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EXECUTIVE COUNCIL
Eleventh Ordinary Session
25 – 29 June 2007
Accra, GHANA

EX.CL/336 (XI)

PROGRESS REPORT ON RECRUITMENT OF STAFF OF
THE COMMISSION

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I. INTRODUCTION

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.

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.

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.

The above referred decisions of the Executive Councils in Maputo, Sirte and Khartoum have given the Commission a total staff complement of 912 divided into 10, 454 and 448, elected, professional and general service categories respectively. The recruitment of the professional staff category has necessitated a very careful approach, since this is a lynchpin in the Commission's endeavour, to effectively implement its comprehensive programme of work in the priority areas of regional integration, peace and security, institutional transformation and shared vision.

The details of the sanctioned total numbers of staff are found in Part II, those already recruited since the January 2007 Addis Ababa Summit in Part III and those yet to be recruited in Part IV.

II. TOTAL APPROVED STAFF OF THE COMMISSION

Following the approval by the Executive Councils held in Maputo (Mozambique) July 2003, Sirte (Libya) July 2005 and Khartoum (Sudan) January 2006, the total approved staff of the Commission is as follows.

1. The Post Maputo structure (Part A) and part (B) provides for a total staff complement of 912 for the Commission.
2. As at 15 June 2007, the total number of staff in all categories at Post is 609 and 42 were recently recruited; but have yet to report for duty.
3. A comparison between the numbers by grade as per the adjusted Structure and the number of staff at post as at 15 June 2007 is as follows:

Table 1

Categories	Grade	Post Maputo Structure	Percentage	Staff at Post	Recently Recruited (June 2007)	Difference (To recruit)
Elected Official	Elected	10	1.10%	10		0
	DI	20		12	1	7
Professional	P6	8		9		-1
	P5	66		49	5	12
	P4	53		34	-	19
	P3	133		80	13	40
	P2	162		56	20	36
	P1	15		5	2	8
	Total	457	50.11%	245	41	171
GSA	GSA6	8		12		-4
	GSA5	71		63		8
	GSA4	132		79	1	52
	GSA3	47		44		3
	GSA2	7		2		5
	GSA1	0		0		0
	Total	265	29.06%	200	1	64
GSB	GSB10	0		0		0
	GSB9	33		15		18
	GSB8	46		23		23
	GSB7	53		49		4
	GSB6	48		36		12
	GSB5	0		31		-31
	GSB4	0		0		0
	GSB3	0		0		0
	GSB2	0		0		0
	GSB1	0		0		0
	Total	180	19.73%	154	-	26
	Grand Total	912	100%	609	42	261

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

Office / Department	Elec.	Prof.	GSA	GSB	Total
Chairperson	1	88	50	6	
Deputy Chairperson	1	131	124	107	
Peace & Security	1	61	27	16	
Political Affairs	1	56	17	21	
Social Affairs	1	21	9	5	
Rural Economy & Agriculture	1	46	17	21	
Infrastructure & Energy	1	11	4	0	
Trade & Industry	1	11	5	0	
Human Resources, Science and Technology	1	17	8	4	
Economic Affairs	1	15	4	0	
TOTAL	10	457	265	180	912

Table 3 - Summary of staffing situation as at 15 June 2007

	Professional category	General service category	Total
As at 31/12/03	94	190	284
As at 15 June 2007	296	355	651

III. RECRUITED STAFF SINCE THE JANUARY 2007 SUMMIT

1. The Independent Team of selection consultants short-listed and conducted interviews for 69 professional posts.

By the end of the interviews, the analysis of the Team's recommendations showed that 60 candidates have qualified; but because quite a number were from countries whose quotas were full, only 41 were issued with letters of appointment and are being awaited to take up their posts (see Annex 1).

The 28 unfilled posts are being re-advertised.

2. In early February 2007, the Selection Consultants concluded the interviews for posts in the General Service Category.

Letters of appointment were issued to the 44 successful candidates, majority of whom were already working with the Commission on short-term contracts (see Annex 2).

