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EXECUTIVE COUNCIL
Fortieth Ordinary Session
20 January - 03 February 2022
Addis Ababa, Ethiopia

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**REPORT OF THE JOINT SITTINGS OF THE SUB- COMMITTEE ON
GENERAL SUPERVISION & COORDINATION ON THE
ADMINISTRATIVE, BUDGETARY AND FINANCIAL MATTERS,
MEMBERS OF THE F15 TECHNICAL COMMITTEE OF EXPERTS &
SUB- COMMITTEE ON STRUCTURAL REFORMS**

Virtual Meeting
21 January 2022

A. Introduction

1. The Joint Sitting of PRC Sub-Committee on General Supervision and Coordination on Budgetary, Financial and Administrative Matters (GSCBFAM), Joint Sitting of the Subcommittee on Structural Reforms and the Technical Experts of the Committee of Fifteen Finance Ministers (F15) was held virtually on January 21, 2022 to deliberate on a number of items pertaining to their mandate. It was chaired by the Permanent Representative to AU and UNECA, His Excellency Ambassador James Morgan of South Sudan, on behalf of the Permanent Representative to AU and UNECA, Her Excellency Ambassador Amma A. Twum-Amoah of Ghana, and Chairperson of the PRC Sub-Committee on GSCBFAM and co-chaired by His Excellency Ambassador Churchill Ewumbue Monono, Permanent Representative of the Republic of Cameroon to the African Union and UNECA and Chairperson of the Sub-Committee on Structure and Reforms.

B. Attendance

2. The following Member States and F15 Technical Experts attended the meeting:

Member States

- | | | |
|--------------------------|------------------|-------------------|
| 1. Algeria | 21. Liberia | 42. Zambia |
| 2. Angola | 22. Libya | 43. Zimbabwe |
| 3. Botswana | 23. Madagascar | |
| 4. Burkina Faso | 24. Mauritania | |
| 5. Burundi | 25. Mauritius | |
| 6. Cameroon | 26. Morocco | |
| 7. CAR | 27. Mozambique | |
| 8. Congo | 28. Namibia | |
| 9. Cote d'Ivoire | 29. Niger | <u>F15</u> |
| 10. Djibouti | 30. Nigeria | 1. Algeria |
| 11. Egypt | 31. Rwanda | 2. Cameroon |
| 12. Equatorial
Guinea | 32. Sahrawi | 3. Congo |
| 13. Eritrea | 33. Senegal | 4. Egypt |
| 14. Eswatini | 34. Sierra Leone | 5. Ethiopia |
| 15. Ethiopia | 35. South Africa | 6. Morocco |
| 16. Gabon | 36. South Sudan | 7. South Africa |
| 17. Gambia | 37. Tanzania | 8. Tchad |
| 18. Ghana | 38. Tchad | |
| 19. Kenya | 39. Togo | |
| 20. Lesotho | 40. Tunisia | |
| | 41. Uganda | |

C. Adoption of the agenda

3. The agenda was adopted as follows:
 - i. Opening Remarks by the Chairpersons of the Sub-Committees
 - ii. Organization of Work
 - iii. Adoption of the Draft agenda
 - iv. Items for Consideration:
 - a. Presentation of the Progress Report on the Implementation of the Transitional Plan – H.E. DCP
 - b. Finalization of the remaining reform priorities: request for a change of approach in the recruitment process of independent African experts - Reforms Unit
 - c. Report on the financial implication of the proposal of the AUC on the SRR – HRM
 - d. R10 Activity Report and Budget Presentation – R10
 - v. Any other business

D. Update progress report on the implementation of the Transition plan

4. H.E. the Deputy Chairperson of the Commission presented the progress report on the implementation of the transitional plan. She informed the Joint Sitting on the progress of recruiting Senior Leadership and skills assessment conducted for the AUC staff from P5 to D1 positions as well as challenges of placement of non-regular staff after skills Audit by early 2022.

Comments by the joint sitting

5. The joint sitting made the following comments and observations:
 - i) Welcomed the news that the number of director positions within the Union has increased, thus enabling each Member State to have at least one substantive director within the AU.
 - ii) Sought clarification on the countries that have more than one directors within AU structure and reminded the Commission on Equitable geographical representation and competence in the recruitment process.

- iii) Requested for the progress in the implementation of the Gap Cap as its application has excluded many Member States.
- iv) Also requested that the Commission strictly takes into account the quota system, availability of fund and other key criteria on the placement of the non-regular staff after the result of the Skills Audit and Competency Assessment
- v) Reminded the Commission that the recruitment of non-regular staff after skills audit should follow due process, competence and quota system.

