MEMORANDUM OF UNDERSTANDING
BETWEEN
The Ministry of Labour of the Federal Republic of Brazil, the Ministry of Labour and Social Protection of the Russian Federation, the Ministry of Labour and Employment of the Republic of India, the Ministry of Human Resources and Social Security of the People’s Republic of China, and the Department of Labour of the Republic of South Africa, (hereinafter referred to as the “Parties”),

Desiring to promote greater mutual understanding and to strengthen institutional relationships,

Taking into account the shared intention to establish and foster closer cooperation in areas of common interest on social and labour sphere,

Have reached the following understanding:
1. Areas of Cooperation

The Parties may mutually agree in writing to cooperate and hold mutual events pertaining to the following areas:

- Labour legislation and enforcement in conditions of digitalization;
- Protection of workers' rights with focus on vulnerable groups;
- Labour statistics;
- Wages and income;
- Employment and labour market policy;
- Informal economy and transition to formality;
- Demographic changes including impact on labour market participation;
- Professional education, skills and training;
- Social protection, including social insurance and pension systems;
- Working conditions, including occupational safety and health;
- Social partnership;
- Using ICT for improved monitoring systems in labour market;
- Coordinating and voicing common positions at multilateral arena;
- Other areas of cooperation.

The Parties of the present Memorandum will commit to contributing to the implementation of this Memorandum within their specific competencies that may not coincide with all areas of cooperation as outlined in this Memorandum.

The cooperation between the Parties will be performed being based on special regard to BRICS Social Security Cooperation Framework (Annexure 1) and BRICS Network of Labour Research Institutes (Annexure 2) endorsed by the Chongqing Ministerial Meeting in 2017.
2. Forms of Cooperation

The Parties will conduct cooperation in the following forms:

- Sharing successful policy experiences and documentation of interest;
- Encouraging bilateral skills development cooperation;
- Organizing exchange programmes among officials, experts and students;
- Organizing consultations, expert meetings and conferences between the Parties, including through videoconferences.

The Parties may utilize the BRICS Network of Labour Research Institutes as an information resource centre for social and labour issues of BRICS member-states, with the focus on the development of human resources institute, including development of modern efficient requirements to work.

3. Coordination

Overall coordination for cooperation under the Memorandum rests with the Department of Legal and International Affairs of the Ministry of Labour and Social Protection of the Russian Federation, the Ministry of Labour and Employment of the Republic of India, the International Cooperation Department of the Ministry of Human Resources and Social Security of the People’s Republic of China; Department of Labour of the Republic of South Africa; and for the Federal Republic of Brazil the Ministry of Labour and with regards to social security, the Secretariat of Social Security of the Ministry of Finance.

4. Expense and Costs

The activities undertaken pursuant to this MOU should be subject to the availability of duly authorized and appropriated funds. Each Party will bear its own expense and cost in implementing this Memorandum unless decided otherwise.
5. Final Provisions

- The present Memorandum will become operative on the date of the signing and remain in effect for three years.
- Each Party has the right to terminate the application of this Memorandum, by giving written notice to the other Parties.
- The present Memorandum will cease to apply in six months after receiving such a notice.
- The Memorandum may be modified by mutual written consent of the Parties.
- The Memorandum is not an international treaty and does not create rights and obligations for the Parties governed by international law.

Signed in **Durban, South Africa** on the 3rd **August 2018** in the English language.

| For the Ministry of Labour of the Federal Republic of Brazil | 
| For the Ministry of Labour and Social Protection of the Russian Federation | 
| For the Ministry of Labour and Employment of the Republic of India | 
| For the Ministry of Human Resources and Social Security of the People's Republic of China | 
| For the Department of Labour of the Republic of South Africa |