



PRESIDENT'S REPORT

TO THE EXECUTIVE COMMITTEE

**eTHEKWINI METROPOLITAN MUNICIPALITY ,
KWAZULU-NATAL
SOUTH AFRICA**

26th & 27th NOVEMBER 2025

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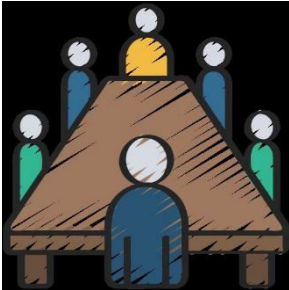
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AU	AFRICAN UNION
AI	ARTIFICIAL INTELLIGENCE
ASGP	ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS
CPA	COMMONWEALTH PARLIAMENTARY ASSOCIATION
EALA	EAST AFRICAN LEGISLATIVE ASSEMBLY
EXCO	EXECUTIVE COMMITTEE
FDLR	DEMOCRATIC FORCES FOR THE LIBERATION OF
RWANDA	(<u>FRENCH</u>: <i>FORCES DEMOCRATIQUES DE LIBERATION DU RWANDA</i>)
HIV	HUMAN IMMUNO DEFICIENCY VIRUS
IPU	INTER PARLIAMENTARY UNION
SADC	SOUTHERN AFRICAN DEVELOPMENT COMMUNITY
SDG	SUSTAINABLE DEVELOPMENT GOAL
SIDA	SWEDISH INTERNATIONAL DEVELOPMENT AGENCY
SRHR	SEXUAL, REPRODUCTIVE AND HEALTH RIGHTS
UN	UNITED NATIONS
UNCTAD	UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT

1.0 INTRODUCTION

Within the context of sound corporate governance, the Executive Committee (EXCO) acts as the Management Board of the SADC-PF, with the members of the Plenary Assembly representing the “shareholders” of the Forum. Thus, the shareholders of the Forum extend indirectly to the whole membership of SADC national Parliaments.



In line with Article 12(1) of the SADC-PF Constitution, the Executive Committee shall be responsible for the management of the affairs of the Forum, giving direction to the Secretariat and ensuring that the decisions of the Plenary Assembly are implemented, and it shall be answerable to the Plenary Assembly.

Article 12(9)(a) of the Constitution further provides that the Executive Committee shall be responsible for the overall management and conduct of Forum business.

In this regard, the President upon the recommendations of the Secretariat, is herewith presenting this Report to EXCO in view of assisting the latter to efficiently manage Forum business and discharge its duties with regards to advising the Plenary Assembly.

Other issues to be considered by EXCO will be tabled through recommendations of its Sub-Committees or other organs of the Forum, as appropriate.

1.1 INTRODUCTION OF THE FORUM'S PRESIDENT AND SPEAKER OF THE NATIONAL ASSEMBLY OF MADAGASCAR

1.1.1 Hon. Members of EXCO are requested to note that pursuant to a motion made by Members of the National Assembly during an extraordinary session on 16th October 2025, Hon. Siteny RANDRIANASOLONIAIKO was elected as the new Speaker of the Parliament of Madagascar, thus replacing Hon. Justin TOKELY.

1.1.2 Hon Members of EXCO are requested to note that Article 11(4) of the Forum's Constitution provides as follows:

"Where a representative who has been elected as President or Vice-President in accordance with this Article, or designated as Treasurer pursuant to Article 12(5), has ceased to be a member of the respective Parliament, for whatever reason, the person designated by the National Parliament to replace that member shall assume the position held by the President, Vice President or Treasurer as the case might be, for the remainder of the term, except that only a Presiding Officer shall be eligible to replace the President."

1.1.3 Since Hon. Justin TOKELY was elected as President of the Forum in December 2024, and that Madagascar must still complete the Presidency until December 2026, then by virtue of Article 11(5) of the Forum's Constitution, Hon. Siteny RANDRIANASOLONIAIKO automatically steps in to assume the Presidency of the SADC-PF, and this without the accomplishment of any other formality.

1.2 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

Hon. Members of EXCO are requested to welcome the new President of the SADC-PF, Hon. Siteny RANDRIANASOLONIAIKO, who will continue to represent Madagascar's Presidency of the Forum in line with Article 11(5) of the SADC-PF Constitution.

EXCO is requested to place on record its appreciation to the Vice President, Hon. Sylvia Elizabeth Lucas, for the seamless way she steered the Forum in the absence of the President.

2.0. GLOBAL OUTLOOK: PUBLIC DEBT HEADLINED AS THE MOST PRESSING CONCERN

2.1 Context to on public debt

Honourable Members of EXCO are requested to note that according to the latest publication of the United Nations Conference on Trade and Development, UNCTAD, public debt has become one of the most major concerns that developing and developed nations need to grapple with in the

next few years. According to the report, entitled A world of debt (2025), the share of developing nations to global debt is around 30%.

2.2 Corruption and public debt

The report also demonstrates that public debt has more than doubled since the year 2010, and this trend has not spared Africa where almost all countries are now overindebted following a combination of spending factors in the last decade: Governments pressured to offer large-scale public infrastructure services, pandemics leading to unexpected expenditures, and corruption which is often done at the expense of public money. In this respect, global public debt has reached USD 102 trillion in 2024, with this trend continuing in 2025.

2.3 Widening disparities in debt burdens

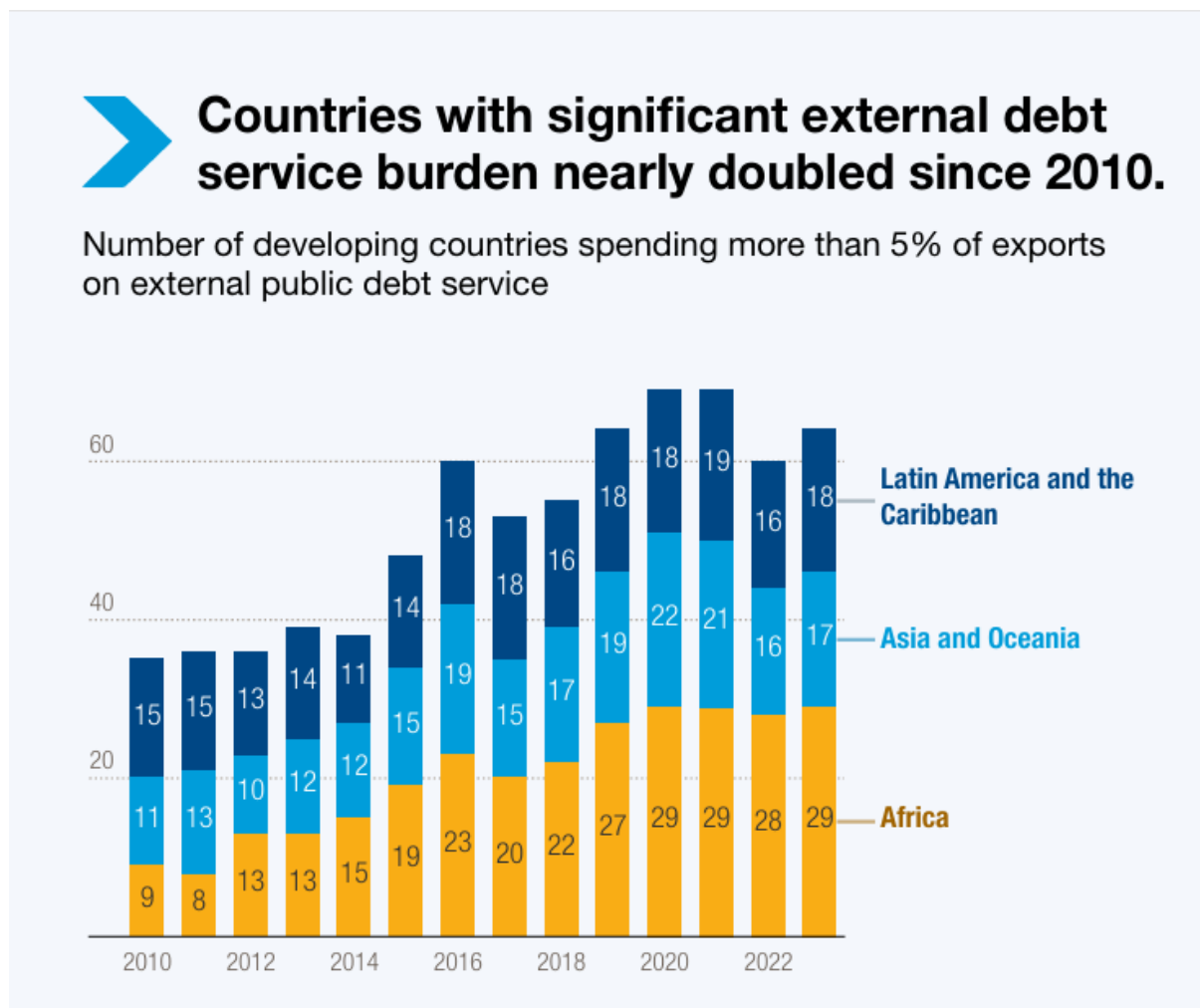
It has been observed that rules for public debt to be contracted vary across countries with most countries in Africa not having adequate borrowing safeguards or a proper public debt management system. This situation is worsened because grants from countries such as India or China may not qualify as public debt whilst they are essentially debt instruments. Moreover, countries in debt are still allowed to cross-lend, meaning lend to other friendly countries, which complicates the evaluation of the effective total global debt.