IV. STAFF REMAINING TO BE RECRUITED

4.1. From table 1

This table shows the following:

- i) Out of 912 staff approved by the Executive council, 609 are currently at post, i.e. 66.78%;
- ii) Forty Two (42) recruited in June 2007 are yet to take up their posts;
- iii) This leaves a difference of 261 staff, i.e. 28.61% to be recruited;
- iv) Of the 261 remaining staff to recruit, 171 belong to the professional category, i.e. 64.52%;
- v) Administrative measures are been taken to rectify the situation of excess staff at GSA6 and GSB5.

The initial Maputo structure provided for a total staff compliment of 758; there is thus a gap of 107 staff members to fill it. We are re-advertising the posts, some of them for the third time; and we expect to complete the exercise in a month's time, provided we get the right candidates.

4.2. During April 2007, technical exams were organized for posts of secretary and clerk, which fall under General Service category and we expect 13 posts to be filled in early July 2007.

4.3. All the necessary steps are being taken to advertise and complete the recruitment exercise by 31st December 2007. In this regard, the Commission is advertising the remaining positions and has started with posts under the following offices:

	<u>No. of Posts</u>
• Bureau of the Chairperson	1
• Directorate of Administration & Human Resources Development	15
• Directorate of Programming, Budgeting, Finance and Accounting	5
• Directorate of Medical Services	14
Total	35

The next advertisements will follow immediately after the Departments have finalized with Administration the job Profiles.

V. PROBLEMS ENCOUNTERED IN THE RECRUITMENT EXERCISE

5.1. Quota system

5.1.1. The current quota system is based on Maputo Decision of July 2003 and it affects 386 professional posts. The professional posts were subsequently increased by the Sirte and Khartoum Summits' Decisions to 457. A decision is then required on how these additional 71 professional posts should be divided among Member States.

5.1.2. When an analysis is made of the recruitment that has so far taken place, it becomes quite clear that :

- 21 Member States have already filled the quotas allocated by Maputo Decision (see Annex 5).
- More competent and qualified candidates continue to come from full and above quota countries.
- Not sufficient applications are coming from under quota countries.
- There are 6 Member States that are under sanction and therefore can't have their nationals recruited.

5.2. Gender issues

We have received fewer applications from female candidates as compared to males.

5.3. Uncompetitive remuneration

The uncompetitive remuneration by the AU Commission compared to other International Organizations does not attract competent candidates especially those from Member States that pay high salaries such as South Africa and Libya.

CONCLUSION

The progress report has been confined to the period after the January 2007 Summit in which a total of 85 staff members have been issued with Letters of Appointment. The Commission is doing its best to fill the authorized staff posts and is making an appeal that :

- A decision be taken on the quota treatment of additional 71 professional posts;
- In order to attract and retain competent staff, current remuneration proposals be favourably considered;
- Member States that have not filled their Maputo quotas to encourage their nationals to apply for professional posts that are being advertised;

- Finally, required financial resources be available on time so that this crucial exercise can be completed.

**SUCCESSFUL CANDIDATES INTERVIEWED AND
RECOMMENDED FOR RECRUITMENT**

<u>Name</u>	<u>Post</u>	<u>Grade</u>	<u>Gender</u>	<u>Nationality</u>
1 Ms. Khellaf Lamouchi Nedjat	Director for Conference Directorate	D1	Female	Algerian
2 Elizabeth Gacheke	Auditor	P2	Female	Kenyan
3 Faisal Djama	Auditor	P2	Male	Djiboutian
4 Mokone S. Joyce	Senior Auditor – Operations & MGT Matters	P3	Female	Lesotho
5 P.A. Molota	Economic & Social Affairs Officer – New York Office	P2	Female	Lesotho
6 Nashwa Kamel	Webmaster Algiers	P2	Female	Egyptian
7 Adam Amomoun	Procurement Officer	P2	Male	Niger
8 Gaafar Rizig Allah	Documentalist – SAFGRAD	P1	Male	Sudanese
9 Imed Zammit	Senior Policy Officer- Maritime & Inland Water Transport	P3	Male	Tunisian
10 Abdel F. Mabrouk Amr	Senior Scientific Officer – Entomology (IAPSC)	P3	Male	Egyptian
11 Ashraf M. Elhad Elazzazi	Senior Programme Officer - CELTHO	P3	Male	Egyptian
12 Atef Mohamed Ibrahim	Policy Officer – Renewable Energy Solar, Wind, Biogas & Geothermal	P2	Male	Egyptian

