

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, ADDIS ABABA, ETHIOPIA, 28-31 OCTOBER 2019 - Doc: EX.CL/1177(XXXVI)i)**
2. **RECALLS** Decision Ext/Assembly/AU/Dec. 1 (XI) of the November 2018 AU Extraordinary Assembly of Heads of State and Government Decision on *the Institutional Reform of the African Union (AU)*, which included, *inter alia*-
 - a. Mandating the Chairperson of the Commission to develop a new departmental structure that is lean and performance-oriented, taking into account the division of labour between the African Union, RECs and Regional Mechanisms, Member States and continental organisations;
 - b. Requesting the Chairperson of the Commission to submit, through the established procedures, a detailed leaner departmental structure, together with its financial implications, for consideration by the 35th Ordinary Session of the Executive Council scheduled from 27 to 28 June 2019 in Niamey, Niger; and
 - c. Delegating the adoption of the new departmental structure to the Executive Council during its 35th Ordinary Session in July 2019.
3. **FURTHER RECALLS** the Executive Council Decision EX.CL/Dec. 1057(XXXV) to extend the submission of the departmental structures to the 36th Ordinary Session of the Executive Council in February 2020;
4. **RECOMMENDS** to the Assembly for consideration and adoption the new departmental structure of the AU Commission (Annexed) on the basis of the Report recommended for adoption by the PRC on its meeting convened in 3 December 2019 and **DIRECTS** the Commission to complete the implementation of the new structure within three years from the date of adoption of the Transition Plan and Financing Strategy;
5. **DECIDES** that the implementation of the new departmental structure shall be financed within existing resources and should come at no additional cost to Member States;
6. **ALSO DECIDES** that a staff skills and competency audit shall be undertaken and shall be applied to regular and non-regular staff to determine whether they meet the requirements of the new structure;
7. **FURTHER DECIDES** that the Commission with the oversight of the ten Recruitment Experts (R10) shall develop the job profiles and competency requirements for the new departmental structure of the Commission by June 2020; and undertake a staff skills audit

and competency assessment. The Commission and R10 shall be assisted, if required, by an independent firm; and **REQUESTS** the Commission to provide all technical, administrative, financial and logistic support to facilitate this process;

8. **DIRECTS** the Commission and Member States to finalize the Transition Plan and financing strategy by June 2020 for consideration by the 37th Ordinary Session of the Executive Council;
9. **REQUESTS** the Chairperson of the Commission to finalize the review of all Representational, Regional and Liaison Offices to assess their effectiveness, efficiency and performance by June 2020 and submit proposals for the restructuring of these Offices, along with the financial implications, to the Executive Council for consideration during its 37th Ordinary Session;
10. **RECOGNISES** that restructuring alone will not deliver the necessary culture change within the Commission. **RECOMMENDS** that the review of Staff and Financial Rules and Regulations should establish a strong framework for improved accountability, performance and culture change;
11. **DECIDES** to take stock of progress in the implementation of the new departmental structure during the 41st Ordinary Session of the Executive Council. This process should take into account the ongoing work in establishing an effective division of labour between the AU Commission, the AU Development Agency/NEPAD and other AU Specialized Agencies, Regional Economic Communities, Regional Mechanisms, Member States and other continental organizations with a view to ensuring subsidiarity, complementarity and the rationalization of programmes and operations;
12. **RECALLS** paragraph 24 of the November 2018 Decision of the 20th Extraordinary Session of the Executive Council Ext/Ex.Cl/Dec.1 (XX) and **DIRECTS** the Commission to address the irregularities in the application of the existing AU Staff Regulations and Rules regarding the renewal of non-regular staff contract beyond the permissible number of renewals, within the context of the Transition Plan and further **REQUESTS** the Chairperson of the Commission to report to the next Ordinary session of the Executive Council on progress on this matter;

A. ON THE STRUCTURE OF THE AFRICAN UNION (AU) ORGANS. TECHNICAL AND SPECIALIZED AGENCIES PURSUANT TO EXECUTIVE COUNCIL AND ASSEMBLY DECISIONS

13. **RECALLS** the following Decisions that created Organs and Technical Specialized Offices:
 - i) The Assembly Decision Assembly/AU/Dec.728(XXXII) of February 2019 that endorsed the establishment of the Continental Operational Centre in Khartoum;
 - ii) The Executive Council Decision EX.CL/Dec.987(XXXII) of January 2018 that urged the Commission in collaboration with the Government of the Republic of Mali to expedite the process towards the establishment of the Centre for the Study and Research on Migration;

- iii) The Assembly Decision Assembly/AU/Dec.730(XXXII) of February 2019 that requested the Commission to expedite the establishment of the African Migration Observatory (the Observatory) in the Kingdom of Morocco created by the Assembly Decision Assembly/AU/Dec.695 (XXXI);
- iv) The Executive Council Decision EX.CL/Dec.820 (XXV), at its 25th Ordinary Session held in Malabo, Equatorial Guinea, that endorsed the Algiers Declaration by the African Chiefs of Police on the establishment of the African Union Mechanism for Police Cooperation (AFRIPOL). The Assembly Decision Assembly/AU/Dec.636(XXXVIII) of January 2017 that adopted the statute of AFRIPOL as a technical Institution of the Union for police cooperation for AU Member States;
- v) The Executive Council Decision EX.CL/Dec. 1153(XXXV) of February 2019 that requested the Commission to fast-track the functioning of a Centre, as the continental platform for strengthening the African ownership of African Union Centre for Post-Conflict Reconstruction and Development (AUCPCRD) created by the Assembly Decision Assembly/AU/Dec.729 (XXXII), and hosted in Cairo, Egypt;
- vi) The Executive Council Decision EX.CL/Dec. 1010(XXXI 11) in July 2018 that accepted the offer from the Kingdom of Lesotho and decided the Kingdom of Lesotho to host the Secretariat of African Committee of Experts on the Rights and Welfare of the Child (ACERWC). The Executive Council also requested the Commission (i) To finalize the Host Agreement with the Kingdom of Lesotho, in accordance with the AU Rules and Regulations; and (ii) to revise the structure of the Secretariat of the ACERWC;
- vii) The Assembly Decision Assembly/AU/Dec.452 (XX) of January 2013 that created African Observatory of Science, Technology and Innovation (AOSTI) as a technical and specialized office of the African Union and the Decision Assembly/AU/Dec.2 (XXVI) of January 2016 that endorsed the AOSTI Statute including its mandate and objectives

14. RECOMMENDS to the Assembly for consideration and adoption the following proposed structures:

a) Continental Operational Centre in Sudan for combatting irregular migration

Post	Grade	Number of Staff
Office of the Director		2
Director	D1	1
Bilingual Secretary	GSA4	1
Office of the Deputy Director		6
Deputy Director	P5	1
Bilingual Secretary	GSA4	1
Senior Legal Officer	P3	1
Senior Liaison Officer	P3	1
IT Officer	P2	1
Human Resources Officer	P2	1
Administration & Finance Unit		9
Senior Finance & Administration Officer	P3	1
Assistant Accountant	GSA5	1
Senior Communications & Public Relations Officer	(P3)	1
Protocol Officer	(P2)	1
Office Assistant	GSA4	1
Driver/ Records Assistants	GSB7	3
Security Supervisor	GSA5	1
Security	Sub-contracted	
Cleaners	Sub-contracted	
Liaison & Intelligence Analysis Unit		11
Principal Policy Officer (Intelligence Analysis)	P4	1
Policy Officer (Liaison & Data Analysis)-(two per region)	P2	10
Research & Capacity Building Unit		6
Principal Policy Officer (Research & Capacity Building)	P4	1
Policy Officers (Research & Capacity Building)	P2	5
Total Proposed Regular Posts		34

