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Addis Ababa, Ethiopia P. O. Box 3243 Telephone: +251 115 517 700 Fax: +251 115 517 844
Website: www.au.int

EXECUTIVE COUNCIL
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**REPORT ON THE PREPARATION FOR THE ELECTION OF SENIOR
LEADERSHIP OF THE AFRICAN UNION COMMISSION IN
FEBRUARY 2025**

I. BACKGROUND

1. Since the transition of the Organization of African Unity (OAU) to the African Union (AU) in 2002 there have been five (5) elections undertaken to elect members of the Commission. The first Commission served from 2003 to 2007, and the current fifth Commission, elected in 2021, is due to complete its term in 2024. This section presents a comprehensive overview of former members of the Commission, outlining their respective portfolios, nationalities, gender, and the region they represent. The overview of previous and current members of the Commission (2003 – 2024) is presented as follows:

Members of the First Commission - 2003 to 2007

- i. H.E Alpha Konare, CP, M, Mali, **West**,
- ii. H.E Patrick Mazimhaka, DCP, M, Rwanda, **East**,
- iii. Ambassador Said Djinnit, Com. for PSD, M, Algeria, **North**,
- iv. Mrs Julia Dolly JOINER, Com. for DPA, F, The Gambia, **West**,
- v. Mr. Bernard ZOBA, Com. for DIE, M, Congo, **Central**,
- vi. Ms. Philomena B. GAWANAS, Com. for DSA, F, Namibia, **South**,
- vii. Mrs. Saida AGREBI, Com. for HRST, F, Tunisia, **North**,
- viii. Ms Elizabeth TANKEU, Com. for DTI, F, Cameroon, **Central**,
- ix. Mr. M. Maxwell MKWEZALAMBA, Com. for DEA, M, Malawi, **South**,
- x. Ms. Rosebud KURWIJILA, Com. for DREA, F, Tanzania, **East**.

Members of the Second Commission - 2008 to 2012

- i. Mr. Jean PING, CP, M, Gabon, **Central**,
- ii. Mr. Erastus J.O. MWENCHA, DCP, M, Kenya, **East**,
- iii. Mr. Ramtane LAMAMRA, Com. for PSD, M, Algeria, **North**,
- iv. Mrs. Julia Dolly JOINER, Com. for DPA, F, The Gambia, **West**,
- v. Mrs. Elham Mahmood Ahmed IBRAHIM, Com. for DIE, F, Egypt, **North**,
- vi. Mrs. Bience Philomina GAWANAS, Com. for DSA, F, Namibia, **South**,
- vii. Mr. Jean Pierre Onvehoun EZIN, Com. for HRST, M, Benin, **West**,
- viii. Mrs. Elizabeth TANKEU, F, Com. for DTI, Cameroon, **Central**,
- ix. Mr. M. Maxwell MKWEZALAMBA, Com. for DEA, M, Malawi, **South**,
- x. Mrs. Rhoda Peace Tumusiime, Com. for DREA, F, Uganda, **East**.

Members of the Third Commission - 2012 – 2016

- i. Dr. Nkosazana Dlamini Zuma, CP, F, South Africa, **South**,

- ii. Mr. Erastus J.O. Mwencha, DCP, M, Kenya, **East**,
- iii. Ramtane LAMAMRA/ CHERGUI Smail, Com. for PSD, M, Algeria, **North**,
- iv. Aïsha L. ABDULLAHI, Com. for DPA, F, Nigeria, **West**,
- v. Elham MAHMOUD, Com. for DIE, F, Egypt, **North**,
- vi. Mustapha S. KALOKO, Com. for DSA, M, Sierra Leone, **West**,
- vii. Dr. Martial De-Paul Ikounga, Com. for HRST, M, Congo, **Central**,
- viii. Fatima H. ACYL, Com. for DTI, F, Chad, **Central**,
- ix. Dr. Anthony Mothae Maruping, Com. for DEA, M, Lesotho, **South**,
- x. Rhoda P. TUMUSIIME, Com. for DREA, F, Uganda, **East**,

