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| **Council 2022 Geneva, 21-31 March 2022** |  |
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| **Agenda item: ADM 3** | **Document C22/54-E** |
| **18 February 2022** |
| **Original: English** |
| Report by the Chairman of the Council Working Group on Financial and Human Resources (CWG-FHR) | |
| four-year Report of the Council Working Group  on Financial and human resources | |

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| Summary  In conformity with Decision 11 (Rev. Dubai, 2018), this document presents the four-year report by the Chairman of the Council Working Group on Financial and Human Resources (CWG-FHR) to Council 2019, 2020, 2021 and 2022.  The Council, recognizing 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, could decide to maintain this group for the next period.  The Council Working Group on Financial and Human Resources reports annually on its activities to Council.  Action required  The Council is invited **to consider** this report and **to submit** its recommendations to the Plenipotentiary Conference as appropriate, particularly the continuation of the activities of CWG-FHR for the next four years.  \_\_\_\_\_\_\_\_\_\_\_\_  References  [*Plenipotentiary Conference Decision 11 (Rev. Dubai, 2018)*](https://www.itu.int/en/council/Documents/basic-texts/DEC-011-E.pdf)*,* [*Decision*](https://www.itu.int/md/S19-CL-C-0142/en)*563 (Modified 2019)* [*CWG-FHR website*](https://www.itu.int/en/council/cwg-fhr/Pages/default.aspx) |

1. **Introduction**

1 The mandate of the Council Working Group on Financial and Human Resources was approved by Decision 563, modified in 2019 (see Annex 1 to the decision). The group is open to all Member States and Sector Members.

2 The Council Working Group on Financial and Human Resources:

* addresses important 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;
* ensures that relevant recommendations of the UN Joint Inspection Unit, the External Auditor and the Independent Management Advisory Committee (IMAC) affecting financial and human resources management of the Union are taken into account;
* undertakes, on an annual basis, an evaluation of the implementation of results-based management including the prioritization of activities and initiatives of the Union taking into consideration specific criteria identified in the strategic plan for the Union;
* maintains close association with ITU management and the Staff Council with a view towards identifying issues of common concern, in respect of which the Council’s opinions and guidance are required and justified.

3 The 9th, 10th and 11th meetings of the Council Working Group on Financial and Human Resources were held under the chairmanship of Mr. Dietmar Plesse (Germany) assisted by six Vice-Chairs as follows:

* Ms Seynabou Seck Cisse (Senegal)
* Ms Vernita D. Harris (United States of America)
* 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)

4 Since the 12th meeting of CWG-FHR, the group has been chaired by Ms. Vernita D. Harris (United States of America) assisted by six, then five, Vice-Chairs as follows:

* Ms Seynabou Seck Cisse (Senegal)
* Ms Xian Persaud (Bahamas) *(12th meeting only)*
* Mr Mohamed S. Ali Al Muathen Al Mazroei (United Arab Emirates)
* Ms Archana Goyal Gulati (India)
* Ms D.V. Kalyuga (Russian Federation)
* Mr Vilem Vesely (Czech Republic)

1. **CWG-FHR activities**

5 The main results of the [9th meeting](https://www.itu.int/md/S19-CLCWGFHR09-C) of the CWG-FHR held from 29 to 30 January 2019, were: <https://www.itu.int/md/S19-CLCWGFHR09-C-0015>

6 The main results of the [10th meeting](https://www.itu.int/md/S19-CWGFHR10-C) the CWG-FHR, held on 18 September 2019, were: <https://www.itu.int/md/S19-CWGFHR10-C-0016/en>

7 The main results of the [11th meeting](https://www.itu.int/md/S20-CWGFHR11-C) of the CWG-FHR, held from3 to 4 February 2020, were: <https://www.itu.int/md/S20-CWGFHR11-C-0020/en>

8 The main results of the [12th meeting](https://www.itu.int/md/S21-CWGFHR12-C) (Virtual) of the CWG-FHR, held from 25 to 26 January 2021, were: <https://www.itu.int/md/S21-CWGFHR12-C-0017/en>

9 The main results of the [13th meeting](https://www.itu.int/md/S21-CWGFHR13-C) (Virtual) of the CWG-FHR, held on 3 June 2021, were: <https://www.itu.int/md/S21-CWGFHR13-C-0002/en>

10 The main results of the [14th meeting](https://www.itu.int/md/S21-CWGFHR14-C/en) (Virtual) of the CWG-FHR, held from 20 to 21 September 2021, were: <https://www.itu.int/md/S21-CWGFHR14-C-0012/en>

11 The main results of the [15th meeting](https://www.itu.int/md/S22-CWGFHR15-C/en) (Virtual) of the CWG-FHR, held from 11 to 12 January 2022, were: <https://www.itu.int/md/S22-CWGFHR15-C-0022/en>

1. **Recommendations to PP-22**

12 Councillors are invited to consider the four-year report by the Chairman of CWG-FHR and to recommend to the Plenipotentiary Conference (PP-22) the continuation of the activities of  
CWG-FHR for the next four years.

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