

FOR DECISION

Agenda item 5(b)
**Report of the financial situation
of the Organization**

A/24/5(b) rev.1
Madrid, 16 November 2021
Original: English

Executive summary

Part I: Closing of the Audited Financial Statements of the twenty-second financial period (2018-2019)

The Organization's Audited Financial Statements for the twenty-second financial period (years ended 31 December 2018 and 2019), the budgetary cash balance of the Regular Budget and the Working Capital for the same periods are presented to the twenty-fourth General Assembly for closure.

Part II: UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020

The Financial Statements of the World Tourism Organization for the year ended 31 December 2020 have been prepared in accordance with the UNWTO Financial Regulations, UNWTO Detailed Financial Rules, the International Public Sector Accounting Standards (IPSAS), and in line with the United Nations (UN) policy that IPSAS be used as the accounting standards by UN system organizations.

The Financial Statements were subjected to external audit in accordance to the Financial Regulations, and received an unqualified (positive) audit opinion in the report of the External Auditor. The Audited Financial Statements are submitted to the General Assembly for approval.

The UNWTO Financial Report and Audited Financial Statements for the Year Ended 31 December 2020 includes the UNWTO Financial Report of the Secretary-General for the year 2020 and the UNWTO Financial Statements for the year ended 2020 including the opinion of the External Auditor, the notes to the Financial Statements and the unaudited annexes.

The 2020 Financial Report shows that the 2020 Regular Budget budgetary cash balance resulted in a cash surplus of EUR 1,563,733 and the Secretary-General's proposal for its use. At 31 December 2020 the net equity of the Organization amounts to EUR -9,278,621, a decrease over the previous year (EUR -4,306,221 at 31 December 2019) mainly due to the increase of the after-service employee benefit liabilities (ASEB). A chapter on after-service employee benefits liabilities is included in the 2020 Financial Report as well as a special note on the COVID-19 coronavirus pandemic.

Part III: UNWTO Financial Report for the period ended 30 June 2021

There is still some uncertainty on the financial outlook of UNWTO due to the COVID-19 coronavirus pandemic. As of 30 June 2021, the Secretary-General reports the updated plan of income and expenditure of the Regular Budget for 2021 with the commitment to restrict expenditures to available and expected cash resources and to take mitigating actions if a severe downside scenario should arise. The budgetary income and expenditure for the year 2021 has been estimated at EUR 13,000,000. As at 30 June 2021, the total budgetary income received (cash-in) amounts to EUR 11,182,361, including the Members' arrears received (EUR 802,082); as of the same date, the budgetary expenditure amounts to EUR 12,839,712.

The Secretary-General submits the Organization's interim provisional Statements of Financial Position and Financial Performance for the period ended 30 June 2021 as well as financial performance and position highlights for the same period including the Secretary-General's proposal for the

implementation of three replacement reserve projects. The Secretary-General also transmits to the governing bodies the proposal of charging an interim ASEB charge to non-Regular Budget projects.

Part IV: Draft Budget for the period 2022-2023

The Secretary-General submits to the General Assembly for its approval the present draft Regular Budget for the period 2022-2023 in accordance with Article 23(2) of the Statutes.

The proposed 2022-2023 Regular Budget is based on having a 0% increase in the Members' contributions for 2022 over their 2021 contributions and a 0% increase in the 2023 contributions over 2021. Contributions for Full and Associate Members are assessed in accordance to the proposed scale for 2022 and 2023. The proposed scale of contributions is calculated following Annex II of the UNWTO Financial Regulations on the Formula for fixing the contributions of Member States.

The Organization's Regular Budget budgetary income is budgeted on account of assessed contributions (Full, Associate and Affiliate Members) and allocations. For the biennium 2022-2023 other allocations are also budgeted as budgetary income. In real terms, the 2023 proposed budget is only 1.6% higher than the one approved for 2009 even when the additional budgetary income allocations for the 2022 and 2023 biennium proposed by the Secretary-General are taken into account. The proposal includes tighter financial limits than in the previous biennia and aims to strike a balance between meeting Members' expectations for budgetary restraint and minimizing impacts on the effective delivery of the Programme of Work.

Part V: Election of the External Auditor for 2022-2023

The General Assembly is requested to consider designating an External Auditor for the Organization for the period 2022-2023. Once elected, the Member entrusted with the external auditing of the Organization's Financial Statements will be required to propose for this function a person or persons who are nationals of the Member State and who perform the function of controlling public accounts in their home country.

In accordance with the procedure established, any Member State of the Organization wishing to present its candidature to the post of External Auditor of the UNWTO for the period 2022-2023, for the external audit of the UNWTO Financial Statements for the years ended 31 December 2021 and 2022, may do so by written notice addressed to the Secretary-General.

Part VI: Amendment to the Detailed Financial Rule IV.2

Pursuant to decision CE/DEC/4(CXII) of the Executive Council, the establishment of a Working Group for the Reform of the UNWTO Affiliate Membership Legal Framework (WG-AMLR) was approved. The Working Group has the mandate to present a proposal of integral reform of the legal framework of the Affiliate Members to the General Assembly.

Some of the modifications of the current affiliate membership legal framework legal elaborated and adopted by the WG-AMLR refer to the eligibility criteria, admission procedure and termination of affiliate membership.

The Secretariat has made an in-depth analysis of the admissions of new affiliate members versus withdrawals during the last 10 years and found out that there is a relevant number of Affiliate Members in arrears in the payment of their contributions and without intention to settle their arrears. Most of them remain as affiliated members for 4 years, with zero contributions, until the termination of the membership, in accordance with the current legal basis applicable to the termination of the membership.

In order to improve the management of such situations, the General Assembly is requested to recommend to the Executive Council to amend DFR IV.2 in order to reduce, starting on 1 January 2022, the period of arrears resulting in the termination of the membership of an Affiliate Member.

Action by the General Assembly

DRAFT RESOLUTION¹

The General Assembly,

Having examined the report containing updated information as of 31 December 2020,

Takes note with appreciation of the comprehensive information contained in the documents and their annexes;

- I. Closing of the Audited Financial Statements of the twenty-second financial period (2018-2019)*
 1. *Endorses* the Executive Council decisions CE/DEC/4(CX) and CE/DEC/6(CXII) on the approval of the UNWTO Financial Statements for the years 2018 and 2019 respectively and CE/DEC/3(CXIII) on recommendation of their endorsement;
 2. *Approves* the UNWTO Financial Report and Audited Financial Statements for the years ended 31 December 2018 and 2019 respectively and the approval of the closing of the UNWTO Audited Financial Statements of the twenty-second financial period (2018-2019), the budgetary cash balance of the Regular Budget and Working Capital Fund situation for the same period;
- II. UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020*
 3. *Takes note with satisfaction* of the unqualified opinion of the External Auditor that the UNWTO Financial Statements for the year ended 2020 present a true image of the financial position of the UNWTO as at 31 December 2020 and of its performance, its cash flows and changes in equity for the year ended 31 December 2020, in compliance with UNWTO Financial Regulations and Rules and International Public Sector Accounting Standards (IPSAS), and recognizes with appreciation that the production of IPSAS compliance Financial Statements is a major achievement of an Organization of the size of UNWTO;
 4. *Approves* the UNWTO Audited Financial Statements for the year ended 31 December 2020;
 5. *Takes note* of the Secretary-General's financial report for the year ended 31 December 2020 including the net assets/equity analysis, the mitigating actions which may be undertaken to respond to a possible severe downside scenario, and other information presented in the document and its annexes and approves, as presented in the report:
 - (a) The Secretary-General's proposals to: i) allocate the 2020 RB budgetary cash surplus amounting to EUR 1,563,733, and, ii) retain in the WCF the amount of EUR 1,788,645 out of the 2019 RB budgetary cash surplus in view of the continued uncertainty in the financial outlook due to the pandemic,
 - (b) The assumptions update in the after-service employee benefits actuarial calculations as recommended by the UN Task Force on Accounting Standards (UNTFAS) via harmonization guidance,
 - (c) The Regular Budget appropriation transfers in accordance with Financial Regulation 5.3(a) and 5.3(b),
 - (d) The cofinancing projects with UNWTO and donors' contributions for the period 2014-2020;

¹ This is a draft resolution. For the final decision adopted by the Assembly, please refer to the Resolutions document issued at the end of the session.

