

AFRICAN UNION

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EXECUTIVE COUNCIL
Forty first Ordinary Session
20 June – 15 July 2022
Lusaka, Zambia

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REPORT OF THE SUB-COMMITTEE ON STRUCTURAL REFORMS



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Meeting of the Sub-Committee on Structural Reforms

13 & 18 May 2022

Addis Ababa, ETHIOPIA

Original: English

DRAFT OUTCOME DOCUMENT

I. Introduction

1. The Sub-Committee on Structural Reforms met online on the platform Zoom on May 13 and 18, 2022 under the Chairmanship of H.E. Daniel Owassa, Ambassador of the Republic of Congo and Permanent Representative to the African Union and United Nations Economic Commission and Chair of the Sub-Committee on Structural Reforms.
2. The meeting was attended by the following Member States:

- Algeria
- Angola
- Botswana
- Benin
- Burundi
- Central African Republic
- Chad
- Congo
- Djibouti
- Egypt
- Equatorial Guinea
- Eritrea
- Ethiopia
- Gabon
- Ghana
- Kenya
- Mauritius
- Morocco
- Namibia
- Nigeria
- Rwanda
- Saharawi Republic
- Seychelles
- Sierra Leone
- South Africa
- Togo
- Uganda
- Zambia
- Zimbabwe

3. The Chair, H.E. Ambassador of the Republic of Congo opened the meeting and thanked Delegates from Member States who were present for their commitments. He also welcomed the Representatives of the Commission. He informed the meeting that the Ambassador of the Republic of Cameroon, H.E. Churchill Ewumbue Monono had handed over the Chairmanship of the Sub-Committee and the Bureau to him during a meeting of the Bureau on April 18, 2022.
4. The Chair H.E. Ambassador of the Republic of Congo also thanked H.E. Mr. Ewumbue Monono, Ambassador of the Republic of Cameroon for his Chairmanship and congratulated him on the work that was accomplished by the Sub-Committee under his Chairmanship.
5. The Chair informed the meeting that there was a meeting of the bureau of the Subcommittee convened on May 03, 2022 to discuss the calendar of the Sub-Committee on Structural Reforms to review the structures that were ready for the review of the plenary. The meeting of the bureau agreed on the proposed four structures as presented by the secretariat. The meeting of the bureau also agreed on convening a joint sitting with the Sub-Committee on General Supervision and Coordination on Budgetary Financial and Administrative Matters to review the progress report on the implementation of the transition plan during the budget retreat in Nairobi planned for the period of 30 May to 11 June 2022.

II. On The Adoption of the AGENDA

6. The Secretariat presented the proposed draft agenda to the meeting as follows:
 - i. Opening Remarks by the Chairperson of the Subcommittee
 - ii. Adoption of Agenda
 - iii. Examination of Structures to be approved by the Executive Council Session of July 2022
 - Office of the Special Envoy on Women, Peace and Security
 - IPED
 - AU Continental Logistics Base
 - ACDC
 - iv. Any Other Business
7. There was a comment from the Members of the Subcommittee on the fact that the ACDC submitted a structure when the statutes have not yet been approved. They argued that according the rules of procedure of the Policy Organs, the statutes need to be approved before the structure should be reviewed by this Subcommittee. It was also argued that all structures needed to submit their job descriptions, qualifications and financial implication before the Subcommittee can review the structures.
8. The Secretariat confirmed that the Office of the Special Envoy on Women, Peace and Security, IPED, and AU Continental Logistics Base have submitted all documents and they were shared with Member States in due time before the meeting. The Secretariat further informed the meeting that ACDC submitted the structure and financial implication on time, but the job descriptions was shared few hours before the meeting that is why it was not forwarded to Member States. The Secretariat also confirmed the Meeting that there are two other sessions for the Subcommittee to meet and review the structure of ACDC after today's session.
9. The agenda was therefore adopted as follows:
 - i. Opening Remarks by the Chairperson of the Subcommittee
 - ii. Adoption of Agenda
 - iii. Examination of Structures to be approved by the Executive Council Session of July 2022
 - Office of the Special Envoy on Women, Peace and Security
 - IPED
 - AU Continental Logistics Base

