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 >> MR. CHAIRMAN: Good afternoon, good morning. I declare the meeting of the ADM committee open. Distinguished colleagues, we have very little time left and therefore I would propose that we keep to the same rules as we heard at the plenary meeting, namely keeping interventions to a minimum as far as possible and also to refrain from intervention if the issue requires no further discussion. It's simply due to a lack of time. I would like to ask you to understand this. Yesterday we suspended our meeting when looking at three documents. Document 64 discussions and the recommendations by ISIC, 65 on the mandatory age of separation, and 43 on changes in the UN compensation Packet and also the mandatory age of separation at 65.

Yesterday's discussion stopped at the point where a number of countries had expressed their comments on a number of issues and we agreed that following the meeting they would meet with representatives of secretariat and ask all their questions and as far as possible clarify the situation. I would like to invite Mr. Dalient (phonetic) to tell us how this discussion concluded. Mr. Dalient (phonetic), please.

>> MR. DALIENT: Thank you, Chairman, and good morning, everyone. Yes, following the decision on the Document 65 on the age of separation, consultations were held in particular with the delegation of Spain and that of Switzerland and Belgium, and later on with Germany on the drafting of the draft decision contained in annex one to Document 65. We slightly modified the text of this draft situation in the following manner following the results of the discussion and I'm going to read it in English because these amendments were drafted in this language.

Which are to be introduced in the draft decision contained in annex one to Document 65 of the following ones, number one the text will read as follows: To approve the increase of mandatory age of retirement to 65 years of age for all staff members recruited before 1 January 2014 and in service on 1 January 2018. And the objective of this decision is clearly to address the fact that the population which is concerned by the decision as we (?) population of staff members recruited before 1 January of 2014 as you know after that date one of January 2014 already this is the situation which is already applicable. The new staff members are already covered by the age of 65 of retirement. The text will read as follows: To instruct the Secretary‑General to implement the decision, taking into account the acquired rides of staff, and to a report to council on a regular basis. So it's just reinforce principal of the applicability of the quiet rides given to staff members to exercise their possibility of retiring or being separated from the organization at the age of 60 or 62 which does correspondence to their age of retirement on the condition of employment which were applicable at the time of the recruitment. These are the two modifications which have been agreed on by the small group of member states and these modifications will be reflected in the reports of the plenary meeting with revision marks. Thank you, Mr. Chair.

>> MR. CHAIRMAN: Thank you. Taking into account the proposed clarifications and amendments I propose that we adopt Document 64 and 65 rather approve Document 64 and 65 and take note of Document 43.

I don't see any request for the floor, therefore we approve Document 64, we approve Document 65, and we take note of Document 43. It is so decided.

The next agenda item we have before us is document DT/5 proposed amendments to decision 495. I would like to recall that we already had a discussion on this issue. We heard a number of questions and remarks. Therefore the secretariat prepared this document taking into account the comments from member states. I would like to invite Mr. Barr (phonetic) to introduce this document.

>> MR. BARR: Thank you, very much, Mr. Chair. Good morning, ladies and gentlemen and honorable delegates. On behalf of the Secretary‑General I have the honor to introduce document DT/5 with regard to Document 50 of financial matters taking into account the different comments and interventions made the secretariat made a few modifications to this decision 495. The main changes can be found in the deciding point in point two and I quote, the information documents on electronically should preferable be limited to five pages in accordance with ITU practice and shall include on the summary page prepared by this committee this summary license translated into English by the secretariat. So it is the main change, Mr. Chair, that we are submitting for approval. The rest of the decision 495 is unchanged as seen in the annex to Document 50. Thank you, very much, Mr. Chairman.

>> CHAIRMAN: Thank you, very much, Mr. Barr (phonetic). I would like to propose that the ADM committee approve document DT/5. Document DT/5 is approved by the ADM committee. I would propose that we now move on to the next agenda item before us, that's Document 104.

Report to Secretary‑General on amendments to Article 5 of the regulations for the staff superannuation. I'd like to present Mr. Barr (phonetic) to introduce this document.

