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**EXECUTIVE COUNCIL**  
**Twenty Eighth Ordinary Session**  
**23 - 28 January 2016**  
**Addis Ababa, Ethiopia**

**EX.CL/951(XXVIII)**  
**Original: English**

**REPORT OF THE MINISTERIAL PANEL ON THE ELECTION OF  
MEMBERS OF THE COMMISSION IN JULY 2016**

## REPORT OF THE MINISTERIAL PANEL ON THE ELECTION OF MEMBERS OF THE COMMISSION IN JUNE/JULY 2016

### I. INTRODUCTION

1. In conformity with article 14 (2) of the Statutes of the Commission, the Ministerial Panel on the Election of Members of the Commission in June/July 2016 met in Addis Ababa, Ethiopia, on 27 January 2016 to consider, inter alia, the draft Modalities on the Election of Member of the Commission in June/July 2016, for submission to the Executive Council.

### II. ATTENDANCE

2. The following Members of the Panel attended the meeting:

- i) Algeria;
- ii) Burundi;
- iii) Cameroon;
- iv) Egypt;
- v) Lesotho;
- vi) Mali;
- vii) Malawi; and
- viii) Sierra Leone.

3. The Eastern Region is still consulting on its representation to the Ministerial Panel.

### III. OPENING REMARKS

4. In his opening remarks, Prof. Vincent Nmehielle, Legal Counsel of the African Union Commission, on behalf of the Chairperson of the Commission, Dr. Nkosazana Dlamini-Zuma, welcomed and thanked the Members of the Panel for attending the meeting. He highlighted that the meeting was being held on the sidelines of the Summit in view of the fact that a report has to be submitted to the Executive Council for consideration.

5. The Legal Counsel recalled that the purpose of the meeting was for the Panel to consider the draft Modalities for Election of Members of the Commission, the draft Terms of Reference for the Team of Consultants to assist the Ministerial Panel and submit them to the Executive Council for consideration. He drew attention to the need for the Panel to agree on a roadmap for the submission of candidatures for the Members of the Commission bearing in mind that the names of candidates have to be circulated to Member States at least three (3) months before the election. Finally, he informed the meeting that they will be briefed on the draft budget required for the work of the Panel and its related activities for recommendation to the Executive Council.

6. Regarding the draft Modalities for Election of Members of the Commission, the Legal Counsel recalled that it is the practice of the Executive Council to adopt Modalities for Elections. He informed the meeting that the Modalities is not a new instrument but only a compilation of existing rules as contained in the Rules of Procedure of the Assembly, the Rules of Procedure of the Executive Council and the Statutes of the Commission. In this regard, he further informed the meeting that no changes have been made to the 2008 and 2012 Modalities in view of the fact that the rules have not been amended. However, as the dates for the next Summit have not yet been announced, the dates on the roadmap have been left blank but will be filled as a matter of course.

7. The Legal Counsel informed the meeting that no changes were made to the previous Terms of Reference for the Team of Independent Consultants.

8. On the budget for the work of the Ministerial Panel, the Legal Counsel indicated that the matter is not budgeted for in the 2016 budget and that there will therefore be need for the Panel to recommend to the Executive Council to authorize the allocation of a budget from the arrears of contributions, the General Fund or any other available resources. He informed the meeting that for the previous elections, a supplementary budget was authorized from the arrears of contributions.

9. He then wished the Members of the Panel fruitful deliberations during the meeting.

#### **IV. ELECTION OF THE BUREAU**

10. During the election of the Bureau, the meeting agreed that the Bureau should be composed of Chairperson, Vice Chairperson and Rapporteur.

11. After due consultations, the meeting elected the following Members to the Bureau:

- i) H.E. Dr. George Chabonda, Minister of Foreign Affairs of Malawi (Chairperson);
- ii) H.E. Abdoulaye Diop, Minister of Foreign Affairs of Mali (Vice Chairperson).

