

Annex XV. Correspondence between White Paper and JIU/REP/2009/1

Recommendation	References		Comments	Status
	in White Paper	In Implem. Plan		
1. The practice of appointing the Executive Director of Affiliate Members by a single Member State should be discontinued. The position may be financed from extra-budgetary sources, but the selection process has to be done according to an open, competitive and transparent recruitment process.	N/A	N/A	At GA 19, the Secretary-General appreciated the generous contribution and support of Spain to fund the position of Executive Secretary of the Affiliate Members. The experience of the last ten years has taught some lessons to ensure an effective integration of all Affiliate Members into the mainstream work of UNWTO. In line with widely held views from Member States at an ad hoc Working Group: (a) structural posts should not be funded by voluntary contributions; and (b) appointments for such posts should be the prerogative of the Secretary-General.	Proposed to be closed
2. The Secretary-General should develop modalities of cooperation with the respective foundations and offices and submit them to the 2011 UNWTO General Assembly for consideration and approval, together with the outcome of the mentioned JIU investigation on the subject.	See parts 9. "Funding sources and fund-raising" and 12. "External entities."	see actions 42 and 43 in CE/93/8	N/A	in progress
3. The Executive Council may wish to revisit its practice of holding its meetings outside Headquarters, in the light of the potential associated benefits and drawbacks.	See paragraph 136.	N/A	See CE/DEC/18(XCIII) paragraph 4 and document to CE/94 on the subject.	Proposed to be closed
4. The UNWTO General Assembly may wish to revisit its practice of holding its meetings outside Headquarters in the light of the potential associated benefits and drawbacks, and establish, as part of the Statutes of the Organization, an article regulating the conditions for exceptions.	See paragraphs 134 and 135.	N/A	N/A	Proposed to be closed

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5. The UNWTO General Assembly may wish to revisit its current decision-making process at all legislative levels to ensure that sufficient dialogue and negotiations among the parties take place, in order to reach clear decisions as a prerequisite to properly guide, direct and oversee the operations of the Organization, thus releasing the secretariat from the responsibility to provide the basis for its decisions.	See paragraphs 4, 57, 58 and 59.	N/A	The Organization has modified its practice by inserting proposed resolutions in its documents to Governing Bodies and by securing involvement of Chair and vice-chairs in drafting of final resolutions and decisions, having them presented at plenary session prior to adoption.	Proposed to be closed
6. The Secretary-General should ensure that written summary records/minutes of the governing body meetings are duly produced.	N/A	N/A	See CE/DEC/15(XXXV) by which no written summary records need to be kept. Furthermore, Governing Bodies meetings are recorded in all languages used during the meeting.	Proposed to be closed
7. The UNWTO General Assembly should call for a greater Member State participation and leadership in the planning, programming and budgeting process.	See paragraphs 47, 48, 60 and 63.	N/A	Merger of PC and CBF. Review of TOR of technical committees at CE 94. Submission of survey to Members. See CE/93/8.	Proposed to be closed
8. The UNWTO General Assembly should endorse the results-based management (RBM) framework developed by the JIU and request the secretariat to use it in the implementation of RBM.	See paragraphs 113, 118 and 119.	N/A	Systematic reporting to PBC/ EC on programme of work and results achieved.	Proposed to be closed
9. The Secretary-General should inform and obtain approval from the UNWTO General Assembly prior to any revision of assessed contributions of Member States to the budget.	See paragraph 66.	N/A	Draft scale of contributions is part of Programme and Budget proposal.	Proposed to be closed
10. The Secretary-General should include in the budget proposals a breakdown by organizational unit showing financial resources and staffing tables for each budget component (organizational unit).	N/A	N/A	Tables on resources by programme in Programme and Budget proposal and report on HR to Executive Council	Proposed to be closed
11. The UNWTO General Assembly should call for the members to pay their arrears within the period stated in the Statutes and Financing Rules.	N/A	N/A	At every EC and GA there is a document presenting status of arrears and decision/resolution calling on Members for their settlement.	Proposed to be closed