6. *Requests* the Secretary-General to present details of the required payroll charge percentage calculated by a professional firm of actuaries to an upcoming session of the Executive Council for approval and takes note that an annual separate allocation in the Regular Budget to cover, at a minimum, the ASEB on a pay-as-you-go basis will continue to apply pending the introduction of the payroll charge;
7. *Recommends* that the Secretary-General continue in 2021 his approaches to Members that owe contributions to the Organization in order to secure their payment;
8. *Expresses its gratitude* to the Chair and Vice-Chair of the Programme and Budget Committee (Peru and Switzerland, respectively) and the External Auditor (Spain) for the work carried out;

III. UNWTO Financial Report for the period ended 30 June 2021

9. *Takes note with appreciation* of the Secretary-General's Financial Reports for the periods ended 31 March 2021 and 30 June 2021, the comprehensive information contained in the document and its annexes and approves, as presented in this document:
 - (a) The revised appropriations of the Regular Budget at 31 March 2021 and 30 June 2021,
 - (b) The updated Plan of income and expenditure of the Regular Budget for the financial year 2021 presented by the Secretary-General at 31 March 2021 and 30 June 2021,
 - (c) The Secretary-General's proposals on the Replacement Reserve, as already authorized by the EC Chair and subject to subsequent confirmation by the Programme and Budget Committee and the Executive Council, to: i) allocate the amount of EUR 200,000 to a new project on Headquarters (HQ) infrastructure improvement, ii) use EUR 144,000 out of the already established ICTC infrastructure project to a cloud-based Human Resources digitalization solution, and iii) to continue with some enhancements of the tailor-made IT Financial management information system using an estimate amount of around EUR 200,000 out of the already established IPSAS/Athena project;
 - (d) The projects with UNWTO and donors' contributions for the period ended 30 June 2021;
 - (e) The interim non-RB projects ASEB payroll charge of 10 per cent of regular staff costs charged to non-Regular Budget projects from 1 June 2021;
 10. *Also takes note* with satisfaction of the submission of the interim provisional unaudited UNWTO Statement of Financial Position at 31 March 2021 and 30 June 2021 and the UNWTO Statement Financial Performance for the period ended 31 March 2021 and 30 June 2021;
 11. *Thanks* the Members that have made the necessary efforts in order to fulfil their financial obligations, urges Members that have not yet complied with their financial obligations to take the necessary steps to pay their contributions for 2021, and reminds Members to pay their contributions within the time period stipulated by regulation 7(2) of the Financial Regulations;
 12. *Supports* the Secretary-General's proactive approach for the settlement of current year and arrear contributions in order to contribute towards the Organization's programme of work, especially in view of the rising demands on the Organization to assist the tourism sector to recover from the challenges resulting from the impact of COVID-19 on the sector with its limited resources;
- ### *IV. Draft Budget for the period 2022-2023*
13. *Endorses* the draft Regular Budget of the Organization for the period 2022-2023, for a total amount of EUR 30,438,000 and authorizes the Secretary-General to implement it in accordance with the amounts collected;

14. *Endorses* that the budgetary income approved for the next biennium should be provided by the contributions of the Full and Associate Members in the rounded amounts of EUR 13,317,000 for 2022 and EUR 13,323,000 for 2023, and that the balance to be financed should be covered by the contributions of the Affiliate Members, with the necessary adjustments deriving from any changes in the number of Affiliate Members, and the other sources of funding proposed in this document;
15. *Approves* the proposed scale of contributions for 2022-2023;
16. *Also approves* the Secretary-General's proposal on the assessed contributions of the Affiliate Members and the deductions for specific Members previously endorsed by the Executive Council;
- V. *Election of the External Auditor for 2022-2023*
17. *Encourages* Members to present their candidatures as the External Auditor to carry out the external auditing of the Organization for the period 2022-2023 for the external audit of the UNWTO Financial Statements for the years ended 31 December 2021 and 2022; and
- VI. *Amendment to the Detailed Financial Rule IV.2*
18. *Recommends* the Executive Council to adopt the proposed amendment to the Detailed Financial Rule IV.2, falling within its competence.

I. Closing of the Audited Financial Statements of the twenty-second financial period (2018-2019)

Introduction

1. In accordance with the provisions of Article 23(2) of the Statutes, paragraph 11 of the Financing Rules attached to the Statutes, and regulation 17(2) of the Financial Regulations (FR), the Organization Audited Financial Statements for the twenty-second financial period (years ended 31 December 2018 and 2019) were submitted to the Executive Council for examination at its 110th and 112th sessions through documents CE/110/4(d) and CE/112/3(d)rev.1 respectively and are transmitted to the General Assembly for approval together with the budgetary cash balance of the Regular Budget and the Working Capital Fund situation for the same period.

UNWTO Audited Financial Statements for the years ended 31 December 2018 and 2019

2. The Organization prepares annual Financial Statements in accordance with the UNWTO Financial Regulations and Rules, compliant with the International Public Sector Accounting Standards (IPSAS) and in line with the United Nations (UN) policy that IPSAS be used as the accounting standards by UN system organizations.
3. The Financial Statements for the years ended 31 December 2018 and 2019 were subjected to external audit in accordance with Annex 1 to the Financial Regulations. The unqualified (positive) audit opinion and report of the External Auditor on the Financial Statements were submitted to the Executive Council in accordance with Financial Regulation 17.2.
4. The 110th and 112th Executive Council sessions took note with satisfaction and recommended the General Assembly to approve the UNWTO Audited Financial Statements for the years ended 31 December 2018 and 2019 through decisions CE/DEC/4(CX) and CE/DEC/6(CXII) respectively, excerpts shown in Annex I.1. The 113th session of the Executive Council in its decision CE/DEC/3(CXIII) recommended the General Assembly the endorsement of said decisions of the 110th and 112th EC sessions.

Budgetary cash balance of the Regular Budget and Working Capital Fund advance of the twenty-second financial period (2018-2019) at 31 December 2019

5. Annex I. 2 shows the budgetary cash balance of the Regular Budget and the Working Capital Fund (WCF) situation of the twenty-second financial period (2018-2019) at 31 December 2019.

II. UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020

Introduction

6. In accordance with Financial Regulation 14, the Financial Statements of the World Tourism Organization for the year ended 31 December 2020 under the mandate of Mr. Zurab Pololikashvili as Secretary-General have been prepared in accordance with the UNWTO Financial Regulations, UNWTO Detailed Financial Rules, the International Public Sector Accounting Standards (IPSAS), and in line with the United Nations (UN) policy that IPSAS be used as the accounting standards by UN system organizations.
7. The Organization has prepared annual Financial Statements compliant with IPSAS. The basis of IPSAS is the accrual accounting concept whereby transactions are recorded and reported when they occur and not when they are paid. IPSAS-based Financial Statements provide greater insights into an organization's revenue, expense, assets, liabilities and reserves and improves decision-making, financial management and planning at management and governance levels.
8. The Financial Statements were subjected to external audit in accordance with Annex 1 to the Financial Regulations. The audit opinion and report of the External Auditor on the Financial Statements is submitted to the 114th session of the Executive Council in accordance with Financial Regulation 17.2.
9. The UNWTO Financial Report and Audited Financial Statements for the Year Ended 31 December 2020 attached to this document (Annex II) includes the UNWTO Financial Report of the Secretary-General for the year 2020, ii) the submission of the UNWTO Financial Statements at 31 December 2020, iii) the opinion of the External Auditor, iv) the UNWTO Financial Statements for the year ended 2020 including the notes to the Financial Statements and, v) the unaudited annexes.

Financial Report for the year 2020

10. The UNWTO Financial Report of the Secretary-General for the year 2020 includes a discussion and analysis of UNWTO's financial position and financial and budgetary performance for the financial year ended 31 December 2020.
11. The 2020 financial report includes a chapter on the budgetary performance of the Regular Budget (RB) for the year ended 31 December 2020. The RB budgetary cash balance is dependent on the timing of the payment of the assessed contributions by Members. The 2020 RB was adjusted by transfers without altering the total appropriations approved.
12. The 2020 RB budgetary cash balance resulted in a cash surplus of EUR 1,563,733. The Secretary-General proposes that the 2020 RB budgetary cash surplus be allocated as detailed in the report, subject to the approval of the governing bodies. The Secretary-General also proposes that out of the 2019 RB budgetary cash balance, EUR 1,788,645 are retained in the Working Capital Fund (WCF) in view of the continued uncertainty in the financial outlook due to the pandemic.
13. The 2020 financial report also includes a special note on the COVID-19 coronavirus pandemic, detailed analysis on after-service employee benefits (ASEB) liabilities and net assets/equity as well as the list of cofinancing projects with UNWTO and donor contribution for the periods 2014-2020.

COVID-19 coronavirus pandemic

14. The outbreak of the COVID-19 pandemic in mid-March 2020 impacted the global economy in an unprecedented manner. Under these difficult international conditions UNWTO, with the continued support of its Members and donors, continued to focus on the effective implementation of its programmatic activities and strategic objectives and took immediate steps to deal with this unparalleled situation.

15. The COVID-19 pandemic manifested itself in a variety of ways in the activities of UNWTO during 2020. While the impact on the way UNWTO conducted its business was profound, the direct, visible and measurable impact on the financial performance for 2020 and the financial position at the end of the year was limited. Despite this, the broad trends of its impact the Organization Financial Statements are identified in the 2020 UNWTO Financial Report.
16. In conclusion, there is still some uncertainty on the financial outlook of UNWTO due to this world-wide pandemic. In order to respond to a possible severe downside scenario, the Organization may undertake the following mitigating actions to reduce costs, optimize the Organization's cash flow and preserve liquidity:
 - (a) closely monitor the Members' current year and arrears assessed contributions receipts and restricting expenditures to available and expected cash resources;
 - (b) manage liquidity risk on Members contributions receivables using the Working Capital Fund if required;
 - (c) delay donor-based projects until the respective cash resources to meet expenditures have been received; and
 - (d) keep Members informed on the programme and financial situation and of plans being considered to scale back the operations of the Regular Budget.
17. Having regard to the above, UNWTO expects to continue to successfully manage the operational and financial fallout from the effects of the pandemic.