2.4 Domestication imperative for Parliaments

In this respect, the SADC Protocol on Finance and Investment ratified in (2006) amplified by the SADC Model Law on Public Financial Management (PFM) contains norms which recognise fiscal discipline as a *sine qua non* for achieving macroeconomic stability. The Protocol and the SADC Model Law on PFM have set targets for public debt to GDP in nominal terms, at 50 to 60%.

The SADC Model Law on Public Financial Management (PFM) encourages all Member countries to continue domesticating the related provisions and to devise effective public debt management strategies that benefit from transparent parliamentary oversight and control.

2.5 THE NUMBER OF COUNTRIES WITH HEAVY DEBT BURDENS REMAIN HIGH **Figure 1**



2.5.1 Figure 1 above taken from page 12 of the ‘A world in debt Report’ demonstrates that currently over 29 African countries are servicing foreign debt to an amount which constitutes more than 5% of their exports. This is over and above domestic public debt which constitutes of the issue of treasury debt instruments at the national level.

2.6 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

2.6.1. Honourable Members of EXCO are thus requested to take cognisance of the above alarming trend in public debt and enjoin Parliaments to take measures to mitigate high debt levels which can limit a country’s ability to respond to economic shocks, thus further worsening the state of economic vulnerability.

2.6.2 EXCO is further requested to recommend to the Plenary Assembly that Speakers and or Heads of delegation submit country reports to the 59th Plenary Assembly on measures taken by their countries to ameliorate the debt situation, including the domestication of the SADC Model Law on PFM.

- 2.6.3 Direct the Regional Parliamentary Model Laws Oversight Committee to engage with the Budget or Finance Committees of SADC Member Parliaments for active measures to be taken to domesticate the SADC Model Law on PFM which provides for enhanced oversight by Parliament on the Executive's debt management strategy, as well as a recommended debt ceiling between 50 to 60 percent for Member States.

3.0 TAX ARREARS FOR LOCAL STAFF & ENGAGEMENT WITH PARLIAMENT OF NAMIBIA AND NAMIBIA REVENUE AUTHORITY

- 3.1 Hon. Members of EXCO are invited to note that the Agreement between SADC PF and the Government of the Republic of Namibia, regarding the Hosting of the Headquarters of the Forum, that entered into force on 27th July 2000, provides that Officials of SADC PF would be entitled to the Privileges and Immunities set out in the Headquarters' Agreement, read along with the Protocol to the Treaty Establishing SADC on Immunities and Privileges. However, the definition of Officials, for the purpose of the privileges and immunities set out in the **Agreement**, expressly excludes Namibian nationals (Article 1, paragraph i).
- 3.2 Against this background, the Forum is currently facing an unprecedented situation relating to the taxation of five (5) local staff who are nationals of Namibia. Since the beginning of their employment at the Forum, there was an erroneous assumption that all employees of the Forum, including Namibian nationals, were exempted from paying income tax, based on an interpretation of the SADC Protocol on Immunities and Privileges and the Headquarters Agreement.
- 3.3 This assumption arose because Article 5(2) of the SADC Protocol on Immunities and Privileges extends tax exemptions to locally recruited staff (which is currently the case for the SADC Secretariat's local staff), whereas Article 1 (i) of the Headquarters Agreement of the Forum excludes the local staff, in this case, Namibian nationals. In other words, the Headquarters Agreement contradicted the SADC Protocol on Immunities and Privileges with regards to the treatment of local staff, and this situation led to various attempts by SADC PF over the years to engage the Government of Namibia to align with the SADC Protocol on Immunities and Privileges and extend tax exemptions to locally recruited staff. However, these attempts did not yield any favourable outcomes and remained unresolved.
- 3.4 In 2019, the issue was again raised by KPMG during an organisational assessment on the Forum at which point the Forum resolved to adhere to the existing Namibian Tax Law and immediately implement the deduction of PAYE from all local staff while still pursuing the issue of exemption (or worst case scenario, settlement or write-off of arrears) with the relevant Namibian authorities.

- 3.5 EXCO may wish to note that the state of the law in Namibia is that if an employee is liable to pay income tax, then the onus is on the employer to carry out tax deductions and remit same to the Namibia Revenue Agency (NAMRA). This is according to section 80 of the Income Tax which refers employers to Para 2(1) of Part II of the Second Schedule to the Act¹. Non-adherence to this provision by the employer is an offence.
- 3.6 Consequently in 2019 the employees were registered on the Pay As You Earn (PAYE) system and their situation was regularised. Monthly Tax deductions, at the appropriate rates, were made from their salaries by the Forum and paid to the tax authority from 2019 to date. However, no deductions were effected from date of employment of the employees until 2019, and the Forum, as employer, may be held partially liable for this omission.
- 3.7 In 2024, the tax amounts owing by the affected employees were calculated by NAMRA based on the earnings figures submitted to them by SADC PF. Below is a summary:

TAX ARREARS FOR SADC PF STAFF		
PERIOD: 2005 TO 2018		
	NAME	AMOUNT
		N\$
1	SAMUELINE KAUVÉE	1,266,191.22
2	UNARO MUNGENDJE	1,252,246.15
3	LORENDA BOOIS	1,135,772.33
4	PAULINA KANGUATJIVI	584,639.16
5	DAPHNE ENGELBRECHT	179,738.07
	TOTAL	4,418,586.93

- 3.8 The employees did not pay tax from employment to 2019, having done so in good faith, since they genuinely believed that they were exempted from payment of taxes. Yet, they now find themselves with a heavy tax burden that is financially difficult to settle. For example, Mr Unaro Mungendje would have to pay N\$8,700 per month for the next 12 years until he reaches the age of 65 when he retires from SADC PF, in addition to his monthly tax which currently stands at N\$12,887 (assuming NAMRA agrees for payment to be spread over the years of employment) in order to clear the outstanding tax arrears (excluding any further interest that may be charged). NAMRA had indicated

¹ 2. (1) Every employer (whether or not registered as an employer under paragraph 15) who pays or becomes liable to pay any amount by way of remuneration to any employee shall, unless the Minister has granted authority to the contrary, deduct or withhold from that amount by way of employees' tax an amount which shall be determined as provided in paragraph 9, 10 , 11 , whichever is applicable, in respect of the liability for normal tax of that employee and shall pay the amount so deducted or withheld to the Minister within 20 days after the end of the month during which the amount was deducted or withheld, or in the case of a person who ceases to be an employer before the end of such month, within 20 days after the day on which such person ceased to be an employer, or in either case within such further period as the Minister may approve.

that they normally require a certain amount to be settled immediately, after which negotiations for the balance are possible.

- 3.9 Currently, 3 employees have tax arrears above N\$ 1,200,000 as shown in the table above. Honourable Members of EXCO are requested to consider that this matter must be resolved at the earliest in order to avoid further penalties and other consequences. In so doing, the Forum must take into consideration the onus placed on it by the law to facilitate the payment of income tax by employees. The matter, if left unresolved, additionally has the potential to negatively affect the Forum's standing with its donors/cooperating partners as it was raised during the 2019 Organisational Assessment.

