

AFRICAN UNION

الاتحاد الأفريقي



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Addis Ababa, Ethiopia P.O. Box 3243 Telephone: 2511155177001251115526373

Fax: 251116518718/251115536950 Website: www.au.int

Curriculum Vitae (CV) Template for a Senior Executive Position

Position: (Specify the job title for which you are applying)

Vice-Chairperson of the African Union Commission

Personal information:

Full Name:	Hasna BARKAT DAOUD
Physical Address:	DJIBOUTI, Gabode IV
Email Address:	barkatdaoudhasna@gmail.com
Telephone number:	+ 253 77 81 57 57
Date of birth: (dd/mm/yy)	05/06/1972
Nationality:	Djiboutian
Citizenship	Djiboutian
Sex:	Female

Declaration of vision: (In not more than one thousand (1000) words, describe how, at this position, you intend to meet the aspirations stated in Agenda 2063 and tackle the most urgent issues faced by Africa and the Commission.

As an African woman, having decided to return and work on the continent of my ancestors, in my country, after studying abroad, I had the opportunity as a rather young lady to occupy high positions of responsibility, at the head of two so-called social ministries (youth's and women's affairs). This experience, coupled with that of setting up projects with an international NGO, *SOS Village d'Enfants* and a regional economic community, allowed me to clearly understand the challenges of our continent: scarcity of natural resources, difficulties of the rural world and the need to achieve food self-sufficiency, prejudices and pitfalls encountered by women, employment and integration of young people on a continent where they constitute almost three-quarters of the population, the urgent need to revive our values of sharing, solidarity and tolerance in order to maintain peace and security on the continent, the importance of law and justice in all fields, the pressing need to increase infrastructure to develop countries and industrialize domestic production. Other issues include the positive and negative effects of globalization that must be mitigated and the constant quest for autonomy, including financial and budgetary.

To assist and support the Chairperson of the Commission in the best conditions, I will ensure that work is monitored and coordinated to effectively achieve the Chairperson's goals in the performance of its duties.

In both the administrative and financial management of the Commission, I intend, together with my direct collaborators but also with the teams of the other departments and services of the Commission, to do everything possible to instil team spirit and a peaceful atmosphere. To ensure that the programmes and projects resulting from Agenda 2063 are monitored adequately, and in order to be aware in advance of the bottlenecks likely to hamper the smooth running of such programmes and projects, I will use the existing skills within my team and the team of the Chairperson to propose solutions to the Chairperson in order to resolve the issues. I

will not hesitate to resort to external expertise for more specific issues requiring particular enlightenment, where necessary.

In consultation with the Chairperson, meetings will be scheduled regularly with the various Commissions to facilitate the performance of their mission. The same will apply to RECs which are an extension of the Commission in the field, the armed wing of Commissioners and Special Envoys, which are supposed to be implementation bodies.

With the ongoing reform within the Union, budgetary adjustments are unavoidable since the efforts required of Member States will take time to materialize. In-depth work is needed to convince the representatives of Member States, particularly at the level of the PRC, of the need to achieve autonomy so that Africa, like other continents, can make appropriate decisions for its population, when it deems it fit and not be guided by external agendas that do not always meet the needs of the continent. A real awareness-raising and active communication strategy (in particular in the form of formal or informal meetings) will be set up with my team, using legal arguments or incentives.

I will also strive to ensure that meetings to monitor administrative and budgetary services are imbued with a spirit of frank collaboration, and that communication between such services is fluid in order to reduce the unavoidable bottlenecks inherent in such a large institution. This will be done, of course, in strict and absolute compliance with the prescribed rules and procedures to ensure the rigour, transparency and equity essential in any continental institution like the AU. The idea is to avail Africans with the example of an institution devoid of any negative administrative drift, which represents them and to which they should feel proud to belong.

Profile of senior executive: (In no more than three hundred (300) words, provide a summary and strengths of your skills, experiences, goals and achievements)

While managing my law firm, I gained experience in various areas of private and public law through my practice and my activities as consultant. As a jurist, between 2000 and 2008, I drafted a number of human rights reports such as Beijing +10, the rights of people living with HIV, women and climate change, access to natural resources and to land in particular, access to water and sanitation, etc. In 2007, while I was President of the National Youth Council of Djibouti, we organized a conference on the theme “African youth and peace”.

I strengthened the rights of vulnerable children by supporting the construction and installation of the *SOS Village d’Enfants*, a shelter for children, and a digital library for young people, in collaboration with SOS in Djibouti.

I also launched a pilot project on literacy in national languages, which later led to a large-scale nationwide literacy programme.

