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| **Council Working Group on Financial and Human Resources****Eleventh meeting – Geneva, 3-4 February 2020** |  |
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|  | **Document CWG-FHR-11/20** |
| **7 February 2020** |
| **English only** |

**Chairman of the Council Working Group on Financial
and Human Resources**

**Summary report of the eleventh meeting**

The Council Working Group on Financial and Human Resources is chaired by Mr. Dietmar Plesse (Germany) assisted by six Vice-Chairs as follows:

* Ms Seynabou Seck Cisse (Senegal)
* Ms Vernita D. Harris (United States)
* Mr Mohamed S. Ali Al Muathen (United Arab Emirates)
* Ms Archana Goyal Gulati (India)
* Mr Andreiy S. Zhivov (Russian Federation)
* Mr Vilem Vesely (Czech Republic)

**1 Opening remarks and approval of the revised Agenda (Document [CWG-FHR-11/1 (Rev. 2))](https://www.itu.int/md/S20-CWGFHR11-C-0001/en)**

 **Opening remarks by the Chairman**

1.1 The Chairman, Mr. Dietmar Plesse (Germany) welcomed the delegates and acknowledged the presence of the elected officials Mr. Houlin Zhao, Secretary-General, Ms. Doreen Bogdan-Martin, BDT Director and Mr. Mario Maniewicz, BR Director, as well as senior officials Mr. Alassane Ba, Chief, FRMD and Mr. Eric Dalhen, Chief, HRMD.

 **Welcome remarks by the Secretary-General**

1.2 The Secretary-General, Mr. Houlin Zhao welcomed the delegates, wished them a Happy New Year and acknowledged the able leadership of the Chairman, Mr. Plesse. The Secretary-General highlighted the importance given by ITU management on transparency in the financial management of the Union and enumerated the significant financial and human resources issues to be discussed in preparation for Council 2020. With regard to the current situation on the corona virus, he informed the Group that ITU is taking the matter seriously and following the advice of WHO, the Swiss and the Geneva health authorities on measures to be taken. He had advised Chinese delegates not to attend the CWG-FHR in order to avoid raising health concerns from delegates. The Secretary-General expressed his deepest gratitude to Mr. Dietmar Plesse who is chairing the CWG-FHR for the last time during this session. Mr. Plesse has devoted his competence and commitment to the services of the Union and wished him a well-deserved long and happy retirement.

1.3 The revised Agenda (CWG-FHR 11/1 (Rev. 2)) was approved.

**2 Statement by the Staff Council**

2.1 The statement which is to be found in Document [CWG-FHR-11/INF-2](https://www.itu.int/md/S20-CWGFHR11-INF-0002/en) was made by the Chairman of the Staff Council, Mr. Maximilian Jacobson-Gonzalez.

**3 Fellowships**

 **Draft revised policy for awarding fellowships for events and activities funded through the ITU regular budget and revised list of eligible countries (Document** [**CWG-FHR-11/2**](https://www.itu.int/md/S20-CWGFHR11-C-0002/en)**)**

3.1 This document was introduced by the secretariat who informed delegates that based on the contributions of Ghana and El Salvador and the comments made by the delegates during the September meeting, Service Order No. 07/05 had been revised as well as its related list of eligible countries which is adapted from the United Nations annual report, *World Economic Situation and Prospects 2019*. The attention of the delegates was drawn to the fact that the United Nations report 2020 was released on 16 January 2020, way after this document was posted on the Council Working Group website. In view of this, the changes noted in the UN report 2020 will be reflected in the list to be presented to the Council in June.

 **Contribution by The Commonwealth of The Bahamas: Document on Improving Fellowships (Document**[**CWG-FHR-11/1**](https://www.itu.int/md/S20-CWGFHR11-C-0014/en)**4)**

3.2 The concern of the Bahamas is that taking into consideration that most of the Caribbean countries are classified as high-income developing Member States and that, as per the draft revised policy, consideration to grant fellowships to high-income developing countries shall be considered after first fulfilling requests from other eligible Member States, this could potentially impact prioritization of fellowship distribution.

3.3 During the discussion of the document the United States of America raised a proposal that fellowships shall not be granted to the Radiocommunication Assembly (RA), World Telecommunication Standardization Assembly (WTSA) and World Telecommunication Development Conference (WTDC).

3.4 The Chairman stressed that the 11th Council Working Group on Financial and Human Resources (CWG-FHR) had to reach a consensus on the draft revised policy for awarding fellowships for events and activities funded through the ITU regular budget and revised list of eligible countries for submission to Council 2020 for endorsement.

3.5 Comments from delegates during the meeting and an oral report from a drafting group which met on 4 February 2020, led to following results:

* Consensus was reached on the contribution of the Bahamas.

3.6 It is integrated in the draft revised policy as paragraph 12: “*When granting a fellowship, ITU could exceptionally take into consideration the particular needs of developing countries that have been affected by severe natural disasters during the previous year*”.

* Consensus was partially reached on the proposal of the United States.

3.7 It was agreed that fellowships are needed for WTDC because of the nature of the event. Currently, fellowships are not awarded to RA and so, there was no discussion on this. In the case of WTSA which currently uses fellowships, no consensus was reached.

3.8 The following text will be added to paragraph 11: “*Additionally, fellowships shall not be granted to the Radiocommunication Assembly [and to the World Telecommunication Standardization Assembly]*”. Document CWG-FHR-11/2 reflecting the proposed amendments is to be found in Annex to this report.

**Conclusion**

3.9 The Council in June 2020 will have to decide if fellowships shall continue to be awarded to WTSA.

**4 Regional presence**

 **Update on the review of ITU regional presence**

4.1 Resolution 25 (Rev. Dubai, 2018) resolved to strengthen the functions of the regional offices. It further instructed the Secretary-General to conduct an overall review of ITU’s regional presence. PricewaterhouseCoopers (“PwC”) was appointed to perform this review. In her remarks, the BDT Director mentioned that she saw this project as an opportunity. An opportunity to develop fresh ideas and rethink the way we implement projects, programmes and activities in the regions. PwC recalled that the purpose of the information session organized during the lunch break is to collect the membership input for the review.  In preparation for the information session, PwC further reminded delegates of the main objectives of the study launched on 4 November 2019: (1) profile the current structure of the regional presence, (2) identify performance parameters, (3) identify the profile of the desired structure, (4) establish an action plan for change, which addresses all related recommendations provided by the External Auditor, the Internal Auditor and IMAC. The presentation made at the information session is reflected in Document [**CWG-FHR-11/INF-9**](https://www.itu.int/md/S20-CWGFHR11-INF-0009/en)**.**

**5 Contribution by the Russian Federation: Draft revised Resolution 1333 - Guiding principles for the creation, management and termination of Council working groups (Document**[**CWG-FHR-11/1**](https://www.itu.int/md/S20-CWGFHR11-C-0010/en)**0)**

5.1 The delegate from the Russian Federation presented the proposal to amend Resolution 1333 (Revised 2016) which includes the suppression of paragraphs (c), (d) and (e) under *considering* and paragraph (4) under *resolves.* It is also being proposed under *instructs the Secretary-General* that it is sufficient to submit to each Plenipotentiary Conference a table identifying the tenure of office and region of the Chairman and Vice-Chairmen of each CWG, and no longer to each Council.

