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ASSOCIATION OF SECRETARIES GENERAL OF PARLIAMENTS

COMMUNICATION

by

Mr António Joaquim MAHUMANE
Secretary General of the Assembly of the Republic of Mozambique

on

"Preparing for the retirement of long-serving staff"

Geneva Session
October 2025

Mr. José Pedro MONTERO, President of the Association of Secretaries General of Parliaments (ASGP);

Distinguished Members of the ASGP Executive Committee;

Dear Secretary-Generals;

Ladies and Gentlemen;

It is with great honor and enormous satisfaction that I, on behalf of the Secretary-General of the Assembly of the Republic of Mozambique, who, due to last-minute commitments arising from the national parliamentary agenda, was unable to attend this meeting, I address you in this meeting.

Shortly after learning that the ASGP Autumn Session was to be held in the beautiful city of Geneva, the Secretary-General of the Assembly of the Republic of Mozambique proposed to give a presentation entitled *"Retirement of parliamentary officials versus institutional stability in the Assembly of the Republic of Mozambique," within the broader theme of "Preparing for the retirement of officials with many years of service."*.

I would like to take this opportunity to inform you that, in the Assembly of the Republic of Mozambique, the process of replacing employees with many years of service who have reached retirement age is prepared well in advance, given that it is a legal requirement that anyone who reaches the age of 60 must retire.

Within this framework, the General Secretariat of the Assembly of the Republic of Mozambique, through its Parliamentary Studies and Training Center, in coordination with the Human Resources Division, guided by the established Human Resources Development Plan, develops ongoing training and capacity-building programs for its employees, with a view to ensuring the necessary continuity of processes when employees reach retirement age.

Ladies and Gentlemen,

Although this approach represents an excellent platform for ensuring institutional stability, it is the understanding of the Mozambican Parliament's Management that the exchange of experiences is of paramount importance in the context of continuously improving the quality of services provided to Members of Parliament. Therefore, the Secretariat-General has been continuously committed to training its staff, both in the context of bilateral cooperation, based on agreements with similar institutions in other countries, with greater emphasis on Angola, Brazil, and Portugal, but also by sending them to attend short term training courses and participate in thematic seminars on

different areas of parliamentary activity, within the scope of its membership in numerous interparliamentary organizations.

However, as expected, the Assembly of the Republic of Mozambique faces some challenges in terms of human resources, the most significant of which, with regard to the issue of ***"Retirement of parliamentary officials versus institutional stability,"*** is the fact that the law only allows one new hire for every three open positions on the staff for termination of employment..

Given this major challenge, and in light of the need for institutional stability, the Secretariat-General of the Assembly of the Republic of Mozambique seeks to continuously and permanently enhance the capabilities of its staff, so that everyone is capable of doing everything. In other words, it is our goal that the withdrawal of an employee be quickly mitigated through internal mobility, from one sector to another, while employees seconded from other institutions are trained.

Mr. President of the ASGP, Secretaries-General, distinguished colleagues, this is all that I have been asked to convey by the Secretary-General of the Assembly of the Republic of Mozambique, under the important theme ***"Preparing for the retirement of long-serving civil servants,"*** sharing the experience of our Secretariat-General.

Thank you so much for your kind attention.