12. The position of Rapporteur was reserved for the Eastern Region.

#### **V. ADOPTION OF THE AGENDA**

13. The meeting adopted the following Agenda:

- i) Opening remarks;

- ii) Election of the Bureau;
- iii) Adoption of the Agenda;
- iv) Consideration of the Draft Modalities for Election of Members of the Commission;
- v) Consideration of the Proposal from the 8<sup>th</sup> Gender Pre-Summit
- vi) Consideration of the Draft Terms of Reference for the Team of Consultants to assist the Ministerial Panel;
- vii) Briefing on the Budget for the Election Process;
- viii) Any other business;
- ix) Closing remarks.

## **VI. CONSIDERATION OF THE DRAFT MODALITIES FOR THE ELECTION OF MEMBERS OF THE COMMISSION**

**14.** On this Agenda item, the following observations made:

- a) The Independent Consultants that assist the Panel should be dispensed with or their role to be limited considering that the elections of Members of the Commission is a very sensitive exercise which should be left to Member States;
- b) In view of the financial status of the Union and that the work of the consultants is circumstantial, the number of the consultants should be reduced;

**15.** The Legal Counsel clarified that the Team of Independent Consultants could not be dispensed with as it was provided for under Article 14 of the Statutes of the Commission. Regarding the reduction of the number of the consultants, the legal Counsel proposed that the number may be reduced from ten (10) to five (5) in order to have one (1) consultant per region so that there is no appearance of exclusion for any region.

**16.** Following clarifications by the Legal Counsel, the Panel agreed to maintain the Team of Consultants but to reduce the number from ten (10) to three (3). The meeting also agreed that the Office of the Legal Counsel should fill the roadmap once the dates of the Summit are known taking into account the relevant provisions of the Rules of Procedure of the Assembly and the Executive Council as well as the Statutes of the Commission.

**17.** The meeting adopted the Modalities on Election of Members of the Commission in June/July 2016 as annexed to this report and agreed to submit the same to the Executive Council for consideration and endorsement.

## **VII. CONSIDERATION OF THE PROPOSAL FROM THE 8th GENDER PRE-SUMMIT**

18. The Legal Counsel informed the meeting that the 8<sup>th</sup> Gender Pre-Summit that was held from 17 to 21 January 2016 at the AU Headquarters recommended an alternating system between men and women in the positions of Chairperson and Deputy Chairperson.

19. The Members of the Panel took note that the rules provide that from each region, at least one (1) member of the Commission should be a woman. It was emphasized that the election should not be subjected to sectoral considerations but should be left to the wisdom of the Assembly and the Executive council respectively. The Members of the Panel also noted that implementation of the proposal would require an amendment to the rules which is subject to adoption by the policy organs.

20. The Panel agreed to use the existing framework in the election of Members of the Commission as the Panel was not the competent body to amend the Rules.

#### **VIII. CONSIDERATION OF THE DRAFT TERMS OF REFERENCE (TORs) FOR THE TEAM OF CONSULTANTS TO ASSIST THE MINISTERIAL PANEL**

21. The Members of the Panel adopted the Terms of Reference subject to the observation relating to the reduction of the number of the consultants from ten (10) to three (3).

#### **IX. BRIEFING ON THE BUDGET FOR THE ELECTION PROCESS**

22. The Members of the Panel requested the Commission to work with the Permanent Representatives of the Ministerial Panel on the budget for the work of the Panel and its related activities.

23. The Ministerial Panel agreed to recommend to the Executive Council for authorization of the necessary expenditure from arrears of contributions, General Fund or any other available resources to facilitate the important work of the Ministerial Panel and its related activities.

#### **X. ANY OTHER BUSINESS**

24. There was no issue raised under this agenda item.

#### **XI. CLOSING REMARKS**

25. The Chairperson emphasized that the election of members of the Commission was a very important exercise for the African Union.

**26.** He then thanked the members of the Ministerial Panel for their contributions. He also thanked the Commission, particularly the Office of the Legal Counsel, interpreters and translators and the technical staff for their support. He indicated that as agreed, the Modalities on the Elections of Members of the Commission in July 2016 would be submitted to the Executive Council for consideration.

