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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-10/10-E** |
| **6 September 2019** |
| **English only** |

**United States of America**

Establishment of an ITU Strategic Plan for Human Resources

**Introduction**

The United States is pleased to submit this contribution to the ITU Council Working Group on Finance and Human Resources issues (CWG-FHR) for consideration during its September 18, 2019 meeting.

**Discussion**

The ITU Plenipotentiary Conference (Dubai, 2018) instructed the Secretary-General to prepare and implement, with the assistance of the Coordination Committee and in collaboration with the Regional Offices, a four (4)-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.

The United States understands the need to update Council Resolution 1299 (C08) “Establishment of a Strategic Plan for Human Resources” to take into account the current human resources situation at ITU and Resolution 48 (Rev. Dubai, 2018). In this context, any proposed amendments to Resolution 1299 should also adhere to the ITU constitution.

**Proposal**

Taking into account Resolution 48 (Rev. Dubai, 2018) on Human Resources Management and Development, and the contribution from the Russian Federation (Document CWG-FHR-10/5), the Unites States proposes the CWG-FHR:

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

Annex A

RESOLUTION 1299 (C08, last amended C19)

Establishment of an ITU Strategic Plan for Human Resources

The Council,

*reaffirming*

No. 154 of the ITU Constitution, according to which ITU’s 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,

considering

*a)* 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;

*b)* 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 that address issues relating to the planning and management of the Union’s human resources,

*noting*

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 ,

*recognizing*

that long-term planning in the area of human resources is essential for the proper management and development of ITU staff, succession planning, and to effectively address the needs of the Union,

*resolves*

1 to examine and approve the four-year Human Resources Strategic Plan (HRSP) for the period 2020-2023, drawn up in accordance with *instructs the Secretary-General* 2 in Resolution 48 (Rev. Dubai, 2018);

2 to consider contributions submitted by Council Members during Council sessions from 2020 to 2023 with a view to address the issues listed in the annexes to Resolution 48 (Rev. Dubai, 2018), and ensure that any measures considered and taken are 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, 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.