After-service employee benefits liabilities

18. The correlation between the net assets of the Organization and the after-service employee benefits liabilities and the significant impact of the after-service employee benefits (ASEB) liabilities on the net assets is shown in the report. At 31 December 2020, net assets/equity of the Organization amounts to EUR 9,278,621 and after-service employee benefits liability to EUR 33,380,254.
19. UNWTO presented a strategy to fund ASEB liabilities (UNWTO ASEB liabilities funding strategy) to the 110th Executive Council through document CE/110/4(d) (UNWTO Financial Report and Audited Financial Statements for the Year Ended 31 December 2018) which was approved by decision CE/DEC/4(CX) 4(c).
20. The UNWTO ASEB liabilities funding strategy requires the calculation of a payroll charge by a professional firm of actuaries to cover the annual ASEB expected costs and progressively reduce the ASEB funding gap. At the time of writing of this report, the Secretariat is working with its actuaries and will present details of the required payroll charge percentage to future sessions of the governing bodies for approval and subsequent incorporation in Regular Budget proposals and projects other than RB ones. Pending the introduction of a payroll charge, UNWTO will continue to apply an annual separate appropriation in the Regular Budget to cover, at a minimum, the ASEB on a pay-as-you-go basis and ideally should be similar to most updated service costs calculated by the professional actuary at the time of preparing the budget.

UNWTO Financial Statements for the year ended 31 December 2020 and Audit opinion

21. UNWTO has prepared its 2020 Financial Statements in accordance with IPSAS. By adopting and implementing IPSAS in 2014 and consolidating its implementation in the following years, UNWTO has enhanced its ability to produce relevant and useful financial information, its transparency and visibility using internationally recognized accounting standards. This increase in the quality, consistency, and credibility of financial reporting leads to increased confidence of Member States and donors as to the accountability of the Organization and is a major achievement for an organization of the size of UNWTO.
22. The Financial Statements consist of: i) a statement of financial position, ii) a statement of financial performance, iii) a statement of changes in net assets/equity, iv) a cash flow

statement, v) a comparison of budget and actual amounts – Regular Budget, and vi) notes to the Financial Statements. The Financial Statements also present information on the separately identifiable business segments, namely: a) the Programme of Work Services and, b) Other Services.

23. The External Auditor (Spain) has issued an unqualified (positive) opinion on the UNWTO Financial Statements for the year ended 2020. As expressed in the External Auditor's opinion the UNWTO Financial Statements "present, in all material respects, a true image of the net assets and financial situation of the UNWTO as at 31 December 2020, as well as of its performance and cash flows corresponding to financial year ended on such date, in conformity with the applicable regulatory framework for financial reporting (identified in note 2 of the Financial Statements), and in particular, with the accounting principles and criteria contained therein".

III. UNWTO Financial Report for the period ended 30 June 2021

A. Regular Budget Plan of income and expenditure for 2021 and Budgetary result at 30 June 2021

Introduction

24. The UNWTO Regular Budget (RB) is financed from assessed contributions from Members² and budgetary allocations. The Regular Budget of the Organization covering the two-year budget period 2020-2021 (A/23/5(b) rev.1) was approved by the General Assembly (A/RES/715(XXIII)) at EUR 30,096,000 broken down by the 2020 and 2021 annual budgets which amounted to EUR 14,899,000 and EUR 15,197,000 respectively.
25. The structure of the 2020-2021 budget approved by the General Assembly has evolved since 31 March 2021 to 30 June 2021. The main changes since its last proposal of structure update at 31 March 2021 (A/24/5(b)) referred to a staff post movement among parts and sections including to and from the section Staff vacancies & ASEB (after-service employee benefits) provisions. This change has resulted in the redeployment of appropriations amongst parts and sections within the approved resources.
26. Annex A.1, "2021 approved and revised appropriations-Regular Budget", shows the proposed 2021 Regular Budget appropriations as per A/24/5(b) at 31 March 2021 and the revised Regular Budget appropriations for 2021 in line with the Secretary-General's proposal of structure modification at 30 June 2021. Irrespective of these structural changes, the RB envelope of the Organization for 2021 remains unchanged at EUR 15,197,000.
27. Annex A.2 establishes a comparison between: (a) the approved income and appropriations for the year 2021 (approved income/original budget column), (b) an estimate of income receivable and consistent expenditure limits for the year 2021 as at 30 June 2021 (plan of income and expenditure column), and (c) the budgetary cash balance at 30 June 2021 based on cash received to date and actual expenditures to date and commitments to 31 December 2021 (budgetary cash balance column).

Plan of income and expenditure of the Regular Budget for 2021

28. In accordance with UNWTO Detailed Financial Rule (DFR) III.4, in line with the practice in previous years, the Secretary-General prepares a plan of income and expenditure in light of: (a) the approved budget and forecast income, (b) the experience of previous financial years, (c) the recommendation of the General Assembly at its 23rd session that care be taken to ensure that the programme of work and budget is executed according to the amounts collected (A/RES/715(XXIII)) and (d) the UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020 (Annex II of this document) Special note on the COVID-19 coronavirus pandemic outlining that there are still some uncertainty on the financial outlook of UNWTO due to the COVID-19 world-wide pandemic and the Secretary-General's commitment to restrict expenditures to available and expected cash resources. The plan of income and expenditure shows the forecast of budgetary income receivable, the proposed level of budgetary expenditure and the forecast of budgetary result for the financial year 2021.
29. This section shows the plan of income and expenditure prepared by the Secretary-General at 30 June 2021.

Planned budgetary income

30. Budgetary income from contributions assessed from Full, Associate and Affiliate Members to be received in the current financial year has been estimated at EUR 10,859,000, i.e., 76 per cent of total assessed contributions budgeted. This estimate is based on the average percentage of contributions received in the previous years (79% in 2020, 81% in 2019, 80% in 2018, 84% in 2017 and 85% in 2016), on the average percentage of contributions received in the past five and ten years (83% and 85% respectively), on the variation of

² Entity, basis and presentation differences between the Regular Budget and accounting bases are shown in the UNWTO financial report for the year ended 31 December 2020 (A/24/5(b) Part II).

collection of assessed contributions in the years 2019/2018 (5.4%), 2018/2017 (-1.8%) and 2017/2016 (-2.3%) and on and in the still uncertain financial outlook for 2021 due to the COVID-19, brought up to date using information on income actually received as of 30 June 2021.

31. The level of contribution receipts from Full, Associate and Affiliate Members at 30 June 2021 (EUR 9,539,692) represents 88% of the estimate plan of income. This percentage is higher than in 2020, 2019 and 2017 (85%, 86% and 85% respectively), lower than in 2018 (92%), and above the average level of collection of the past five years (2016-2020) at 30 June (i.e., EUR 9,494,292).
32. The budgetary allocations from prior years RB budgetary cash balance, the Publications store accumulated surplus and the Project Reserve Fund (PRF) (pool) balance have been maintained at the level approved by the General Assembly (A/RES/715(XXIII)) (EUR 537,018, EUR 200,000 and EUR 103,570 respectively), so the budgetary income estimated for the financial year and its implementation stand at 100%.
33. As for budgetary income from arrear contributions, it has been estimated that an amount of around EUR 1,300,000 will be received during 2021 based on the average level of collection of the period 2011-2020 (1,577,685.41) and 2016-2020 (EUR 1,752,234.85) at year-end taking into account that 2018 and 2019 arrears collection (EUR 2,770,676 and EUR 2,260,231 at 31 December 2019 and 2018 respectively) was significantly above the average of previous and subsequent years due to the management of the Secretary-General and also taking into account the still uncertain financial outlook for 2021 due to the world-wide pandemic, brought up to date using information on income actually received as of 30 June 2021.
34. The amount of arrears collected to 30 June 2021 (EUR 802,082) represents 62% of the estimated income. This amount is below the average level of collection of the past five years (2016-2020) (i.e., EUR 1,136,194) at the same date. Despite the Secretariat's best efforts and the good intentions of the Members with arrears, some Members are not yet in a position to make a firm commitment to repay their contribution arrears or to adopt a suitable payment plan. The Secretariat will persist in its policy of encouraging those Members that are in arrears with their contributions to present proposals for the payment of their arrears at least in instalments.
35. All in all, budgetary income for the year 2021 has been estimated at EUR 13,000,000. The income received to date represents 86% of the estimated plan of income which is a similar than in 2020 and 2019 (85% and 86% respectively), lower than that in 2018 (92%) and higher than in 2017 (80%)..
36. In order to meet the proposed plan of income, the Secretary-General will continue making a proactive approach to the Members to encourage them to settle their current year and arrears contributions in order to avoid hampering the execution of the Organization programme of work and the Organization's commitment to focus on the effective implementation of its programmatic activities and strategic objectives dealing with the unprecedented situation resulting from the impact of COVID-19 on the tourism sector.

Planned budgetary expenditure and budgetary difference

37. Budgetary expenditures in this financial year have been planned to be EUR 13,000,000 which amounts to 86% of the approved appropriations (85% and 89% in 2020 and 2019 at 30 June respectively).
38. The budgetary expenditure to date represents 99% of the estimated plan of expenditure for the current year, a higher percentage than in 2020 and 2019 (92% in both years) and in 2018 and 2017 (95% in both years) at same date. For non-staff costs, the implementation level stays at 96% at 30 June 202, a percentage that is higher than that in 2020, 2019, 2018 and 2017 (74% in 2020, 76% in 2019, 82% in 2018 and 84% in 2017) at the same date. As for staff costs, the implementation level amounts to 100% at 30 June 2021, a percentage that is in line than the one in the period 2020-2017 (99% in 2019 and 100% in the rest of the years). It should be noted that budgetary expenditures to date include budgetary and legal commitments up to the end of the year. Annex A.3 shows staff cost

information by virtue of Article 16 of the "Agreement between the United Nations and the World Tourism Organization" adopted on 23 December 2003.