Regarding peace and security, consolidation of peace, mediation and dialogue, in 2015, I contributed to the launch of the IGAD Women, Peace and Security Forum –IWPSF- (guest speaker, Ms Dlamini ZUMA). I was a member of the solidarity mission organized by Ms Bineta Diop, AU Special Envoy in the DRC, in November 2016. As IGAD’s mechanism to promote and advance gender equality in peacebuilding and conflict resolution in East and the Horn of Africa, IWPSF encourages networking, dialogue and coordination among IWPSF members, in order to build an inclusive platform for gender and social transformation in the IGAD region.

Membership to professional associations: (List of professional bodies to which you are a member. Specify your function, where necessary.)

- Member of IRIS, former association for the promotion of education and culture
- Member of the DJIBOUTI LIONS CLUB (former president)
- Founder of the association SOS VILLAGE DJIBOUTI

Academic and professional qualifications: (Indicate your academic and professional qualifications, starting with the highest qualification)

Name of institution	Address of institution (postal address, telephone numbers and website)	Qualification obtained	Year
Institute de droit et de la paix	Nice Sophia-Antipolis 28, avenue Valrose 06100 Nice, +33 4 89 15 00 00 France	Master of Advanced Studies in Law and Development Economics	1996
Université de Rennes	9, rue Jean Mace CS 54203, 35042 Rennes, France +33 2 23 23 76 76	Post-graduate diploma in private law, majoring in judicial career	1995
Université de droit de Nice	Nice Sophia-Antipolis 28, avenue Valrose 06100 Nice, +33 4 89 15 00 00 France	Certificate in international business law	1995

Other relevant training: (Indicate other relevant training/certified courses that you received and that are relevant for this position)

Title of the training	Certification body or institution	Address of the institution (postal address, telephone numbers and website)	Year of training
Regional Programme to Enhance Conflict Prevention and Peacemaking in Africa	United Nations Institute for Training & Research (UNITAR)	Palais des Nations, CH-1211 Geneva 10, SWITZERLAND	2019
Labour migration governance and consistency with employment policies	ITCILO (Migration)	VialeMaestridelLavoro 10, 10127, Turin, Piémont, Italy + 39 011 693 6111	2020

Working experience: (Indicate your working experience, starting with the most recent or the most ancient. Provide a complete historical background of your work and include/modify the table accordingly to enter your working experience).	
Name of organization/employer:	
Prime Minister's Office of the Republic of Djibouti	
Address of organization/employer: (Postal address, telephone numbers and organization's website) + 253 21 32 52 14, contact@primature.gouv.dj	
<i>Position held (job title)</i>	Technical Adviser
<i>Duration (start date and end date)</i>	January 2018 -
<i>Number of people supervised</i>	
<i>Responsibilities</i>	Adviser to the Prime Minister in the areas of gender and youth promotion
<i>Achievements</i>	
Name of organization/employer:	
Ministry of Women Empowerment and Family Planning, in charge of relations with Parliament	
Address of organization/employer: (Postal address, telephone numbers and website)	
Route d'Arta, 21 35 26 12	
<i>Position held (job title)</i>	Minister
<i>Duration (start date and end date)</i>	May 2011 to May 2016
<i>Number of people supervised</i>	80
<i>Responsibilities</i>	<ul style="list-style-type: none"> - Implement the Ministry's roadmap as prescribed by the President of the Republic, Head of Government; - Liaise between the Government and the National Assembly, in consultation with the Prime Minister.
<i>Achievements</i>	<ul style="list-style-type: none"> - Promotion of women's rights and equality between women and men by adopting laws and integrating international women's rights promotion instruments into domestic law; - Launch of a national family planning awareness campaign; - Launch of a pilot project on literacy in national languages, which later lead to a nationwide large-scale literacy programme; - Launch of a chicken breeding pilot project for women's economic capacity building; - Presentation of the "African Common Position on the Post-2015 Agenda", designated to represent African countries through the UNAIDS regional office on the theme "Linking leadership, science and human rights", Harare/Zimbabwe;

