

# Institutional Capacity Building

Promoting institutional capacity building of the African Union Commission and the African Union Development Agency

## The Context

The African Union (AU) and its 55 member states formulated the vision of an “integrated, economically prosperous and peaceful Africa.” The AU Commission (AUC) and its development agency (AUDA-NEPAD) coordinate the implementation of the Second Ten-Year Implementation Plan 2024-2033 and the Strategic Plan 2024-2028 of Agenda 2063, Africa’s development blueprint. In 2024, the AU joined the Group of 20 (G20) as a member. This is a significant step towards the AU’s Agenda 2063 aspiration of establishing Africa as a strong and influential global player.

The AU member states have initiated a comprehensive internal reform process to improve the effectiveness and efficiency of the AUC’s performance. Capacity building at the AUC and AUDA-NEPAD is assigned considerable cross-institutional significance.

## Our Approach

The project focuses on promoting efficiency and effectiveness, transparency, and accountability in service delivery. To this end, integrated, impact-oriented process management is supported to increase programme implementation rates, optimise audit processes, and ensure AU-wide mainstreaming of gender equality and youth empowerment.

This is implemented in several fields of action:

- AUC staff will be empowered through training measures to ensure impact-oriented programme management and better compliance.

<b>Project name</b>	Institutional Capacity Building Programme (ICBP) VI
<b>Commissioned by</b>	German Federal Ministry for Economic Co-operation and Development (BMZ)
<b>Project region</b>	African Union (AU)
<b>Lead executing agency</b>	African Union Commission (AUC), AU Development Agency (AUDA-NEPAD)
<b>Implementing Partner</b>	African Union Commission
<b>Budget</b>	EUR 4.5 million
<b>Duration</b>	01/2024 – 12/2026

- AUDA-NEPAD is supported in implementing its organisational development plan in the areas of strategic planning, leadership, business processes, and corporate culture to improve the organisation’s service delivery. In addition, the promotion of joint planning and work processes strengthens the coherence of the tasks performed by AUDA-NEPAD and AUC departments.
- The AU-wide mainstreaming of gender-sensitive measures and measures to empower young people implemented by the AUC and AUDA-NEPAD will be sustainably anchored through the implementation of appropriate training measures for introducing and using so-called scorecards.
- Expanding capacities and competencies of formulating common African positions will strengthen the AU’s ability to act effectively at the global level.



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## Success Factors

Through further training, cross-departmental exchange of experience, and joint learning, AUC staff and managers internalised processes, and their quality criteria and practice improved coordination and cooperation. The project thus helps to ensure that AUC process steps from planning and budgeting to monitoring and reporting are integrated and results-oriented, thereby increasing the efficiency and effectiveness of services for the AUC member states.

## Results

In the previous programme phases, the AUC was supported in developing a manual and guidelines for the AUC budget process to ensure that the AUC budget was prepared on time and that the respective political priorities were considered. Staff of the Internal Audit Department received further training in areas such as performance audits, conducting IT audits, and using specialised auditing software. This has optimised the quantity and quality of audits carried out. AU's financial management, budget planning, and reporting fully comply with international standards.

With the support of the project, an online learning platform, “[AU Learn](#)” was set up, which is used to organise virtual training measures throughout the AU. In four pilot courses with selected specialist departments, more than 700 participants received virtual professional development in various areas. Staff from the Learning and Development Department of the AUC have been enabled through training and on-the-job learning to independently develop eLearning courses in methodology, didactics, and learning content and evaluate them using a dedicated tool. Thus, further training measures and knowledge management are effectively anchored in the AUC.

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**Text**

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