

**DECISION ON STRUCTURAL REFORMS**  
**Doc. EX.CL/687(XX)i**

**The Executive Council,**

1. **TAKES NOTE** of the Report of the Permanent Representatives' Committee (PRC) on Structural Reforms and the recommendations contained therein;
2. **ADOPTS** the recommendations on Structural Reforms contained in Document EX.CL/687(XX)i as follows:
  - i) the Structure of the African Union (AU) Advisory Board on Corruption composed of seven (7) posts to be implemented over a period of three (3) years;
  - ii) the revised Structure of the African Court on Human and People's Rights (AfCHPR) composed of ninety (90) posts. The new forty four (44) additional posts to be implemented over a period of five (5) years;
  - iii) the Structure of the Administration & Facility Management Division within the Directorate of Administration and Human Resource Management of the Commission composed of one hundred eighteen (118) posts of which the eighteen (18) additional posts be implemented within the approved numbers and budget of the financial year 2012.
3. **REQUESTS** the PRC, through its Sub-Committee on Structural Reforms, to reconsider the proposals by the NEPAD Planning and Coordinating Agency (NPCA) and the Pan African Parliament (PAP), and make appropriate recommendations to the next Ordinary Session of the Executive Council in June 2012;
4. **ALSO REQUESTS** the Commission and all the other A U Organs to submit their recruitment plan to the PRC during its consideration of the AU annual budget, to adhere strictly to the recruitment plan and the modalities for the implementation of the Structure approved by this Decision; and that the recruitment and selection process be done in accordance with Regulation 6.4 of the AU Staff Regulations and Rules; taking into consideration the criteria of geographical distribution, gender balance, avoidance of overlapping of functions with existing structures and financial availability;
5. **DECIDES** with regard to the AU Advisory Board on Corruption that:
  - i) All vacancies shall be open for competition by both existing staff and external candidates through a fully transparent, equitable and fair process;
  - ii) The recruitment process shall be overseen and supervised by the Commission;

- iii) The recruitment for all professional positions shall be governed by and merged with the overall quota distribution, geographical distribution and gender balance of the Commission.
6. **REQUESTS** the PRC, through its Sub-Committee on Structural Reforms, to consider the remaining proposals of the Commission and to submit its recommendations to the next Ordinary Session of the Executive Council in July 2012;
7. **ALSO REQUESTS** the Commission and the PRC, through its Sub- Committee on Structural Reforms, to consider the structure of the African Peer Review Mechanism (APRM) pursuant to Decision Assembly/AU/Dec.198(XI) adopted by the Eleventh Ordinary Session of the Assembly in Sharm El Sheikh, Egypt, in July 2008 related to the integration of the APRM into the structure and systems of the African Union, and to submit a report to the next Ordinary Session of the Executive Council in June 2012 through the PRC;
8. **FURTHER REQUESTS** the Commission to report on the implementation of this Decision to the next ordinary session of the Executive Council in June 2012.