

Executive Council

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Report of the Secretary-General

Part II: Administrative and statutory matters

(a) Financial report of the Organization for 2018

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I. Budgetary performance of the Regular Budget at 31 March 2018

A. Introduction

- 1. The Regular Budget is financed from assessed contributions from Members¹ and budgetary allocations. The Regular Budget of the Organization covering the two-year budget period 2018-2019 (A/22/10(II)) was approved by the General Assembly (A/RES/688(XXII)) at EUR 27,603,000 broken down by the 2018 and 2019 annual budgets which amounted to EUR 13,609,000 and 13,994,000 respectively.
- 2. In accordance with UNWTO Financial Regulation (FR) 14.7, the Secretary-General issues an interim financial statement to the Executive Council twice each year.
- 3. Table 1 below establishes a comparison between: (a) the approved income and appropriations for the year 2018 (approved income/original budget column), (b) an estimate of income receivable and consistent expenditure limits for the year 2018 as at 31 March 2018 (plan of income and expenditure column), and (c) the budgetary cash balance at 31 March 2018 based on cash received to date and actual expenditures to date and commitments to 31 December 2018 (budgetary cash balance column).

Table 1 - Comparison of budget, plan of income and expenditure and budgetary cash balance - Regular Budget at 31 March 2018

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Approved income / Original budget ¹	Plan of income and expenditure	Budgetary cash balance (cash-in less expenditure)
0.00	0.00	-2,347,991.08
13,609,000.00	12,113,000.00	8,206,061.82
12,623,000.00	10,000,000.00	6,445,446.88
12,414,000.00	0.00	6,261,192.88
209,000.00	0.00	184,254.00
986,000.00	763,000.00	640,015.94
333,000.00	333,000.00	333,000.00
653,000.00	430,000.00	307,015.94
0.00	1,350,000.00	1,120,599.00
13,609,000.00	12,113,000.00	10,554,052.90
	Original budget ¹ 0.00 13,609,000.00 12,623,000.00 12,414,000.00 209,000.00 986,000.00 333,000.00 653,000.00 0.00	0.00 0.00 13,609,000.00 12,113,000.00 12,623,000.00 10,000,000.00 12,414,000.00 0.00 209,000.00 0.00 986,000.00 763,000.00 333,000.00 333,000.00 653,000.00 430,000.00 0.00 1,350,000.00

Remarks:

B. Plan of income and expenditure for 2018

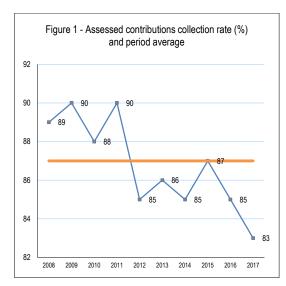
4. In accordance with UNWTO Detailed Financial Rule (DFR) III.4 and in line with the practice in previous years, the Secretary-General prepares a plan of income and expenditure in light of: (a) the approved appropriations and forecast income, (b) the experience of previous financial years, and (c) the recommendation of the General Assembly at its 22nd session that care be taken to ensure that the programme of work and budget is executed according to the amounts collected (A/RES/688(XXII)). The plan of income and expenditure shows the forecast of budgetary income receivable, the proposed level of budgetary expenditure and the forecast of budgetary result for the financial year 2018.

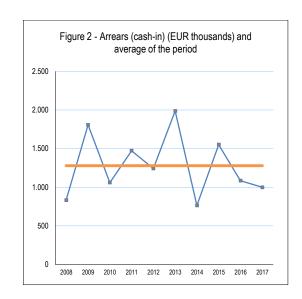
¹ Before transfers. In accordance to Programmes structure and appropriations approved originally by A/RES/688(XXII) of document A/22/10(II) and the Secretary-General proposal of structure modification.

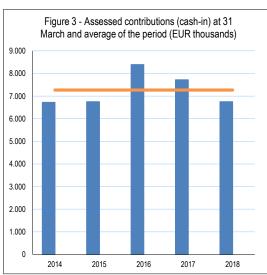
¹ UNWTO Financial Regulation (FR) 6

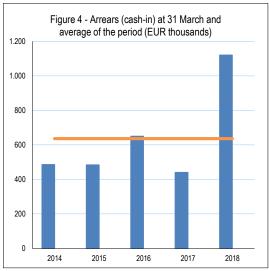
5. This section shows the plan of income and expenditure prepared by the Secretary-General at 31 March 2018.

Budgetary income









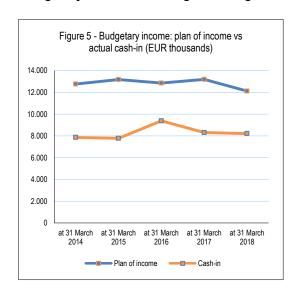
- 6. Budgetary income from contributions assessed from Full, Associate and Affiliate Members to be received in the current financial year has been estimated at EUR 10,430,000, i.e., 78 per cent of total assessed contributions. This estimate is based on the average percentage of contributions received in the past five years (85%) and the decrease on the percentage of collection of assessed contributions in the years 2017/2016 (-2.4%) and 2017/2015 (-4.8%), brought up to date using information on income actually received as of 31 March 2018.
- 7. The level of contributions receipts from Full, Associate and Affiliate Members at 31 March 2018 (EUR 6,752,463) represents 65% of the estimate plan of income. This percentage is lower than that in previous two years (67% in 2017 and 74% in 2016) but higher than in 2015 and 2014 (61% in 2015 and 63% in 2014) and is below the average level of collection of the past five years (i.e., EUR 7,268,015).
- 8. The budgetary allocation from the Publications store accumulated surplus has been maintained at the level approved by the General Assembly (EUR 333,000), so the budgetary income estimated for the financial year and its implementation stand for 100%.

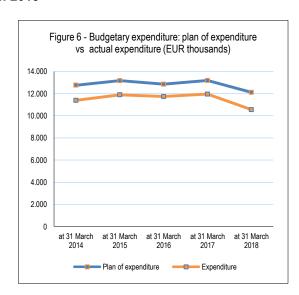
- 9. As for budgetary income from arrear contributions, it has been estimated that an amount of around EUR 1,350,000 will be received during 2018 based on the average level of collection of the past ten years (i.e., EUR 1,279,888), brought up to date using information on income actually received as of 31 March 2018 and taking into account collection of arrears during non-General Assembly years.
- 10. The amount of arears collected to 31 March 2018 (EUR 1,120,599) represents 83% of the estimated income. This percentage is rather higher than in the previous year (28% in 2017, 54% in 2016 and 32% in both 2015 and 2014) and is also above the average level of collection of the past five years (i.e., EUR 636,156). Despite the Secretariat's best efforts and the good intentions of the Members with arrears, some Members are not yet in a position to make a firm commitment to repay their contribution arrears or to adopt a suitable payment plan. The Secretariat will persist in its policy of encouraging those Members that are in arrears with their contributions to present proposals for the payment of their arrears at least in instalments.
- 11. All in all, budgetary income for the year 2018 has been estimated at EUR 12,113,000. The income received to date represents 68% of the estimated plan of income which is a higher percentage than that in 2017 (63%), 2015 (59%) and 2014 (62%) but lower than that in 2016 (76%).

