



# **SADC MINISTERS OF EMPLOYMENT AND LABOUR AND SOCIAL PARTNERS MEETING**

**DATE: 5-6 MARCH 2020**

**VENUE: Dar es Salaam, Tanzania**

**OPENING REMARKS BY:**

**SADC Private Sector Forum (SPSF)  
Dr. Aggrey Mlimuka**

1. Her Excellency Samia Suluhu Hassan, Vice President of the United Republic of Tanzania, Honourable Ministers here present today, Senior Government Officials, Social Partners, allow me to say all Protocol observed.
2. I greet you all this morning and welcome you once again on behalf of all employers and my own behalf to Tanzania.
3. I wish to thank the SADC Secretariat and the Government of United Republic of Tanzania for convening this very important meeting. We continue to appreciate this important structure of the tripartite that is so unique to our sector, and further appreciate the ILO for the continuous capacity building of the tripartite partners to make social dialogue a permanent feature of engagement and organizational culture between Governments and the social partners.
4. As employers we have a number of issues we wish to highlight to the meeting:
  - i) **Portability of Social Benefits** - We call and implore our Governments to note and implement the guidelines on Portability of Social Services, noting that proper implementation and enforceability requires will result in migrant workers and their beneficiaries in the region enjoying access to their social security and accrued benefits. Employers wish to see in the earliest possible time a binding instrument in this regard.

ii) **Setting of Minimum wages** - We are happy that during the senior officials meeting, we were able to build consensus on the need to improve our minimum wages setting procedures in line with the ILOs minimum wage policy guide. We need to ensure that labour productivity, inflation and economic growth (past and future performance) are taken into account in setting minimum wages. It is important therefore, to compile data on labour productivity to guide the minimum wage setting process.

iii) **Skills mismatch** - employers generally face a mismatch between skills supply and demand of labour in all countries in the sub-region. This is aggravated by the constantly changing world of work where technological innovation is profoundly impacting job requirements and skills demand. In this regard, SPSF has, with the support of the ILO, conducted a study to assess the skills development levy system in SADC. The results and recommendations will be presented at the next ELS meeting.

5. In conclusion I wish us all fruitful deliberations followed by rigorous implementation for the benefit of our Governments and social partners.

**I THANK YOU!! KARIBU**