5.2 It is also being proposed to add the following under the *resolves* paragraph pertaining to the planning of meetings: “CWG meetings shall not coincide in time with Sector assemblies, conferences and advisory group meetings”.

5.3 Some delegates expressed support on the proposed added text in paragraph 4 “*CWG meetings shall not coincide in time with Sector assemblies, conferences and advisory group meetings”.* The Chairman understood from the proposal that it may be difficult for some delegations to attend parallel meetings.

5.4 The Chairman invited delegations to submit proposals to the Russian Federation in a timely manner in order to be taken into account when revising the document for presentation to Council 2020.

 **Contribution by the Russian Federation: Suppression of Decision 584
 (Document**[**CWG-FHR-11/11**](https://www.itu.int/md/S20-CWGFHR11-C-0011/en)**)**

5.5 The delegate from the Russian Federation presented the proposal to suppress Decision 584 – Creation and management of Council Working Groups since it is already reflected in Decision 11 which has been revised during the 2018 Plenipotentiary Conference in Dubai. The delegate made clear the understanding that it is only the Plenipotentiary Conference who can decide on modifying or suppressing decisions.

5.6 In principle, the Chairman supports the streamlining of resolutions and decisions. He expressed appreciation to the efforts made by the delegate from the Russian Federation in being proactive in proposing the standardization and streamlining of documents.

5.7 The delegate from the United States of America did not accept the proposal to suppress Decision 584 as it refers to “*instruct the CWG-FHR to review Resolution 1333…”* and believes that the majority of the provisions of this resolution are necessary. Furthermore, the terms of office of the Chair and Vice-Chair of Council Working Groups should be maintained, according to the delegate.

5.8 The Chairman requested that an informal consultation be made between the delegates of the Russian Federation and the United States of America to come up with a proposal on how to move forward with this issue.

**6 Financial issues**

 **Provisional forecast of the surplus 2019 (oral presentation) and
Documents**[**CWG-FHR-11/INF-3**](https://www.itu.int/md/S20-CWGFHR11-INF-0003/en) **and** [**CWG-FHR-11/INF-3**](https://www.itu.int/md/S20-CWGFHR11-INF-0003/en) **(Rev.1)**

6.1 Following the oral presentation made by the secretariat, some delegates requested the publication of the list of proposed allocations of the provisional forecast of the 2019 surplus to be able to properly review the allocations and provide inputs. The list was then provided in Document CWG-FHR 11/INF-3. However, following the request of the Chairman, a revised document CWG-FR 11/INF-3 (Rev.1) was issued to replace “Provision for New Building unforeseen costs” with “Provision for New Building: Risk Register Fund”.

* Estimated 2019 surplus: CHF 6,300,000 total;
* Approved by Council: CHF 4,185,000 total;
* Approved by the Secretary-General (not yet by Council 2019): CHF 1,976,500 total;
* Total cost of requests approved by Council and by the Secretary-General:

CHF 6,161,500;

* Not approved by the Secretary-General: CHF 665,000 total.

6.2 One delegate queried as to whether the five requests from BR which have been approved by the Secretary-General totalling CHF 686,500 are linked with the decisions in WRC-19. The secretariat informed the Group that these requests are not linked to the outcome of WRC-19 but are needed to improve the internal functioning and activities of ITU-R. Details on the outcome of WRC-19 will be provided during the presentation of Document CWG-FHR 11/5.

6.3 Similarly, in response to a query from another delegate, the secretariat informed the Group that the ITU-T projects totalling CHF 390,000 are needed to help alleviate the Bureau’s need to meet the growing demand and allow it to continue providing an appropriate and efficient ICT support for the functioning of the Sector. Additional information will be furnished during the forthcoming TSAG meeting next week.

6.4 Following another query from a delegate, the secretariat informed the Group that the result of the actuarial study on After-Service Health Insurance (ASHI) is still being awaited. The figures will be presented to Council 2020. However, it is expected that the deficit will increase taking into account the lower discount rate which will have a negative impact on the result. The move from Cigna to UNSMIS as of 1 January 2020 will also have to be taken into consideration in ASHI liability.

6.5 The Chairman highlighted the importance of giving priority in the allocation of budget implementation surplus to ASHI fund and the new building project in line with Decision 5 (Rev. Dubai, 2018). The secretariat agreed while referring to Article 12 of the Financial Regulations wherein the Secretary-General may commit an expense which is not covered in the financial plan or the budget in the interest of the Union. Therefore, the Secretary-General can set priorities which can be the basis in the allocation of budget surplus.

6.6 The Chairman urged the delegates to carefully review the list of proposed allocations of the estimated budget implementation surplus and provide inputs to the secretariat in preparation for Council 2020.

**Recommendation:**  The Council is invited to review the proposed allocations of the estimated 2019 budget implementation surplus.

**7 Tasks of CWG-FHR according to Council Decision 563 – Annex A - CWG-FHR Terms of reference**

 **Evaluation of the implementation of results-based management (oral presentation**)

7.1 The Head of the Strategy and Planning Division (SPD) of SPM, secretary of IMAC, introduced the new members of IMAC to the CWG-FHR.

7.2 The Director of BDT introduced the new change process which has been under implementation in BDT for several months. It aims to fully implementing RBM as a priority in the way to transforming to a “Fit4Purpose” BDT. She also mentioned the ongoing processes of change management and project management and the corresponding ongoing trainings and capacity development undertaken, which are all well aligned with the RBM implementation.

7.3 The Head of the Strategy and Planning Division (SPD) of SPM introduced the work that has been done with BDT and the continuation of this work with BR and TSB in the development of different components of RBM.

7.4 The Consultant, Prof. Achim Von Heynitz, introduced in detail the ongoing RBM implementation at BDT. He started by providing a case for BDT (ITU) change: the broader development context; followed by an introduction on the basics of RBM. The presentation is to be found in Document [**CWG-FHR-11/INF-4**](https://www.itu.int/md/S20-CWGFHR11-INF-0004/en)**.** He explained what will change under RBM. Participants welcomed the presentation and suggested that a more detailed (1 day?) presentation could be provided. BDT Director informed that such presentation will take place the day prior to TDAG in march 2020.