**27.** The meeting of the Ministerial Panel then adjourned its meeting.

**Annexes:**

- **Draft Modalities on Election of Members of the AU Commission in June/July 2016**
- **Draft Terms of Reference (TORs) for the Team of Consultants to Assist the Ministerial Panel**

**EX.CL/951(XVIII)**  
**Annex 1**

**MODALITIES ON ELECTION OF MEMBERS OF THE  
AU COMMISSION IN JUNE/JULY 2016**

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RSC16029

**Meeting of Ministerial Panel on Elections  
of Members of the Commission**

**27 January 2016**

**Addis Ababa, Ethiopia**

**MinPanel/Elections.2016**

**DRAFT MODALITIES FOR THE ELECTION OF MEMBERS OF  
THE COMMISSION IN JULY 2016**



**DRAFT MODALITIES FOR THE ELECTION OF THE MEMBERS  
OF THE COMMISSION IN JULY 2016**

**I. BACKGROUND**

1. Prior to the establishment of the African Union and the adoption of the Rules of Procedure of the Policy organs in Durban, South Africa in 2003, the Assistant Secretaries General of the Organization of African unity were elected directly by the Assembly and assigned and re-assigned portfolios by the Secretary General of the OAU.

2. Under the current system prescribed in the Rules of Procedure of the Assembly, the Executive Council and the Statutes of the Commission, there is a pre-selection exercise undertaken by the Regions, after which the short-listed candidates (two (2) candidates, one man and one woman, for each portfolio) are submitted to a Central Pre Selection Exercise composed of a Ministerial Panel made up of two ministers per Region, assisted by a team of consultants.

3. This elaborate process has been found to be complex, cumbersome, time consuming and costly not only at the stage of pre-selection at the Regional level but also at the stage of short listing and the actual elections.

4. The current modalities have been prepared on the basis of the existing rules without proposing any change<sup>1</sup>.

5. In accordance with Article 14 of the Statutes of the Commission, the Commission sent out a Note Verbale on .....September 2015to the Overall Dean and the Deans of the African Diplomatic Corps to the African Union inviting them to consult and submit two (2) names of their respective representatives to sit on the Ministerial Panel for the Central Pre-Selection Process for the Election of Members of the Commission in January 2012. The composition of the Panel is as follows:

- Central Region:** .....
- Eastern Region:** .....
- Northern Region:** .....
- Southern Region:** .....
- Western Region:** .....

**II. COMPOSITION OF THE COMMISSION**

6. The current Members of the Commission were elected by the Nineteenth and Twentieth Ordinary Sessions of the Assembly and the Executive Council respectively, in Addis Ababa, Ethiopia, in July 2012 and January 2013. Article 40 of the Rules of

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<sup>1</sup> Unless the Rules of Procedure of the Assembly and the Executive Council as well as the Statutes of the Commission are amended, then the Modalities will be amended accordingly.

Procedure of the Assembly<sup>2</sup> stipulates, “the term of office of the Members of the Commission shall be for four (4) years. It shall be renewable only once. Accordingly, the term of office of the current Members of the Commission will expire in July 2016<sup>3</sup>.”

7. These modalities for the election of the Members of the Commission are based on the provisions of the Constitutive Act of the African Union, the provisions of the Rules of Procedure of the Assembly of the Union and those of the Executive Council as well as the Statutes of the Commission.

8. The Commission is composed of ten (10) Members as follows: one (1) Chairperson, one (1) Deputy Chairperson and eight (8) Commissioners<sup>4</sup>.

### **III. CRITERIA**

9. During the elections for Members of the Commission, due consideration has to be given to the following criteria:

#### **a) *Equal regional and gender representation***

10. The regional representation of Members in the Commission is as follows:

- Central: 2;
- East: 2;
- North: 2;
- South: 2; and
- West: 2.

11. The region from which the Chairperson and the Deputy Chairperson are appointed shall be entitled to one (1) Commissioner each. All the other regions shall be entitled to two (2) Commissioners.<sup>5</sup> Further, the Chairperson of the Commission and his/her Deputy shall not be from the same region<sup>6</sup>.

