

Memorandum of Understanding between the

International Labour Organization and the Arab Labour Organization

The Arab Labour Organization (hereinafter referred to as the "ALO") and the International Labour Organization, represented by the International Labour Office (hereinafter referred to as the "ILO"):

CONSIDERING that the ALO attaches the greatest importance to the maintenance and advancement in the social and labour field in the Arab world, and in helping Arab governments, employers' and workers' organizations to promote rights at work, freedom of association, sound employment policies and social protection: Whereas the objectives for which the Arab Labour Organization was founded, as defined in its Constitution and in the Arab Labour Charter, are to strengthen co-operation between its Members in achieving social justice; raising the workers' living standards and ensuring their material and moral welfare in freedom, dignity and equality of opportunity; and to promote the development of the Arab labour force as well as the productive utilization of human resources within the Arab region.

RECOGNIZING that the ILO is an international organization committed to the attainment of social justice through the promotion of decent work for all with its strategic components of international labour standards, employment, social protection, social dialogue, and cross-cutting gender issues, in order to enable men and women to have decent and productive work in conditions of freedom, equity, security, and human dignity; and to this end is seeking to promote coherent and coordinated policies, and to enhance the capacity of governments and the social partners to deal effectively and constructively with the challenges and opportunities of globalization worldwide.

WHEREAS the International Labour Organization and the Arab Labour Organization, desirous of contributing within the general framework of the Charter of the United Nations, the Constitution of the International Labour Organization, the Constitution of the Arab Labour Organization and the Arab Labour Charter, have a mutual interest in intensifying cooperation in their shared thematic and geographical areas, and in establishing appropriate working procedures to that effect;

CONVINCED that improved cooperation between the ALO and the ILO is an efficient means to support development processes in the use of scarce resources for development and will benefit their common member countries;

CONSIDERING the Agreement signed on 15 June 1976 between the ILO and the ALO regarding mutual cooperation;

CONSIDERING that Article VI of the said Agreement provides for its modification on the mutual understanding of both Parties;

CONSIDERING that the Parties have agreed on the need to revise the Agreement of 1976 in keeping with the opportunities and challenges of realizing decent work;

Have reached the following understanding:

Article 1 **Purpose and scope**

1. The purpose of this Memorandum of Understanding is to facilitate and strengthen collaboration between the ILO and the ALO in matters of common interest to their respective member countries. The principle that underlines this partnership is the synergy of the partners' mandates: the common focus of both organizations in promoting social justice and decent work for all. It is expected that this partnership will expand and consolidate efforts between the two organizations and will build processes that allow governments, employers' and workers' organizations to effectively engage in the promotion of the Decent Work Agenda and the implementation of Decent Work Country Programmes. In so doing the ALO and the ILO recognize the expertise of each organization, and seek to establish an operational framework and practical modalities for their cooperation which will focus on labour and social issues. This will cover initiatives at various levels including:

I. Regional initiatives

(a) the development and promotion of policy and procedures - through a multiplicity of means of action - including those concerned with employment promotion, international labour standards and fundamental principles and rights at work, gender, social protection, and social dialogue;

(b) research studies on matters of mutual interest;

II. National initiatives

(a) country level operational work, including technical assistance activities, in accordance with their respective competence and capacities, and their respective priorities;

(b) consultations on Arab countries' development strategies and technical assistance plans;

(c) collaboration in the promotion and implementation of Decent Work Country Programmes through joint initiatives;

III. Institutional collaboration

(a) exchange of relevant information, documentation, studies, research and best practices, and knowledge sharing to promote cooperation and complementarity in operational work and identification of key additional material to be developed or promoted in this framework giving particular importance to documentation for Arab speaking countries;

(b) human resource development and training, including joint staff training activities as appropriate, and other mutually agreed training initiatives in cooperation between the ALO and the ILO International Training Centre in Turin;

(c) mutual cooperation in all other aspects which are consistent with the objectives of both organizations and the spirit of this Memorandum of Understanding; and

(d) Collaboration on advocacy and awareness-raising efforts.

2. Any activity carried out by the ILO or the ALO pursuant to this Memorandum of Understanding shall be consistent with the policies, rules and regulations of each organization. Collaborative work between the two organizations will address issues relevant to the entire membership of the ALO.

Article 2 Mutual consultation

At least once a year, the ILO and the ALO will hold a senior consultation meeting on issues of strategic importance, to permit a regular review of the implementation and of results achieved. In addition, the parties will maintain regular consultations as necessary on activities of common interest, for the purpose of furthering the effective achievement of common objectives, and the coordination of activities with a view to maximizing complementarity and mutual support.

Article 3 Reciprocal representation

(a) The ILO shall continue with the existing arrangements and invite the ALO to be represented at meetings of the International Labour Conference and the Governing Body, at African and Asian regional meetings and at any other meetings held under the auspices of the ILO which are of interest to the ALO and to participate at such meetings, without the right to vote, in discussion on subjects which fall within the competence of the ALO.

(b) The ALO shall continue with the existing arrangements and invite the ILO to be represented at meetings of the Arab Labour Conference and the Governing Body and at any other meetings held under the auspices of the ALO which are of interest to the ILO and to participate at such meetings, without the right to vote, in discussion on subjects which fall within the competence of the ILO.

Article 4 Administrative and financial arrangements

(a) All specific activities to be implemented under this Memorandum of Understanding will be the subject of prior consultation and written agreement between the ILO and the ALO. These activities will be detailed in a work plan that will be jointly elaborated each year in keeping with the ILO and ALO programmatic and financial cycles. The biennial work plan will be regularly monitored on the basis of an agreed set of targets and indicators.

(b) Noting that both organizations are not funding agencies, the ILO and ALO may collaborate on joint fund-raising initiatives.

Article 5 Focal points

(a) Cooperation between the ALO and the ILO under this Memorandum of Understanding is an institution-wide responsibility; however, both institutions will designate focal points for liaison and coordination of activities falling within the framework of this Memorandum of Understanding. For the purpose of this Memorandum of Understanding, the focal points of the parties shall be:

- i) For the ALO: the Director-General
- ii) For the ILO: the Regional Director for the Arab States

The ILO focal point, as specified above, will ensure full coordination with all relevant ILO Headquarters' units and Regional Offices.

(b) Both institutions will inform their staff of this Memorandum of Understanding, and provide appropriate additional guidance for cooperation at the field level.

Article 6 General

Nothing in or relating to any provision in this Memorandum of Understanding will be construed as constituting a waiver, either expressed or implied, of the policies, rules and regulations of either the ILO or the ALO.

Article 7 Entry into force, modification and termination

(a) The arrangements described in this Memorandum of Understanding will commence on the date on which it is signed by the authorized representatives of the ILO and the ALO.

(b) The present Memorandum of Understanding may be modified by an appropriate written amendment signed by both parties and annexed to this Memorandum of Understanding.

(c) The present Memorandum of Understanding may be terminated by the written consent of the two parties or by either party giving the other party six (6) months' written notice.

(d) In line with the administrative nature of the provisions of this Memorandum of Understanding, no provision herein shall be construed so as to in any way interfere with the ALO's and the ILO's independent decision-making autonomy with regard to their own respective affairs and operations.

(e) This Memorandum of Understanding supersedes the Agreement between the parties of 15 June 1976.

Signed this 8.11.07 in Geneva in two originals in the English and two in the Arabic language, all of which are the original and authentic texts. In case of conflict between the two languages, the English version shall govern and prevail.

Director General, ALO
(signed)

Director General, ILO
(signed)

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