



International  
Labour  
Organization



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## AGREEMENT

BETWEEN THE  
INTERNATIONAL LABOUR ORGANIZATION  
AND THE  
AFRICAN UNION

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## Agreement between the International Labour Organization and the African Union

The African Union with its headquarters in Addis Ababa, Ethiopia (hereinafter referred to as the "AU"), and the International Labour Organization, with its headquarters in Geneva, Switzerland (hereinafter referred to as the "ILO"), wishing to reaffirm their desire to work together in areas of mutual interest through the present Agreement;

*Considering* that the AU, established as a unique pan-African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and African common positions on issues of interest to the continent and its people; promoting peace, security, and stability on the continent; as well as developing a new partnership worldwide;

*Recognizing* that the ILO is an international organization and a specialized agency of the United Nations that brings together representatives of governments, employers and workers, and contributes to the attainment of social justice through the promotion of decent work, encompassing international labour standards, skills development, employment, industrial relations, social protection, and social dialogue, in order to enable men and women to have decent and productive work in conditions of freedom, equity, security and human dignity throughout the world;

*Mindful* that the AU and ILO collaboration dates back to 1965 with the signing of the first Agreement between the ILO and the Organisation of African Unity and that both institutions share a mutual interest in intensifying cooperation in respect of matters of common concern;

*Recalling* the Sustainable Development Goals of the 2030 Agenda for Sustainable Development (hereinafter referred to as the "2030 Agenda") and the Agenda 2063: The Africa We Want (hereinafter referred to as the "Agenda 2063"), particularly concerning its Aspiration for "a prosperous Africa, based on inclusive growth and sustainable development" aiming at "a high standard of living, quality of life and well-being for all citizens";

*Mindful* of the AU-UN Framework on Implementation of the Agenda 2063 and the 2030 Agenda leveraging the comparative advantages and mandates, and the integrated nature of the 2030 Agenda and Agenda 2063, with a resolve to strengthen the partnership between the AU and the United Nations in order to implement activities and programmes for Africa's inclusive, broad-based and sustainable development;

*Recalling* the ILO Centenary Declaration for the Future of Work, 2019, which calls upon all Member States to further develop the ILO's human-centred approach to the future of work by, amongst others, strengthening the capacities of all people to benefit from the opportunities of a changing world of work and promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;

*Acknowledging* the AU Ouagadougou +10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa adopted by the AU Assembly of Heads of State and Government in January 2015 anchored in six key priority areas: political leadership, accountability and good governance; youth and women employment; social protection and productivity for sustainable and inclusive growth; well-functioning and inclusive labour market

institutions; labour migration and regional economic integration; and partnership and resource mobilization;

Convinced that the development and strengthening of such cooperation between the AU and the ILO would be of mutual benefit to both Organizations and would enhance cooperation between their Member States, in particular on decent work, labour migration for development and integration, inclusive economic growth, employment creation, social security, vocational training and employability;

*Whereas* decent work sums up the aspirations of people in their working lives, involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men;

*Whereas* cooperation and collaboration between the Parties would serve their common objectives and render their respective activities more effective and beneficial to their stakeholders;

Have agreed as follows:

## Article I. Purpose and scope

The purpose of the present Agreement is to facilitate collaboration between the AU and the ILO, on a non-exclusive basis, in areas of common interest and to establish the arrangements necessary for the implementation of this Agreement. Such collaboration will include, but will not be limited to:

- (a) building synergy and leveraging each institution's mandates and complementarity by coordinating the implementation in Africa of the 2030 Agenda and the Agenda 2063, on decent work, inclusive economic growth, employment creation, vocational training and employability, labour migration and mobility; social protection; transition to formality; child labour and forced labour, and other related areas of work;
- (b) promoting the benefits and jointly mainstreaming the AU's and the ILO's Decent Work Agendas into policy and legal frameworks at the continental, Regional Economic Communities and country levels;
- (c) providing policy guidance and technical support to Member States in addressing future of work-related challenges by placing decent work at the centre of economic and social policies;
- (d) joining efforts on resource mobilization to ensure the effective implementation of AU-ILO programmes and projects;
- (e) enhancing knowledge development through the exchange of relevant information, and documentation, as well as the production of research studies (including data collection, analysis and dissemination);
- (f) mutually cooperating in other aspects that are consistent with the objectives of both Organizations and the spirit of this Agreement.



## Article II. Consultation

The ILO and the AU agree that, in order to facilitate the attainment of the objectives of the two Organizations, they will hold regular consultations on the areas of common interest provided for in article I and joint activities provided under article IV. The AU will facilitate the participation of relevant structures such as the African Union Development Agency (AUDA-NEPAD) and the African Peer Review Mechanism (APRM).