Budgetary expenditure and budgetary difference

- 12. Budgetary expenditures in this financial year have been initially planned to be EUR 12,113,000 which corresponds to the estimated income and amounts to 89% of the approved appropriations.
- 13. The budgetary expenditure to date represents 87% of the estimated plan of expenditure for the current year, a lower percentage to those in previous years at 31 March (91% in both 2017 and 2016, 90% in 2015 and 89% in 2014). For non-staff costs, the implementation level stays at 69% at 31 March 2018, a percentage that is similar to that in 2017 (67%) and 2016 (71%) at the same date. As for staff costs, the implementation level amounts to 94%, a percentage lower than in 2017 and 2016 (100% and 99% respectively). It should be noted that budgetary expenditures to date include budgetary and legal commitments up to the end of the year.
- 14. Through these adjustments, the budgetary income and expenditure for the financial year are expected to be in balance.

C. Budgetary result of the Regular Budget at 31 March 2018





15. This section analysis the status of the budgetary result (cash balance) of the Regular Budget at 31 March 2018 based on cash received to date and actual expenditures to date and commitments to 31 December 2018.

Budgetary income (cash-in)

- 16. The total budgetary income received (cash-in) amounts to EUR 8,206,062, including the Members' arrears received during the period ended 31 March 2018. The income received to date represents 60% of the approved budgetary income.
- 17. The level of contribution receipts for the current year from Full, Associate and Affiliate Members amounts to EUR 6,752,463 which represents 51% of the assessed contributions receivable of this year (i.e., EUR 13,311,529), the lowest percentage in the last four years (59%, 64% and 52% at 31 March 2017, 2016 and 2015 respectively).
- 18. Arrear contributions received to date (EUR 1,120,599) are rather above those received in the previous four years at 31 March (EUR 440,310 in 2017, EUR 650,176 in 2016, EUR 483,880 in 2015 and EUR 485,813 in 2014).

Budgetary expenditure

19. The budgetary expenditure amount to EUR 10,554,053 which includes accrued expenses and reconciling items up to 31 March 2018 (EUR 2,803,296) and commitments up to 31 December 2018 (EUR 7,750,757). For non-staff costs, budgetary and legal commitments up to 31 December 2018 amount to 68% (78% in 2017) and accrued expenses and reconciling items up to 31 March 2018 to 32% (22% in 2017). As for staff costs, the amount paid in the form of salaries during the first three months of the year amounts to EUR 2,038,711, amount slightly lower than the previous three years (i.e., EUR 2,208,815 in 2017, EUR 2,197,746 in 2016 and EUR 2,238,000 in 2015) representing 25% (23% in 2017) and budgetary commitments up to 31 December 2018 represent 75% (78% in 2017).

Budgetary result (cash balance)

- 20. At 31 March 2018, the budgetary cash balance (total budgetary income received (cash-in) less budgetary expenditure) may result in a cash deficit of EUR -2,347,991 (EUR -3,649,210 in 2017 and EUR 2,359,843 in 2016). Presently, on the basis of actual budgetary expenditures to date, there is a treasury surplus of EUR 5,402,765 (EUR 5,561,361 in 2017 and EUR 6,587,649 in 2016).
- 21. The budgetary cash balance is dependent on the timing of the payment of assessed contributions by Members. The Organization's ability to meet its short-term obligations and comply with the programme of work could be impacted if delays are encountered in the collection of Members' contributions. Paragraph 12 of the Financing Rules attached to the Statutes stipulates that "The Members of the Organization shall pay their contribution in the first month of the financial year for which it is due..."
- 22. In compliance with the above rule, at 31 January 2018 contributions received from Members totalled EUR 3,278,564 (EUR 3,796,276 in 2017) representing 25% of the total amount receivable for 2018 Members' contributions (i.e., EUR 13,311,529), compared with 29% in 2017, 32% in 2016 and 28% in 2015, and 25% of the budgeted contributions approved for 2018 (i.e., EUR 13,276,000), compared with 28% in 2017, 31% in 2016 and 27 % in 2015.

23. Annex I to this document on assessed contributions at 31 March 2018 contains a statement of contributions due by Members at 31 March 2018 and arrear contributions received from Members for the period ended 31 March 2018.

II. Voluntary contributions, in-kind donations and Initiative projects at 31 March 2018

24. Voluntary contributions, in-kind donations and unused balances on completion of voluntary contributions projects (Initiative projects) serve to diversify the sources of financing UNWTO activities in support of the aims of the Organization and augment the necessary resources.

A. Voluntary contributions

- 25. Total voluntary contributions received (cash-in) for the period to 31 March 2018 amount to EUR 405,735, a lower amount compared to the voluntary contributions received for the same period in 2017 and 2016 (i.e., EUR 610,470 and EUR 1,239,133 respectively).
- 26. The top five donors for this period have been the Republic of Korea, China Chamber of Tourism, UNDP, Qatar Tourism Authority and Secretariat for Economic Affairs of the Swiss Confederation. The analysis by project shows that the projects which have received higher voluntary contributions this period are UNWTO Awards for Excellence and Innovation in Tourism, Asia Activity Fund, Study on Buddhist Tourism in Asia and Pacific, "Formulation d'une Stratégie de marketing et de promotion de l'image de l'Algérie" and Implementation of the New Tourism Strategy and Action Plan in Qatar.
- 27. Annex III on Voluntary contributions for the period ended 31 March 2018 shows a list of voluntary contributions received (cash-in) by donor and project.

B. In-kind contributions

28. The Organization also receives in-kind contributions in the form of travel and use of conference facilities. For the period to 31 March 2018 these donations amount to EUR 205,761 (EUR 50,825 in 2017 and EUR 156,207 in 2016). For travel, the main donors for this period have been Ministerio de Turismo de Argentina, Yamagata Prefecture (Japan) and Ministry of Tourism and Sports of Thailand, while for the use of conference facilities, the main donor has been Yamagata Prefecture (Japan), Madison MK (TELECYL S.A.) (Spain), Ghana. Annex IV on In-kind donations for the period ended 31 March 2018 shows a list of in-kind contributions received per type and by donor.