39. In order to meet the proposed plan of expenditure, the Secretary-General has adopted temporary measures for staff and non-staff costs to maintain expenditures at a level of 84% and 90% respectively over the approved budget.
40. Through these adjustments, the planned budgetary income and expenditure for the financial year are expected to be in balance. Therefore, as of 30 June 2021, the overall RB plan of income and expenditure for 2021 established by the Secretary-General, as shown in Annex I.A.2, is updated from the previous RB income and expenditure plan for 2021 at 31 March 2021 (AG/24/5(b) Part III) and presented for Members' consideration.
41. The Secretary-General will closely monitor the RB plan of income and expenditure for 2021. Members will be kept informed of any possible severe downside scenario impacting the operations of the Regular Budget and mitigating actions which may be taken to reduce costs.

Budgetary result of the Regular Budget at 30 June 2021

42. This section analyses the status of the budgetary result (cash balance) of the Regular Budget at 30 June 2021 based on cash received to date and actual expenditures to date and commitments to 31 December 2021.

Budgetary income (cash-in)

43. The total budgetary income received (cash-in) amounts to EUR 11,182,361 including the Members' arrears received during the period ended 30 June 2021 and budgetary allocations from accumulated surplus approved by the GA. The income received to date represents 74% of the approved budgetary income (72% in 2020, 79% in 2019 and 84% in 2018 and 80% in 2017).
44. The level of contribution receipts for the current year from Full, Associate and Affiliate Members amounts to EUR 9,539,692 which represents 68% of the assessed contributions receivable of this year (i.e., EUR 14,078,736), a percentage higher than in 2020 (63%) and 2019 (67%) but lower than in the previous years 2018-2016 (72%, 76%, 77% at 30 June 2018, 2017 and 2016 respectively), partly explained by the fact that, out of the challenging budgeted amount of Affiliate Members contributions (EUR 1,035,000), the amount of EUR 760,643 was invoiced.
45. Arrear contributions received to date (EUR 802,082) are below those received at 30 June 2020, 2019, 2018 and 2016 (EUR 1,041,201, EUR 1,591,846, EUR 1,615,038 and EUR 810,325 respectively) but higher than those received in 2017 at 30 June (EUR 622,561).
46. Budgetary allocations from accumulated surplus approved by the GA (EUR 840,587) represent a 6% over total budget.

Budgetary expenditure

47. The budgetary expenditure amounts to EUR 12,839,712 which includes accrued expenses and reconciling items up to 30 June 2021 (EUR 6,098,963) and commitments up to 31 December 2021 (EUR 8,520,170). For non-staff costs, budgetary and legal commitments up to 31 December 2021 amount to 54% (52% in both years 2020 and 2019) and accrued expenses and reconciling items up to 30 June 2021 to 46% (48% in both years 2020 and 2019). As for staff costs, the amount paid in the form of salaries and allowances during the first six months of the year amounts to EUR 4,319,542, an amount higher than those of the previous three years (i.e., EUR 4,180,776 in 2020, EUR 3,988,966 in 2019 and EUR 4,006,373 in 2018) representing 48%, and budgetary commitments up to 31 December 2021 represent 52%, same percentage than in 2020 and in line as in 2019 and 2018 (46% and 47% respectively), after the measures taken by the Secretary-General.
48. At 30 June 2021 accrued travel expenses amounted to EUR 189,980 (EUR 127,600 at 30 June 2020, EUR 590,616 in 2019 and EUR 691,587 in 2018 at same date) representing

an increase of 33% over the previous year at the same date (a decrease of -211% over 2019 and -264% over 2018) broken down by non-donated travel (30% over 2020, -121% over 2019 and -211% over 2018) and donated travel (38% over 2020, -363% over 2019 and -354% over 2018).

Budgetary result (cash balance)

49. At 30 June 2021, the budgetary cash balance (total budgetary income received (cash-in) less budgetary expenditure) may result in a cash deficit of EUR -1,657,350.57 (EUR -925,117 in 2020, EUR -380,448 in 2019, EUR 105,695 in 2018 and EUR -2,014,754 in 2017).
50. The budgetary cash balance is dependent on the timing of the payment of assessed contributions by Members. The Organization's ability to meet its short-term obligations and comply with the programme of work could be impacted if delays are encountered in the collection of Members' contributions. Paragraph 12 of the Financing Rules attached to the Statutes stipulates: "The Members of the Organization shall pay their contribution in the first month of the financial year for which it is due..."

B. Provisional interim Financial Statements for the period ended 30 June 2021

51. In accordance with UNWTO Financial Regulation (FR) 14.7, the Secretary-General submits an interim financial statement to the Executive Council. Annex B.1 to this document include the provisional interim unaudited UNWTO Statement of Financial Position at 30 June 2021 and UNWTO Statement Financial Performance for the period ended 30 June 2021.

C. Financial performance and position highlights for the period ended 30 June 2021

52. This section includes other relevant financial information for the period ended 30 June 2021.

Assessed contributions

53. Assessed contributions due to the General Fund amounts to EUR 23,004,637 at 30 June 2021 (EUR 22,150,744 at 30 June 2020). Annex C.1 contains the "Statement of contributions due by Members at 30 June 2021" and Annex C.2 shows "Arrear contributions received from Members for the period ended 30 June 2021".

Reserve and other GF projects

54. Annex C.3 shows the reserves, other RB projects and non-RB projects within the General Fund movements for the period ended 30 June 2021.
55. The Secretary-General proposes, as already authorized by the EC Chair and subject to subsequent confirmation by the Programme and Budget Committee and the Executive Council, the following:
 - (1) Replacement Reserve project - Headquarters (HQ) infrastructure improvement. The Secretary-General proposes to allocate the amount of EUR 200,000 within the Replacement Reserve to a new project on Headquarters (HQ) infrastructure improvement as already authorized by the EC Chair and subject to subsequent confirmation by the Programme and Budget Committee and the Executive Council;
 - (2) Replacement Reserve project – ICTC infrastructure. The Secretary-General proposes to use EUR 144,000 out of this project³ to a cloud-based Human Resources digitalization solution as already authorized by the EC Chair and subject to subsequent confirmation by the Programme and Budget Committee and the Executive Council;

³ The Replacement Reserve project – ICTC infrastructure was established by CE/DEC/6(LXXXVIII) in document CE/88/5(b)

- (3) Replacement Reserve project – IPSAS/Athena. The Secretary-General proposes to continue with some enhancements of the tailor-made IT Financial management information system (project post-phase: Athena II and subsequent plans⁴/phase 1) based on Oracle using an estimate amount of around EUR 200,000 out of this project⁵ as already authorized by the EC Chair and subject to subsequent confirmation by the Programme and Budget Committee and the Executive Council and following this project progress reports as reported to previous sessions of the EC and AG⁶. Annex C.4 shows main proposed enhancements.

Voluntary and miscellaneous projects contributions received and in-kind contributions

56. Total voluntary contributions received (cash-in) for the period to 30 June 2021 amount to EUR 6,436,444 (a higher amount compared to the voluntary contributions received for the same period in 2020-2017 (EUR 872,702 in 2020, EUR 875,691 in 2019, EUR 750,687 in 2018 and EUR 901,220 in 2017). This is mainly due to the 2021 contribution received from Saudi Arabia for the UNWTO Regional Support Office of the Middle East. Annex C.3 “Voluntary and miscellaneous projects contributions receipts for the period ended 30 June 2021” shows a list of voluntary and miscellaneous contributions received (cash-in) by project.
57. The Organization also receives in-kind contributions in the form of travel and use of conference facilities. For the period to 30 June 2021 these donations amount to 728,398 (EUR 793,299 in 2020, EUR 1,166,454 in 2019, EUR 1,036,285 in 2018 and EUR 764,964 in 2017). Annex C.4 “In-kind donations for the period ended 30 June 2021” shows a list of in-kind contributions received per type and by donor.

Initiative and Project support costs project balances

58. Annex C.5 shows the PSC (Project Support Cost) and PRF (project reserve funds or initiative projects) projects movements for the period ended 30 June 2021. PRF groups unused balances on completion of voluntary contributions projects which remain at UNWTO for aims of the Organization following stipulations of the agreement or subsequent agreement with the donor (CE/DEC/8(CIV) of document CE/104/7(a) rev.1). The variable indirect costs recovered from voluntary contributions are grouped under the Project Support Cost (PSC) project to support services which cannot be traced unequivocally to voluntary contributions, typically administrative units’ services.

Projects with UNWTO and donors contributions

59. Annex C.8 shows Projects with UNWTO and donors contributions for the period ended 30 June 2021.

D. Considerations related to charging an interim ASEB charge to non-Regular Budget projects

60. The twenty-third session of the UNWTO General Assembly approved through resolution A/RES/718(XXIII) (document A/23/6 paragraph 26) financing staff posts on projects using extra-budgetary funds, i.e., projects other than the Regular Budget (RB) ones, with such staff posts being outside the approved 106 posts which fall within the scope of the Regular Budget.
61. Voluntary contributions are given by donors and other non-RB projects are available for a specific period of time and, those project-specific funds may no longer be available when

⁴ The UNWTO project for IPSAS implementation comprises three distinct phases: pre, main and post phase (CE/88/5(a)). The post-phase (from end of 2014 onwards) includes mainly the enhancement the UNWTO financial management information system (Athena II and subsequent plans).

