DECISION ON THE REPORTS OF THE SUB-COMMITTEES OF THE PERMANENT REPRESENTATIVES’ COMMITTEE (PRC)

The Executive Council,

1. **TAKES NOTE** of the PRC recommendations on the Reports of its Subcommittees, taking into account observations made by Member States;

1. **SUB-COMMITTEE ON STRUCTURAL REFORMS - Doc: EX.CL/1280(XXXIX)**

2. **RECALLS** the following Decisions that created Organs, Representational, Technical and Specialized Offices:

   a) Executive Council Decision EX.CL/Dec. 1057(XXXV) taken in Niger in July 2019, requesting the Commission to submit to the PRC the financial, legal and structural implications for the opening of the Beijing Office, for onward submission to the Executive Council for consideration in February 2020, in order to regularize the legal status of the AU Beijing Office;

   b) Assembly Decision Assembly/AU/Dec.750(XXXIII) taken in Ethiopia in February 2020, approving the new AUC Departmental Structure;

   c) Executive Council Decision EX.CL/Dec.986(XXXII) taken in Ethiopia in February 2018 approving the proposed structure of the Secretariat for the Economic Social and Cultural Council (ECOSOCC), and the Executive Council Decision EX.CL/Dec. 1115(XXXVIII) of February 2021, requesting The ECOSOCC Secretariat to present its structural, financial and legal implications in accordance with the due process in place and report back to the 39th Ordinary Session of the Executive Council in July 2021;


   e) Executive Council Decision EX.CL/Dec. 987(XXXI) endorsing the establishment of Distance and E-Learning arm of the Pan African University (PAU) (PAVEU) in January 2018;
Executive Council Decision EX.CL/Dec. 1074(XXXVI) para 64 in February 2020 recommending to the Assembly that the structure and the staffing of the AfCFTA Secretariat should be done in two phases, namely:

- First Phase be initial recruitment of the Secretary General, four (4) Directors and essential staff; and
- Second phase be the positions to be filled after adoption of a permanent structure and budget, reviewing the appropriate functions of the appointed Directors and their exact number.


3. **RECOMMENDS** to the Assembly the following proposed structures for adoption:

   a) AU Permanent Representation Office in Beijing, China

<table>
<thead>
<tr>
<th>Position title</th>
<th>Grade</th>
<th>Number of posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Representative</td>
<td>P6</td>
<td>1</td>
</tr>
<tr>
<td>Senior Policy Officer in charge of economic and commercial cooperation</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>Senior Policy Officer in charge of technical cooperation, technology, science and education</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>Senior Policy Officer in charge of promotion of Culture, Tourism and Engagement of the Diaspora</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>Legal Officer</td>
<td>P2</td>
<td>1</td>
</tr>
<tr>
<td>Finance and Administrative Officer</td>
<td>P2</td>
<td>1</td>
</tr>
<tr>
<td>Secretary</td>
<td>GSA4</td>
<td>1</td>
</tr>
<tr>
<td>Secretary/Receptionist</td>
<td>GSA4</td>
<td>1</td>
</tr>
<tr>
<td>Cleaner/Mail Runner</td>
<td>GSB6</td>
<td>1</td>
</tr>
<tr>
<td>Drivers</td>
<td>GSB7</td>
<td>1</td>
</tr>
<tr>
<td>Drivers</td>
<td>GSB7</td>
<td>1</td>
</tr>
</tbody>
</table>

   **Total number of posts on structure** 11

   The annual estimated staff cost is $1,277,164. The recruitment of those positions should be phased and subject to budget availability.

   b) Office Safety and Security Services in AU Commission, Addis Ababa, Ethiopia

<table>
<thead>
<tr>
<th>Title</th>
<th>Grade</th>
<th>No of Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

   Title

   Grade

   No of Positions
The annual estimated staff cost is $5,613,143. The recruitment of those positions should be phased as per the Transition Plan.

c) Economic, Social & Cultural Council (ECOSOCC) in Lusaka, Zambia

<table>
<thead>
<tr>
<th>Position title</th>
<th>Grade</th>
<th>Number of Posts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head of Secretariat Office</td>
<td></td>
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</tr>
<tr>
<td>Executive Secretary</td>
<td>P6</td>
<td>1</td>
</tr>
<tr>
<td>Senior Legal Officer</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>Protocol officer</td>
<td>P1</td>
<td>1</td>
</tr>
<tr>
<td>Secretary</td>
<td>GSA4</td>
<td>1</td>
</tr>
</tbody>
</table>
The annual estimated staff cost is $1,564,585. The recruitment of those positions should be phased and subject to budget availability.

d) African Peer Review Mechanism (APRM) in Midrand, South Africa

<table>
<thead>
<tr>
<th>No</th>
<th>Title</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Chief Executive Officer</td>
<td>SP3</td>
</tr>
<tr>
<td>2</td>
<td>Chief of Staff</td>
<td>P6</td>
</tr>
<tr>
<td>3</td>
<td>Technical Advisor- Governance, Reviews and Assessments</td>
<td>P5</td>
</tr>
<tr>
<td></td>
<td>Position</td>
<td>Grade</td>
</tr>
<tr>
<td>---</td>
<td>----------------------------------------------</td>
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</tr>
<tr>
<td>4</td>
<td>Special Assistant to CEO</td>
<td>P3</td>
</tr>
<tr>
<td>5</td>
<td>Private Secretary</td>
<td>GSA5</td>
</tr>
<tr>
<td>6</td>
<td>Senior Auditor</td>
<td>P3</td>
</tr>
<tr>
<td>7</td>
<td>Senior AU Liaison Officer</td>
<td>P3</td>
</tr>
<tr>
<td>8</td>
<td>Senior Early Warning and Conflict Prevention Officer</td>
<td>P3</td>
</tr>
<tr>
<td>9</td>
<td>Senior Panel and Focal Point Officer</td>
<td>P3</td>
</tr>
<tr>
<td>10</td>
<td>Protocol Officer</td>
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<tr>
<td>11</td>
<td>Driver</td>
<td>GSB7</td>
</tr>
<tr>
<td>12</td>
<td>Household Staff</td>
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<tr>
<td>13</td>
<td>Administration Assistant</td>
<td>GSA5</td>
</tr>
<tr>
<td>14</td>
<td>Administration Assistant</td>
<td>GSA5</td>
</tr>
<tr>
<td>15</td>
<td>Principal Strategic Planning Officer</td>
<td>P4</td>
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<tr>
<td>16</td>
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<td>P2</td>
</tr>
<tr>
<td>17</td>
<td>Senior Risk Officer</td>
<td>P3</td>
</tr>
<tr>
<td>18</td>
<td>Senior Technical Cooperation and Resource Mobilization Officer</td>
<td>P3</td>
</tr>
<tr>
<td>19</td>
<td>Technical Cooperation and Resource Mobilization Officer</td>
<td>P2</td>
</tr>
<tr>
<td>20</td>
<td>Senior Information and Communication Officer</td>
<td>P3</td>
</tr>
<tr>
<td>21</td>
<td>Communications Officer</td>
<td>P2</td>
</tr>
<tr>
<td>22</td>
<td>Publishing Officer</td>
<td>P2</td>
</tr>
<tr>
<td>23</td>
<td>Interpreter/ Translator</td>
<td>P4</td>
</tr>
<tr>
<td>24</td>
<td>Translator</td>
<td>P3</td>
</tr>
<tr>
<td>25</td>
<td>Translator</td>
<td>P3</td>
</tr>
<tr>
<td>26</td>
<td>Documentalist/Librarian</td>
<td>P1</td>
</tr>
<tr>
<td>27</td>
<td>Principal Legal Counsel</td>
<td>P4</td>
</tr>
<tr>
<td>28</td>
<td>Legal Officer</td>
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<tr>
<td>29</td>
<td>Director</td>
<td>D1</td>
</tr>
<tr>
<td>30</td>
<td>Admin Assistant</td>
<td>GSA5</td>
</tr>
<tr>
<td>31</td>
<td>Head of Corporate Service Division</td>
<td>P5</td>
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<tr>
<td>32</td>
<td>Admin Assistant</td>
<td>GSA5</td>
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<tr>
<td>33</td>
<td>Senior HR Officer</td>
<td>P3</td>
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<tr>
<td>34</td>
<td>HR Officer</td>
<td>P2</td>
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<tr>
<td>35</td>
<td>Payroll Officer</td>
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<tr>
<td></td>
<td><strong>Strategic Planning Unit</strong></td>
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<tr>
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<td><strong>Technical Cooperation and Resource Mobilization Unit</strong></td>
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<td><strong>Media and Communications Unit</strong></td>
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<td><strong>Conference Management Division Unit</strong></td>
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<tr>
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<td><strong>Legal Unit</strong></td>
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<tr>
<td></td>
<td><strong>Directorate of Operations</strong></td>
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<td><strong>Human Resource Unit</strong></td>
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<tr>
<td>36</td>
<td>HR Assistant</td>
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<tr>
<td>37</td>
<td>Senior IT Officer</td>
<td>P3</td>
</tr>
<tr>
<td>38</td>
<td>Infrastructure &amp; Network Officer</td>
<td>P2</td>
</tr>
<tr>
<td>39</td>
<td>Systems &amp; Security Officer</td>
<td>P2</td>
</tr>
<tr>
<td>40</td>
<td>IT Assistant</td>
<td>GSA5</td>
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**IT Unit**

