

COMMITTEE 6

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PROPOSED REVISION TO RESOLUTION 48 (REV. GUADALAJARA, 2010)

MOD COM6/44/1RESOLUTION 48 (REV. ~~GUADALAJARA, 2010~~BUSAN, 2014)

Human resources management and development

The Plenipotentiary Conference of the International Telecommunication Union
(~~Guadalajara, 2010~~Busan, 2014),

recognizing

No. 154 of the ITU Constitution,

recalling

a) Resolution 48 (Rev. Antalya, 2006) of the Plenipotentiary Conference, on human resources management and development;

~~b) — Resolution 47 (Rev. Minneapolis, 1998) of the Plenipotentiary Conference, on the issue of protection of the purchasing power of pensions and the competitiveness of the compensation scheme for staff in all categories;~~

~~c) — Resolution 49 (Kyoto, 1994) of the Plenipotentiary Conference, on the need to ensure the correct application of the United Nations common system job classification standards for senior management posts, taking into account the level of responsibilities and the delegation of authority;~~

~~noting~~

~~a)~~ b) the strategic plan for the Union as described in Resolution 71 (Rev. ~~Guadalajara~~Busan, 2010) of this conference and the need for a highly skilled and motivated workforce to attain the goals contained therein;

noting

- ~~ba)~~ the various policies¹ which impact on the ITU staff including, *inter alia*, the Standards of Conduct for the International Civil Service established by the International Civil Service Commission (ICSC), the ITU Staff Regulations and Staff Rules and the ITU ethics policies;
- ~~eb)~~ the adoption of a number of ~~ten (10)~~ resolutions since 1996 by the General Assembly of the United Nations, the most recent of which was adopted in 2010 (UNGA Resolution 64/141), highlighting the need for gender balance throughout the United Nations systems;
- ~~edc)~~ Decision 517, adopted by the ITU Council at its 2004 session, on strengthening the dialogue between the Secretary-General and the ITU Staff Council;
- ~~ded)~~ Resolution 1253, adopted by the Council at its 2006 session, establishing the Tripartite Group on Human Resources Management, and the group's various reports to the Council concerning its achievements, such as the elaboration of the strategic plan, the establishment of an ethics policy, and other activities;
- ~~e)~~ Resolution 25 (Guadalajara, 2010) of the Plenipotentiary Conference, on strengthening the regional presence, and specifically on the importance of the role played by the regional offices in disseminating information on ITU's activities with its Member States and Sector Members;
- ~~ef)~~ the human resources strategic plan which was adopted by the Council at its 2009 session (Document C09/56) as a living document;
- ~~g)~~ the United Nations System-Wide Action Plan on gender equality and the empowerment of women (UN-SWAP),

considering

- a) the value of the human resources of the Union to the fulfilment of its goals;
- b) that ITU's human resources strategies should emphasize the continued importance of maintaining a well-trained, geographically equitable and gender-balanced workforce ~~and providing more targeted training to serving staff members,~~ while recognizing budget constraints;
- c) the value, both to the Union and to the staff, of developing those resources to the fullest extent possible through various human resources development activities, including in-service training and training activities in accordance with staffing levels;
- d) the impact on the Union and its staff of the continuing evolution of activities in the field of telecommunications and the need for the Union and its human resources to adapt to this evolution through training and staff development;
- e) the importance of human resources management and development in support of ITU's strategic orientations and goals,
- f) the need to follow a recruitment policy appropriate to the requirements of the Union, including the redeployment of posts and recruitment of specialists at the start of their career;
- g) the need to ~~continue to improve the~~ achieve equitable geographical distribution of appointed staff of the Union;

¹ ~~s~~Such as contractual policy, succession planning, human resources training and development, etc.

h) the need to ~~encourage~~ facilitate the recruitment of more women in the Professional and higher categories, especially at the senior levels;

i) the constant advances made in telecommunications and information and communication technology and operation and the corresponding need to recruit specialists of the highest standard of competence,

resolves

1 that the management and development of ITU's human resources should be compatible with the goals and activities of the Union and with the United Nations common system;

2 that ICSC recommendations approved by the United Nations General Assembly should continue to be implemented;

3 that, with immediate effect, within available financial resources, and to the extent practicable, vacancies should be filled through greater mobility of existing staff;

4 that internal mobility should, to the extent practicable, be coupled with training so that staff can be used where they are most needed;

5 that internal mobility should be applied, to the extent feasible, to cover needs when staff retire or leave ITU in order to reduce staffing levels without terminating contracts,

6 that, pursuant to *recognizing* above², staff in the Professional and higher categories shall continue to be recruited on an international basis and that posts identified for external recruitment shall be advertised as widely as possible and communicated to the administrations of all Member States of the Union and through the regional offices; however, reasonable promotion possibilities must continue to be offered to existing staff;

7 that, when filling vacant posts by international recruitment, in choosing between candidates who meet the qualification requirements for a post, preference shall be given to candidates from regions of the world which are under-represented in the staffing of the Union, taking into account the ~~desirable~~ United Nations Common System mandated balance between female and male staff;

8 that, when filling vacant posts by international recruitment and when no candidate fulfils all the qualification requirements, recruitment can take place at one grade below, on the understanding that since not all the requirements of the post are met, the candidate will have to fulfil certain conditions before being given the full responsibilities of the post and promotion to the grade of the post,

instructs the Secretary-General

1 to ensure that human resources management and development help ITU achieve its management goals, taking into account the matters outlined in Annex I;