<u>Name</u>	<u>Post</u>	<u>Grade</u>	<u>Gender</u>	<u>Nationality</u>
13 Kyari Mohammed	Scientific Officer - Coordination	P2	Male	Nigerian
14 Ali I. Mousa	Senior Policy Officer- Customs	P3	Male	Comorian
15 Dauda Foday Suma	Policy Officer - Industry	P2	Male	Sierra Leone
16 Yakhdane Habib	Legal/Political Officer - Geneva	P2	Male	Tunisian
17 Abderhmane Khecha	Policy Officer – Rural Infrastructure & Marketing	P2	Male	Algerian
18 Adoum Gagoloum	Field Administration & Budget Office – Peace Support Division	P2	Male	Chadian
19 Hussein Hassan Hussein	Head of Industry Division	P5	Male	Egyptian
20 Hesham Ahmed F. Metwaly	Senior Officer – Training, Evaluations, Doctrine & Planning	P3	Male	Egyptian
21 Furuma Filipe Alimo	Policy Officer – NGO's Social and Economic Development	P2	Male	Mozambican
22 Mouaya Pouyi C. Emmanuel	Policy Officer – Alert & Prevention Studies, Analysis & Publication Specialist	P2	Male	Congo Brazzaville
23 Ghazi Ben Ahmed	Senior Economist- Brussels Office	P3	Male	Tunisian
24 Makrem Hajjem	Finance & Administration Officer – Regional Offices West & Central Africa	P2	Male	Tunisian
25 Linus S. Chata	Training and Career Development	P2	Male	Namibian
26 Sahnoun Adel	Analyst – Date Base and Documentation Unit	P2	Male	Algerian

<u>Name</u>	<u>Post</u>	<u>Grade</u>	<u>Gender</u>	<u>Nationality</u>
27 Rita Bissounauth Purbhoo	Senior Policy Officer – Education	P3	Female	Mauritius
28 Jose Alene Among	Statistician	P2	Male	Equatorial Guinea
29 Klaudomandje Nadjaldognar	Senior Policy Officer Diaspora and Conflict information conservation	P3	Male	Chad
30 Brenda Nolene Kok	Communication Officer	P2	Female	South Africa
31 Ahmed EIBasheer EIMadani	Head of Diaspora Division	P5	Male	Sudanese
32 Jalel Chelba	Head of Civil, Society Division	P5	Male	Tunisian
33 Ali Boufadene	Head of Data Base & Documentation Unit	P3	Male	Algerian
34 Cecilio Jesus Mbamesi	Senior Expert on Conflict Prevention	P3	Male	Equatorial Guinea
35 Yankey Auguste K.	Policy Officer – Information & Communication Technology	P2	Male	Ivorian
36 Khalil Mukasabi	Human Resource Development Officer (Pension, Insurance, Staff Selections, Welfare & Benefits	P2	Male	Libyan
37 Iyah A. Onuk	Team Leader – Project Management Team	P3	Male	Nigerian
38 Moctar O.A. Yedally	Head of Telecommunication & Posts Division	P5	Male	Mauritania
39 Kechiche Iadh	Documentalist / Archivist	P1	Male	Tunisian