**8 Risk management**

 **Progress report on strengthening ITU risk management framework: action plan
 (Document**[**CWG-FHR-11/12**](https://www.itu.int/md/S20-CWGFHR11-C-0012/en)**)**

8.1 The Head of the Strategy and Planning Division (SPD) of SPM introduced Document CWG‑FHR-11/12, a detailed action plan on ITU secretariat efforts to strengthen the ITU Risk Management framework. The plan is based in a Reference Maturity Model (RMM) for Risk Management endorsed by HLCM at its 38th session. The secretariat presented in Document CWG‑FHR 10/8 the recommended actions and high-level roadmap to be implemented at the ITU, in order to advance in the RMM and improve the risk management arrangements in the organization. Based on the document presented to CWG-FHR and considering the contributions and feedback from Member States, a detailed action plan has been developed (in 10 points, with deadlines in 2020 for all the actions aiming to strengthen the risk management framework in ITU). A critical success factor in embedding risk management into the ITU business processes, is demonstrating its practical application and benefits in contributing to increasing the probability of achieving the organizational results. Members welcomed the presentation. It was explained that the updated Risk registers will be presented to Council 2020.

**9 Fraud and related matters (permanent Agenda item)**

 **Progress report on the remedial actions taken in response to the fraud case in regional office (oral presentation)**

9.1 The follow-up on ITU working group – Internal controls - was presented by the Director of the Telecommunication Development Bureau:

* 7 meetings were held;
* 23 measures related to the fraud rood causes were identified by the working group based on IMAC, external audit, internal audit and JIU recommendations;
* 12 systems and measures were already implemented;
* 11 procedures were under review.

9.2 Questions were raised concerning the implementation of measures related to staff mobility and the recruitment of consultants. The Director of the Telecommunication Development Bureau provided explanations on these topics.

9.3 Questions were raised concerning the status of the legal action against the former staff member implicated in the fraud and the recovery of the fraud losses. The ITU secretariat, through the Head of Legal Affairs Unit clarified that the secretariat obtained a legal opinion from a Law firm in relation to the possible civil and criminal proceedings in Thailand. The secretariat is studying the most suitable actions and will liaise with the Thai authorities accordingly.

9.4 The presentation is reflected in Document [**CWG-FHR-11/INF-5**](https://www.itu.int/md/S20-CWGFHR11-INF-0005/en)**.**

**Update on the process to select an external company specialized in financial crime investigations following the case of fraud at a Regional Office (oral presentation)**

9.5 This presentation was made by the secretariat. It refers to the Decision 613 that Council 2019 adopted. The presentation gave an overview of the various objectives, the performer of the forensic audit, the scope and the output expected. The discussion with inputs from the External Auditor and from delegates clarified that the forensic audit to be undertaken was a major exercise but would provide assurance for the External Auditor, and for the Union as to whether additional cases of fraud were found or whether the unqualified opinion could be considered by the External Auditor. The secretariat committed to making the presentation available to delegates via the CWG web pages. The presentation is reflected in Document [**CWG-FHR-11/INF-6**](https://www.itu.int/md/S20-CWGFHR11-INF-0006/en)**.**

 **Contribution by the United States of America: Proposal for a new investigation function and process (Document**[**CWG-FHR-11/15**](https://www.itu.int/md/S20-CWGFHR11-C-0015/en)**)**

9.6 This proposal was introduced by the delegate from the United States of America. It is based on the 2019 Council Decision 613 and in response to CWG-FHR’s previous decision for “Fraud and Related Matters” to continue as a permanent agenda item. The USA proposed that the CWG-FHR discuss and consider two options to recommend to Council regarding the establishment of an investigation function and process. Several delegations took the floor and raised questions and sought clarifications. One of them questioned whether the proposal was a sustainable one, another would like to see best practices in the UN system, budgetary implications, a distribution of various types of investigations throughout the ITU secretariat, implications of reclassification of posts. Another delegation appreciated that the proposal would make the investigation work to become independent from the audit work. The request for having information on other UN practices was raised on several occasions. It was further clarified that new proposals, if any, should not contradict what was being discussed at this meeting. When the discussion resumed at a later stage of the meeting, the secretariat informed the meeting that recently the creation of the investigation function had been decided by the ITU Management. A proposal would be submitted by the secretariat to Council at its upcoming session which would include responses to the various queries raised by the delegates. The USA accepted that way forward on the condition that the secretariat’s proposal was submitted well ahead of the Council meeting so that delegates could have sufficient time to review the matter. It was so agreed.

**10 Proposed amendments to the Financial Regulations and Financial Rules
 (Document**[**CWG-FHR-11/9**](https://www.itu.int/md/S20-CWGFHR11-C-0009/en)**)**

10.1 The secretariat presented the following amendments to the Financial Regulations and Financial Rules in order to be aligned with the International Public Sector Accounting Standards (IPSAS) and the recommendations of the External Auditor.

10.1.1 Article 18, Rule 18.6

* Title: inserted “and assets”;
* Paragraph 2 on assets: threshold of CHF 5,000 replaced by a text to meet IPSAS capitalization criteria;
* Paragraph 2 on procedures governing inventories: inserted “and assets”

10.1.2 Article 21 Capital budget fund, paragraph 2: inserted “that meet IPSAS

 capitalization criteria”.

10.2 Following a request from the Chair, the secretariat clarified that by removing the threshold of CHF 5,000 in Article 18, Rule 18.6, paragraph 2, and by using as basis the IPSAS capitalization criteria on what shall be capitalized and inventoried, there will be more items capitalized.

10.3 In response to a query from one delegate, the secretariat informed the Group that any modification to the Financial Regulations and Financial Rules shall be presented to CWG-FHR so that the Chair can transmit such proposed modification to Council for approval. The secretariat emphasized that the proposed modifications also take into consideration some recommendations from the External Auditor on the need for alignment with IPSAS.

**Recommendation:**  The Council is invited to review and approve the proposed amendments to the Financial Regulations and Financial Rules.

**11 ITU Telecom review:**

 **ITU Telecom Events: Strategic and financial assessment – Phase I Deliverables – October 2019 (Document**[**CWG-FHR-11/6**](https://www.itu.int/md/S20-CWGFHR11-C-0006/en)**), ITU Telecom Events: Strategic and financial assessment – Phase II Deliverables December 2019 (Document**[**CWG-FHR-11/7**](https://www.itu.int/md/S20-CWGFHR11-C-0007/en)**), ITU Telecom Events: Strategic and financial assessment – Phase III Deliverables – January 2020 (Document**[**CWG-FHR-11/17**](https://www.itu.int/md/S20-CWGFHR11-C-0017/en)**) and ITU Telecom Events: Strategic and financial assessment – Presentation (Document**[**CWG-FHR-11/18)**](https://www.itu.int/md/S20-CWGFHR11-C-0018/en)

11.1 PP-18, through a revised version of Resolution 11, required ITU to hire an independent external management consultancy to perform a strategic and financial assessment and review of ITU Telecom events and to submit its report to the 2020 session of the Council. The Terms of Reference for hiring the consultancy were submitted to, and approved, by the ninth meeting of CWG-FHR in January 2019 and, subsequent to the call for bids process, Dalberg was appointed to carry out the assessment and review.

