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**PLENARY MEETING**

**Document 88-E**  
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**Venezuela (Bolivarian Republic of)**

**PROPOSALS FOR THE WORK OF THE CONFERENCE**

**PART 1 – DRAFT PROPOSAL FOR REVISION OF  
RESOLUTION 48 (REV. GUADALAJARA, 2010)**

**Human resources management and development**

**1 Introduction**

Member States and Sector Members have recognized and endorsed various global commitments in favour of gender equality and empowerment of women, where gender equality is understood as being a matter of human rights and a driver for progress in social development.

In 2012, the United Nations agreed on the UN System-wide Action Plan on gender equality and the empowerment of women (UN-SWAP), aimed at ensuring that the work of United Nations entities incorporates respect for equality and inclusion at the corporate level, with facilitated accountability to Member States regarding such work, such that the international community, under the coordination and linkage of the United Nations, can advance along the path of gender equality and empowerment of women.

For its part, ITU, at its World Telecommunication Standardization Assembly (Dubai, 2012) and World Telecommunication Development Conference (Dubai, 2014) adopted the inclusion of gender mainstreaming within its remit in the interests of promoting synergies, becoming a model organization where gender is concerned, and using the power of telecommunications and information and communication technologies to foster and achieve the empowerment of women and girls worldwide.

In this context, Resolution 48 (Guadalajara, 2010) of the Plenipotentiary Conference, on human resources management and development, is aimed at contributing to achievement of the aforementioned gender equality objectives. However, we consider it appropriate to introduce a number of amendments in order to facilitate and ensure its implementation, essentially enlisting the assistance of the regional offices, whose close ties with the Member States and the opportunities they provide for women's participation in the work of ITU constitute a tool for ensuring a gender balance within the Union.

## 2 Proposal

In the light of the foregoing, we present below, for consideration, a draft revision of Resolution 48 (Guadalajara, 2010).

**MOD**      **VEN/88/1**

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

### **Human resources management and development**

The Plenipotentiary Conference of the International Telecommunication Union  
(~~Guadalajara~~Busan, 20102014),

*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) the strategic plan for the Union as described in Resolution 71 (Rev. Guadalajara, 2010) of this conference and the need for a highly skilled and motivated workforce to attain the goals contained therein;
- b) the various policies<sup>1</sup> 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;
- c) Decision 517, adopted by the ITU Council at its 2004 session, on strengthening the dialogue between the Secretary-General and the ITU Staff Council;
- d) 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;

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<sup>1</sup> such as contractual policy, succession planning, human resources training and development, etc.

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;

h) the need to ~~encourage~~ ensure 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* above<sup>2</sup>, 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 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;

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 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, in the near future, a long-term recruitment policy designed to ~~improve~~ ensure equitable geographical and gender representation among appointed staff;

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 in the annex to this resolution, and on other measures adopted in pursuance of this resolution,

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<sup>2</sup> 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.*"

*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, 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)* above.

ANNEX TO RESOLUTION 48 (REV. ~~GUADALAJARABUSAN, 2010~~2014)

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

- Geographical representation
- Staff career policy
- Staff morale
- Balance between external and internal recruitment
- 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
- In-service training
- Recruitment and promotion processes
- Voluntary separation and early-retirement programmes
- Short-term posts
- Flexibility of working conditions
- Relationship between management and staff
- Workplace diversity
- Harassment issues
- Occupational safety
- 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 the views of all staff, as required

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## PART 2 – DRAFT PROPOSAL FOR REVISION OF RESOLUTION 177 (REV. GUADALAJARA, 2010)

### **Conformance and interoperability**

The Bolivarian Republic of Venezuela has pleasure in submitting, for consideration by the 2014 Plenipotentiary Conference, its proposal regarding the Conformance and Interoperability (C&I) Programme initially established pursuant to Resolution 177 (Guadalajara, 2010) of the Plenipotentiary Conference, with its pillars: 1) conformity assessment, 2) interoperability events, 3) human resource capacity building, and 4) assistance in the establishment of test centres and C&I programmes in developing countries, this proposal being essentially founded on the Venezuelan Government's achievements and experience in the establishment and bringing into use, through the Ministry of the People's Power for Science, Technology and Innovation, of testing laboratories to provide telecommunication equipment certification in the areas of electromagnetic compatibility (EMC), specific absorption rate (SAR) measurement for cellular mobile telephones, climatic conditions, characterization of radiating elements and essential functionalities of ISDB-Tb receivers.

