



FIRST MEETING OF STUDY GROUP 1: GENEVA, 10 - 12 SEPTEMBER 1998  
FIRST MEETING OF STUDY GROUP 2: GENEVA, 7 - 9 SEPTEMBER 1998

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- Question 15/2: Human resource management and development to successfully meet the challenges of sector reform and transformation, with special emphasis to employment including consideration of gender issues
- Question 16/2: Preparation of Handbooks for developing countries

## **STUDY GROUP 2**

**SOURCE:** ITU-D STUDY GROUP 2 DRAFTING GROUP ON HUMAN RESOURCE DEVELOPMENT (HRD)

**TITLE:** DRAFT CONCLUSION OF STUDY GROUP 2 ON THE ISSUE OF HRD

### **Background**

TDAB during its meeting 3/4 September 1998, discussed at length a proposal to establish a TDAB sub-group on human resource development (HRD).

During the discussion all speakers recognised the importance of the HRD issue. Although there was support for a special group on HRD, there were strong divergent views on whether this group should be within TDAB. It was pointed out that the study groups, particularly Study Group 2 (through Questions 15/2 and 16/2), have an important role to play in HRD. In addition the BDT has a number of wide ranging activities, particularly with respect to Programme 6.

One possible compromise solution proposed during TDAB, was to establish such a group within Study Group 2. TDAB concluded that it would not establish a group, at this time but would return to the matter at its next meeting in February 1999 at which time account can be taken of discussions on the subject both in Study Groups 1 and 2, and the Plenipotentiary Conference.

During its meeting 7-9 September 1998, Study Group 2 decided to establish, as an interim measure, pending further consideration at the Plenipotentiary Conference and TDAB, a special group on HRD which would be an open group. This would require good liaison with BDT activities under Programme 6, and Study Group 1. The Rapporteurs for Questions 15/2 and 16/2 will report to the group on the studies conducted in accordance with Questions 15/2 and 16/2, and in turn the group will report directly to Study Group 2. Between Study Group 2 meetings the group is authorised to report directly to TDAB, through the chairman of Study Group 2.

### **Terms of Reference of Special Group on HRD**

1. The Special Group shall be open to all HRD experts, and every effort shall be made to ensure balanced representation from both developed and developing countries on a regional basis.
  2. Liaise with Study Group 1, and the BDT on matters related to HRD.
  3. Report to Study Group 2 on its activities.
  4. Place special emphasis on employment and gender issues related to HRD.
  5. Propose strategies to ensure that the study group outputs are utilised in the BDT HRD activities.
  6. Advise and coordinate the work related to Questions 15/2 and 16/2.  
Study and propose recommendations on the strategy for the development of the ITU Centres of Excellence.
  7. Between Study Group 2 meetings report, through the chairman of Study group 2, to TDAB on its activities and recommend advice and guidance, on how most effectively to address strategic human resource development issues.
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