

taking into account

- a) the concerns expressed by the Staff Council of the Union at the 2006 session of the Council with regard to ITU contracts policy and its impact on the motivation of staff members in general;
- b) the explanations provided by the secretariat regarding, in particular, availability of financial resources,

reaffirming

the principles set forth in Resolution 1195, according to which:

- the human resources management policies of ITU need to remain consistent with the standards established by ICSC for the UN common system;
- the standards established by ICSC on contracts policies and staff performance appraisal policies serve as recommendations to the UN organizations,

resolves

that a Tripartite Group on Human Resources Management be established, composed of Member States of the Council, representatives designated by the Secretary-General and staff representatives designated by the Staff Council,

instructs the Tripartite Group on Human Resources Management

- a) to carry out, with the view of ensuring and retaining a motivated and competent staff, a study of the contract situation in ITU, which should include detailed information on the current breakdown of contracts in ITU, by category of staff and by Sector, and the financial implications thereof – including cases submitted by staff members to the Administrative Tribunal of the International Labour Organization – and to identify the prevailing problems in this regard with a view to proposing options for satisfactory resolution of the matter;
- b) to submit a report to the Council in 2007 proposing solutions which must:
 - be consistent with the human resources management and development principles set forth in Resolution 48 (Rev.Antalya, 2006);
 - take account of ICSC's conclusions relating to its proposals to harmonize contractual arrangements within the United Nations common system, and any decisions that the United Nations General Assembly may take in that regard;
 - include the determination of precise criteria in accordance with best practices for the application within ITU of the solutions identified;
 - include information on the financial implications of implementing those solutions,
- c) to review modalities for strengthening the dialogue between the Staff Council and the Secretary-General or his designated representatives and the Directors of the Bureaux or their designated representatives, which may bring about a need to amend the Staff Regulations and Staff Rules,

instructs the Secretary-General

to take the necessary steps to convene meetings of the group at the earliest opportunity, and to provide it with any assistance necessary for the correct performance of its task, within the limits of funding availability.

Ref.: Documents C06/62, C06/72, E-EXT/6 and C-EXT/7.