Members of the Fourth Commission - 2017 – 2020

- i. MAHAMAT Moussa Faki, CP, M, Chad, **Central**,
- ii. QUARTEY Thomas Kwesi, DCP, M, Ghana, **West**,
- iii. CHERGUI Smail, Com. for PSD, M, Algeria, **North**,
- iv. CESSOUMA Minata Samate, Com. for DPA, F, Burkina Faso, **West**,
- v. ABOU-ZEID Amani, Com. for DIE, F, Egypt, **North**,
- vi. ELFADIL Amira Elfadil Mohammed, Com. for DSA, F, Sudan, **East**,
- vii. ANYANG AGBOR Sarah, Com. for HRST, F, Cameroon, **Central**,
- viii. MUCHANGA Albert M., Com. for DTI, M, Zambia, **South**,
- ix. HARISON Victor, Com. for DEA, M, Madagascar, **East**,
- x. SACKO Josefa Leonel Correa, Com. for DREA, F, Angola, **East**.

2. The appointed members of the Fifth Commission are as follows:

Members of the Fifth Commission - 2021– 2024

- i. MAHAMAT Moussa Faki, CP, M, Chad, **Central**,
- ii. Monique Nsanzabaganwa, DCP, F, Rwanda, **East**,
- iii. Josefa Leonel Correia Sacko: Com. for DARBE, F, Angola, **South**,
- iv. Albert Muchanga, Com. for ETTIM, M, Zambia, **South**,
- v. Belhocine Mohammed, Com. for ESTI, M, Algeria, **North**,
- vi. Amani Abou-Zeid, Com. for IED, F, Egypt, **North**,
- vii. Bankole Adegboyega Adeoye, Com. for PAPS, M, Nigeria, **West**,
- viii. Minata Samate Cessouma, Com. for HHS, F, Burkina Faso, **West**.

3. The Summary of positions per term held by member states of the five regions between 2003 to 2024:

	Name of Portfolio	Central	East	North	South	West
i.	CP	Served three (3) terms: Chad - 2 Gabon - 1	0	0	Served one (1) term: South Africa - 1	Served one (1) term: Mali - 1
ii.	DCP	0	Served four (4) terms: Kenya - 2 Rwanda - 2	0	0	Served one (1) term: Ghana - 1
iii.	DARBE(DREA)	0	Served three (3) terms: Tanzania – 1 Uganda - 2	0	Served two (2) terms: Angola - 2	0
iv.	ETTIM (DTI and DEA)	Served three (3) terms: Cameroon - 2 Chad – 1	Served one (1) term: Madagascar - 1	0	Served three (3) terms: Lesotho – 1 Zambia 2	0
v.	ESTI (HRST)	Served two (2) terms: Cameroon – 1 Congo 1	0	Served two (2) terms: Algeria - 1 Tunisia - 1	0	Served one (1) term: Benin - 1
vi.	IED (DIE)	Served one (1) term: Congo – 1	0	Served four (4) terms: Egypt - 4	0	0
vii.	PAPS (DPA and PSD)	0	0	Served four (4) terms: Alegria - 4	0	Served five (5) terms: Gambia – 2 Burkina Faso – 1 Nigeria - 2
viii.	HHS (DSA)	0	Served one (1) term: Sudan - 1	0	Served two (2) terms: Namibia - 2	Served two (2) terms: Burkina Faso – 1 Sierra Leone - 1

