



Human Resources

109th session of the Executive Council



Human Resources

Personnel Data and Vacancies

- Over 35 nationalities are represented among the staff
- Over 30 nationalities are represented among the Service Contract holders
- Managerial positions have been reduced by almost half (from 9 to 5)
- Director of Affiliate Members was appointed in accordance with the Staff Regulations and Rules

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Professional Growth and Performance

- Professional Growth Plan will be discontinued as it is not financially sustainable; policies on recruitment and reclassification will be further aligned with the UN
- Performance Evaluation System based on UN policies and practices will be implemented

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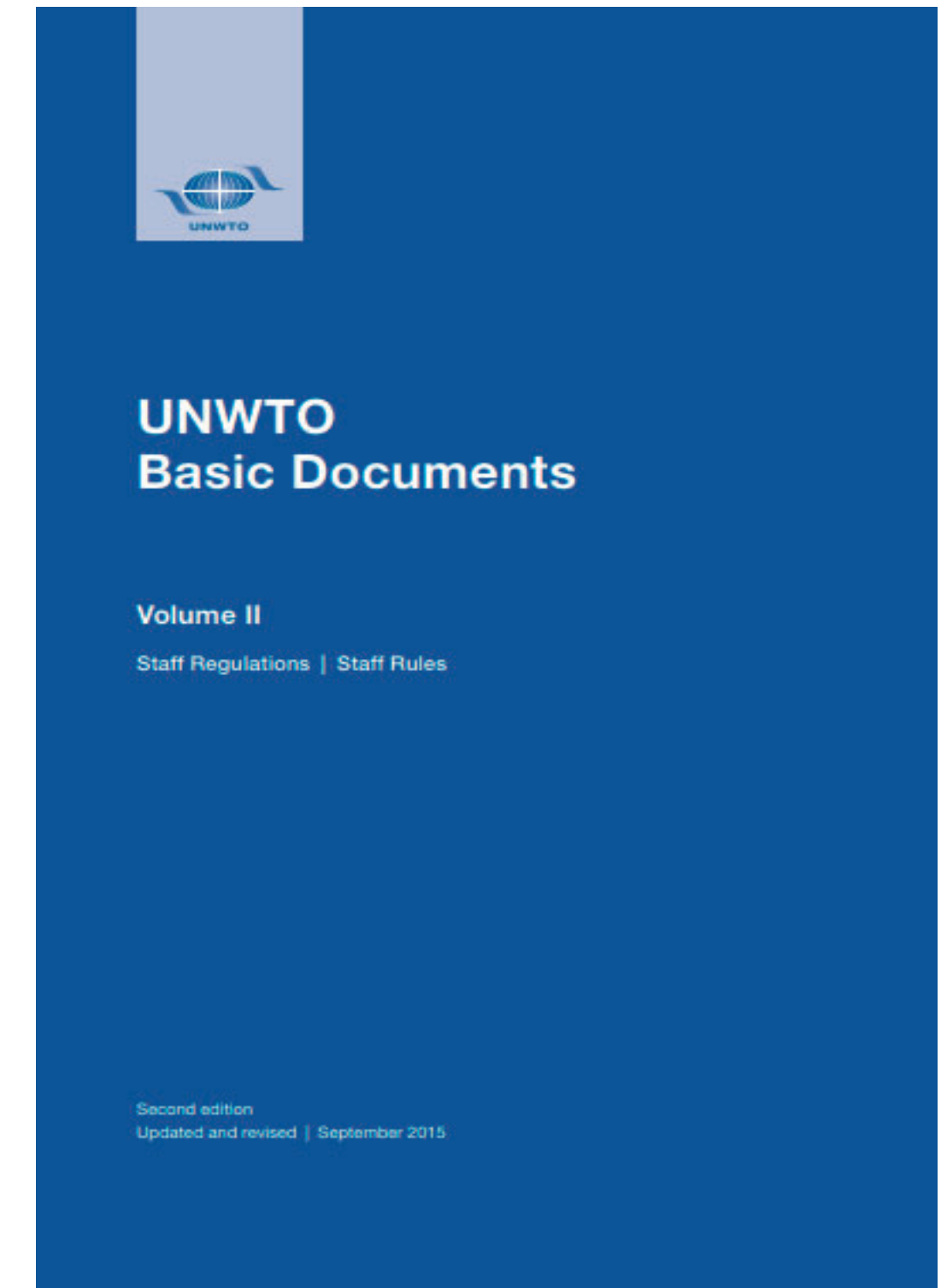
Staffing Schemes

- One Junior Professional Officer joined UNWTO in 2017 since launching the programme in 2016 (framework agreement with UNDP)
- Interested Member States may place young professionals for 1 to 3 years, financing the post through this agreement.
- Growing Member interest in UNWTO's capacity-building: experts and officials may be sent on a non-reimbursable loan basis, to participate in the activities of the Secretariat.

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Staff Regulations and Rules

- As per JIU recommendations, various amendments to the staff rules are being proposed to ensure further UN alignment:



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Staff Regulations and Rules

- Exceptions on extensions of contracts over retirement age have been discontinued.
- Allowing more flexibility on the decision of granting fixed-term or permanent appointments.
- Introduction of an end-of-service grant, in accordance with UN practice.
- Introducing the possibility of appointing an alternate for the Chair of the Joint Appeals Committee (JAC) and abolishing the provision of confidential JAC reports to external parties.



Thank you!