	<ul style="list-style-type: none"> - Preparation and launch of the “IGAD Women Forum for Peace” together with IGAD, with the participation of the Chairperson of the African Union, Ms ZUMA, Djibouti; - Strengthening of the rights of vulnerable children by supporting the building and establishment of <i>SOS Village d’Enfants</i>, a children’s home in Tadjourah and a digital library for young people in collaboration with SOS at Balbala, Djibouti; - Study trip of IGAD women parliamentarians to Finland; - Presentation of the human rights report, Geneva/Switzerland; - Presentation of the CEDAW national report to the United Nations Committee on Women’s Rights, New-York/USA.
Name of organization/employer: Ministry of Youth Affairs, Sports, Leisure and Tourism	
Address of organization/employer: (Postal address, telephone numbers and website) Cité Ministérielle	
<i>Position held (job title)</i>	Minister
<i>Duration (start date and end date)</i>	March 2008 to May 2011
<i>Number of people supervised</i>	150
<i>Responsibilities</i>	I implemented the Ministry’s national policy on youth and sports, following the roadmap established by the President of the Republic and Head of Government. I ran a ministry composed of a secretariat general and three departments, two autonomous public administrative establishments, the National Tourism Office and the HGA Stadium. With the accounting officer appointed by the Ministry of Finance, I supervised the management of a Youth Fund financed from public taxes.
<i>Achievements</i>	<p>During those three years, I achieved the following:</p> <ul style="list-style-type: none"> - set up the Ali-Sabieh Sports and Studies school (which graduated a renown international champion, Ayanleh Souleiman); - helped national sports federations to organize themselves and better supervise young sportsmen by granting them subsidies in return for performance contracts; - subsidized two tennis courts to extend the capacity of the tennis federation; - set up two sports centres in rural areas; - contributed to organize a world scuba diving event in Djibouti, to boost tourism; - launched the drafting of the national sports code;

	<ul style="list-style-type: none"> - inaugurated more than eight community development centres and playgrounds, including in rural areas; - helped youth associations in the field of culture and leisure; - led the Djibouti delegation to the Olympic Games in Beijing, the Francophonie Games in Beirut and the Shanghai International Fair.
Name of organization/employer: National Assembly of Djibouti	
Address of organization/employer: (Postal address, telephone numbers and website) Place Lagarde	
<i>Position held (job title)</i>	Member of Parliament
<i>Duration (start date and end date)</i>	February 2008 to January 2013
<i>Number of people supervised</i>	
<i>Responsibilities</i>	Member of the Laws Committee
<i>Achievements</i>	Concurrently with the duty of minister
Name of organization/employer: Private law firm	
Address of organization/employer: (Postal address, telephone numbers and website) Palmier en Zinc, place du 27 Juin	
<i>Position held (job title)</i>	Senior Lawyer
<i>Duration (start date and end date)</i>	April 1999 to February 2008
<i>Number of people supervised</i>	4
<i>Responsibilities</i>	<ul style="list-style-type: none"> - Creation of a law firm <i>ab initio</i> after completing a two-year pupillage in the oldest and most competent law firm of Djibouti (Martinet et Martinet); - Legal counsel for individuals, banks and companies; - Management of client files, from constitution to pleading; - Processing of civil, commercial, maritime, penal and criminal cases; - Representing clients before their partners or opponents; - Mediation, settlement of disputes between individuals, between companies or with insurance companies; - Consultancies and drafting of reports for international organizations such as the World Bank, FAO and UNICEF; - Lecturer at the Djibouti University Pole;

	- From 1999 to 2001, part-time lecturer of civil law and the history of the law of obligations at the University Pole (which became the University of Djibouti). Lecturer at the Djibouti University Pole.
<i>Achievements</i>	
Name of organization/employer:	
Address of organization/employer: (Postal address, telephone numbers and website)	
<i>Position held (job title)</i>	
<i>Duration (start date and end date)</i>	
<i>Number of people supervised</i>	
<i>Responsibilities</i>	
<i>Achievements</i>	
Name of organization/employer:	
Address of organization/employer: (Postal address, telephone numbers and website)	
<i>Position held (job title)</i>	
<i>Duration (start date and end date)</i>	
<i>Number of people supervised</i>	
<i>Responsibilities</i>	
<i>Achievements</i>	

Abilities and skills: (In no more than five hundred (500) words, show how your experience and qualifications correspond to the abilities and skills described in the profile of the position for which you are applying.

Throughout my career, the promotion of human rights has been the leitmotiv of my professional choices. As a young lawyer, legal assistance (paid or not) to my fellow citizens was more of a duty than a job. The role of lawyers and magistrates is indeed essential to maintain an integrated, independent and impartial judiciary as well as to strengthen the rule of law to stamp out discrimination in the administration of justice. This quest for equality and justice, which has always guided me, will allow me to monitor and impact the work of the Reform Committee and all other Commission programmes aimed at good governance, the rule of law, compliance with procedures, including electoral procedures.

As Minister, I had the opportunity to manage and coordinate dozens of people and a good number of services, to initiate, help implement, monitor and evaluate various projects. I promoted women's rights by implementing various actions in accordance with regional, continental and international agreements and treaties. I initiated projects in women's capacity building and economic empowerment. My successive stints in two so-called social ministries, youth and women's affairs, allowed me to survey the field and acquire solid links and knowledge of young and feminine civil society, which helped me in the implementation of projects aimed at promoting the development of our continent through the inclusion of young people and women in all socio-economic and cultural fields (health, education, agriculture, industry, etc.).

