

AFRICAN UNION

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**EXECUTIVE COUNCIL
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**PROGRESS REPORT ON RECRUITMENT
AS AT DECEMBER 31ST, 2007**

PART I. INTRODUCTION

1. The African Union Commission, as the organ charged with spearheading the continent's integration process, cannot achieve that noble cause without first putting in place a highly competent human resource base.
2. The Human capital requirements of the Commission were first sanctioned by the Executive Council in Maputo, July 2003, and then subsequently in Sirte, July 2005, and Khartoum, in January 2006 and in Accra in July, 2007.
3. The Commission has continued to recruit competent staff who are citizens of member countries by advertising all professional vacant posts as well as those in GSA4 – GSA 6 categories; response to which has been quite encouraging.
4. The above referred decisions of the Executive Councils in Maputo, Sirte Khartoum and Accra have given the Commission a total staff complement of 939 divided into 10 elected officials, 479 professional staff and 450 GSA staff. The recruitment of the professional staff category has necessitated a very careful approach, since this is a lynchpin in the Commission's endeavor, to effectively implement its comprehensive programme of work in the priority areas of regional integration, peace and security, institutional transformation and shared vision.
5. The details of the sanctioned total numbers of staff are found in Part II, those identified for recruitment since the July 2007 Accra Summit in Part III and those yet to be recruited in Part IV of this report.

PART II. TOTAL APPROVED STAFF OF THE COMMISSION

6. Following the approval by the Executive Councils held in Maputo (Mozambique) July 2003, Sirte (Libya) July 2005, Khartoum (Sudan) January 2006 and Accra in July 2007, the total approved staff of the Commission is as follows.
 1. The Post Maputo structure (Parts A, B and C) provide for a total staff complement of 939 for the Commission.
 2. As at 15 January 2008, the total number of staff in all categories at Post is 630 and 14 have been recently identified for appointment.
 3. A comparison between the numbers by grade as per the adjusted Structure and the number of staff at post as at 15 January 2008 is as presented in Table I below:

Table 1

Categories	Grade	Post Maputo Structure	Percentage	Staff at Post	Recently Identified (December 2007)	Difference (To recruit)
Elected Official	Elected	10	1.06	10	0	0
	DI	20	2.13	19	0	1
Professional	P6	9	0.96	7	0	2
	P5	69	7.35	48	0	21
	P4	57	6.07	32	0	25
	P3	140	14.91	86	6	48
	P2	167	17.78	73	7	87
	P1	17	1.81	6	1	10
	Total	489	52.08	281	14	194
GSA	GSA6	8	0.85	11	0	0
	GSA5	71	7.56	63	0	8
	GSA4	134	14.27	76	0	58
	GSA3	47	5.01	43	0	4
	GSA2	7	0.75	2	0	5
	GSA1	0	0.00	0	0	0
	Total	267	28.43	195	0	72
GSB	GSB10	0	0.00	0	0	0
	GSB9	33	3.51	15	0	18
	GSB8	46	4.91	23	0	23
	GSB7	55	5.86	49	0	6
	GSB6	49	5.22	37	0	12
	GSB5	0	0.00	30	0	0
	GSB4	0	0.00	0	0	0
	GSB3	0	0.00	0	0	0
	GSB2	0	0.00	0	0	0
	GSB1	0	0.00	0	0	0
	Total	183	19.49	154	0	29
	Grand Total	939	100	630	14	295

Table 2 - Summary of the approved Commission's structure by category and department

Office / Department	Elec.	Prof.	GSA	GSB	Total
Chairperson	1	86	49	6	142
Deputy Chairperson	1	132	127	107	367
Peace & Security	1	62	26	16	105
Political Affairs	1	59	17	21	98
Social Affairs	1	33	11	8	58
Rural Economy & Agriculture	1	46	16	21	84
Infrastructure & Energy	1	11	4	0	16
Trade & Industry	1	11	5	0	17
Human Resources, Science and Technology	1	17	8	4	30
Economic Affairs	1	17	4	0	22
TOTAL	10				939

Table 3 - Summary of staffing situation from 2003 to 31st December, 2007

	Professional category	General service category	Total
As at 31/12/03	94	190	284
As at 15 January 2008	295	349	644

PART III. RECRUITED STAFF SINCE THE ACCRA/JULY 2007 SUMMIT

7. The Independent Team of recruitment Consultants short-listed and conducted interviews for 18 professional posts and 14 candidates have qualified for appointment as earlier stated above.

PART IV. STAFF REMAINING TO BE RECRUITED

4.1 From table 1

This table shows the following:

- i. Out of 939 staff approved by the Executive council, 630 are currently at post, i.e. 67.09 %;
- ii. 14 Staff recruited in December 2007 are yet to take up their posts;
- iii. This leaves a difference of 295 staff, i.e. 31.42% to be recruited;
- iv. Of the 295 remaining staff to recruit, 194 belong to the professional category, i.e. 65.76 % of total number of vacant positions;

- 4.2 The Post-Maputo structure provided for a total staff compliment of 939; there is thus a gap of 295 vacant positions to fill. We are advertising these remaining posts.

There are 70 posts whose applications have already been received and are awaiting short listing (see Annex I). There is an additional 70 posts for which job descriptions are being translated for advertisement as soon as possible.

- 4.3 Technical exams were recently organized for posts of secretary and clerk, which fall under General Service category and we expect 15 posts to be filled in early February 2008.

CONSTRAINTS

8. In the process of recruiting staff for the authorized structure, the Commission faces the following challenges:

- a. Many candidates turn down offers of appointment on the grounds of a non-competitive compensation package.
- b. Staff resign their positions for greener pastures.
- c. The mandatory requirement of advertising all positions in the four working languages of the Commission. This and the fact that the Commission has to cater for interviews in four languages poses challenges of logistics and time constraints.
- d. The quota system and sanctions imposed on some member states restricts the employment market of the Commission. In many instances, the Commission receives very few applications from nationals of member states that are below quota and not affected by sanctions.

CONCLUSION

9. The Commission is doing its best to fill the authorized structure and it is making an appeal that required financial resources be made available on time so that this crucial exercise can be completed.

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Progress report on recruitment as at december 31st, 2007

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