11.2 Dalberg (represented by Mr Wijnand de Wit and Mr Jean-Charles Guinchard) presented its findings (document CWG-FHR-11/18) having completed the project in three phases, each supported by detailed documentation provided through CWG-FHR-11/6, 11/7 and 11/17. Namely: phase 1 – landscape analysis and strategic foundation; phase 2 –assessment of ITU Telecom events in the current business model; and phase 3 – option evaluation and recommendation.

11.3 Dalberg’s work was appreciated by the delegates, who raised the following questions and remarks:

* Caution about holding a redesigned event in Geneva where hotel/transport costs can be high thereby limiting those who can afford to participate;
* Although combining ITU Telecom events with other existing ITU events is welcomed in order reduce the number of events, careful analysis is needed to ensure there is a value added;
* There are significant financial risks and an option is to focus on Forum only with a reduced duration of 2/3 days;
* The report provides valuable information that needs careful evaluation and discussion within the Member State;
* A large event with high participation numbers should not necessarily be the goal. Quality is also a key factor;
* Is complete termination of ITU Telecom events still an option;
* Outsourcing the event to a third party should also be considered;
* If the redesigned event addresses the SDGs the scope should be narrower than WSIS;
* Does the current secretariat have sufficient human resources to organize a redesigned event;
* The opportunity cost should be carefully considered, including whether the resources of the Secretariat could be better employed on other ITU activities.

11.4 In its response, Dalberg stressed that these points would all need to be taken into account in the next phase of the project, i.e. to develop a redesigned ITU Telecom event, should Council so decide. Furthermore, that careful consideration should be given to what the ICT industry needs, what ITU needs and the potential for financial viability/revenue generation.

11.5 A summary of the report, including its recommendations and strategies, will be presented at the 2020 session of the Council for action. The Chairman recommended that a prior information session should also be held due to the extensive supporting documentation.

**12 Human Resources**

 **Information document concerning Circular Letter 2015 on the secondments from administrations (Document**[**CWG-FHR-11/INF-1**](https://www.itu.int/md/S20-CWGFHR11-INF-0001/en)**) and Report on the implementation of PP Resolution 48: Human Resources Reporting and Statistics (Document**[**CWG-FHR-11/**](https://www.itu.int/md/S20-CWGFHR11-C-0013/en)**13)**

12.1 The two documents were introduced by the Chief of HRMD. The following clarifications were provided regarding the ITU Programmes.

* The difference in between loan and secondment:  the first option does not imply any financial arrangements with the organization, as the staff member being loaned to the ITU continues to be under the payroll of the releasing entity.  For a secondment, a Fund in Trust agreement (FIT) is signed with the releasing organization for covering the payments of the agreed compensation benefits to be done by the ITU to the person concerned;
* Both loans and secondment can be agreed either at the initiative of a Member State or upon request from the ITU administration.

12.2 One delegation witnessed that they have had three officials being seconded to the ITU in the course of 2019 and that it had been of great benefit to the persons concerned.

12.3 Comments were made by delegates on the situation of the geographical distribution and gender balance, noting that progress had been made.  However, further efforts are still to be made for improving the situation, not only in the Professional and higher categories, but also in the General Service category.  It was suggested that ITU could undertake an evaluation exercise of its recruitment processes on the model of the one undertaken by ILO, with the objective of identifying potential unconscious bias which may be having an influence on the capacity of the organization to achieve better results in those areas.  The secretariat indicated that it would contact ILO in this regard.

12.4 A delegation suggested a deeper analysis should be undertaken in view of the statistics showing a decrease in the number of professional staff in the General Secretariat versus the increase of the budget allocated to that sector.

**13 Recommendations**

 **Follow-up on the recommendations of the External Auditor (Document**[**CWG-FHR-11/8**](https://www.itu.int/md/S20-CWGFHR11-C-0008/en)**)**

13.1 The secretariat presented the document containing the recommendations made by the External Auditor (Corte dei Conti), the comments by the Secretary-General and the status as reported by ITU Management with updates as of 31 December 2019:

* Recommendations made in the External Auditor’s Report on the audit of financial statements for 2018;
* Recommendations made in the External Auditor’s Report on the Audit of the Union’s accounts on ITU Telecom World 2018;
* Recommendations made in the Special Report of the External Auditor on Regional Offices.

13.2 All recommendations have been reviewed by the External Auditor during the audit of the 2018 accounts.

13.3 The External Auditor presented seventeen (17) recommendations relating to the ITU Financial Operating Report on the 2018 accounts. Updates were provided by the ITU Management on open recommendations pertaining to 2017 (6 recommendations), 2016 (6 recommendations) and 2015 (2 recommendations), 2014 (2 recommendations) and 2012 (3 recommendations).

13.4 Three (3) recommendations have been made by the External Auditor on ITU Telecom World 2018 for which updates were provided by ITU Management as of December 2019. An update was also provided on open recommendations pertaining to 2017 (1 recommendation).

13.5 ITU Management Updates provided updates on the twenty-two (22) recommendations made by the External Auditor in 2017 relating to Regional Offices.

13.6 The open recommendations will be reviewed and discussed further with the External Auditor during the audit of the 2019 accounts. A further update of the status of these recommendations will be presented in the External Auditor’s Report to Council 2020.

13.7 One delegate requested the secretariat to implement outstanding recommendations as soon as possible especially those which have been open for a significant period of time which may expose the secretariat to certain risks.

13.8 In response to several queries from the delegates, the secretariat informed the Group on the following:

* Bank account in the field office signatories are ITU staff in the professional category and not the General Service. Dual signatories are possible whenever there are 2 professional staff in the field office. However, if there is only one staff in the professional category, it will be difficult to obtain the second signature.
* Discussions will be made with the External Auditor during the forthcoming audit exercise on the possibility of closing some open recommendations. However, the recommendation pertaining to ASHI may be maintained to allow on-going internal control.
* The Procurement Manual was published in June 2019, trainings on which have been on-going. Remote training will also be given to field office colleagues. The manual has been translated from English into French and Spanish to allow better dissemination and understanding on the guidelines for procurement.

**14 Revenue generation by selling/leasing part of the ITU IPV4 address block
(Document**[**CWG-FHR-11/3**](https://www.itu.int/md/S20-CWGFHR11-C-0003/en)**)**

14.1 The secretariat presented Document CWG-FHR-11/3 concerning the possibility of revenue generation by selling or leasing part of the ITU IPv4 address block at the CWG.

14.2 Several delegates raised the concern who is the rightful owner of the IP addresses. ITU was one of the legacy agencies that was assigned a large IPv4 address block, probably even before RIPE was created. If ITU does not need to use the full address block, it may be more appropriate to return the unused addresses to RIPE and eventually to IANA for redistribution. ITU should investigate carefully if it has the right to sell or lease these addresses and must ensure the that code of conduct is maintained for its eventual actions. Delegates also raised the concern that new owners of the ex-ITU IPv4 address block may be seen by others as related to ITU, particularly if their websites got compromised.