During numerous presidential and legislative election campaigns in 2011 and 2013, I acquired experience in awareness raising and mediation, and developed solid skills in the ability to manage human and operational issues. Accordingly, I believe that I can effectively assist the Chairperson of the Commission in monitoring all administrative and financial matters, including human resources.

With the passion I have for regional, continental and international policies and strategies aimed at promoting human rights, women's rights, the peacebuilding through mediation and dialogue, I am particularly motivated to participate in the transformation of our continent to achieve the overall objective of a prosperous and united Africa while safeguarding peace throughout our continent through preventive and proactive diplomacy.

My regular interactions with technical and financial partners (in particular the contract binding the Republic of Djibouti to SOS Village International, facilitating the implementation of the agreement, from signing of the agreement to the inauguration of the Centre and beyond, during the implementation phases) will undoubtedly allow me to establish constructive links.

I believe that with my past career, combining technical (legal) and political experience, I can be of use to our continental institution and be able to help the Chairperson of the Commission to contribute to meeting the aspirations laid down in Agenda 2063.

Achievements/Accomplishments: (In no more than five hundred (500) words, state all your achievements, in addition to those mentioned under working experience).

- Implementation of the *SOS Village d'Enfants* project, as part of the contract binding the Republic of Djibouti to SOS Village International: facilitating the implementation of the agreement, from the signing to the inauguration of the Centre and beyond, during the implementation phases (2011-2016);
- Founding member of the ad hoc human rights committee which led to the creation of the future National Human Rights Commission (2002-2004);
- Pioneer President of the National Youth Council: management of the National Council Office, which has five regional offices (2007-2008);

Consultancies

- In Human Rights/HIV:
National legal consultant to the World Bank for "legal and technical assistance to persons living with HIV/AIDS (PLWHA)" (2004), which led to the promulgation of a law on the protection PLWHA in 2007;
- In sustainable resource management:
National legal consultant to FAO as part of the team responsible for drafting the "Legal framework for the sustainable management of national resources" (2003), for the formulation of national legislation on

pastoralism in order to contribute to improving the legal framework for sustainable natural resources management in the Republic of Djibouti, in particular the improvement of the legal framework for agro-pastoral resources management.

Other consultancies (1999-2007)

- Preparation and conduct of a workshop on legislative procedures and processes for Members of Parliament;
- Production of regulations to review the Djibouti statistical system;
- Production of the Biosecurity Law and Regulation (UNPD);
- Legal expert for the Ministry of Commerce at COMESA;
- Production of rules governing the prevention of bromide in the Republic of Djibouti (UNDP);
- Preparation and coordination of a national vocational training working group for local and regional elected representatives of Djibouti (US AID);
- Preparation and coordination of the workshop on “Brainstorming on the status of Djiboutian women”;
- National legal consultant for the EU Water and Sanitation project;
- National legal consultant in a study on “the vulnerability of women to climate change”;
- Drafting of the national ten-year evaluation report on the implementation of the Beijing action programme;
- Consultant to UNICEF, awareness-raising workshop on the 1990 Convention on the Rights of the Child.

Publications (if any): (Provide a list of publications you authored or co-authored, with links to access such publications, where they are online).

DEA (Master of advanced studies) thesis: Djibouti and the law of the sea” (1996), available for consultation at the library of the *Institut du droit de la paix*, in Nice

Working languages: (Indicate your level of proficiency in oral expression, reading and writing for the AU languages below. Examples of proficiency levels: excellent, good, average or poor.

Working languages	Spoken	Read	Written
Arabic	Average	Poor	Poor
English	Good	Excellent	Good
French	Excellent	Excellent	Excellent
Portuguese	Poor	Poor	Poor

Referees: (Indicate three reference persons with the details below. One referee must be professional and another personal.

Full name	Position and organization	E-mail address	Telephone No.
H. E. Abdoukader Kamil Mohamed	Prime Minister of the Republic of Djibouti	abdoukaderkam@gmail.com	+253 21 32 52 13

Ms Valerie Cliff	Deputy Regional Director for Asia and the Pacific Director of the Bangkok Regional Centre United Nations Development Programme	valerie.cliff@undp.org	+66(0)2 304 9100 ext. 5234
H. E. Bineta Diop	African Union Special Envoy for Women, Peace and Security Founder and President of <i>Femmes Africa Solidarité</i>	president@fasngo.org	+251 92 679 85 70 +41 78 784 24 59

Certification

I, the undersigned, hereby certify that the information contained herein are a true description of me, my qualifications and experience.

Full name	Hasna Barkat Daoud
Signature	
Date	1 September 2020