>> MR. BARR: Thank very much, Chairman. On behalf of the Secretary‑General I have the honor to present document C16/104 which looks to Article 5 of the regulations for the staff superannuation. F was created in 1960 and looks at the comment closed pension funds to the staff who joined before the first of January, 1960. The SSBF of the ITU which was created from the first of January, 1960, when the union joined the common pension fund, we had 25 retirees and 22 who were less than 85 years. So this pension fund has about one million five forty‑six thousand five forty‑nine Swiss francs and a complement fund whose members receive benefits from the UNJSPF with a balance of six million two ninety‑eight thousand four twenty‑nine point twenty five Swiss francs and assistance funds which provides assistance to serving former officials of the union with a balance of this fund is one seventy‑two thousand four fifty‑three point fifty‑eight thousand Swiss francs. When the fund has met all its obligations the remaining assets is obliged to transfer this to the remaining fund. All obligations of this fund have been fulfilled. Considering that the assets available in the remaining fund is largely sufficient to cover its current and future obligations it is proposed Article 5 be amended to allow flexibility in the final disposal of the assets. The management invites the council to adopt an amendment to Article 5 of the regulation as seen in paragraph one of Article 5 unless the council decides otherwise, all of the rest of the article remains the same. The council is therefore invited to adopt an amendment to Article 5 as proposed in the draft decision to the document. Thank you, very much, Chairman.

>> CHAIRMAN: Thank you, Mr. Barr (phonetic). It is recommended that the ADM committee recommend that the council accept the amendment to Article 5 of the regulations SSBF as proposed in the draft decision. Saudi Arabia, please.

>> Thank you, very much, Chairman. With regards to point A, the only if the council decides otherwise, do we need to say this? We know that the council has the right to decide what it would like to do. And if the council was thus decided why should we say only if the council decides otherwise?

I think that we don't really need to put that point here, thank you.

>> CHAIRMAN: Thank you, Saudi Arabia. I would ask the legal advisor to comment on your question and respond to it.

>> Thank you, very much, Chairman. Mr. Chairman, very briefly and at the risk of disappointing the counselor of Saudi Arabia, the council is linked by the text which is adopted a while ago which is not changed or amended. Precisely the text of this statute was adopted by the council with a view to allow to it take a decision which would be ‑‑ this is the reason why we propose to amend Article 5 which would allow more flexibility in the management of the remaining balance which are covered under Article 5. Thank you.

>> CHAIRMAN: Thank you. Taking into account the comments of the legal advisor I would propose that the ADM committee adopt this document and recommend to the plenary meeting that it is approved. The document is approved by the ADM committee. The next agenda item is Document 105. The reports of Secretary‑General on the final disposal of the assets in the pension fund for the staff superannuation and benevolent funds. I would like to invite Mr. Barr (phonetic).

>> MR. BARR: Thank very much, chair. On behalf of the Secretary‑General it's my pleasure to introduce document C16/105 which looks at the transfer of the credit balance. This fund was set up in 1960 and brings together the pension funds of people who joined before 1960 when the union joined the United Nations joint staff pension fund. As I've just said in the previous document the SSBF has 25 retirement benefits and 22 survivor benefits to beneficiaries with an average age of 85. This SSBF is constituting of the following funds, the pension fund and a complement fund whose members receive benefits from the UN joint staff pensions fund with a balance of six million two ninety‑eight forty‑two nine thousand Swiss francs and as assistance funds which provides assistance to serving and former officials of the union and the balance. Following the death of the last beneficiary the obligation of this fund have been fulfilled. With the establishment of the health insurance fund which was set up on the first of May, 2014, the union set up a guarantee fund which uses to limit the potential increase of contributions for health insurance any increases will ensure persons including retired officials and their family members. Furthermore the assets available are largely sufficient to cover its current and future obligations. In light and further in amendment of Article 5 of the regulations the management board of the SSB fund is in favor of the transfer of the balance of the pension fund to funds other than the complement fund. The council is invited to adopt the recommendation of the management board in regard to the transfer of the credit balance of the pension fund of the SSBF as proposed in the draft decision annexed to this document. Thank you, very much, Chairman.

