Professionals appointed for purposes of providing technical backstopping support to projects.

(iv) Monitoring and Evaluation

The SADC ELS Technical Committee will identify key monitoring indicators for the SADC DWP outcomes which will be used to review and evaluate the implementation of the SADC DWP. The SADC ELS Technical Committee will meet bi-annually to review updates and reports on activities undertaken within the framework of the SADC DWP. The evaluation of the SADC DWP will be conducted every two years to coincide with the end of ILO Biennium Programme and Budget cycles.

The SADC DWP programme presents a roadmap for the implementation of the Decent Work Agenda at a regional level in SADC over a four year period. During this time, the SADC DWP will be reviewed regularly to ensure relevance to emerging development priorities during the life cycle of the programme.

ⁱ *Ibid.*

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- ⁱⁱ N Balchin, 2009, 'The Impact of the Global Financial Crisis in Africa', *Africagrowth Agenda*, July-September 2009.
- ⁱⁱⁱ International Labour Organisation, 2009
- ^{iv} SADC Secretariat, March 2009 and IMF World Economic Outlook, April/October 2009, quoted in SADC, 2010, 'Update on the Impact of the Global Economic Crisis on SADC', February 2010, p. 16.
- ^v *Ibid.*, p. 6.
- ^{vi} *Ibid.*, p. 7.
- ^{vii} *Ibid.*
- ^{viii} *Ibid.*
- ^{ix} *Ibid.*
- ^x *Ibid.*
- ^{xi} SADC, 2009, 'Draft Record of the 8th Meeting of the Ministerial Task Force on Regional Economic Integration', Johannesburg, South Africa, 31 July 2009.
- ^{xii} SADC, 2009b, 'Update on the Impact of the Global Economic Crisis on the SADC Region', June 2009, p. 5.
- ^{xiii} *Ibid.*, p. 6.
- ^{xiv} *Ibid.*
- ^{xv} *Ibid.*
- ^{xvi} SADC, 2010, p.8.
- ^{xvii} SADC, 2009.
- ^{xviii} SADC, 2010, p. 6.
- ^{xix} SADC, 2009b, p. 11.
- ^{xx} A Fosu and W Naudé, 2009, 'Policy Responses to the Global Economic Crisis in Africa' *Policy Brief*, vol 3, p. 1.
- ^{xxi} *Ibid.*
- ^{xxii} *Ibid.*
- ^{xxiii} *Ibid.*
- ^{xxiv} *Ibid.*

N Balchin, 2009, 'The Impact of the Global Financial Crisis in Africa', *Africagrowth Agenda*, July-September 2009

SADC Secretariat, March 2009 and IMF World Economic Outlook, April/October 2009, quoted in SADC, 2010, 'Update on the Impact of the Global Economic Crisis on SADC', February 2010, p. 16.

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^{xxiv} SADC, 2009b, 'Update on the Impact of the Global Economic Crisis on the SADC Region', June 2009, p. 5.

A Fosu and W Naudé, 2009, 'Policy Responses to the Global Economic Crisis in Africa' *Policy Brief*, vol 3, p. 1