⁵ The Replacement Reserve project – IPSAS/Athena was established by CE/DEC/7(LXXXV) in document CE/85/5b).

⁶ The progress reports of the project submitted to the EC and the GA are the following broken down by years: 2007 (CBF/48/2), 2009 (CBF/50/1), 2010 (CE/88/5(a)), 2011 (CE/90/5(a) add.1), 2012 (CE/93/5(b) Add.1), 2013 (CE/95/3(II)(a) Add.1), 2014 (CE/98/3(II)(b) Add.1, CE/99/5(c)), 2015 (CE/100/5(a) Add.1 and A/21/8(II)(b) Add.1), 2016 (CE/103/7(b) Add.1), 2017 (A/22/10(III)(b)) and 2018 (CE/109/3(b)ii rev.1)

staff who were funded by such projects retire. As such, the cost of future ASEB benefits that are earned by staff members while funded by voluntary contributions or other non-RB projects must be accrued during the life of the project itself. Otherwise, the General Fund would ultimately have to fund the liabilities as they are disbursed.

62. Therefore, it is recommended that UNWTO begin, from 1 June 2021, to charge other non-RB projects with 10 per cent of regular staff costs (interim non-RB projects ASEB payroll charge) charged to non-Regular Budget projects, to be set aside earmarked for ASEB purposes and to be utilized to meet disbursements related to ASEB in the future.
63. Annex III.D.1 shows considerations related to charging an interim ASEB charge to non-Regular Budget projects for the Members' approval.

IV. Draft Regular Budget for the period 2022-2023

Introduction

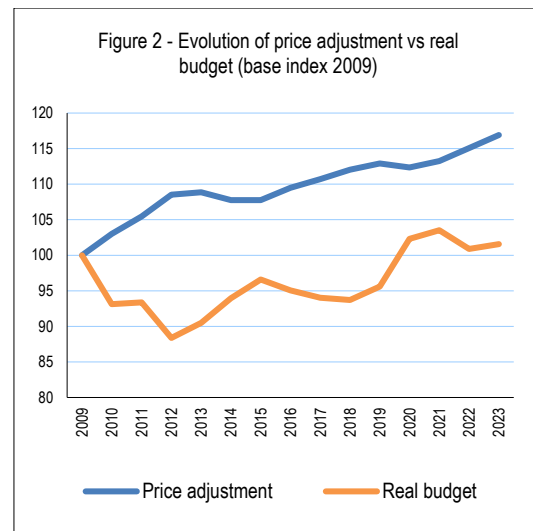
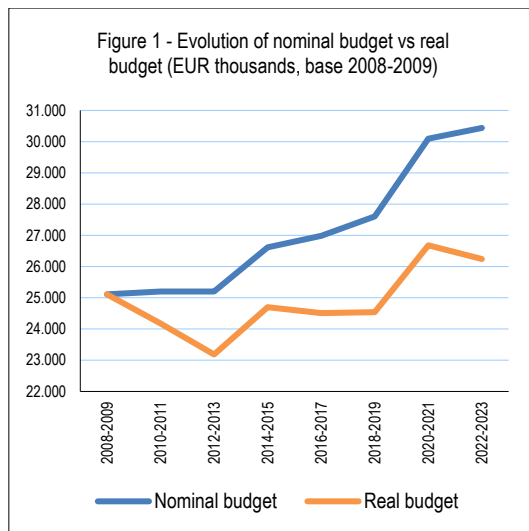
64. The proposed 2022-2023 Regular Budget (RB), the budget, is based on having a 0% increase in the Members' contributions for 2022 over their 2021 contributions and a 0% increase in the 2023 contributions over 2022. It is important to note that, in real terms, the 2023 proposed budget is only some 1.6% higher than the one approved for 2009 even when the additional budgetary income allocations for the 2022 and 2023 biennium proposed by the Secretary-General are taken into account. The following clarifications and budget tables explain the relevant parameters of this proposed budget envelope.
65. The proposed Regular Budget to implement the proposed Programme of Work (A/24/5(a)) is achievable taking into account increased efficiencies by the Secretariat and increased reliance on technical and financial cooperation with external parties.
66. The Budget of the organization only includes Regular Budget projects within the General Fund. Other Projects within the General Fund or Other Funds (Voluntary Contributions Funds and Fund In Trust) will be added to the Organization's output and reinforce the resources and thus the activities of the Organization, especially in respect of technical cooperation.

Revised budget 2020-2021

67. The General Assembly at its 23rd session in Saint Petersburg, Russia, approved the Programme of Work (A/23/5(a) rev.2) approved by resolution A/RES/714(XXIII)) for the period 2020-2021 and the Regular Budget of the Organization for the period 2020-2021 (A/23/5(b) rev.1 approved by resolution A/RES/715(XXIII)). The Programme of Work was presented in accordance with the standard description for that document, around four strategic objectives: (1) Position tourism as a policy priority, (2) Lead in knowledge creation and policy, (3) Build better value for Members and expand membership and, (4) Increase resources and strengthen UNWTO's capacity through partnerships. The programme-based budget was classified in accordance to four major parts: (1) Regional, (2) Operational, (3) Direct Support and, (4) Indirect Support.
68. The budget envelope for the 2020-2021 biennium (A/23/5(b) rev.1) is EUR 30,096,000, representing a nominal increase of 9% over the 2018-2019 budget envelope.
69. The structure of the 2020-2021 budget approved by the General Assembly has evolved since its approval in 2019 and up to 31 December 2020 for 2020 budget appropriations (see part II of this document) and up to 31 March 2021 for 2021 budget appropriations (see part III of this document). The main changes referred to:
 - (a) movements of staff posts among sections including to and from section Staff vacancies & ASEB (after-service employee benefits) provisions under which staff vacancies are grouped;
 - (b) grouping of areas of work from different sections and renames: the Education and Training activity being added to the Innovation, Investments and Digital Transformation section renamed as Innovation, Education and Investments section.
70. These changes in the 2020 and 2021 budget structure were approved by the 112th and 113th sessions of the Executive Council (CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b)) and the Secretary-General's proposals of structure modification (part II of this document for 2020 and part III of this document for 2021) which have resulted in the redeployment of appropriations amongst sections. These changes have been made within approved resources.
71. Annex IV.1, "2020-2021 Budget as approved by the 23rd General Assembly (A/RES/715(XXIII))", shows the originally approved 2020-2021 budget and Annex IV.2, "2020-2021 Approved, revised proposed and adapted to current structure appropriations", presents the revised budget for 2020-2021 in line with the updated Programme of Work structure: i) for 2020 appropriations: 31 December 2020 (part II of this document) adapted

to 2021 budget structure at 31 March 2021 for comparison purposes and, ii) for 2021 appropriations: of 31 March 2021 (part III of this document). Irrespective of these structural changes, the budget envelope of the Organization for 2020-2021 remains unchanged at EUR 30,096,000.

2022-2023 Budget envelope

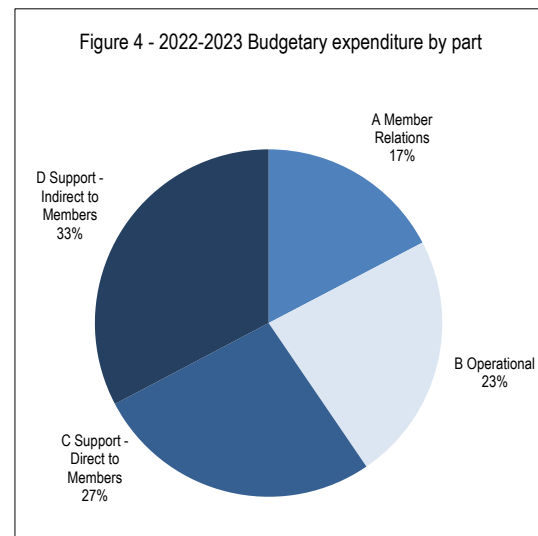
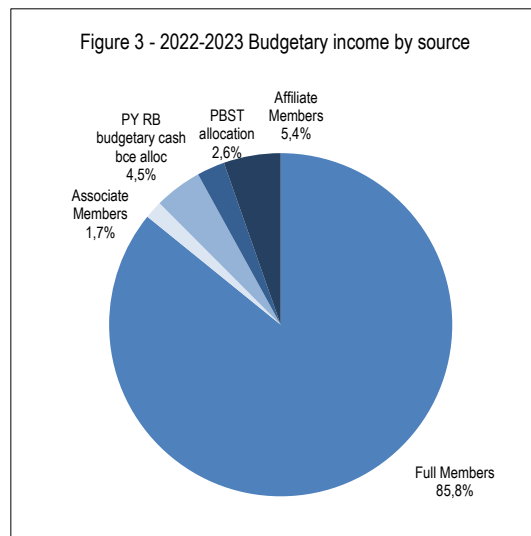