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<tbody>
<tr>
<td>37</td>
<td>Senior IT Officer</td>
<td>P3</td>
</tr>
<tr>
<td>38</td>
<td>Infrastructure &amp; Network Officer</td>
<td>P2</td>
</tr>
<tr>
<td>39</td>
<td>Systems &amp; Security Officer</td>
<td>P2</td>
</tr>
<tr>
<td>40</td>
<td>IT Assistant</td>
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**Procurement and Facilities Unit**

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<tr>
<td>41</td>
<td>Senior Procurement and Travel Officer</td>
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<tr>
<td>42</td>
<td>Procurement Officer</td>
<td>P2</td>
</tr>
<tr>
<td>43</td>
<td>Procurement Officer - Grant</td>
<td>P2</td>
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<tr>
<td>44</td>
<td>Procurement Assistant</td>
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<tr>
<td>45</td>
<td>Travel Officer</td>
<td>P1</td>
</tr>
<tr>
<td>46</td>
<td>Travel Assistant</td>
<td>GSA5</td>
</tr>
<tr>
<td>47</td>
<td>Administration &amp; Facilities Officer</td>
<td>P1</td>
</tr>
<tr>
<td>48</td>
<td>Security &amp; Safety Officer</td>
<td>P1</td>
</tr>
<tr>
<td>49</td>
<td>Record Controlling Assistant</td>
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<tr>
<td>50</td>
<td>Secretary/Receptionist</td>
<td>GSA4</td>
</tr>
<tr>
<td>51</td>
<td>Driver/Messenger</td>
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<td>52</td>
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**Finance Division**

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<tr>
<td>53</td>
<td>Head of Division</td>
<td>P5</td>
</tr>
<tr>
<td>54</td>
<td>Senior Finance Officer - Accounting</td>
<td>P3</td>
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<tr>
<td>55</td>
<td>Finance Officer - Accounting</td>
<td>P2</td>
</tr>
<tr>
<td>56</td>
<td>Senior Budget Officer</td>
<td>P3</td>
</tr>
<tr>
<td>57</td>
<td>Finance Officer - Budget/Grant</td>
<td>P2</td>
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<td>58</td>
<td>Treasury Officer</td>
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<tr>
<td>59</td>
<td>Certifying Officer</td>
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<tr>
<td>60</td>
<td>Assistant Accountant</td>
<td>GSA5</td>
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<tr>
<td>61</td>
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<td>GSA5</td>
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**Directorate Country Review and Assessment**

<table>
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<tr>
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<th>Position</th>
<th>Grade</th>
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<tbody>
<tr>
<td>62</td>
<td>Director</td>
<td>D1</td>
</tr>
<tr>
<td>63</td>
<td>Admin Assistant</td>
<td>GSA5</td>
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<tr>
<td>64</td>
<td>Admin Assistant</td>
<td>GSA5</td>
</tr>
<tr>
<td>65</td>
<td>Regional Coordinator North, West and Central Africa</td>
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<tr>
<td>66</td>
<td>Regional Coordinator East and Southern Africa</td>
<td>P5</td>
</tr>
<tr>
<td>67</td>
<td>Senior Country Review Officer - Economic Governance</td>
<td>P3</td>
</tr>
<tr>
<td>68</td>
<td>Country Review Officer - Economic Governance</td>
<td>P2</td>
</tr>
<tr>
<td>69</td>
<td>Senior Country Review Officer - Democracy and Political Governance</td>
<td>P3</td>
</tr>
<tr>
<td>70</td>
<td>Country Review Officer - Democracy and Political Governance</td>
<td>P2</td>
</tr>
<tr>
<td>ID</td>
<td>Position</td>
<td>Rank</td>
</tr>
<tr>
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</tr>
<tr>
<td>71</td>
<td>Senior Country Review Officer - Corporate Governance</td>
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<tr>
<td>72</td>
<td>Country Review Officer - Corporate Governance</td>
<td>P2</td>
</tr>
<tr>
<td>73</td>
<td>Senior Country Review Officer - State Resilience</td>
<td>P3</td>
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<tr>
<td>74</td>
<td>Country Review Officer - State Resilience</td>
<td>P2</td>
</tr>
<tr>
<td>75</td>
<td>Senior Country Review Officer Socio Economic Development, Gender Officer</td>
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<tr>
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<td>Country Review Socio-Economic Development, Gender Officer</td>
<td>P2</td>
</tr>
<tr>
<td>77</td>
<td>Directorate for Governance &amp; Specialized Reporting</td>
<td></td>
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<tr>
<td>78</td>
<td>Director</td>
<td>D1</td>
</tr>
<tr>
<td>79</td>
<td>Governance Reporting Division</td>
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<td>80</td>
<td>Head of Governance Reporting Division</td>
<td>P5</td>
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<tr>
<td>81</td>
<td>Admin Assistant</td>
<td>GSA5</td>
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<tr>
<td>82</td>
<td>Senior Corporate Governance Research Officer</td>
<td>P3</td>
</tr>
<tr>
<td>83</td>
<td>Senior Political Governance Research Officer</td>
<td>P3</td>
</tr>
<tr>
<td>84</td>
<td>Senior Economic Governance Research Officer</td>
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</tr>
<tr>
<td>85</td>
<td>Senior Socio Economic Development Research Officer</td>
<td>P3</td>
</tr>
<tr>
<td>86</td>
<td>Senior State Resilience Research Officer</td>
<td>P3</td>
</tr>
<tr>
<td>87</td>
<td>Senior Research, Methodology and Development Officer</td>
<td>P3</td>
</tr>
<tr>
<td>88</td>
<td>Senior Africa Governance Report Officer</td>
<td>P3</td>
</tr>
<tr>
<td>89</td>
<td>Senior National Governance Report Officer</td>
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<tr>
<td>90</td>
<td>National Governance Reporting Officer</td>
<td>P1</td>
</tr>
<tr>
<td>91</td>
<td>Credit Rating Division</td>
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<tr>
<td>92</td>
<td>Head of Research, Credit Rating, Advisory Division</td>
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<tr>
<td>93</td>
<td>Admin Assistant</td>
<td>GSA5</td>
</tr>
<tr>
<td>94</td>
<td>Senior Credit Officer</td>
<td>P3</td>
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<tr>
<td>95</td>
<td>Credit Rating Agency Officer</td>
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</tr>
<tr>
<td>96</td>
<td>Directorate Monitoring and Evaluation</td>
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<tr>
<td>97</td>
<td>Monitoring &amp; Evaluation of National Governance Programmes</td>
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<td>Head of Monitoring &amp; Evaluation of National Governance Programmes</td>
<td>P5</td>
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<tr>
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<td>----</td>
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<tr>
<td>102</td>
<td>Monitoring &amp; Evaluation of National Governance Programmes Officer</td>
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</tr>
<tr>
<td>103</td>
<td>Senior Statistician</td>
<td>P3</td>
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<tr>
<td>104</td>
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</tr>
<tr>
<td>105</td>
<td>Programme Officer</td>
<td>P1</td>
</tr>
<tr>
<td>106</td>
<td>Programme Officer</td>
<td>P1</td>
</tr>
<tr>
<td>107</td>
<td>Database Administrator</td>
<td>P2</td>
</tr>
<tr>
<td>108</td>
<td>Senior Economist</td>
<td>P3</td>
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**Monitoring & Evaluation of Continental & Global Governance Programmes**

