



INTERNATIONAL TELECOMMUNICATION UNION

**TELECOMMUNICATION  
DEVELOPMENT BUREAU**  
**ITU-D STUDY GROUPS**

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SECOND MEETING OF STUDY GROUP 1: GENEVA, 30 AUGUST - 3 SEPTEMBER 1999  
SECOND MEETING OF STUDY GROUP 2: GENEVA, 6 - 10 SEPTEMBER 1999

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***FOR ACTION***

- Question 15/2: Human resource management and development to successfully meet the challenges of sector reform and transformation, with special emphasis to employment including consideration of gender issues
- Question 16/2: Preparation of Handbooks for developing countries

### **STUDY GROUP 2**

**SOURCE:** CHAIRPERSON OF ITU-D STUDY GROUP 2

**TITLE:** REPORT BY THE CHAIRPERSON OF THE SPECIAL GROUP ON HUMAN RESOURCES DEVELOPMENT

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**Action required:**

The plenary meeting of Study Group 2 is invited to consider the different proposals.

**Abstract:**

The documents explains the background of the creation of a Special Group on Human Resources Development, gives the terms of reference of the Group, reports on discussions with Rapporteurs of Questions 15/2 and 16/2, and gives recommendations for the future work.

The document was considered at the TDAG meeting on 8-9 April 1999.

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**INTERNATIONAL TELECOMMUNICATION UNION**

**Telecommunication Development Bureau (BDT)**

**First Meeting of the Telecommunication  
Development Advisory Group (TDAG)  
Geneva, 8-9 April 1999**

**Document TDAG-1/8-E  
23 March 1999  
Original: English**

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SOURCE: CHAIRPERSON OF ITU-D STUDY GROUP 2

**Introduction**

The creation of a TDAB Sub-Group on Human Resources Development was first proposed at the WTDC-98. However, the Conference could not agree to set up such a Sub-Group, and resolved to refer the matter to TDAB, which in turn at its September meeting 1998, deferred the decision, requesting proposals from the Study Groups and in particular Study Group 2, where Question 15/2 (“Human resource management and development to successfully meet the challenges of sector reform and transformation, with special emphasis to employment including consideration of gender issues”) and Question 16/2 (“Preparation of Handbooks for developing countries”) are within its mandate, to be visited again by this TDAB meeting taking into consideration relevant decisions by the Plenipotentiary Conference and the proposals of the Study Groups.

The ITU-D Study Group 2 meeting in September 1998 decided as an interim measure, pending further consideration at the Plenipotentiary Conference and TDAB, on the creation of the Special Group on Human Resources Development, with clear terms of reference shown as part of the attached report. The Group is chaired by Mr. David Mellor (United Kingdom) and composed of both Rapporteurs of Questions 15/2 and 16/2 and active members of both Questions.

The Chairperson of the Special Group was authorized to report to TDAB on his activities through the Chairperson prior the Study Group 2 meeting.

The Report by the Chairperson of the Special Group on HRD with clear proposals is here attached for your consideration with the support in general of the Chairperson of Study Group 2.

Annex

## **ANNEX**

### **Report by the Chairperson of the Special Group on HRD (David Mellor)**

#### **Introduction**

During its meeting held in Geneva between 7-9 September 1998, Study Group 2 decided to establish, as an interim measure, pending further consideration at TDAB, a Special Group on HRD which would be an open group. This would require a good liaison with BDT activities under Programme 6 and Study Group 1. The Rapporteurs for Questions 15/2 and 16/2 should report to the group on the studies conducted in accordance with Questions 15/2 and 16/2 and in turn the group will report directly to Study Group 2. Between Study Group 2 meetings the group is authorised to report directly to TDAB through the Chairperson.

#### **Terms of Reference of the Group as agreed by Study Group 2**

1. The Special Group shall be open to all HRD experts and every effort shall be made to ensure balanced representation from both developed and developing countries on a regional basis.
2. Liaise with Study Group 1 and the BDT on matters related to HRD.
3. Report to Study Group 2 on its activities.
4. Place special emphasis on employment and gender issues related to HRD.
5. Propose strategies to ensure that the study group outputs are utilised in the BDT HRD activities.
6. Advise and co-ordinate the work related to Questions 15/2 and 16/2.
7. Study and propose recommendations on the strategies and propose recommendations for the development of the ITU 'Centres of Excellence'.
8. Between Study Group 2 meetings report through the Chairperson of Study Group 2, to TDAB on its activities and recommend advice and guidance on how to most effectively address strategic human resource development.

