

# INTERNATIONAL TELECOMMUNICATION UNION



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To: Administrations of ITU Member States, Regulators  
and ITU-D Sector Members worldwide

From: Mike Nxele, BDT/POL/HCB

**For your reply:**

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Subject: WGHRD Questionnaire on Information about HRD/HRM Current and Future Needs and Priorities in a Converged, Competitive Telecommunication/ ICT Environment

**Deadline for reply, 1 October 2008**

Dear Sir/Madam,

The ITU is conducting a survey on the role of Human Resources Development (HRD) and Management (HRM), including current and future needs and priorities of policy-makers, regulators and ITU Sector Members around the globe. The information gathered will form the basis for recommendations of the Working Group on Human Resources Development (WGRHD) to the ITU-D's Telecommunication Development Advisory Group (TDAG) on future human capacity building activities of the BDT. To assist its work and support related ITU-D activities, you are kindly requested to complete the attached questionnaire (Annex 1).

The WGHRD was formed as a result of Resolution 40 adopted at the World Telecommunication Development Conference (Doha, 2006), which instructed TDAG to create a working group to assist the BDT to enhance the scope of its human resources development activities. The terms of reference for the WGHRD were approved at the 12th Meeting of TDAG in 2007.

The WGHRD held its first meeting in February 2008, during which it approved an Action Plan for 2008. The Action Plan included the gathering of data through a Questionnaire about current and future HRD/HRM needs and priorities, which will be used as a basis for the WGHRD to advise TDAG.

The text of the Questionnaire was discussed and approved for circulation during the second meeting of the WGHRD, held on the sidelines of the Global Symposium on Human Capital Development in Coventry, United Kingdom, from 21- 25 July 2008.

Replies to this Questionnaire should be sent by **1 October 2008 at the latest**.

The Questionnaire can be downloaded from:

[www.itu.int/ITU-D/hrd/WGHRD/Questionnaire](http://www.itu.int/ITU-D/hrd/WGHRD/Questionnaire)

Alternatively, replies to the Questionnaire should be sent by e-mail or fax to both:

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We look forward to your usual cooperation.

Yours faithfully,

Sami Al-Basheer Al-Morshid  
Director

Annex 1: Questionnaire