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| **Council Working Group onFinancial and Human ResourcesNinth meeting - Geneva, 29-30 January 2019** |  |
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Address by the Chairman of the ITU Staff Council

Mr. Chairman, Elected Officials, Councilors, dear colleagues,

I have the pleasure of delivering a short address on behalf of the ITU Staff Council, which following the result of the last staff council election in December, comprises of 17 new members, including myself as President as well as 3 members from the previous team.

The new ITU Staff Council is resolute to representing the interests of ITU staff in a fresh forward-looking and supportive manner, giving a voice to their concerns with action, making sure that they are heard with utmost determination and transparency.

Many people see the big picture: ITU the 154-year-old organization, part of the UN family,193-Member States, etc. but the small picture is that ITU is a large organization made up of hundreds of dedicated individuals, both in Geneva and around the globe, each with their own particular needs, aspirations and desires. Some ITU staff are relatively new to the organization, while others have been around for many years... What unites all of us is ITU, and the achievements that we are all contributing to, which, be it supporting baby steps or large strides in Radiocommunications, ICT Development and Standardization, somewhere, at some stage, makes a difference to someone in the world.

In order to continue the good work of ITU, it is vital that staff work in an enjoyable, nurturing, and safe environment, and of course be able to support themselves and their families.

You will appreciate then that topics that greatly affect staff, such as the recent pay cuts that P and D staff have been subjected to, the fact that there is, for many, limited career development and that the policy on personal promotions was suppressed years ago, as well as the implications of the new ITU building, before, during and after construction, are of the utmost importance to our colleagues.

The ITU Staff Council intends to fully contribute to the active prevention of any form of harassment, misuse or abuse of authority at ITU, while working constructively with the Administration on policies including data protection, the status of family and the coverage of children who pursue studies up to the age of 25, as the UN and other UN agencies already do.

The new ITU Staff Council looks forward to working with the ITU Human Resources Department on its 4-year strategic plan, and to addressing a number of these matters as promptly as possible, with the highest attention.

The ITU Staff Council colleagues participating in internal committees have already begun their work and those who have been proposed to participate in statutory committees are ready to do so, all in order to contribute to the advancement and development of ITU with an inclusive and constructive approach.

We are living in challenging times and whilst we accept that some of ITU staff concerns may be universal ones, there is still a need for them to be addressed and maximum efforts put in place to find pragmatic, creative and beneficial solutions in order to face the present and the future together with a positive and fruitful outlook under the healthiest employment conditions and work environment possible.

On behalf of the staff of ITU, the Staff Council wishes to thank the Chairman, the Elected Officials, all the Councilors, for giving us this opportunity to take the floor, and we wish to request your agreement, if we may, to have this statement posted on the Council Working Group website as an information document.

Maximillian Jacobson-Gonzalez
President, ITU Staff Council
29 January 2019