2 to continue to prepare, with the assistance of the Coordination Committee, and in collaboration with the regional offices, and implement medium-term and long-term human

² No. 154 of the Constitution: "2 *The paramount consideration in the recruitment of staff and in the determination of the conditions of service shall be the necessity of securing for the Union the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.*"

resources management and development plans to respond to the needs of the Union, its membership and its staff, including the establishment of benchmarks within these plans;

3 to study how best practices in human resources management might be applied within the Union, and report to the Council on the relationship between management and staff in the Union;

4 to fully develop ~~a long-term in the near future~~ recruitment ~~policy~~ policies and procedures designed to ~~improve~~ facilitate equitable geographical and gender representation among appointed staff (see Annex II);

5 to recruit, as appropriate within the available financial resources, and taking into account geographical distribution and balance between female and male staff, specialists who are starting their careers at the P.1/P.2 level;

6 with a view to further training in order to enhance professional competence in the Union, based on consultations with staff members, as appropriate, to examine and report to the Council how a programme of training for both managers and their staff could be implemented within the available financial resources throughout the Union;

7 to continue to submit to the Council annual reports on the implementation of the human resources strategic plan and to provide to the Council, electronically where possible, statistics related to the issues outlined in ~~the a~~ Annex I to this resolution, and on other measures adopted in pursuance of this resolution,

instructs the Council

1 to ensure, ~~to the extent feasible within approved budget levels~~, that the necessary staff and financial resources are made available for addressing issues related to human resources management and development in ITU as they emerge, within approved budget levels;

2 to examine the Secretary-General's reports on these matters and to decide on the actions to be taken;

3 to allocate the appropriate resources for in-service training in accordance with an established programme, representing, to the extent practicable, a target of three per cent of the budget allocated to staff costs;

4 to follow with the greatest attention the question of recruitment and to adopt, within existing resources and consistent with the United Nations common system, the measures it deems necessary to secure an adequate number of qualified candidates for Union posts, particularly taking account of *considering b), ~~and c)~~ and h)* above.

ANNEX I TO RESOLUTION 48 (REV. ~~GUADALAJARA BUSAN, 2010~~ 2014)

Matters for reporting to the Council on staff issues, including staff in regional and area offices, and recruitment issues

~~Geographical representation~~

~~– Alignment between the Union's strategic priorities and staff functions and posts~~

– Staff career and staff promotion policy

~~– Contracts policy~~

~~– Compliance with United Nations common system policies/recommendations~~

~~– Use of best practices~~

~~Staff morale~~

~~– Staff recruitment processes and openness~~

– Balance between external and internal recruitment

~~– Employment of persons with disabilities, including services and facilities for staff with disabilities~~

~~– Voluntary separation and early-retirement programmes~~

~~– Succession planning~~

~~– Short-term posts~~

~~– General characteristics of implementation of a human resources development plan indicating outcomes of work designed to "ensure effective and efficient use of human, financial and capital resources, as well as a safe and secure working environment that is conducive to work"~~

~~– Total staff development spend including a breakdown by specific items of the development plan~~

~~– Analysis of the consistency of ITU's compensation package with the United Nations common system, with a view to examining all elements of staff compensation together with other HR elements, in order to seek ways of reducing the burden on the budget~~

~~Gender balance~~

~~Contracts policy~~

~~Implementation of human resources development plan~~

– Improvements to human resources services

~~Alignment between the Union's strategic priorities and staff functions and posts~~

~~– Performance evaluation and appraisals~~

~~– Staff in regional and area offices~~

– In-service training

~~– External training~~

- Geographical representation
- Gender balance
- Staff breakdown by age
- Social protection of staff
- ~~Recruitment and promotion processes~~
- ~~Voluntary separation and early retirement programmes~~
- ~~Short-term posts~~
- Flexibility of working conditions
- Relationship between management and staff
- Workplace diversity
- Use of modern management tools
- ~~Harassment issues~~
- Ensuring occupational safety
- Staff morale and measures to improve it
- ~~Compliance with United Nations common system policies/recommendations~~
- ~~Performance evaluation and appraisals~~
- ~~Succession planning~~
- ~~Persons with disabilities, including services and facilities for staff with disabilities~~
- Use of surveys and questionnaires to ascertain Reflecting the views of all staff on various aspects of work and relations in the organization using surveys and questionnaires; (as required) to collect data
- Conclusions and proposals based on the identification and analysis of strengths and weaknesses (risks) in regard to staff development in the Union and proposed modifications to the Staff Rules:
- Measures related to the facilitation of the recruitment of women, as outlined in Annex II to this Resolution.

ANNEX II TO RESOLUTION 48 (REV. BUSAN, 2014)

Facilitating the recruitment of women at the ITU

1. Within existing budgetary constraints, the ITU should advertise vacancy notices as widely as possible to encourage employment applications from qualified and competent women.
 2. ITU Member States are encouraged to advance qualified female candidates, wherever possible.
 3. Vacancy notices should encourage the submission of applications from women.
 4. ITU recruitment procedures should be amended to ensure that, if the number of applications allows, at every screening level, a minimum target of 33% of all candidates moving forward to the next level are women.
 5. Unless there are no qualified female candidates, every short list of candidates presented to the Secretary-General for appointment must include one woman.
- ~~An annual report outlining activity relating to items 4 and 5 above should be submitted to the annual sessions of the Council for review.~~
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