

KAV 1205  
TIAS No. ....  
Temp. State Dept. No.

**LIBERIA**

**Employment of dependents of government employees**

**Agreement relating to the employment of dependents of official government employees. Effected by exchange of notes at Washington Aug. 21 and Oct. 16, 1984. Entered into force Oct. 16, 1984.**

Statement Regarding  
United States - Liberia Agreement  
Relating to the Employment of Dependents  
of Government Employees,  
effected by exchange of notes at  
Washington, D.C.  
October 16, 1984

Explanation of Agreement

The exchange of notes between the Government of Liberia and the Department of State on October 16, 1984, established an arrangement relating to the employment of dependents of employees of either government assigned to the other country. This arrangement, which became effective on October 16, 1984, provides that the dependents of Liberian government employees assigned to official duty in the United States will be granted permission to work by the Office of the Chief of Protocol in the Department of State. Likewise, the dependents of United States Government employees assigned to Liberia shall be authorized to accept employment in Liberia upon request by the Embassy of the United States in Monrovia to the Liberian Ministry of Foreign Affairs. The agreement further states that immunity from civil and administrative jurisdiction with respect to all matters arising out of such dependent employment shall be waived by the sending State concerned. Such dependents are also responsible for payment of income tax and social security contributions on any remuneration received as a result of employment in the receiving state.

Background Information on Negotiations

In recent years the desire of Foreign Service dependents to be employed has resulted in a growing tendency for Foreign Service employees to choose Washington over assignments overseas and has affected morale at posts abroad. Section 401(a) of the Foreign Relations Authorization Act of 1979 called for agreements to "Facilitate the employment of...family members of United States Government personnel assigned abroad..." INS Regulations were amended to achieve this end, but the resulting procedures proved cumbersome and ineffective.

### Effect of Agreement

This bilateral work agreement between the United States and Liberia establishes for the first time simplified and quick procedures for use by official dependents of either government in obtaining permission to work in the receiving country. It is anticipated that this agreement will expand the employment opportunities of United States Government dependents assigned to official duty in Liberia.

### Legal Authority

Section 401(a) of P.L. 95-426 (92 Stat. 977); Section 706(b)(1) of P.L. 96-465 (94 Stat. 2071); Constitution Article II Section 1 (foreign relations power) and Section 3 (receiving ambassadors); and Section 4 of the Diplomatic Relations Act of 1978 (22 U.S.C.A. 254c).

The Department of State acknowledges receipt of Note LEB-2/3a/150, dated October 2, 1984 from the Embassy of Liberia, which incorporates suggested changes and reads as follows:

"The Embassy of the Republic of Liberia presents its compliments to the United States Department of State and proposes that, on a reciprocal basis, dependents of employees of the Liberian Government assigned to official duty in the United States and dependents of employees of the United States Government assigned to official duty in Liberia be authorized to be employed in the receiving country without restriction as to type of employment, provided that the said employees are holding citizenship of the sending country.

"For the purposes of this agreement, dependent shall include:

- 1) Spouse;
- 2) Unmarried dependent children under 21 years of age;
- 3) Unmarried dependent children under 25 years of age who are in fulltime attendance as students at a post-secondary educational institution;
- 4) Unmarried children who are incapable of self-support.

"In the case of dependents who seek employment in Liberia, an official request must be made by the United States Embassy in Monrovia to the Ministry of Foreign Affairs. Upon verification that the person is a dependent of an official employee of the United States Government, the United States Embassy will be informed by the Ministry of Foreign Affairs that the dependent has permission to accept employment.

"In the case of dependents who seek employment in the United States, the request shall be made by the Liberian Embassy in Washington, D.C. to the United States Department of State which, similarly, after verification, shall inform the Liberian Embassy that the dependent may accept employment.

"As to the 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, immunity from civil and administrative jurisdiction with respect to all matters arising out of such employment is hereby irrevocably waived by the sending state concerned. 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.

"The Embassy of the Republic of Liberia further proposes that, if these understandings are acceptable to the Government of the United States, this Note and the reply from the United States Department of State concurring therein shall constitute an agreement between our two governments which shall enter into force on the date of that reply Note and shall remain in force until ninety days after the date of a written notification from either government to the other of intention to terminate it.

"The Embassy of the Republic of Liberia avails itself of this opportunity to assure the United States Department of State of its highest consideration."

The Government of the United States accepts the proposal of the Government of Liberia and agrees that the Liberian Embassy's Note and this Note concurring therein shall constitute an agreement between the governments of Liberia and the United States.

Department of State,

Washington,



EMBASSY OF THE REPUBLIC OF LIBERIA  
5201 SIXTEENTH STREET, N. W.  
WASHINGTON, D. C. 20011  
TEL. 202, 723-0437

LEW-2/3a/118

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In the case of dependents who seek employment in Liberia, an official request must be made by the United States Embassy in Monrovia to the Ministry of Foreign Affairs. Upon verification that the person is a dependent of an official employee of the United States Government, the United States Embassy will be informed by the Ministry of Foreign Affairs that the dependent has permission to accept employment.

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As to 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 Diplomatic Convention on Privileges and Immunities of the United Nations, or any other applicable International agreement, immunity from civil and administrative jurisdiction with respect to all matters arising out of such employment is hereby irrevocably waived by the sending State concerned. Such dependents are also responsible for payment of income tax on any remuneration received as a result of employment in the receiving State.

The Embassy of the Republic of Liberia further proposes that, if these understandings are acceptable to the Government of the United States, this Note and the reply from the United States Department of State concurring therein shall constitute an agreement between our two governments which shall enter into force on the date of that reply Note and shall remain in force until ninety days after the date of a written notification from



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The Embassy of the Republic of Liberia avails itself of this opportunity to assure the United States Department of State of its highest consideration.



August 21, 1984