>> CHAIRMAN: Thank you, Mr. Barr (phonetic). I give the floor to Saudi Arabia.

>> Chairman, the draft decision in point B the interpreter doesn't have the text in front of her. The balance remaining balance, can we perhaps clarify or fix the exact figure here, please? The balance which is not below can we not really be concrete with this balance? Is this balance fixed or not? In the Arabic text it says a balance which is not below something. Thank you, very much, Chairman.

>> CHAIRMAN: Saudi Arabia, if it's possible, could you repeat your question? It wasn't entirely clear.

>> Resolution or the decision rather in paragraph B in the Arabic version it says the remaining balance of at least something. It appears there might be a blank. It should say with more clarify what is this remaining balance, what is the amount here? Thank you, very much.

>> CHAIRMAN: Thank you, Saudi Arabia. Yes, Mr. Barr (phonetic), please.

>> MR. BARR: Thank you, very much, Chairman. It is now clearer, thank you the remaining balance is one million four hundred forty‑nine thirty thousand of Swiss francs in December 2015. The proposal is to move this five million francs to the‑so so there will be a remaining balance of one million four forty‑six four four nine thirty‑nine, the remaining billion after the transfer of 5 million so we propose that the remaining billion of one four forty‑six nine thirty‑nine Swiss francs is transferred to the health insurance guarantee fund. Thank you, very much, Chairman.

>> CHAIRMAN: Thank you, Mr. Barr (phonetic). I give the floor to Saudi Arabia.

>> Thank you, very much, Mr. Barr (phonetic), for this clarification. So in the Arabic version, then, it should read the remaining balance and we should delete that it says of at least. And the interpreter would like to apologize because the text is not in the booth. Thank you.

>> MR. BARR: Thank you, very much, Chairman. I'm sorry I'm going back to it is proposed in the decide on the transfer from the pension fund balance the maximum of 100,000 Swiss francs which should be transferred to the assistance fund and the remaining balance would be at least 1,449,039 Swiss francs. So this is the maximum and the minimum balance which would be remaining. Once we have transferred the maximum amount, which will be less than 5 million, but the maximum of 100,000 and the remaining billion would be 1,446,449 thousand Swiss francs, thank you.

>> MR. CHAIRMAN: Thank you, Mr. Barr (phonetic). Taking into account the comments I would propose that the ADM committee approve this document and recommend that the council adopt the recommendations of the management board. Document 105 is approved by the ADM committee. The next agenda item is Document 53; it's the Secretary‑General’s report on the progress report of the implementation of the resolution 48. I would like Mr. Dalient (phonetic) to introduce this programme. I beg your pardon; Saudi Arabia would like to take the floor in the previous agenda.

>> I don't have any objection to approve this document. I would just like that the Arabic version to be corrected. And during the lunch break I'm going to just speak to Mr. Barr (phonetic) with regards to drafting here. Thank you.

>> MR. CHAIRMAN: Yes, of course. Your proposal is accepted and it can work during the lunch break to correct the Arabic version of the text. Now, I would invite you to turn to Document 53, our next document and invite Mr. Dalient (phonetic) (phonetic) to introduce the document.

>> MR. DALIENT: Thank you, very much, Chairman. I have the pleasure on behalf of the Secretary‑General to introduce C16/53 which is submitted each year to the council in accordance with resolution 48 to look at the implementation of this resolution with regards to the human resources strategic plan. This is standard report which is submitted each year which will be read in parallel with the two annexes 12 which is also in the agenda which has an addendum which was prepared including statistics relevant to consulting contracts. This report looks for the different actions which have been taken by the ITU management in the area of management and human resources by implementation of resolution 48. It is submitted to the council so that you take note of this report. Thank you, Chairman.