14.3 The Chairman concluded that it was clear that the CWG is not in favor of the Union to sell or lease the IPv4 address block at this stage. The secretariat, after hearing the comments from the CWG, could collect more information and resubmit the document for Council’s consideration. No further discussion would be necessary in this CWG.

**15 Progress report on the Union’s headquarters premises project
(Document**[**CWG-FHR-11/4**](https://www.itu.int/md/S20-CWGFHR11-C-0004/en)**)**

15.1 Since the Document CWG-FHR-11/4was published on 19 December 2019 and in anticipation of the Council Working Group session, an informal information session on the new building construction took place on Monday, 3 February 2020 where the secretariat took the opportunity to provide updated information on the progress of the project. The secretariat was able to address some initial questions and has included some clarifications in the powerpoint presentation to be found in Document [**CWG-FHR-11/INF-7**](https://www.itu.int/md/S20-CWGFHR11-INF-0007/en)**.**

15.2 Document CWG-FHR-11/4contains information on the progress of the project design in particular ongoing discussion with the host country related to the provision of conferences and meeting rooms during the construction phase, the establishment of a Staff Working Conditions Strategy and Implementation Plan and a study on the impact on the value of the tower evaluation if ITU retains the use of the Popov room.

15.3 During the information session, some very useful suggestions were made. One was on the need to establish a Risk Register Fund as called for in Decision 619 *decides 3*, another for the secretariat to provide an updated risk register, and to make more efforts to identify the dates of meetings during the transitional period.

15.4 The secretariat proposed to allocate an initial 500,000CHF to the Risk Register Fund. A detailed risk register will be shared with the MSAG for its next meeting taking place on Monday, 10 February 2020. As the dates for many meetings are dependent on the dates of Council, a proposal will be made to the Council in June for Council meeting dates up to and including Council 2026.

**16 Outcome of WRC-19 with financial implications (Document**[**CWG-FHR-11/5**](https://www.itu.int/md/S20-CWGFHR11-C-0005/en)**)**

16.1 The secretariat highlighted the financial implications of Decisions and Resolutions of WRC-19 as contained in the report of the Budget Control Committee which was submitted to the Plenary meeting of WRC-19 in Document 337 Rev 2, which was approved by the 11th Plenary Meeting of WRC-19. The secretariat noted that the level of additional funds required to implement the results of the WRC-19 was 1.721 Million CHF, which is significantly smaller than the amounts requested by previous assemblies and conferences of other sectors of the ITU.

16.2 One delegate requested that the definitive numbers of the WRC Resolutions be included in the report to Council 2020, which was agreed by the secretariat, and that it should be understood that the implementation of these items should be considered as mandatory, as they are required for the Member States to exercise their treaty obligation.

16.3 Addressing a query as to whether the additional cost of certain decisions of WRC-19 could be covered by the Union’s 2020-2022 draft Budget, the secretariat clarified that since the 2020-2024 Financial Plan had been approved by PP-18 without this cost element, the 2020-2022 Budget and the 2022-2024 draft Budget do not include these additional expenses. As in the similar situation after WRC-15, should the secretariat have unutilized budget (savings), this could be the source of funding this additional cost. However, although the secretariat will try to do its best to implement the decisions, it cannot guarantee that it will be able to provide funding if the expense has not been included in the Budget. In case the secretariat could not absorb the cost, a request to the Council will be submitted to cover the expense through other measures.

16.4 One delegate noted that the Budget Control Report cited references to the Financial Responsibilities of Conferences as in Article 34, paragraphs 488 and 489 of the Convention as well as Article 18 paragraph 115 (PP-98) of the Constitution which states that “…When adopting resolutions and decisions, the assemblies shall take into account the foreseeable financial implications and should avoid adopting resolutions and decisions which might give rise to expenditure in excess of the financial limits laid down by the Plenipotentiary Conference.” However, in this case these decisions appeared to be obligatory. The secretariat explained that the changes to the Radio Regulations impose consequential changes to the software applications and tools provided by the BR for the practical implementation of the next edition of the Radio Regulations. In the future, it may be wise to include in the biennial budget an estimated cost for implementing WRC decisions, which could be based on historical data, since this cost element can always be foreseen.

16.5 Addressing a query about whether satellite network cost recovery could be used to cover these expenses, the secretariat explained that the software development was to the benefit of all 193 Member States and not an expense related to an individual satellite network filing. As such, these costs did not fit within a cost recovery framework. This opinion was supported by another delegate to the meeting.

16.6 The secretariat expressed its sincere appreciation to the Government of the Arab Republic of Egypt for their generosity and the excellent organization and facilities which had been accorded to the RA-19, WRC-19 and CPM23-1. This sentiment was shared by other delegations present.

**17 Contribution by the United States of America: Discussion paper – Consideration of conditions for on-site emergency medical support at ITU conferences and meetings held away from Geneva (Document**[**CWG-FHR-11/16**](https://www.itu.int/md/S20-CWGFHR11-C-0016/en)**)**

17.1 The delegate from the United States of America presented the document which provided as background a critical medical incident during WRC-19. The United States of America requested to have an initial discussion regarding review and possible improvements to the medical requirements that are included in the Host Country Agreements to ensure the safety of ITU delegates and staff in meetings and conferences outside of the headquarters.

17.2 The secretariat provided the following information to the Group:

* The Host Country Agreement (HCA) for this event already contains provisions in two areas where both safety and security are discussed (i.e., Article and Annex 4);
* There is always a compliance requirement wherein ITU prepares an event security plan which is shared with the host country Security Focal Point and UNDSS to ensure that a joint design and mitigation requirements for safety and security during the event is built into the plan. This HCA and Event Security Plan was formulated for WRC-19;
* In terms of lessons learned experience after the cardiac arrest incident at WRC-19, the ITU Safety and Security Division (SSD/IS) has prepared more prescriptive requirements guidelines that will be included in future security plans (as Annex) that will describe ITU’s standardized expectations on the type of personnel and equipment that are needed to be provided for onsite ambulance services and medical clinics;
* Two draft documents have been prepared in December 2019 by the ITU Medical Adviser and the Head of ITU SSD/IS. These guidelines are expected to be implemented during the forthcoming events this year, i.e., ITU Digital World 2020 (Hanoi) and WTSA-20 (Hyderabad);
* SSD/IS will also contact UNDSS – DHSS (New York) to inquire if there are other standards used by them when preparing safety and security operations relating to emergency medical support during events outside of Geneva.

17.3 The Chairman concluded that the secretariat will present to Council 2020 a document describing the measures taken by ITU on the above-mentioned request in light of recent experience and taking into account any standards used by other UN organizations.

**18 Other business**

18.1 A new Chairman will be appointed during Council 2020, if possible, among the current Vice-Chairs. The Chairman announced that Europe supported the nomination of a non-European chairperson during the COM-ITU January 2020 meeting in Copenhagen. He asked the secretariat to conduct informal consultations with all the regions concerned to present the nomination to Council 2020 for decision.