3.10 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

- 3.10.1 Hon Members of EXCO are requested to note that, the 5 employees will not be able to address this sudden and unexpected financial burden and have written to the Forum for assistance. EXCO is requested to examine the matter and provide guidance on a humanitarian basis, especially as the Forum is partially responsible for not withholding the relevant income amounts as per the provisions of the Income Tax Act. Meanwhile, the Office of the Secretary to Parliament of the Host country, who had been engaged by the Forum to assist with resolving the matter with the appropriate authority, has advised the Office of the SG to consider directly "engaging the Ministry of Finance and NAMRA who are *inter alia*, Tax administrator's/dealing with tax related issues of staff members employed."
- 3.10.2 Given the nature of the above tax concern, and since the SG has always engaged with the relevant Ministry through the Host Parliament, Hon. Members are, therefore, requested to allow the SG, to make a compassionate plea directly to the Ministry of Finance of Namibia (the policymaker in matters of tax) to consider a partial waiver for the affected local staff for the payment of taxes and/or arrears. This will be in line with local staff of the SADC Secretariat who do not pay income taxes although they are citizens of Botswana. In this vein, due consideration may extend to amending the Forum's Headquarters Agreement accordingly.
- 3.10.3 That the SG be vested with the necessary negotiating powers to engage the Namibia Revenue Agency to arrange for payment of arrears by instalments, in case the option above is not successful.
- 3.10.4 That EXCO considers taking such other measure deemed appropriate to assist the employees to alleviate their tax arrears.

4.0. OVERSIGHT ON THE OPERATIONS OF THE SADC-PF AND ITS SUCCESSORS TRUST

- 4.1 Hon Members of EXCO are requested to note that the SADC-PF and its Successors Trust, which is listed as an organ of the Forum under Article 10(1)(g) of the Constitution, is yet to commence its substantive operations.
- 4.2 Whilst the inaugural meeting of the Board of Trustees took place under the Chairpersonship of Hon. Peter H. Katjavivi, then Speaker of the Parliament of Namibia, on the 29th November 2024, Hon. Katjavivi has now retired from Parliament and remains the Chairperson of the Board of Trustees which is a function carried out in a personal capacity.
- 4.3 According to the Trust Administration Act 2023 of Namibia, no other person can run a Trust save for the Trustees who have certain specified duties by law. According to section 14 of the Act relating to the “Duties of Trustees”, a Trustee is obligated to know the terms of the trust instrument; act in accordance with the terms of the trust instrument; act honestly and in good faith; and hold or deal with trust property and act for the benefit of the beneficiaries.[section 14(2)(a) to (d) of the Act]. Furthermore, according to Section 27 of the Act, only trust practitioners registered in Namibia can be employed to assist the Trustees.
- 4.4 Due to these statutory functions, the Executive Committee has limited powers over the Trust, except to ensure that Trustees recommended by EXCO conduct their functions efficiently.
- 4.5 It is thus imperative at this stage to ensure that Trustees proceed with a board meeting to get the affairs of the Trust in order. *Hon. Members of EXCO will recall that according to para 9.5.3 of the Trust Instrument, the term of the first Trustees must cease if “the First Trustee ceases to be a member of the SADC-PF or directly associated with the SADC-PF or the Parliamentary Forum which appointed the First Trustee replaces the First Trustee with a different representative. “The same provision is also repeated at para 10.2.3 for trustees other than the First Trustee.*

4.6 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

- 4.6.1 Honourable Members of EXCO are invited to note that, the Secretariat has engaged with the Chairperson and facilitated a communication framework, for an opportunity for the Trustees to determine their workplan for the next 12 months.
- 4.6.2 Hon Members of EXCO may wish to note that, the Trust Practitioner, is yet to be engaged formally, and a contract signed once resources for her upkeep have been secured.

4.6.3 Hon Members of EXCO are requested to approve that the Secretariat gently reminds the Trustees of para 9.5.3 of the Trust Instrument, and in case no workplan is forthcoming, EXCO will then consider to replace the Trustees in accordance with the Trust Instrument. Once a workplan is submitted, one of the Trustees will be invited to EXCO to submit a detailed account of challenges encountered, including issues of use of the seed capital, adequacy of current resources to engage a Trust practitioner, and further resource mobilisation with potential donors.

5.0 RISK ASSESSMENT

5.1 Hon. Members of EXCO are requested to note that the Forum regularly conducts risk management and mitigation and in this respect reports on same at every EXCO.

Two types of risks prevail at the Forum, notably strategic and financial risks. Strategic risks encountered have been election turnovers and change of regimes, as well as lack of financial resources to engage international partners and further resource mobilise to meet the objectives of the Forum's strategic plan (2024-2028).

Concerning financial risks, the following financial risks listed in the Risk Register have been reviewed as of 25th November 2025 and are being reported in view of their expected impact on the institution:

- (a) Inadequate financial resources (risk downgraded from high risk to medium risk in view of the 50% increase in Mandatory Member Contributions. However, a new risk has been introduced to cater for Cashflow Risk stated as Inadequate Cashflow: The Risk is rated medium as some Member Parliaments make timely payments and a few make payments in advance in respect of Mandatory Member Contributions, and that only one Parliament is currently owing for more than one financial year).
- (b) Lack of financial sustainability of some programmes (risk downgraded from high risk to medium risk in view of the expansion in the number of co-operating partners and alignment of priority thematic areas to the global trend, within those of the region and SADC, to enhance resource mobilisation);
- (c) A wide span of control in the Finance department (maintained at high risk in view of the current departmental structure);
- (d) Inadequate resource provision for human resources (maintained at high risk);
- (e) Financial loss due to fraud and theft: (downgraded from medium to low risk in view of the absence of fraud cases over the years and also in view of the strengthened control systems and oversight mechanisms);

- (f) Failure to produce accurate and timely monthly, quarterly and annual report (low risk rating maintained);

5.2 The high risks to the organisation (risks c and d) are mainly due to the financial constraints that the Forum currently faces. Nevertheless, the Forum continues to operate without any major non-financial risks, and the remaining risks are under control and are being tackled with various risk mitigation measures.

5.3 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

EXCO is requested to note the above risks to the organisation and to continue to consider ways to alleviate the financial constraints of the Forum which as of today, is the main cause of high risks.

6.0 ESTABLISHMENT OF A CAUCUS AT THE FORUM LEVEL TO REINFORCE PEACE AND SECURITY ENGAGEMENT GLOBALLY

6.1 STRENGTHENING, INTERPARLIAMENTARY EFFORTS IN PEACE BUILDING

Hon Members of EXCO may wish to note that, international momentum has in the past been found to be most effective to resolve regional or cross-border conflicts, like recently in the Democratic Republic of Congo - Rwanda conflict, the Israel-Palestine conflict, and the Russia and Ukraine conflict, to cite a few.

6.2 Hon. Members of EXCO are requested to note that in 2025, the SADC region has faced several threats to peace and security which demonstrate that governance processes need to be strengthened, including by having a dedicated parliamentary caucus at SADC level which can engage at the Interparliamentary level and with stakeholders on the international stage, including the Commonwealth Parliamentary Association (CPA) and the Inter-Parliamentary Union (IPU).

6.3 Establishment of this caucus will be fundamental in building the capacity of Parliaments in peacebuilding efforts which may involve mediation from other friendly states which are perceived as neutral in a conflict.

6.4 The caucus will be a voluntary one working to advise SADC Speakers and the Executive Committee, including other representatives within the SADC geopolitical group, with due regard to the notion of separation of powers.

6.5 Thus, it is envisaged that the SADC-PF Peace and Security caucus would be established as an organ of the Forum under Article 10(1) of the SADC-PF Constitution, with necessary amendments to the Rules of Procedure. Its main objectives would be to ensure that EXCO, the SADC geopolitical group, any SADC-PF parliamentary delegation engaging on peace and security at international level, remain up to date on matters of regional unrest, outbreaks of violence and conflict as well as peacebuilding measures taken, especially where parliamentary diplomacy can make a difference.

6.6 The following are peace and security issues which concern SADC Member States which the caucus would need to be apprised of as a matter of priority:

6.6.1 PEACE AGREEMENT THE DEMOCRATIC REPUBLIC OF CONGO

It is reported that, on the 27th June 2025, a peace agreement was signed between the Democratic Republic of Congo and Rwanda, with the facilitation of the Secretary of State of the USA, for dismantling armed militia, the Democratic Forces for the Liberation of Rwanda (French): *Forces démocratiques de libération du Rwanda* (FDLR) as well as the M23, which have destabilised Rwanda and the resources-rich Eastern part of the DRC over the years. The Foreign Minister Wagner from DRC noted the efforts of SADC and thanked President João Lourenço of Angola, who was the appointed facilitator of the Luanda Process, for the laying the foundation towards sustainable peace. It has since been observed that since June,



tensions have died down despite some isolated incidences.