C. Initiative projects

- 29. On completion of voluntary contributions project activities, unused balances remain at UNWTO for related activities unless otherwise agreed with the Donor. The Secretary-General has decided to conduct a thorough analysis of the Initiative Projects and their results since their creation in order to report to the Executive Council, including any proposed policy on unused funds of voluntary contributions that might be advisable in order to strengthen the resources of the Organization while improving internal governance and transparency vis-á-vis Donors and Member States.
- 30. Annex V on Initiative projects at 31 March shows a summary of these projects' movements since their creation. The list will be revised as appropriate in the report to be prepared by the Secretary-General.

III. Staff costs

- 31. By virtue of Article 16 of the "Agreement between the United Nations and the World Tourism Organization" adopted on 23 December 2003, UNWTO agreed to accept the Statute of the United Nations International Civil Service Commission (ICSC) and to develop with the United Nations uniform standards of international employment.
- 32. The remuneration of staff in the Professional and higher categories consists of a base salary and a post adjustment. The base salary scale is periodically published and updated by the ICSC. The post adjustment is an amount paid in addition to base salary which ensures that no matter where United Nations system staff work, their remuneration has a purchasing power equivalent to that at the base of the system, i.e., New York. The post adjustment index is monthly published by the ICSC reflecting the evolution of the cost of living and is normally updated every five years following the ICSC methodology based on place-to-place salary surveys.
- 33. During October 2016, a place-to-place salary survey was conducted for Madrid, where UNWTO's Headquarters is located and which is the duty station of all staff except for one in the Professional and higher categories. The outcome of the survey was a decrease of 5.9 points in the Madrid post adjustment effective 1 August 2017. For a period of six months from 1 August 2017, the ICSC applied a transitional measure, a Personal Transition Allowance (PTA), which approximately compensated the decrease in the post adjustment. From 1 February 2018, net take-home salary of staff members in the Professional and higher categories based in Madrid underwent a loss of approximately 3%.
- 34. Following the United Nations General Assembly resolution A/RES/72/255, the salary scale for staff in the Professional and higher categories was revised on a "no loss, no gain" basis and without impact on the levels of pensionable remuneration effective 1 January 2018.
- 35. The remuneration of staff in the General Service category is based on a salary scale published by the ICSC and is updated on the basis of the 90% of the Madrid consumer price index (CPI) movement from the latest increase if such movement is positive following the ICSC methodology. The salary scale for staff in the General Service category was revised effective 1 October 2017 and will be updated effective 1 October 2018. At the date of this report this percentage is not yet known.

IV. Proposed amendments to the Detailed Financial Rules Annex I - Travel guidelines

- 36. The present report includes the proposed amendments to the UNWTO Detailed Financial Rules (DFR) Annex I on Travel guidelines as shown in Annex VI to this document to bring them more into line with the UN travel policies used as benchmark by the UN system and to align them with UNWTO current structure and practices. The UN Joint inspection Unit (JIU) report (JIU/REP/2017/3) on "Review of air travel policies in the United Nations system: Achieving efficiency gains and cost savings and enhancing harmonization" and the documentation produced by the UN Inter-agency Travel Network (IATN) on main travel policies with the UN system have been used as the rationale for the said proposed amendments.
- 37. Under regulation 13(1)(a) of the FR of the Organization, approval of the DFR is under the authority of the Secretary-General in consultation with the Executive Council. The amendments will enter into force upon approval of the 108th session of the Executive Council.

V. Action by the Executive Council

DRAFT DECISION²

The Executive Council,

Having examined the Financial report of the Organization for 2018 (document CE/108/7(a)),

- 1. Takes note of the plan of income and expenditure for the financial year 2018 presented by the Secretary-General at 31 March 2018 with budgetary income and expenditure estimated at EUR 12,113,000 each;
- 2. Takes note of the level of collection of assessed contributions from Members for financial year 2018 as of 31 March 2018 amounting to EUR 6,752,463, and also of the collection of contributions in arrears, amounting to EUR 1,120,599;
- 3. Urges Members that have not yet complied with their financial obligations to take the necessary steps to pay their contributions for 2018 thereby averting delays that could hamper programme execution;
- 4. Takes note with appreciation of the voluntary contributions and in-kind contributions, and welcomes the proposal of the Secretary-General to submit a report to the Executive Council on the Initiative projects and unused funds from voluntary contributions with a view to diversifying the sources of financing of UNWTO activities in support of the aims of the Organization while improving internal governance and transparency;
- 5. Takes note of the salary scales approved by the United Nations and applied by the Secretary-General in accordance with Staff Rule 33(1) as follows:
 - (a) the outcome of the October 2016 place-to-place salary survey to revise the Madrid post-adjustment for staff in the Professional and higher categories effective 1 August 2017 and the application of a Personal Transition Allowance for period of six months from 1 August 2017 and the corresponding ones for Geneva,
 - (b) the revised salary scale for staff in the Professional and higher categories effective 1 January 2018, and
 - (c) the updated salary scale for staff in the General Service (GS) category effective 1 October 2017; and
- 6. Approves the amendments to the Detailed Financial Rules Annex I Travel guidelines, as proposed in Annex VI of document CE/108/7(a), which will come into force after the 108th session of the Executive Council.

² This is a draft decision. For the final decision adopted by the Council, please refer to the Decisions document issued at the end of the session.