The annual estimated staff cost is \$ 2,830,846. This excludes other cost such as staff benefits and initial recruitment cost.

b) African Centre for the Study and Research on Migration in Mali

Post	Grade	Number of Staff
Office of the Director		2
Director	D1	1
Bilingual Secretary	GSA4	1
Office of the Deputy Director		7
Deputy Director	P5	1
Bilingual Secretary	GSA4	1
IT Officer	P2	1
Human Resources Officer	P2	1
Senior Liaison Officer	P3	1
Senior Communications & Public Relations Officer	(P3)	1
Protocol Officer	(P2)	1
Administration & Finance Unit		7
Senior Finance & Administration Officer	P3	1
Assistant Accountant	GSA5	1
Office Assistant	GSA4	1
Driver/ Records Assistants	GSB7	3
Security Supervisor	GSA5	1
Security	Sub-contracted	
Cleaners	Sub-contracted	
Research/Capacity Building Unit		11
Principal Officer (Research & Capacity Building)	P4	1
Senior Policy Officers (Research)	(P3)	5
Senior Policy Officers (Capacity Building)	(P3)	5
Total Proposed Regular Posts		27

The annual estimated staff cost is \$ 2,287,783. This excludes other cost such as staff benefits and initial recruitment cost.

c) African Migration Observatory (the Observatory) in Morocco

Post	Grade	Number of Staff
Office of the Director		2
Director	D1	1
Bilingual Secretary	GSA4	1

Office of the Deputy Director		4
Deputy Director	P5	1
Bilingual Secretary	GSA4	1
IT Officer	P2	1
Human Resources Officer	P2	1
Senior Liaison Officer	P3	1
Administration & Finance Unit		7
Senior Finance & Administration Officer	P3	1
Assistant Accountant	GSA5	1
Senior Communications & Public Relations Officer	(P3)	1
Protocol Officer	(P2)	1
Office Assistant	GSA4	1
Driver/ Records Assistants	GSB7	1
Security Supervisor	GSA5	1
Security	Sub-contracted	
Cleaners	Sub-contracted	
Migration Statistics Unit		11
Principal Officer - Migration Statistics	P4	1
Senior Statisticians	P3	5
Statistical Assistants	(GSA6)	5
Training/Capacity Building Unit		6
Principal Officer, Training & Capacity Building	P4	1
Training & Capacity Building Experts	P3	5
Total Proposed Regular Posts		30

The annual estimated staff cost is \$ 1,250,000. This excludes other cost such as staff benefits and initial recruitment cost.

d) African Union Mechanism for Police Cooperation (Afripol) - (Algeria)

Post	Grade	Number of Staff
Director (AU Core Staff)	D1	1
Administrative Assistant - Office of the Director (AU Core Staff)	GSA5	1
Senior Legal Officer (AU Core Staff)	P3	1
Legal Officer (AU Core Staff)	P2	1
Head, Training and Capacity Building Division (AU	P5	1

Core Staff)		
Administrative Assistant -Training and Capacity Building Division (AU Core Staff)	GSA5	1
Senior Officer Training Unit (AU Core Staff)	P3	1
Training Unit Officer (AU Core Staff)	P2	1
Training Unit Officer (Seconded)	P2	2
Senior Officer Capacity Building Unit (AU Core Staff)	P3	1
Capacity Building Officer (Seconded)	P2	3
Junior Capacity Building Officer (Seconded)	P1	1
Head, Planning and Operations Division (AU Core Staff)	P5	1
Administrative Assistant - Planning and Operations Division (AU Core Staff)	GSA5	1
Senior Officer - Natural Resources Monitoring Unit (AU Core Staff)	P3	1
Natural Resources Monitoring Officer (Seconded)	P2	3
Junior Natural Resources Monitoring Officer (Seconded)	P1	1
Senior Officer - Counterterrorism and Counter Money Laundering Unit (AU Core Staff)	P3	1
Counterterrorism and Counter Money Laundering Officer (Seconded)	P2	3
Junior Counterterrorism and Counter Money Laundering Officer (Seconded)	P1	1
Senior Officer - Counter-Narcotics and AntiTrafficking Unit (Seconded)	P3	1
Counter-Narcotics and Anti-Trafficking Officer (Seconded)	P2	3
Junior Counter-Narcotics and Anti-Trafficking Officer (Seconded)	P1	1
Senior Officer - Cybercrime and Organized Crime Unit (Seconded)	P3	1
Cybercrime and Organized Crime Officer (Seconded)	P2	3
Junior Cybercrime and Organized Crime Officer (Seconded)	P1	1
Senior Officer - Community Policing Unit (Seconded)	P3	1
Community Policing Officer (Seconded)	P2	1
Junior Community Policing Officer (Seconded)	P1	1
	P3	1
Head Administration and Finance Unit (AU Core Staff)		
Administrative Assistant - Administration and Finance	GSA5	1

Unit (AU Core Staff)		
Human Resources Officer (AU Core Staff)	P2	1
Procurement Officer (AU Core Staff)	P2	1
Travel Assistant (AU Core Staff)	GSA5	1
Finance Officer (AU Core Staff)	P2	1
Accountant Assistant (AU Core Staff)	GSA5	1
Conferences and Documentations Officer (AU Core Staff)	P2	1
Conferences and Documentations Officer (Seconded)	P2	2
Protocol Officer (AU Core Staff)	P2	1
Protocol Assistant (AU Core Staff)	GSA5	1
Security Supervisor (AU Core Staff)	GSA5	1
Secretary/Receptionist (AU Core Staff)	GSA4	1
Security	Sub-contracted	
Cleaner	Sub-contracted	
Driver (AU Core Staff)	GSB7	2
Senior Record Assistants (AU Core Staff)	GSA3	1
Head Communication and Information Technology Division (AU Core Staff)	P5	1
Administrative Assistant - Communication and Information Technology Division (AU Core Staff)	GSA5	1
Senior Officer - Media, Publications and Public Relations (AU Core Staff)	P3	1
Media, Publications and Public Relations Officer (Seconded)	P2	2
Senior Officer - Prosecution and Judicial Services (AU Core Staff)	P3	1
Senior Officer - Prosecution and Judicial Services (Seconded)	P3	1
Officer - Prosecution and Judicial Services (Seconded)	P2	3
Senior Officer - IT (AU Core Staff)	P3	1
Officer - IT (Seconded)	P2	2
Assistant - IT (Seconded)	GSA5	1
Head Coordination and Liaison Division (AU Core Staff)	P5	1
Administrative Assistant - Coordination and Liaison Division (AU Core Staff)	GSA5	1
Senior Officer - Regional Liaison Office: ACSRT, CISSA, Regional Police Bureaus Unit (AU Core	P3	1

