



INTERNATIONAL TELECOMMUNICATION UNION  
TELECOMMUNICATION DEVELOPMENT BUREAU

**WORLD TELECOMMUNICATION DEVELOPMENT  
CONFERENCE (WTDC-98)**

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*For action*

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**PLENARY MEETING**

CHAIRMAN'S REPORT  
AD HOC GROUP OF COMMITTEE B

DRAFT RESOLUTION

**TDAB SUBGROUP ON HUMAN RESOURCES DEVELOPMENT (AC/HRD)**

The World Telecommunication Development Conference (Valletta, 1998),

*considering*

- a) the extreme importance of human resources development (HRD) in furthering telecommunication development worldwide, as studied under Question 5/2;
- b) the particular need for effective and efficient HTS in the telecommunication industry in developing countries and LDCs,

*recognizing*

- a) that HRD in the telecommunication industry involves a great diversity of knowledge, skills and experience, including, *inter alia*, enterprise management at different levels, diverse technical subjects and areas, network and services planning, operation and maintenance, finance and accounting, and customer care;
- b) that HRD in the telecommunication industry draws on a very extensive, well-established and growing body of knowledge and experience;
- c) that substantial progress has been made since WTDC-94 in Buenos Aires in the quality and effectiveness of HRD in the telecommunication industry in many developing countries;
- d) that three separate undertakings which were initiated at WTDC-94 in Buenos Aires, namely BAAP Programme No. 2 - Human resources management and development (HRM/HRD), Question 2/2: Preparation of handbooks for developing countries, and Question 5/2: Human resources development and management, all embrace as a broad objective the improvement of HRD in developing countries;
- e) the opportunity to improve effectiveness and efficiency, and hence to provide better value relative to the resources used, through the synergy which results from continuing close liaison and cooperation among related activities which have similar broad objectives,

*taking into account*

- a) the current ITU-D "Centres of Excellence initiative", which seeks to provide significant focus and impetus for telecommunication HRD through expertise and leadership developed and provided by world-class Centres of Excellence;
- b) the possibility of increasing the effectiveness and efficiency of the Centres of Excellence through collegial relationships which develop and share knowledge and experience in curricula, course design, teaching methods and other aspects of pedagogy,

*noting*

- a) the unique and valuable opportunity to simultaneously use and demonstrate the techniques and technology of our own industry, which have already been embraced by BDT, to provide effective and efficient HRD through "virtual training centres" which make use of "distance learning" techniques, taking advantage of the application of appropriate information and communication technology (ICT);
- b) both the need and the opportunity to establish a visible, effective leadership role through the ITU-D-supported Centres of Excellence in their respective regions,

*convinced*

of the substantial value of encouraging and promoting effective interaction among skilled and experienced HRD managers from both developing and developed countries with a view to exchanging knowledge and experience, agreeing on "best practice" approaches, and sharing training and educational material, including handbooks and guidebooks,

*resolves*

to establish, during the period 1998-2003, a TDAB subgroup which will provide guidance and advice in the field of human resources development. The TDAB subgroup for human resources development shall be answerable to TDAB. TDAB shall appoint the chairman and vice-chairmen.

The Advisory Committee will be "open" to human resource development experts; every effort will be made to ensure balanced representation from both the developing and industrialized countries. In cooperation with the Director of the BDT, the Advisory Committee may call upon experts which are not members of the Advisory Committee in order to provide their input to specific activities determined by the Advisory Committee.

The Advisory Committee shall provide advice to the Director of the BDT on strategic human resource development issues, which would need to be addressed on a priority basis. The Committee shall collect, assess and prioritize all identified HRD needs, including the preparation of handbooks. It shall provide advice on appropriate actions to best meet these needs, in accordance with priorities, in the most orderly and efficient way. Due consideration shall be given to regional requirements and relationships.

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