Annex I: Assessed contributions at 31 March 2018

A. Statement of contributions due by Members at 31 March 2018

Statement of contributions due to the General Fund at 31 March 2018

Euros

Members	Years	Arrear	Current year	Total
Total		16,764,962.48	6,873,646.70	23,638,609.18
Full Members		14,945,002.95	6,196,111.12	21,141,114.07
Budgetary contributions		14,945,002.95	6,153,265.12	21,098,268.07
Afghanistan	81-87, 89-08, 10, 12, 14, 18	703,988.77	26,779.00	730,767.77
Albania	18	0.00	49,541.00	49,541.00
Algeria		0.00	0.00	0.00
Andorra	18	0.00	48,201.00	48,201.00
Angola	18	0.00	43,654.00	43,654.00
Argentina		0.00	0.00	0.00
Armenia	18	0.00	34,544.00	34,544.00
Austria		0.00	0.00	0.00
Azerbaijan	18	0.00	43,654.00	43,654.00
Bahamas		0.00	0.00	0.00
Bahrain	79-84, 02, 10	297,226.05	0.00	297,226.05
Bangladesh	18	0.00	34,544.00	34,544.00
Barbados	18	0.00	32,134.00	32,134.00
Belarus		0.00	0.00	0.00
Benin	18	0.00	26,779.00	26,779.00
Bhutan		0.00	0.00	0.00
Bolivia	81-87, 89-98, 18	416,180.57	32,134.00	448,314.57
Bosnia and Herzegovina	18	0.00	48,201.00	48,201.00
Botswana	18	0.00	53,558.00	53,558.00
Brazil	18	0.00	276,476.00	276,476.00
Brunei Darussalam		0.00	0.00	0.00
Bulgaria		0.00	0.00	0.00
Burkina Faso	12, 16-18	78,401.00	26,779.00	105,180.00
Burundi	77-07, 11-13, 15-18	786,702.78	26,779.00	813,481.78
Cabo Verde		0.00	0.00	0.00
Cambodia	82-92, 18	270,225.39	34,544.00	304,769.39
Cameroon	17-18	23,758.33	32,134.00	55,892.33
Central African Republic	07-18	253,685.20	26,779.00	280,464.20
Chad	12-18	156,563.56	26,779.00	183,342.56
Chile	18	0.00	107,114.00	107,114.00
China	18	0.00	342,766.00	342,766.00
Colombia	18	0.00	69,760.47	69,760.47
Congo	16-18	32,576.38	32,134.00	64,710.38
Costa Rica		0.00	0.00	0.00
Croatia		0.00	0.00	0.00
Cuba		0.00	0.00	0.00
Cyprus		0.00	0.00	0.00
Czech Republic	18	0.00	160,671.00	160,671.00
Côte d'Ivoire	17-18	7,887.85	26,779.00	34,666.85
Democratic People's Republic of Korea	17-18	26,779.00	26,779.00	53,558.00
Democratic Republic of the Congo	98-00, 02-06, 08-12, 16-18	312,954.26	26,779.00	339,733.26
Djibouti	03-18	331,054.00	24,101.00	355,155.00

mbers	Years	Arrear	Current year	To
Dominican Republic	18	0.00	64,269.00	64,269.
Ecuador	16	1,568.84	0.00	1,568.
Egypt	18	0.00	118,898.00	118,898.
El Salvador	18	0.00	48,093.36	48,093.
Equatorial Guinea	13-15, 17-18	114,874.00	36,180.00	151,054.
Eritrea	18	0.00	26,779.00	26,779.
Ethiopia	17-18	26,779.00	28,787.00	55,566.
Fiji		0.00	0.00	0.
France		0.00	0.00	0.
Gabon	15-18	160,311.56	53,558.00	213,869
Gambia	97-05, 08-10, 13, 18	262,709.33	26,779.00	289,488
Georgia		0.00	0.00	0
Germany		0.00	0.00	0
Ghana	15-18	66,402.00	32,134.00	98,536
Greece	18	0.00	203,518.00	203,518
Guatemala	18	0.00	48,201.00	48,201
Guinea	96, 98-00, 07-09, 14-18	239,286.01	26,779.00	266,065
Guinea-Bissau	92-96, 99-18	530,363.55	26,779.00	557,142
Haiti	18	0.00	596.67	596
Honduras	18	0.00	32,134.00	32,134
Hungary	10	0.00	0.00	02,104
India		0.00	0.00	0
Indonesia		0.00	0.00	0
	15 17 10			
Iran, Islamic Republic of	15, 17-18	87,484.00	87,308.00	174,792
lraq Il	91-06, 12, 18	1,750,627.70	43,654.00	1,794,281
Israel		0.00	0.00	0
Italy		0.00	0.00	0
Jamaica	40	0.00	0.00	0
Japan	18	0.00	342,766.00	342,766
Jordan	40	0.00	0.00	0
Kazakhstan	18	0.00	69,088.00	69,088
Kenya	16	465.79	0.00	465
Kuwait	98, 18	34,309.21	160,671.00	194,980
Kyrgyzstan	97-10, 12-15	425,368.71	0.00	425,368
Lao People's Democratic Republic	90-95, 04, 18	140,252.53	26,779.00	167,031
Lebanon	17-18	107,114.00	99,080.00	206,194
Lesotho	18	0.00	26,779.00	26,779
Liberia	12-18	156,570.00	26,779.00	183,349
Libya	14-18	227,322.00	64,269.00	291,591
Lithuania		0.00	0.00	0
Madagascar	16-18	43,909.26	26,779.00	70,688
Malawi	11-18	179,344.99	26,779.00	206,123
Malaysia		0.00	0.00	0
Maldives		0.00	0.00	0
Mali	18	0.00	26,779.00	26,779
Malta		0.00	0.00	0
Mauritania	78-05, 15-18	709,963.16	26,779.00	736,742
Mauritius		0.00	0.00	0
Mexico		0.00	0.00	0
Monaco		0.00	0.00	0
Mongolia	16-18	43,814.00	32,134.00	75,948
Montenegro	18	0.00	32,134.00	32,134

mbers	Years	Arrear	Current year	Tot
Morocco	18	0.00	72,838.00	72,838.0
Mozambique	17-18	26,779.00	26,779.00	53,558.0
Myanmar	18	0.00	28,787.00	28,787.0
Namibia	08	44,358.00	0.00	44,358.0
Nepal	17-18	24,361.55	26,779.00	51,140.5
Netherlands		0.00	0.00	0.0
Nicaragua	02, 08-09	51,309.04	0.00	51,309.0
Niger	83-87, 90-07, 10-11, 14-18	680,132.81	26,779.00	706,911.8
Nigeria	15-18	80,907.74	43,654.00	124,561.7
Oman	18	0.00	78,301.00	78,301.0
Pakistan	15-18	7,506.26	43,654.00	51,160.2
Panama	18	0.00	57,575.00	57,575.0
Papua New Guinea	08-16, 18	223,396.00	26,779.00	250,175.0
Paraguay	18	0.00	930.97	930.9
Peru	15, 17-18	9,409.78	69,088.00	78,497.
Philippines	18	0.00	72,838.00	72,838.0
Poland		0.00	0.00	0.0
Portugal		0.00	0.00	0.0
Qatar		0.00	0.00	0.0
Republic of Korea		0.00	0.00	0.0
Republic of Moldova		0.00	0.00	0.
Romania		0.00	0.00	0.
Russian Federation		0.00	0.00	0.
Rwanda	12, 15-18	82,860.04	26,779.00	109,639.
Samoa	,	0.00	0.00	0.
San Marino		0.00	0.00	0.
Sao Tome and Principe	86-14, 18	594,813.65	16,067.00	610,880.
Saudi Arabia	03	101,628.00	0.00	101,628.
Senegal	15, 17-18	30,014.46	29,724.00	59,738.
Serbia	,	0.00	0.00	0.
Seychelles		0.00	0.00	0.
Sierra Leone	80-00, 03-18	824,927.12	26,779.00	851,706.
Slovakia	00 00, 00 10	0.00	0.00	0.
Slovenia		0.00	0.00	0.
South Africa	18	0.00	160,671.00	160,671.
Spain	18	0.00	342,766.00	342,766.
Sri Lanka		0.00	0.00	0.2,7 00.
Sudan	89-03, 06-08, 13-14, 18	455,898.18	32,134.00	488,032.
Swaziland	18	0.00	32,134.00	32,134.0
Switzerland	10	0.00	0.00	0.0
Syrian Arab Republic	12-18	375,760.00	59,448.00	435,208.0
Tajikistan	18	0.00	26,779.00	26,779.0
Thailand	18	0.00	172,721.00	172,721.
The former Yugoslav Republic of Macedo		0.00	0.00	0.
Timor-Leste	, 15-18	28,202.70	28,787.00	56,989.
Togo	05-06, 17-18	66,752.83	26,779.00	93,531.
Trinidad and Tobago	03-00, 17-10	0.00	0.00	93,331.
Tunisia	18	0.00	59,448.00	59,448.
	18			
Turkey		0.00	214,229.00	214,229.
Turkmenistan	95-98, 00-12, 16-18	582,449.40	43,654.00	626,103.
Uganda	96-00, 02-04, 10-12, 15-18 18	301,491.05 0.00	32,134.00 72,838.00	333,625. 72,838.
Ukraine				