<table>
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<th>No</th>
<th>Title</th>
<th>Grade</th>
<th>No of Posts</th>
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<tbody>
<tr>
<td>109</td>
<td>Head of Monitoring &amp; Evaluation of Continental &amp; Global Governance Programmes</td>
<td>P5</td>
<td></td>
</tr>
<tr>
<td>110</td>
<td>Senior Programme Officer Continental &amp; Global Governance Programmes</td>
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<td>111</td>
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<tr>
<td>112</td>
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<td>P2</td>
<td></td>
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<tr>
<td>114</td>
<td>Programme Assistant</td>
<td>GSA5</td>
<td></td>
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The annual estimated staff cost is $11,417,711. The recruitment of those positions should be phased over a period of three (3) years and subject to budget availability.

e) Pan African Virtual E-University (PAVEU) in Yaounde, Cameroon

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<tr>
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<th>Grade</th>
<th>No of Posts</th>
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<tbody>
<tr>
<td>1 Director</td>
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</tr>
<tr>
<td>2 Academic Affairs Coordinator</td>
<td>P4</td>
<td>1</td>
</tr>
<tr>
<td>3 Senior Content Development Officer</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>4 Senior Learner support Officer</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>5 Instructional Designer</td>
<td>P3</td>
<td>1</td>
</tr>
<tr>
<td>6 Educational Technologist</td>
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**TOTAL**

The annual estimated staff cost is $1,213,359. The recruitment of those positions should be phased and subject to budget availability.
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### Protocol Division

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### Conference and Languages Division

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### Directorate of Trade in Goods and Competition

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### Market Access Division

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### Rules of Origin Division


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**Non-Tariff Measures Division**

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**Trade Remedies Division**

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**Competition Policy Division**

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**Customs Enforcements Division**

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**Transit and Trade Facilitation Division**

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**Customs Capacity Building and Training Division**

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**Directorate of Trade in Services, Investment, PR and Digital Trade**

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**General Legal Affairs Division**

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| 158 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 159 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 160 | Legal | Principal Legal Officer (P4) | P4 | Phase II |
| 161 | Legal | Senior Legal Officer (P3) | P3 | Phase II |
| 162 | Legal | Senior Legal Officer (P3) | P3 | Phase II |
| 163 | Legal | Legal Officer (P2) | P2 | Phase II |
| 164 | Legal | Legal Officer (P2) | P2 | Phase II |
| 165 | Legal | Associate Legal Officer (P1) | P1 | Phase II |
| 166 | Legal | Associate Legal Officer (P1) | P1 | Phase II |

**Directorate of Administration of Human Resources Management**

| 167 |  | Director of Administration and Human Resources Management | D1 | Approved-Phase I |
| 168 | AHRM | Bilingual Secretary (GSA5) | GSA5 | Phase II |
| 169 | AHRM | Senior Record Assistant (GSA3) | GSA3 | Phase II |
| 170 | AHRM | Administrative Assistant - Divisions (GSA5) | GSA5 | Phase II |

**Administration and Human Resources Management Division**

<p>| 171 | AHRM | Head of Administration and Human Resources Management (P5) | P5 | Approved-Phase I |
| 172 | AHRM | Senior HR Generalist (P4) | P4 | Phase II |
| 173 | AHRM | Recruitment Officer (P2) | P2 | Phase II |
| 174 | AHRM | Recruitment Officer (P1) | P1 | Phase II |
| 175 | AHRM | HR Generalist and Payroll Officer (P2) | P2 | Phase II |
| 176 | AHRM | HR Assistant (GSA5) | GSA5 | Phase II |
| 177 | AHRM | Snr. HR Records Assistant (GSA3) | GSA3 | Phase II |
| 178 | AHRM | Recruitment Operations specialist (GSA5) | GSA5 | Phase II |
| 179 | AHRM | Operations and Benefits Specialist (GSA5) | GSA5 | Phase II |
| 180 | AHRM | Administrative Assistant (GSA5) | GSA5 | Phase II |
| 181 | AHRM | Secretary (GSA4) | GSA4 | Phase II |
| 182 | AHRM | Internal Medicine/Doctor (P4) | P4 | Phase II |
| 183 | AHRM | Nursing Officer (P1) | P1 | Phase II |
| 184 | AHRM | Medical Secretary (GSA4) | GSA4 | Phase II |
| 185 | AHRM | Senior Administration Officer (P3) | P3 | Phase II |</p>
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**Directorate of Finance**

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**Accounting, Budget and Financial Management Division**

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**Strategic Planning, Resource Mobilisation & Partnerships Division**

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The annual estimated staff cost is $29,388,489.25. The recruitment of those positions should be phased over a period of four (4) years and subject to budget availability.

g) African Space Agency (AfSA) in Cairo, Egypt

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The annual estimated staff cost is $29,388,489.25. The recruitment of those positions should be phased over a period of four (4) years and subject to budget availability.
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</tr>
<tr>
<td><strong>Senior Officers</strong></td>
<td>P3</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td><strong>Officers</strong></td>
<td>P2</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td><strong>Administrative Assistant</strong></td>
<td>GSA5</td>
<td>1</td>
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</table>

**Systems, Robotics, & Space Infrastructure Management Division**

<table>
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<tr>
<th>Role</th>
<th>Senior Officers</th>
<th>Officers</th>
<th>Administrative Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head</td>
<td>P5</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Senior Officers</strong></td>
<td>P3</td>
<td>2</td>
<td></td>
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<tr>
<td><strong>Officers</strong></td>
<td>P2</td>
<td>4</td>
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<tr>
<td><strong>Administrative Assistant</strong></td>
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**Assembly, Integration & Testing Division**

<table>
<thead>
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<th>Role</th>
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<th>Officers</th>
<th>Administrative Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head</td>
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<td>1</td>
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</tr>
<tr>
<td><strong>Senior Officers</strong></td>
<td>P3</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td><strong>Officers</strong></td>
<td>P2</td>
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<tr>
<td><strong>Administrative Assistant</strong></td>
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**INNOVATION, RESEARCH & DEVELOPMENT DIRECTORATE**

**Space industry & Business Development Division**

<table>
<thead>
<tr>
<th>Role</th>
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<th>Officers</th>
<th>Administrative Assistant</th>
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</thead>
<tbody>
<tr>
<td>Head</td>
<td>P5</td>
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</tr>
<tr>
<td><strong>Senior Officers</strong></td>
<td>P3</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Officers</strong></td>
<td>P2</td>
<td>2</td>
<td></td>
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<tr>
<td><strong>Administrative Assistant</strong></td>
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**Capacity, Learning & Skills Development Division**

<table>
<thead>
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<th>Officers</th>
<th>Administrative Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head</td>
<td>P5</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Senior Officers</strong></td>
<td>P3</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Officers</strong></td>
<td>P2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td><strong>Administrative Assistant</strong></td>
<td>GSA5</td>
<td>1</td>
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</table>

**Knowledge Management Division**

<table>
<thead>
<tr>
<th>Role</th>
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<th>Administrative Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head</td>
<td>P5</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>
The annual estimated staff cost is $13,101,302.48. The recruitment of those positions should be phased over a period of three (3) years and subject to budget availability.

4. DECIDES that the implementation of the above structures should be phased and subject to budget availability;

5. DECIDES that the recruitment process should be undertaken in line with the Merit Based Recruitment System (MBRS) and AU wide quota system;

6. DECIDES to take stock of progress in the implementation of the above mentioned structures after each implementation phase.

