

**EMPLOYMENT**

**Agreement between the  
UNITED STATES OF AMERICA  
and DEMOCRATIC REPUBLIC OF THE CONGO**

Effected by Exchange of Notes at  
Kinshasa January 12, 2002 and  
October 8, 2003



NOTE BY THE DEPARTMENT OF STATE

Pursuant to Public Law 89—497, approved July 8, 1966  
(80 Stat. 271; 1 U.S.C. 113)—

“. . .the Treaties and Other International Acts Series issued under the authority of the Secretary of State shall be competent evidence . . . of the treaties, international agreements other than treaties, and proclamations by the President of such treaties and international agreements other than treaties, as the case may be, therein contained, in all the courts of law and equity and of maritime jurisdiction, and in all the tribunals and public offices of the United States, and of the several States, without any further proof or authentication thereof.”

**DEMOCRATIC REPUBLIC OF THE CONGO**

**Employment**

*Agreement effected by exchange of notes at  
Kinsbasa January 12, 2002 and  
October 8, 2003;  
Entered into force October 8, 2003.*

**U.S. Department of State  
Office of Language Services  
Translating Division**

**LS No. 12-2004-0007**  
ALK/JF  
French

**Democratic Republic of the Congo**  
Ministry of Foreign Affairs and International Cooperation  
Office of the Minister  
Kinshasa  
No. 130/0038/CN/01

The Ministry of Foreign Affairs and International Cooperation of the Democratic Republic of the Congo presents its compliments to the Embassy of the United States of America at Kinshasa and has the honor to inform it that the Government of the Democratic Republic of the Congo has now signed, to serve as a replacement for the *de facto* reciprocity arrangement, the United States-Congo bilateral agreement authorizing members of the families of Congolese diplomats accredited in the United States of America and [of] American [diplomats] accredited in the Democratic Republic of the Congo to engage in paid employment.

The Ministry requests that the Embassy of the United States in Kinshasa notify the Department of State of this action.

In addition, the Ministry informs the Embassy that it has provided the Congolese Embassy in Washington with instructions as to follow-up on this matter.

The Ministry of Foreign Affairs and International Cooperation of the Democratic Republic of the Congo thanks the Embassy of the United States in Kinshasa for its assistance and [complimentary close].

Done at Kinshasa on January 12, 2002

Embassy of the United States  
Gombe, Kinshasa.

TEXT OF PROPOSED BILATERAL EMPLOYMENT AGREEMENT

THE MINISTRY OF FOREIGN AFFAIRS OF THE D.R. CONGO PRESENTS  
ITS

COMPLIMENTS TO THE EMBASSY OF THE UNITED STATES AND HAS THE  
HONOR TO PROPOSE THAT OUR GOVERNMENTS CONCLUDE A BILATERAL  
WORK AGREEMENT FOR DEPENDENTS OF OFFICIALS SERVING IN OUR  
RESPECTIVE COUNTRIES.

THE GOVERNMENT OF THE D.R. CONGO PROPOSES TO THE  
EMBASSY OF THE UNITED STATES THAT, ON A RECIPROCAL BASIS,  
DEPENDENTS OF EMPLOYEES OF THE UNITED STATES GOVERNMENT  
ASSIGNED TO OFFICIAL DUTY IN THE D.R. CONGO AND  
DEPENDENTS OF EMPLOYEES OF THE GOVERNMENT OF THE D.R. CONGO  
ASSIGNED TO OFFICIAL DUTY IN THE UNITED STATES, BE  
AUTHORIZED TO BE EMPLOYED IN THE RECEIVING COUNTRY.

FOR THE PURPOSE OF THIS AGREEMENT,

"DEPENDENTS" SHALL MEAN:

SPOUSES;

UNMARRIED DEPENDENT CHILDREN UNDER 21 YEARS

OF AGE;

UNMARRIED DEPENDENT CHILDREN UNDER 23 YEARS

AGE WHO ARE IN FULL-TIME ATTENDANCE AS STUDENTS AT

POST-SECONDARY EDUCATIONAL INSTITUTION;

AND

UNMARRIED CHILDREN WHO ARE PHYSICALLY OR

MENTALLY DISABLED.

FOR THE PURPOSES OF THIS AGREEMENT, IT IS

UNDERSTOOD THAT EMPLOYEES ASSIGNED TO OFFICIAL DUTY

MEANS DIPLOMATIC AGENTS, CONSULAR OFFICERS, AND

MEMBERS OF THE SUPPORT STAFFS ASSIGNED TO DIPLOMATIC

MISSIONS, CONSULAR OFFICES AND MISSIONS TO

INTERNATIONAL ORGANIZATIONS.

IN THE CASE OF DEPENDENTS WHO SEEK EMPLOYMENT IN  
THE UNITED STATES, AN OFFICIAL REQUEST MUST BE MADE BY  
THE EMBASSY OF THE D.R. CONGO IN WASHINGTON TO THE OFFICE OF  
PROTOCOL IN THE DEPARTMENT OF STATE. UPON VERIFICATION  
THAT THE PERSON IS A DEPENDENT OF AN OFFICIAL EMPLOYEE  
OF THE GOVERNMENT OF THE D.R. CONGO, AND PROCESSING OF THE  
OFFICIAL REQUEST, THE D.R. CONGO EMBASSY WILL BE INFORMED  
BY THE GOVERNMENT OF THE UNITED STATES THAT THE DEPENDENT  
MAY SEEK AND ACCEPT EMPLOYMENT.