Members	Years	Arrear	Current year	Total
United Arab Emirates	81-87, 18	518,247.76	203,518.00	721,765.76
United Republic of Tanzania	13-18	154,938.31	32,134.00	187,072.31
Uruguay	02-03, 18	103,577.22	69,088.00	172,665.22
Uzbekistan	18	0.00	28,787.00	28,787.00
Vanuatu	10-18	164,998.00	23,029.00	188,027.00
Venezuela	16, 18	10,400.27	98,949.00	109,349.27
Viet Nam		0.00	0.00	0.00
Yemen	79-89, 95, 14-18	353,742.45	32,134.00	385,876.45
Zambia	14, 17-18	39,318.55	28,787.00	68,105.55
Zimbabwe	18	0.00	25,267.65	25,267.65
Extrabudgetary contributions		0.00	42,846.00	42,846.00
Comoros	18	0.00	16,067.00	16,067.00
Somalia	18	0.00	26,779.00	26,779.00
Associate Member		0.00	24,351.00	24,351.00
Budgetary contributions		0.00	24,351.00	24,351.00
Aruba	18	0.00	250.00	250.00
Flemish Community of Belgium		0.00	0.00	0.00
Hong Kong, China		0.00	0.00	0.00
Macao, China		0.00	0.00	0.00
Madeira		0.00	0.00	0.00
Puerto Rico	18	0.00	24,101.00	24,101.00
Affiliate Member		815,477.50	652,184.58	1,467,662.08
Former Full Member		918,478.93	0.00	918,478.93
Former Associate Member		1,947.90	0.00	1,947.90
Former Affiliate Member		84,055.20	1,000.00	85,055.20

Remarks:

Full Members	Financial year start month
Bangladesh	July
Botswana	April
Colombia	May
Egypt	July
Gabon	June
Gambia	July
Indonesia	April
Iran, Islamic Republic of	March
Japan	April
Lesotho	April
M alawi	June
M auritius	July
Pakistan	July
South Africa	April
Turkey	March
Uganda	July
United Republic of Tanzania	July

B. Arrear contributions received from Members for the period ended 31 March 2018

Arrear contributions received from Members for the period ended 31 March 2018

Euros

Members	Contribution year	31/03/2018
Total		1,141,599.00
Full Members		1,093,599.00
Bahrain	78-79	34,489.00
Botswana	17	53,558.00
Brazil	17	257,187.00
Brunei Darussalam	17	53,558.00
Central African Republic	16	15,244.90
Benin	12-16	104,451.00
Dominican Republic	16-17	128,536.00
Kuwait	16-17	321,342.00
Kyrgyzstan	96-97	23,631.59
Madagascar	14-16	29,072.77
Nicaragua	01-02	17,103.00
Sudan	86-17	55,425.74
Affiliate Members	14-17	48,000.00

Annex II: Appropriations authorized for 2018 by major programmes and programmes

Appropriations authorized for 2018 by major programmes and programmes at 31 March 2018