#### **Background**

[Resolution 177 \(Guadalajara, 2010\)](#) gave rise to ITU's C&I programme, comprising four pillars:

- 1) conformity assessment,
- 2) interoperability events,
- 3) human resource capacity building,
- 4) assistance in the establishment of test centres and C&I programmes in developing countries.

Pillars 1 and 2 are led by the Telecommunication Standardization Bureau (TSB), and pillars 3 and 4 by the Telecommunication Development Bureau (BDT).

The programme's operational implementation is handled through specific actions established under a C&I Action Plan initially drawn up by the consultancy firm KPMG in April 2012 ([C12/INF/7: Final Report – Provision of a Business Plan for conformance and interoperability](#)) for the period 2012-2016. However, it was not until June 2012 that the Secretary-General formally presented the Council with a C&I Action Plan for examination and approval ([C12/48](#)), subsequently updated in June 2013 ([C13/24\(Rev.1\)](#)) and May 2014 ([C14/24\(Rev.1\)](#)). Thus, in the period 2010-2014, TSB and BDT have been engaged in the physical and financial implementation of each of the multidisciplinary actions set out in the action plans for the four pillars, in pursuit of the policies established under Resolution 177 (Guadalajara, 2010).

Each of the three ITU Sectors has a resolution on C&I. For ITU-D, it is Resolution 47 (Rev. Dubai, 2014) of the World Telecommunication Development Conference; for ITU-R, it is Resolution 62

(RA-12) of the Radiocommunication Assembly; and for ITU-T, it is Resolution 76 of the World Telecommunication Standardization Assembly (WTSA-08; Rev. WTSA-12).

### Proposal

The Bolivarian Republic of Venezuela proposes the modification of Resolution 177 to include within it guidelines reflecting the need to support, enhance and strengthen the standardization, metrology, testing, certification and accreditation components of the national quality infrastructure already present within each Member State, with particular emphasis on the telecommunication sector, thereby contributing to the achievement of a more uniform and equitable geographical distribution of the level of development of those components among the Member States, which can use them as a fundamental tool for the local or regional implementation of conformance assessment schemes which satisfy their real needs and legitimate objectives, in accordance with the provisions of the Agreement on Technical Barriers to Trade of the World Trade Organization.

MOD VEN/88/2

## RESOLUTION 177 (~~GUADALAJARA, 2010~~BUSAN, 2014)

### Conformance and interoperability

The Plenipotentiary Conference of the International Telecommunication Union  
(~~Guadalajara~~Busan, 20102014),

*recognizing*

- a) that the World Telecommunication Standardization Assembly (WTSA) adopted Resolution 76 (~~Johannesburg, 2008~~Rev. Dubai, 2012);
- b) that the Radiocommunication Assembly (RA) adopted Resolution 62 (Geneva, 2012);
- ~~cb)~~ that the World Telecommunication Development Conference (WTDC) adopted Resolution 47 (Rev. ~~Hyderabad, 2010~~Dubai, 2014);
- ~~de)~~ that, at its ~~2009~~2013 and 2014 sessions, the ITU Council ~~endorsed the following recommendations of the Director of the Telecommunication Standardization Bureau (TSB) (Document C09/28):~~has updated the Action Plan for the Conformance and Interoperability (C&I) Programme initially established in 2012, the pillars of which are: 1) conformity assessment, 2) interoperability events, 3) human resource capacity building, and 4) assistance in the establishment of test centres and C&I programmes in developing countries;
  - ~~1) — implementation of the proposed conformity assessment programme;~~
  - ~~2) — implementation of the proposed interoperability events programme;~~
  - ~~3) — implementation of the proposed human resources capacity building;~~
  - ~~4) — implementation of the proposed recommendations to assist in the establishment of test facilities in developing countries;~~
  - ~~5) — that the Director of TSB should report to a future Council session on the implementation of recommendations 1) and 2) above, and jointly with the Director of the Telecommunication-~~