II. THE SUB-COMMITTEE ON GENERAL SUPERVISION AND COORDINATION ON BUDGETARY, FINANCIAL AND ADMINISTRATIVE MATTERS - Doc. EX.CL/1281 (XXXIX)

7. TAKES NOTE of the PRC recommendations on the Reports of its Subcommittees:


A. Supplementary Budget Request for 2021

8. APPROVES the total supplementary budget request of US$102,045,433 for the year 2021 of which US$12,017,328 is for Operational budget while US$90,028,105 is for Programs, with the below breakdown on funding sources:

   i. US$12,474,064 to be funded from the Administrative Pool Fund
   ii. US$2,384,036 to be funded from the Maintenance Fund
   iii. US$12,652,250 to be funded from the Reserves Fund
   iv. US$74,535,082 to be funded from international partners

<table>
<thead>
<tr>
<th>Organ</th>
<th>Administrative Fund</th>
<th>Maintenance Fund</th>
<th>Reserves</th>
<th>Partners</th>
<th>Total</th>
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<tr>
<td></td>
<td>Operation Budget</td>
<td>Program Budget</td>
<td>Total</td>
<td>Operation Budget</td>
<td>Program Budget</td>
</tr>
<tr>
<td>AUC</td>
<td>3,935,290</td>
<td>7,408,272</td>
<td>11,343,562</td>
<td>1,043,236</td>
<td>1,056,450</td>
</tr>
<tr>
<td>ACERWC</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
9. **ALSO APPROVES** a budget of **US$4,533,707** to be funded from reallocation of internal-savings as follows:

<table>
<thead>
<tr>
<th>Organ</th>
<th>Savings</th>
<th>Reallocation</th>
<th>Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSOs - HRMOM in Burundi</td>
<td>4,533,707</td>
<td>4,533,707</td>
<td>Korean Fund</td>
</tr>
<tr>
<td>AUC - PAPS</td>
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<td></td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>4,533,707</td>
<td>4,533,707</td>
<td>Korean Fund</td>
</tr>
</tbody>
</table>

10. **COMMENDS** the governments of Kenya and Cameroon for the voluntary financial support provided to Pan African University as well as the governments of South Africa and Nigeria for financially supporting the office of the Chairperson;

11. **ALSO REQUESTS** the F15 to devise a methodology that put a threshold on an amount to be drawn from the Reserve Fund as well as come up with a budget matrix that assist the Commission prepare results based budgets;

12. **DIRECTS** the Commission that with effect from the 2021 budget there shall be only one (1) supplementary budget requests in a year, which will be considered only if such requests meet the stipulated requirements of the AU Financial Rules and Regulations;

13. **FURTHER DIRECTS** that the audited budget execution report for period preceding the requests shall be presented prior to the consideration of supplementary budget requests;

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22. \(^1\) Includes ceiling of $50 million to be mobilized from Partners for Covid-19 Emergence Preparedness and Response
14. **FURTHER DIRECTS** that supplementary budget requests for 2022 and beyond shall not exceed 15% of the initial approved regular budget, and shall be adhere to provisions of the AU Financial Rules and Regulations;

**B. Decision on the African Union Budget for 2022**

15. **TAKES NOTE** of the Reports of the PRC and Joint Sitting its Sub-Committee on General Supervision and Coordination on Budgetary, Financial and Administrative Matters, Sub-Committee of Programs and Conferences and the F15’s Committee of Experts;

16. **RECALLS** Executive Council Decision EX.CL/Dec.1097(XXXVII) paragraph 42, 43 and 45, and **DECIDES** that the austerity measures of 2021 shall remain in force in 2022;

17. **APPROVES** a total AU budget for 2022 of an amount of **US$651,110,573** broken down as follows:

   a. The Regular budget of **US$371,887,288** broken down as follows:

      i) Operating budget of **US$176,348,732** to be funded as follows:
         - US$158,929,019 assessed on Member States,
         - US$12,777,897 from Administrative Cost and
         - US$4,641,817 from Maintenance fund;

      ii) Programme Budget of **US$195,538,556** to be financed as follows:
         - US$45,855,552 assessed on Member States and
         - US$149,683,004 to be solicited from International Partners, out of which US$ 5,851,644 will be in the form of Technical Assistance.

   b. Peace Support Operations with a total budget of **US$279,223,285** to be fully solicited from international partners;

   c. Overall, the 2022 AU budget will be financed as follows:

      i) US$204,784,571 (31%) to be assessed on Member States
      ii) US$12,777,897 (2%) from Administrative Cost
      iii) US$4,641,817 (1%) from Maintenance fund
      iv) US$428,906,289 (66%) to come from International Partners

<table>
<thead>
<tr>
<th>Organs</th>
<th>Member States</th>
<th>Maintenance Fund</th>
<th>Admin Fund</th>
<th>Partners</th>
<th>Total Budget 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Operating Budget</td>
<td>Programs Total</td>
<td>Total Assessments</td>
<td>Operating Budget</td>
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<tr>
<td>------------------</td>
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<tr>
<td>AUC</td>
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<td>103,229,581</td>
<td>11,488,386</td>
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<td>103,646,858</td>
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<td>10,858,121</td>
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<td>104,904</td>
<td>1,401,738</td>
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<td>4,216,192</td>
<td>4,415,142</td>
<td>198,950</td>
<td>32,000</td>
<td>1,253,310</td>
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<td>1,511,481</td>
<td>2,431,392</td>
<td>919,911</td>
<td>282,000</td>
<td>-</td>
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<td>17,598,102</td>
<td>7,553,000</td>
<td>322,070</td>
<td>16,771,000</td>
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<td>391,998</td>
<td>144,098</td>
<td>-</td>
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<td>1,864,168</td>
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<td>615,696</td>
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<td>8,000</td>
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<td>763,340</td>
<td>57,764</td>
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<td>1,308,841</td>
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<td>13,071,791</td>
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<td>755,959</td>
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<td>5,310</td>
<td>401,427</td>
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<td>5,868,791</td>
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<td>29,308</td>
<td>153,011</td>
<td>177,300</td>
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<tr>
<td>AOSTI</td>
<td>644,596</td>
<td>668,885</td>
<td>22,805</td>
<td>154,528</td>
<td>854,767</td>
</tr>
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<td>AFRIPOL</td>
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<td>804,565</td>
<td>51,036</td>
<td>115,167</td>
<td>837,320</td>
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<td>677,434</td>
<td>677,434</td>
<td>22,805</td>
<td>700,239</td>
<td>154,528</td>
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<td>ASRIC</td>
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<td>117,236</td>
<td>117,236</td>
<td>117,236</td>
<td>117,236</td>
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<td>AUC-Transition Plan</td>
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<td>12,777,897</td>
<td>12,777,897</td>
<td>-</td>
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<td>7,714,857</td>
<td>8,180,047</td>
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<td>949,788</td>
<td>6,500</td>
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<td>STATAFRIC</td>
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<td>1,410,412</td>
<td>14,000</td>
<td>1,253,904</td>
<td>803,742</td>
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<td>Observatory - Mali</td>
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<td>1,452,742</td>
<td>19,500</td>
<td>-</td>
<td>1,233,916</td>
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<td>Observatory - Morocco</td>
<td>1,671,601</td>
<td>2,025,627</td>
<td>17,500</td>
<td>-</td>
<td>1,689,101</td>
</tr>
<tr>
<td>Observatory - Khartoum</td>
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<td>1,432,665</td>
<td>19,500</td>
<td>-</td>
<td>1,236,123</td>
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<td>PCDR</td>
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<td>165,053</td>
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<td>1,039,777</td>
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<tr>
<td>TOTAL before PSOs</td>
<td>158,929,019</td>
<td>45,855,552</td>
<td>204,784,571</td>
<td>12,777,897</td>
<td>149,683,004</td>
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<td>PEACE OPERATIONS</td>
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<td>AMISOM</td>
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<td>247,787,259</td>
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<td>MNJTF</td>
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<td>11,310,046</td>
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<td>MILOBs and HROs</td>
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<td></td>
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<td>13,000,000</td>
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<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td>279,223,2</td>
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</table>
18. **TAKES NOTE** of the 2022 budget breakdown by Expense category and by Organs/Specialized Offices as follows:

