

Ouagadougou Declaration (Republic of Burkina Faso) on the modernization of Human Resource Management and Training

We, Customs Administrations of the West and Central Africa Region,

Recognizing that:

- The environment in which the customs administrations of the WCA region are operating is becoming increasingly complex, marked by the globalization markets and revenue collection, security and trade facilitation imperatives. Added to this is a binding political and legal system, the massive use of ICT and the notable emancipation of staff;
- People-centered capacity building will enable Customs administrations to implement reform and modernization initiatives and highlighting the critical need for Customs administrations in the WCA region to further intensify efforts and investments in the area of human resource management and training, with a view to achieving their organizational objectives;

Convinced that:

- The implementation of a modern competency-based human resource management system will enable the Customs Administrations of the WCA region to improve their performance and to succeed in their reform and modernization processes.

Have agreed that:

Training and Human Resources Managers should:

- Participate in their personal development to fully assume their responsibility in the modernization of human resource management within their administrations;
- Fully play their role as strategic partners and change agents within their Administrations for better organizational performance;
- Implement modern competency-based HRM tools, especially in the area of recruitment and training.

Customs administrations of the WCO - WCA region should:

- Develop and defend position papers before their governments with a view to adequately equip their human resource management and training departments with the necessary resources (human, material and financial);

- Establish a modern, transparent and competency-based Human Resource Management system including all human resource management practices, especially the following: recruitment, mobility, rotation, promotion and training;

The oversight Ministry should:

- Make tangible commitment through concrete actions (political support) to boost and operationalize the HR modernization initiated within the Customs administration;

The World Customs Organization and other technical and financial partners should:

- Assist Customs administrations in dialogue and advocacy with their governments to put in place a competency-based HRM system;
- Coordinate capacity building activities among the different partners to ensure effective implementation of a competency-based HR management system;
- Continue to support Customs Administrations in their human resource modernization programmes.

Adopted by the delegates of The Gambia Revenue Authority , the Nigeria Customs Service, the National Revenue Authority of Sierra Leone, the Burkina Faso Customs Administration, the Customs Administration of Guinea, the Togolese Revenue Agency, the General Directorate of Customs of Mali, the General Directorate of Customs of Cote d'Ivoire, the General Directorate of Customs of Cameroon, the General Directorate of Customs and Excise of the DRC and the General Directorate of Customs and Indirect Taxes of Congo in collaboration with the Secretariat of the World Customs Organization, the Vice-Chair of the WCO-WCA region, the Regional Office for Capacity Building of the WCO-WCA region and with the participation of the African Union Commission, the West African Economic and Monetary Union and Expertise France

Done at Ouagadougou on October 31, 2019