4. From the above table, the following conclusion can be drawn:

- a) The Central region has held the position of CP for three (3) terms, while the Southern and Western regions have each served for one (1) term. However, the Eastern and Northern regions have not yet held the position of CP.
- b) Only two (2) regions have held the position of DCP. The Eastern region served for four (4) terms, while the Western region held it for one (1) term. The Northern, Southern and Central, regions have not yet served in the position of CP.
- c) Only two (2) regions have held the position of DARBE. The Eastern region held the position for three (3) terms, and the Southern region for two (2) terms. Therefore, the Central, Northern, and Western regions have not yet occupied the portfolio.
- d) Three (3) regions have had the opportunity to serve in the position of ETTIM (previously referred to as DTI and DEA). The Central region served for three (3) terms, the Eastern region for one (1) term, and the Southern region for three (3) terms. The Northern and Western regions are the two regions that have not yet served in the position of ETTIM.
- e) Three (3) regions have held the portfolio of ESTI (formerly referred to as HRST) – the Central and Northern regions each served for two (2) terms, while the Western region served for one (1) term. The Eastern and Southern regions are the two regions that have not yet served in the positions of ESTI.
- f) Only two (2) regions have served in the portfolio of IED. These are the Central region with one (1) term and the Northern region with four (4) terms, respectively. The remaining three regions that have never held this post are the Eastern, Southern, and Western regions.
- g) Only two (2) regions have held the portfolio of PAPS (formerly known as DPA and PSD), namely the Northern region served for four (4) terms and the Western region served for five (5) terms. The Central, Eastern, and Southern regions have not had the opportunity to hold the portfolio.
- h) Three (3) regions have served in the portfolio of HHS (formerly known as DSA). The Eastern region served for one (1) term, the Southern region for two (2) terms, and the Western region for two (2) terms. The Central and Northern regions have not had the opportunity to occupy the portfolio.

5. From the five (5) elections of the Commission spanning over twenty four (24) years, it is evident that the representation of regions and member states in each senior leadership position of the Commission lacks equitable representation and has limited rotation both between regions and within a region. The previous election system has contributed to this issue, as in most cases, a region holds a position for more than two terms without regional rotation, and intra-regional rotation was also limited in terms of ensuring fair representation of member states from each region.

6. Therefore, the 2018 guiding principles, introduced as part of the ongoing institutional reform, aim to address this problem by introducing some level of predictability in the election process. This will be achieved through the application of inter-regional and intra-regional rotation, following the English alphabetical order, to each senior leadership position of the Commission. These principles will ensure that all five (5) AU regions have equal opportunities to serve in each position through inter-regional rotation. Likewise, member states from each region will have the chance to serve in each senior leadership position of the Commission through intra-regional rotation based on the English alphabetical order.

II. LEGAL FRAMEWORK

7. The election of members of the Senior Leadership of the Commission is governed by the provisions of the Statute of the Commission, Rules of Procedures of the Executive Council, and Rules of Procedures of the Assembly, all emanating from the Decision of the Assembly of the African Union, in its Eleventh Extraordinary Session in November 2018, Ext/Assembly/AU/Dec.1(XI) under the decision of African Union Institutional Reform.

8. The decision of the Extraordinary session of the Assembly was incorporated into the Statute of the Commission and the Rules of Procedure of the Executive Council and the Assembly. The Statute of the Commission was adopted during the 34th Ordinary Session of the Assembly of the Union in February 2021, along with the Aligned Rules of Procedures of the Assembly vide decision Assembly/AU/Dec.806(XXXIV). Along the same line, the Executive Council adopted its own rules of procedure during the 37th Ordinary Session of the Executive Council in October 2020 vide decision EX.CL/Dec.1099(XXXVII).

9. The Statute of the Commission outlines some of the relevant provisions that relate to the Status and election of the Members of the Commission that is summarized as follows:

ARTICLE 6: Election of Members of the Commission

1. *The election of Members of the Commission shall be governed by the Rules of Procedure of the Assembly, of the Executive Council, and this Statute.*
2. *The regions from which the Chairperson and the Deputy Chairperson are appointed, shall not be eligible for consideration for the six (6) remaining Commissioner posts. The other three (3) regions shall be entitled to two (2) Commissioners each, equally distributed by gender.*

10. Thus, the process of electing Members of the Commission is intricately governed by the Rules of Procedure of the Assembly, the Executive Council, and this Statute. To ensure equitable representation and avoid concentration of power, the regions from which the Chairperson and the Deputy Chairperson are appointed are deemed ineligible for consideration for the six remaining Commissioner posts. This strategic measure ensures a balanced distribution of power, with the other three regions entitled to two Commissioners each, equally distributed by gender.