<u>Name</u>	<u>Post</u>	<u>Grade</u>	<u>Gender</u>	<u>Nationality</u>
40 Mukwende Jacques	Senior Policy Officer - Mobilization	P3	Male	Rwandese
41 Cisse Marian Mohammed	Secretary for Africa Committee on the Rights and Welfare of the Child	P5	Female	Niger

SUCCESSFUL APPLICANTS FOR GENERAL SERVICE
CATEGORY POSTS

INTERVIEWED ON SEPTEMBER 2006

<u>Post</u>	<u>Grade Name</u>	<u>Nationality</u>	
1. Travel Assistant	GSA3	Selamawit Mehari	Ethiopian
2. Senior Travel Assistant (Travel Clerk)	GSA5	Girma Abebe Alemu	"
3. Offset Assistant & Reproduction Operator	GSA3	Ahmed Aman	"
4. Offset Assistant & Reproduction Operator	GSA3	Biniam Getu	"
5. Offset Assistant & Reproduction Operator	GSA3	Tariku Ephrem	"
6. Offset Assistant & Reproduction Operator	GSA3	Mohamed Amin Hassen	"
7. Binding Technician	GSA3	Mebrate Bekele	"
8. Film Assembly Assistant	GSA3	Workneh Kebede	"
9. Film Assembly Assistant	GSA3	Fisseha Hailu	"
10. Print Finishing Assistant	GSA3	Gizachew Teklewold	"
11. Registry Supervisor	GSA5	Hanna Tesfaye	"
12. Desk Top Publisher	GSA4	Nector Mbilima	Zambian
13. Desk Top Publisher	GSA4	Henock Ayele Lemma	Ethiopian
14. Data Processing Officer	GSA5	Evelyn Khaimba	Kenyan
15. Human Resource Data Processing Clerk	GSA5	Almaz Ayalew Yilma	Ethiopian
16. Protocol Assistant	GSA5	Beatrice Irangi	Kenyan

17.	Protocol Assistant	GSA5	Tesfaye Gemechu	Ethiopian
18.	Situation Room Assistant	GSA5	Hanna Zerihun Legesse	“
19.	Situation Room Assistant	GSA5	Orit Ibrahim	“
20.	Situation Room Assistant	GSA5	Josephine Ihnoma Nwaelugu	Nigerian
21.	Situation Room Assistant	GSA5	Fetun Antonios	Ethiopian
22.	Situation Room Assistant	GSA5	Shiferaw Degefa	“
23.	Situation Room Assistant	GSA5	Alemayehu Behabtu	“
24.	Graphic Designer	GSA4	Mesfin Aberra Bayisa	“
25.	Graphic Designer	GSA4	Chanda Boykie Kgetse	Botswana
26.	Cataloguer	GSA5	Stephen Mayega	Uganda
27.	Cataloguer	GSA5	Milka Mkemwa	Tanzanian
28.	Cataloguer	GSA5	Kirubel Getachew	Ethiopian
29.	Administrative Assistant	GSA5	Kifle Amenu	“
30.	Administrative Assistant	GSA5	Bethlehem Wogayehu	“
31.	Administrative Assistant	GSA5	Rahel Akalewolde	“
32.	Administrative Assistant	GSA5	Fikerte Bekele G/Tsadik	“
33.	Secretary	GSA4	Regina Mugabe	Tanzanian
34.	Cashier	GSA5	Thomas Lumbilla Mhanga	Tanzanian
35.	Dispenser/druggist	GSA4	Pharaoh Chayire	Zimbabwe
36.	Transport Supervisor	GSA5	Abere Shiferaw	Ethiopian
37.	Head Nurse	GSA5	Maria Msibi	Swaziland
38.	Staff Nurse	GSA4	Coulibaly Nebenbin	Ivorian

39.	Staff Nurse	GSA4	Sibongile Sithole	Zimbabwean
40.	Staff Nurse	GSA4	Tirunesh Tadesse	Ethiopian
41.	Security Supervisor	GSA5	Moges Bekele	“
42.	Security Supervisor	GSA5	Henock Abate	“
43.	Security Supervisor	GSA5	Engida Sebihat	“
44.	Staff Nurse	GSA4	Mame Madior Diongue	Senegalese