12. At least one (1) Member of the Commission from each region shall be a woman.<sup>7</sup>

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<sup>2</sup> As read with Article 10 (1) of the Statutes of the Commission.

<sup>3</sup> It is the practice of the Union that the term runs for the whole College of Commissioners regardless of when one was actually elected.

<sup>4</sup> Article 2 of the Statutes of the Commission.

<sup>5</sup> Articles 37 (1) and 6 (2) of the Rules of Procedure of the Executive Council and Statutes of the Commission respectively.

<sup>6</sup> Article 38 (4) of the Rules of Procedure of the Assembly.

<sup>7</sup> Article 6 (3) of the Statutes of the Commission.

**b) Qualifications of the Members of the Commission**

**Chairperson and Deputy Chairperson<sup>8</sup>**

13. The Chairperson of the Commission and his/her Deputy shall be competent women or men with proven experience in the relevant field, commensurate leadership qualities and a good track record in government, parliament, international organizations or other relevant sectors of society.

**Commissioners<sup>9</sup>**

14. The Commissioners shall possess minimal educational qualification not below the first degree, or equivalent from a recognized university.

15. They shall also possess a significant and wide-ranging working experience with a good track record in government, parliament, international organizations, a recognized university, multinational or private sector organizations.

**c) Age criteria**

16. A minimum age criteria of thirty-five (35) shall apply<sup>10</sup>

**III. PORTFOLIOS OF THE COMMISSION**

17. The portfolios on the basis of which Commissioners are selected are as follows:<sup>11</sup>

- a) PEACE AND SECURITY (Conflict Prevention, Management and Resolution, and Combating Terrorism. ... );
- b) POLITICAL AFFAIRS (Human Rights, Democracy, Good Governance, Electoral Institutions, Civil Society Organizations, Humanitarian Affairs, Refugees, Returnees and Internally Displaced Persons);
- c) INFRASTRUCTURE AND ENERGY (Energy, Transport, Communications, Infrastructure and Tourism ... );
- d) SOCIAL AFFAIRS (Health, Children, Drug Control, Population, Migration, Labour and Employment, Sports and Culture ... );

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<sup>8</sup> Article 38 (2) of the Rules of Procedure of the Assembly.

<sup>9</sup> Article 15 of the Statutes of the Commission.

<sup>10</sup> For Commissioners. Article 15 (3) of the Statutes of the Commission

<sup>11</sup> Article 12 of the Statutes of the Commission

- e) HUMAN RESOURCES, SCIENCE AND TECHNOLOGY (Education, Information Technology Communication, Youth, Human Resources, Science and Technology ... );
- f) TRADE AND INDUSTRY (Trade, Industry, Customs and Immigration Matters ... );
- g) RURAL ECONOMY AND AGRICULTURE (Rural Economy, Agriculture and Food Security, Livestock, Environment, Water and Natural Resources and Desertification ... );
- h) ECONOMIC AFFAIRS (Economic Integration, Monetary Affairs, Private Sector Development, Investment and Resource Mobilization ... ).

#### **IV. MODALITIES FOR SELECTION OF THE MEMBERS OF THE COMMISSION**

##### ***Chairperson and Deputy Chairperson***

**18.** Candidatures for the Office of the Chairperson of the Commission and his/her Deputy shall be circulated to Member States at least three (3) months before the election<sup>12</sup> i.e. on or before .....**2016**.

**19.** It should be noted that the Rules of Procedure of the Assembly and Executive Council, and the Statutes of the Commission are silent on the role of the regions, if any, in the nomination process for the posts of Chairperson and Deputy Chairperson.

**20.** To this end, the regions could undertake consultations, in the absence of which, each Member State may submit candidatures for any of the posts if it so wishes, directly to the Commission,

##### ***Commissioners***

**21.** There shall be a pre-selection process at the regional level. Each region shall nominate two (2) candidates, including a woman, for each portfolio. The nomination process shall be based on modalities to be determined by the region. The candidates selected at the regional level shall form part of the continental pool. The nominations from the regions should therefore, be submitted to the Commission on or before .....**2016**.