Staff)		
Officer - Regional Liaison Office: ACSRT, CISSA, Regional Police Bureaus (Seconded)	P2	2
Assistant - Regional Liaison Office: ACSRT, CISSA, Regional Police Bureaus (Seconded)	GSA5	1
Senior Officer - International Liaison Office: INTERPOL, EUROPOL, AMERIPOL, FRANCOPOL, ASIAPOL Unit (AU Core Staff)	P3	1
Officer- International Liaison Office: INTERPOL, EUROPOL, AMERIPOL, FRANCOPOL, ASIAPOL (Seconded)	P2	2
Senior Officer - Liaison Police Consulting Countries and PSSG (Seconded)	P3	1
Officer - Liaison Police Consulting Countries and PSSG (Seconded)	P2	2
Total Proposed Regular Posts		37
Total Proposed Seconded Posts		46
Total		83

The annual estimated staff cost is **\$3,232,380.06**. This excludes other cost such as staff benefits and initial recruitment cost.

e) African Union Centre for Post-Conflict Reconstruction and Development (AUCPCRD) - (Egypt)

Position	Grade	Number of staff
Executive Secretary	P6	1
Programme Coordinator	P5	1
Senior Finance and Administrative Officer	P3	1
PROGRAMMES & RESEARCH DIVISION		
<i>Research and Training Unit</i>		
Senior Policy Officer, Policy Analysis and Research	P3	1
<i>Programmes Unit</i>		
Principal Programme Management, Monitoring and Evaluation	P4	1
Senior Policy Officer, Security Sector Reform	P3	1
Senior Policy Officer, Disarmament, Demobilization & Reintegration	P3	1
Senior Policy Officer, Socio-Economic Recovery	P3	1
Senior Policy Officer, Governance	P3	1

Senior Policy Officer, Human Rights and Rule of Law	P3	1
Senior Policy Officer, Humanitarian Affairs	P3	1
Senior Policy Officer, Gender, Peace and Security	P3	1
PARTNERSHIPS AND OUTREACH UNIT		
Partnerships Unit		
Senior Policy Officer, Partnerships	P3	1
Policy Officer, Partnerships	P2	1
Communications and Outreach Unit		
Senior Policy Officer, Knowledge Management	P3	1
Policy Officer, Communications and Public Information	P2	1
Staff directly under Finance and Administration Unit		
Administration and Finance Officer	P2	1
Human Resources Officer	P2	1
Bilingual Secretary	GSA4	3
Driver (for Executive Secretary)	GSB7	1
Driver (Administration and official Staff duties)	GSB7	2
Administrative Assistant/	GSA5	2
Assistant Accountant	GSA5	1
Protocol Assistant	GSA5	1
Security Supervisor	GSA5	1
Total		30

The annual estimated staff cost is **\$3,360,666.70**. This excludes other cost such as staff benefits and initial recruitment cost.

f) Secretariat of African Committee of Experts on the Rights and Welfare of the Child (ACERWC) - Lesotho

Post	Grade	Number of Staff
Executive Secretary	P6	1
Deputy Secretary	P5	1
Principal Child Rights Promotion Officer	P4	1
Senior Child Rights Promotion Officer	P3	2
Child Rights Promotion Officer	P2	2 "
Principal Child Rights Protection Officer	P4	1
Senior Child Rights Protection officer	P3	2
Child Rights Protection officer	P3	2

Senior Legal Officer	P3	1
Senior Program Officer	P3	1
Legal Researcher	P2	6
Senior Liaison Officer	P3	1
Senior Communications Officer	P3	1
Communications Officer	P2	1
Senior Social Work Officer	P3	1
Social Work Officer	P2	1
Senior Finance Officer	P3	1
Assistant Accountant	GSA5	1
Human Resources Officer	P2	1
Program Officer (M&E)	P2	1
Gender Officer	P2	1
Interpreter and Translator	P3	4
Procurement Officer	P3	1
ICT Officer	P2	1
Protocol Officer	P2	1
Administrative Assistant	GSA5	1
Bilingual Secretary	GSA4	1
Front Desk officer	GSA2	1
Clerk	GSA3	1
Records Assistants	GSB6	1
Driver	GSB7	2
Security Supervisor	GSA5	1
Security	Sub-contracted	
Cleaners	Sub-contracted	
Total Proposed Regular Posts		46

The annual estimated staff cost is **\$3,605,489.54**. This excludes other cost such as staff benefits and initial recruitment cost.

g) African Observatory of Science, Technology and Innovation (AOSTI) - Equatorial Guinea

Title	Grade	Request (No of Posts)
Executive Secretary	P6	1
Principal Scientific Officer	P4	1
Principal Innovation Officer	P4	1

Principal Statistics Officer	P4	1
Scientific Officer	P2	1
Innovation Officer	P2	1
Administrative Assistant	GSA5	1
Finance & Admin Officer	P2	1
IT Officer	P2	1
Secretary (Executive Secretary)	GSA4	1
Secretary	GSA4	2
Stores / Senior Record Assistants	GSA3	1
Records Assistants	GSB6	1
Cleaner	Sub-contracted	
Security Guard	GSA5	1
Security	Sub-contracted	
Driver	GSA1	2
TOTAL		17

The annual estimated staff cost is **\$932,119.12**. This excludes other cost such as staff benefits and initial recruitment cost.

15. **DECIDES** for cost effectiveness that Security service in these offices should be outsourced or be provided by the Host Country within the framework of the Host Agreement. There should be only one security post in the structure to serve as focal point with AUC Security;
16. **DECIDES** that cleaning services in these offices should be fully outsourced;
17. **DECIDES** that the implementation of the above structures should be phased and subject to budget availability;
18. **DECIDES** that the recruitment process should be undertaken in line with the new recruitment system developed by R10 experts;
19. **DECIDES** to take stock of progress in the implementation of the above mentioned structures after each implementation phase.

II. THE JOINT SITTING OF THE SUB-COMMITTEE ON GENERAL SUPERVISION AND COORDINATION ON BUDGETARY, FINANCIAL AND ADMINISTRATIVE MATTERS AND THE EXPERTS OF F15 - Doc: EX.CL/1177(XXXVI)v

- 20. TAKES NOTE** of the Report of the Joint Sitting of the PRC Sub-Committee on General Supervision and Coordination on Administrative, Budgetary and Financial Matters, and the F15 Committee of Experts, and the PRC Report on the meeting held on 9 October 2019;
- 21. TAKES NOTE** of the AUDA-NEPAD final budget submission to cover the gap and being the only Organ to comply with Executive Council Decision EX/CL.Dec1069(XXXV);
- 22. TAKES NOTE** of the PRC recommendations on the Report of the Joint Sitting of the PRC Sub-Committee on General Supervision and Coordination on Administrative, Budgetary and Financial Matters, and the F15 Committee of Experts and **DECIDES** to re-allocate **182,000 USD** from the approved 2020 Programme Budget line of the Commission titled “4th Africa-India Summit and its preparatory activities” to the Budget line titled “5th Africa-Arab Summit Follow-up activities” to support all activities related to the 5th Africa-Arab Partnership bearing in mind that the Africa-India Summit will be held in 2021;
- 23. APPROVES** total Supplementary Budget of **US\$43,819,886** for the African Union for the year 2019 of which **US\$7,776,374** is for Operational budget while **US\$36,043,512** is for Programmes (Table 1). This is further broken down as follows (Table 2):
- A. **US\$15,236,629** is to come from Reserves Fund;
 - B. **US\$1,538,895** from the Maintenance Fund (OCC Wall Cladding and Passport Equipment);
 - C. **US\$17,785,186** from Partners;
 - D. **US\$600,000** from Voluntary Contribution to AUDA-NEPAD; and
 - E. **US\$8,659,176** is to be sourced from internal savings through reallocation.

