

RESOLUTION No. 418

**MODERNIZATION OF HUMAN RESOURCES
MANAGEMENT AT IICA**

The EXECUTIVE COMMITTEE, at its Twenty-fourth Regular Meeting,

HAVING SEEN:

Document IICA/CE/Doc.447(04) “Toward a Smart Parity System,”

CONSIDERING:

That the modernization of human resources management at the Institute, through the improvement of rules and regulations, and the adoption of new technologies, is one of the priorities set out in the 2002-2006 Medium Term Plan;

That the satisfactory fulfillment of the Institute’s mandates depends on the quality and availability of its human resources;

That as part of the process to modernize the Institute it is of key importance to improve approaches, rules, procedures, and technologies for the administration of the Institute’s human resources;

That the Special Advisory Commission on Management Issues, at its meeting in 2004, recognized the importance of modernizing and improving the effectiveness of human resources management at the Institute,

RESOLVES:

1. To adopt as non-binding guidelines for the process to modernize human resources management at the Institute the recommendations contained in Document IICA/CE/Doc.447(04) “Toward a Smart Parity System.”
2. To charge the Director General with taking the steps necessary for continuing to move forward with the efforts to modernize human resources management at the Institute, taking into account the financial resources available approved

by the IABA, at its Twelfth Regular Meeting, by means of Resolution IICA/JIA/Res.390(XII-O/03) entitled “2004-2005 Program Budget.”

3. To request that the Director General present at the Twenty-fifth Regular Meeting of the Executive Committee a progress report on the modernization of human resources management at the Institute, and propose possible additional and complementary measures for the consideration of the Executive Committee and the IABA.