Up: the signing ceremony of the peace accord (photo credit: France24.com)

6.6.2. Gen Z revolution the Republic of Madagascar

- a) In September 2025, a Gen Z revolution in Madagascar which decried corruption, nepotism and the lack of transparency at the helm of the State led to the abandonment of the Presidential post, and the appointment by the High Constitutional Court (Decision No. 10-HCC/ D3 of October 14, 2025) of Colonel RANDRIANIRINA Michael, as the new President. Meanwhile, the National Assembly had also passed a motion of no confidence on the former President on 14th October 2025 and appointed a new Presiding Officer, the Right Hon. Siteny RANDRIANASOLONIAIKO, on 16th October 2025. Correspondence from the Parliament of Madagascar indicates that a new Prime Minister and head the Government, notably Lieutenant General Ruphin Fortuna Dimbisoa ZAFISAMBO has been appointed pursuant to the usual legal and constitutional procedures.
- b) A Communique from the SADC Organ for Politics, Defence and Security Cooperation was received, on the 14th October 2025, advising the general public that the SADC Panel of Elders would be embarking on a Mission to Madagascar to gather facts on what had transpired for submission to the

SADC Organ. The SADC PF EXCO will also receive a brief from the Right Hon. Siteny RANDRIANASOLONIAIKO, new Speaker of the parliament of Madagascar to be further enlightened on the ramifications of the peace and security issue currently prevailing in Madagascar.

6.6.3 Widespread unrest and amid general elections in the United Republic of Tanzania

- a) In the United Republic of Tanzania, widespread unrest was reported, following the 29th October 2025 General Elections, amid allegations of election malpractices which prevented opposition parties to participate in the elections.
- b) His Excellency Prof Arthur Peter Mutharika, the President of the Republic of Malawi, and the Chairperson of the SADC Organ on Politics, Defence and Security Cooperation stated in his presentation of the Preliminary Statement of the SADC Electoral Observation Mission (SEOM) on the 2025 General Election in the United Republic of Tanzania, that, “However, a few stakeholders cautioned that the general calm and peace belies covert acts of general intimidation of the population and opposition political parties and candidates. These stakeholders cited the alleged abductions of some political activists. They also described a tense and intimidating political atmosphere.”
- c) His Excellency Prof Arthur Peter Mutharika indicated that, “SEAC shall return at an appropriate time to undertake a post-election review to determine the extent to which the recommendations of SEOM have been implemented and the nature of support, if any, that the Member States holding elections may require from the SADC region to implement those proposals.”

6.6.4. Emerging issues in the context of peace and security in SADC

- a) In the same vein, there is often a background to civil unrest such as a perception of unequal distribution of resources between the rich and poor, especially in resource-laden areas such as in Eastern DRC, where the contrast is flagrant.
- b) The Gen Z segment of the population is also on the rise, with Africa’s population consisting over 50% of youth under 24 years old. The Gen Z, who are tech savvy and have ample access to information through social media platforms, live with notions of equality benchmarked on developed jurisdictions and are quick to denounce corruption and maladministration. The Gen Z segment will necessarily demand greater transparency and will be a force to reckon with in policymaking in the decades to come.
- c) Hon Members of EXCO are requested to note that the above emerging issues in the context of peace and security demonstrate that the SADC region cannot ignore continued threats to democracy and need to find ways to address them before conflicts escalate. The establishment of the caucus

would, therefore, go a long way to promote discussions on peace and security and instil parliamentary dialogue.

6.6.5 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

- a) Hon. Members of EXCO are also requested to note that the peace and security situation demands a multi-pronged approach from Parliaments, including a call for action for the Forum to deepen constitutionalism in the region, including by catalysing the adoption of the SADC Model Law on the Rule of Law and Constitutionalism.
- b) According to Greek philosophers such as Plato, the Rule of Law means that citizens voluntarily accept to be bound by a rule which, if transgressed, will lead to consequences that most citizens would rather not like to face (such as penalties or imprisonment). The Model Law must strengthen the belief in institutions and promote the independence of institutions, especially Parliament, which is the democratic bedrock of every nation.
- c) At the same time, there is also a need to promote norms around extraction and distribution of critical minerals to ensure that extraction agreements are fair, in accordance with human rights which prevent child labour, and drafted to ensure that citizens get a fair return, in view of responding to the Gen Z's demand for accountability. This can be achieved through best practices and standards to be included in the SADC Model Law on Critical Minerals, which is currently under development at the Forum.
- d) The Forum must also progressively continue to domesticate the SADC Model Law on Elections through Election Observation Missions (EOMs) despite related costs, since EOMs have the potential to instil confidence in the election process and in the announcement of the results. EOMs by organisations such as the SADC-PF provide oversight over acts of the election supervisors in place such as the electoral commissions. In turn, elections which are rendered credible through adequate supervision also reinforce constitutionalism. The SADC EOM in Tanzania remains a powerful testament of the impact which an EOM can have on election results.
- e) Finally, a lesson learned from the occurrences in the DRC also demonstrates that mediation and facilitation by the SADC Membership is important (here by Hon. João Lourenço of Angola), even if other stakeholders from outside the region are also involved.

6.7 DECISION BY EXCO FOR ONWARD TRANSMISSION TO THE PLENARY ASSEMBLY

6.7.1 In light of the foregoing concerns and observations on peace and security issues, Hon. Members of EXCO are requested to:

- (a) Approve that the SADC-PF Peace and Security Caucus be established as a matter of policy, and this will be conducted by amendment to the Forum's Constitution and Rules of Procedure through the standard procedures. The detailed objectives of the Caucus will be included in the legal amendments which will be submitted for EXCO's approval at the appropriate time.
- (b) approve that the SADC Model Law on the Rule of Law and Constitutionalism and the SADC Model Law on Critical Minerals, which are currently under development, be vested with effective provisions to ensure that they contribute directly to the achievement of peace and security, with robust safeguards which pertain to governance and the independence of institutions;
- (c) Encourage Member Parliaments to consider the scope of mediation, conciliation, or negotiation from the SADC Membership in view of resolving disputes which have cross-border ramifications, by drawing inspiration from the contributions of Angola to resolve the DRC conflict; and
- (d) Reiterate that the EOMs be pursued with the participation of all SADC Member Parliaments to instil confidence in elections which are fundamental to democratic governance and the respect for constitutionalism, and further to assist in the domestication of the SADC Model Law on Elections.

7.0 UPDATE ON THE PROTOCOL ON THE SADC PARLIAMENT PURSUANT TO THE 30 OCTOBER 2025 DEADLINE FOR COMMENTS BY MEMBER STATES RECCOMENDED BY COUNCIL

- 7.1 Hon. Members of EXCO are requested to note that in the margins of the 45th SADC Summit of Heads of States and Government which took place from the 17th-18th August 2025 in Antananarivo, Madagascar, further progress was made on the transformation of the Forum.
- 7.2 EXCO may wish to note that there is a Task force established comprising of the SADC and SADC PF secretariat to monitor the developments of the Transformation. Below is an updated account of the proceedings of the last meeting of the SADC Council, as extracted from the report of the Executive Secretary of SADC:

“9.1.6.2 Council recalled that:

- (i) the Agreement Amending the Treaty to Recognise SADC Parliament as one of the SADC Institution entered into force on 11 July 2024 following signature by 12 Member States; and*

9.1.6.3 Council further recalled that, it reiterated its Decisions of March 2023, August 2023 and March 2024, urging Member States:

- (i) *who have not signed the Agreement Amending the SADC Treaty to recognize the SADC Parliament as one of the SADC Institutions, to do so; and*
- (ii) *to submit comments to the Secretariat on the Draft Protocol on the SADC Parliament within six (6) months after the Draft Protocol has been shared with Member States on 18 August 2024.*

9.1.6.4 Council recalled that, at its meeting held in Harare, Zimbabwe, in March 2025, it noted that the Secretariat had circulated to Member States the Draft Protocol on SADC Parliament on 18 August 2024 and requested Member States to provide inputs by 18 February 2025. Zambia was the only Member States that had provided inputs by 18 February 2025.