Table 1: Supplementary Budget by Category

Organ	Operational Budget	Programmes Budget	Total
AUC ¹	5,380,060	32,457,794	37,837,854
APRM	2,036,708	2,985,718	5,022,426
PAP	40,000		40,000
AUDA-NEPAD	319,606	600,000	919,606
Grand Total	7,776,374	36,043,512	43,819,886

¹ Includes budget for ACDC US\$1,445,800 for Operational (all from Reserves) & US\$12,686,521 for Programmes (US\$1,000,000 from Reserves & US\$11,686,521 from Partners)

Table 2: Supplementary Budget by Source of Fund

Organ	AU Reserve Fund	Maintenance Fund	Partners	Voluntary contribution	Reallocation	Total
AUC	9,894,597	1,538,895	17,785,186		8,619,176	37,837,854
APRM	5,022,426					5,022,426
PAP					40,000	40,000
AUDA-NEPAD	319,606			600,000		919,606
Grand Total	15,236,629	1,538,895	17,785,186	600,000	8,659,176	43,819,886

24. **ACKNOWLEDGES** receipt of **US\$1,100,000** by AUDA-NEPAD as voluntary contribution from Member States and **COMMENDS** the Member States concerned for the support as follows:
- > Cash contributions from South Africa **US\$500,000**
 - > Cash contributions from Rwanda **US\$100,000**
 - > In-kind contributions from South Africa **US\$ 500,000**
25. **DIRECTS** the Commission to defer the activities proposed under the Qatar Initiative until the Initiative is considered by the Sub-Committee on Refugees, Returnees and Internally Displaced Persons, and to report to the Executive Council through the PRC in February 2021;
26. **REQUESTS** the Commission through the Office of the Internal Audit to carry out a thorough review of all outstanding arrears and debts owed by AUDA-NEPAD and APRM and to report to the Executive Council through the PRC in February, 2021.
- A. ON THE REPORT OF EXPERTS ON RECRUITMENT**
27. **RECALLS** Executive Council Decision Ext/EX.CL/Dec.1(XX) and EX.CL/Dec.1057(XXXV), which requested the Commission to work with a group of ten (10) independent experts, two (2) from each of the AU Regions, to review and improve the AU Recruitment and Selection System;
28. **TAKES NOTE** with appreciation of the Report of the Recruitment Experts (R10);
29. **DIRECTS** the Commission to provide all the necessary support to facilitate the work of the independent experts on recruitment in line with the recommended revised work plan;

- 30. REQUESTS** the Commission to fully implement the recommendations of the Recruitment Experts (R10) as contained in the revised work plan as follows:
- i) To commence the application of the Competency Based Interviewing (CBI) method and its grading system, even in the presence of the APROB while allowing R10 members to attend as observers;
 - ii) To install and integrate the new SAP module “Success Factor” and train the user department on it. (March to May 2020);
 - iii) To Develop the AU behavioural indicators and relevant bank of questions that would be used for recruitment, promotion and mobility;
 - iv) To train other batches of interview panelists from the departments not included, with a view to contributing to overcoming the bias made in the first batch list, in terms of geographic zones and grades. (April or May 2020);
 - v) Reviewing the performance management system to embed those indicators beside technical Key Performance Indicators (KPIs), in order to have them in a later stage automated within the new SAP module. (May to June 2020);
 - vi) Be part of the recruitment process for the duration of their term in order to validate the new system and suggest (if needed) some fine adjustments; including but not restricted to attending the Recruitment and Selection Committee (RSC), and Promotion and Mobility Committee (PMC) and their relevant interview panels till the new structure of the AU is filled based on fair assessments of the existing current structure population, and in line with international standards;
 - vii) Dedicate two Caucus Rooms equipped with audio-visual materials enabling the recording of the interview sessions as records for grievance, evaluation and audit purpose;
 - viii) Continuously review and update the list of recruitment panel members certified in order to overcome turnover and upgrades in the international standards (suggested to be on an annual base).
- 31. REQUESTS** the Recruitment Experts to evaluate all recent recruitments starting from January 2019;
- 32. DIRECTS** the Commission to ensure involvement of the R10 in the migration process from the old structure to the new structure and to make sure that all the positions are occupied and provide a clear and comprehensive transition plan;
- 33. FURTHER DIRECTS** the Commission to conduct by July 2020, a full audit of the AU SAP System and the reasons behind the delay in the installation of the SAP recruitment model which was purchased in 2012 and only installed in 2019;
- 34. URGES** the Commission to work with the support of the R10, to correct, as a matter of

priority, the glaring imbalance in the representation of Member States, in accordance with the quota system and the principle of equitable geographical representation within the African Union, and report regularly to the PRC on progress made;

35. **APPROVES** the extension of the R10 mandate from March to September 2020, including to provide recommendations aimed at addressing the imbalance in the representation of Member States, in accordance with the quota system.

B. ON PREFERENTIAL EXCHANGE RATES FOR GENEVA AND BRUSSELS OFFICES

36. **DIRECTS** the Commission to discontinue application of Preferential Exchange Rates for both the Geneva and Brussels Offices effective 1 March 2020;

37. **FURTHER DIRECTS** that the discontinuation of the Preferential Rates for both locations should take into consideration the local laws with respect to locally recruited GSB category staff, for which a special allowance should be presented for consideration of Policy Organs in July 2020.

C. ON AFRICAN PEER REVIEW MECHANISM (APRM)

38. **INSTRUCTS** the Commission to expedite the process of addressing all aspects related to the arrears of APRM State Parties and discuss with the Ministerial Committee on the Scale of Assessment on the modalities to secure the payments of these arrears.

D. ON THE 2019 MID-YEAR PROGRAM PERFORMANCE REVIEW

39. **EXPRESSES** concern about the low rates of execution and the absence of reports from some Departments as well as the poor quality of the reports.