**22.** The candidates selected at the regional level will be considered by the Ministerial Panel. The Panel will be assisted by a team of independent consultants. To this end, the Commission is in the process of preparing Draft Terms of Reference including the modalities for selecting the consultants to be submitted to the Permanent representatives Committee for consideration.

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<sup>12</sup> Article 38 (3) of the Rules of Procedure of the Assembly.

**23.** The Ministerial Panel will carry out the selection of the candidates from the five (5) regions. Thereof, the Panel will submit a list of at least two (2) candidates for each portfolio to the Executive Council for election. It should be noted that there is no minimum number to the number of candidates per portfolio that the Panel may submit to Council.

**24.** In accordance with the provisions of Rule 38 (3) of the Rules of Procedure of the Assembly the Commission has to process the nominations by the Panel and circulate the candidatures to all Member States at least three (3) months before the election, i.e. on or before .....**2015.**

**V. VOTING PROCEDURE FOR THE ELECTION OF THE MEMBERS OF THE COMMISSION**

**25.** The voting process commences with the election of the Chairperson of the Commission, followed by the Deputy Chairperson; thereafter the Assembly shall endorse the nomination of the Commissioners elected by the Executive Council.<sup>13</sup>

**26.** The Assembly elects the Chairperson of the Commission and his/her Deputy by secret ballot and two-thirds majority of Member States eligible to vote<sup>14</sup>.

**Chairperson and Deputy Chairperson<sup>15</sup>**

**27.** In any election for the Chairperson of the Commission, or his/her Deputy, the balloting shall continue until one of the candidates obtains the two-thirds majority required. Provided that, if the third ballot remains inconclusive, the next ballot shall be restricted to the two candidates who obtained the highest number of votes in the third ballot. In this regard, all the candidates with lower number of votes shall be required to withdraw.

**28.** If after three (3) further ballots neither of the two (2) candidates obtains the majority required, the candidate with fewer votes shall withdraw.

**29.** The remaining candidate shall proceed to the next round. If he/she fails to obtain the two-thirds majority required in that round, the Chairperson of the Assembly shall suspend the election.

**30.** The Deputy Chairperson of the Commission shall take over the Chairmanship of the Commission on an interim basis until new elections are held. If the impasse is in respect of the Deputy Chairperson, the most senior Commissioner by length of tenure,

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<sup>13</sup> Article 42 (1) of the Rules of Procedure of the Assembly.

<sup>14</sup> Article 38 (1) of the Rules of Procedure of the Assembly.

<sup>15</sup> Article 42 of the Rules of Procedure of the Assembly.

or by age where length of tenure is the same, shall be designated to act as the Deputy Chairperson until new elections are held.

### **Commissioners**

**31.** The Executive Council shall, in accordance with the Rules of Procedure of the Assembly and the Statutes of the Commission, elect eight (8) Commissioners on the basis of the agreed principles of geographical distribution formula and gender equality and submit the names to the Assembly for appointment. In this regard, the respective regions from which the Chairperson of the Commission and the Deputy Chairperson shall be appointed by the Assembly shall be entitled to only one (1) Commissioner each<sup>16</sup>.

**32.** In any election of the Commissioners, the balloting for each portfolio shall continue until one of the candidates obtains the two-thirds majority required. Provided that, if the third ballot remains inconclusive, the next ballot shall be restricted to the two (2) candidates who obtained the highest number of votes in the third ballot.

**33.** If after three (3) further ballots neither of the two (2) candidates obtains the majority required, the candidate with fewer votes shall withdraw.

**34.** The remaining candidate shall proceed to the next round. If he/she fails to obtain the two-thirds majority required in that round, the Chairperson shall suspend the election.

**35.** This elaborate process has been found to be complex, cumbersome, time consuming and costly not only in the process of pre-selection at the regional level but also in the short listing and election process.

### **VI. TERMS OF REFERENCE OF THE MINISTERIAL PANEL**

**36.** In conformity with Article 14 of the Statutes of the Commission, the Ministerial Panel shall:

- a) approve a format of the curriculum vitae to be submitted by the candidates;
- b) analyze and evaluate the curriculum vitae of the eighty candidates for the Commissioners submitted to the Ministerial Panel by the five regions for Central Pre-selection Process;
- c) ascertain and establish the equivalence of academic qualifications of the candidates;

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<sup>16</sup> Article 37 (1) of the Rules of Procedure of the Executive Council.