>> CHAIRMAN: Thank you, Mr. Dalient (phonetic) (phonetic). If there are no further comments, I would propose that the ADM committee ‑‑ oh, request the floor, Germany, please.

>> Thank you, Chairman. Well we are prepared to note the document is a standard report with the following remark. Resolution 48 it's revision but from the number to resolution existing for quite a while and the human resource strategic plan of the ITU exists for quite a while. We take note that in the period 2010 to 2015; almost 450 posts have been issued with a vacancy notice, though this is more than half of the workforce of the ITU. Under the circumstances we believe the implementation of the human resource strategic plan and in particular the issue of agenda balance, for example, could be much better than it actually is at the moment. But as it's a report for noting and not a report for amending these human resources strategic plan of the ITU, we take note of this report with the remarks. Thank you. (No sound).

>> MR. CHAIRMAN: Thank you, Germany. Taking into account the remarks made my Germany I would propose that we take note of Document 53, the ADM take note of Document 53. It is so decided.

The next agenda item is Document 60. It is proposed amendments to chapter 11 of the staff regulations applicable to appointed staff. I would like to invite Mr. Dalient (phonetic) (phonetic) to introduce this document.

>> Thank you, Mr. Chairman. It is my pleasure to introduce on behalf of Secretary‑General all these documents C16/60. ITU is organized in most the same manner as it is in the other organizations of the UN common system based on a number of principal among which the principal of mandatory ways of redress made available to staff members by the staff regulations and rules and the right to access for the jurisdiction for the ITU (?) in order to provide the staff members with the opportunity to resolve a dispute internally. The resolution conflicts in an informal way has been established by the staff Secretary‑General and the staff council. However a recent case has established that the current wording of chapter 11 impose an obligation of internal remedies only to active staff members but not to staff members left prior to the end of their contract. This is depriving the opportunity to resolve a case informally and has financial implications for the formal organization direct and indirect. It is of this reason that the proposed amount to chapter 11 of the staff regulations is proposed for adoption by the council after the process has been completed in the meantime implying the consultation of a joint advisory committee and of a staff council. And I have to also mention that the repeal board itself has been (?) so the council is invited to approve those amendments to staff regulations by adopting the draft decision contained in this document. Thank you, Mr. Chair.

>> CHAIRMAN: Thank you, Mr. Dalient (phonetic) (phonetic). It is proposed that the ADM committee recommend that the council consider and approve these amendments to the staff regulations set forth in this document. Germany, please.

>> Thank you, Chairman. Well as former vice chair of the appeal board of the ITU I first confirm the issue in question and as we have been assured that internal consultation have been undertaken, positively I think we will agree to this proposal for the amendments of the staff regulations. Thank you, very much, Mr. Chairman.

>> CHAIRMAN: Thank you, Germany. Saudi Arabia, please.

>> Thank you, very much, Chairman. In the annex of the draft decision, in point when the Secretary‑General shall establish and ‑‑ is this a body or is it a committee? I think that the word body is too strong here in Arabic at least. Perhaps we should say committee, here. Thank you.

>> CHAIRMAN: Thank you, Saudi Arabia. Mr. Dalient (phonetic), please, could you comment?

>> MR. DALIENT: Yes, thank you, Mr. Chair. I think that the term and perhaps the legal advisor could confirm the term body is a generic one which is covering all kind of entity whatever name we retain at the end. Here we are retaining the committee of a body which is a repeal board and we have committees and bodies existing at ITU, for example the joint advisory committee. So rather than using a very specific word in this regulation we are using a very generic term, body, which in my view is explicit but I'm speaking under the umbrella and noting the legal advisor. Thank you, Mr. Chair.

>> CHAIRMAN: Thank you, Mr. Dalient (phonetic). Do you have anything to add in that case? You have the floor.

>> Thank you, Chairman. No. My colleague, Eric Dalient (phonetic), took the words right out of my mouth. We use the word body but it's caused by the term administrative in a generic manner. And the name of the body is appeal board in English, (speaking foreign language) in French, thank you, Chairman.