40. **DIRECTS** the Commission to implement the following recommendations on improving the quality of future reports as follows:

- i) The Commission should adopt the results-based performance management reporting where performance is measured against clear indicators and targets to achieve set objectives and goals. The approved plans should have indicators and targets to monitor performance both at mid-term and at the end of the year. The budget framework paper shall be prepared bearing in mind and with emphasis on results-based planning;
- ii) The Commission should ensure that the methodology used to calculate the technical and financial execution rates are clarified in the report;
- iii) The Directorate in charge of strategic planning should have a continuous monitoring and evaluation mechanism for departments, offices and Organs, to examine and report on the individual achievements, challenges and reasons for poor performance with the view to enable the Joint Sitting to better understand individual departments' and Organs' constraints and propose necessary and

timely interventions to improve performance including the application of appropriate sanctions where necessary;

- iv) The Commission should provide a report on savings possibilities per department, based on a review of their financial execution rates. Where there is poor financial execution, there should be a consideration for interdepartmental reallocation in case of requests for supplementary budgets and thus avoid resorting to the Reserve Fund. The Reserve Fund must be used only in exceptional circumstances;
- v) The mid-term performance report should be considered in August, before the supplementary budget can be considered. Further, the mid-term performance report should include the budget allocated to each department and Organ detailing the activities and related implementation calendars, a presentation that delinks the operational and programme budgets and the source of funds (Member State and or Partner);
- vi) The Accounting Officer shall serve the Controlling Officers of Organs and Directors of departments that fail to comply with reporting requirements for the mid-term performance review, with warning letters to caution and request for detailed explanations for non-compliance. Punitive measures shall be applied upon receipt of the third warning letter in accordance with the provisions of the Staff Rules and Regulations;
- vii) The Joint Sitting recalls with concern, the PRC meeting on the AU budget for 2019 held in Nouakchott, Mauritania, in July 2018, which was greatly affected by lack of proper documentation leading to a situation whereby the approved budget for the AU-CDC did not have an allocation for its operational budget and in this regard request the Commission to strictly adhere with timelines for distribution of documents to facilitate intergovernmental processes and meetings of Policy Organs.;
- viii) The Commission to undertake a comprehensive evaluation of all the arrears and debts of the APRM and NEPAD and to submit the Report, through the PRC, to the Executive Council in July 2020;
- ix) Budget allocation ceilings shall be the three year average budget execution of each department, Office and Organ.

E. ON THE AFRICAN CAPACITY BUILDING FOUNDATION (ACBF) ASSESSMENT

- 41. DECIDES** to implement a combination of option 2 and 3 out of the 8 options proposed regarding the AU support to ACBF, with an analysis of the conditionality that would be applied to the funding, as follows:

<p><i>Option 2: Programmatic Support to AUC Departments and AU Organs</i></p>	<p><i>Funding based on joint-programming between ACBF and AUC Departments, Directorates and Organs to leverage on comparative advantages.</i></p>	<p><i>Funding on programmes to be implemented by ACBF will be reflected through the annual budgetary process as per Decision EX.CL/1020(XXXI II) of June 2018.</i></p>
<p><i>Option 3: Pass-through funds</i></p>	<p><i>Pass-through funds to ACBF from international and other development partners including voluntary Member States contributions.</i></p>	<p><i>Terms and conditions attached to the funds would be reviewed by Policy Organs as per Decision EX.CL/Dec. 1069 (XXXV) of July 2019 to check for alignment with priority arrears of Agenda 2063.</i></p>

42. **INSTRUCTS** the Commission to do an inventory of all the capacity building programmes and projects that have been budgeted for in the year 2020 within various departments and Organs and channel those to the ACBF;
43. **FURTHER INSTRUCTS** the ACBF to provide a regular report to the AU Policy Organs; and **REQUESTS** the AU External Board of Auditors, in conformity with the relevant rules of the Union to carry out a posteriori external audit of the AU funded accounts of the ACBF;
44. **DIRECTS** the Commission to be a full-time member of the Board of Governors and the Executive Board of the ACBF and **REQUESTS** ACBF to make necessary legal proceedings.

F. ON THE REVISED AU PENSION REGIME

45. **TAKES NOTE** of the consultant's proposal for internal management of the AU Staff Pension Fund with the Secretariat of the AUSPF being financed by Member States within the current structure;

46. **EXPRESSES** concern regarding the unavailability of competent staff to manage internally the pension regime with the support of the AU Staff Association;
47. **FURTHER EXPRESSES** concern on the need for more time for Policy Organs to assess the risks associated to the various proposed options and **DEFERS** the consideration of the Report by the PRC for July 2020.

G. ON THE AFRICAN UNION FUND FOR AFRICAN WOMEN

48. **INSTRUCTS** the Commission to establish a mechanism to properly manage the African Women Fund and submit credible Financial Report in February, 2021.

H. ON THE SUPPLEMENTARY BUDGET FOR THE 2020 FINANCIAL YEAR

49. **TAKES NOTE** of the Report of the Joint Sitting of the PRC Sub-Committee on General Supervision and Coordination on Budgetary, Financial and Administrative Matters, Sub-Committee on Programmes and Conferences and the F15 Committee of Experts;
50. **ACKNOWLEDGES** a total supplementary budget request of **US\$32,180,343** in reference to Article 17 (1) of the Financial Rules and Regulations subsection “b” and “c” which requires the submission in line with the following criteria:
- i) Urgent activities which could not have been foreseen at the time of submission of the initial budget:
 - ii) In respect of special decisions taken by the Policy Organs of the Union.
51. **APPROVES** total supplementary budget request of **US\$32,180,343** for the year 2020 of which **US\$2,200,982** is for Operational budget (Table 1) while **US\$29,979,361** is for Programmes (Table 2).

Table 1: Operational Supplementary Budget Request

Organ	Amount (USD)	Decision/Justification	Fund
AUC	401,760	AH RM - Experts on Recruitment (R10)	AU Reserve Fund
AUC	180,000	Additional cost of running the upcoming 2020 Summit	AU Reserve Fund
STATAFRIC	1,619,222	EX.CL/Dec. 1057 (XXXV) for Operationalization of STATAFRIC office in Tunis.	AU Reserve Fund
Grand Total	2,200,982		

Table 2: Programme Supplementary Budget Request

Organ	Amount (USD)	Decision/Justification	Fund
AUC-PSC	17,927,173	PSC/PR/COMM (DCCCXXVI) during its 898th Meeting held on 28th November 2019 in Addis Ababa, Ethiopia, under Article 7 of the Protocol relating to the establishment of the Peace and Security Council, clause 1, 6 and 7. To support to the Multiple National Joint Task Force (MNJTF) of the Lake Chad Basin Commission	Partners (European Union)
AUC-PSC	6,526,400	Support Funds for the African Standby Force Command, Control, Communication and Information Systems Project. The African Union Commission signed the Contract on 8th March 2019 and Denel Ltd countersigned the Contract on 20th September 2019	Partners (European Union)
AUC-PSC	1,615,788	Support to the deployment of Special Mixed Security Units (USMS) in Central Africa Republic. PSC Decision refer. PSC/PR/BR.2 (DCCXCIV) during its 794th Meeting held on 19th September 2018 in Addis Ababa Ethiopia, PSC Decision refer. PSC/MIN/COMM (DCCCXXVI) COMMUNIQUE during its 826th Meeting held on 9th February 2019 in Addis Ababa, Ethiopia and PSC Decision refer. PSC/PR/COMM. 1 (DCCCXLVIII) COMMUNIQUE during its 848th Meeting held on 9th May 2019 in Addis Ababa, Ethiopia	Partners (European Union)
AUDA-NEPAD	1,630,000	To support the completion of the PIDA PAP II Process in 2020	Partners (European Union)
AUDA-NEPAD	2,280,000	Support the deployment of AUDA-NEPAD 100,000 SMEs programme in 2020	Partners (World Bank)
Grand Total	29,979,361		