- ACDC
- iv. Any Other Business

III. EXAMINATION OF STRUCTURES TO BE APPROVED BY THE EXECUTIVE COUNCIL SESSION OF OCTOBER 2022

A. OFFICE OF THE SPECIAL ENVOY ON WOMEN, PEACE AND SECURITY

10. The Director of HRM introduced the structure for the Office of the Special Envoy on Women, Peace and Security. She informed the meeting that the Chairperson of the AUC had a proposal on institutionalizing the Office of the Special Envoy on Women, Peace and Security into the AU omnibus structure and processes and that the Cabinet of the Chairperson was ready to present the draft structure for adoption by the Policy Organs. She also informed the meeting that the Presentation will be done by Mme Bineta Diop, the Chairperson Special Envoy on Women, Peace and Security.
11. Mme Bineta Diop was introduced by Mr. Richard hakizimana, Advisor in the Cabinet of the Chairperson of the Commission. He reminded the meeting that it had been discussed and encouraged in various meetings that this office should be institutionalised given the mandate and important work that have been done. Mme Bineta Diop reminded the meeting that the office was initially put in place in 2014 under former Chairperson H.E. Dr. Nkosazana Dlamini-Zuma. She also informed the meeting on the work that have been done by the Office and she presented briefly the strategy of the Office that informed the draft structure. The proposed structure is for seven staff with a cost implication of USD 631,402.84.
12. The Chair of the meeting thanked Mme Bineta Diop for her presentation and opened the floor for Member States reaction on the proposal before them. The following concerns were raised by Member States:
- a) Member States support the structure however raised the following comments:
- There was a suggestion that there should be clear job description on the possible candidates for the positions of Special Envoy
 - There was suggestion to downgrade the position of Advisor from D1 to P6
 - A concern was raised on the fact that the funding from this Office is from Partners. Member States proposed that the Office should be fully funded by Member States Budget

- There was a need for clarity on the way forward, what will happen to the Office after 2024 as the presentation is not clear on that
13. The commission responded to the Member States concerns and questions by providing some clarification:
- a) The Commission informed the Meeting that since its inception the Office has always been funded by Partner Fund and welcomed the suggestion from the Meeting on the funding
 - b) The Commission also acknowledged the comments of the Meeting on the request for clear terms of reference for the position of Special Envoy.
14. Following the clarification from the Commission, the ruling of the Chair was as follows:
- The structure is adopted taking into account the Member States comments and suggestions;
 - The financing of the Structure will remain on the partners until Member States are able to take over and fund the structure;
 - The position of the Advisor should not be at the same grade as the OSE.

B. IPED

15. The Director of HRM introduced the revised structure for the IPED. She explained that the document was submitted for review in January 2022, however the sub-committee asked the Commission to include the achievement of IPED as well as the job descriptions of the positions before they could review the proposal. She further informed the Meeting that IPED was ready to present their draft structure for adoption by the Policy Organs and that the presentation will be done by Mr. Noubatour Adoumtar.
16. Mr. Noubatour Adoumtar took the floor and presented the revised proposal of this office. He explained to Member States that the request for the review of this structure is long overdue as the office was functioning with a structure of transition that do not cater for the full mandate of the Office. The proposal is for 28 staff with a cost of 2 million.
17. The Chair of the meeting thanked Mr. Adoumtar and opened the floor for Member States reaction on the proposal before them. The following were Member States comments on the proposal:
- a) Member States welcomed the proposal and support the structure, however they requested that the Office provide clarity on the qualifications of the positions

- and the recruitment approach that will be taken to staff this office once the structure is approved;
- b) Member States further asked clarity on the cost of the current structure and the cost of the new proposal;
18. The commission responded to the Member States concerns and questions by providing some clarification
- a) The Commission thanked Member States for their support on the revised structure. The Commission promised that the Clarification will be made available and the detailed timeline on the recruitment will be provided during the next meeting.
19. Following the clarification from the Commission, the ruling of the Chair was as follows:
- Member states approved the proposed structure but requested the Office to provide the recruitment plan;
 - The implementation of the Structure will be based clear recruitment plan and financial availability.

C. AU CONTINENTAL LOGISTICS BASE (AUCLB)

20. The Director of HRMD introduced the proposal from AU Continental Logistics Base and informed the meeting that the Office was established in December 2010, and that the decision to expedite the establishment to the Office in 2015, however the office was not yet ready to proposed a structure until today. She also informed the meeting that Mr. Alhadji Sajo Bah will be presenting the proposal to the Subcommittee.
21. The Director of Conflict Management Mr. Alhadji Sajo Bah took the floor and presented the proposal of the AUCLB. He explained to Member States that the proposed structure has 34 position and that there is a plan to have a phasing approach to populate the structure over a period of three years. The cost implication of the structure is USD 13,633,429.
22. The Chair of the meeting thanked Mr. Bah and opened the floor for Member States reaction on the proposal before them. The following were Member States comments on the proposal:
- a) Member States welcomed the presentation;
- b) They fully support the structure;
- c) They raised a concern on the cost implication of the structure and requested that proper planning should be done to ensure that each recruitment phase is well budgeted;

d) They also requested that the Commission should submit a clear recruitment plan

23. The commission responded to the Member States concerns and questions by providing some clarification

a) The Commission thanked the Member States for the support.