Responses by the Commission

6. The Deputy Chairperson of the Commission responded as follows:

- i) Thanked the Member States for the support.
- ii) Reaffirmed that the result of the skills audit will be strictly followed; those who do not deserve to work in the positions against which they are audited will be screened and the placement will be done taking into account the quota system, availability of funds and other key criteria as expressed by Member States.
- iii) Informed the meeting that the Commission will come up with talent acquisition positions and other relevant policies which will cater for gender parity especially the 50-50 at least at the management level.

Recommendation/Conclusion:

7. The Joint Sitting adopted the report as presented whilst waiting for the draft decision.

8. Member States requested for updated quota tables.

E. Finalization of the remaining reform priorities: request for a change of approach in the recruitment process of independent African experts

9. The Head of the Reform Unit made a presentation to the joint sitting and justified why it was necessary to recruit an Independent Consulting Firm to speed up the reform process for other AU Organs and AUC Technical Offices, since procuring the number of independents experts for the exercise was difficult.

10. The Joint Sitting made the following observations and comments:

- i) Took note of the presentation and requested the Commission to provide detailed explanation;
- ii) Requested the Commission to resubmit the report after the February 2022 Summit.
- iii) Sought clarification on costs implication on proposed Independent Consulting Firm compared with an independence African Experts.
- iv) Observed that the F15 are not part of the Subcommittee on Structure and Reform Also sought clarification on professional staff recruited for ECOSOC Secretariat.
- v) Also requested from the Reform Unit a clear road map for the remaining reform priorities for other AU Organs and AUC Technical Offices.

Recommendations/Conclusion:

11. The Joint Sitting recommended to the PRC as follows:
 - i) Adopt the proposal of procuring an independent African consultancy firm, within the approved budget in October 2021 of USD680,000.00, with a possibility of adjustment, if necessary with the assistance of the F15.
 - ii) Extension for 12 months from February 2022 to February 2023.
 - iii) US\$ 878,318.88 for salaries of the staff in the Reform Implementation Unit for 12 months from April 2022 to April 2023.

F. Presentation on the financial implication of proposal of the AUC on the SRR

12. The Commission through the DCP presented the financial implication of the proposal of the AUC on the SRR.

13. The Joint Sitting made the below comments and observations:

- i) Reminded the Commission that since 2019, the Member States' positions on the proposed new SRR are as follows:
 - a) The retirement age is 60 years;
 - b) Salary review for 5 years;
 - c) Reduction of accrued leave days to 45 days;
 - d) Children eligibility should be maintained at 21 years.
- ii) Suggested that Member States might be willing to review some of the proposal such salary review in light with the reform initiative and the age of children eligibility;

however, the age of retirement should remain at 60 and the number of accrued leave days should be 45 days.

- iii) Member States debated the salary review proposals with the majority advocating five years, while some advocated for four years, as opposed to three years proposed by the Commission. The Chair ruled that the submission of 4 years as a compromise.

Recommendations/Conclusion:

14. The Joint Sitting considered the pending four items with respect to SRR and made the following recommendations:

- i) Retirement age of 60 be maintained;
- ii) 45 accrued leave days be maintained;
- iii) The age eligibility of children for education allowance be maintained at 21 years;
- iv) Salaries and allowances to be reviewed every 4 years.

G. Presentation on R10 Activity Report and Budget

15. The Chair of the R10 presented the report on the activities of the R10.

16. The Joint Sitting made the following comments and observations:

- i) Reminded the Commission on the decision of the Executive Council to extend the mandate of the R10 to June 2022.
- ii) Requested the R10 to start working on exit strategy with the Commission especially since the Director General and the Director HRM are already on-boarded.
- iii) Maintained that caution must be taken against the continuous prolonging of the mandate of the R10. It is now time for the R10 to finalize its work and exit in June this year and allow the AUC to manage the system.

Recommendations/Conclusion:

17. The Joint Sitting recommended to the PRC as follows;

- i) The mandate of the R10 recruitment experts to come to an end in June 2022.
- ii) The R10 to work on its exit strategy and make a proposal to the Commission for handing over by end of June 2022.

H. Conclusion

18. Following the end of lengthy deliberations, the Chair thanked the delegates for their participation, as well as the Deputy Chairperson and colleagues from the Commission.

19. The Deputy Chairperson also took the opportunity to thank the Co-Chairs for their dedication to have the meeting and the Member States for their availability. She also thanked the interpreters for their assistance during this meeting. The meeting was adjourned at 22:06.

2022-01-20

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