

NOTE ON THE REPORT OF THE COUNCIL'S MISSION TO IDEP

During the 54th session of the Governing Council Meeting of 5th Feb 2016, the Council agreed that it was necessary to send three members of the Council on mission to Dakar to meet with staff members and management in order to address various issues that had been raised directly with the Governing Council by the IDEP Staff Association known as APIDEP. The issues raised related to IDEP's Autonomy vis-a-vis its status as a subsidiary body of the ECA; the Appointment of the new Director in 2015; APIDEP's direct communication with the Governing Council; and internal communication between APIDEP, the IDEP Director and ECA Management. The Council members travelled to Dakar and on 20th Feb 2016 and held three meetings i.e. with the IDEP Director; with the APIDEP Officials; and a final meeting where all staff members were present.

The minutes of the mission, as written by the Governing Council members, are attached as annex and a presentation of the same will be made by Mr. Pierre Ndiaye, who was a member of the above-mentioned mission and who represents the Government of Senegal on the Governing Council.

BOARD OF DIRECTORS' MISSION TO IDEP

The 54th session of the IDEP Governing Council, the supreme decision-making body which examines all issues relating to programmes, administration, finance, institutional development and promotion met in Addis Ababa on 5 February 2016.

During the meeting, the Council decided to send a mission to Dakar to meet staff and management and discuss the various issues raised by the IDEP Staff Association (APIDEP). These exchanges were expected to help establish, on the basis of discussions held in Addis Ababa, a peaceful social climate, essential for the discharge of the mission assigned to IDEP.

Three Board members were appointed to carry out this one-day mission: Mr. Pierre Ndiaye of Senegal, Mr. Jean Christophe Okandza of Congo and Mr. Desire Sibanda Mutize of Zimbabwe. Mr Mutize arrived in Dakar late on 19 February 2016, and thus missed the discussions that were held that same day. He was however able to meet with the entire membership of the APIDEP Bureau at his hotel on Saturday 20 February 2016, in the presence of Mr. Jean Christophe Okandza.

The Board members met separately with the Director of IDEP, members of the APIDEP Bureau and finally with the entire staff, in the presence of the Director.

At these meetings, the following points were discussed:

1. IDEP's Autonomy

The APIDEP Bureau and the entire staff expressed concern about the dynamics of IDEP's integration into the ECA. Their concern related, in particular, to the fact that the role of the Board of Directors might be watered down and this could have an impact on Member States' contributions to IDEP's functioning. The fate of the staff is also a source of concern.

2. The process for the appointment of the Director of IDEP

The Bureau and the entire staff were of the view that the Board of Directors must be much more involved in the IDEP Director's recruitment process.

3. Referral to members of the Board of Directors by the APIDEP

The Bureau and the entire IDEP staff consider the ECA as "the father of IDEP" and the Board of Directors as "the mother of IDEP"; associating these two parents in the resolution of the problems of the child "IDEP", is therefore indispensable. For this reason, they believe it is natural and justified to refer matters of concern to one of the parents.

4. Internal communication within IDEP

The Bureau and the entire staff regret the lack of internal communication.

After listening patiently to the various speakers, the Board members reassured the staff with regard to the points raised. They recalled that the texts in force stipulate that: "The UN Secretary General, on the recommendation of ECA Executive Secretary, shall appoint the Director of the Institute. The Executive Secretary shall consult the Board of Directors before making a recommendation...". Most of the Board members were consulted by telephone. They however specified that during the 54th Board meeting, and in order to raise any ambiguity in future, the Statutes were revisited with the aim of strengthening the involvement of the Board of Directors to play a greater role in future appointment processes of the IDEP Director.

The mission also recalled that IDEP is an important link in the African capacity building system for economic and social development. It is a tool to be preserved and strengthened and to this end, they urged the management of the Institute and the entire staff to ensure that a peaceful social climate reigns within the institution. Moreover, the Council members hailed the measures taken by the Chairperson of the Council and IDEP Management to regularize irregular contracts and maintain all jobs. In this regard, Management must avoid all forms of reprisals, encourage the involvement

of all employees in the smooth functioning of the institution, and strengthen internal communication. Council members further underscored the fact that because of its prerogatives, Management alone has the authority to take decisions relating to the internal management of the Institute, and urged all stakeholders to foster better internal communication.

Lastly, the Council vowed to ensure that the IDEP Statutes, which guarantee the latter's institutional, financial and administrative autonomy are complied with and the United Nations rules fully observed.

At the end of the various discussions, the Management and the entire staff undertook to work together to establish a peaceful social climate essential for the continued and effective fulfilment of IDEP's mandate in line with the leadership it has demonstrated over the past few years.

Mr. Pierre Ndiaye

Mr. Jean Christophe Okandza

Mr. Desired Sibanda Mutize