ARTICLE 10: Term of Office and Termination of Office

- i. The term of office of the members of the Commission shall be four (4) years. The Members may be eligible to compete for re-election for another term of four (4) years.*
- ii. When so required for the good functioning of the Union, the Assembly, and the Executive Council may terminate the appointment of a Member of the Commission.*
- iii. Where, due to any reason, the Chairperson, the Deputy Chairperson, or any Commissioner is unable to take up office or complete his/her term of office, the region from which he/she was appointed, shall be given the opportunity to present a candidate to complete the remaining term.*

11. The term of office for members of the Commission is set at four years, with the option for re-election for another four-year term. However, in situations where the good functioning of the Union requires it, the Policy Organs hold the authority to terminate the appointment of a Member of the Commission. In cases where the Chairperson, Deputy Chairperson, or any Commissioner is unable to assume office or complete their term, the respective region has the opportunity to nominate a candidate to fulfill the remaining term.

ARTICLE 13: Nomination of the Commissioners

- i. A skill and competency based assessment and shortlisting of candidates shall be undertaken by a High Level Panel of Eminent Africans (1 per region) assisted by an independent African firm to generate a ranked pool of prequalified candidates nominated by the relevant AU regions from which Commissioners shall be elected and appointed by the Executive Council.*
- ii. Candidates shall be assessed through an initial review of applications and CVs. Shortlisted candidates will be invited for assessment against the skills and competency criteria established for the leadership posts*
- iii. There shall be a pre-selection process at the regional level. Each region shall nominate at least 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 without prejudice to the scrupulous respect of the provisions of Article 6(2) and Article 14 (3).*

12. A thorough and competency-based assessment of candidates is conducted by a High-Level Panel of Eminent Africans, assisted by an independent African firm. This process generates a ranked pool of pre-qualified candidates nominated by the relevant AU regions. The nomination process involves a skill and competency-based evaluation, including a pre-selection process at the regional level. Each region nominates at least two candidates for each portfolio including a woman candidate for

each portfolio. The selected candidates at the regional level become part of the continental pool, adhering to the principles outlined in Article 6(2) and Article 14(3).

ARTICLE 14: Guiding Principles for the Selection Process

- i. The following key principles shall guide the selection process of the Senior Leadership of the Commission:*
 - a) Equitable regional representation and gender parity;*
 - b) Predictable inter and intra-regional rotation following the English alphabetical order to be applied to each senior leadership position;*
 - c) Attracting and retaining Africa's top talent;*
 - d) Accountable and effective leadership and management;*
 - e) Transparent and merit-based selection.*
- ii. The principle of rotational gender parity shall be applied to the posts of Chairperson and Deputy Chairperson ensuring that if the Chairperson is male then the Deputy Chairperson shall be a female and vice versa.*
- iii. The six (6) Commissioner level posts shall be equally distributed by gender and across the three regions that are not represented at Chairperson and Deputy Chairperson level.*
- iv. The regions with candidates that are elected to the position of the Chairperson or the Deputy Chairperson shall not be eligible for consideration for the six remaining Commissioner posts.*

13. The selection process for the Senior Leadership of the Commission is guided by key principles in Article 14 of the Statute of the Commission aimed at fostering equitable representation of regions and member states as well as gender parity. These principles include predictable inter and intra-regional rotation, attracting and retaining top talent, accountable and effective leadership, and a transparent and merit-based selection. The rotational gender parity principle ensures that if the Chairperson is male, the Deputy Chairperson shall be female, and vice versa. Additionally, the six Commissioner level posts are equally distributed by gender across the three regions not represented at the Chairperson and Deputy Chairperson levels. Regions with candidates elected to the top two (2) positions are then deemed ineligible for consideration for the six (6) remaining Commissioner posts, ensuring a diverse and balanced leadership structure.

III. IMPLEMENTATION OF THE ASSEMBLY DECISION ON THE INSTITUTIONAL REFORM (EXT/ASSEMBLY/AU/DEC.1(XI) AS INCORPORATED IN THE REVISED STATUTE

14. The Assembly decision Ext/Assembly/AU/Dec.1 of 2018 (XI) is the outcome of the Kagame Report on Institutional Reform of the Union. the forthcoming election of the Commission necessitates further elucidation from the Policy Organs, particularly regarding the application of the principles of predictable inter and intra-regional following the English alphabetical order and merit-based selection process.