**AU 2022 BUDGET BY EXPENSE CATEGORY & OFFICE**

<table>
<thead>
<tr>
<th></th>
<th>Staff Cost</th>
<th>Operating Costs</th>
<th>Capital Expenditure</th>
<th>Sub Total</th>
<th>Programs</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUC</td>
<td>77,998,595</td>
<td>17,006,920</td>
<td>95,005,515</td>
<td>115,135,244</td>
<td>210,140,758</td>
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</tr>
<tr>
<td>PAP</td>
<td>8,655,174</td>
<td>2,017,714</td>
<td>10,672,887</td>
<td>1,319,710</td>
<td>11,992,597</td>
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</tr>
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<td>AfCHR (The Court)</td>
<td>6,936,745</td>
<td>691,191</td>
<td>-</td>
<td>7,627,936</td>
<td>4,283,733</td>
<td>11,911,669</td>
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<td>ACHPR (The Commission)</td>
<td>3,526,192</td>
<td>722,000</td>
<td>-</td>
<td>4,248,192</td>
<td>1,452,260</td>
<td>5,700,452</td>
</tr>
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<td>359,611</td>
<td>-</td>
<td>1,793,481</td>
<td>919,911</td>
<td>2,713,392</td>
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<td>23,649</td>
<td>10,387,179</td>
<td>24,304,000</td>
<td>34,691,179</td>
</tr>
<tr>
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<td>-</td>
<td>247,900</td>
<td>-</td>
<td>247,900</td>
<td>144,098</td>
<td>391,998</td>
</tr>
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<td>Advisory Board on Corruption</td>
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<td>430,825</td>
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<td>1,367,847</td>
<td>464,270</td>
<td>1,832,117</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>2,041,587</td>
<td>2,041,587</td>
</tr>
<tr>
<td>ACERWC</td>
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<td>200,420</td>
<td>-</td>
<td>978,640</td>
<td>304,472</td>
<td>1,283,112</td>
</tr>
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<td>-</td>
<td>5,632,576</td>
<td>5,682,780</td>
<td>11,315,356</td>
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<td>1,473,106</td>
<td>337,702</td>
<td>1,810,808</td>
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<td>560,807</td>
<td>459,065</td>
<td>1,019,872</td>
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<td>737,476</td>
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</tr>
<tr>
<td></td>
<td>2023</td>
<td>2022</td>
<td>2021</td>
<td>2020</td>
<td>2021-2024</td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>------------</td>
<td>------------</td>
<td>------------</td>
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<tr>
<td>PAU</td>
<td>2,198,375</td>
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<td>2,642,187</td>
<td>15,381,831</td>
<td>18,024,018</td>
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19. **ALSO TAKES NOTE** of the 2022 budget split in the following manner:

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<th>Program Budget Type A</th>
<th>Amount</th>
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<td><strong>A. Program Budget</strong></td>
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<td>Main Budget</td>
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<td>Special Projects</td>
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<td><strong>B. Operational Budget</strong></td>
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<td></td>
<td>176,348,732</td>
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<tr>
<td><strong>C. Peace and Support Operations</strong></td>
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<td></td>
<td>279,223,285</td>
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<tr>
<td><strong>Total Budget</strong></td>
<td><strong>651,110,573</strong></td>
</tr>
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</table>

20. **ENCOURAGED** the AU Commission and other Organs to undertake internal budget hearings prior to the consideration of their respective budgets by the Joint Sitting of GSCBFAM and the F15;

21. **RECALLS** the Executive Council Decision EX.CL/Dec. 1031 (XXXIV) paragraph 11 (i) and (ii) on the determination of expenditure ceilings, and **REITERATES** the need to abide by the Decision to produce scientifically computed ceilings in collaboration with the F15. **FURTHER REITERATES** the full involvement of the Committee of Experts of the F15 in the holistic process of budget preparation;

22. **FURTHER RECALLS** the Executive Council Decision EX.CL/Dec. 1107(XXXVIII) in which a cap of US$250 million was put on Member States assessed contributions for 2022 budget, and **DIRECTS** that Member States assessed contributions for 2023 Union budget shall not exceed US$250 million;

23. **DIRECTS** that all costs of translation and interpretation proposed by AUC departments be centralized within the DCMP directorate without any consequence to their ceiling;

24. **RECALLS** Executive Council Decisions EX.CL/Dec. 1057(XXXV) paragraph 39(b), EX.CL/Dec.1069(XXXV) paragraph 12, and EX.CL/Dec. 1073 (XXXVI) paragraph 66(iii) that directed the release and allocation of budgets to all AU Organs to depend on the rate of execution of the Audit recommendations, and **REEMPHASIZE** that the Commission shall strictly adhere to such Decisions during future allocation of annual budgets and ceilings of the Commission and all other Organs, bodies and institutions of the AU;
25. **DIRECTS** the Commission to ensure that all the specialized AU offices should maintain their respective budgets lines under future AU budgets, including but not limited to, IBAR, IPED, AFRIPO, ACRST;

26. **EMPHASIZES** that the use of external consultants be considered only in exceptional circumstances after all efforts to secure internal or free of charge expertise from Member States have been explored and exhausted;

27. **CALLS UPON** the Commission to institute an audit of the Peace and Security departmental staff that were previously paid from the JFA funds and still continue to be in service being financed from the proceeds of the Administrative Costs;

28. **URGES** the Commission to include a provisional budget line for the Theme of the Year in each annual budgets;

29. **COGNIZANT** of the challenges relating with the sustained increase to the operational budget, **DIRECTS** that a moratorium be placed on the future opening of new Union offices, except where such offices whose process to establish them was at advanced stage at the time of this Decision;

30. **REQUESTS** the AUC to proceed with the expansion of the Sub-Committee on Economic and Trade Matters to become a Sub-Committee of the Whole, and to take into account issues relating to AfCFTA.

C. Structural Reforms: Phase I of Transitional Plan

31. **RECALLS** Decision EX.CL/Dec. 1097 (XXXVII) adopting Phase-1 of the Transition Plan for the implementation of the new departmental structure, including the staffing of the structure through Merit Based Recruitment System (MBRS), skills audit and competency assessment as well as voluntary departure scheme for regular staff that no longer wish to remain in the service of the Commission and **REQUESTS** the Commission to extend Phase one (1) of the Transition Plan until the end of 2022;

32. **FURTHER RECALLS** Decision EX.CL/Dec.1097(XXXVII), which approved that the voluntary departure scheme shall be limited to staff with a regular contract that have served in the organization for more than ten years and, who shall sign a declaration confirming their understanding that they will not be eligible for employment in the Union for a period of three years following their departure;

33. **ALSO RECALLS** Decision Assembly/AU/Dec.805(XXXIV, adopting the new AU Wide Quota System and EX.CL/Dec.1107(XXXVIII) on the recommendation to communicate the new Merit Based Recruitment System (MBRS) to all stakeholders to ensure transparency and fairness in the recruitment process;

34. **COMMENDS** H.E the Deputy Chairperson of the Commission for the leadership and effort on piloting the new Quota system and MBRS;
35. **REQUESTS** the Commission to continue implementing with flexibility, which is in accordance with Executive Council Decision 1107 and improving these systems, through relevant policies and taking into consideration the lessons learnt as well as recommendations and suggestions made by the Member States;

36. **RECALLS** the Executive Council Decision EX.CL/Dec. 1073(XXXVI) paragraph 6 on eligibility of staff for the skill and competency audit, and **REQUESTS** that such audit shall be performed over the same period for all Regular and Non-regular staff of the Commission excluding Elected, Political and Special Appointee Officials;

37. **RECALLING** Executive Council Decision EX.CL/Dec.1107(XXXVIII) paragraph 44, **APPROVES** the extension of the mandate of the R10 until the end of June 2022 and **REITERATES**, that the Commission should ensure the R10 are furnished with the necessary information to enable them complete their mandate within the given time. **REQUESTS** the Commission to ensure the R10 are paid Honoria in accordance with Executive Council Decision EX.CL/ Dec. 1057 (XXXV) on the harmonization of honorarium, which was adopted in July 2019;

38. **FURTHER RECALLS** Executive Council Decision Ext/EXL.CL/Dec.1(XX) of 2018, which decided that the payment of all entitlements of non-regular staff should be effected to avoid any legal implications against the organization and **REQUESTS** the Commission to submit an audited report of the outstanding entitlements to PRC.

III. **THE SUB-COMMITTEE ON AUDIT MATTERS - Doc. EX.CL/1282(XXXIX)**

The Executive Council,

39. **TAKES NOTE** of the Report of the PRC Sub-Committee on Audit Matters and, **ENDORSES** the recommendations contained therein.