>> CHAIRMAN: Thank you. Perhaps we will also have to check the Arabic version following this meeting because some issues have cropped up also in relation to the previous documents so what I would propose is you do it offline. Mr. Dalient (phonetic) would like to add something, please go ahead, sir.

>> MR. DALIENT: Thank you, Chairman. The question raised by Saudi Arabia leads me to make a more general comment regarding the staff regulations and the issues which cropped up in the meeting in February. This text exists in English, French and Spanish. You can see that there have been a lot of comments on these staff regulations pertaining to these amendments but there are also comments coming from the new remuneration system from decisions of the UNGA and with regard to these modifications there's a need for the real rethinking of the structure of our staff regulations which is led us to translate them into Arabic, Chinese and Russian completely which wasn't the case up until now. And we wanted to send these out as soon as this was done but we waited for all of these amendments to be approved and following the modifications to the statute the regulations will also have to be changed to take into account this new system and then we will revise all of the staff regulations in the three languages which they don't exist in any comprehensive manner in these particular languages yet. Thank you, very much, Chairman.

>> CHAIRMAN: Thank you, Mr. Dalient (phonetic). I think that is an excellent idea which will be supported by many delegations here. Taking into account the comments of secretariat I will propose that the ADM committee approve this document, Document 60. Document 60 is approved by the ADM committee. Now, according to our programme we have two short presentations. The first one is on the participation in the ITU staff pension committee, the member of the ITU staff pension committee; I will like to invite Mr. Dalient to introduce this.

>> MR. DALIENT: Thank you, Chairman. This is an oral report which is also submitted every year to the council by the Secretary‑General on the functioning or the member more specifically of the local committee of the ITU staff pension committee that is of the UN pension. The local committee comprises representatives of the council so member states, members of the council, the ITU management, and participants affiliated with the beneficiaries to the fund. This is the composition and the composition of the council is established by resolution which was adopted following the plenipotentiary conference in resolution 1371. The council comprises the following members Bulgaria, Canada and Italy. And India, and Mexico as alternate members. And they all carried out their mandate correctly so there is no need for the council to address any vacancies. It met twice since the last meeting of the council. The last time was yesterday morning here in this place. Thank you, very much, Chairman.

>> CHAIRMAN: Thank you, Mr. Dalient. We have another presentation which is a statement by the staff council. It will be made by Mr. Le Grania, he's prepared an excellent speech but due to lack of time we asked him to limit himself to a short speech so the full text of the speech will be posted on the website and you can look at it there. Mr. Le Grania, you have the floor.