15. The intricacies of the rotation component are further compounded by the fact that the intra-regional rotation element, wherein Member States traditionally nominate candidates through a regional consultative process, is now subject to the prescription of Rule 14 of the Statute of the Commission. Furthermore, the principles of gender parity, rotation, and attracting top African talents enumerated in Article 14 of the Statute are not mutually exclusive. The approach adhering to the Assembly decision Ext/Assembly/AU/Dec.1 of 2018 is expected to strike a balance between these three principles.

16. In consideration of the current composition of the Commission and the distribution of eight (8) senior leadership positions among the five (5) Regions, require the implementation of the guiding principles as stipulated in Article 14 of the Statute of the Commission

IV. IMPLEMENTATION OF THE GUIDING PRINCIPLES

a) Equitable regional representation and gender Parity

17. In accordance with Article 14 of the revised Status of the Commission, the principle of rotational gender parity shall be applied to the post of CP and DCP. In the same vein, the posts of the six Commissioners shall be equally distributed by gender across the three regions that will not assume either the CP or DCP roles. Further, per Article 13(3) of the Statute, as part of ensuring gender parity, the regions are required to submit at least two candidates including a female candidate for each portfolio of the Commissioners.¹

18. Articles 6(2) and 14(3) of the Statute further outline that the six Commissioners' posts shall be distributed equally among the three (3) regions that are not represented either in the Chairperson or Deputy Chairperson.

b) Attracting and retaining Africa's Top talent through a Transparent and Merit-based selection process

19. Pursuant to Rule 39(2) of the Rules of Procedure of the Assembly:

"The Chairperson of the Commission and the Deputy Chairperson 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"

20. For the election of Commissioners, Rule 37(2) of the Executive Council Rules of Procedure stipulates that,

"The Commissioners shall be competent women or men with proven experience in the relevant field, commensurate leadership qualities, and a good track record"

¹ The same process is applicable to the nomination of the CP and DCP.

in government, parliament, international organizations or other relevant sectors of society”

21. To this end, a *High Level Panel* of Eminent Africans comprised of one eminent personality, per region will be constituted to oversee the pre-selection (assessment and shortlisting of candidates) of candidatures of the Member of the Commission and shall be technically assisted by an independent African consultancy firm, to be selected by the Panel (See Article 15 of the Statute).

c) Predictability in the context of Inter and Intra Regional Rotation

22. Given the 2018 decision on Institutional Reform of the Union, in the context of the election of members of the Commission, the element of predictability was one of the cornerstones of the decision to bring about an equitable, fair, and balanced representation of the five AU regions, and member states for each senior leadership position.

23. The principles should be implemented in such a manner that, the nomination of candidates for elections of members of the Commission be processed taking into account the two overarching principles of inter and intra-regional rotations, to ensure equitable, fair, and balanced representation of all member states.

24. Accordingly, as can be seen in the section below, the eligibility of the regions shall be determined in accordance with the Assembly decision Ext/Assembly/AU/Dec.1 of 2018, based on ranking to be established following the English alphabetical order in accordance with Article 14 of the Statute of the Commission.

V. IMPLEMENTATION OF THE PRINCIPLES OF INTER AND INTRA REGIONAL ROTATIONS (EXT/ASSEMBLY/AU/DEC.1(XI) ON THE UPCOMING ELECTION OF THE SENIOR LEADERSHIP

a) Principle of Inter-regional Rotation

25. Implementation of the inter-regional rotation will be by comprehensive restriction to be applied for each position following the English Alphabetical order. The principle dictates the restriction of each position of the senior leadership of the Commission to a specific region based on the English Alphabetical order and only candidates from that region are eligible to submit a candidate(s). For instance, for the post of CP, only Region X is permitted to submit candidates, followed by a similar allocation for the remaining portfolios of DCP and Commissioners.

26. The implementation of the inter-regional rotation will be as follows:

- a) All posts are restricted. Each region shall be allocated a specific portfolio ranked based on English Alphabetical order.
- b) Eligible regions shall submit at least two candidates (female and male) for each allocated portfolio.