52. EXPRESSES concern on the implication of the supplementary budget on the overall 2020 budget as follows:

Budget Category	Initial Approved Budget (EX. CL/Dec.1069(XXXV))	Supplementary Budget	Total Budget	% Increase
	Amount (USD)	Amount (USD)	Amount (USD)	
Operational	157,264,330	2,200,982	159,465,312	1.4%
Programme	216,993,599	3,910,000	220,903,599	1.8%
Peace Support Operation	273,121,512	26,069,361	299,190,873	9.5%
Grand Total	647,379,441	32,180,343	679,559,784	5.0%

53. **DIRECTS** the Commission to expedite action to relocate the existing staff in statistics to their permanent office in Tunis in compliance with Assembly Decision Assembly/AU/462(XX);
54. **ALSO DIRECTS** the Commission to adhere to the cap stipulated in Assembly Decision 733 regarding the Member States' contribution to the AU budget of 2020;
55. **APPROVES** the payment of the compensation to Mr. Moctar Yedali as per the decision of the Administrative Tribunal, **EXPRESSES** concern and **DIRECTS** the Commission to conduct an investigation, through Internal Audit and OLC, to hold the persons involved in the case of Moctar accountable for mismanagement, and failure to represent the Commission before the Tribunal and decision-making, causing a loss to the Organization.

I. ON THE 2021 BUDGET FRAMEWORK PAPER

56. **ACKNOWLEDGES** the time constraints faced by the Commission and the Permanent Representatives' Committee (PRC) to consider the Draft 2021 Budget Framework Paper;
57. **MANDATES** the PRC to review and approve the Draft 2021 Budget Framework Paper immediately after the 33rd Ordinary Session of the Assembly of February 2020;
58. **REQUESTS** the Commission to report on the implementation of this Decision at the 37th Ordinary Session of the Executive Council in June/July 2020.

III. THE SUB-COMMITTEE ON AUDIT MATTERS - Doc. EX.CL/1177(XXXVI)vi

A. ON THE TERMS OF REFERENCE (TOR) FOR FORENSIC AND PERFORMANCE AUDIT OF THE AUC

59. **RECALLS** Executive Council Decision EX.CL/Dec. 1057(XXXV) on the forensic audit and **COMMENDS** the PRC Sub-Committee on Audit Matters for coordinating the engagement of the Independent Forensic Audit Firm;
60. **EXPRESSES** concern about the non-adherence of the Commission with the deadline stipulated in Decision EX.CL/Dec. 1057(XXXV) to finalize the forensic and performance audit by February 2020;
61. **DIRECTS** the Commission to ensure that the audit is expedited and the Report thereof be presented, after the review of the BoEA, to the PRC through the Sub-Committee on Audit Matters by 31 May 2020.

B. ON THE AHRM REPORT ON STOPPING OF DOUBLE PAYMENTS OF HOUSING ALLOWANCES

62. **TAKES NOTE** of the action taken by the Commission to stop the payment of double housing allowance in August 2019.
63. **DIRECTS** the Commission to:
- a) Ensure that all management responses on concerns of Member States on financial issues that are presented to the Member States are validated by the Office of Internal Audit;
 - b) Impose sanctions on the staff members who do not follow the AU Rules and Regulations as well as any directives passed to enhance internal control systems, including those staff who have not submitted their declarations of spouses and other family relations working for the AU. The sanctions may include barring the concerned staff from undertaking missions, blocking step increments or promotions and blocking payments of any arrears during the period of non-compliance, in accordance with the Staff Rules and Regulations, and the Financial Rules and Regulations;
 - c) Work out by March 2020 modalities of recovery from the staff members who received double payment of the allowances, including those who left the Organisation, where feasible, and report to the Sub-Committee on Audit Matters;
 - d) Report every quarter to the Sub-Committee on Audit Matters on the measures taken against the staff who violate the AU Rules and Regulations.

C. ON THE INTERNAL AUDIT REPORTS ON BUDGET PERFORMANCE FOR THE PERIOD JANUARY TO JUNE 2019, AND REVITALIZED PEACE FUND FOR THE PERIOD MARCH 2018 - APRIL 2019

64. **DIRECTS** the Commission to:

- i) Impose sanctions on the staff members who did not adhere to the AU Financial Rules and Regulations relating to budget execution, including staff members who

authorized and processed payments of USD 1,687,761.32 from the Ecobank Peace Fund account as this could not be classified as a human error, and report to the June/July 2020 Session of the Executive Council on actions taken;

- ii) Enhance the planning process on operation budget for costs that cannot be avoided, by submitting detailed information on the estimated costs using the actual costs requirements;
- iii) Strengthening the Certification (Financial Control) Unit and the Section dealing with Reconciliations so as to ensure detection of errors made in processing payments before any damage is done, and avoid the recurrence of the similar weaknesses in the future.

D. ON THE PBFA REPORT ON SPECIAL FUNDS ACCOUNTS

65. DIRECTS the Commission to:

- i) Prepare a detailed analysis on all special funds including those that have been dormant for over five years based on the achievement of objectives in consultation with the relevant departments before closing them to determine if they are no longer relevant, and have it audited by the Office of Internal Audit and submit it to the Sub-Committee on Audit Matters for consideration by 31 May 2020;
- ii) Abide by the relevant Executive Council Decisions in allocating funds to all special funds using the respective percentages on the contributions received from Member States yearly in line with annual budgets, taking into consideration the discontinuation of financing the 1993 AU Peace Fund;
- iii) Ensure that balances in the bank accounts are aligned and reflect balances in the general ledger of Special Funds, and report to the Sub- Committee on Audit Matters periodically.

E. ON THE REPORT OF THE MATRIX ON IMPLEMENTATION OF THE AUDIT RECOMMENDATIONS (FROM INTERNAL AND EXTERNAL AUDITS)

66. DIRECTS the Commission to:

- i) Ensure that the Office of Internal Audit (OIA) prepares separate matrix of long outstanding audit recommendations with clear reasons for nonimplementation;
- ii) Ensure that the Office of Internal Audit continues monitoring the implementation of all the audit recommendations and submit the results thereof to the Sub-Committee on Audit Matters for consideration;
- iii) Ensure that the release of the 2020 budget of the Commission, of the other bodies and institutions of the AU will depend on the rate of execution of the Audit

recommendations.

F. ON THE DRAFT REPORT ON IMPLEMENTATION OF ENTERPRISE RISK MANAGEMENT (ERM) WITHIN AFRICAN UNION

67. **COMMENDS** the Commission for the adoption of the ERM Policy, and regrets the delay in its implementation;
68. **CALLS UPON** the Commission to fast-track the operationalization and implementation of the risk management policy, bearing in mind the ongoing reform of the AU;
69. **ALSO CALLS UPON** the Commission to make regular updates to the PRC Sub-Committee on Audit Matters on the operationalization of the ERM in the AU;
70. **REQUESTS** the Commission to organize a retreat for the members of the PRC Sub-Committee on Audit matters in particular on Enterprise Risk Management so as to enhance their oversight role.