9.1.6.5 Council also recalled that, at the same meeting referred to in paragraph 8.1.6.4 above, it urged Member States:

- (i) *that had not signed the Agreement Amending the SADC Treaty to Recognize the SADC Parliament as one of the SADC Institutions, to do so; and*
- (ii) *that had not submitted comments to the Secretariat on the Draft Protocol on the SADC Parliament to do so by 30 April 2025.*

9.1.6.6 Council noted that the Republic of Botswana signed the Agreement Amending the SADC Treaty to recognize the SADC Parliament as one of the SADC Institutions on 26 March 2025, while the Republic of Madagascar and the Republic of Mauritius have communicated to the Secretariat that they will sign the Agreement during the 45th SADC Summit in August 2025.

9.1.6.7 Council also noted that the Secretariat has received comments on the Draft Protocol on the SADC Parliament from the following Member States: Botswana, Eswatini, Mauritius, Mozambique, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe

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9.1.6.8 Council:

- (i) *urged Member States:*
 - (a) *that have not signed the Agreement Amending the SADC Treaty to Recognize the SADC Parliament as one of the SADC Institutions, to do so;*
 - (b) *that have not submitted comments to the Secretariat on the Draft Protocol on the SADC Parliament to do so by 30 October 2025; and*

(ii) *directed the Secretariat to incorporate all comments from Member States and present the revised Draft Protocol on the SADC Parliament to Council in March 2026.*”

- 7.3 In the margins of the 45th SADC Summit, the Republic of Mauritius and the Republic of Madagascar completed the SADC PF family of countries that signed the Agreement Amending the SADC Treaty to Establish the SADC Regional Parliament.
- 7.4 Members of EXCO are requested to note that as mentioned by the SADC Council, only Botswana, Eswatini, Mauritius, Mozambique, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe, have commented on the Protocol despite the extension of the deadline to comment to the 30th October 2025.
- 7.5 A preliminary review of comments received on the Protocol pertain mainly to the form and not on the substantial modalities regulating the operation of the SADC Parliament. For recall, the Protocol on the SADC Parliament has been worked out to align with the Forum’s Constitution but with certain adjustments to befit the work of a regional parliament.
- 7.6 While the finalisation of the Protocol is indeed a matter for the Executive to consider, it is deemed necessary for Hon. Speakers of Parliament to exercise some measure of oversight over the process to ensure that Line Ministries treat the matter with celerity, especially as the transformation is now close to a breakthrough after several years of intensive canvassing by the Forum and the lobby group.

7.6.1 DECISION BY EXCO FOR ONWARD TRANSMISSION TO THE PLENARY ASSEMBLY

Hon. Members of EXCO are requested to approve that:

- (a) Member States that have not deposited their comments be encouraged by their Hon. Speakers to consult internally with the relevant Line Ministries at domestic level to ensure that the commenting process on the Protocol is completed. This is important to avoid any lapses which may further delay the approval of the Protocol beyond the 46th SADC Summit.
- (b) The SADC-PF lobby group, headed by Hon. Adv. J.F.N. Mudenda continues to engage Heads of State and Government, where necessary, to ensure a swift consideration of the Protocol, and eventually its signature and ratification.
- (c) The SADC Secretariat develops the Rules of Procedure and any other instrument that would be critical to operationalise the SADC Parliament, as a pro-active measure, especially as the Protocol will become spontaneously operational after ratification by two-thirds of SADC Member countries.

8.0 ROTATION OF SADC PARLIAMENTARY FORUM'S LEADERSHIP BEYOND 2026

- 8.1 EXCO is also requested to note that looking beyond December 2026 (which is the end of term for the current EXCO), the rotational cycle will be complete, and several countries will be eligible to take up the positions of President and Vice-President which are two major positions in the leadership of the Forum.
- 8.2 The Secretariat has reviewed the constitutional and procedural requirements governing rotation of leadership positions and confirms that all countries represented by Presiding Officers Botswana, Lesotho, Mozambique, Seychelles, South Africa, Tanzania, and Zimbabwe are eligible for election as President, as the rotation cycle has been completed. Likewise, all countries represented by Non-Presiding Officers Angola, the Democratic Republic of Congo, Eswatini, Madagascar, Mauritius, Malawi, Namibia, and Zambia are eligible for election as Vice-President. For the position of Treasurer, three countries the Democratic Republic of Congo, Madagascar, and Namibia have never previously held the office and are, therefore, eligible in line with the rotation principle.

8.3 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE AND PLANNING FOR DECEMBER 2026

- 8.3.1 EXCO is requested to note the above future vacancies in view for countries to plan the succession for EXCO for the above three key positions. The table in the next page shows the history of countries which retained the said positions.

ROTATION OF SADC PARLIAMENTARY FORUM LEADERSHIP – PRESIDENT (FORMERLY CHAIRPERSON), VICE PRESIDENT (FORMERLY VICE CHAIRPERSON) AND TREASURER

CHAIRPERSON/PRESIDENT			VICE CHAIRPERSON/ VICE PRESIDENT			TREASURER		
Rt Hon. Speaker TOKELY Justin	Madagascar	Dec 2024 to Oct 2025	Hon. Sylvia Elizabeth Lucas Isaks	South Africa	Dec 2024 to Dec 2026	Hon Dr Pinkie Rosemary Manamolela	Lesotho	Dec 2024 to Dec 2026
Hon Speaker RANDRIANASOLON IAIKO Siteny Thierry.		Nov. 2025 to Dec 2026						
Hon. Speaker Roger Mancienne - President	Seychelles	Dec 2022 to December 2024	Hon. M. Joanne Sabrina Tour	Mauritius	Dec 2022 to December 2024	Hon. Mduduzi M. Matsebula, Sen. Isaac Mmemo Magagula	Eswatini Dec 2022 Sep 2023	Sep 2023 Dec 2024
Hon. Speaker MBOSO N’Kodia Pwanga Christophe	DRC	February 2021 to December 2022	Hon. Dr. Fiarovana Lovanirina Celéstin	Madagascar	Dec 2020 to December 2022	Hon. Darren Bergman	South Africa	Dec 2020 to December 2022
Hon. Speaker Jeanine Mabunda	DRC	04 to 10 December 2020						
Hon. Speaker Esperança Laurinda Francisco Nhiuane Bias,	Mozambique	Nov 2018 to 2020	Sen. Isaac Mmemo Magagula,	Eswatini	Nov 2018 to 2020	Hon. Samuel Kawale	Malawi	Nov 2018 Dec 2020
Hon. Speaker Veronica Nataniel Macamo Dhovo,	Mozambique	Nov 2018 -	Sen. Isaac Mmemo Magagula,	Eswatini	Nov 2018 to 2020	Hon. Samuel Kawale Hon. Patricia Kainga	Malawi Malawi	Nov 2018 to 2020
Hon. Speaker Fernando da Piedade dias dos Santos	Angola	Nov. 2016 to Nov. 2018	Senator Monica Mutsvangwa	Zimbabwe	2016 to 2018	Hon. Terence Mondon	Seychelles	Nov 2016 to Nov. 2018
Hon. Speaker Anne S. Makinda	Tanzania	Dec 2014 to Nov 2016	Hon. Joseph Njobvuyalema	Malawi	2014 to 2016	Hon. Gary G. Nkombo	Zambia Zambia	Dec 2014 to