- c) Regions will be ineligible to submit candidates for portfolios not allocated to them in accordance with Article 14 above. Regions that are eligible for commissioner portfolios will be allocated two posts each, following the order listed in the Statute of the Commission.
- d) Ranking of the five (5) AU regions AU based on the English Alphabetical order will be as follows:
1. **Central Region**
 2. **Eastern Region**
 3. **Northern Region**
 4. **Southern Region**
 5. **Western Region**
- e) The principle of inter-regional shall be used to rotate the region globally wherein e.g. since the central region served twice as the chairperson, the region shall go down in the order listed below:
1. **Eastern Region**
 2. **Northern Region**
 3. **Southern Region**
 4. **Western Region**
 5. **Central Region**
- f) The above cycle of rotation will be followed in any future election following the explanation made in paragraph e above.
- g) Accordingly, the eligibility of regions to submit candidates for the upcoming election is based on predictable inter-regional rotation following the English alphabetical order as follows:
1. CP – Only the **Eastern** region is eligible to submit candidates.
 2. DCP – Only **the Northern** region is eligible to submit candidates.
 3. Agriculture, Rural Development, Blue Economy, and Sustainable Environment – Only **the Southern** region is eligible to submit candidates.
 4. Economic Development, Trade, Industry, and Mining – Only the **Southern** region is eligible to submit candidates.
 5. Education, Science, Technology, and Innovation – **Only the Western**, region is eligible to submit candidates.
 6. Infrastructure and Energy – Only the **Western** region is eligible to submit candidates.
 7. Political Affairs, Peace & Security – Only the **Central** region is eligible to submit candidates.

8. Health, Humanitarian Affairs, and Social Development – Only the **Central** region is eligible to submit candidates.

b) Principle of Intra- regional Rotation

27. Article 13(3) of the Statute of the Commission prescribes that there should be a pre-selection process at the regional level and the nomination process shall be based on modalities to be determined by the region. Moreover, it is to be noted that regions have different numbers of member states in their composition, and it is expected that there will not be a one-size-fits-all formula for the regions. Therefore, each region will have to determine how to use the ranking established based on the English Alphabetical order and Rotation.

28. The regions are the one that ordinarily nominates candidates based on the regional pre-selection process prescribed in Rule 13(3) of the Statute of the Commission Furthermore, the reading of Article 10(3) provides additional clarity where a region is to fill any vacancy of a post occupied by the region.

VI. CROSSCUTTING ISSUES

29. In accordance with Article 13(3) of the Statute, there will be a pre-selection process at the regional level where a region shall be required to nominate at least two (2) candidates, including a woman, for each portfolio of the Senior Leadership a region is eligible for. This nomination process shall be based on modalities to be determined by the region itself.

30. Thereafter, the candidates selected at the regional level shall form part of the continental pool without prejudice to the scrupulous respect of the provisions of Article 6(2) and Article 14 (3) and shall go through an assessment and shortlisting by a High panel of Eminent Africans.

VII. CONCLUSION

31. Based on the above, the Assembly is to consider adopting the following formula as an implementation of the Assembly decision of (Ext/Assembly/AU/Dec.1(XI) as well Articles 13 and 14 of the Statute of the Commission.

32. Accordingly, the following formula will be used to determine the eligibility of regions to submit candidates based on predictable inter-regional rotation following the English alphabetical order, as follows:

- (1) Allocation of specific portfolio(s) to regions based on the predictable inter-regional rotation following the English Alphabetical order:
 - i. CP – Only the **Eastern** region is eligible to submit candidates.
 - ii. DCP – Only **the Northern** region is eligible to submit candidates.