#### **Progress Report**

Having defined what the Special Group is in charge of doing I am here reporting on the progress made to date on the various issues referred to in the 'Terms of Reference'.

##### **Discussions with Rapporteurs of Questions 15/2 and 16/2**

Discussions have been held with the Rapporteurs of both Questions 15/2 and 16/2.

Mr. Pierre Derome, Rapporteur for Question 15/2, has established an electronic conference and work is progressing, although more contributions would be appreciated to further the debate.

Mr. Maurice Ghazal, Rapporteur for Question 16/2, has confirmed that the proposed work plan will concentrate on finalizing the three Handbooks already started in the last cycle, and on the preparation of a fourth Handbook:

- Handbook on new development in rural telecommunications
- Handbook on national spectrum management system - Economic, organizational and regulatory aspects
- Handbook on new technologies and new services
- Handbook on teletraffic engineering (TTE)

I discussed also with Mr. Maurice Ghazal the drawbacks of producing hard copy handbooks covering emerging technologies particularly where the document is required in several languages. We would *recommend* that 'handbooks should not be produced in hard copy format in cases where the subject matter will quickly become outdated'. Rather than producing hard-copy text on such subjects the ITU should consider through its membership the production of information using alternative media. The digital revolution makes it extremely cost-effective for CD-ROM, Video and Internet Files to be overlaid in several languages. Moreover material will be promptly available in line with product availability. Members with digital material should be encouraged to make this available to the ITU.

### **Meetings with BDT**

Two meetings have been held with BDT-HRD, one in Coventry, United Kingdom, and one in Geneva. All items defined in the terms of reference were discussed at length and it was agreed that Mr. Jaime Herrera, Chief BDT-HRD and Focal Point for Question 15/2, could liaise with the Chairperson for **Gender issues**.

A specific item that was debated was the definition of '**Centres of Excellence**' when it was concluded that TEMIC and Cable & Wireless College should be considered as such centres in the overall concept.

It was suggested that a twinning arrangement should be established between a developing 'Centre of Excellence' such as Afralti or ESMT with an established centre such as TEMIC or C&W College.

It is *proposed* that a pilot project is undertaken whereby a joint workshop is run under the 'ITU and C&W Training Scheme' at ESMT in Dakar, Senegal, as an activity of the 'Centres of Excellence'.

It is proposed also to organise this activity to deal with subjects related to commercialisation, including the role of regulation, the financial implications of commercialisation, identifying what would attract investment etc. In principle C&W will provide the content of the workshop, the specialist lecturers and fellowships for English speaking countries to travel to Dakar (ESMT). The ITU might finance the translation of materials into French and Spanish (with a right to use in the future), as well as the fellowships for French speaking countries and simultaneous interpretation. ITU will also translate the existing support material into the three

working languages. It is further **proposed** that this pilot workshop takes place in June 1999. If accepted a report on the result will be presented to Study Group 2 in September 1999.

It is **recommended** that a series of programmes are endorsed by the ITU as meeting the requirements of the GTU (Global Telecommunications University) and these should include Masters and Doctorate programmes. I proposed that a pilot project be undertaken at PhD level to allow a French speaking participant from Niger to undertake a PhD under the auspices of the ITU and C&W Training Scheme. It is **considered** that the benefit to a developing 'Centre of Excellence' of being able to call upon the services of expertise studying at Doctorate level to deliver papers on current thinking in either French, English or Spanish with strengthen the link between developed and developing Centres. It is **recommended** that this pilot activity commences in Autumn 1999 and its value is carefully monitored throughout the study period of Programme 6 of the Valletta Action Plan.

Finally I would **recommend** that the work of this special group continues and that a series of achievable projects are undertaken during the Study Group 2 period in an effort to report the progress to future TDAG meetings for their comments and endorsement and finally to report achievements at the next World Development Conference.

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