COUNTRIES OF THE 41 SELECTED CANDIDATES
FOR PROFESSIONAL POSTS SINCE JANUARY 2007
(SEE ANNEX 1)

1. Algeria
2. Chad
3. Comoros
4. Congo Brazzaville
5. Cote d'Ivoire
6. Djibouti
7. Egypt
8. Equatorial Guinea
9. Kenya
10. Lesotho
11. Libya
12. Mauritania
13. Mauritius
14. Mozambique
15. Namibia
16. Niger
17. Nigeria
18. Rwanda
19. Sierra Leone
20. South Africa
21. Sudan
22. Tunisia

STAFF DISTRIBUTION BY QUOTA AS AT 15 JUNE 2007

S/N	Country	Quota (Maputo)	Staff at post as at 31/12/03	Staff recruited as at 15/06/2007
1.	Algeria	17	3	15
2.	Angola	7	3	7
3.	Benin	5	1	5
4.	Botswana	7	0	7
5.	Burkina Faso	5	4	4
6.	Burundi	5	3	5
7.	Cameroon	8	3	10
8.	Cape Verde	5	1	1
9.	C.A.R.	5	1	1
10.	Chad	5	1	5
11.	Comoros	4	0	2
12.	Congo (Rep.)	5	1	5
13.	Côte d'Ivoire	10	3	9
14.	D.R.C.	6	1	1
15.	Djibouti	4	0	3
16.	Egypt	17	2	17
17.	Eq. Guinea	4	0	2
18.	Eritrea	5	0	1
19.	Ethiopia	7	4	9
20.	Gabon	7	0	3
21.	Gambia	4	1	4
22.	Ghana	7	7	6
23.	Guinea (Rep.)	6	1	2
24.	Guinea Bissau	4	0	0
25.	Kenya	9	4	9
26.	Lesotho	5	0	3
27.	Liberia	4	1	1
28.	Libya	17	1	9
29.	Madagascar	6	2	6
30.	Malawi	5	2	4
31.	Mali	5	3	8
32.	Mauritania	5	1	2
33.	Mauritius	7	5	6
34.	Mozambique	6	2	4
35.	Namibia	6	0	4
36.	Niger	5	2	5
37.	Nigeria	17	5	17
38.	Rwanda	5	0	5

39.	SADR	4	0	1
40.	Sao Tome & Principe	4	0	0
41.	Senegal	6	4	6
42.	Seychelles	4	0	0
43.	Sierra Leone	4	2	3
44.	Somalia	5	0	0
45.	South Africa	17	1	5
46.	Sudan	9	4	9
47.	Swaziland	5	0	1
48.	Togo	5	5	5
49.	Tunisia	15	1	13
50.	Uganda	7	4	6
51.	United Rep. of Tanzania	7	2	7
52.	Zambia	5	2	4
53.	Zimbabwe	7	1	7

**MEMBER STATES THAT HAVE FILLED THEIR QUOTAS ALLOCATED
BY MAPUTO DECISION AS AT 15 JUNE 2007**

1. Angola
2. Benin
3. Botswana
4. Burundi
5. Cameroon
6. Chad
7. Congo (Rep.)
8. Egypt
9. Ethiopia
10. Gambia
11. Kenya
12. Madagascar
13. Mali
14. Niger
15. Nigeria
16. Rwanda
17. Senegal
18. Sudan
19. Togo
20. United Rep. of Tanzania
21. Zimbabwe

EX.CL.336 (XI)
ANNEX VI

**PROPOSALS OF THE COMMISSION ON THE FORMULA FOR
THE DISTRIBUTION OF PROFESSIONAL POSTS OVER
AND ABOVE THE MAPUTO BASE FOR QUOTA**

