

## Executive Council

Ninety-first session  
Gyeongju, Republic of Korea, 9 October 2011  
Provisional agenda item 3

CE/91/3  
Madrid, 26 August 2011  
Original: English

### Amendments to the Staff Rules

The Secretary-General informed the Executive Council at its 90<sup>th</sup> session (document CE/90/5(a) Add.3) that the Secretariat is continuing the harmonization of UNWTO practices with those of the UN Common System by aligning further its rules and practices to those of the UN system. The review is taking into account core staff-related issues within the Common System and the specificities of specialized agencies, such as UNWTO.

In conformity with Regulation 1 of the UNWTO Staff Regulations, the Executive Council, on the proposal of the Secretary-General, “*shall provide such Staff Rules as it considers necessary for the enforcement of the Staff Regulations and consistent with the principles they embody*”. At this session and in successive phases, as the case may be, and in consultation with staff representatives, proposed amendments will be submitted to the Executive Council.

For the ninety-first session, the Secretariat has prepared two amendments to the UNWTO Staff Rules (attached herewith).

In the case of Rule 15(2) (*Locally recruited officials*), the purpose of this revision is to align UNWTO practice to UN practice by acknowledging the international status of its staff in the Professional and higher categories. This is essential not only in fostering mobility but also in ensuring that staff are treated in a similar manner throughout the system on the issue of types of recruitment. The proposed amendment would come into effect on 1 January 2012 and would apply to appointments as from said date. The Secretary-General reserves the right to review specific cases of officials already in the service of the Organization whose status may be affected by this revision.

In the case of Rule 17(1) (*Special leave*), the revision affects the duration of paternity leave, which had already been introduced in the prior revision of the Staff Rules. The proposed four-week period is in line with the recommendations of ICSC approved by the UN General Assembly at its 59<sup>th</sup> session. This amendment would come into force on 1 January 2012.

CURRENT TEXT	PROPOSED NEW TEXT
<p><b>CHAPTER IV APPOINTMENTS AND PROMOTIONS</b></p>	<p><b>CHAPTER IV APPOINTMENTS AND PROMOTIONS</b></p>
<p style="text-align: center;"><b>Rule 15(2)</b></p> <p style="text-align: center;"><b>Locally recruited officials</b></p> <p>An official shall be classified as locally recruited if, at the time of appointment, he fulfils any of the following conditions:</p> <ul style="list-style-type: none"> <li>(i) he is a Spanish national, or</li> <li>(ii) irrespective of nationality, he is a permanent resident in Spain, or</li> <li>(iii) at the time of appointment he accepts an offer of local recruitment</li> </ul>	<p style="text-align: center;"><b>Rule 15(2)</b></p> <p style="text-align: center;"><b><u>Types of recruitment</u></b></p> <p><b><u>(a) An official in the professional category shall be regarded as having been internationally recruited and, as such, shall be eligible for entitlement of the allowances and benefits provided for non-locally or internationally recruited staff in the Staff Regulations and Rules, except if at the time of appointment he fulfils any of the conditions set out below:</u></b></p> <ul style="list-style-type: none"> <li><b><u>(i) He is a national of the duty station, or</u></b></li> <li><b><u>(ii) Irrespective of his nationality, his permanent residence is in the country of the duty station, or</u></b></li> <li><b><u>(iii) At the time of appointment, he accepts an offer of local recruitment.</u></b></li> </ul> <p><b><u>(b) Posts in the General Service category are restricted to local recruitment.</u></b></p> <p><b><u>(c) An official regarded as having been locally recruited shall not be entitled to the allowances and benefits applicable to non-local staff as provided in the Staff Regulations and Rules.</u></b></p>
<p><b>CHAPTER V ANNUAL LEAVE AND SPECIAL LEAVE</b></p>	<p><b>CHAPTER V ANNUAL LEAVE AND SPECIAL LEAVE</b></p>
<p style="text-align: center;"><b>Rule 17(1) Special leave</b></p> <p>...</p> <p>(g) A special leave of five working days shall be granted to any official upon his marriage, or upon the death of the father, mother, spouse or a child, or, in the case of male officials, upon the birth of a child.</p>	<p style="text-align: center;"><b>Rule 17(1) Special leave</b></p> <p>...</p> <p>(g) A special leave of five working days shall be granted to any official upon his marriage, or upon the death of the father, mother, spouse or a child, <b>[or, in the case of male officials, upon the birth of a child].</b></p> <p><b><u>(h) A special leave of up to four weeks shall be granted to an official for paternity purposes.</u></b></p>