 **Update on the process to select the new External Auditor (oral presentation)**

18.2 This presentation was made by the secretariat and informed the meeting of the various timelines that the Appraisal Committee had established for conducting the selection of the most suitable Member State Supreme Audit Institution as new ITU External Auditor. The Appraisal Committee was to hold a meeting (in person and/or by remote participation, as appropriate) the day after the CWG-FHR meeting to discuss the proposed request for proposals and the evaluation methodology for the Appraisal Committee to conduct its work and be able to submit a report to the Council at its 2020 session for consideration and appointment of a new External Auditor. One delegation asked whether the presentation would be made available to delegates via the CWG web pages and the Chairperson confirmed this was the case. The presentation is reflected in Document [**CWG-FHR-11/INF-8**](https://www.itu.int/md/S20-CWGFHR11-INF-0008/en)**.**

**19 Next meeting**

19.1 The Chairman proposed an approach on the schedule of the next CWG-FHR meeting. Should there be sufficient subjects to discuss or if Council 2020 decides to return the fellowship issue to CWG-FHR, a meeting in September 2020 is called for. Otherwise, the next meeting will be in January-February 2021.

**20 Closing remarks**

20.1 Numerous delegates expressed their sincere appreciation to the outgoing Chairman, Mr. Dietmar Plesse. In particular, his wisdom, goodwill, impartiality, competence, commitment and dedication to ITU, expertise, professionalism and trustworthiness among others. Delegates thanked Mr. Plesse for his legacy and expressed proudness on having received his guidance and some considered him not only as a colleague but also as a personal friend.

20.2 On behalf of the Secretary-General, Mr. Alassane Ba, Chief, FRMD and Secretary of the Group reiterated his sincere thanks to Mr. Plesse for his competence and commitment to the services of the Union and wished him all the best for a well-deserved retirement.

|  |  |
| --- | --- |
|  ANNEX**Council Working Group on Financial and Human Resources****Eleventh meeting – Geneva, 3 and 4 February 2020** |  |
|  |  |
|  | **Document CWG-FHR-11/2** |
| **20 December 2019** |
| **English only** |

**Contribution by the Secretariat**

DRAFT

REVISED POLICY FOR AWARDING FELLOWSHIPS FOR EVENTS AND ACTIVITIES FUNDED THROUGH THE ITU REGULAR BUDGET AND
REVISED LIST OF ELIGIBLE COUNTRIES

This report comprises a draft-revised policy for awarding fellowships for events and activities funded through the ITU regular budget and a revised list of eligible countries.

**Summary**

The Council at its session in June 2019 tasked its Council Working Group on Financial and Human Resources (CWG-FHR) to examine matters related to fellowships. At its tenth session in September 2019, CWG-FHR considered the following:

1. [Document CWG-FHR 10/14](file:///C%3A%5CUsers%5Cjouvenet%5CDesktop%5CS19-CWGFHR10-C-0014%21%21MSW-E.docx): *Practices of United Nations and UN specialized agencies and intergovernmental organization fellowship policies*. This document highlights the broad consensus of these organizations in terms of selection criteria for fellowships: academic meritocracy, professional aptitude, linguistic proficiency, leadership potential, long-term commitment of a candidate to the country’s national capacity development needs, gender balance, and fair geographical distribution. In most organizations, fellowships are awarded only to candidates nominated by their governments.
2. [Document CWG-FHR-10/2](file:///C%3A%5CUsers%5Cjouvenet%5CDesktop%5CS19-CWGFHR10-C-0002%21%21MSW-E.docx): *Improving, promoting, and strengthening ITU fellowships* and its annex, comprising a revised list of Member States eligible for fellowships funded through the ITU regular budget. This document provides an overview on fellowships, their objective, eligibility, selection criteria and their importance as a potentially effective tool for enhancing capacity building in the light of rapid technological innovation and increased convergence of services.
3. [Document CWG-FHR-10/3](file:///C%3A%5CUsers%5Cjouvenet%5CDesktop%5CS19-CWGFHR10-C-0003%21%21MSW-E.docx): *Measures to improve, promote and strengthen ITU fellowships* (Resolution 213 (Dubai, 2018)). This document is a reproduction of Resolution 213 and was provided to the meeting for information purposes.
4. [Document CWG-FHR-10/4](file:///C%3A%5CUsers%5Cjouvenet%5CDesktop%5CS19-CWGFHR10-C-0004%21%21PDF-E.pdf): *Service Order No. 07/05 on policy for awarding fellowships for activities funded through the ITU regular budget*. This Service Order, which has been in force since March 2007, was reproduced for information purposes.
5. [Document CWG-FHR-10/12](file:///C%3A%5CUsers%5Cjouvenet%5CDesktop%5CS19-CWGFHR10-C-0012%21%21MSW-E.docx): Contribution by Ghana - *Proposed amendments to measures to improve, promote and strengthen ITU fellowships*. This contribution seeks to improve accountability and transparency in the eligibility, application and award procedures as well as to establish a clear definition and application of the criteria for granting fellowships. It also stresses the importance of efficient planning, control and reporting.
6. [Document CWG-FHR-10/13](file:///C%3A%5CUsers%5Cjouvenet%5CDesktop%5CS19-CWGFHR10-C-0013%21%21MSW-E.docx): Contribution by El Salvador *- Proposal for eligibility criteria, award and selection of fellowships for activities financed from the regular budget of ITU*. This contribution mainly focuses on the criteria for eligibility, selection and award of fellowships and reproduces verbatim a number of criteria found in Document CWG-FHR 10/2. It makes new proposals, for example, that members wishing to apply for an ITU fellowship must not have any type of debt related to the contributions derived from their contributory unit.

**Action required**

The draft-revised policy takes into account the comments made during the September 2019 meeting and in particular on Document CWG-FHR-10/2. CWG-FHR is invited to consider and endorse the draft-revised policy for awarding fellowships for events and activities funded through the ITU regular budget and to also endorse the revised list of eligible countries provided in annex for information purposes. Once approved by the Council, the list will be posted on the fellowship website as a link and updated as and when the status of countries change following decisions of the United Nations.

**Draft**

**Revised policy for awarding fellowships for events and activities funded through the ITU regular budget and revised list of eligible countries**

A fellowship in the United Nations system is a specially tailored or selected training activity that provides a monetary grant to a qualified individual for the purpose of fulfilling special learning objectives.

In the ITU context, fellowships are further intended to promote inclusiveness and participation by Member States[[1]](#footnote-2) in ITU events and activities, which also include trainings, study-tours and in-service trainings, the primary objective being to enhance expertise in telecommunications and information and communication technologies, particularly in developing countries.

The following policy applies to fellowships funded through the ITU regular budget and awarded to eligible Member States requesting financial support from the Union to attend ITU events and activities that offer fellowship opportunities. Such events and activities, organized by the General Secretariat or by any of the three Bureaux will be published on a dedicated website for fellowships.