IN THE CASE OF DEPENDENTS OF EMPLOYEES WHO SEEK  
EMPLOYMENT IN THE D.R. CONGO, AN OFFICIAL REQUEST MUST BE  
MADE BY THE UNITED STATES EMBASSY IN KINSHASA TO THE  
D.R. CONGO MINISTRY OF FOREIGN AFFAIRS, WHICH, AFTER  
VERIFICATION, SHALL THEN INFORM THE UNITED STATES  
EMBASSY THAT THE DEPENDENT MAY SEEK AND ACCEPT EMPLOYMENT.

THE UNITED STATES GOVERNMENT AND THE GOVERNMENT OF

THEE D.R.C. CONFIRM THAT DEPENDENTS WHO OBTAIN EMPLOYMENT UNDER THIS AGREEMENT AND WHO HAVE IMMUNITY FROM THE JURISDICTION OF THE RECEIVING COUNTRY IN ACCORDANCE WITH ARTICLE 31 OF THE VIENNA CONVENTION ON DIPLOMATIC RELATIONS OR IN ACCORDANCE WITH THE CONVENTION ON THE PRIVILEGES AND IMMUNITIES OF THE UNITED NATIONS, OR ANY OTHER APPLICABLE INTERNATIONAL AGREEMENT, ENJOY NO IMMUNITY FROM CIVIL AND ADMINISTRATIVE JURISDICTION WITH RESPECT TO MATTERS ARISING OUT OF SUCH EMPLOYMENT. SUCH DEPENDENTS ARE ALSO LIABLE FOR PAYMENT OF INCOME AND SOCIAL SECURITY TAXES ON ANY REMUNERATION RECEIVED AS A RESULT OF EMPLOYMENT IN THE RECEIVING STATE. DEPENDENTS CONTINUE TO ENJOY ALL OTHER PRIVILEGES AND IMMUNITIES TO WHICH THEY ARE ENTITLED.

THE GOVERNMENT OF THE D.R. CONGO FURTHER PROPOSES THAT,



IF THESE PROVISIONS ARE ACCEPTABLE TO THE GOVERNMENT  
OF THE UNITED STATES, THIS NOTE AND THE EMBASSY OF THE  
UNITED STATES' REPLY CONCURRING THEREIN SHALL CONSTITUTE AN  
AGREEMENT BETWEEN OUR TWO GOVERNMENTS WHICH SHALL ENTER  
INTO  
FORCE ON THE DATE OF THAT REPLY NOTE. THIS AGREEMENT  
SHALL REMAIN IN FORCE UNTIL NINETY DAYS AFTER THE DATE  
OF THE WRITTEN NOTIFICATION FROM EITHER GOVERNMENT TO  
THE OTHER OF INTENTION TO TERMINATE.

THE MINISTRY OF FOREIGN AFFAIRS OF THE D.R. CONGO

AVAILS ITSELF OF THIS OPPORTUNITY TO RENEW TO THE EMBASSY  
OF

THE UNITED STATES THE ASSURANCES OF ITS HIGHEST

CONSIDERATION.



MINISTRY OF FOREIGN AFFAIRS

LEONARD SHE OKITUNDU

DEC 14 2001

(SIGNATURE AND DATE)

No. 03/171

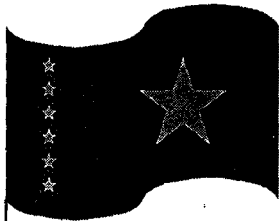
The Embassy of the United States of America presents its compliments to the Ministry of Foreign Affairs of the Democratic Republic of Congo and has the honor to refer to its Diplomatic Note no.130/0038/CN/01 whereby transmitting the Bilateral Agreement with respect to the employment of eligible family members of Congolese diplomats in post in the United States and the eligible family members of U.S. diplomats in post in the Democratic Republic of Congo, as signed by the DRC Government on 14 December 2001.

The Embassy has the honor to inform the Ministry of Foreign Affairs that it concurs with the Bilateral Agreement as signed by the DRC Government and that it takes effect as of the date of this reply marking the Embassy's concurrence in the Agreement.

The Embassy of the United States of America wishes to take the opportunity to thank the Ministry of Foreign Affairs for its attention to this note and to renew to the Ministry the assurance of its highest consideration.

The Embassy of the United States of America  
Kinshasa, 10/08/2003

*République Démocratique du Congo*



*Ministère des Affaires Etrangères et  
de la Coopération Internationale*

*Le Cabinet du Ministre*

*Kinshasa, le*

N° 130/0038 /CN/01

Le Ministère des Affaires Etrangères et de la Coopération Internationale de la République Démocratique du Congo présente ses compliments à l'Ambassade des Etats Unis à Kinshasa et a l'honneur de porter à sa connaissance que le Gouvernement de la République Démocratique du Congo vient de signer l'accord bilatéral, en lieu et place du prince de la réciprocité de fait, qui accorde aux membres des familles des diplomates congolais accrédités aux Etats-Unis d'Amérique et Américains accrédités en République Démocratique du Congo d'exercer un emploi rémunéré.

Le Ministère demande à l'Ambassade des Etats-Unis à Kinshasa de porter décision à la connaissance du Département d'Etat.

Le ministère informe en outre l'Ambassade que sa Représentation diplomatique à Washington a été instruite de sa part pour le suivi du dossier.

Le Ministère des Affaires Etrangères et de la Coopération Internationale de la République Démocratique du Congo remercie l'Ambassade des Etats Unis à Kinshasa de son aimable collaboration et saisit cette occasion pour lui renouveler l'assurance de sa haute considération.

Fait à Kinshasa, le 12 JAN 2002

**A L'AMBASSADE DES ETATS UNIS**

12 JAN 2002

**A KINSHASA / GOMBE**