**ON THE FINANCIAL STATEMENTS OF THE AU ORGANS FOR THE FINANCIAL YEARS ENDED 31 DECEMBER 2019 AND 31 DECEMBER 2020**

40. **EXPRESSES** concerns on the lack of implementation of previous Executive Council decisions, and **DIRECTS** all AU Organs to address the issues raised under their respective Audited Financial Reports by implementing all the audit recommendations and submit a detailed matrix on the status of implementation of each recommendation by May 2022 for consideration by the PRC Sub-Committee on Audit matters’

41. **CALLS UPON** all AU Organs to strengthen internal control systems, operational, governance and risk management processes and **DIRECTS** as follows: -

3.1. On Financial and Budgetary Matters Council Recalls:

   i) paragraph 66(iii) of Decision EX.CL/Dec. 1073 (XXXVI) and paragraph 39(b) of
EX.CL/Dec. 1057(XXXV) that directed the release and allocation of budgets to all AU Organs to depend on the rate of execution of the Audit recommendations, and **REITERATES** that the allocation and release of annual budgets of the AUC and all other Organs, bodies and institutions of the AU should be dependent on the rate of execution of the audit recommendations as well as average budget execution rate of the previous three years;

ii) paragraph 32 of Decision EX.CLVDec.1031 (XXXIV) and **REITERATES** that, All AU Organs should strictly adhere to the prevailing AU Staff and Financial Regulations and Rules in the management of the Union Resources and ensure that sanctions are enforced on violation of these Regulations and Rules;

iii) paragraph 9 of Decision EX. CLVDec 1031 (XXXIV) and **REITERATES** that, All AU Organs should adhere to the AU, procurement Manuals and financial management processes in the utilisation of financial resources and ensure that payments made have all required supporting documents;

iv) paragraph 38(vi) of Decision EX.CLVDec.1031 (XXXIV) and **REITERATES** that, All AU Organs should strictly adhere to AU Staff Regulations and Rules in the payment of loans and advances to AU Staff and ensure full recoveries;

v) paragraph 24 of Decision EX.CLVDec.1057 (XXXV) and **REITERATES** that, All AU Organs whose assets were not valued and recorded in financial records should ensure that they valued and recorded as per the requirements of IPSAS;

vi) paragraph 32(vii) of Decision EX.CL/Dec1057 (XXXV) and **REITERATES** that, All AU Organs should enhance the utilisation of SAP and desist from using the Excel sheets in preparing and consolidating the Financial Statements;

vii) The AUC should ensure that the Board of External Auditors is availed with all the necessary resources to enable its members to effectively and independently perform their responsibilities.

1.2. **On Human Resources (HR) Matters:**

i) The PRC and the Commission should speed up the reform process for regional, technical and representation offices in order to remedy the recurring findings on the recruitment processes.

ii) AUABC and AUDA-NEPAD should ensure that leave is taken by all staff members and managers should allow staff to go on leave in line with AU Staff Regulations and Rules.

1.3. **On Legal, Administrative and related Matters:**

i) All the AU Organs should submit to HRMD the details of the staff who left the organization with outstanding obligations (loans and advances), and after the
data have been crosschecked and collated, it should be sent to OLC to assist in the recovery of these obligations by liaising with their respective Countries;

ii) All AU Organs with unclaimed Value Added Tax (VAT) should enhance the efforts on following up and discussing with the Governments of the Host Countries to ensure that the outstanding amounts are claimed and refunded on time and to report to the office of Deputy Chairperson of the Commission;

iii) The AUC (OLC) should submit all issues pertaining to the effective implementation of Host Agreements of the Organs, Specialised Institutions, Regional and Liaison Offices to the PRC Sub-Committee on Headquarters and Host Agreements and report back by February 2022;

iv) The AUC (OLC) should accelerate the discussions on the Host Agreements of the AU Institutions hosted (i.e. PAP, AUDA-NEPAD, APRM) by the South African Government as well as all pending or similar situations through the PRC Subcommittee on Headquarters and Host Agreements with the view to concluding and signing the Agreements. The OLC should report back a joint sitting of the PRC-Sub Committee on Host Agreements and the Sub-Committee on Audit Matters by February 2022;

v) The AUC (OLC) should finalise the harmonization of the Organs’ and other Institutions Rules of Procedures in line with the relevant Assembly Decision after the adoption of the New Staff Regulations and Rules and Financial Rules and present a report to the PRC through the PRC- subcommittee on Rules, standards and credentials;

vi) Commission should make a written submission to the Sub-Committee on audit matters on how the governance issues would be resolved at AUABC (Advisory Board on Corruption) and ACHPR (Commission on Human and People’s Rights) by May 2022.

42. REQUESTS the AU Commission to publish the 2019 and 2020 Audited and Approved Financial Statements of AU Organs including the consolidated statements on the AU website in compliance with IPSAS requirements.

43. ALSO CALLS UPON all AU Organs to ensure that corrective actions are taken to resolve the weaknesses identified in their respective reports and DIRECTS as follows:

1.1. ON MATTERS SPECIFIC TO AFRICAN UNION COMMISSION (AUC)

i. ) RECALLS Decision EX. CLVDec. 1031 (XXXIV) 38(vi) and REITERATES that the Commission should ensure that the unaccounted advances that have not been reimbursed by staff members after 30 days of their return from a mission, should be deducted from their salaries;
ii. The HRMD in collaboration with the Office of the Legal Counsel should review the liability of seconded staff so as to make them liable to any losses caused to the organization in carrying out their duties as they are not on the Union payroll;

iii. The AUC should engage all host governments of Regional/Representational and Liaison Offices that have not fully implemented the Host Agreements on the outstanding issues on assets and should also submit these issues to the PRC Sub-Committee on Headquarters and Host Agreements and report back to the PRC;

iv. The AUC should ensure that contracts of suppliers of goods and services that do not comply with the conditions of contracts on managing advance payments made to them are terminated and blacklisted;

v. The AUC should submit a Progress Report on the moving of the AU bank accounts to Africa by 31 December 2021;

vi. The AUC should diversify investments to other banks within Africa to reduce financial risk and should strengthen the capacity of staff in investment unit;

vii. The AUC should always submit to PRC for consideration and approval any “carry forward expenditure” which had not been liquidated within 3 months after the year-end in line with AU FRR;

viii. The AUC should prepare and submit a detailed report on the $32 million given to suppliers as advance payments and a plan on how these amounts would be recovered. The report should be submitted to the Sub-Committee on Audit matters by December 2021;

ix. The AUC should enhance the systems and processes in the management of troops in peace keeping missions, expedite the payment of death allowances to the families of the fallen heroes and should also ensure that MOU are signed with the troop contributing Countries before deployment. PAPS should to report to the PRC subcommittee on Audit on the implementation of this paragraph before the upcoming summit in 2022;

x. The HRMD should compile the list of all outstanding advances from separated staff and submit it to the Office of Legal Counsel to assist in the recovery of these obligations by liaising with their respective Countries.

1.2. ON MATTERS SPECIFIC TO THE OTHER AU ORGANS

44. RECALLS the various Executive Council Decisions, inter alia, EX.CL/Dec.994(XXXII)Rev.1 of January 2018, relating to the AfCHPR; EX.CL/Dec.1015(XXXIII) of June 2018, relating to the ACHPR; EX.CL/Dec.1043(XXXIV) of February 2019, relating to the ACERWC; EX.CL/Dec.1047(XXXIV) February 2019, relating to the AUCIL, deciding to fully fund the operations and programs budgets of the AU organs with human rights and other sensitive
mandates from the assessed contributions of Member States; **URGES** the concerned organs to abide by the decisions.

1.2.1 AUDA-NEPAD (African Union Development Agency)

i) AUDA-NEPAD should ensure that the internal control systems are enhanced and the recruitment of additional auditors is done in line with AU Recruitment Policies and processes of the Union through the MBRS.

1.2.2 PAP (Pan African Parliament)

i) PAP should make an estimation of the Host Government’s contributions in kind based on the current market values, and include the values of assets in the financial records and statements of PAP, pending the implementation of the Host Agreement;

ii) PAP should follow the AUC Financial Rules and Regulations in the management of Petty Cash.

1.2.3 AfCHPR (African Court on Human and Peoples' Rights)

i) AfCHPR (AU Court) should work with AUC to ensure full compliance with IPSA standards in the preparation of the financial statements;

ii) AfCHPR (AU Court) should strictly adhere to the AU procurement manual in procurement of goods and services.