G. ON THE THE REPORT OF THE AU COMMISSION ON CONSEQUENCE MANAGEMENT AND THE OVERSIGHT ROLE OF THE CHAIRPERSON OF THE AU COMMISSION WITHIN THE UNION ON THE FUNCTIONING OF OTHER AU ORGANS

71. **TAKES NOTE** of the Report of the Chairperson on the implementation of the Council Decision EX.CL. /DEC. 1057 (XXXV) paragraph 40 adopted by the Thirty Fifth (35th) Ordinary Session of the Executive Council held in Niamey, Niger in July 2019;
72. **ALSO TAKES NOTE** of the sanctions taken against staff found guilty of irregularities and violations of AU Rules and Regulations, after having followed due process;
73. **REQUESTS** the Commission to provide legal guidance to all AU Organs and Institutions regarding the financial and administrative statutory oversight authority of the Chairperson of the Commission over all non-Policy Organs and Institutions of the Union, including the Pan-African Parliament, African Court on Human and Peoples' Rights, the African Commission on Human and Peoples Rights and their elected officials;
74. **DIRECTS** the Commission to expedite the process of addressing pending cases following due process, and report to the Sub-Committee on Audit Matters by May 2020;
75. **DIRECTS** the Office of the Legal Counsel to examine the Legal Instruments and Rules of Procedures of the AU Organs and identify areas of incoherence or conflict with other AU Legal Instruments, and advise AU Policy Organs on amendments, as appropriate, and report to the 37th Ordinary Session of the Executive Council in July 2020;
76. **REQUESTS** the Commission to present a Report by July 2020 on the operationalization of the Court of Justice of the Union which is mandated to consider appeals from the AU

Administrative Tribunal, as well as the establishment of an interim appeals mechanism;

77. **ALSO REQUESTS** the Commission to report on the implementation of this Decision during the Ordinary Session of the Executive Council in June/July 2020.

IV. THE SUB-COMMITTEE ON MULTILATERAL COOPERATION - Doc. EX.CL/1177(XXXVI)vii

A. ON GENERAL ISSUES

78. **REQUESTS** the PRC, in close collaboration with the Commission and African Union Development Agency/NEPAD (AUDA-NEPAD), to work together in mapping out all AU Partnerships and engagements in line with AU Agenda 2063 and its flagship projects;
79. **ALSO REQUESTS** the PRC, together with the Commission, AUDA-NEPAD, Regional Economic Communities (RECs) in consultation with the African Diplomatic Corps (ADC) in the partner countries and the Partner involved, to define practical arrangements for planning, monitoring, evaluation and coordination, for effective implementation of Partnership projects;
80. **FURTHER REQUESTS** the PRC to take full account in their interaction with Partners, of the principles of reciprocity and mutually balanced benefits in a spirit of win-win partnership, taking into account the views of the Group of African Ambassadors accredited to Partner countries;
81. **INSTRUCTS** the PRC to ensure that each Partnership Summit adopts a Declaration and an Action Plan and that preparatory processes for any Statutory Partnership meeting begins three (3) months in advance of the meeting date;
82. **REQUESTS** the PRC, in close collaboration with the Commission, to develop a Partnership Strategy and Policy Framework document to be considered by the Thirty Eighth Ordinary Session of the Executive Council in February 2021;
83. **REQUESTS** the PRC to undertake an urgent updated and comprehensive review to each of the existing partnerships with single countries with a view to assess their effective contributions and added value, and to report to the Executive Council at its 38th Ordinary Session in 2021.
84. **REAFFIRMS** its Decision EX.CL/Dec.899²(XXVIII)Rev.2 of January 2016 (paragraph 20) and emphasizes the decision to organize two (2) Partnership Summits per year;
85. **DIRECTS** the Commission and other Organs of the Union to regularly report to the PRC

²Decision No.: EX.CL/Dec.899 (XXVIII) Rev.2 of January 2016 (paragraph 20): "APPROVES a five (5) year cycle and to organize two (2) partnership meetings per year as from 2017 for all Strategic Partnerships and REQUESTS the Commission to adopt its gradual implementation taking into consideration the need to reschedule previously adopted Partnership meetings accordingly, including at the Summit level, and in consultation with the respective Partners and host countries"

on all Commission-led Cooperation with external Partners as related to Memorandum of Understandings, Agreements, Dialogues, etc., before and after its engagements in order to promote transparency and to ensure that interests of Member States are covered;

86. **RECALLS** its Decisions EX.CL/Dec.942 (XXX) of January 2017 and EX.CL/Dec. 986(XXXII)Rev.1 of January 2018, which call for the strengthening of the institutional capacity of the Partnerships Management and Coordination Division (PMCD) and **DECIDES** that PMCD should be allocated with the requisite staffing to carry out its important mandate.

B. ON REPRESENTATION IN PARTNERSHIPS STATUTORY MEETINGS

87. **RECALLS** Executive Council Decision EX.CL/Dec. 1057(XXXIV) of July 2019 on AU representation in partnership meetings, which **DECIDED** to refer the item back to the PRC Sub-Committee on Multilateral Cooperation for further consideration with a view to reaching consensus regarding this issue, and Assembly Decision Assembly/AU/Dec.635(XXVIII), Paragraph 5) c) v), taken in January 2017, which states that: “Partnership Summits convened by external parties shall be reviewed with a view to providing an effective framework for African Union partnerships. Africa will be represented by the Troika, (namely the current, incoming and outgoing Chairpersons of the African Union), the Chairperson of the AU Commission, and the Chairpersons of the Regional Economic Communities (RECs) as well as the Chairperson of the NEPAD”, and Executive Council Decision EX.CL/Dec.877(XXVII) (Paragraph 10), taken in June 2015, which “Reaffirms the right of all AU Member States to participate without discrimination in all meetings, activities and events organized within the framework of the partnership in which the AU is a stakeholder”;
88. **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;
89. **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;
90. **FURTHER DECIDES** that the internal preparatory process of the Statutory Meetings between the African Union/African Continent and a partner country shall be inclusive with the participation of all AU Member States;
91. **REQUESTS** the PRC in collaboration with the Commission to define the mandate for representatives in Statutory Meetings between African Union/African Continent and a partner country, for consideration by the Executive Council, in June/July 2020.

C. ON THE HOST COUNTRIES OF PARTNERSHIPS SUMMITS AND EVENTS

- 92. COMMENDS** all Member States who offered to host Partnership Meetings and Events;
- 93. RECOMMENDS** the offer made by the Islamic Republic of Mauritania to host the 4th Africa-India Summit for endorsement by the Assembly and **RECOMMENDS** to the latter to approve the request by the Islamic Republic of Mauritania to postpone the Summit till 2021;
- 94. APPROVES** the selection of the Republic of Rwanda as Host Country for the 2nd AU-EU Ministerial Meeting, to be held in the first quarter of 2020;
- 95. ALSO APPROVES** the selection of the Republic of Togo as Host Country for the 8th Edition of the Africa-Arab Partnership Trade Fair, to be held in 2020;
- 96. RECOMMENDS** the offer made by the Republic of Tunisia to host the TICAD 8 Summit to be held in 2022 for endorsement by the Assembly;
- 97. REAFFIRMS** its Decision EX.CL/Dec.877(XXVII), paragraph 11 (iii) of June 2015, which requests the Commission to adopt a mechanism for the application of the principle of rotation in hosting Partnership Summits and ensure that there are no overlaps;
- 98. RECOMMENDS** to the Assembly to encourage Partners or designated host countries to ensure that statutory preparatory meetings (Senior Officials and Ministerial) are held at the same venue and immediately precede respective Partnerships Summits as per Executive Council Decision EX.CL/Dec.899 (XXVIII), paragraph 19, Rev.2 of January 2016;
- 99. REQUESTS** the PRC to work closely with the Commission to finalize the criteria for hosting Partnership Meetings and Events for submission to the Thirty Seventh Ordinary Session of the Executive Council in July 2020.