- d) evaluate and compare the educational background and the work experience with respect to the relevant portfolio for each candidate;
- e) establish an evaluation of the performance of the incumbent Commissioners who have applied for re-consideration for a further term of office;
- f) make an analytical and objective determination of the suitability of each candidate for the respective portfolios;
- g) ensure equal regional representation and gender equality;
- h) shortlist at least two (2) candidates for each portfolio, for submission to the Executive Council for election; and
- i) make appropriate recommendations to the Executive on the election process of Members of the Commission.

37. In undertaking the shortlisting exercise, the Ministerial Panel shall be assisted by a team of consultants pursuant to Article 14 (2) of the Statutes of the Commission.

#### **VII. PROPOSED TIME FRAMES**

38. Since candidatures for the Office of Chairperson, Deputy Chairperson, and Commissioners are required to be circulated to Member States at least three (3) months before the election, the following time-table has to be adhered to:

1. **Chairperson and Deputy Chairperson:** Candidatures should be submitted to the Commission **on or before the .....2016.**
2. **Commissioners:**
  - i) Member States should submit candidatures to their respective regions on or before .....**2016**
  - ii) The regional consultations should be finalized and the regions should submit their candidatures to the Commission **on or before .....2016**
  - iii) The Ministerial Panel assisted by the team of consultants should meet and finalise its work on or **before .....2016;**
  - iv) The Commission shall circulate the list of the candidatures received from the Panel to all Member States **on or before .....2016** in readiness for elections of Commissioners to be undertaken by the Executive Council in **July 2016.**

**EX.CL/951(XXVIII)**  
**Annex 2**

**DRAFT TERMS OF REFERENCE (TORS) FOR THE TEAM OF  
CONSULTANTS TO ASSIST THE MINISTERIAL PANEL**



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SC16028

**Meeting of Ministerial Panel on Elections  
of Members of the Commission  
27 January 2016  
Addis Ababa**

**MinPanel/Elections/TOR.2016**

**DRAFT TERMS OF REFERENCE INCLUDING MODALITIES USED FOR  
SELECTING CONSULTANTS TO ASSIST THE MINISTERIAL PANEL FOR THE  
PRE-SELECTION PROCESS OF COMMISSIONERS**

**DRAFT TERMS OF REFERENCE INCLUDING MODALITIES USED  
FOR SELECTING CONSULTANTS TO ASSIST THE MINISTERIAL  
PANEL FOR THE PRE-SELECTION PROCESS  
OF COMMISSIONERS**

## **INTRODUCTION**

1. It will be recalled that Article 5 of the Constitutive Act of the African Union provides that the Commission shall be one of the main organs of the Union. Article 20 provides that:

- " 1. There shall be established a commission of the union which shall be the secretariat of the union.
2. The commission shall be composed of the chairman, his or her deputy or deputies and the commissioners ....
3. The structure, functions and regulations of the commission shall be determined by the assembly. "

2. During the first Summit of the Assembly of Heads of State and Government held in Durban in July 2002, the Summit in its Decision AHG/Dec.15(XXXVIII) adopted the Rules of Procedure of the Assembly and the Statutes of the Commission and endorsed the Rules of Procedure of the Executive Council. The Assembly also authorized the Interim Commission to complete its proposals on the structure of the Commission and to undertake all the necessary measures to facilitate the election and appointment of the Chairperson, the Deputy Chairperson and the Commissioners.