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Euros

2018 appropiations approved by A/RES/688(XXII)					2018 revised appropiations in accordance to new structure proposed by the Secretary-General				
	_		Appropria	tions 1 (EUR)				Appropri <u>a</u>	tions 2 (EUR)
Major programmes / programmes	P G	Staff	Non-staff	Total	Major programmes / programmes	ΡG	Staff	Non-staff	Total
Grand total	106					106			
Total	55 51	10,050,000	3,559,000	13,609,000	Total	55 51	10,050,000	3,559,000	13,609,000
A Member Relations A01 Regional Programme, Africa A02 Regional Programme, Americas A03 Regional Programme, Asia and the Pacific A04 Regional Programme, Europe	13 7 3 1 2 1 3 1 2 1	1,921,000 407,000 291,000 407,000 290,000	523,000 115,000 115,000 115,000 66,000	2,444,000 522,000 406,000 522,000 356,000	A Member Relations A01 Regional Programme, Africa A02 Regional Programme, Americas A03 Regional Programme, Asia and the Pacific A04 Regional Programme, Europe	13 7 3 1 2 1 3 1 2 1	1,921,000 407,000 291,000 407,000 290,000	523,000 115,000 115,000 115,000 66,000	2,444,000 522,000 406,000 522,000 356,000
A05 Regional Programme, Middle East A06 Affiliate Members (Knowledge Network)	2 1 1 2	290,000 236,000	66,000 46,000	356,000 282,000	A05 Regional Programme, Middle East A06 Affiliate Members (Knowledge Network)	2 1 1 2	290,000 236,000	66,000 46,000	356,000 282,000
B Operational B01 Sustainable Development of Tourism B02 Technical Cooperation B03 Statistics, Trends and Policy B04 Destination Management and Quality B05 Ethics and Social Responsibility B06 Themis - Education and Training B07 Institutional Relations and Resource Mobilization B08 Special Field Projects B9 UNWTO Liaison Offices	16 13 3 2 2 3 5 4 2 1 1 1 0 0 2 1 1 1 0 0	2,630,000 467,000 411,000 818,000 291,000 176,000 0 291,000 176,000	846,000 106,000 76,000 242,000 42,000 42,000 117,000 120,000 32,000 69,000	3,476,000 573,000 487,000 1,060,000 333,000 218,000 117,000 411,000 208,000 69,000	B Operational B01 Sustainable Development of Tourism B02 Technical Cooperation B03 Statistics, Trends and Policy B04 Destination Management and Quality B05 Ethics and Social Responsibility B06 Themis - Education and Training B07 Institutional Relations and Resource Mobilization B08 Special Field Projects B9 UNWTO Liaison Offices	15 13 3 2 2 3 5 4 1 1 0 0 2 1 1 1 0 0	2,515,000 467,000 411,000 818,000 176,000 0 291,000 176,000 0	846,000 106,000 76,000 242,000 42,000 42,000 117,000 120,000 32,000 69,000	3,361,000 573,000 487,000 1,060,000 218,000 117,000 411,000 208,000 69,000
C Support - Direct to Members C01 Conferences Services C02 Management C03 Communications and Publications	19 15 5 2 12 9 2 4	3,729,000 698,000 2,560,000 471,000	693,000 157,000 351,000 185,000	4,422,000 855,000 2,911,000 656,000	C Support - Direct to Members C01 Conferences Services C02 Management C03 Communications and Publications	20 15 5 2 13 9 2 4	3,844,000 698,000 2,675,000 471,000	693,000 157,000 351,000 185,000	4,537,000 855,000 3,026,000 656,000
D Support - Indirect to Members D01 Budget and Finance D02 Human Resources D03 Information and Communication Technology	7 16 2 2 2 2 2 3	1,770,000 351,000 351,000 411,000	1,497,000 160,000 102,000 339,000	3,267,000 511,000 453,000 750,000	D Support - Indirect to Members D01 Budget and Finance D02 Human Resources D03 Information and Communication Technology	7 16 2 2 2 2 2 3	1,770,000 351,000 351,000 411,000	1,497,000 160,000 102,000 339,000	3,267,000 511,000 453,000 750,000
D04 General Services D05 ASEB Provisions	1 9 0 0	657,000 0	596,000 300,000	1,253,000 300,000	D04 General Services D05 ASEB Provisions	1 9 0 0	657,000 0	596,000 300,000	1,253,000 300,000

Remarks:

¹ Before transfers. In accordance to Programmes structure and appropriations approved originally by A/RES/688(XXII) of document A/22/10(II)

² Before transfers. In accordance to Programmes structure and appropriations approved originally by A/RES/688(XXII) of document A/22/10(II) and the Secretary-General proposal of structure modification as presented in document CE/105/5(b)

Annex III: Voluntary contributions received for the period ended 31 March 2018

A. Voluntary contributions received (cash-in) by donor for the period ended 31 March 2018

Voluntary contributions received for the period ended 31 March 2018 Euros

				31/03/2018
Oonor	Project	Currency	Amount	EUR
oluntary contributions received				405,734.57
Republic of Korea	Asia Activity Fund	EUR		75,257.01
China Chamber of Tourism	Study on Buddhist Tourism in Asia and Pacific- Towards Sustainable Develepment	EUR		67,000.00
UNDP	Formulation d'une Stratagie de marketing et de promotion de l'image de l'Algerie	USD	49,862.00	40,138.91
Qatar Tourism Authority	Implementation of the New Tourism Strategy and Action Plan in Qatar	USD	49,038.90	39,966.70
Secretariat for Economic Affairs of The Swiss Confederation	Tourism for SDGs Platform (Pilot Phase)	CHF	30,000.00	25,450.60
Macao Government Tourist Office	UNWTO Awards	EUR		30,000.00
European Bank for Reconstruction and Development	Cultural Heritage Framework, Uzbekistan	EUR		23,010.00
ITAIPU	UNWTO Awards	EUR		15,000.00
The Peace Parks Foundation (PPF)	Updating 2009 TSA	EUR		12,903.40
Botswana Tourism Organization	Hotel Classification Scheme, Botswana	USD	12,840.00	10,747.08
Indonesia	UNWTO Awards	EUR		10,000.00
Ras Al Khaimah Tourism Development Authority	UNWTO Awards	EUR		10,000.00
Patrimonio Autonomo FONTUR	UNWTO Awards	EUR		10,000.00
Instituto Nacional de Promoción Turistica	UNWTO Awards	EUR		10,000.00
Nigerian Tourism Development Corporation	National Tourism Statistical System and TSA, Nigeria	USD	9,758.40	7,855.52
Seoul Tourism Organization (STO)	International Forum "The Value of Human Rights on the Camino de Santiago"	EUR		5,000.00
Horwath HTL	Investour	EUR		5,000.00
Institución Ferial de Canarias (INFECAR)	Investour	EUR		3,000.00
Quantum Solutions Emerging Markets	Investour	EUR		3,000.00
UNESCO	Silk Road Training and Capacity Building Programme	USD	2,988.00	2,405.35

Remarks:

Contributions received in currency other than EUR are converted to EUR using UN Operational Exchange Rate (UNORE) at the date of reception of fund.

B. Voluntary contributions received (cash-in) by project for the period ended 31 March 2018

Voluntary contributions received for the period ended 31 March 2018

Euros

			31/03/2018		
Project	Donor	Currency	Amount	EUR	
oluntary contributions received		EUR		405,734.57	
UNWTO Awards for Excellence and Innovation in Touri	sm	EUR		85,000.00	
	Macao Government Tourist Office	EUR	30,000.00		
	ITAIPU	EUR	15,000.00		
	Indonesia	EUR	10,000.00		
	Ras Al Khaimah Tourism	EUR	10,000.00		
	Development Authority				
	Patrimonio Autonomo FONTUR	EUR	10,000.00		
	Instituto Nacional de Promoción Turistica	EUR	10,000.00		
Asia Activity Fund	Republic of Korea	EUR		75,257.01	
Study on Buddhist Tourism in Asia and Pacific- Towards Sustainable Development	China Chamber of Tourism	EUR		67,000.00	
Formulation d'une Stratagie de marketing et de promotion de l'image de l'Algerie	UNDP	USD	49,862.00	40,138.91	
Implementation of the New Tourism Strategy and Action Plan in Qatar	Qatar Tourism Authority	USD	49,038.90	39,966.70	
Tourism for SDGs Platform (Pilot Phase)	Secretariat for Economic Affairs of The Swiss Confederation	CHF	30,000.00	25,450.60	
Uzbekistan: Cultural Heritage Framework	European Bank for Reconstruction and Development	EUR		23,010.00	
Updating 2009 TSA	The Peace Parks Foundation (PPF)	EUR		12,903.40	
Foro de Inversiones y Negocios Turisticos para Africa -	* *	EUR		11,000.00	
		CUD.	F 000 00	,	
	Horwath HTL	EUR EUR	5,000.00		
	Institución Ferial de Canarias (INFECAR)	EUR	3,000.00		
	Quantum Solutions Emerging Markets	EUR	3,000.00		
Hotel Classification Scheme in Botswana	Botswana Tourism Organization	USD	12,840.00	10,747.08	
National Tourism Statistical System and TSA in Nigeria	Nigerian Tourism Development Corporation	USD	9,758.40	7,855.52	
Intern. Forum "The Value of Human Rights on the Camino de Santiago"	Seoul Tourism Organization (STO)	EUR		5,000.00	
UNWTO Silk Road Training and Capacity Building Programme	UNESCO	USD	2,988.00	2,405.35	