**PROPOSALS OF THE COMMISSION ON THE FORMULA FOR
THE DISTRIBUTION OF PROFESSIONAL POSTS OVER
AND ABOVE THE MAPUTO BASE FOR QUOTA**

1. The Permanent Representatives Committee will recall that the decision EX/CL/DEC.34 (III) adopted in July 2003 in Maputo adopted a Quota System for the Commission.
2. The above quota system was determined based on the following parameters:
 - i) Status of a Member State: a minimum of four (4) posts for each country;
 - ii) The remaining posts were distributed according to the assessed contribution at the time.
3. The Maputo Decision further determined the posts that should not be subject to quota. These included:
 - i) Elected officials;
 - ii) Staff on special appointments, e.g. Special Assistants, Personal Attaché, Press Attaché, Director and Deputy Director in the Bureau of the Chairperson;
 - iii) Head of Bureau of the Deputy Chairperson;
 - iv) General Service Category Staff members
4. Based on the above parameters, the quotas were determined for each country. This quota varies from a minimum of four (4) to a maximum of seventeen (17), depending on the assessed contribution. Annex I provides the quota as per the Original Maputo Structure.
5. Decisions EX.CL/Dec. 217 (VII) adopted in Sirte, Libya in July 2005 and Ext/EC.CL/Dec. 1 (VIII) adopted in January 2006 in Khartoum (Sudan) introduced some adjustments to the Maputo structure (Part B). The current adopted structure known as adjusted Maputo Structure Part (A) and Part (B) provided for a staff complement of 912 staff as follows:-

i)	Elected Officials	10
ii)	Professional Staff	457
iii)	General Service Staff	

a) General Service A (GSA)	265
b) General Service B (GSB)	180

6. It is to be noted that still in Sirte, Libya in July 2005, the Executive Council adopted the Decision EX.CL/Dec. 223 (VII) on the Scale of assessment. The member states clearly indicated that the adoption of the new Scale of Assessment should not disturb the existing Quota System.
7. For the purposes of determining the quota by country and using the same principle stated in Maputo, the Commission is of the view that in accordance with the Maputo Decision, the following posts will not be subject to quota:

i)	Elected officials	10
ii)	GSA Staff	265
iii)	GSB Staff	180
iv)	Special Assistants to the 8 Commissioners	8
v)	Chief of Staff (Bureau of the Chairperson)	1
vi)	Deputy Chief of Staff (Bureau of the Chairperson)	1
vii)	Special Assistant to the Chairperson	1
viii)	Cabinet Attaché (Chairperson)	1
ix)	Deputy Chief of Staff (Bureau of the D/Chairperson)	1
x)	Special Assistant (Deputy Chairperson)	1
Total positions not subject to quota		469

The total number of posts subject to quota should therefore be 443, i.e. 71 posts over and above the Maputo number.

8. Based on both factors defined in paragraphs 4, 5 and 6 above, i.e. the adjustments of the structures, hence the increase in the number of staff subject to quota, the Commission wishes to propose the following formula to distribute the staff:
- a. To increase the current minimum number of four (4) per country by one (1) post for each country. If this proposal is accepted, this would increase the minimum number of posts to five (5) for each country;
 - b. That the number of posts per country based on the assessed contribution should remain unchanged as per the Sirte, July 2005 Decision;
 - c. That the quota per country should vary from a minimum of five (5) to a maximum of eighteen (18), as per annex II