72. The 18th, 19th, 21st and 23rd General Assembly sessions approved the budgets for 2010-2011 (A/RES/572(XVIII)), 2012-2013 (A/RES/603(XIX)), 2016-2017 (A/RES/651(XXI)) and 2020-2021 (A/RES/715(XXIII)) which represented zero nominal growth in Members' contributions. The 20th and 22nd General Assembly sessions approved a budget for 2014-2015 (A/RES/619(XX)) and for 2018-2019 (A/RES/688(XXII)) which absorbed a 5.6% and 2.3% increase as accumulated price adjustment respectively. Annex IV.3 shows the budget envelope evolution since biennium 2008-2009 in nominal and real terms. As can be seen from these budgets, the Secretary-General has embarked on significant restructuring efforts, aimed largely at reducing costs and enhancing efficiency within the budget envelope for the last nine years.
73. As a result of the application of this policy since 2010 and taking into account the budget increases in the biennia 2014-2015 and 2018-2019, the budgets of the Organization from 2009 and up to 2023 have experienced an accumulated gain of purchasing power of only some 1.6% due to inflation. Price adjustment expectations for the years 2021-2022-2023 in Spain have been prudently estimated by the Secretary-General at around 0.8% for 2021 and 1.6% annually for both 2022 and 2023. In the case that no additional allocations as proposed by the Secretary-General were approved as additional budgetary income resources for the 2022-2023 biennial budget, the purchasing power would experience a loss of around 4% up to 2023. This would represent a negative real growth in the resources of the Organization of some 4% compared to the budget approved for 2009.
74. The non-approval of the proposed additional budgetary income allocations is seen as significantly detrimental to the capacity of the Organization to manage and implement the mandate embedded in this document including new areas of work. The negative impact is more pronounced given the relatively small size of the Secretariat and the requirements imposed by the United Nations family of organizations to its members. Annex IV.4 on price and statutory costs adjustments, provides the evolution of price adjustment for Spain compared to approved/proposed budgets.
75. In this context, the Secretary-General proposes to maintain Members' contributions for 2022 by 0% over the 2021 level and for 2023 by 0% over the 2022 level. The non-increase of Members' contributions has been partly compensated by the additional budgetary income allocations proposed by the Secretary-General. These additional allocations would partly mitigate the inflation increases in recent years to some extent for the Organization in the period 2009-2023. It is worth mentioning that if additional allocations would not be available for increasing the budgetary income of the Regular Budget of the Organization in forthcoming biennia, a proportional increase in the Members' contributions would be

needed to execute the Programme of Work of the Organization at a similar level than the one of the current biennia.

76. Therefore, it is proposed that in 2022 the individual contributions of Members will increase by 0% compared to the 2021 Members' assessed contributions, unless they are subject to increases or reductions of up to 7.5% annually for changing group. Likewise, for 2023 it is proposed that Members' contributions will increase by 0% compared to the 2022 Members' assessed contributions unless they are subject to increases or reductions of up to 7.5% annually for changing group.
77. The budget for 2022 and 2023 has to be adjusted in its categories of expenditure including staff costs as they are determined by the International Civil Service Commission (ICSC) and updated by the United Nations General Assembly.

Income budget



78. The Organization's RB budgetary income is budgeted on account of assessed contributions (Full, Associate and Affiliate Members) and an allocation of prior years' cash-basis accumulated surplus of publication sales. For the biennia 2022-2023 other allocations are also budgeted as budgetary income.
79. Annex IV.5, "2022-2023 Proposed income and expenditure budget compared with 2020-2021 budget", presents the budgetary income and expenditure approved for 2020-2021 and proposed for 2022-2023. As required under UNWTO Detailed Financial Rule (DFR) III.7, this table presents the budget by parts, financial year and financial period. Additional budget tables in this document are provided for information purposes as required by UNWTO Financial Regulations 4.3 and 4.4.
80. Contributions for Full and Associate Members are assessed in accordance to the proposed scale for 2022 and 2023 as shown in Annex IV.6, Contributions of the Full, Associate and Affiliate Members. Contributions for 2021 are also included in the scale for ease of comparison. The proposed scale of contributions is calculated following Annex II of the UNWTO Financial Regulations (FR) on the Formula for fixing the contributions of Member States.
81. Contributions for Affiliate Members are assessed using the average number of members based on past experience. CE/DEC/8(CV) para. 6. The Executive Council's decision on a fee deduction for specific Affiliate Members (Tedqual members) as outlined in document CE/95/6(c) (CE/DEC/20(XCV)) has also been taken into account.
82. Allocation from Publications store prior years' cash-basis accumulated surplus is proposed at a total of EUR 800,000. This allocation is based on: i) the 2019 publication store (PBST) allocation of EUR 144,000 returned to accumulated surplus as per CE/DEC/6(CXII) of document CE/112/3(d) rev.1, ii) the 2020 publication store (PBST) allocation of EUR 200,000 proposed by the Secretary-General to return accumulated surplus as presented

in the Financial Report and Audited Financial Statements for the year ended 31 December 2020 (part II of this document), and iii) a remaining amount, slightly higher than the total budgeted amounts in 2020-2021 from this income source, following a steady pace in sales of publications.

83. Additionally, the Secretary-General proposes to use as budgetary income resources the allocation from 2020 RB budgetary cash balance amounting to EUR 1,363,733 (EUR 581,866.49 and EUR 781,866.49 in 2022 and 2023 respectively) as proposed by the Secretary-General in the Financial Report and Audited Financial Statements for the year ended 31 December 2020 (part II of this document).

Expenditure budget

84. The 2022-2023 budget structure maintains the revised and proposed 2020-2021 budget structure at 31 March 2021 as explained above except for staff positions moved to and from the "ASEB provisions and staff vacancies section" in the 2020-2021 budget structure from and to other sections in the 2022-2023 budget structure.
85. Annex IV.7, "2022-2023 Proposed appropriations and 2020-2021 approved appropriations, revised, proposed and adapted to current structure appropriations - Analysis of changes by parts and sections", shows the proposed budget for 2022-2023 as compared to the approved budget for 2020-2021 adapted to the proposed structure at 31 March 2021 for comparison purposes and its total variation. As in previous biennia, expenditures are kept in balance with budgeted income, hence avoiding the Organization having to incur a deficit or unused resources. Concerning price changes, the average inter-biennial adjusted salary growth adopted (i.e., -0.18% per year, for two years), results in a combined price change of -0.37%. Volume changes in staff costs internalize the new structure of the Organization's management and the vacancy rate which needs to be embedded in the budgetary estimates (approx. 8%).
86. After-service employee benefits (ASEB) provisions are mainly based on expected annual disbursements (pay-as-you-go (PAYG) approach) and service costs of after-service employee benefits expenses for after-service health insurance (ASHI) and other after-service benefits. Detailed information on after-service employee benefits liabilities shown under UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020 (part II of this document). The level of the 2021 ASEB provision is maintained during the years 2022 and 2023.
87. Annex IV.8, "2022-2023 Draft budget - Summary of proposals", shows the budget for each year 2022 and 2023 by part and section.

V. Election of the External Auditor for 2022-2023

88. Article 26 of the Statutes and Financial Regulation (FR) 15 stipulate that two External Auditors shall be elected for a two-year (renewable) term of office: "The Assembly shall elect from among its Full Members, on the recommendation of the Council, two External Auditors to audit the accounts of the Organization."
89. However, based on the rationale provided in document A/21/8(II)(e), the twenty-first session of the General Assembly in resolution A/RES/661(XXI), elected for the first time in the history of UNWTO a single External Auditor for the period 2016-2017 for the external audit of the UNWTO Financial Statements for the years ended 31 December 2015 and 2016.
90. In the said resolution the General Assembly requested the Secretary-General to prepare an amendment to Article 26 of the Statutes and other statutory documents of the Organization to reduce to one the number of External Auditors and to submit it to the twenty-second session of the General Assembly for approval.
91. The twenty-second session of the General Assembly adopted the amendments to the Statutes, the Financing Rules, the Financial Regulations and the Detailed Financial Rules presented by the Secretary-General to reduce the number of External Auditors to one (A/RES/696 (XXII)). The Assembly, having noted that such amendments will only come into force on the date of entry into force of the amendment to the Statutes and its Financing Rules, decided nevertheless to elect a single External Auditor (Spain) for the period 2018-2019 for the external audit of the UNWTO Financial Statements for the years ended 31 December 2017 and 2018 (A/RES/693(XXII)).
92. In line with resolution A/RES/693(XXII), the twenty-third session of the General Assembly elected as well a single External Auditor (Spain) for the period 2020-2021 for the external audit of the UNWTO Financial Statements for the years ended 31 December 2019 and 2020 (A/RES/715(XXIII)).
93. While the amendments to the Statutes and other rules of the Organization as adopted under resolution 696(XXII) have not yet entered into force, the Assembly may wish to consider continuing with the established practice of electing a single External Auditor for the period 2022-2023.

Procedure

94. In accordance with the procedure established, any Member State of the Organization wishing to present its candidature to the post of External Auditor of the UNWTO for the period 2022-2023, for the external audit of the UNWTO Financial Statements for the years ended 31 December 2021 and 2022, may do so by written notice addressed to the Secretary-General.
95. The deadline for submission of candidatures will remain open until the corresponding agenda item is discussed by the General Assembly.
96. In accordance with the established practice, once elected by the General Assembly, the Member entrusted with the external auditing of the Organization's Financial Statements will be required to propose for this function a person or persons who are nationals of the Member State and who perform the function of controlling public accounts in their home country. The proposed person/s will be prompt communicated to the Secretariat.