24. Following the clarification from the Commission, the ruling of the Chair was as follows:

- Member states approved the proposed structure but requested the Office to provide the recruitment plan;
- The implementation of the Structure will be based clear recruitment plan and financial availability.

IV. AOB

25. The Chair, H.E. Ambassador of the Republic of Congo reminded the meeting that the structure of ACDC will be reviewed at the next session and requested the Secretariat to confirm the date and time of the next session. The Secretariat confirmed that two more sessions were planned as per the calendar, one on 18 at 15h00 and the other on 20 May at 10h00.

V. CONCLUSION

26. The Chair, H.E. Ambassador of the Republic of Congo closed the session after thanking his colleagues for their participation to the meeting. He informed the meeting that the next session will be held on 18 May 2022 and the agenda will be the remaining items in the agenda adopted at the beginning of the session.

Meeting of the Subcommittee on Structural Reforms, Session of 18 May 2022

VII. Introduction

27. The Sub-Committee on Structural Reforms resumed their meeting on May 18, 2022, on the platform Zoom, under the Chairmanship of H.E. Daniel Owassa, Ambassador of the Republic of Congo and Permanent Representative to the African Union and United Nations Economic Commission and Chair of the Sub-Committee on Structural Reforms. He opened the meeting by reminding members that the meeting was a continuation of the session started on 13 and that the remaining item on the agenda was ACDC.

VIII. EXAMINATION OF STRUCTURES TO BE APPROVED BY THE EXECUTIVE COUNCIL SESSION OF OCTOBER 2022 (CONT')

D. ACDC

28. There was a request from the floor from Members of the Subcommittee with regards to the Structure of the ACDC and the Chair opened the floor. The following discussion occurred:

- i. Some Member States reiterated their support on the operationalization of ACDC, however they raised a concern on the fact that the ACDC submitted a structure when the statutes have not yet been approved. They argued that according to the rules of procedure of the Policy Organs, the statutes need to be approved before the structure should be reviewed by this Subcommittee;
- ii. Other Member States argued that since the documents have been received by them they could review and comments on the proposal without making a decision;
- iii. There was a call for the OLC to clarify on the matter;
- iv. There was a call to follow due process and therefore send the document to STCs and ensure that the Statutes are approved before coming back to the Subcommittee;
- v. They argued that the adoption of the statutes will better inform the structure;

29. The commission responded to the Member States concerns and questions by providing some clarification:

- a) The Deputy Chairperson of the Commission clarified that the proposal was guided by the Assembly decision 835 of February 2022. She clarified that the draft statutes were ready and would be submitted to the STC on Health, that planned to meet to review the statutes and structure during the course of May 2022 and then the approved statutes will be presented to the STC Justice and Legal Affairs planning to meet during the month of June so that the Statutes will be presented to the Executive Council scheduled for July 2022 as mandated in the decision of February 2022.
 - b) The DCP further pleaded with Member States for their indulgence to review the Structure and at least give guidance and comments to improve the proposed Structure.
 - c) The OLC took the floor and confirmed that although the practice has always been to review the structure after the statutes are approved, it was not mandatory and that legally the Subcommittee could review the proposed structure of ACDC.
30. Following the clarification from the Commission, Member States reminded the Commission that they needed a legal basis (statutes) in order to review the structure of any Offices therefore, they requested that the structure should be reviewed after the conclusion of the meetings of both STCs, and that the revised structure based on those conclusions can be brought to the Subcommittee for review.
31. Following the discussion, the ruling of the Chair was as follows:
- The structure of ACDC will be reviewed after the conclusion of the STC Justice and Legal Affairs.

IX. CONCLUSION

32. The Chair, H.E. Ambassador of the Republic of Congo closed the session after thanking his colleagues for their participation to the meeting. He also thanked the Commission and the Interpreters for their participation and dedication. He informed the meeting that the next session will be held once all documents for ACDC are duly validated by the STCs. The meeting was then adjourned.

