

Declaration on Productivity

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PREAMBLE

WE, the Heads of State or Government of:

The Republic of Angola
The Republic of Botswana
The Democratic Republic of Congo
The Kingdom of Lesotho
The Republic of Malawi
The Republic of Mauritius
The Republic of Mozambique
The Republic of Namibia
The Republic of Seychelles
The Republic of South Africa
The Kingdom of Swaziland
The United Republic of Tanzania
The Republic of Zambia
The Republic of Zimbabwe

A. RECOGNISING THAT:

The Southern African Development Community was created to provide among others, for:

1. deeper economic co-operation and integration, on the basis of balance, equity, and mutual benefit, providing for cross-border investment and trade, and freer movement of factors of production, goods and services across national borders;
2. common economic, political and social values and systems, enhancing enterprise and competitiveness, democracy and good governance, respect for the rule of law and the guarantee of human rights, popular participation and alleviation of poverty;

3. strengthened regional solidarity, peace and security, in order for the people of the Region to live and work together in harmony, peace and security.

B. NOTING the various factors, such as low levels of economic growth, low levels of investment, high levels of unemployment and poverty, lack of competitiveness of regional economies, intra-regional and inter-regional economic disparities, which negatively impact on the SADC Region's development, integration and competitiveness.

C. DEEPLY CONCERNED ABOUT low levels of productivity, lack of a common vision and understanding of productivity, inadequate information about productivity improvement approaches, as well as low levels of co-operation among social partners on productivity issue.

D. UNDERSTANDING THAT productivity is the efficiency and effectiveness with which labour, capital, materials, energy and other resources are combined and utilised in an environmentally and socially sustainable manner to produce quality goods and services for the satisfaction of human needs.

E. ACKNOWLEDGING THAT increased productivity is best achieved under an environment characterised by:

- economic systems that are efficient, inclusive and competitive;
- human resources development which engenders productive behaviour
- equitable distribution of the fruits of productivity gains;
- policies that embrace tripartism and facilitate harmonious industrial relations;
- productivity improvement which does not lead to a net reduction in employment, but rather one which results in job retention or yields net employment creation;
- a commitment by all social partners to productivity enhancement;
- gender equality and equity.

F. AWARE THAT the challenge for SADC, therefore, is to ensure improved living standards for all its peoples, by harnessing the human, capital and material resources at its disposal in the most productive and sustainable manner.

WE, THE SADC HEADS OF STATE AND GOVERNMENT commit ourselves and our respective countries to meeting these challenges through increased productivity.

WE, therefore, undertake to adopt the following major strategies:

- a. the formulation of appropriate macro, institutional and enterprise level, national and regional policies and strategies to enhance productivity.

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Macro Level

- appropriate fiscal, monetary, trade, industrial, sectional and labour market policies to ensure adequate access to economic assets and income generating activities for the majority of the labour force;

- enhancing human resource development and technological capabilities at the enterprise, sectoral, national and regional levels;

- promoting and strengthening horizontal and vertical linkages among micro, small, medium and large-scale enterprise at national, regional and international levels;

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Institutional Level

- establishment or strengthening of an institutional framework for dispute settlement and productivity bargaining;

- promotion of participatory labour relations and work process and establishment of mechanisms for sharing in the gains from productivity enhancement;

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Enterprise Level

- strengthening the capacity of enterprise to redesign various aspects of their operations for the purpose of enhancing productivity and promoting vertical and horizontal linkages in production, resources used, distribution, and marketing among enterprises nationally and regionally;

b. the development of a framework for the implementation of the Declaration of Productivity through the following actions:

- facilitation of the establishment of NPO in all Member States by 2001 by the Employment and Labour Sector (ELS) and ensuring the involvement of other key stakeholders that can contribute to the creation and sustenance of effective National Productivity Organizations (NPOs);

- establishment, by the ELS, of a mechanism for co-operation, sharing of experiences, know-how and information among NPOs in the Region;

- monitoring productivity growth by collating relevant national productivity statistics under the ELS and establishing benchmarks for productivity improvement.

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IN WITNESS WHERE OF, WE, the Heads of States and Government of the SADC, have signed this declaration.

Done at Maputo, on this 18th day of August 1999, in two original texts in the English and Portuguese languages, both being equally authentic.

REPUBLIC OF ANGOLA

REPUBLIC OF BOTSWANA

DEMOCRATIC REPUBLIC OF CONGO

KINGDOM OF LESOTHO

REPUBLIC OF MALAWI

REPUBLIC OF MAURITIUS

REPUBLIC OF MOZAMBIQUE

REPUBLIC OF NAMIBIA

REPUBLIC OF SEYCHELLES

REPUBLIC OF SOUTH AFRICA

KINGDOM OF SWAZILAND

UNITED REPUBLIC OF TANZANIA

REPUBLIC OF ZAMBIA

REPUBLIC OF ZIMBABWE