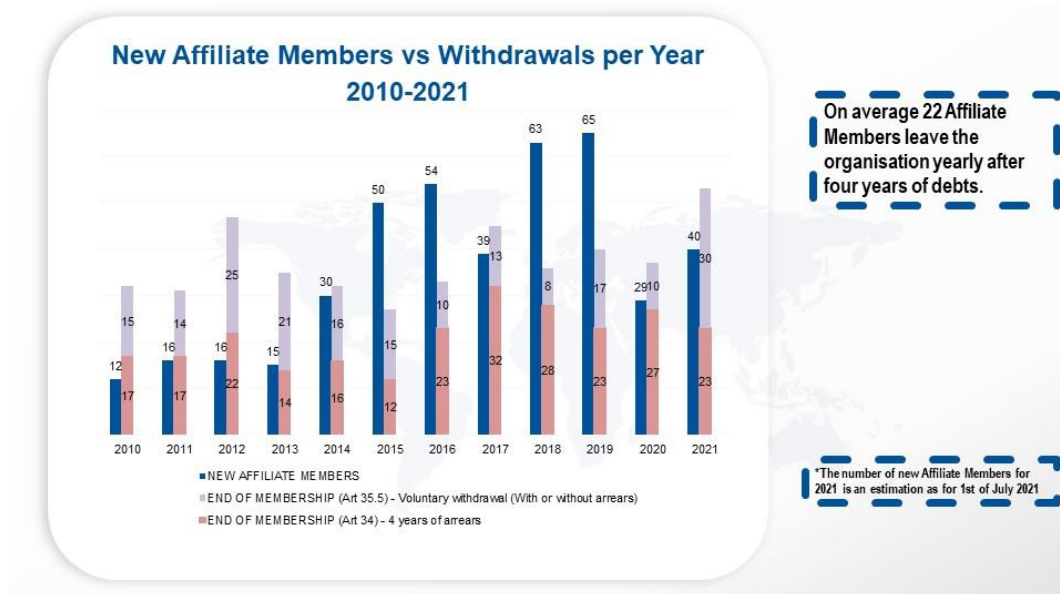
VI. Amendment to the Detailed Financial Rule IV.2

Introduction

97. Through decision 4(CXII) the Executive Council approved the proposal of the Secretary-General and established a Working Group for the Reform of the UNWTO Affiliate Membership Legal Framework (WG-AMLR) formed by Member States and the Chair of the

Board of Affiliate Members, which would submit to the 24th session of the General Assembly a proposal of integral reform of the UNWTO Affiliate Membership Legal Framework for approval. Please refer to A/24/17(b).

98. Some of the modifications of the current affiliate membership legal framework elaborated and adopted by the WG-AMLR refer to the eligibility criteria, admission procedure and termination of affiliate membership.
99. The Secretariat has made an in-depth analysis of the admissions of new Affiliate Members versus withdrawals during the last 10 years and found out that there is a significant number of Affiliate Members in arrears in the payment of their contributions and without intention to settle their arrears. Most of them remain as Affiliate Members for 4 years, without paying any contribution, until the termination of the membership, in accordance with the current legal basis applicable to the termination of the membership (please see the chart below).



Current regulation of the withdrawal process

100. According to the current regulations, it takes more than 4 years to terminate the membership of an affiliated entity with consistent accumulated arrears.
101. Specifically, considering the current Detailed Financial Rule IV.2, the General Assembly may decide that an Affiliate Member ceases membership when it falls under the provisions of Article 34 of the Statutes, i.e. if such a Member has accumulated contribution arrears in respect of any four financial years, which need not be consecutive.
102. Paragraph 13 of the Financial Rules annexed to the Statutes of the UNWTO indicates that a Member which is in arrears in the payment of its financial contributions for two or more years shall be deprived of the privileges enjoyed by the Members.
103. Based on the aforementioned legal provisions, the process of terminating the membership of an Affiliate Member with many years of accumulated arrears is very long and an increasing number of Affiliate Members take advantage of this situation to enjoy 4 years membership without paying any contribution.

Proposal of amendment

104. The WG-AMLR suggests adopting the necessary legal modifications to improve this situation and increase the quality of Membership, by simplifying and reducing from 4 to 2 years the duration of the process of termination of the affiliate membership of members with arrears.
105. Therefore, the WG-AMLR proposes to amend DFR IV.2 as follows:

When an Affiliate Members falls under the provisions of [~~Article 34 of the Organization's Statutes~~] paragraph 13 of the Financing Rules, the Secretary-General shall request the Affiliate Member to settle its arrears or to submit a payment plan within six months of the date of such notification, or to withdraw from the Organization. If such a Member does not comply with this request, the General Assembly, upon a proposal of the Secretary-General, may decide that it has ceased to be an Affiliate Member as from such date as the General Assembly may determine.

106. The WG-AMLR requests the Assembly to recommend the Council that it adopt the aforementioned amendment pursuant to Financial Regulation 13.1 (a).

Annex I.1: CE/DEC/4(CX) and CE/DEC/6(CXII) decisions excerpts

Excerpts of Decision CE/DEC/4(CX):

1. *Takes note with satisfaction of the unqualified opinion of the External Auditor that the UNWTO Financial Statements for the year ended 2018 present a true image of the financial position of the UNWTO as at 31 December 2018 and of its performance, its cash flows and changes in equity for the year ended 31 December 2018, in compliance with UNWTO Financial Regulations and Rules and International Public Sector Accounting Standards (IPSAS);*
2. *Thanks the Secretary-General for correcting the deficit of previous years and ensuring the sound financial stability of the Organization within one year of his mandate;*
3. *Approves and recommends the General Assembly to approve the UNWTO Financial Statements for the year ended 2018;*

Excerpts of Decision CE/DEC/6(CXII):

11. *Takes note with satisfaction of the unqualified opinion of the External Auditor that the UNWTO Financial Statements for the year ended 2019 present a true image of the financial position of the UNWTO as at 31 December 2019 and of its performance, its cash flows and changes in equity for the year ended 31 December 2019, in compliance with UNWTO Financial Regulations and Rules and International Public Sector Accounting Standards (IPSAS) and thanks the Secretary-General for this major achievement for an organization of the size of UNWTO;*
12. *Approves and recommends the General Assembly to approve the UNWTO Financial Statements for the year ended 2019;*
13. *Takes note of the Secretary-General's financial report for the year ended 31 December 2019 including the net assets/equity analysis, the list of agreements with UNWTO contribution above the threshold or the donor contribution and other information presented in the document and its annexes;*

Annex I.2: Budgetary cash balance of the Regular Budget and Working Capital Fund situation of the twenty-second financial period (2018-2019) at 31 December 2019

Budgetary cash balance of the Regular Budget and WCF advance at 31 December 2019

Euro

	2019	2018	2018-2019
Approved budget	13,994,000.00	13,609,000.00	27,603,000.00
Budgetary cash balance	1,932,644.73	2,423,634.07	4,356,278.80
<i>Budgetary income</i>	<i>11,480,537.36</i>	<i>11,083,801.06</i>	<i>22,564,338.42</i>
Assessed contributions	11,336,537.36	10,750,801.06	22,087,338.42
Amount spent from the allocations approved by the GA	144,000.00	333,000.00	477,000.00
Allocation from accumulated surplus - Publications store	144,000.00	333,000.00	477,000.00
<i>Budgetary expenditure</i>	<i>-11,808,123.32</i>	<i>-11,430,842.82</i>	<i>-23,238,966.14</i>
Cash deficit/advance made from the WCF (FR 10.2(b))	-327,585.96	-347,041.76	-674,627.72
<i>Arrear contributions receipts in the financial year</i>	<i>2,260,230.69</i>	<i>2,770,675.83</i>	<i>5,030,906.52</i>
<i>PSC transfer to WCF in the financial year ^{1, 2}</i>	<i>0.00</i>	<i>238,396.39</i>	<i>238,396.39</i>
WCF advance to the RB³	0	0	0.00

¹ CE/DEC/5(CVIX)

² CE/DEC/5(CX) of document CE/110/4(d) approved returning back to the PSC net assets the amount transferred in 2018 to WCF to cover the advance made by the WCF to the GF (EUR 238,396) in 2014 and returning from the 2018 RB budgetary cash surplus balance the 2014 pending WCF advance (EUR 238,396).

³ Annex V on Working Capital Fund available balance and advance to the Regular Budget / Budgetary cash balance of the Regular Budget and WCF advance at 31 December 2019 of the UNWTO Financial Report and audited Financial Statements for the Year Ended 31 December 2019 (document CE/112/3(d)rev.1 includes a typo on 2018 WCF advance to the RB; please refer to Annex VI on Working Capital Fund available balance and advance to the Regular Budget / Budgetary cash balance of the Regular Budget and WCF advance at 31 December 2019 of the UNWTO Financial Report and audited Financial Statements for the Year Ended 31 December 2019 (document CE/110/4(d) on the correct 2018 WCF advance to the RB, i.e. EUR 0.00).

