MEMORANDUM OF UNDERSTANDING

ON THE PARTNERSHIP BETWEEN THE EUROPEAN COMMISSION AND THE AFRICAN UNION COMMISSION TO FOSTER TWINNING, EXCHANGE AND OTHER ACTIVITIES.


2. Having regard to the Memorandum of Understanding on a partnership to foster twinning and exchange (hereinafter “the Partnership”) signed on 2006 by the Commission of the European Communities and the African Union Commission with the aim of strengthening the institutional ties between the two Institutions,

3. Having regard to the EU-Africa Strategic Partnership: Joint EU-Africa Strategy and Action Plan adopted in December 2007 at the second EU-Africa summit in Lisbon,

4. Having regard to the addendum signed on the 1st of October 2008 on the establishment of a partnership between the Commission of the European Communities and the African Union Commission to foster twinning and exchange,

5. Having regard to the Decision of the European Commission (November 2008) laying down rules on the secondment of national experts to the European Commission and its Decision on the secondment of Community officials,

6. Having regard to the Agreement on implementation of the European Commission – African Union Commission Action Plan and the Programme for exchange of officials in the area of administrative co-operation, signed on the 6th of November 2009,

The European Commission (hereinafter referred to as EC) and the African Union Commission (hereinafter referred to as AUC) HAVE DECIDED to adopt the present MEMORANDUM of UNDERSTANDING (hereinafter referred to as MoU) on the Partnership between the EC and the AUC to foster twinning, exchange and other activities.
I. OBJECTIVES

I.1. The objectives of the Partnership are to:

a) strengthen the institutional ties between the EC and the AUC;
b) develop a culture of dialogue and foster cooperation between the two Institutions;
c) enhance the effectiveness of both the EC and the AUC;
d) share expertise between the EC and the AUC;
e) help each other build capacity and develop in areas of mutual interest and benefit.

I.2. The objectives of the Partnership will be achieved through:

a) exchange of officials;
b) development by the two Institutions of joint seminars and training courses;
c) the stepping up of EC-AUC dialogue;
d) cooperation in specific projects.

II. AREAS OF COOPERATION

II.1. Exchange of officials

A. General provisions

1. The exchanges entail that officials from one Institution are hosted by the partner Institution. The exchanges will not affect the contractual status of the participating officials, who will remain staff members of their respective Institutions and will return to it at the end of the exchange.

2. During the period of exchange, the participating officials will be under the daily supervision of the host Institution, but will continue to be subject to the regulations and rules of their own Institution. Each organization will bear the costs incurred by its own staff members as a result of the exchange.

3. Exchanges may take place at Headquarters, offices away from Headquarters and field offices.

4. Duration, staff performance appraisal, and other arrangements concerning other aspects of each exchange will be covered by a separate document between the AUC, the EC and the participating official, which will be signed before the exchange takes place.

B. List of areas of administrative cooperation and calls for proposal

1. Through the Joint Action Plan, the EC and the AUC will identify a list of areas of administrative cooperation in addition to the Staff Exchange programme, in which they wish to either benefit from the partner Institution's expertise or share their specific expertise.
2. Programmes in this area shall cover but are not limited to: Joint workshops and seminars; invitation to attend each other’s training and capacity building programmes; peer reviews of each other's policy documents and tools; specialized technical assistance in policy development; IT and any other area of need and interest.

3. Based on the agreed Joint Action Plan detailing areas for cooperation within a particular year, calls for proposal indicating the participating duty stations will be issued by each institution once a year to solicit applications from their own staff members.

C. **Application and selection process for the staff exchange**

1. Applications should enclose a cover letter including the following documents:
   a) the area of interest and the relevance of the staff qualifications with respect to the chosen area;
   b) the preferred duty stations (if applicable);
   c) the preferred timing and duration;
   d) a curriculum vitae;
   e) a description of the proposed work to be performed and the expected results (maximum 2 pages);
   f) a note from the office of staff member indicating its prior consent to let the staff member participate in the exchange and the availability of resources.

2. Each Institution will review the applications from its own staff members and select the most suitable candidates on the basis of the significance and suitability of the proposal.

3. In order to allow a larger number of staff members to participate in the exchange, with the exception of the first year, preference will be given to staff members who have not participated in a staff exchange in the past.

4. Each Institution will then transmit the applications of the selected candidates to the partner Institution for its review. The acceptance or the reasons for rejection shall be communicated in writing.

5. Each partner shall designate officials to administer and implement this MoU and the annual Joint Action Plans that will ensue from it. The administration and implementation of programmes and activities in the joint action plans shall be the responsibility of these officers. The joint action plans shall be evaluated and reviewed annually.

D. **Conclusion of the exchange**

1. Upon conclusion of the exchange, the participating officials will submit to both Institutions, a mission report describing the project outcomes and the expertise acquired during the assignment and possible required follow-up.
2. Development by the two Institutions of seminars, training courses and exchange of information
   a. Places on relevant courses given by the EC will be made available to AUC officials based on the interest and need expressed by AUC.
   b. The annual training programme of EC will be accessible to the AUC at the beginning of the training calendar.
   c. Joint seminars and training courses will be organised for senior managers of the two Institutions.
   d. It shall be for each party to notify its training department of the signing of the MoU.
   e. The AUC and the EC will regularly exchange information in areas of mutual interest to familiarise each other with their administrative procedures, good administrative practices and tools.
   f. The two Institutions will adopt by the end of 2010 the "EC-AUC Joint Action Plan for Administrative Cooperation. Implementation Roadmap" for the period 2011-2012, setting out:
      i. the priorities for exchanges and training;
      ii. their nature (training, mission, videoconference, exchange of documents, etc.);
      iii. the stakeholders involved in each of the two Institutions.

II.2. The stepping up of AUC-EC dialogue

The AUC-EC dialogue will be stepped up by the regular organisation of meetings of senior managers from the two Institutions. The aim of these meetings will be to take stock of administrative cooperation between the two Institutions and identify any constraint in order to provide the most appropriate solutions.

II.3. Cooperation in improving the AU Recruitment Service and selection process on the models of EPSO.

The AUC must be able to attract and recruit from its Member States, enabling them to equip themselves for the major challenges they face in the years ahead. Exploring possibilities of establishing a common recruitment service represents a major modernisation of selection practice.

The EC will provide a technical assistance to the AUC in this respect.

III. ARRANGEMENTS

The focal points for the Administrative Cooperation will be the Director-General for Human Resources and Security in the EC, on the one hand, and the Director of Administration and Human Resources Development in the AUC, on the other.

Each focal point will ensure the coordination between the respective departments.
IV. FINANCIAL FRAMEWORK

Any financial contribution will be made from existing envelopes under the European Development Fund (EDF) will be disbursed in accordance with relevant EDF rules and financial provisions. In the case of any complementary contribution being made from the general Budget of the European Communities, the provisions of the Financial Regulation1 and its implementing rules should be applied.

The AUC Programming, Budgeting procurement and Accounting Rules shall apply in the management accounting and reporting of all AU and EC funds used to implement the above-mentioned programmes.

V. DURATION

This MoU enters into effect on the date of signature for a four-year period. The MoU is to be reviewed after two years.

Signed at Addis Ababa, 8 June 2010 in two originals in the English language.

FOR THE EUROPEAN COMMISSION

Maroš ŠEFČOVIČ
Vice-President in charge of Inter Institutional Relations and Administration

FOR THE AFRICAN UNION COMMISSION

Erastus MWENCHA
Deputy Chairperson