- d. That the remaining posts, i.e. 18 posts at present, should be left to the Decision of the Management of the Commission to cover the gaps observed in the mathematical formula used to determine the number per country. The Management of the Commission should appoint within the limit of these 18 posts staff members, preferentially women to boost bring up their number. It is to be noted that at present the percentage of women within the Commission stands at 32.81%, a number well below the desired level. In the Professional Category, where most of the posts are subject to quota, female staff represent 26.79% against 73.21% for male staff.
9. The concerns of the Commission on its inability to recruit women also was expressed by the Permanent Representatives' Committee. The Commission intends to recruit more women candidates. As a result, the Commission wishes to request the Executive Council to reconsider the current rule (Article 15 (a) of the Staff Rules) regarding non-employment of spouses and other relatives of staff. It is the opinion of the Commission that employment of spouses of staff and other relatives should now be accepted as long as there is no direct supervision between the spouses. However, spouses to be recruited should have the relevant profile for the job. Such decision would certainly improve the chances of the Commission to getting good quality of women candidates. The proposal of the employment of the Commission staff spouses and relatives is based on the following realities:
- i) The population of the Commission is becoming more and younger. It is therefore difficult for the Commission to separate young couples;
 - ii) Employment of spouses of staff members would improve the chances of the Commission to getting good quality women candidates at minimum recruitment costs without compromising quality;
 - iii) The United Nations introduced such rules and being members of the United Nations, it would be appropriate that the AU follows this pattern;
 - iv) Employment of spouses is nowadays a basic Human Rights issue and the Commission should not be seen as promoting discrimination among couples.

APPROVED QUOTA WITH A BASIC NUMBER OF FOUR (4) STAFF PER COUNTRY PLUS ASSESSED CONTRIBUTIONS					
#	MEMBER STATE	ASSESSED %	NUMBER OF POSTS BASED ON		TOTAL POST
			MEMBERSHIP	CONTRIBUTION	
1	Algeria	8.25	4	13	17
2	Angola	1.68	4	3	7
3	Benin	0.75	4	1	5
4	Botswana	1.75	4	3	7
5	Burkina Faso	0.75	4	1	5
6	Burundi	0.75	4	1	5
7	Cameroon	3.04	4	5	9
8	Cape Verde	0.75	4	1	5
9	Central African Republic	0.75	4	1	5
10	Chad	0.75	4	1	5
11	Comoros	0.25	4	0	4
12	Congo	0.75	4	1	5
13	Cote d'Ivoire	3.59	4	6	10
14	Democratic Rep. Of Congo	1.39	4	2	6
15	Djibouti	0.25	4	0	4
16	Egypt	8.25	4	13	17
17	Equatorial Guinea	0.25	4	0	4
18	Eritrea	0.75	4	1	5
19	Ethiopia	1.63	4	3	7
20	Gabon	1.62	4	3	7
21	Gambia	0.25	4	0	4
22	Ghana	1.91	4	3	7
23	Guinea	1.20	4	2	6
24	Guinea Bissau	0.25	4	0	4
25	Kenya	2.92	4	5	9
26	Lesotho	0.75	4	1	5
27	Liberia	0.25	4	0	4
28	Libyan Arab Jamahiriya	8.25	4	13	17
29	Madagascar	1.05	4	2	6
30	Malawi	0.75	4	1	5
31	Mali	0.75	4	1	5
32	Mauritania	0.75	4	1	5
33	Mauritius	1.59	4	3	7
34	Mozambique	0.95	4	2	6
35	Namibia	1.38	4	2	6
36	Niger	0.75	4	1	5
37	Nigeria	8.25	4	13	17
38	Rwanda	0.75	4	1	5
39	Saharawi Arab Dem. Rep.	0.25	4	0	4
40	Sao Tome & Principe	0.25	4	0	4

41	Senegal	1.54	4	2	6
42	Seychelles	0.25	4	0	4
43	Sierra Leone	0.25	4	0	4
44	Somalia	0.75	4	1	5
45	South Africa	8.25	4	13	17
46	Sudan	2.99	4	5	9
47	Swaziland	0.75	4	1	5
48	Togo	0.75	4	1	5
49	Tunisia	6.89	4	11	15
50	Uganda	1.86	4	3	7
51	United Republic of Tanzania	1.70	4	3	7
52	Zambia	0.75	4	1	5
53	Zimbabwe	2.07	4	3	7
	TOTAL	100	212	160	372