1.2.4 ACHPR (African Commission on Human and Peoples' Rights)

i) ACHPR (Banjul Commission) should ensure that the list of Suppliers is updated and the evaluation of Suppliers is strengthened to ensure quality of services and value for money;

ii) ACPHR (Banjul Commission) should make a written submission to the Sub-Committee on Structural Reforms on the challenges faced on the Governance Structure of the Organ and recommendations that could assist to resolve such challenges. The report should be tabled by May 2022;

iii) HRMD should handle the issue of the ACHPR’s Senior Legal Officer’s failure to report to work and take sanctions in accordance with the AU Staff Regulations and Rules and report back to the Sub-Committee on Audit Matters by January 2022. The report should include sanctions taken against the Senior Legal Officer;

iv) AUC should make a detailed review of an amount of US$79,977.98 spent on procurement of vehicle(s) for ACHPR and report back to the Sub-committee on Audit Matters by May 2022.
1.2.5 AUABC (African Union Advisory Board on Corruption)

i) AUABC should engage the Government of the United Republic of Tanzania on the outstanding issues with regard to the implementation of the host agreement;

ii) AUABC should work with AUC to ensure that an Expert Evaluator is engaged to provide a fair Value of its Assets;

iii) AUABC should provide to HRMD details on the staff members with long outstanding advances, including their names and nationalities and after the data have been crosschecked and collated, it should be sent to the OLC to assist in the recovery of these obligations by liaising with their respective Countries

1.2.6. APRM (African Peer Review Mechanism)

i) APRM should strictly adhere to the AU Staff Regulations Rules and the Financial Rules and Regulations in managing the Union resources. Failing which the disciplinary process should be initiated against those responsible of nonadherence with SRR;

45. REQUESTS the AUC and the other AU Organs to report on the implementation of this decision during the AU summit of July 2022 and further INSTRUCTS the AUC through the Deputy Chairperson Person (DCP) to ensure this decision is efficiently implemented.

ON THE BOARD OF EXTERNAL AUDITORS ON THE BID EVALUATION AUDIT OF CANDIDATE COUNTRIES TO HOST INSTITUTIONS AND OFFICES OF THE AU

46. TAKES NOTE of the Report and CALLS UPON the AUC to ensure that required due processes are adhered to when evaluating member states who have expressed interest in hosting any AU Institution and DIRECTS as follows:

i) AUC should review EX.CL/195 (VII) Rev.1 Annex III on AU hosting criteria dating back to 2005 by developing relevant, quantifiable and evaluable criteria including a rating for each criterion;

ii) The AUC should put in place a written procedure for the creation, composition and functioning of the ad-hoc Evaluation Committee with a view to ensuring its independence and to clarify its role in the inception, conduct and conclusion of the evaluation process, and the Committee must ensure that all meetings and activities are transcribed in duly approved minutes;

iii) The AUC should ensure transparency in the process by communicating the same information at the same time to all member States (especially the criteria to be used and the rating scale) and setting the deadline for receipt of applications from member countries and the date of the final evaluation;
iv) The AUC should ensure that the department involved in bid evaluation updates the AUC Chairperson on every evaluation steps and processes in regular progress reports to serve as an effective monitoring mechanism;

v) The AUC should submit a detailed report after each evaluation mission to the relevant policy organs for consideration in accordance with relevant Executive Council decisions.

**ON THE BOARD OF EXTERNAL AUDITORS INVESTIGATION REPORT ON THE DEPARTURES OF CERTAIN STAFF MEMBERS OF THE AU COURT**

47. **TAKES NOTE** of the Report and **CALLS UPON** AfCHPR to strictly adhere to the AU Staff Regulations and Rules in handling staff matters, including paying of final benefits of staff;

48. **REQUESTS** the African Union Commission (AUC) in consultation with the African Court on Human and Peoples’ Right to consider the case of Mr. Gakumba Nzamwita in accordance with the Ruling of the AU Administrative Tribunal, and the provisions of the AU Staff Regulations and Rules as well as the legal opinion provided by the Office of the Legal Counsel during the 42nd Ordinary Session of the PRC meeting on the matter;

49. **URGES** the AUC to put in place concrete measures to ensure that such situations are handled in accordance with the existing rules of the Organization, place in priority on mediation before they are escalated to the Administrative Tribunal, and reaffirms that these cases do not fall under the Executive Council's mandate;

50. **ALSO DIRECTS** AfCHPR to put in place internal justice system deal with staff matters before they are escalated to the AU Administrative Tribunals so as to avoid costs to the organization, and further **DIRECTS** AfCHPR to consult with the AUC Human Resources Management Directorate on the working conditions of staff where necessary.

**ON THE BOARD OF EXTERNAL AUDITORS’ REPORT ON PAP SPECIAL AUDIT ON OUTSTANDING VALUE ADDED TAX (VAT), EXPIRATION OF ANNEXURES A & B OF THE HOST GOVERNMENT AGREEMENT AND CIRCUMSTANCES LEADING TO THE EXIT OF STAFF AT PAP**

51. **TAKES NOTE** of the Report and **CALLS UPON** PAP to strictly adhere to AU Staff Rules and Regulations in handling and resolving Staff issues, and further **DIRECTS** as follows:

   i) Any decision separating a staff should be in line with SRR provisions. In the event where the staff of PAP or the UNION is separated in contravention of the SRR, any loss arising from that non procedural dismissal should be borne by the Official (s) that authorized such separation;
ii) APROB at PAP should be reconstituted and strengthened to include officials/members from the AUC Headquarters;

iii) Management of PAP should ensure that the process on claims for VAT refund is concluded and future claims for VAT refunds are made regularly and in timely manner.

ON THE OFFICE OF INTERNAL OVERSIGHT ACTIVITY REPORT FOR THE YEAR 2020 AND THE INTERNAL AUDIT REPORT ON IMPLEMENTATION MATRIX OF AUDIT RECOMMENDATIONS AS AT 30 OCTOBER 2020

52. TAKES NOTE of the Report and DIRECTS the Commission and other AU Organs to address all the issues raised by the Sub-Committee on Audit Matters including the following:

i) AU Organs should continue implementing the audit recommendations to improve the internal control systems;

ii) The Office of Internal Oversight should continue following up on the status of the implementation of audit recommendations with all organs;

iii) AfCHPR (AU Court) should continue with various mechanisms to ensure that all 55 Member States ratify the protocols.

ON THE SPECIAL REPORT ON REVIEW OF OUTSTANDING ARREARS FOR THE AFRICA PEER REVIEW MECHANISM (APRM) AND THE AFRICAN UNION DEVELOPMENT AGENCY (AUD A-NEPAD)

53. TAKES NOTE of the Report and CALLS UPON the AUC to engage Member States that still have outstanding contributions to APRM and AUDA-NEPAD to determine the best way they can clear the outstanding contributions.

ON THE REPORT OF THE CHAIRPERSON OF THE AU COMMISSION ON THE IMPLEMENTATION OF RECOMMENDATIONS OF THE FORENSIC AND PERFORMANCE AUDIT ON AU COMMISSION

54. TAKES NOTE of the Report of the Chairperson of the Commission on the Implementation of Recommendations of the Forensic and Performance Audit on AU Commission and commend the PRC Sub-Committee on Audit Matters on the follow up on the forensic audit implementation;

55. APPRECIATES the extensive work done by the Commission leadership, particularly for the Deputy Chairperson, who showed resolve and leadership to lead the High-Level Taskforce team, under the leadership of the Chairperson, which delivered on the mandate of following up on the implementation of the Forensic Audit Recommendations;
56. **DIRECTS** the Commission to address all the issues raised by the Sub-Committee on Audit Matters including the following:

i) Specify the cases in the appendix where more resources are needed, where there is need for policy change in particular the areas that need to be included in the revised SRR and FRR;

ii) To ensure that the timelines are included on the matrix for tracking the implementation of recommendations.

iii) Office of the Legal Counsel (OLC) should develop a legal framework in the form of a strategy for recoveries of money owed by elected officials and former staff members;

iv) The identified cases to be handled in line with AU SRR, and to implement the majority of the recommendations on systemic issues as per proposed deadline of December 2022;

v) The Commission to strengthen through expedited recruitment during Phase two of the Transition plan, for the Office of Internal Oversight, the OLC and other relevant departments/units in charge of internal controls to allow an expedited implementation of forensic audit recommendations.