## Article III. Exchange of information

Subject to such arrangements as may be necessary to safeguard the status of confidential material available to them, the ILO and the AU may exchange information and documentation on matters of common interest and will keep each other informed of current and planned activities of mutual interest for the purpose of identifying areas in which cooperation between them may prove desirable.

## Article IV. Joint activities

- (a) The ILO and the AU may, on conditions mutually agreed and within the limits of their resources, carry out joint studies or cooperate in the implementation of specific programmes or projects, relating to matters of common interest.
- (b) Any activities conducted under this Agreement are subject to their inclusion in each Party's respective programme of work and budget and will be carried out in accordance with each Party's respective rules and regulations. Nothing in this Agreement will be construed as interfering with the independent decision-making authority of each Party.
- (c) Arrangements for specific activities or projects will be set forth in separate agreements to be jointly formulated by the Parties within the meaning of article XI.

## Article V. Attendance at meetings and reciprocal representation

- (a) Each Party may invite, subject to its rules and procedures, the other Party to meetings that it has convened, when matters of common interest are to be discussed.
- (b) The Director-General of the International Labour Office and the Chairperson of the African Union Commission will each appoint a Liaison Officer to maintain close, direct and continuing contact between the two Parties with a view to ensuring the implementation of the provisions of the present Agreement.

## Article VI. Provision of expertise

Each Party may, on conditions to be mutually agreed in each case and within the limits of its resources, make available its experience and expertise to the other.

## Article VII. Use of logo

The logo of either Party may only be used by the other Party in connection with the activities that may be undertaken in accordance with article IV subject to the prior written approval of the first Party.

### Article VIII. Privileges and immunities

Nothing in or relating to this Agreement will be deemed a waiver of any of the privileges and immunities of either the ILO or the AU.

### Article IX. Entry into force

This Agreement will enter into force on the date of its signature by both Parties and supersedes the Agreement between the ILO and the Organisation of African Unity which entered into force on 25 November 1965.

### Article X. Duration and termination

- (a) This Agreement will remain in force for a period of five (5) years and may be extended by the Parties.
- (b) The agreement may be terminated by mutual written consent, or by one Party giving the other Party three (3) months' written notice of its intention to terminate this Agreement. Such termination will take effect as of the date specified in the termination notice, provided that the provisions contained herein will remain in effect to the extent necessary to permit an orderly settlement of all arrangements made with respect to ongoing cooperation activities.

### Article XI. Amendment and supplementary agreements

- (a) This Agreement may be amended by mutual written consent. Each Organization may give a sympathetic consideration to any amendment proposed by the other Party. Such amendments will enter into force immediately upon their signature, unless otherwise indicated by the Parties.
- (b) The Parties or their organs may by mutual written consent enter into supplementary agreements for the purpose of the implementation of this Agreement.
- (c) Any amendments and supplementary agreements will be appended to and become an integral part of this Agreement.



## Article XII. Settlement of disputes

The Parties will use their best efforts to promptly settle through direct negotiations any dispute, controversy or claim arising out of or in connection with this Agreement or any breach thereof.

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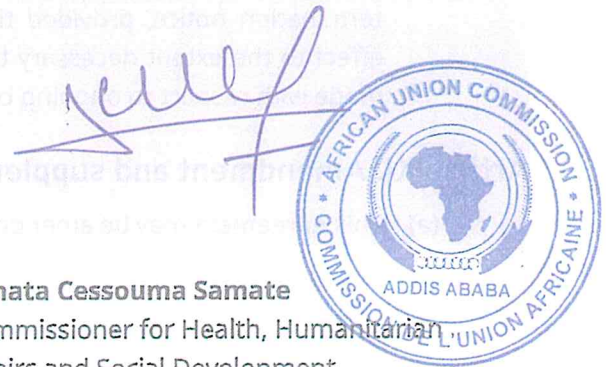
In witness whereof, the undersigned being duly authorized representatives of the ILO and the AU, respectively, have dated and signed, in duplicate in the English language.

**For the International Labour Organization**

**For the African Union**



**Cynthia Samuel-Olonjuwon**  
Assistant Director-General and  
Regional Director for Africa,  
International Labour Office  
Abidjan, Côte d'Ivoire  
Signed on 03 February 2022



**Minata Cessouma Samate**  
Commissioner for Health, Humanitarian  
Affairs and Social Development  
African Union Commission  
Addis Ababa, Ethiopia  
Signed on 03 February 2022