NOTE

TOTAL NUMBER OF POSTS:	758
POSTS NOT INCLUDED IN THE QUOTA:	
* ELECTED OFFICIALS:	10
* SPECIAL APPOINTEES:	14
* GENERAL SERVICE STAFF:	362
NUMBER OF POSTS NOT SUBJECTED TO QUOTA:	386
NUMBER OF POSTS SUBJECTED TO QUOTA:	372
NUMBER OF POSTS AS PER STATUS MEMBER STATE	212
NUMBER OF POSTS TO DISTRIBUTE AS PER CONTRIBUTION	160

I. PROPOSED QUOTA WITH A BASIC NUMBER OF FIVE (5) STAFF					
II. PER COUNTRY PLUS ASSESSED CONTRIBUTIONS					
#	MEMBER STATE	ASSESSED %	NUMBER OF POSTS BASED ON		TOTAL POST
			MEMBERSHIP	CONTRIBUTION	
1	Algeria	15.00	5	13	18
2	Angola	0.83	5	3	8
3	Benin	0.34	5	1	6
4	Botswana	0.83	5	3	8
5	Burkina Faso	0.41	5	1	6
6	Burundi	0.06	5	1	6
7	Cameroon	1.54	5	5	10
8	Cape Verde	0.16	5	1	6
9	Central African Republic	0.11	5	1	6
10	Chad	0.23	5	1	6
11	Comoros	0.03	5	0	5
12	Congo	0.31	5	1	6
13	Cote d'Ivoire	1.61	5	6	11
14	Democratic Rep. Of Congo	0.49	5	2	7
15	Djibouti	0.08	5	0	5
16	Egypt	15.00	5	13	18
17	Equatorial Guinea	0.32	5	0	5
18	Eritrea	0.08	5	1	6
19	Ethiopia	0.63	5	3	8
20	Gabon	0.62	5	3	8
21	Gambia	0.04	5	0	5
22	Ghana	0.69	5	3	8
23	Guinea	0.38	5	2	7
24	Guinea Bissau	0.02	5	0	5
25	Kenya	1.44	5	5	10
26	Lesotho	0.14	5	1	6
27	Liberia	0.04	5	0	5
28	Libyan Arab Jamahiriya	15.00	5	13	18
29	Madagascar	0.48	5	2	7
30	Malawi	0.18	5	1	6
31	Mali	0.40	5	1	6
32	Mauritania	0.11	5	1	6
33	Mauritius	0.71	5	3	8
34	Mozambique	0.43	5	2	7
35	Namibia	0.49	5	2	7
36	Niger	0.23	5	1	6
37	Nigeria	15.00	5	13	18
38	Rwanda	0.19	5	1	6
39	Saharawi Arab Dem. Rep.	0.05	5	0	5
40	Sao Tome & Principe	0.01	5	0	5
41	Senegal	0.74	5	2	7
42	Seychelles	0.09	5	0	5

43	Sierra Leone	0.07	5	0	5
44	Somalia	0.13	5	1	6
45	South Africa	15.00	5	13	18
46	Sudan	1.86	5	5	10
47	Swaziland	0.21	5	1	6
48	Togo	0.16	5	1	6
49	Tunisia	2.96	5	11	16
50	Uganda	0.77	5	3	8
51	United Republic of Tanzania	1.09	5	3	8
52	Zambia	0.44	5	1	6
53	Zimbabwe	1.77	5	3	8
	TOTAL	100	265	154	419

NOTE

TOTAL NUMBER OF POSTS: 912

POSTS NOT INCLUDED IN THE QUOTA:

* ELECTED OFFICIALS: 10

* SPECIAL APPOINTEES: 14

* GENERAL SERVICE STAFF: 445

NUMBER OF POSTS NOT SUBJECTED TO QUOTA: 469

NUMBER OF POSTS SUBJECTED TO QUOTA: 443

423 posts distributed according to membership and assessed contributions

Remaining 18 posts for Management to recruit good quality staff and more women

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