- iii. Agriculture, Rural Development, Blue Economy, and Sustainable Environment – Only the **Southern** region is eligible to submit candidates.
 - iv. Economic Development, Trade, Industry, and Mining – Only the **Southern** region is eligible to submit candidates.
 - v. Education, Science, Technology, and Innovation – Only the **Western** region is eligible to submit candidates.
 - vi. Infrastructure and Energy – Only the **Western** region is eligible to submit candidates.
 - vii. Political Affairs, Peace & Security – Only the **Central** region is eligible to submit candidates.
 - viii. Health, Humanitarian Affairs, and Social Development – Only the **Central** region is eligible to submit candidates.
- (2) Eligible regions shall submit at least two candidates (female and male) for each allocated portfolio based on a competitive and merit-based process through the Regional Deans.
 - (3) In a similar vein, to further strengthen the intra-regional rotation, it is proposed that any member state that occupied a position from that region should be ineligible for future elections until all member states of the region served as members of the senior leadership of the Commission.
 - (4) Each region will determine its own formula on how to use the ranking established based on the English Alphabetical order to nominate candidates for the portfolios for which a region is eligible.

DRAFT
**DECISION ON THE IMPLEMENTATION OF THE ASSEMBLY DECISION
EXT/ASSEMBLY/AU/DEC.1(XI) ON THE ELECTION OF SENIOR LEADERSHIP
OF THE AFRICAN UNION COMMISSION**

The Assembly,

1. **TAKES NOTE** of the report of the Commission on the Preparation for the Election of Senior Leadership of the African Union Commission in February 2025.
2. **RECALLS** decision Ext/Assembly/AU/Dec.1(XI) adopted during the Eleventh Extraordinary Session in November 2018 on the Institutional Reform of the African Union.
3. **RECALLS** decision Assembly/AU/Dec.806(XXXIV) adopted during the 34th Ordinary Session of the Assembly, which adopted the revised Rules of Procedure of the Assembly; and revised Statute of the Commission incorporating the decision of the Eleventh Extraordinary Session of the Assembly regarding the election of the senior leadership of the Commission.
4. **RECALLS** Executive Council decision EX.CL/Dec.1099(XXXVII) adopted during the 37th Ordinary Session of the Executive Council, which adopted the Revised Rules of Procedure of the Executive Council incorporating the decision of the Eleventh Extraordinary session of the Assembly regarding the election of the senior leadership of the Commission.
5. **REAFFIRMS** the need to fully implement and adhere to the principles of predictable inter-and intra-regional rotation following the English Alphabetical order in accordance with the decision Ext/Assembly/AU/Dec.1(XI) adopted during the Eleventh Extraordinary Session in November 2018 on the Institutional reform of the Union as well as Article 14 of the revised Statute of the Commission.
6. **DECIDES** in accordance with Assembly decision Ext/Assembly/AU/Dec.1(XI) and Articles 13 and 14 of the Statute of the Commission to adopt the following criteria to determine the eligibility of regions to submit candidates based on a predictable inter-regional rotation following the English alphabetical order:
 - i. Allocation of specific portfolio(s) to regions based on a predictable inter-regional rotation following the English alphabetical order:
 1. CP – Only the Eastern region is eligible to submit candidates.
 2. DCP – Only the Northern region is eligible to submit candidates.
 3. Agriculture, Rural Development, Blue Economy, and Sustainable Environment – Only the Southern region is eligible to submit candidates.
 4. Economic Development, Trade, Industry, and Mining – Only the Southern region is eligible to submit candidates.

5. Education, Science, Technology, and Innovation – Only the Western region is eligible to submit candidates.
6. Infrastructure and Energy – Only the Western region is eligible to submit candidates.
7. Political Affairs, Peace & Security – Only the Central region is eligible to submit candidates.
8. Health, Humanitarian Affairs, and Social Development – Only the Central region is eligible to submit candidates.

7. FURTHER DECIDES:

- i. Eligible regions shall submit at least two candidates (one female and one male) for each allocated portfolio based on a competitive and merit-based process through the Regional Deans.
- ii. Each region will determine its own procedure for nominating candidates for the portfolios for which it is eligible, using the ranking established based on the English alphabetical order.
- iii. Similarly, to strengthen inter and intra-regional rotation, any member state that has occupied a position from a region should be ineligible for future elections until all member states of the region have served as members of the senior leadership of the Commission.

8. REQUESTS the Commission to strictly adhere to the timeline outlined under Article 16 and any other relevant Articles of the revised Statute of the Commission for the selection and election of the Members of the Commission.

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