>> MR. LE GRANIA: Thank you, Chairman. Mr. Chairman, counselors, dear colleagues and friends, on behalf of the staff of the ITU I have the honor to deliver the staff council address. We would like to thank for the opportunity to speak freely before you out of the hierarchy that applies normally to your debates. I take note to the fact that you would like my speech to be brief and the complete text will be in the council documents. We would like to thank the chair Ms. Julie Zoller who showed a willingness to listen and an openness which we appreciate. Ladies and gentlemen, let's speak clearly. We are aware of the disparities especially the pay disparities that exist between many national administrations and the international Civil service. We know that our situation may in comparison with that of many others seem en viable. We thank you for the time you dedicate here to staff issues and for the repeated expression of thanks which the staff has had from you. Our aim is not to present demands which seem out of place but how the staff of ITU can contribute even more positively and effectively to the ITU success and to the sustainable development goals. As far as we are concerned effectiveness hinges upon performance and motivation. The keys to this are respect and dialogue that is why a selection in June of 2015 made a decision to complete transparency. There's a context to understand why and how. It also allows for greater involvement in the debate and facilitates decision‑making. It enables staff to be active stakeholders and to make their voice heard. Constant communication, there by contributes to improve our colleagues’ self‑confidence, and it opens the way the building together in a dialogue that is calm and conscious of the role of every individual. On the other hand if staff is not respected we complain loudly and vigorously. We prefer dialogue which enables us to reach our common goals. We believe there is still a long way to go along this path of dialogue between social partners. We believe that our company culture is founded too much on its secrecy and discussion in negotiation. We believe this lack of transparency makes effective dissemination difficult but it's also a proactive approach. An effort to build a common vision shared by everyone involved. However we do believe that progress is possible. Collectively we can insure that in the future dialogue becomes the golden rule of this organization. And in your presence we will like to renew our commitment to achieving this as we did in the presence of the Secretary‑General when we were elected. I would like to touch on some points even if it will take 2 or 3 extra minutes. Ladies and gentlemen, while the situation of the staff is in general quite favorable we cannot fail to note it has been deteriorating in term of pay, contract and conditions of employment, workload and also benefits such as pensions and health insurance. This creates a feeling of being abandoned. Precarity (phonetic). Implementing decisions adopted at the plenipotentiary conference to cut ITU costs, precarity (phonetic) for posts that must be permanently filled. The Secretary‑General decided some posts will not be more than four years duration. The staff members in general will have to leave the organization. We oppose this measure which ‑‑ we now await new proposals from senior management and we hope that they will be positive proposals. Precariously for some of us is the paradoxical situation of our security. On the one hand they see the abolition of posts. On the other hand they like us see the growing threat and demands to improve security at the ITU but as more they see how it's being applied which you just decided to change. What logic lies behind the decision to cut the number of posts while requesting an increase in service? Precarity for us is the abusive use of SSA contracts. Staff are recruited over many years for work that is required on a permanent basis under contracts that provide no job security, nor do they provide access to health insurance and pension benefits. At the same time, contracts are given to outside experts when the necessary competence is available in house or could be developed in house very quickly. This prevents serving members of staff from getting training, denies them career development opportunities or prevents them from acquiring new techniques. Precarity also means the increasing use of outsourcing and commercial providers especially in the area of IT. It is not surprising after all we have heard in this council to see the ITU call in outside providers in the area of IT. Are the financial benefits of doing so real? Another point finally is to say that precarity means the abuse of employment on unpaid interns with the committee to even consider paying interns. Some simple gestures could nevertheless be made in times of budget restrictions such as providing transport tickets or reduced rates in the cafeteria. Our elected officials dismiss out of hand any proposal to thanking young people. Should we not set an example and not leave anybody out? Precarity finally means the lack of career planning or individual or collective training schemes linked to a long term strategy. Number of efforts must be made in this area, therefore we would wish to see an effort to reinforce the human resources management department and improve its level of expertise to ensure how valuable all of the ITU's resources, its staff. There's also this feeling of being abandoned sometimes. It was felt when the ITU left the health insurance fund, that fund was not perfect but it had provided satisfaction over decades. Suddenly the ITU found itself isolated and it is commercial in nature and expensive and the Secretary‑General reminded us. Every passing day brings with us frustration and commercial arrogance. Sometimes we have ceased to be patient and become suspects but we are now invited to become medical tourists to seek treatment away from Geneva. This situation is even worse given the recent decision contained in Document 105 with regard to the transfer of about one and a half million Swiss francs out of the SSBF.

And for our colleagues in the field it's very difficult because this has a big impact on the ITU's family.

This is the feeling shared by some colleagues. They had an unpleasant surprise. The pensions are slated for months late. We call for interim solutions to be found to insure that our colleagues can benefit.

>> MR. CHAIRMAN: I'm very sorry but we have a very serious lack of time. I would like to thank you for your speech. And as I already mentioned, there will be a separate attachment to the report of the ADM committee which will be the text of your speech. So let's turn now to the next agenda item. On the agenda item we have four information documents to consider. I would like to invite Mr. Barr (phonetic) to give a short summary of this document. Thank you.

I do beg your pardon. To begin with, are there any comments on the previous speech? Germany, please.

