

**REPORT OF THE EACO LEGAL & HUMAN RESOURCE COMMITTEE TO THE
REGULATORY ASSEMBLY, JULY 2017 TO JUNE 2019**

1.0 Introduction

This report highlights the activities performed by the Human Resource and Legal Committee (LHRC) for the period beginning 1st July 2017 to 30th June 2019.

2.0 Terms of Reference for the Committee (TORs)

The TORs for the Committee are attached as **Annex I** to this report.

3.0 Activities Performed by the Committee

3.1 Recruitment of Liaison Managers

Noted 1:

Employment contracts of the three (3) existing liaison managers were ending on 30th August 2018 and therefore the positions were advertised on 3rd April 2018 in the respective member states.

Noted 2:

A total of 63 applications were received and the Committee shortlisted and recommended 16 candidates to the EXCOM for interviews and further deliberations. A detailed report is attached as **Annex II**.

Noted 3:

EXCOM advised on the criteria to be used and all eligible member states were required to recommend three suitable candidates for each position and submit to the secretariat for interview. LHRC participated in the interviews.

Noted 4:

Successful candidates were selected and appointed to take up the respective positions as follows:

- i. Liaison Manager Human Resource and Administration- Dr. Norah Sitati
- ii. Liaison Manager Regulatory Affairs- Mr. Alexis Sinarinzi
- iii. Liaison Manager ICT Affairs- Ms. Sarah Kabahuma

3.2 Signing of the revised EACO Constitution

Noted 5:

The EACO Constitution had not been circulated to members for signing as at 30th June 2018.

Agreed 1:

Circulate the Constitution to all members for signatures before the upcoming Congress in June 2019.

Noted 6:

The Constitution was circulated and signed by members from four (4) member states namely Burundi, Kenya, Rwanda, South Sudan and Uganda. The Constitution is currently in Tanzania awaiting signature.

Agreed 2:

The EACO Secretariat to follow-up and urge members who have not signed the Constitution to expedite the process.

3.3 Anchoring EACO as an arm of EAC

Noted 7:

A proposal to Transport, Communications and Meteorology (TCM) of EAC to have EACO considered as a communications institution of EAC.

Noted 8:

The deliberations by TCM on the matter and subsequent request to the Secretariat to prepare a Concept Paper and submit to TCM by 31st December 2018.

Noted 9:

The TCM meeting did not materialize due to lack of response from Member States on the Concept Paper.

Noted 10:

EAC members have been requested to submit their comments on the Concept Paper to the EAC Secretariat by 30th August 2019 for deliberations during the 17th TCM meeting.

3.4 Review of HR Manual

Noted 11:

The resolution of EXCOM to review the HR Manual in line with the recommendations of the Ad hoc Committee on Sustainability of EACO.

Noted 12:

A review of the Human Resource Manual was undertaken and presented to EXCOM on 14th December 2018 in Zanzibar.

Noted 13:

EXCOM directed the Committee to further review the Human Resource Manual and provide justification for the recommended changes and present the reviewed document to the EXCOM meeting scheduled for June 2019 in Tanzania.

Agreed 3:

The HR Manual was reviewed as per EXCOM directive and the matrix highlighting the proposed amendments and justifications will be presented to the EXCOM for consideration.

3.5 Amendment of EACO Constitution

Noted 14:

The review of some sections of the HR Manual will affect some provisions of the EACO Constitution.

Agreed 4:

Amend the Constitution in line with the proposed changes and submit to EXCOM for consideration.

3.6 Capacity Building

Noted 15:

Members noted that the following four (4) capacity building programs were to be conducted by June 2019.

- (i) Retreat (training) for EXCOM members: The theme was “Emerging Issues in ICT”. The training was held on 10th to 13th December 2018 in Zanzibar Tanzania. The workshop was successful.
- (ii) 4th Awareness Workshop on e-waste and counterfeit gadgets was planned for 18th to 20th March 2019 in Bujumbura, Burundi. The workshop was successful.
- (iii) New Technologies such as 4G/LTE, OTTS, IOTS Workshop planned for 13th to 17th May, 2019 Kampala , Uganda. The meeting was postponed due to lack of participants
- (iv) Financial Postal Services in the Digital Economy Workshop planned for 27th to 31st May 2019 in Mombasa, Kenya. The meeting was postponed due to lack of participants.

Noted 16:

Two programs (i and ii) were conducted successfully. The remaining two were not conducted due to inadequate number of participants and lack of travel clearance by the respective countries.

4.0 RECOMMENDATIONS

4.1 The REGULATORY ASSEMBLY is invited to note, consider and adopt the report of LHRC for the period July 2017 to June 2019.

4.2 PROVIDE GUIDANCE as it may deem fit.

Presented by:

CHAIRPERSON OF LHRC

JULY, 2019