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| **Council 2019 Geneva, 10-20 June 2019** |  |
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| **Agenda item: ADM 4** | **Document C19/80-E** |
| **27 May 2019** |
| **Original: English** |
| Note by the Secretary-General | |
| Contribution from Argentina, Brazil (Federative Republic of), Canada, MEXICO, Paraguay and the United States of America | |
| PROPOSAL TO MODIFY DECISION 563 ON COUNCIL WORKING GROUP ON FINANCIAL AND HUMAN RESOURCES | |

I have the honour to transmit to the Member States of the Council a contribution submitted by Argentina, Brazil (Federative Republic of), Canada, Mexico, Paraguay and the United States of America.

Houlin ZHAO

Secretary-General

Decision 563 (C11, last amended C19)

(adopted at the [ninth] Plenary Meeting)

Council Working Group on Financial and Human Resources

The Council,

recalling

1. Resolution 1253 (MOD), Tripartite Group on Human Resources Management, adopted by the Council in 2006;
2. Decision 546, Modification of the Terms of Reference of the Council Group on the Financial Regulations and Related Financial Management Issues, adopted by the Council in 2007,

considering

*a)* the Report by the Group FINREGS presented to the 2011 session of the Council ([Document C11/15](http://www.itu.int/md/S11-CL-C-0015/en));

*b)* the report by the Tripartite Group on Human Resources Management presented to the 2011 session of the Council ([Document C11/23](http://www.itu.int/md/S11-CL-C-0023/en));

*c)* Resolution 71 (Rev. Dubai, 2018) on the strategic plan for the Union for 2020-2023, identifies key issues, goals, strategies and priorities for the Union as a whole, for each of the Sectors and for the General Secretariat,

recognizing

1. the need to ensure linkage between Union’s strategic, financial and operational plans and corresponding human resources plan;
2. that the further development and improvement of results-based management requires regular assessment of the achievement of the strategic goals, objectives and outputs with a view towards increasing efficiency through reallocation of budget when necessary;
3. that transforming strategic planning into an ongoing process increases awareness and participation from ITU membership and the ITU staff;

*d)* the need to address the importance of financial and human resources matters between Council sessions, particularly those which require the review and possible modification of the ITU financial instruments (Financial Regulations and Financial Rules) as well as the Staff Regulations and Staff Rules,

decides

1 to approve the modified terms of reference, as outlined in Annex 1 to this Decision;

2 to approve the modified composition and participation of all Member States and Sector Members in the activities of the Council Working Group on Financial and Human Resources;

3 to review the implementation of Resolution 71 on Strategic Plan of the Union, financial and operational plans and propose improvements to Council;

4 to instruct the Council Working Group on Financial and Human Resources to report annually on its activities to Council.

**Annex:** 1

ANNEX 1

Council Working Group on Financial and Human Resources

Terms of Reference

1 Ensure that:

i) results-based budgeting and management continues to be fully implemented and improved, including an ongoing assessment of the implementation of the interlinked strategic, financial, and operational plans and the biennial budget;

ii) constant enhancements to the ITU management system are consequentially reflected in ongoing changes to the financial instruments;

iii) alignments are made with the International Public Sector Accounting Standards (IPSAS) requirements and terminology in order to clarify such concepts of Net Assets and the Reserve Account;

iv) relevant recommendations of the UN Joint Inspection Unit affecting financial and human resources management of the Union are taken into account;

v) all provisions of Decision 5 (Rev. Dubai, 2018), Income and Expenditure for the Union for the period 2020-2023 are taken into account including measures to reduce expenditures and increase efficiencies as means of achieving balanced budgets;

vi) the necessary financial and administrative arrangements and decisions are taken to facilitate the implementation of Resolution COM6/2 (Dubai, 2018) on the Union’s future headquarters premises;

vii) relevant provisions of Resolution 157 on the strengthening of the project execution and project monitoring function are implemented;

2 To undertake, on an annual basis, evaluation of the implementation of the results-based management including the prioritization of activities and initiatives of the Union taking into consideration specific criteria identified in Resolution 71 (Rev Dubai, 2018);

3 To review the annual Report on extrabudgetary activities and related expenses and make recommendations as appropriate;

4 To support the implementation of Resolution 25 on strengthening the regional presence by examining financial and human resources related aspects and making recommendations to the Council;

5 Consistent with Resolution 191, to consider issues related to the coordination of the work of the three ITU Sectors and the General Secretariat so as to follow its evolution and recommend decisions to be taken by Council to ensure its implementation;

6 To support implementation of Resolution 11 (ITU Telecom);

7 To examine the provisions of the Financial Regulations and Financial Rules, with a view towards ensuring conformity and consistency with the basic instruments of the Union, decisions of the Plenipotentiary Conference and the Council, as well as the evolving needs of the ITU;

8 To ensure that the flexibility arrangements provided for in the Financial Regulations and Financial Rules, including deferred activities to be carried out for the following biennium, are consistent with those of other United Nations organizations;

9 Consistent with Resolution 94 (Rev. Dubai, 2018), based on an open, fair and transparent selection process, to recommend appointment by the Council at its 2019 session and subsequent Council sessions a new external auditor for a term of four years, renewable without a competitive selection process for a period of two years and a further period of two years;

10 To undertake a review of the recommendations of the External Auditor, as presented annually to the Council, on an annual basis, taking into account Resolution 94 (Rev. Dubai, 2018) concerning the auditing of the accounts of the Union, and the terms of reference of the External audit function outlined in Article 28 and Annex 1 of the Financial Regulations;

11 To undertake, on an annual basis, a review of the status of the implementation of the recommendations of the Independent Management Advisory Committee (IMAC) as presented annually to the Council, taking into account Resolution 162 (Rev. Busan, 2014);

12 To ensure that the Financial Regulations include provisions for internal control in line with those of other United Nations organizations;

13 To consider, based on inputs from the Secretariat, a proposed methodology to assist Member States in preparing cost ‘estimates’ for proposals to conferences and assemblies of the Union to allow for estimates of financial implications of those decisions;

14 To consider reports from the Secretary-General regarding fellowships, to review the existing criteria for awarding fellowship and make recommendations to Council with a view towards improving, promoting and strengthening ITU fellowships;

15 To examine all relevant matters within the framework of human resources management and development, including those identified in Annexes to Resolution 48 (Rev. Dubai, 2018) and to conduct a review of the new comprehensive four-year HR strategic plan developed by the Secretariat to make a recommendation for its approval by the Council;

16 To study mechanisms towards having more women in leadership and management positions, especially in relation to the electoral process;

17 To undertake continuous review of the Ethics function in ITU;

18 Based on the comprehensive study on possible improvements of the ITU electoral process as a whole being undertaken by the Council, consider possible amendments to the ITU Staff Regulations and Rules for appointed Staff members and the Staff Rules and Regulations for Elected Officials, to consider eliminating the need for appointed ITU staff to enter into special leave without pay when standing for election to an elected official post;

19 To implement the three principles determining the financial and strategic implications of the establishment of Memoranda of Understanding (as well as Memoranda of Cooperation and Agreement) to which the ITU is or will be a party approved by the plenary session of the 2018 Plenipotentiary Conference;

20 To maintain close association with ITU management and the Staff Council with a view toward identifying issues of common concern, in respect of which the Council’s opinions and guidance are required and justified.

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