Within the approved budget for the event or activity in question, and within the stipulated deadline for the receipt of requests, the following criteria shall apply:

1. Member States eligible to receive ITU fellowships are those classified by the United Nations as developing countries, which also include the least developed countries, small island developing States, landlocked developing countries and countries with economies in transition.
2. Consideration to grant fellowships to high-income developing countries on the list shall only be made subject to available resources and after first fulfilling requests from other eligible Member States listed as low-income, lower-middle-income, and upper-middle-income developing countries.
3. Member States wishing to apply for an ITU fellowship must not have any type of debt related to the contributions derived from their contributory unit, except those who have agreed to a repayment plan and are in compliance with their obligations.
4. A fellowship application shall be made online and duly approved by a national designated focal point and/or a senior official from an administration of a Member State.
5. In awarding a fellowship, account shall be taken of:
* The candidate’s professional background, current position and the practical use the beneficiary intends to make of the knowledge and experience to be gained.
* The long-term commitment of a candidate to the country’s national capacity development needs.
* The candidate’s academic meritocracy.
* The candidate’s linguistic proficiency.
* The candidate’s leadership potential.
* The candidate’s conduct, in terms of presence and commitment, during any previous event or activity for which a fellowship was granted.
* Candidates that make a significant contribution to the work of the event or activity, including written contributions.
1. One full fellowship, or one or two partial fellowships can be granted per eligible Member State for an event or an activity.

A full fellowship includes one return economy class air ticket by the most direct and economical route from the duty station to the venue of the event or activity as well as an appropriate daily subsistence allowance to cover accommodation, meals and incidental expenses based on the rates established by the International Civil Service Commission (ICSC).

A partial fellowship covers either a return economy class air ticket or a daily subsistence allowance. In the case of partial fellowships, ITU will bear the cost of air tickets or daily subsistence allowances; the Member State concerned shall cover the remainder of the fellowship. Partial fellowships are to be encouraged to the extent possible to ensure efficient use of the available funds.

1. Trainings, study-tours and in-service trainings may incur training charges which shall be included in the cost of the fellowship.
2. To ensure good governance in the use of fellowships, any one individual may not be awarded more than one full fellowship, or two partial fellowships in a financial year. In this respect, the amount granted to any one individual shall not exceed ten thousand (10 000) Swiss Francs in a financial year.
3. Fellowships shall be awarded in a fair and transparent manner with a view to maintaining equitable geographical distribution, gender balance and the inclusion of people with disabilities and people with specific needs[[2]](#footnote-3). In particular, the fellowship programme should be expanded in order to enable people with disabilities and with specific needs to participate in the events and activities of ITU.
4. The highest-ranking officials (Head of State, Head of Government, Minister, Vice-Minister, Secretary of State or equivalent, high-ranking diplomats) shall not be considered for fellowships.
5. Fellowships shall not be granted for treaty-making conferences (Plenipotentiary Conferences, World and Regional Radiocommunication Conferences and World Conferences on International Telecommunications)and for the ITU Council). Additionally, Fellowships shall not be granted to the Radio Assembly [and to the World Telecommunication Standardization Assembly.]
6. When granting a fellowship, ITU could exceptionally take into consideration the particular needs of developing countries that have been affected by severe natural disasters during the previous year.

The above criteria shall be indicated clearly in the invitation letters for events and activities offering fellowship opportunities.

In line with the relevant provisions of Resolution 213 (Dubai, 2018) of the Plenipotentiary Conference on measures to improve, promote and strengthen ITU fellowships:

1. an annual report shall be prepared to the ITU Council covering, *inter alia*, information and analysis on ITU Sectors and the General Secretariat; number of fellowships awarded per region and per country; gender; people with disabilities and people with specific needs; and on expenses.
2. Member States shall be encouraged, through invitation letters for events and activities offering fellowships, to consider gender balance and the inclusion of persons with disabilities and persons with specific needs when proposing candidates for fellowships.

A dedicated website for fellowships shall serve as a one-stop shop for all information on ITU fellowships, including an annual list of events and activities offering fellowship opportunities, statistical reports as well as guidelines for fellowship beneficiaries.

**Member States eligible for fellowships funded through the ITU regular budget**

Member States eligible for fellowships are those classified by the United Nations[[3]](#footnote-4) as developing countries. These include the least developed countries, small island developing States, landlocked developing countries (Table 1) and countries with economies in transition (Table 2).

**Table 1**

|  |  |
| --- | --- |
|  | **Developing countries** |
|  | **Country** | **Least developed countries** | **Small island developing States** | **Landlocked developing countries** |
| **Africa** | **Low-income (USD 995 or less)** |
| Benin | **✓** |  |  |
| Burkina Faso | **✓** |  | **✓** |
| Burundi | **✓** |  | **✓** |
| Central African Rep. | **✓** |  | **✓** |
| Chad | **✓** |  | **✓** |
| Dem. Rep. of the Congo | **✓** |  |  |
| Eritrea | **✓** |  |  |
| Ethiopia | **✓** |  | **✓** |
| Gambia | **✓** |  |  |
| Guinea | **✓** |  |  |
| Guinea-Bissau | **✓** | **✓** |  |
| Liberia | **✓** |  |  |
| Madagascar | **✓** |  |  |
| Malawi | **✓** |  | **✓** |
| Mali | **✓** |  | **✓** |
| Mozambique | **✓** |  |  |
| Niger | **✓** |  | **✓** |
| Rwanda | **✓** |  | **✓** |
| Senegal | **✓** |  |  |
| Sierra Leone | **✓** |  |  |
| South Sudan | **✓** |  | **✓** |
| Tanzania | **✓** |  |  |
| Togo | **✓** |  |  |
| Uganda | **✓** |  | **✓** |
| Zimbabwe |  |  | **✓** |
| **Lower-middle-income (USD 996 - USD 3895)** |
| Angola | **✓** |  |  |
| Cabo Verde |  | **✓** |  |
| Cameroon |  |  |  |
| Congo (Rep. of the) |  |  |  |
| Côte d’Ivoire |  |  |  |
| Eswatini |  |  | **✓** |
| Ghana |  |  |  |
| Kenya |  |  |  |
| Lesotho | **✓** |  | **✓** |
| Nigeria |  |  |  |
| Sao Tome and Principe | **✓** | **✓** |  |
| Zambia | **✓** |  | **✓** |
| **Upper-middle-income (USD 3896 - USD 12 055)** |
| Botswana |  |  | **✓** |
| Equatorial Guinea |  |  |  |
| Gabon |  |  |  |
| Mauritius |  | **✓** |  |
| Namibia |  |  |  |
| South Africa |  |  |  |
| **High-income (USD 12 056 and above)** |
| Seychelles |  | **✓** |  |