57. **REQUESTS** the Board of External Auditors (BoEA) in collaboration with the Office of Internal Oversight, with the assistance of any relevant department, review the different systemic areas that would need auditing as recommended by PwC to get to the bottom of matters highlighted in their report.

58. **ALSO REQUESTS** Member States whose nationals have money owed to the organization to assist in all means for the recovery of the funds based on the request that will be made by the Commission, **FURTHER REQUESTS** the Commission to report on the implementation of the actions taken by the Commission with assistance of Member States;

59. **REQUESTS** the Commission to report the former elected officials and former staff members who refuse to comply with the measures taken to recover the funds they misappropriated to various international civil servants’ associations and bodies;

60. **ALSO REQUESTS** the Commission to institutionalize the process/system of performance auditing of all African Union Organs and provide periodic reports to the Policy Organs;

61. **FURTHER REQUESTS** the Sub-Committee on Budget, Finance and Administrative Matters, to look into the resource needs for some of the tracking and implementations of Forensic Audit recommendations in order to fully implement them, **REQUESTS** the Commission to present its proposal to the said committee for consideration;
62. **ALSO REQUESTS** the Commission to report on the implementation of this decision.

IV. **THE SUB-COMMITTEE ON MULTILATERAL COOPERATION - Doc. EX.CL/1283(XXXIV)**

A. **On the Development of an AU Partnerships Strategy and Policy Framework**

63. **WELCOMES AND APPRECIATES** the appointment of the consultant to lead on the development of the Partnerships Strategy and Policy Framework;

64. **TAKES NOTE** of the ongoing consultations which the Consultant has with Member States, the Regional Economic Communities (RECs), AUDA-NEPAD and the Groups of African Ambassadors in Partner Countries in the development of the draft Partnerships Strategy and Policy Framework for its submission to the 40th Ordinary Session of the Executive Council in February 2022, in line with Executive Council Decision EX.CL/Dec. 1107(XXXVIII) of February 2021.

B. **On Partnerships Meetings to be held in 2022**

65. **RECOMMENDS** to the Assembly to endorse the holding of the 6th Ell-All Summit during the First quarter of 2022 and to request the PRC in close collaboration with the Commission and the European Commission to agree on suitable dates for the 6th EU-AU Summit in 2022, in Europe;

66. **RECOMMENDS** to the Assembly to approve the holding of the 5th Arab-Africa Summit to be held in May 2022, in Riyadh, Kingdom of Saudi Arabia, and to request the PRC in close collaboration with the Commission and the Secretariat of the League of Arab States and the host country, the Kingdom of Saudi Arabia, to agree on a suitable date;

67. **RECALLS** that participation in the upcoming 5th Arab-Africa Summit will be in accordance with Assembly Decision Assembly/AU/Dec.762(XXXIII), of February 2020, which: “REAFFIRMS the right of all AU Member States to participate in Statutory Meetings, related to partnerships between the African Union/African Continent and another Continent or Regional Organization;

68. **TAKE NOTE** of the ongoing consultations with India on the holding of the 4th Africa-India Summit;

C. **AU-EU Partnership**

69. **TAKES NOTE** of the current preparatory process for the holding of the 2nd AU - EU Ministerial Meeting;

70. **ENDORSES** the proposed dates of 25 and 26 October 2021, for the holding of the
2nd AU-EU Ministerial Meeting in Kigali, Rwanda, and DECIDES to hold the Meeting physically in line with the Africa Center for Diseases Control (ACDC) advisory and the Rwandan national regulations and protocols;

71. RECALLS Assembly Decision Assembly/AU/Dec.762(XXXIII), of February 2020, which: "REAFFIRMS the right of all AU Member States to participate in Statutory Meetings, related to partnerships between the African Union/African Continent and another Continent or Regional Organization".

D. Tokyo International Conference on African Development (TICAD)

72. WELCOMES the finalization of the Yokohama Plan of Actions 2019 as well as the operationalization of the TICAD Monitoring Website;

73. TAKES NOTE of the holding of the Joint Monitoring Committee Meeting through virtual means, on 15 July 2021, that advances AU’s interest in the elaboration of the priorities and processes leading up to TICAD 8 as well as in the follow up of TICAD 7, so as to review the impact of COVID-19 on Africa's economy and society, and the state of implementation of the Yokohama Plan of Actions 2019;

74. RECOMMENDS the endorsement of the date of 6 and 7 November 2021 for the holding of the Ministerial Meeting through a virtual platform;

75. REQUESTS the PRC in close collaboration with the Commission, Japan and the other Co-Organizers to finalize the working documents for the Meeting.

76. RECALLS Assembly Decision Assembly/AU/Dec.762(XXXIII), of February 2020, which: "REAFFIRMS the right of all AU Member States to participate in Statutory Meetings, related to partnerships between the African Union/African Continent and another Continent or Regional Organization"; and “DECIDES that African Union/African Continent shall be represented at the Statutory Meetings of partnership between the African Union/African Continent and a partner country by the Members of the Bureau of the Assembly of the Union, the Chairpersons of Regional Economic Communities (RECs), the Chairperson of the Heads of State and Government Orientation Committee (HSGOC) of AUDA-NEPAD and the Chairperson of the AU Commission”;

E. Africa - Korea Partnership

77. TAKES NOTE of the preparations for the holding of the 5th Korea-Africa Ministerial Forum;

78. RECOMMENDS the endorsement of the dates of 9 and 10 December 2021, for holding the Forum in Seoul, subject to the public health situation caused by the COVID-19 pandemic, and, if necessary to explore the possibility of holding the Ministerial Forum by virtual means after consultations with Korea;
79. **REQUESTS** the Commission to work with Korea to develop all the required documents namely the Draft Declaration and Draft Joint Action Plan;

80. **UNDERSCORES** that participation on the AU side to the 5th Korea-Africa Ministerial Forum shall be in line with Executive Council Decision EX.CL/Dec. 1073(XXXVI), of February 2021, which decided that: “African Union/African Continent shall be represented at the Statutory Meetings of partnership between the African Union/African Continent and a partner country by the Members of the Bureau of the Assembly of the Union, the Chairpersons of Regional Economic Communities (RECs), the Chairperson of the Heads of State and Government Orientation Committee (HSGOC) of AUDA-NEPAD and the Chairperson of the AU Commission”.

F. Africa - Turkey Partnership

81. **TAKES NOTE** of the consultations that have taken place between the Commission and Turkey;

82. **ENDORSES** the date of 17 and 18 December 2021, for the holding of the 3rd Africa-Turkey Summit, as decided on the 4th of October 2021 by the Bureau of the Assembly and the Chairs of the RECs;

83. **REQUESTS** the Commission to work closely with Turkey to finalise the outcome documents and circulate them for consideration by the Sub-Committee of the Whole on Multilateral Cooperation;

84. **RECALLS** Assembly Decision Assembly/AU/Dec.762(XXXIII), of February 2020, which, “DECRED that African Union/African Continent shall be represented at the Statutory Meetings of partnership between the African Union/African Continent and a partner country by the Members of the Bureau of the Assembly of the Union, the Chairpersons of Regional Economic Communities (RECs), the Chairperson of the Heads of State and Government Orientation Committee (HSGOC) of AUDA-NEPAD and the Chairperson of the AU Commission”.

G. Forum on China-Africa Cooperation (FOCAC)

85. **TAKES NOTE** of the preparations for the holding of the 8th Ministerial Conference of FOCAC in Dakar, Senegal from 29 to 30 November 2021;

86. **REQUESTS** the Commission in collaboration with China to expedite the preparations for the holding of the 8th FOCAC Ministerial Conference, working closely with the AU representation in Beijing, China, and the host Country, Senegal;

87. **RECALLS** Assembly Decision Assembly/AU/Dec.762(XXXIII), of February 2020, which: “REAFFIRMS the right of all AU Member States to participate in Statutory Meetings, related to partnerships between the African Union/African Continent
“and another Continent or Regional Organization”; and “DECIDED that African Union/African Continent shall be represented at the Statutory Meetings of partnership between the African Union/African Continent and a partner country by the Members of the Bureau of the Assembly of the Union, the Chairpersons of Regional Economic Communities (RECs), the Chairperson of the Heads of State and Government Orientation Committee (HSGOC) of AUDA-NEPAD and the Chairperson of the AU Commission”.