						Hon. Dr Situmbeko Musokotwane		Dec 2015 Dec. 2015 to Nov.2016
Hon. Speaker Abdool Razack Mahomed Ameen PEEROO, SC, GOSK,	Mauritius	Nov. 2012 to Nov 2014	Hon. Nthekele Mofolo	Lesotho	2012 to 2014	Hon. Dr. Titus M. Kamani Hon. Selemani Said Jafo	Tanzania Tanzania	Nov. 2012 to April 2014 April –Nov 2014
Hon. Speaker Lovemore Moyo	Zimbabwe	2010-2012	Hon. Maria Mwangi	DRC	2010-2012	Hon. Mkhululi Dlamini	Swaziland	2010-2012
HRH. Hon. Speaker Prince Guduza Ndlamini	Swaziland	2008-2010	Hon. Anne Makinda	Tanzania	2008-2010	Hon. Senator Monica Mutsvangwa	Zimbabwe	2008-2010
Hon Speaker Patrick K Balopi	Botswana	2006-2008	Hon N Schimming-Chase	Namibia	2006-2008	Hon Exalgina Gamboa	Angola	2006-2008
Hon Speaker Amussa Mwanamwambwa	Zambia	2004-2006	Hon G D Lefhoko	Botswana	2004-2006	Hon Acucena Duarte	Mozambique	2004-2006
Hon Speaker Ntlhoi Motsamai	Lesotho	2002-2004	Hon M S Mulanda	Zambia	2002-2004	Hon M P Ndzimande Hon V Balomoody	Swaziland Mauritius	2002-2004
Hon Speaker Sam Mpasu	Malawi	2000-2002	Hon M Matsinha	Mozambique	2000-2002	Hon G D Lefhoko	Botswana	2000-2002
Hon Speaker Frene Ginwala	South Africa	1999-2000	Hon E Gamboa	Angola	1999-2000	Hon G D Lefhoko	Botswana	1999-2000
Hon Speaker Mosé Tjitendero	Namibia	1996-1999	No Vice			Hon J Mpumaphi	Botswana	

9.0 UPDATE ON THE SADC MODEL LAW ON PRISON OVERSIGHT IN READINESS FOR THE 59TH PLENARY ASSEMBLY SESSION TABLING AND ADOPTION

9.1 Hon. Members of EXCO will recall that the SADC Model Law on Prison Oversight is currently at the consultation stage. From the 17th September to the 21st October 2025, consultations were held with several stakeholder groupings, including the following:

- a) The Technical Working Group (17th-18th September);
- b) Health Professionals, Ministries of Health and correctional services (6th-7th October);
- c) Youth-led groups, CSOs and Oversight institutions (8th October 2025);
- d) National Human Rights Institutions and Members of the Judiciary (9th-10th October 2025);
- e) Reform institutions and prison support groups (14th October 2025);
- f) Line Ministries and portfolio Committees (16th October 2025);
- g) Disability and child rights organisations (20th October 2025); and
- h) Organisations working with refugees, migrants and LGBTIQ+ (21st October 2025)

9.2 Except the meetings at (a), (b) and (d) above, all other meetings were held virtually. All meetings were attended to by the Forum with the Hon Speakers, and the Vice President of Forum leading through Keynote speeches and moderation of sessions where appropriate.

9.3 Hon. Members of EXCO are requested to note that currently, the legal drafters are entrusted with the task of incorporating the diverse feedback garnered from the consultations and finalising the Model law provisions prior to its consideration by the relevant Standing Committee of the Forum. While the broad consultations conducted will ensure the acceptability of the Model Law, the alignment and reconciliation of the feedback with the Model Law provisions is a time-consuming process which cannot be rushed. It is thus expected that the SADC Model Law will be adopted by the 59th Plenary Assembly in 2026.

9.4 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

9.4.1 Hon. Members of EXCO are requested to take note of the above positive developments and to approve that the Model Law proceeds to its final stages before adoption by the 59th Plenary Assembly of the SADC-PF.

10.0 JOINT SESSION AND STANDING COMMITTEES HELD FROM 24th October to 1st NOVEMBER AHEAD OF THE 58TH PLENARY ASSEMBLY

- 10.1 Hon. Members of EXCO are requested to note that Standing Committees of the Forum were held from the 24th October to 1st November 2025 in Johannesburg, South Africa were duly officially opened by the host Speaker Hon Thoko DIDIZA, under the theme, “*Enhancing the Role of Parliamentarians in Advocating for the Signing, Ratification, Accession, Domestication, and Implementation of SADC Protocols.*”
- 10.2 The Standing Committees through the technical backstopping of the SADC Secretariat, deliberated on pertinent issues relating to the domestication of SADC Protocols including the need for the region to implement the Sustainable Development Goals (SDGs), the Paris Agreement, the Labour Protocol, and to comply with Universal Health Coverage (UHC), yet this will not occur without the domestication of ratified treaties and conventions.
- 10.3 This Standing Committee reflected on concerns raised by the SADC Secretariat on the slow uptake for protocol ratification under the umbrella of the SADC institutional framework. According to the Report of the Executive Secretary 2024/25, titled, “*SADC Region’s Socio-Economic and Political Performance through the RISDP 2020-2030 lens,*” not even 50% of protocols have been ratified.

10.4 INFOGRAPHIC FROM PAGE 87 OF EXECUTIVE SECRETARY OF SADC REPORT:

Figure 73: Performance in Ratifying Protocols Across Different RISDP Pillars



- 10.5 The Report emphasises that non-ratification of Protocols has far-reaching implications, including deterring governance and undermining the social cohesion which is needed for regionalism to flourish.
- 10.6 In this respect, the Standing Committees of the Forum advocated for greater synergy between Parliament and Executive at national level to catalyse the ratification of protocols, especially key protocols such as those on health, trade and corruption. It was buttressed that the Pillars under the Regional Indicative Strategic Development Plan 2020-2030 can only be fully implemented when legal commitments are established for Member States through Protocols and related documents that facilitate healthcare, trade,

the energy transition, gender equality, and other areas that are necessary to elevate the region for a comprehensive fulfilment of the SDGs.

10.7 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

10.7.1 Hon Members of EXCO are requested to note the above deliberations by Standing Committees of the Forum which are in line with the Forum's policy to facilitate the implementation capacity SADC and to leverage national parliaments in view of accelerating policy uptake and adoption of best practices from regional to national level.

11.0 BASELINE SURVEY OF OPERATIONAL EFFICIENCY AT THE FORUM

11.1 Honourable Members of EXCO are requested to note that a Baseline Survey on the Forum's operational efficiency has been conducted in collaboration with the SADC Secretariat under the Austria Development Agency's framework that is administered by GIZ.

11.2 The main purpose of the survey was to establish the baselines for the following aspects:

(a) Impact indicator: Improvement in parliamentary effectiveness and performance by 30%.

(b) Outcome Indicator 1.1: SADC PF's operational efficiency is improved by 15%.

11.3 The baselines will be the basis for implementation capacity development measures for the SADC PF in line with its current Strategic Plan 2024-2028.

11.4 In this respect, several strengths of the Forum have been identified including that the SADC-PF Secretariat has become a one-stop shop for MPs in the region and that the Secretariat has demonstrated stability, research ability and an enormous regional convening power which improves its legitimacy in the region and its potential to prioritise regional issues.

11.5 Areas of improvement were also identified including the need to promote financial sustainability and complement the staff base by filling vacant positions. The baseline survey also indicated that the Forum would need a robust skill set to prepare itself to transition to the SADC Parliament.

11.6 Altogether, the baseline survey indicated that the Forum is in good posture to fulfil the impact and outcome indicator, but it must still prepare itself to mitigate the identified weaknesses.

11.7 Based on the final assessment made, the overall baseline percentage for the Impact Indicator on *30% improvement in Parliamentary Effectiveness and Performance* was at **81.3%**. For the Outcome Indicator on *15% Improvement*

of SADC PF's operational efficiency, the overall baseline percentage was at **76.9%**.

11.8 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

11.8.1 EXCO is requested to consider the strengths and the weaknesses outlined in the Baseline survey, as summarised above, as well as the baseline percentages achieved, and to direct the Secretariat to take all mitigating measures necessary to eliminate the weaknesses in view of preparing the Forum to operate fully as a regional Parliament, especially the need to alleviate the staff shortage and fill the skills gap.

11.8.2 EXCO is further requested to receive a virtual presentation from the consultant on the 27th November 2025, to expand on the summary above and allow EXCO input before finalisation.

12.0 COMPLETION OF YEAR 2 OF THE SRHR, HIV AND AIDS GOVERNANCE PROJECT, & COMMENCEMENT OF YEAR 3, from 1st OF NOVEMBER 2025

12.1 Hon. Members of EXCO will note that the SRHR Project has entered its 3rd year of implementation from the 1st November 2025 to the 31st October 2026. The Project has been implemented in 11 countries in Year 2 (excluding Botswana, Seychelles, South Africa, and Tanzania) and has registered a record number of SRHR activities both at national and regional level.

12.2 The Project has also been a pathway to promote gender equality, human rights, climate justice, governance, youth and women empowerment, for instance several activities have been lined up at regional level, and in countries (recorded Lesotho, Zambia and Mauritius) to commemorate the 16 days of activism to end Gender-Based Violence from the 26th to 10th December 2025.

