

# **Memorandum of Understanding**

**between**

**The Federal Department of Economic  
Affairs, Education and Research of the  
Swiss Confederation**

**and**

**The Department of Employment and  
Labour of the Republic of South Africa**

**Regarding Cooperation on Labour and  
Employment Issues**

The Federal Department of Economic Affairs, Education and Research of the Swiss Confederation and the Department of Employment and Labour of the Republic of South Africa, hereinafter referred to individually as a "Signatory" and collectively as the "Signatories";

**DESIRING** to consolidate and strengthen friendly relations that exist between Switzerland and South Africa and to promote the expansion of the political, economic and social ties between the two countries;

**RECOGNISING** that sound labour policies and practices are a crucial element of sustainable development and essential for economic prosperity and that bilateral cooperation on labour and employment issues between the two countries actively contributes to this goal;

**CONSIDERING** and reaffirming the commitment to the objectives and principles of the International Labour Organization (hereinafter referred to as the "ILO") including the commitments of Switzerland and South Africa under the 1998 Declaration on Fundamental Principles and Rights at Work and its follow-up, as well as the 2008 ILO Declaration on Social Justice for a Fair Globalization and the 2019 Centenary Declaration for the Future of Work; and

**DETERMINED** to enhance decent work, improve working conditions, to promote more and better jobs and to enhance productivity and living standards in Switzerland and in South Africa,

**HAVE** reached the following understanding:

### **Paragraph 1**

#### **Purpose**

The purpose of this Memorandum of Understanding (hereinafter referred to as MoU) is to provide a basis for the Signatories to undertake cooperative activities on labour and employment issues of mutual interest at the national and international level in order to deepen the understanding of each other's systems, promote decent work, and contribute to the advancement of their economies.

### **Paragraph 2**

#### **Areas of Cooperation**

- (1) The Signatories will jointly identify and decide on the subjects and contents of mutually beneficial activities under this MoU.
- (2) The Signatories may cooperate, inter alia, in the following fields:
  - (a) Labour laws, including international labour and employment standards;
  - (b) Labour relations, including social dialogue;
  - (c) Working conditions, including labour inspection;

- (d) Labour market policies, including measures to promote productivity, employability and the unemployment insurance system.

### **Paragraph 3**

#### **Modalities of Cooperation**

- (1) Cooperative activities may, inter alia, be implemented through:
  - (a) Dialogue, exchange of information and best practices;
  - (b) Meetings and workshops;
  - (c) Cooperation projects and capacity building;
  - (d) Joint studies;
  - (e) Joint initiatives in multilateral organisations in which the Signatories participate;  
and
  - (f) Other forms of cooperation to be agreed upon by the Signatories.
- (2) Cooperative activities conducted under this MoU are subject to national priorities, available resources and domestic laws of the respective countries.
- (3) The Signatories may utilise existing fora, such as the International Labour Conference, to provide a useful setting for the implementation of this MoU.
- (4) Each Signatory may invite employers' and workers' organisations, other government agencies and other relevant stakeholders, to provide input for consideration in identifying and implementing cooperative activities.

### **Paragraph 4**

#### **Institutional Settings**

- (1) Each Signatory shall designate a contact point for the purpose of implementing this MoU and ensuring the communication between the Signatories.

- (2) The Signatories intend to meet each year or at the request of either Signatory to discuss the implementation of this MoU and jointly decide on possible further cooperative activities.
- (3) Each Signatory may consult with its employers' and workers' organisations, other government agencies and other relevant stakeholders, on matters related to the implementation of this MoU by whatever means that Signatory considers appropriate.

### **Paragraph 5**

#### **Final Provisions**

- (1) This MoU comes into effect on its signature.
- (2) This MoU is not intended to create any legally binding obligations on the Signatories.
- (3) Any difference between the Signatories concerning the interpretation and implementation of this MoU ought to be settled amicably through consultations between the Signatories.
- (4) This MoU may be amended by mutual consent between the Signatories.
- (5) Either Signatory may terminate this MoU at any time by giving written notification to the other Signatory 6 (six) months prior to the intended date of termination. Termination of this MoU will not affect the validity of any arrangements already made under it.

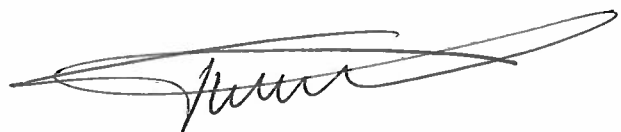
**SIGNED** in duplicate in Pretoria on this fifth day of July 2022, in the English language, both texts being equally authentic.

For the Federal Department of Economic  
Affairs, Education and Research of the Swiss  
Confederation



Mr. Guy Parmelin  
Federal Councillor

For the Department of Employment and  
Labour of the Republic of South Africa



Mr. TW Nxesi  
Minister