**DRAFT DECISION ON THE STRUCTURES OF THE AFRICAN UNION (AU)
TECHNICAL AND SPECIALIZED OFFICES PURSUANT TO EXECUTIVE COUNCIL
AND ASSEMBLY DECISIONS**

The Executive Council:

1. **RECALLS** the following Decisions that created Technical and Specialized Offices:
 - a) The Executive Council Decision EX.CL/Dec.1108(XXXVIII) directing the PRC to re-examine the outcomes of the 5th Ordinary Session of the STC on Gender Equality and Women's Empowerment specifically on: Implementing the decisions of the African Union Peace and Security Council in its 803rd 887th and 951st meetings to institutionalise the Office of the Special Envoy on Women, Peace and Security
 - b) The Executive Council Decision EX.CL/388 (XII) and the decision Assembly/AU/Dec.173 (X) which calls on the AU to expedite the recruitment of qualified staff and to build the institutional capacity of IPED;
 - c) The Executive Council Decision EX.CL/Dec.626(XVIII) endorsing the choice of Douala, Cameroon for the establishment of the logistical continental base of ASF and requesting the Commission to take appropriate measures for the implementation of this decision;

2. **RECOMMENDS** to the Assembly the following proposed structures for adoption:
 - a) **Office of the Special Envoy on Women, Peace and Security in Cabinet of the AUC Chairperson, in Addis Ababa, Ethiopia**

Position	Grade	No. of staff
Special Envoy	D1	1
Senior Policy Adviser	P6	1
Office Coordinator	P 5	1
Research, Monitoring and Reporting Senior Officer	P 3	1
Advocacy and Communication Officer	P 2	1
Administrative and operations Assistant	GSA3	1
Total		6

The annual estimated staff cost is \$ 590.000. The recruitment of those positions should be phased and subject to budget availability.

b) IPED in Kinshasa, Democratic Republic of Congo

Position	Grade	No. of staff
Office of Executive Secretary		
Executive Secretary	P6	1
Protocol Officer	P2	1
Bilingual Admin Assistant	GSA5	1
Bilingual Secretary	GSA4	1
Communications Officer	P2	1
Education Management and Information System Unit		
Principal Officer Information Systems (Head of Unit)	P4	1
Senior Policy Officer – IT (Information Technology/Knowledge Management)	P3	1
EMIS Data base manager	P2	2
IT Officer (Web Master)	P1	1
Junior Professional Officer	P1	1
Policy, Action Research, Monitoring and Evaluation Unit		
Principal Education Planning and Capacity Building Officer (head of Unit)	P4	1
Senior Programme Officer	P3	2
Senior Statistics Officers in charge of regions (5 positions)	P3	5
Programme Officer	P2	2
Junior Professional Officer	P1	1
Administration, Finance & Support Unit		
Senior Finance and Administrative Officer	P3	1
Finance Officer	P2	1
HR Officer	P2	1
Driver	GSB7	2
Senior Record Assistant	GSA3	1
Security (Outsourced)		
Cleaning (Outsourced)		

Total	28
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The annual estimated staff cost is \$ 2,123,349.16. The recruitment of those positions should be phased and subject to budget availability.

c) AU Continental Logistics Base in Douala, Cameroon

Position	Grade	No. of staff
Head of CLB	P6	1
Program Officer	P2	1
Admin Assistant/Bilingual Sec - HCLB office	GSA5	1
Principal Admin/Finance Officer	P4	1
Senior Admin Officer	P3	1
Senior Communication/IT Officer	P3	1
Communication/IT Assistant	GSA5	2
Mechanics Drivers	GSA4	2
Procurement Officer	P2	1
Procurement Assistant	GSA5	1
Senior Finance/Budget Officer	P3	1
Financial Management/Accounting Officer	P2	1
Asset/Property/Control Officer	P2	1
Assistant Accountant	GSA5	1
Transport Officer	P2	1
Senior Security Officer	P3	1
Security Officer	P2	1
Principal Logistics & Supply Chain Officer	P4	1
Senior Facilities Management	P3	1
Engineering Officer	P2	1
MHE Operator	GSA5	1
Engineering Assistant	GSA5	1
Mechanic/Maintenance Officer	P2	1
Movement/Shipment Officer	P2	1
Senior Logistics & Warehouse Officer	P3	1
Cold Chain Officer	P2	1
Assets Inventory Entry Data Clerk	GSA5	1
Receiving and Inspection Officer	P2	1
Senior Supply Officer	P3	1
Supply Assistant	GSA5	1
Electro Technician	GSA5	1
Movement/Shipment Assistant	GSA5	1
Total		34

The annual estimated staff cost is \$ **4,717,606.45**. The recruitment of those positions should be phased and subject to budget availability.

3. **DECIDES** that the recruitment process should be undertaken in line with the Merit Based Recruitment System (MBRS) and AU wide quota system;
4. **DECIDES** to take stock of progress in the implementation of the above mentioned structures after each implementation phase.

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