D. ON THE PROJECT FOR THE ESTABLISHMENT OF AN AFRICA - INDIA BUSINESS CENTRE IN INDIA

- 100. ENCOURAGES** the African and Indian Private Sectors to work together to achieve the objectives of the Africa-India Partnership and **WELCOMES** the initiative for the establishment of an Africa-India Business Centre in Mumbai, India.

E. AU-EU PARTNERSHIP

- 101. REQUESTS** the PRC in close collaboration with the Commission, the Republic of Rwanda and the European Union (EU), to agree on the dates for the 2nd AU-EU Ministerial Meeting and commence preparations as soon as possible;
- 102. ALSO REQUESTS** the PRC in close collaboration with the Commission to work closely

with the European Union for timely preparations for the 6th AU-EU Summit, to be held in 2020 in Europe.

F. AFRICA - ARAB PARTNERSHIP

- 103. TAKES NOTE** of the postponement of the 5th Africa-Arab Summit and the proposal by the League of Arab States to hold it on 16 March 2020;
- 104. RECOMMENDS** the holding of the 5th Africa-Arab Summit on a mutually agreed date in 2020, and to be preceded by the preparatory Senior Officials and Ministerial Meetings, respectively, in line with Executive Council Decision EX.CL/Dec.899(XXVIII)Rev.2, paragraph 20³ of January 2016;
- 105. TAKES NOTE** of the launch of the preparatory process and **FURTHER REQUESTS** the PRC in close collaboration with the Commission and the General Secretariat of the League of Arab States to develop the working documents of the 5th Africa-Arab Summit and to adopt the Draft Joint Africa-Arab Partnership Action Plan and its Financing mechanism for consideration by the 5th Africa-Arab Summit.

G. TOKYO INTERNATIONAL CONFERENCE ON AFRICAN DEVELOPMENT (TICAD)

- 106. WELCOMES** the successful hosting and the outcomes of the TICAD 7 Summit;
- 107. REQUESTS** the PRC in close collaboration with the African Diplomatic Corps (ADC) in Tokyo and the Commission, to follow up on the implementation of the TICAD 7 Action Plan as it relates to the three (3) agreed upon priority areas, which are in line with AU Agenda 2063 and to report on progress-made in February 2021.

H. AFRICA-TURKEY PARTNERSHIP

- 108. TAKES NOTE** of the postponement by Turkey of the 3rd Africa-Turkey Summit from 2019 to 2020, as well as its proposal to hold the Summit on 20 April 2020, in Istanbul, Turkey;
- 109. DECIDES** in close collaboration with the Commission and Turkey to propose new dates, starting in 2021, for the holding of the 3rd Africa-Turkey Summit, in line with Executive Council Decision EX.CL/Dec.899 (XXVIII) Rev.2, paragraph 20⁴ of January 2016.

³Decision No.: EX.CL/Dec.899 (XXVIII) Rev.2 of January 2016 (paragraph 20): "APPROVES a five (5) year cycle and to organize two (2) partnership meetings per year as from 2017 for all Strategic Partnerships and REQUESTS the Commission to adopt its gradual implementation taking into..."

⁴Decision EX.CL/Dec.899 (XXVIII) Rev.2 of January 2016 (paragraph 20): "APPROVES a five (5) year cycle and to organize two (2) partnership meetings per year as from 2017 for all Strategic Partnerships and REQUESTS the Commission to adopt its gradual implementation taking into consideration the need to reschedule previously adopted Partnership meetings accordingly, including at the Summit level, and in consultation with the respective Partners and host countries

I. FORUM ON CHINA-AFRICA COOPERATION(FOCAC)

- 110. REQUESTS** the PRC in close collaboration with the Commission and the African Diplomatic Corps in Beijing, China, to follow-up with China on the implementation of the FOCAC Beijing Action Plan 2019-2021 concerning continental and Regional projects and to report on the progress made.

J. AFRICA - INDIA PARTNERSHIP

- 111. TAKES NOTE** of the request of the Islamic Republic of Mauritania to postpone the 4th Africa-India Summit to 2021 and **RECOMMENDS** to the Assembly to approve its request;
- 112. REQUESTS** the PRC in close collaboration with the Commission, India and the Islamic Republic of Mauritania to propose suitable dates for the 4th Summit, in 2021, and to commence preparations for the Summit in cooperation with the African diplomatic corps in New Delhi.

V. THE SUB-COMMITTEE ON HUMAN RIGHTS, DEMOCRACY AND GOVERNANCE - Doc: EX.CL/1177(XXXVI)ix

- 113. RECALLS** Executive Council Decision **EX.CL/Dec.1045(XXXIV)**, which reiterated the need to urgently and fully operationalize the PRC Sub-Committee on Human Rights, Democracy and Governance;
- 114. TAKES NOTE** of the Report of the Sub-Committee on Human Rights, Democracy and Governance;
- 115. COMMENDS** the PRC for the operationalization of the PRC Sub-Committee on Human Rights, Democracy and Governance (HRDG) on 18 October 2019 in Addis Ababa, Ethiopia;
- 116. RECOGNIZES** the importance of the Sub-Committee in the promotion of Human Rights Democracy and Governance within the framework of the African Governance Architecture (AGA);
- 117. REQUESTS** the Commission to provide the necessary support to the Sub- Committee to deliver on its mandate.

VI. THE PRC SUB-COMMITTEE ON NEPAD

- 118. TAKES NOTE** of the Report of the Sub-Committee on NEPAD;
- 119. REQUESTS** AUDA-NEPAD to continue consultations on the pooling of the Funds from the partners and voluntary contribution by Member States for the implementation of Agenda 2063 and its flagship projects;

120. **RECOGNISES** the expanded mandate of AUDA-NEPAD and in this regard **REMINDS** AUDA-NEPAD that it can submit to the relevant AU structure detailed and itemised programme and project proposals as a supplementary budget for 2020;
121. **ALSO REQUESTS** the Commission to undertake and conclude the recruitment of the new CEO of AUDA-NEPAD by 31 December 2020. The Commission should communicate the Terms of Reference (TOR), timelines and the details of the recruitment process to the Member States;
122. **RECOMMENDS** the extension of the term of the current CEO of AUDA-NEPAD until the appointment of the new CEO.

VII. THE SUB-COMMITTEE ON RULES, STANDARDS AND CREDENTIALS

123. **TAKES NOTE** of the Report of the Sub-Committee on Rules, Standards and Credentials, as well as the PRC recommendations on the Report, and **DECIDES** to adopt a standalone decision on the realignment of the legal instruments.
124. **TAKES NOTE WITH APPRECIATION** of Nouakchott declaration issued by religious leaders from all African countries, which reaffirmed the importance of distinction between terrorism and violence preached by extremist armed groups and the noble message of the Islamic religion, and invited our countries to support religious tolerance and coexistence between individuals and peoples based on universal human and African values.