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**PROCEDURE FOR THE APPOINTMENT OF
THE DEPUTY SECRETARY-GENERAL**

Note by the Secretary-General

In this document the Secretary-General presents to the General Assembly, in accordance with Resolution 512(XVI), his report on this subject.

**PROCEDURE FOR THE APPOINTMENT OF
THE DEPUTY SECRETARY-GENERAL**

1. In accordance with resolution 512(XVI), adopted during the Dakar session in 2005, the Secretary-General sent a note verbale to the Full Members as a reminder requesting those who so wished, to send to the Secretariat their suggestions and comments regarding the question of the procedure for the appointment of the Deputy Secretary-General.

2. A number of countries (Bahamas, Cameroon, Egypt, Indonesia, Iran, Israel, Japan, Lebanon) asked for information on this subject, without any subsequent communication regarding their position on this matter.

3. The Embassy of Gabon in Spain and the Secretariat of Tourism of Paraguay stated that they would transmit the request to their competent authorities. To date, no further communication has been received from these countries.

4. The following States: (Australia, Malaysia, Malta) responded that they did not have any comments to make on the question.

5. The States mentioned below transmitted the following observations regarding this matter:

(a) Chad

Expresses the wish that the General Assembly adopt an amendment to the Statutes to mention the post of Deputy Secretary-General and the procedure for appointment to that post. It further considers that the appointment should be made by election from among the candidates presented by the member States.

(b) Côte d'Ivoire

Expresses its full agreement in respect of the choice of the current Deputy Secretary-General.

(c) Egypt

Supports the procedure consisting of the election of the candidate by the General Assembly, at the recommendation of the Council, for a term of four years, renewable once. It also wishes that the principle of geographical rotation be applied.

(d) Italy

- Apply paragraph 3 of Article 24 of the Statutes, and follow the procedures used in other institutions such as the OECD.
- Issue a vacancy notice.
- The appointment of the Deputy Secretary-General should be reserved to the Secretary-General, but should nevertheless be submitted for approval to the General Assembly or to the Executive Council in case of urgency.

(e) Jordan

- The Regional Commissions should be given a role in this matter. During the fourth year of the Deputy Secretary-General's term, each Regional Commission should propose a candidate at the session of the Executive Council held during that year. The incumbent Deputy Secretary-General may be nominated by his/her own regional commission.
- The Council will select the candidate to be proposed to the following General Assembly, based on criteria related to integrity, professional competence and geographical rotation. The proposal would then go to the General Assembly for endorsement by two-thirds of the Full Members.

(f) Pakistan

Supports the views expressed by Spain and is of the opinion that an election procedure would be the best option.

(g) Philippines

Expresses its support with regard to an election for the post of Deputy Secretary-General, which would thus make it possible to ensure better geographical representation and greater independence of the Deputy Secretary-General.

(h) Poland

- This appointment is governed by Regulation 15 of the Staff Regulations, in particular, paragraphs (b) and (d), with no mention of a period of probation. Considers that a separate point should be introduced in the Staff Regulations regarding the post, or posts, of Deputy Secretary-General.
- A new provision (c) should be added under rule 2 of the Rules of Procedure of the Executive Council, indicating that the Council shall consider proposals of the Secretary-General concerning appointments to the post of Deputy Secretary-General and to posts in the Director and Principal Officer categories.

- The definition of "consultation with the Executive Council" should be made clearer, in particular, by specifying whether the choice of Deputy Secretary-General and other officials in the Principal Officer category should be made on a discretionary basis and whether account should be taken of the responses received following the circulation of a vacancy notice.
- The practical details of the consultation with the Executive Council regarding such appointment should be established, in particular, as regards the presentation of the candidate by the Secretary-General or the holding of hearings with the candidates.
- Provisions regarding the post of Deputy Secretary-General should specify his or her functions and competence.

(i) Russian Federation

Considers that this appointment should be voted on by the Member States, in order to obtain, in light of the results, clear appraisals of the different candidates.

(j) Senegal

Proposes that the Secretary-General should choose a candidate on the basis of recommendations made by the Regional Commissions and submit this candidature at the same time as his own for approval by the General Assembly. It also underlines that the Deputy Secretary-General should belong to a region different from that of the Secretary-General.

(k) Serbia

Underlines that the modifications approved by the General Assembly at the level of the management team of the Secretariat should be taken into account before proposing any new procedure.

(l) Seychelles

Proposes that the Legal Adviser prepare a report on the procedures applied by other specialized agencies with respect to this matter, to be submitted to the next session of the Executive Council.

(m) South Africa

- Follow the policy of the United Nations regarding gender equality
- The candidate for the post of Deputy Secretary-General should belong to a region different from that of the outgoing Deputy Secretary-General. Geographical rotation should also be observed.
- The term of office of the Deputy Secretary-General should be limited like that of the Secretary-General.

(n) Spain

- Has carried out a comparative study of the matter in other specialized agencies, which showed that there exist different ways of dealing with this matter.
- Is of the opinion that the Deputy Secretary-General should be elected, which would give him greater independence in the performance of his functions and which would also make it possible for the terms of office of the Secretary-General and of the Deputy to not coincide.
- In order to do this, the Statutes of the UNWTO and the Rules of Procedure of the General Assembly would have to be modified accordingly. Furthermore, Spain states that the term of office of the Deputy Secretary-General should be four years, renewable only once.

At the request of the Spanish Ministry of Foreign Affairs and Cooperation, this communication was circulated to all the Full Members.

(o) United Kingdom

Is of the opinion that the Deputy Secretary-General should be appointed through a vote of the General Assembly and that his term be renewable only once.

(p) Uzbekistan

Has sent to the Secretariat a new communication, after having received the document prepared by Spain, and informs that it fully supports the Spanish position, in particular, with the regard to the principle of the election of the Deputy Secretary-General.

(q) Venezuela

Endorses Spain's position concerning a procedure involving election by the General Assembly, on the recommendation of the Council, by a majority of two-thirds of the Full Members present and voting, for a term of four years. It consequently proposes:

- that Article 12 (c) of the Organization's Statutes be amended to include the Deputy Secretary-General with the addition of the words "by a two-thirds majority of Full Members present and voting in the Assembly" ;
- that Article 21 of the Statutes be amended to include the Deputy Secretary-General in the composition of the Secretariat with a mention of the functions of the post;
- that the Rules of Procedure of the General Assembly and of the Executive Council be amended accordingly.

6. Having taken note of these suggestions and comments, the Council decided at its eightieth session to set up an ad hoc Working Group to pursue its discussions on this subject.

7. The Working Group will be chaired by the Chairman of the Executive Council, and its membership will consist of a representative of each Regional Commission. The group is due to meet in Tunisia in September this year.

8. On conclusion of that meeting, an addendum to this document will be prepared for distribution to Members.