

WORLD TOURISM ORGANIZATION

**EXECUTIVE
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ADMINISTRATIVE, FINANCIAL AND STATUTORY MATTERS

(g) Report of the Staff Association

Note by the Secretary-General

In this document the Secretary-General submits to the Members of the Executive Council, for consideration, the report of the UNWTO Staff Association.

ASOCIACIÓN DEL PERSONAL DE LA OMT
UNWTO STAFF ASSOCIATION
ASSOCIATION DU PERSONNEL DE L'OMT
АССОЦИАЦИЯ ПЕРСОНАЛА ЮНВТО
رابطة موظفي منظمة السياحة العالمية

ADMINISTRATIVE, FINANCIAL AND STATUTORY MATTERS

(g) Report of the Staff Association

1. The UNWTO Staff Association¹ is grateful for the opportunity the Organization's employees have been afforded, for the first time, to communicate direct with their employers and wishes to mark this important occasion by addressing the Members of the Council briefly on some key matters.
2. The staff are acutely aware of the repercussions that the present global economic crisis may have on national and international structures. Against this background, the management reform process recently embarked on in the Organization, with the support of its staff, assumes particular significance.
3. The Staff Association recognizes that an important process of change has been initiated, which has been intensified and further advanced by the present ad interim Management and the new Administration. The development of a new, ethical approach to the management of the Organization's financial and human resources has instilled in many of us the confidence that true reform is possible and is helping to restore our faith in our work.
4. The solutions for furthering this process are, we believe, clearly spelled out in another document of this session, namely the report of the United Nations inspectors (CE/85/8(b)). Undoubtedly, the adjustment to the standards laid down in the process of reforming the United Nations system will, by enhancing transparency, equity and professionalism, greatly improve efficiency so far as both costs and services to our Members are concerned.
5. The Staff Association unreservedly accepts and endorses the recommendations contained in the report of the Joint Inspection Unit. All without exception, whether they relate to staff or other areas, will have the direct consequence of improving the effectiveness of the Organization in fulfilment of its mission and also of motivating the staff to give of its best.
6. More particularly, the Association supports the recommendations on the management of human resources in both the Secretariat of the Organization and its satellites. These recommendations, which form a strict framework for the reform under way, advocate:

¹ The UNWTO Staff Association represents seventy-six of the 88 staff members of the Organization (as at 30 April 2009), and its role is recognized in Staff Regulation 23 .

- (a) the preparation of a clear organization chart reflecting reality, so that the process recently begun in various areas of the Secretariat may be advanced and successfully completed;
- (b) the formal adoption by the General Assembly of the status, basic rights and duties of United Nations staff members, with the vital aim of fostering the integrity and ethics of staff at all levels;
- (c) the planning of a real generational handover in the Secretariat so as to preserve the Organization's institutional memory and, at the same time, allow it to adapt and establish a forecast for the medium term;
- (d) the systematic description and classification of all existing posts in the Secretariat in accordance with its organization chart, a practice that is indispensable to staff morale;
- (e) the establishment of mechanisms for ensuring that recruitment practices are transparent and objective; and
- (f) the introduction of a system for the objective and transparent evaluation of staff performance.

7. As is clear from the above, it is essential at this time to steer safely through the present transition in the Organization's Secretariat. The main objective must undoubtedly be to continue to enhance the efficiency of a structure that will enable it to provide Members with the best possible services, through the application of the above recommendations in the framework of the ongoing process of reform.

8. The UNWTO Staff Association wishes to reiterate to the Council Members its firm and deep commitment to the above aims and its readiness to continue to cooperate with Administration and Management in order to bring this process to a successful conclusion.