>> Thank you, Mr. Chairman. We regret for this kind of issues there's always not sufficient time to be addressed and to be discussed. Nevertheless, we would declare that this delegation is available to talk individual to the staff representatives and to listen to their concerns. We cannot, however, guarantee that we agree to what is requested but as mentioned it's really a pity that this kind of intervention is always at the very end of the relevant meetings and always under pressure regarding the schedule. Thank you, very much, Mr. Chairman.

>> CHAIRMAN: Thank you, Germany. I would just like to clarify the position. I'm not setting any restrictions on discussion on this issue. I'm simply setting limitations on the length of the speech on this issue. If we wish to discuss this issue, of course we will do so. Bulgaria, please.

>> Thank you, very much, Mr. Chairman. We should like to thank Mr. Le Grania for touching upon varies important issues for the staff of the union. Mr. Chairman, in the council 2008 we have stated and can reiterate again that the strength and the value of this organization is its own competent and motivated staff. This council meeting in 2008 we have made the proposals which I believed are still valued that the staff trainings will be upgraded from 1% to 4% of the budget.

This is another issue that the elected management being forced to cut expenses is finding measures which goes against the interest of that. But the council level, we have agreed that the staff retraining should be done and appropriate results should be made. Before we employ somebody else from outside you have to do your best to do the available resources inside of the personnel. Mr. Chairman, we would like also to say that we believe that in the area still there is still a lot of possibility to improve things. The line of command of the decision making and all this like the private companies would be something extremely useful to the union. We should like to see professionals with knowledge, experience, doing fine job for the union. And we would like to see far more practical work in the field implementing projects, doing things which could be used for developing countries.

Mr. Chairman, from what we see recently in the recent years we see more and more forums, symposiums, meetings, gatherings and all this, but we don't see what we used to be the foremost strength of the union before. So perhaps we have to address these issues for not now but we have to give up to improve the let's say the skills of the union and the power of the union to respond to the needs and to be a real pioneering engine of doing new things to the benefit of the populations in the world. Mr. Chairman, finally I would like to say once again perhaps I'm becoming too nasty but I have seen on the screen Mr. Le Grania (phonetic) presented like Mr. Le Grande. He's Mr. Le Grania (phonetic). Thank you, very much, Mr. Chairman.

>> CHAIRMAN: Thank you, Bulgaria. Canada, please.

>> Thank you, first to thank Mr. Fernando Le Grania (phonetic) for his oral intervention. We believe notwithstanding the time limitations we have during our council meetings it would be quite convenient for the future to allow the staff to fully present their contribution or their submission or the statement. To that effect we would like to also suggest the possibility of being able to have a written copy of the oral statement because that would allow us Mr. Chairman the possibility of a more careful detailed reading of the statement and again Mr. Chairman, should there be any need for further consultations or conversations like Germany, Canada is opened to having an offline discussion with Mr. Le Grania (phonetic), thank you.

>> CHAIRMAN: Thank you, Canada. As I said at the beginning we intend to attach the text of the speech to the ADM report. Italy, please.

>> Thank you, Chairman. I want to thank also Mr. Le Grania for his intervention. Staff quality and motivation is important for the success of the union so therefore I am sure that the management will take care of the observation made by the presenting council in common with the satisfactory solution overall. Italy is always willing to cooperate if so required. Thank you.

>> CHAIRMAN: Thank you, Italy. Senegal, please.

>> Thank you, Chairman. I would like to thank all of the council. Senegal listened with interest to the oral presentation and I would like to say that we are committed to our union and this union needs motivated staff to ensure the quality of provision of the benefits that we benefit from we think that we need to treat staff well, support any measure enabling us to improve their situation. This question is the financial stability of the union. We also believe that this document, this statement, should be written and provided to our administrations so they can take note of it and support it if required. Thank you, sir.

>> CHAIRMAN: Thank you, Senegal. Nigeria, please.