3. In accordance with Article 2 of the Statutes of the Commission, the Commission is composed of ten (10) members: the Chairperson, the Deputy Chairperson and eight (8) Commissioners. The region from which the Chairperson and the Deputy Chairperson are appointed shall be entitled to one (1) Commissioner, while the other three (3) regions shall be entitled to two (2) Commissioners each.<sup>17</sup> In order to ensure gender equality, it is provided that at least one Commissioner from each region shall be a woman.<sup>18</sup>

4. To facilitate the choice of selection of candidates for submission to the Executive Council for election, there shall be a pre-selection process at the regional level whereby each region shall nominate two candidates including a woman for each of the eight portfolios. These candidatures shall form part of the continental pool.<sup>19</sup> They shall be submitted for Central Pre-selection Process by a panel consisting of two (2) representatives from each region made up of Ministers who shall be assisted by a team of independent consultants.<sup>20</sup>

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<sup>17</sup> Article 6(2) of the Statutes of the Commission and Article 39(1) of the Assembly.

<sup>18</sup> Article 6(3) of the Statute of the Commission.

<sup>19</sup> Article 13 of the Statute of the Commission.

<sup>20</sup> Article 14 of the Statutes of the Commission.

## **SEARCH FOR INDEPENDENT CONSULTANTS**

5. The Commission of the African Union has searched for independent consultants to assist the Ministerial Panel in assessing the candidates who will be submitted for the post of Commissioners, from its database and from the previous team of consultants.

## **TERMS OF REFERENCE OF THE INDEPENDENT CONSULTANTS**

6. The consultants shall:

- i) assist the Ministerial Panel to analyze and evaluate the curriculum vitae of the eighty candidates for Commissioners submitted to the Ministerial Panel for Central Pre-selection Process from the five regions,
- ii) assist in ascertaining and establishing the equivalency of academic qualifications of candidates,
- iii) assist in evaluating and comparing the work experience in the relevant portfolio for each candidate,
- iv) assist in making a comprehensive and objective analytical report to the Ministerial Panel on all the candidates,
- v) To perform any other tasks as may be requested by the Ministerial Panel.

## **Expected Output**

7. The comprehensive report of the Ministerial Panel in making the pre-selection of two candidates for each portfolio.

## **Qualification of Consultants**

8. The consultants should have a postgraduate degree and extensive work experience (of not less than fifteen years) at senior level in government, international organization, recognized university or research or specialized institute, multinational, private sector on human resources or institutional management or in a related field to the portfolios of the Commission. These are:

- a) PEACE AND SECURITY (Conflict Prevention, Management and Resolution, and Combating Terrorism...);
- b) POLITICAL AFFAIRS (Human Rights, Democracy, Good Governance, Electoral Institutions, Civil Society Organizations, Humanitarian Affairs, Refugees, Returnees and Internally Displaced Persons);
- c) INFRASTRUCTURE AND ENERGY (Energy, Transport, Communications, Infrastructure and Tourism...);
- d) SOCIAL AFFAIRS (Health, Children, Drug Control, Population, Migration, Labor and Employment, Sports and Culture...);

- e) HUMAN RESOURCES, SCIENCE AND TECHNOLOGY (Education, Information Technology Communication, Youth, Human Resources, Science and Technology...);
- f) TRADE AND INDUSTRY (Trade, Industry, Customs and Immigration Matters...);
- g) RURAL ECONOMY AND AGRICULTURE (Rural Economy, Agriculture and Food Security, Livestock, Environment, Water and Natural Resources and Desertification...);
- h) ECONOMIC AFFAIRS (Economic Integration, Monetary Affairs, Private Sector Development, Investment and Resource Mobilization...).

9. Only citizens of Member States of the African Union not under sanctions are eligible.

**TERMS AND CONDITIONS OF APPOINTMENT:**

- i) The Consultants shall be paid an allowance at the rate of \$600<sup>21</sup> per day worked.
- ii) They shall also be entitled to per diem at the rate of a five star hotel in the city in which the meeting is held.
- iii) The Commission will also furnish them with a business class return ticket to their country of origin.
- iv) The Commission shall provide the Consultants with all operational facilities including technical services and necessary documentation to facilitate the performance of their duties.
- v) The duration of the consultancy shall not be more than seven (7) days.
- vi) The Consultants shall be required to meet three (3) days before the Ministerial Panel.

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<sup>21</sup> This rate was recommended by the Ministerial Panel for the January 2012 elections and it was approved by the Executive Council.

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