Development Bureau (BDT) on recommendations 3) and 4) above, and on a proposed business plan for the long term implementation of the programmes;

d) ~~the progress reports by the Director of TSB made to the Council at its 2009 and 2010 sessions and to the 2010 plenipotentiary conference,~~

e) ~~the periodic progress reports submitted by the Secretary-General to the Council at its 2012 (Document C12/48), 2013 (Document C13/24(Rev.1)) and 2014 (Document C14/24(Rev.1)) sessions and to this conference (Document PP-14/63);~~

f) ~~that Resolution 123 (Guadalajara, 2010) of the Plenipotentiary Conference instructs the Secretary-General and the Directors of the three Bureaux to work closely with each other in pursuing initiatives that assist in bridging the standardization gap between developing and developed countries;~~

g) ~~that conformity assessment is the accepted way of demonstrating that a product adheres to an international standard and is increasingly important in the context of World Trade Organization (WTO) members' international standardization commitments under the Agreement on Technical Barriers to Trade (TBT),~~

*resolves*

1 ~~to endorse the objectives of both Resolution 76 (Johannesburg, 2008Rev. Dubai, 2012) of WTSA, Resolution 62 (Geneva, 2012) of RA and Resolution 47 (Rev. Hyderabad, 2010) of WTDC, and the recommendations of the Director of TSB endorsed by the Council at its 2009 session~~ Action Plan for the C&I Programme reviewed by the Council at its 2014 session (Document C14/24(Rev.1));

2 ~~that this programme of work on C&I be implemented in parallel without any delay, including the informative pilot conformity database and its development into a fully functioning database; bearing in mind the need for a business plan to be expeditiously developed by the Director of TSB, and approved by the Council, for its long term implementation, in consultation with each region, taking into consideration a) the outcome and effect that the pilot conformity database may have on Member States, Sector Members and stakeholders (e.g. other standards development organizations (SDOs)), b) the impact the database will have on bridging the standardization gap as relevant to each region, c) the potential liability issues for ITU and for Member States, Sector Members and stakeholders; and taking into account the results of the regional ITU conformity and interoperability consultations with the focus on the need to support, enhance and strengthen the standardization, metrology, testing, certification and accreditation components of the national quality infrastructure (NQI) within each Member State, with particular emphasis on the telecommunication sector, in order to achieve a more equitable and uniform geographical distribution of the level of development of the NQI components among all the Member States, which can use them as a fundamental tool for the local or regional implementation of conformance assessment schemes which satisfy their real needs and legitimate objectives as provided for in the WTO TBT Agreement;~~

3 ~~to assist developing countries in establishing regional or subregional conformity and interoperability centres, and in upgrading and enhancing existing centres, with a view to securing the accreditations~~ suitable needed to perform interoperability equipment testing, calibration and certification, thereby enabling them to provide their geographic area with internationally recognized testing, calibration and certification services, as appropriate in line with their real needs and legitimate objectives as provided for in the WTO TBT Agreement,