>> Thank you, Mr. Chairman. We would also like to thank staff council for their oral presentation and which to align ourselves with the comments of previous speakers, especially those made by Bulgaria and Canada. Mr. Chairman, we would like to ask management to see that conditions are made favorable to staff so that we do not have a situation whereby we will be having (?) from ITU to other organizations (?). And so Mr. Chairman, we would like to see a situation whereby there is more harmony between the staff council and management of the union. Thank you.

>> CHAIRMAN: Thank you, Nigeria. Tunisia, please.

>> Thank you, chair. Everybody knows what goes on. We all know that the situation of people working for the ITU is a very important matter for us because efficiency in this ITU is very important to us. We know that staff in order to have good performance they have to feel that they belong to this ITU in order to make them work in an efficient manner. For the long term we have to encourage them. By giving them short‑term contracts, we make them feel that they're fragile. They would feel vulnerable. And this doesn't contribute to their welfare. Therefore, Mr. Chairman, I think that the secretariat has to work in order to study all these problems; the ITU has to make their staff feel comfortable. They have to feel comfortable for their future, especially competent people that we need. They have lots of experience, they have been very useful. Some of my colleagues who preceded me we would suffer brain drain in case we don't treat them properly, especially young professionals. They would be offered higher salaries, especially they have experience in the ITU, and they would be attracted to other organizations. We wouldn't like that to happen. This is what I would like to say. Thank you, sir.

>> CHAIRMAN: Thank you, Tunisia. Before we continue I would lying to ask the interpreters to give us another ten minutes to allow us to finish the meeting.

>> Yes, of course, Chairman.

>> CHAIRMAN: Saudi Arabia, please.

>> Thank you, Mr. Chairperson. The kingdom of Saudi Arabia does value the efforts undertaken by the staff of the ITU and hadn't it been for these efforts we would not have been able to carry out our work so easily and smoothly. We encourage anything that would support the staff and that it's been looked in all matters that would provide an appropriate environment, working and stimulating environment for the staff. Thank you, Mr. Chairperson.

>> CHAIRMAN: Thank you, Saudi Arabia. Bulgaria, you're requesting the floor again. If it's possible, please be brief.

>> Yes, Mr. Chairman, thank you, very much. Simply just to propose that in order to solve all the issue of having short contracts, perhaps we should use another type of contract which is called renewable term of contract. Mr. Chairman, in my own experience for more than 18 years in ITU I've never got something longer than five years. I would like to tell you that I enjoyed my work all the time. Thank you, very much.

>> CHAIRMAN: Thank you, Bulgaria.

>> Thank you, very much, Chairman. Mr. Chairman, our delegation really followed very closely the statement made by the director of the staff council. Mr. Chairman we stand convinced that the Secretary‑General should bring a solution to these concerns knowing that it's the human resource, the front line of that union, we are therefore aware that the efficiency of the union has to have a very good working environment. Therefore we invite the two parties to work together to continue this good working environment. Thank you.

>> CHAIRMAN: Thank you, Burkina Faso (phonetic). The Deputy Secretary‑General would also like to make some comments on this matter. Mr. Johnson, please.

>> MR. JOHNSON: Thank you, very much, Mr. Chairman. Just to say that the Secretary‑General and the management team appreciates very much the good relationship we have with the staff council and that we are making every effort to improve consultation and collaboration with all staff representatives including taking seriously all the suggestions that are made and we have had some very good suggestions from staff how to improve efficiencies and internal working procedures which we are taking forward. So just to emphasize that we fully recognize the need for a happy motivated and well‑trained staff if ITU is going to fulfill its mandate. And we really appreciate all the efforts that are made by staff. Thank you, Chairman.

>> CHAIRMAN: Thank you, Mr. Johnson. At this point I would propose that we conclude our meeting. I would like to recall that we do still have some issues outstanding but that's a short presentation of the information documents. We also need to take a decision on donor and INR. We also have a new task which the plenary instructed us with thus to assess the financial consequences of creating an expert group on ITRs. I propose that we turn to that after lunch. And the next meeting will begin at half past 2:00. This meeting is closed.

(Meeting closed at 1236)