|  |  |
| --- | --- |
|  | **Developing countries** |
|  | **Country** | **Least developed countries** | **Small island developing States** | **Landlocked developing countries** |
| **Americas** | **Low-income (USD 995 or less)** |
| Haiti | **✓** | **✓** |  |
| **Lower-middle-income (USD 996 - USD 3895)** |
| Bolivia (Plurinational State of) |  |  | **✓** |
| El Salvador |  |  |  |
| Honduras |  |  |  |
| Nicaragua |  |  |  |
| **Upper-middle-income (USD 3896 - USD 12 055)** |
| Belize |  | **✓** |  |
| Brazil |  |  |  |
| Colombia |  |  |  |
| Costa Rica |  |  |  |
| Cuba |  | **✓** |  |
| Dominica |  | **✓**   |  |
| Dominican Rep. |  | **✓** |  |
| Ecuador |  |  |  |
| Grenada |  | **✓**   |  |
| Guatemala |  |  |  |
| Guyana |  | **✓** |  |
| Jamaica |  | **✓** |  |
| Mexico |  |  |  |
| Paraguay |  |  | **✓** |
| Peru |  |  |  |
| Saint Lucia |  | **✓**   |  |
| Saint Vincent and the Grenadines |  | **✓**   |  |
| Suriname |  | **✓** |  |
| Venezuela |  |  |  |
| **High-income (USD 12 056 and above)** |  |  |
| Antigua and Barbuda |  | **✓**   |  |
| Argentina |  |  |  |
| Bahamas |  | **✓** |  |
| Barbados |  | **✓** |  |
| Chile |  |  |  |
| Panama |  |  |  |
| Saint Kitts and Nevis |  | **✓** |  |
| Trinidad and Tobago |  | **✓** |  |
| Uruguay |  |  |  |
| **Arab States[[4]](#footnote-5)** | **Low-income (USD 995 or less)** |
| Comoros | **✓** | **✓** |  |
| Somalia | **✓** |  |  |
| Syrian Arab Republic |  |  |  |
| Yemen | **✓** |  |  |
| **Lower-middle-income (USD 996 - USD 3895)** |
| Djibouti | **✓** |  |  |
| Egypt |  |  |  |
| Mauritania | **✓** |  |  |
| Morocco |  |  |  |
| Sudan | **✓** |  |  |
| Tunisia |  |  |  |
| **Upper-middle-income (USD 3896 - USD 12 055)** |
| Algeria |  |  |  |
| Iraq |  |  |  |

|  |  |
| --- | --- |
|  | **Developing countries** |
|  | **Country** | **Least developed countries** | **Small island developing States** | **Landlocked developing countries** |
| **Arab States1** | Jordan |  |  |  |
| Lebanon |  |  |  |
| Libya |  |  |  |
| **High-income (USD 12 056 and above)** |
| Bahrain |  | **✓** |  |
| Kuwait |  |  |  |
| Oman |  |  |  |
| Qatar |  |  |  |
| Saudi Arabia |  |  |  |
| United Arab Emirates |  |  |  |
| **Asia-Pacific** | **Low-income (USD 995 or less)** |
| Afghanistan | **✓** |  | **✓** |
| Dem. People’s Rep. of Korea |  |  |  |
| Nepal (Republic of) | **✓** |  | **✓** |
| **Lower-middle-income (USD 996 - USD 3895)** |
| Bangladesh | **✓** |  |  |
| Bhutan | **✓** |  | **✓** |
| Cambodia | **✓** |  |  |
| India |  |  |  |
| Indonesia |  |  |  |
| Kiribati | **✓** | **✓** |  |
| Lao P.D.R. | **✓** |  | **✓** |
| Micronesia |  | **✓**   |  |
| Mongolia |  |  | **✓** |
| Myanmar | **✓** |  |  |
| Pakistan |  |  |  |
| Papua New Guinea |  | **✓** |  |
| Philippines |  |  |  |
| Solomon Islands | **✓** | **✓** |  |
| Sri Lanka |  |  |  |
| Timor-Leste | **✓** | **✓** |  |
| Vanuatu | **✓** | **✓** |  |
| Viet Nam |  |  |  |
| **Upper-middle-income (USD 3896 - USD 12 055)** |
| China |  |  |  |
| Fiji |  | **✓** |  |
| Iran (Islamic Republic of) |  |  |  |
| Malaysia |  |  |  |
| Maldives |  | **✓** |  |
| Marshall Islands |  | **✓**   |  |
| Nauru |  | **✓**   |  |
| Samoa |  | **✓** |  |
| Thailand |  |  |  |
| Tonga |  | **✓** |  |
| Tuvalu | **✓** | **✓** |  |
| **High-income (USD 12 056 and above)** |
| Brunei Darussalam |  |  |  |
| Korea (Rep. of) |  |  |  |
| Singapore |  | **✓** |  |
| **Europe** | **Upper-middle-income (USD 3896 - USD 12 055)** |
| Turkey |  |  |  |
| **High-income (USD 12 056 and above)** |
| Israel |  |  |  |

Source: Adapted from the United Nations report *World Economic Situation and Prospects 2019*.

**Table 2**

| *C* | **Countries with economies in transition** |
| --- | --- |
|  | **Country** | **Least developed countries** | **Small island developing States** | **Landlocked developing countries** |
| **CIS** | **Low-income (USD 995 or less)** |
| Tajikistan |  |  | **✓** |
| **Lower-middle-income (USD 996 - USD 3895)** |
| Kyrgyzstan |  |  | **✓** |
| Uzbekistan |  |  | **✓** |
| **Upper-middle-income (USD 3896 - USD 12 055)** |
| Armenia |  |  | **✓** |
| Azerbaijan |  |  | **✓** |
| Belarus |  |  |  |
| Kazakhstan  |  |  | **✓** |
| Russian Federation |  |  |  |
| Turkmenistan |  |  | **✓** |
| **Europe** | **Lower-middle-income (USD 996 - USD 3895)** |
| Georgia |  |  |  |
| Moldova |  |  | **✓** |
| Ukraine |  |  |  |
| **Upper-middle-income (USD 3896 - USD 12 055)** |
| Albania |  |  |  |
| Bosnia and Herzegovina |  |  |  |
| Montenegro  |  |  |  |
| North Macedonia |  |  | **✓** |
| Serbia |  |  |  |

Source: Adapted from the United Nations report *World Economic Situation and Prospects 2019*.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. This policy shall apply, *mutatis mutandis*, to fellowships awarded to the State of Palestine, Resolution 99 (Rev. Dubai, 2018). [↑](#footnote-ref-2)
2. Within the context of this policy, the expression “people with specific needs” shall be understood to include indigenous people. [↑](#footnote-ref-3)
3. United Nations report World Economic Situation and Prospects 2019, published in January 2019. In the report, countries with a gross national income (GNI) per capita of USD 995 or less are classified as low-income countries; those with a GNI per capita between USD 996 and USD 3895 as lower-middle-income countries and between USD 3896 and USD 12 055 as upper-middle-income countries; and those with a GNI per capita of USD 12 056 and above as high-income countries. [↑](#footnote-ref-4)
4. This list shall apply mutatis mutandis to the State of Palestine, Resolution 99 (Rev. Dubai, 2018), a lower-middle-income economy. [↑](#footnote-ref-5)