*instructs the Director of the Telecommunication Standardization Bureau,*

- 1 to continue the consultation, with support from the regional and area offices, with all stakeholders in all regions, chiefly in developing countries, taking into consideration the needs of each region, ~~on implementation of the recommendations endorsed by the Council, and including them in the elaboration and implementation of the Action Plan of the C&I Programme endorsed and reviewed by the Council, including the activities under pillar 3) in collaboration with the Director of BDT, the recommendations on human resource capacity building, and pillar 4)~~ assistance in the establishment of test facilities in developing countries, and in the upgrading and enhancement of those already in existence, in collaboration with the Director of the Telecommunication Development Bureau (BDT);
- 2 ~~to continue to carry out the necessary studies with a view to introducing the use of ITU Mark for a possible future ITU Mark programme, as a voluntary programme permitting manufacturers and service providers to make a visible declaration that their equipment conforms to applicable recommendations of the ITU Telecommunication Standardization Sector (ITU-T) and increasing the probability of interoperability, and to consider its possible application as an indication of a degree of interoperability capability in the future~~ conduct appropriate studies aimed at identifying common factors among the various conformance assessment schemes based on existing mandatory national or regional certification requirements under the WTO TBT Agreement, such as FCC, CE, NOM, CCC and ANATEL, among others, such that the different areas of concern (electromagnetic compatibility, human safety, non-ionizing radiation, environmental conditions, etc.) can in the future be brought together to ensure equivalent quality levels for all users, irrespective of their geographic location;
- 3 ~~to enhance and improve standards setting processes in order to improve interoperability through conformity~~ establish cooperation mechanisms with standards-development organizations (SDOs) to facilitate and expedite the processes involved in the elaboration of ITU Recommendations on equipment and system conformity assessment, and in the national or regional adoption by developing countries of SDO technical standards and/or ITU Recommendations on equipment and system conformity assessment;
- 4 to elaborate and execute, in collaboration with the Directors of BDT and of the Radiocommunication Bureau (BR), ~~prepare a business~~ an annual Action Plan for the long-term implementation of this resolution;
- 5 in collaboration with the Directors of BDT and BR, to provide the Council with progress reports, including the results of studies, as well as contributions from the regional and area offices, relating to the implementation of this resolution;
- 6 to advance the implementation of Resolution 76 (Rev. Dubai, 2012) of WTSA, with support from the regional and area offices, and report to the Council,

*instructs the Director of the Telecommunication Development Bureau, in close collaboration with the Director of the Telecommunication Standardization Bureau and the Director of the Radiocommunication Bureau*

- 1 to advance the implementation of Resolution 47 (Rev. ~~Hyderabad~~ Dubai, 2010 ~~2014~~) of WTDC, with support from the regional and area offices, with particular focus on the organization and hosting in developing countries of human resource training events (pillar 3) to encourage the participation of local professionals, and on supporting, upgrading and enhancing C&I centres in

order to secure the accreditation needed to perform equipment and system testing, calibration and certification (pillar 4), and to report to the Council;

2 to advance the implementation of Resolution 62 (Geneva, 2012) of RA, with support from the regional and area offices in particular, and to report to the Council to assist Member States in addressing their concerns with respect to counterfeit equipment,

*invites the Council*

1 to consider the reports of the Directors of TSB, BR and BDT and to take all necessary measures so as to contribute to the achievement of the objectives of this resolution;

2 to report to the next plenipotentiary conference on the progress made with respect to this resolution,

*invites Sector Members*

1 to populate the pilot conformity database with details of products tested to applicable ITU-T recommendations in accredited test laboratories (first, second or third party), or by accredited certification bodies, or according to procedures adopted by a standards development organization or forum qualified in accordance with Recommendation ITU-T A.5;

2 to participate in ITU-facilitated interoperability events;

3 to take an active role in building developing countries' capacity in conformity and interoperability testing, as well as in the upgrading and enhancement of existing testing centres in order to secure accreditation, including on-the-job training, particularly as part of any supply contract for telecommunication equipment, services and systems to these countries,

*invites organizations qualified in accordance with Recommendation ITU-T A.5*

1 to participate in the ITU pilot conformity database activities and, sharing links on a mutual basis, to enrich its extent by referring to more recommendations and standards within a product, and to allow for more exposure of vendors' products and widen the portfolio of selection to the users;

2 to participate in developing countries' capacity-building programmes and activities facilitated by TSB and BDT, in particular offering opportunities for developing-country experts – particularly from operators – to gain on-the-job experience,

*invites Member States*

1 to contribute to the implementation of this resolution;

2 to encourage national and regional testing entities to assist ITU in implementing this resolution;

3 to adopt conformity-assessment regimes and procedures based on applicable ITU-T recommendations in line with the provisions of the WTO TBT Agreement, leading to better quality of service/quality of experience, and to higher probability of interoperability of equipment, services and systems, and the achievement of legitimate objectives,

*further invites Member States and Sector Members*

to bear in mind the legal and regulatory frameworks of other countries concerning equipment that negatively affects the quality of their telecommunication infrastructure, in particular recognizing the concerns of developing countries with respect to counterfeit equipment,

*further invites Member States*

to contribute to the next radiocommunication assembly in [2012-2016](#) in order for it to consider and take appropriate actions as deemed necessary [with respect to C&I](#).

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