12.3 At regional level, the SADC Model Law on Prison Oversight, constitutes one of the main flagship activities funded under the SRHR Project which took place during Year 2.

12.4 Knowledge and Legislative Policy briefs which have been developed over time, were launched during the Committee Sessions and disseminated

12.4.1 The Position paper underpinning the SADC Model Law on Safe Abortion, was disseminated through a Joint session of Committees, paving way for the development of the Model Law.

12.4.2 A Digital Dashboard was developed with CSO partners and UNFPA for tracking progress on the domestication of the SADC Model Law on

Eradicating Child Marriage. The framework was disseminated and a strategic framework canvassed to drive data-collection and utility by parliaments that would seamlessly align with parliamentary oversight.

- 12.4.3 A series of workshops exploring the nexus between SRHR and Climate action in collaboration with the IPU Climate Action were successfully implemented, a process which should prepare for the SADC Model Law on Climate Change mitigation, and resilience-building, especially for vulnerable populations.
- 12.4.4. Currently, the Forum is in its reporting phase for Year 2 and is actively gathering project information from national level to prepare the Narrative Annual Report to Sweden due on the 30th November 2025. In alignment with Article 2.2 (d) of the General project conditions which is an Annex to the signed Agreement, the Project staff are collating the overall results, lessons learned, challenges, including materialised risks which have been encountered during the reporting period as well as newly identified risks which will be handled in the future.
- 12.4.5 The Annual Narrative Report is expected to also restate the Anti-Corruption and Anti-Bribery Policy and the Sexual Harassment Policy as measures taken to eliminate corruption and Sexual Abuse and Harassment (SEAH) respectively. EXCO is expected to note that the Forum has a clean sheet and has not had any reported case of either bribery or sexual harassment during Year 2. This requirement is under para 2.2(d) of the General project conditions .

12.5 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

Hon. Members of EXCO are requested to plead with Member Parliaments which participate in the SRHR Project to comply with the terms of the Project Implementation Agreement and to submit all relevant information and documents to the Forum for a timely reporting to be made to Sweden in relation to Year 2 of the Project and beyond to continue performing effectively in Year 3 by fulfilling the Theory of Change as envisaged in the Project document.

- 12.5.1 Hon Members of EXCO are requested to recognise the sustained collaboration of partners who have been supporting the Forum's Committees since 2009 and continue to retain such partnerships while we seek to attract others across all thematic committees of the Forum.

13.0 ARBITRATION AWARD DATED 6TH AUGUST 2025 ISSUED BY ARBITRATOR APPOINTED BY LABOUR COMMISSIONER – CASE OF MR LOVEMORE MABUKU V/S THE FORUM (CRWK863-24)

Honourable Members of EXCO will recall that the Forum separated with Mr Lovemore Mabuku, former-Office Assistant at the Forum, after he declined the separation package proposed by EXCO as recommended by the Investigation Committee established in accordance with the Administrative Rules and Regulations of the SADC-PF. Mr Mabuku submitted the matter to arbitration and on the 6th August 2025, an arbitration award was issued by the Office of the Labour Commissioner of Namibia, in his favour. Mr Mabuku was contacted to furnish the Forum with his bank account details in respect of the sum awarded. He shared the bank account, and the Forum paid him in line with the outcome of the award.

After receiving the money, Mr Mabuku proceeded to appeal against the award with the High Court. Consequently, the Forum had no option but to resist the appeal which entails defending the award. Whilst this legal position is suitable to the circumstances to ensure that the Forum does not spend more than the amount determined by the award, resisting the appeal is technically different from defending the initial legal points raised by the Forum.

13.1 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

13.1.1 Hon. Members of EXCO are requested to note the above developments, as they have already bequeathed the Secretary General formal authority to enlist legal representation in view of resisting the appeal, up to the conclusion of the case in the interests of the Forum.

14.0 UPDATE ON PARLIAMENTARY LEADERSHIP OF MEMBER PARLIAMENTS

14.1 Hon. Members of EXCO are requested to note in the past the recent past there have been changes of Hon Speakers at national level.

14.2 The table below demonstrates the changes in the leadership of the relevant national Parliaments:

COUNTRY	IMMEDIATE PAST	CURRENT
ANGOLA	Hon Carolina Cerqueira	Hon Adão Francisco Correia de Almeida
DRC	Prof Isaac Jean Claude TSHILUMBAYI MASAWU	Hon. Aimie BOJI SANGARA BAMANYIRWE
MADAGASCAR	Rt Hon. TOKELY Justin	Hon. Siteny Randrianasoloniaiko
MAURITIUS	Hon. Sooroojdev Phokeer	Hon. Shirin Aumeeruddy-Cziffra
MALAWI	Rt. Hon. Catherine Gotani Hara	Hon. Sameer Suleman
SEYCHELLES	Hon. Roger Mancienne	Hon. Azarel Ernesta

TANZANIA	Hon Dr Tulia Ackson	Hon. Mussa Zungu
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14.3 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

- 14.3.1 The Acting President, Hon. Sylvia Lucas has, on behalf of the Forum, sent letters of appreciation to the Parliaments of Malawi, Mauritius, Madagascar and Seychelles, acknowledging the support rendered by the former Speakers during their tenure.
- 14.3.2 Similar letters will follow once official communication has been received from Angola and the United Republic of Tanzania.
- 14.3.3 The EXCO is requested to congratulate the new speakers and appreciate the former speakers for their successful tour of duty and their contributions to inter-parliamentary cooperation under the aegis of the SADC-PF.

15.0 UPDATE ON THE HEALTH OF HUMAN RESOURCES

15.1 Promotion and Recruitment

- 15.1.1 Hon. Members of EXCO are requested to take note of the elevation of Mr Sheuneni Kurasha and recruitment of 2 new staff members under the SRHR Project in recent months, as follows:
- a) Mr Sheuneni Kurasha, appointed to the position of Director of Parliamentary Business and Programmes, effective 1st September 2025. His appointment follows the departure of Mr Joseph Manzi, who was seconded to the Forum from the Parliament of Malawi for a fixed term, up to 31st July 2025. Mr Kurasha is known to the SADC-PF as he was previously the Programme Manager in relation to the Democracy, Governance and Human Rights portfolio since August 2014 and EXCO approved his appointment based on his experience, befitting qualifications and demonstrated ability to perform at this level.
 - b) Dr Jacob Segale, appointed to the position of Monitoring and Evaluation (M&E) Manager, effective 1st August 2025 to 1st November 2026, following a competitive interview process conducted in June 2025. Dr Segale brings vast experience in the monitoring and evaluation of public health projects. His main role is to ensure that M&E processes under the SRHR Project are conducted effectively, including the preparation of the Annual Narrative Report to Sweden.
 - c) Mr Munashe Tofa, appointed to the position of Programme Officer – Climate Change, Environment and Health/SRHR, effective 1st September 2025 to 1st November 2026, following a competitive interview held in July 2025. Mr Tofa is known to the Forum as he was previously the SRHR Researcher and seconded to service the HSDP Committee by the Parliament of Zimbabwe, and he had over the years demonstrated a significant ability to engage MPs on the linkages between climate change and SRHR.

15.2 RECOMMENDATIONS FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

15.2.1 Honourable Members of EXCO are requested to note that apart from the position of Director of Parliamentary Business and Programmes at (a) above which is funded from the Forum's core budget, the positions at (b) and (c) are funded under the SRHR Project (2023-2026) and their continuation will depend on the Project's duration.

16.0 HUMAN RESOURCES MAPPING AND ANALYSIS DASHBOARD

16.1 Honourable Members of EXCO are requested to take note of the figures concerning staff expressed in the dashboard below. Some features are explained below:

16.2 Retention rates

16.2.1 More than half of the staff employed by the organisation are project staff working under the SRHR Project (25) with 14 core staff at the SADC-PF Secretariat. The Retention Rates of SADC-PF staff are high (86%) because vacancies within the organisation have been filled by current staff who are already experienced and this has led to costs savings within the organisation, including on recruitment, induction and relocation costs.

16.2.2 However, a staff moving from one position to another continues to create a vacuum, for instance a manager becoming a Director of Programmes means that the higher position is filled, but the lower position is declared vacant.

16.2.3 Due to financial constraints, it is then often found that staff in higher positions at Director level must micromanage and face considerable workload because there is a lack of complementary staff to assist them.