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12. The Secretary-General should elaborate a detailed phased work plan, including necessary resources, for the implementation of IPSAS and submit it to the General Assembly for approval.	See paragraph 129.	See action 48 in CE/93/8.	See an annual reports to the Executive Council on IPSAS progress since 2010.	in progress
13. The Secretary-General should develop an organizational chart reflecting actual responsibilities and clear reporting lines consistent with the authority delegated.	See parts 14 "Structure of the Secretariat" and 15 "Internal Management and Administration".		There is an annual report to the Executive Council on HR including an updated Organizational Chart of the Secretariat.	Proposed to be closed
14. The UNWTO General Assembly should adopt the status, basic rights and duties of United Nations staff members (ST/SGB/2002/13) and the corresponding financial disclosures policy, while promoting ethics and integrity at work, and allocate resources for relevant training of staff on these issues.	See Paragraph 129.	See action 46 in CE/93/8.	ICSC standards of conduct adopted 2009. Detailed Financial Provisions revised 2012 included article on personal responsibility of staff. Agreement on outsourcing of ethics function highly advanced, to start 2013 if endorsed.	in progress
15. The Secretary-General should: (a) Develop a senior management succession plan in order to preserve institutional memory and guarantee the smooth future management of the Organization; (b) Develop a rule defining the exceptional circumstances under which the extension of contracts over the age of retirement could be granted; (c) Review the current top-heavy structure of the secretariat with a view to streamlining it.	See paragraphs 127, 128 and 129.	N/A	Establishment of Senior Management Team and Extended Management Team. Secretary-General is not extending staff contracts beyond mandatory retirement age. The assertion the UNWTO is top-heavy is not sustained in view of its grade structure.	Proposed to be closed
16. The Secretary-General should conduct an overall review of job descriptions and subsequently a job classification exercise in accordance with United Nations generic job descriptions and standards for consideration by the UNWTO General Assembly.	N/A	N/A	See document CE/90/5(a) Addendum 3, where ample description of staff reform process including definition of Generic Job Profiles and Staff Growth Plan is provided.	Proposed to be closed

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17. The Secretary-General should develop tools and control mechanisms to guarantee that recruitment and promotion is based on transparent, comparative evaluations of the professional competencies of the candidates, with due consideration given to a balanced geographical and gender representation	N/A	N/A	See reports to the Governing Bodies in HR matters. Staff vacancies are internationally advertised. Promotion criteria are established in Professional Growth Plan.	Proposed to be closed
18. The Secretary-General should develop, after consultations with the staff, an individual performance assessment instrument, which should include, inter-alia, Specific, Measurable, Attainable, Results-oriented and Time-bound (SMART) objectives and targets for each staff member in order to allow a fair, objective and transparent assessment of staff performance.	See paragraph 116.	N/A	See circular NS/751 on performance evaluation/annual reports of staff.	Proposed to be closed
19. The UNWTO General Assembly should provide the required resources to permit the use of the Chinese language as an official language of the Organization in accordance with UNWTO General Assembly resolution 521 (XVII).	N/A	N/A	Pending ratification of amendment to UNWTO's statutes	Proposed to be closed
20. The Secretary-General should develop a long-term holistic ICT strategy taking into consideration the current and future needs of different stakeholders. The strategy should include a phased cost plan to be submitted to the General Assembly for consideration and approval.	N/A	N/A	ICT programme of work included in Programme and Budget. Reporting to Executive Council on ICT matters is being introduced.	in progress
21. The Secretary-General should revise, continuously update the content and maintain the functionality of the UNWTO website.	See Paragraph 62.	N/A	Report to General Assembly on Web matters (A/19/11 annex)	Proposed to be closed

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22. The UNWTO General Assembly should in-source the internal audit, inspection, evaluation, investigation and monitoring functions to any other organization in the United Nations system that has the capacity to respond. Alternatively, the UNWTO General Assembly should provide the necessary resources, three positions, for the above-mentioned functions for the 2010-2011 biennium.	See paragraph 129.	N/A	UNWTO General Assembly does not provide additional resources for these functions. UNWTO's Executive Council has approved an Internal Oversight Charter (CE/DEC/5(LXXXVIII) paragraph 10) and the Secretariat is exploring the possibility that a Member State discharges the internal oversight functions.	in progress
23. The UNWTO General Assembly should modify the Statutes of the Organization in order to provide for the selection of a single external auditor with a specified term limitation and country rotation.	N/A	N/A	UNWTO General Assembly has continued electing two Auditors in accordance to the Financial Regulations attached to the Organization's statutes.	Proposed to be closed
24. The Secretary-General should develop rules and procedures for establishing private sector partnerships in the context of potential conflict of interest for the consideration and approval of the General Assembly.	See part 11 "partnerships and affiliate members" and 12 "external entities.	N/A	See circular NS/738 on Policy on Agreements. In practice, UNWTO follows UN guidelines for cooperation with business sector. Further, it is also working on draft procurement rules and manual, aligned with UN procurement standards, expected to be completed by 2013.	in progress
25. The Secretary-General of the United Nations should develop a set of criteria and a mechanism for the prior qualification of organizations wishing to become members of the United Nations System, with a view to protecting the values and principles of the system and to guaranteeing the soundness of future members of the United Nations family, and to submit them to the General Assembly of the United Nations for consideration and approval	N/A	N/A	See UNWTO reports to the Governing Bodies on UN activities. HLCCM hosted by UNWTO in 2012. CEB to be hosted by UNWTO in 2013.	Proposed to be closed