Contributions received in currency other than EUR are converted to EUR using UN Operational Exchange Rate (UNORE) at the date of reception of fund.

Annex IV: In-kind contributions received for the period ended 31 March 2018

In-kind contributions received for the period ended 31 March 2018

			31/03/2018
Donor	Project	Currency	EUR
In-kind contributions received			190,498.57
Other Premises & Equipment			136,629.07
Yamagata Prefecture	12th UNWTO Asia/Pacific Executive training	EUR	61,670.56
Madison MK (TELECYL S.A.)	Feria Internacional de Turismo 2018	EUR	20,500.00
Ghana	UNWTO Themis Course on Tourism Marketing: From product to Experience	EUR	13,250.00
Universidad Complutense de Madrid	International Conference on Tourism and Snow Culture	EUR	12,000.00
State Government of Kerala	1ra Conferencia de La OMT sobreTurismo Deportivo	EUR	10,000.00
Feria Internacional de Turismo	10mo Congreso Mundial de Turismo de Nieve y de Montaña	EUR	9,276.00
Andorra	UNWTO Awards	EUR	4,300.00
Helsinki España	Foro Internacional "El Valor de los DDHH en el camino de Santiago"	EUR	3,096.00
Guinea	Renforcement des Capacités en Matière de Developpment Turistique	EUR	2,536.51
Donated Travel			53,869.50
Ministerio de Turismo de Argentina		EUR	10,870.00
Yamagata Prefecture		EUR	5,574.85
Ministry of Tourism and Sports of Tha	ailand	EUR	4,205.56
Ministry of Tourism and Antiquities Ind	donesia	EUR	3,864.10
Nigeria		EUR	3,200.00
JTB TOHOKU Inc.		EUR	2,750.00
China		EUR	2,500.00
Turismo De Portugal		EUR	2,497.58
India		EUR	2,222.62
South Africa		EUR	1,936.86
Egypt		EUR	1,830.00
Cabo Verde		EUR	1,709.43
Ministry of Toruism of Bulgaria		EUR	1,671.31
Andorra		EUR	1,428.21
World Tourism Cities Federation		EUR	1,410.80
Ministry of Culture and Tourism, Azer	baijan	EUR	960.00
Best of the Alps		EUR	940.50
United Nations Enviroment Programn	ne (UNEP)	EUR	670.00
Messe Berlin Gmbh		EUR	569.69
CLUB Tourismus		EUR	565.00
Basque Tour, Tourismoaren Euskal A	Agentzia	EUR	542.35
APTEC		EUR	381.67
Pakistan Tourism Development Corp		EUR	373.31
Member of the European Parliament		EUR	294.10
PL GLOB		EUR	269.40
Gurunavi Inc.		EUR	252.60
Ministry of Tourism of Syria		EUR	229.56
Blue Flag		EUR	150.00
Various Donors (in-kind travel)		EUR	15,262.04

Annex V: Initiative projects at 31 March 2018

Initiative projects
Euros
at 31 March 2018

			Initiative projects			
					Movements	
Unused voluntary contribution project balance source	date	Amount	Resulted Initiative project	Amount	since creation	Balance
		186,413.33	China Initiative Fund - Asia	186,413.33	111,691.88	74,721.45
China - Guilin / Web Information Sharing	09/02/2016	5,347.86				
Boao Forum Hainan / Assist to prep of Boao Int'l Tour Forum & Build Hainan into an Int'l Tour Island	09/02/2016	102,261.98				
China - Guandong / World Tourism Day	09/02/2016	71,845.09				
China / Implem of the Research Project 'MICE Industry: Global Trend and Dvlpm Strategy for Hangzhou'	09/02/2016	6,958.40				
		55,652.02	China-Initiative-Funds-TECO	55,652.02	14,456.87	41,195.15
China / The Formulation of Criteria for the Best Tourism Cities of China	27/05/2016	2,290.41				
China / Preparation of a Coastal Holiday Tourism Plan for China Shangdong Province	27/05/2016	19,696.02				
China-Guilin / Design and Development of a Diploma Program in Hospitality Management	27/05/2016	26,884.69				
CICETE / Tibet Development and Poverty Alleviation Programme	27/05/2016	6,780.90				
		1,967.67	Project Reserve Funds-Regional Programme for the Americas (PRF-RPA)	1,967.67	0.00	1,967.67
Mapfre / Estudio y Publicacion: Turismo en las Americas	01/10/2016	1,967.67				
		6,692.76	PRF-UN-BONN	6,692.76	3,650.00	3,042.76
UN Bonn offices based projects	01/09/2017	6,692.76				
		553,959.32		553,959.32		
STEP Initiatives / UNWTO	01/03/2016	431,193.07	Project Reserve Fund (PRF)	145,889.02	48,868.54	97,020.48
Fundación Cultural Banesto / Solidarity & Susainable Tourism in Africa	21/04/2016	7,181.19	Regional Programme for Africa Support (PRF-RPAF)	38,000.00	38,000.00	0.00
SNV-Nepal / Preparation of a Project Document for the National Tourism -Strategy Plan for Nepal	21/04/2016	702.19	Regional Programme for Europe Support (PRF-RPEU)	38,614.40	38,614.40	0.00
SNV Nepal / Development of the National Tourism Strategy Plan for Nepal	21/04/2016	15,607.59	Technical Cooperation Support (PRF-TECO)	81,000.00	1,500.00	79,500.00
DPR Korea / Preparatory Assistance Mission to draw up a Plan for the Master Plan for Mt. Kumgang	27/05/2016	744.90	EU Horizon 2020 Support (PRF-EU2020)	4,000.00	1,000.00	3,000.00
UNIDO / Coast - Dem & Cap best Pract and Technol for Red of Land-Sourced Impact from Coastal Touri	sr26/07/2016	49,581.07	Project Reserve Fund / Tourism, Sports and Mega Events (PRF-OFTS)	246,455.90	134,964.82	111,491.08
PSC-TECO Allocation	03/05/2017	14,346.00				
PSC-OFSG Allocation	26/01/2017	34,603.31				

Remarks

¹ Egypt Fund Project reported in CE/104/7(a) rev.1 was adjusted back to a voluntary contribution project.

