• Total UNWTO staff members: 82
• Total UNWTO Service Contracts: 63
• Full UNWTO staff posts filled as of 1 April 2019: four (4)
• HR remains committed to recruiting personnel from as wide a geographical distribution as possible, while maintaining the highest standards of competence, efficiency and integrity
Updates

• Revision of UNWTO non-staff employment scheme

  Why? To make the scheme more transparent and consistent throughout the Organization

• Development of a new personnel induction programme

  Why? To improve the familiarization of new recruits with the Organization and prepare them for their roles
Updates

• Revised performance management and appraisal system

Why? To establish a results-based culture, promote high performance and address underperformance

• Amendments to Staff Regulations and Rules

Why? To improve on transparency and align with UN policies
Ammendments to Staff Regulations

- **Appointment and Promotion Board (APB):** APB practices with clarified roles, improved election procedure for increased efficiency and transparency

- **Annual Performance Plans:** Results-based appraisal system

- **Special Leave:** Paternity/adoption leave for staff in 1st year of employment, enligned with UN practices

- **Repatriation grant and normal age of retirement:** Clarification of procedure and application of acquired rights