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| **Council Working Group on  Financial and Human Resources**  **Tenth meeting – Geneva, 18 September 2019** |  |
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|  | **Document CWG-FHR-10/5** |
| **8 August 2019** |
| **English only** |

**Note by the Secretariat**

proposals for the revision of resolution 1299 "Establishment of a Strategic Plan for Human Resources"

Attached are Council Documents Corrigendum 2 to C19/75 (Rev.1) and C19/75 (Rev.1) on the revision of Resolution 1299.

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| **Council 2019 Geneva, 10-20 June 2019** |  |
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| **Agenda item: ADM 24** | **Corrigendum 2 to Document C19/75 (Rev.1)-E** |
| **18 June 2019** |
| **Original: Russian** |
| Note by the Secretary-General | |
| contribution from the russian federation, The Republic of Armenia, The Republic of Azerbaijan, The Kyrgyz Republic, The Republic of Tajikistan, and the republic of Uzbekistan | |
| proposals for the revision of resolution 1299 "Establishment of a Strategic Plan for Human Resources" | |

Please note that the **Republic of Armenia,** the **Republic of Azerbaijan,** the **Kyrgyz Republic**, the **Republic of Tajikistan**,and the **Republic of Uzbekistan** are also signatories to Document C19/75 (Rev.1).

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| **Council 2019 Geneva, 10-20 June 2019** |  |
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| **Agenda item: ADM 24** | **Revision 1 to Document C19/75-E** |
| **14 June 2019** |
| **Original: Russian** |
| Note by the Secretary-General | |
| contribution from the russian federation | |
| proposals for the revision of resolution 1299 "Establishment of a Strategic Plan for Human Resources" | |

I have the honour to transmit to the Member States of the Council the attached contribution submitted by the **Russian Federation.**

Houlin ZHAO  
 Secretary-General

Contribution from the Russian Federation

proposals for the revision of resolution 1299 "Establishment of a   
Strategic Plan for Human Resources"

# I Introduction

In Resolution 48 (Rev. Dubai, 2018) on human resources management and development, the 2018 Plenipotentiary Conference instructed:

– the Secretary-General to prepare and implement, with the assistance of the Coordination Committee, and in collaboration with the regional offices, a four-year Human Resources Strategic Plan (HRSP) aligned with the ITU strategic and financial plans;

– the Council to examine and approve the four-year HRSP, consider annual reports on the implementation of the HRSP and decide on the measures needed.

The instruction concerning the preparation of a Human Resources Strategic Plan (HRSP) is contained in current Council Resolution 1299 (C08) “Establishment of a Strategic Plan for Human Resources”, which has become outdated as it is based entirely on the provisions of Resolution 48 (Rev. Antalya, 2006) and requires revision as a result of the decisions/resolutions of PP-18 relating to the management of human resources.

# II Proposals

In the light of the foregoing, it is proposed:

To consider and endorse draft revised Resolution 1299 (C08) "Establishment of a Strategic Plan for Human Resources", reflecting the decisions/resolutions of PP-18 relating to the management of the Union’s human resources, as contained in Annex A hereto.

Annex A

RESOLUTION 1299 (C08, last amended C19)

ITU Strategic Plan for Human Resources

The Council,

considering

*a)* No. 154 of the ITU Constitution, according to which ITU is required to recruit staff on the basis of the highest standards of efficiency, competence and integrity;

*b)* Resolution 71 (Rev. Dubai, 2018),which establishes, in its Annex 1, table 11, as an objective to ensure efficient use of human resources in a work-conducive environment and to develop and implement the HR framework fostering a sustainable and satisfied workforce, including the elements of career development and training;

*c)* Resolution 48 (Rev. Dubai, 2018) on human resources management and development which recognizes the high value of the human resources of ITU and of the effective management of those resources for the fulfilment of its goals during the period 2020-2023, and contains references to resolutions and decisions which must be taken into account when addressing issues relating to the planning and management of the Union’s human resources,

noting

*a)* that Resolution 48, *inter alia,* instructed the Secretary-General to prepare and implement, with the assistance of the Coordination Committee, and in collaboration with the regional offices, a four-year Human Resources Strategic Plan (HRSP) aligned with the ITU strategic and financial plans, to respond to the needs of the Union, its membership and its staff;

*b)* that, in accordance with Resolution 48, it is necessary to improve and implement recruitment policies and procedures designed to facilitate equitable geographical and gender representation among appointed staff,

recognizing

that long-term planning in the area of human resources is essential for the proper management and development of ITU staff;

resolves

1 to approve the four-year Human Resources Strategic Plan (HRSP) for the period 2020-2023, drawn up in accordance with the provisions of Resolution 48 (Rev. Dubai, 2018);

2 to approach the HRSP as a "living document" with a view to comprehensively covering the issues listed in the annexes to Resolution 48 (Rev. Dubai, 2018) and contained in contributions submitted by Council Members during Council sessions from 2020 to 2023, to ensure that measures are considered and taken in support of HRSP implementation;

3 to consider annual reports of the Secretary-General on the implementation of the HRSP and Resolution 48 and decide on the measures needed,

resolves further to instruct the Secretary-General

1 to make any necessary changes to the HRSP, in cooperation with the ITU Staff Council, in accordance with *resolves* 2 above, provided that they do not conflict with the provisions of Resolution 48 (Rev. Dubai, 2018) and its annexes, and to submit the updated HRSP to the Council for consideration;

2 to monitor recommendations made by the International Civil Service Commission (ICSC) and approved by the UNGA with a view to making the necessary changes to the ITU Staff Regulations and Staff Rules applicable to appointed staff, in accordance with the rules and procedures adopted by the Council.

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