² Project Reserve Funds / Office for Technology and Innovation in Tourism and PRF-RPEU project reported in CE/105/7(a) were adjusted fully and partially back to PRF respectively. PRF-RPAF reported in CE/104/7(a) and A/22/10(III)(b) was further replenished from PRF. PRF-RPAM and PRF-UN-BONN are reported for the first time in this report

³ PRF reported in CE/104/7(a) rev.1 was further replenished with UNIDO / Coast - Dem & Cap best Pract and Technol for Red of Land-Sourced Impact from Coastal Tourism and other PSC funds (PSC-TECO Allocation and PSC-OFSG Allocation) and reclassified to PRF-RPEU, PRF-RPEU, PRF-RPEU, PRF-EU2020 and PRF-OFTS as show in this table.

Annex VI: Amended Detailed Financial Rules Annex I - Travel guidelines compared to the current text of the Detailed Financial Rules Annex I - Travel guidelines

Current Detailed Financial Rules Annex I - Amended Detailed Financial Rules Annex I - Travel guidelines

Annex I

Travel guidelines

(in accordance with Detailed Financial Rule VI.39)

Standards of travel and accommodation

Mode of transportation

8. The standards of air travel is at economy class in the most direct and economical route as determined by the Director of Administration. In line with UN standards, for travel of nine hours or more, one class above economy may be granted.

Rest periods

- 16. For travel by air or mostly by air, travellers shall be entitled to rest periods before commencing duties or a stopover for rest purposes as follows:
- (a) If the scheduled travel time is from ten to twelve hours, in normal circumstances the traveller will not be obliged to take up her / his duties in the twelve hours following her / his arrival.
- (b) If, after a stopover of not more than twelve hours, the duration of a journey is more than ten hours, the traveller will not have to assume her / his duties in the twelve hours following her / his arrival (half a day on the outward journey and half a day on the return journey). This will be applicable only if the duration of travel before the stopover exceeds ten hours.

Annex I Travel guidelines

(in accordance with Detailed Financial Rule VI.39)

Standards of travel and accommodation

Mode of transportation

8. The standards of air travel is at economy class in the most direct and economical route, as determined by the **Director of Administration**/ **Secretary-General**. In line with UN standards, for travel of nine hours or more <u>for direct flights</u>, and <u>eleven hours or more for non-direct flights</u>, business class may be granted.

Rest periods

- 16. For travel by air or mostly by air, travellers shall be entitled to rest periods before commencing duties or a stopover for rest purposes as follows:
- (a) If the scheduled travel time is from <u>six</u> to <u>eleven hours travelling in economy class</u>, in normal circumstances the traveller will not be obliged to take up her / his duties in the twelve hours following her / his arrival.
- (b) If, after a stopover of not more than twelve hours, the duration of a journey is more than <u>six</u> hours <u>travelling in economy class</u>, the traveller will not have to assume her / his duties in the twelve hours following her / his arrival (half a day on the outward journey and half a day on the return journey). This will be applicable only if the duration of travel before the stopover exceeds <u>six</u> hours *travelling in economy class*.

- (c) If the travel time exceeds twelve hours, in normal circumstances the traveller will not have to assume her / his duties in the twenty four hours (one day) following her / his arrival at the destination.
- (d) There will be no entitlement to a rest period for day-time travel lasting less than ten hours.
- (e) If the rest period falls on a public holiday, a Saturday or a Sunday, the traveller will not be granted a compensatory working day off.
- (f) If a traveller is asked to travel on mission on a non-working day, she / he will not be granted any compensatory time off.
- (g) For long journeys by air (ten to twelve hours), per diem for an extra day in lieu of the rest day is not payable.

Travel advances

Daily subsistence allowance (per diem)

20. The DSA is calculated on a twenty-four hour basis, account being taken of the nights spent away from the duty station. If outward and return travel is undertaken on the same day, without an overnight stay and with travel duration of no less than ten hours, half the DSA will be paid. If outward and return travel is undertaken on different days, with at least an overnight stay and with a difference between the departure time and the arrival time of no less than ten hours, half the DSA will be paid.

- (c) If the travel <u>is in business class</u> <u>time</u>

 <u>exceeds twelve hours</u>, in normal circumstances the traveller will <u>not</u> have to assume her / his duties <u>within a reasonable</u> <u>time in the twenty four hours (one day)</u> following her / his arrival at the destination.
- (d) There will be no entitlement to a rest period for day-time travel lasting less than <u>six</u> hours <u>travelling in economy class</u>.
- (e) If the rest period falls on a public holiday, a Saturday or a Sunday, the traveller will not be granted a compensatory working day off.
- (f) If a traveller is asked to travel on mission on a non-working day, she / he will not be granted any compensatory time off.
- (g) For long journeys by air (<u>more than six hours</u> <u>travelling in economy class</u>), per diem for an extra day in lieu of the rest day is not payable.

Travel advances

Daily subsistence allowance (per diem)

20. The DSA is calculated on a twenty-four hour basis, account being taken of the nights spent away from the duty station, except for overnight travel to the mission destination, when fifty per cent DSA is calculated, and overnight travel to the duty station, when no DSA is calculated. If outward and return travel is undertaken on the same day, without an overnight stay and with travel duration of no less than ten hours, half the DSA will be paid. If outward and return travel is undertaken on different days, with at least an overnight stay and with a difference between the departure time and the arrival time of no less than ten hours, half the DSA will be paid.

Travel claims for official travel other than the lump-sum option

40. Exceptional expenses not covered by the DSA, such as airport taxes, passport and visa fees, vaccination costs, taxi fares for the transport of heavy documents and material necessary for the official mission, communication costs, etc. may be claimed. Any purchase made for work purposes during an official mission and for which reimbursement is requested are considered property of the Organization.

Travel claims for official travel other than the lump-sum option

40. Exceptional expenses not covered by the DSA, such as airport taxes, passport and visa fees, vaccination costs, taxi fares for the transport of heavy documents and material necessary for the official mission, communication costs, <u>early check-in and late check-out costs</u>, etc. may be claimed. Any purchase made for work purposes during an official mission and for which reimbursement is requested are considered property of the Organization.