16.2.4 The retention rates under the SRHR Project are also high (88%) since SRHR Researchers based within Parliaments in the majority are often committee secretaries for health or related fields, and these are permanent positions within their organisation.

16.3 Gender representation

16.3.1 There are currently more female than male employees for both the Forum core staff and the SRHR Project, which augurs well for women empowerment.

16.3.2 It should, however, be noted that this is merely a matter of coincidence since the Forum is an equal opportunity employer and does not conduct positive or negative discrimination because of gender. It employs the most deserving candidate.



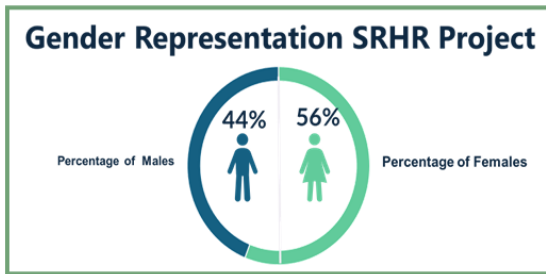
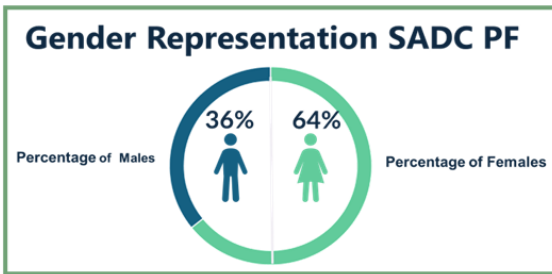
SADC PF Human Resources Analytics Report 2020-2025

SADC PF Staff
(November 2025)
14

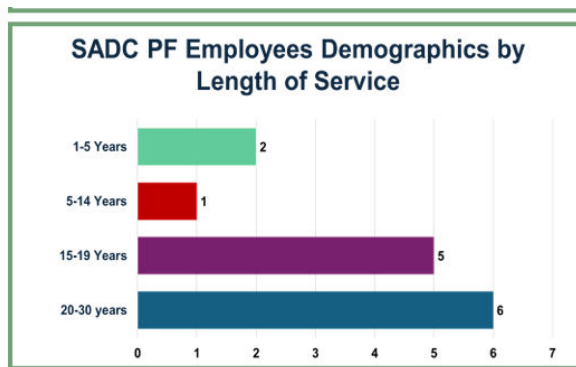
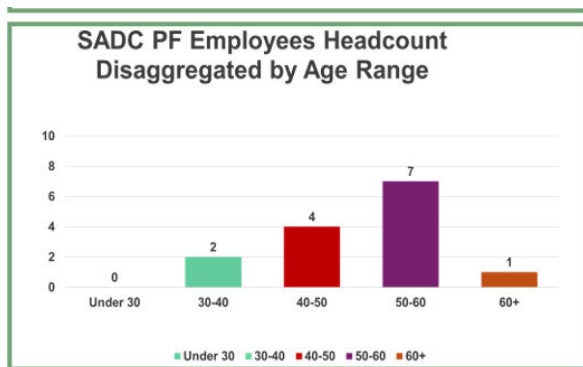
SRHR SWEDEN Staff
(November 2025)
25

5 Years Retention Rates
SADC PF
86%

5 Years Retention Rates
SRHR
88%



16.4 Age and length of service

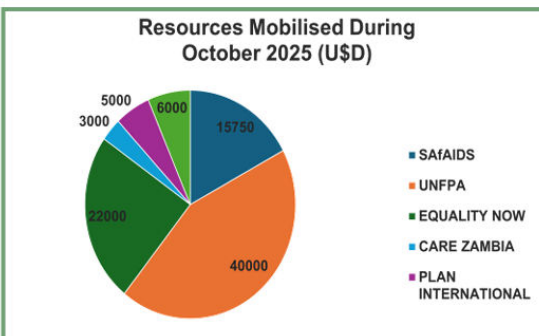


16.4.1 Hon. Members of EXCO are requested to note that in terms of age range, over 50% of SADC PF employees are above 50, which demonstrates that urgent measures must be taken for succession planning since the retirement age is 65 according to the Forum’s Administrative Rules and Regulations.

16.4.2 As explained above for staff retention, most Forum employees currently on board have occupied other positions in the past and they have shifted from one position to the next to fill existing gaps to the best of their abilities, which explains a length of service of 15 years and above.

16.4.3 This length of service has benefited the organisation, especially to carry forward the institutional memory and caretake for vacant positions, and most staff carry at least two vacancies, hence the multiskilled and multitalented workforce that is required for transformation processes such as the birth of the SADC Parliament to take place.

17.0 Geographical representation and resource mobilisation

Number of Employees per Current Country of Nationality			Organisational Performance Rates	
Country	SADC PF	SRHR Project	Performance Agreement Signed	100%
Angola	1	3	Employee Performance	Good
Botswana	1	0	Clean Audits	100%
DRC	0	1	Donor Compliance	100%
Eswatini	0	2	Compliance and Risk Management	Average
Lesotho	1	1	Time sheets Compliance	Average
Malawi	0	2	Areas of Improvements	
Madagascar	0	1	Training and Development	
Mauritius	0	3	 <p>Resources Mobilised During October 2025 (USD)</p> <ul style="list-style-type: none"> SAFAIDS UNFPA EQUALITY NOW CARE ZAMBIA PLAN INTERNATIONAL 	
Mozambique	0	2		
Namibia	8	1		
South Africa	0	2		
Zambia	2	2		
Zimbabwe	1	7		

- 17.1 Hon. Members of EXCO are requested to note that with the exception of Seychelles, and Tanzania, all nationalities are represented at the Forum, either through core staff or under the SRHR Project.
- 17.2 In addition, the staff have been able to work towards 100% of donor compliance and have been the object of 100% of clean audits which demonstrates the adherence to the core values and guiding principles espoused by the Forum’s Strategic Plan (2024-2028).
- 17.3 All staff have forfeit 50% of their annual leave and off days earned for working overtime, to ensure the targets set and resolutions of the Board and Plenary are seamlessly implemented.

18.0 RESOURCE MOBILISATION

18.1 Staff of the organisation also continue to conduct resource mobilisation monthly, and as at the month of October 2025, over USD 100,000 was mobilised by the staff in relation to activities and programmes planned by the Forum, to execute statutory activities. This amount does not include donor funded projects.

18.2 RECOMMENDATIONS FOR NOTING AND CONSIDERATION OF THE EXECUTIVE COMMITTEE

18.2.1 Honourable Members of EXCO are requested to consider the above HR Analytics and to note that that the Forum has strived to perform well despite the low staff compliment which leads to high workloads for staff.

18.2.2 The good performance by staff should not be misinterpreted as a stable HR situation since several staff are working double hours and weekends due to immense workloads and these additional efforts are often behind the veil and are unrecognised.

18.2.3 In line with the baseline values that were established for the SADC-PF's operational efficiency, 2 areas of improvement which pertained to human resources were identified as follows:

a) Several positions are vacant, which suggests that the Secretariat is not operating with an optimal number of staff. Current staff are coping but they are overworked.

b) Transformation into a regional parliament will require new skills to meet new priorities. Thus, there is a need to prepare for the transition.

18.2.4 Based on the baseline values for operational efficiency, Member Parliaments are encouraged to continue deploying seconded staff to assist the Forum to fill the human resource gaps in the interim, pending the influx of sustainable financial resources that could be used to fill vacant positions at the Forum.

18.2.5 EXCO is further requested to appreciate that staff shortages will need to be addressed prior to the Forum transforming to a Regional Parliament and thus innovation and flexibility will be needed to amend or recast staff contracts (with mutual consent) to fill human resource gaps.

18.3 DECISION FOR THE CONSIDERATION OF THE EXECUTIVE COMMITTEE

18.3.1 Hon. Members of EXCO are requested to take note of the above HR Analytics and to approve that:

(a) A fresh call for seconded positions be issued to Member Parliaments to consider deploying experienced staff to service the Forum through secondment arrangements, and this pending permanent arrangements to fill vacant positions.

(b) Discussions are engaged with all staff (project and SADC-PF staff) on innovative and flexible approaches which may assist to fill the gaps and prepare the Forum to transition to a regional Parliament.

19.0 CONCLUSION

Hon. Members of EXCO are requested to approve the President's Report to EXCO. In this vein, the President of the Forum and the Secretary General thank Members for their valuable contributions and participation.