Annex II: UNWTO Financial Report and Audited Financial Statements for the period ended 31 December 2020



UNWTO FINANCIAL REPORT AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

UNWTO Financial Report and Audited Financial Statements for the Year Ended 31 December 2020

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ISBN (printed version): 978-92-844-2286-9 | ISBN (electronic version): 978-92-844-2287-6
DOI: 10.18111/9789284422876

Published by the World Tourism Organization (UNWTO), Madrid, Spain.
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Citation: World Tourism Organization (2021), *UNWTO Financial Report and Audited Financial Statements for the Year Ended 31 December 2020*, UNWTO, Madrid, DOI: <https://doi.org/10.18111/9789284422876>.

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Financial Report of the Secretary-General for the year 2020

Introduction

1. In accordance with Financial Regulation (FR) 14.7 I have the honour to submit to the Executive Council (EC) the Financial Statements (FS) of the World Tourism Organization (UNWTO) for the year ended 31 December 2020.
2. The Financial Statements were subjected to external audit in accordance with Annex I to the Financial Regulations. The audit opinion and report of the External Auditor (EA) on the Financial Statements are submitted to the Executive Council in accordance with Financial Regulation 17.2.
3. This section, the financial report, presents the Secretary-General's discussion and analysis of UNWTO's financial position and financial and budgetary performance for the financial year ended 31 December 2020.

Special note on the COVID-19 coronavirus pandemic

4. The 2019 Financial Report and Financial Statements indicated that UNWTO's financial outlook was uncertain due to the COVID-19 coronavirus pandemic. The continued impact resulting from the pandemic on the financial performance of the UNWTO will depend on future developments, including (i) the duration and spread of the outbreak, (ii) the restrictions and advisories, (iii) the effects on the financial markets, and (iv) the effects on the global economy, all of which are highly uncertain and cannot be reliably predicted.
5. The outbreak of the COVID-19 pandemic in mid-March 2020 impacted the global economy in an unprecedented manner. Under these difficult international conditions UNWTO continued to focus on the effective implementation of its programmatic activities and strategic objectives and took immediate steps to deal with this unprecedented situation.¹ Members and donors continued to support UNWTO during this period.
6. The COVID-19 pandemic manifested itself in a variety of ways in the activities of UNWTO during 2020. While the impact on the way UNWTO conducted its business was profound, the direct, visible and measurable impact on the financial performance for 2020 and the financial position at the end of the year was limited. Furthermore, there can be no objective, exact or systematic determination of the impact of the COVID-19 pandemic on these Financial

¹ See detailed information on CE/112/3(b) rev.3 Implementation of the General Programme of Work and CE/113/3(b) Part I Implementation of the Programme of Work.

Statements as accounting and reporting systems are not intended or designed to report costs, revenues and balances based on a specific underlying cause, such as a pandemic. Despite this, the following broad trends can be identified:

- (a) No material impact can be attributable as a direct result of the pandemic in regard to the allowance for assessed and voluntary contributions receivable. Member States and donors were pro-active in paying the outstanding contributions. Voluntary contributions receipts for 2020 were lower than for 2019 which, it may be assumed, is partly attributable to the impact of the pandemic;
- (b) A number of new voluntary contributions agreements were signed during 2020 with donors for COVID-19 mitigation activities, including in certain cases reprogramming of existing ones toward COVID-19 relief activities. New voluntary contributions receivables for 2020 were slightly lower than the ones of the previous year, thus, it cannot be determined whether the pandemic reduced or increased overall new voluntary contributions;
- (c) Some projects that were under implementation have been impacted both financially and in terms of the expected completion date by physical access restrictions. A review of ongoing projects has been made and while there may be a financial impact these are not considered material or cannot be reasonably quantified;
- (d) There has been an overall decline in deposits and investment revenue caused by the lower or zero interest rates in USD and EUR deposits respectively in 2020 due, in part, to the economic situation brought about by the pandemic;
- (e) Travel expenses (non-donated and donated) decreased by 77%, from EUR 1,575,631 in 2019 to EUR 358,164 in 2020 primarily as a result of significantly reduced travel during the pandemic;
- (f) The limitations on physical movements that applied in locations where UNWTO operated resulted in a majority of staff and personnel working remotely. This sudden change to remote working was facilitated by an accelerated changeover to increased use of mobile office tools, particularly laptops;
- (g) Staff members and retirees made fewer health care cost recovery claims in 2020 than was typical in recent years. As the calculation of after-service health insurance liabilities is impacted by current health care costs, the impact of COVID-19 as a short-term factor was appropriately considered and the expert views of independent actuaries were also reflected in the assumptions applied and underpinning the 2020 liability calculations;
- (h) The long-term impact of the lessons learned from the COVID-19 pandemic are still being evaluated and it is too early to assess any impact on the carry value UNWTO assets.

7. In conclusion, there is still some uncertainty on the financial outlook of UNWTO due to this world-wide pandemic. In order to respond to a possible severe downside scenario, the Organization may undertake the following mitigating actions to reduce costs, optimize the Organization's cash flow and preserve liquidity:
 - (a) closely monitor the Members' current year and arrears assessed contributions receipts and restricting expenditures to available and expected cash resources;
 - (b) manage liquidity risk on Members contributions receivables using the Working Capital Fund if required;
 - (c) delay donor-based projects until the respective cash resources to meet expenditures have been received; and
 - (d) keep Members informed on the programme and financial situation and of plans being considered to scale back the operations of the Regular Budget.
8. Having regard to the above trends and action taken and with the continued support of its Members and donors, UNWTO expects to continue to successfully manage the operational and financial fallout from the effects of the pandemic.

Overview of the Financial Statements

9. The Financial Statements are prepared in accordance with the UNWTO Financial Regulations, UNWTO Detailed Financial Rules, the International Public Sector Accounting Standards (IPSAS),² and in line with the United Nations (UN) policy that IPSAS be used as the accounting standards by UN system organizations.
10. The basis of IPSAS is the accrual accounting concept whereby transactions are recorded and reported when they occur and not when they are paid. IPSAS-based Financial Statements ensure proper disclosure in the reporting of an organization's revenue, expense, assets, liabilities and reserves and improves decision-making, financial management and planning at management and governance levels.
11. The Financial Statements consist of:
 - (a) **A statement of financial position**
Provides information on UNWTO's assets, liabilities, accumulated surplus/deficit and reserves at year end. It gives information about the extent to which resources are available to support future operations.
 - (b) **A statement of financial performance**
Presents the net surplus or deficit for the year, the difference between revenue and expense. It provides information on the nature of about the UNWTO's programme delivery expense and the amounts and sources of revenue.

- (c) **A statement of changes in net assets/equity**
Highlights the sources of changes in the overall financial position.
 - (d) **A cash flow statement**
Provides information on UNWTO's liquidity and solvency including the sources and utilization of cash during the financial period. It explains the difference between the cash coming in and cash going out.
 - (e) **A comparison of budget and actual amounts – Regular Budget**
Highlights the extent to which approved Regular Budget (RB) resources were utilized and presents the difference between the actual budgetary expenditure and the approved budget appropriation.
 - (f) **Notes to the Financial Statements**
Assist in the understanding the Financial Statements. Notes comprise of a summary of significant accounting policies and other detailed tables and explanatory information. The notes also provide additional financial statement information and disclosures as required by IPSAS.
12. The Financial Statements also present information on the separately identifiable business segments, namely:
- (a) **The Programme of Work Services (PoWS)**
The Programme of Work Services segment, being the General Fund (GF) mainly financed from the assessed contributions of the Members, covers (i) the main operations of the Organization for which programme appropriations for the financial period are voted by the General Assembly (the Regular Budget's (RB) programme of work) and, (ii) other non-RB activities within the GF such as, publications store activities, affiliate members programme of work activities, working capital fund, other reserves and other non-RB project activities within the GF (after-service employee benefits, unbudgeted miscellaneous revenue, projects previous to 2014 and accounting adjustments).
 - (b) **Other Services (OS)**
The Other Services segment comprises the Voluntary Contributions Fund (VCF) and the Funds In Trust (FIT) and mainly relates to projects and activities financed from voluntary funding provided by donors through agreements or other legal authority. It also includes activities financed by project support costs recovery and closed projects balances.
13. The major financial reporting and disclosure aspects under IPSAS are:
- (a) All UNWTO financial transactions are reported in a single set of Financial Statements with detailed information and segment information presented in the notes.
 - (b) Revenue for assessed contributions is recognized when UNWTO has the right to receive the contribution, that is to say, at the beginning of each year. Voluntary contributions are fully recognized as revenue on the receipt of a confirmed contribution unless they contain performance conditions, which are to be met before recognition. In-kind contributions such as rent-free premises or material services such as travel or

goods are also recognized as revenue. All other revenue is recognized on an accrual basis in the period the transaction occurred.

- (c) Allowances are made where the receipt of receivables is considered doubtful.
 - (d) Expense is presented in the Financial Statements by nature of expense and is recognized when goods and services have been received.
 - (e) Inventories of a material nature such as publications are expensed on sale or distribution.
 - (f) The recognition of all employee liabilities to be paid out in future periods on an accrual basis including accumulated annual leave, end of service benefits and after-service medical liabilities determined by independent actuaries.
 - (g) Fixed and intangible assets are presented under IPSAS accounting policies.
 - (h) Recognition of the in-kind contribution of the annual lease of the Headquarters building in Madrid provided on a no-cost basis by the Government of Spain.
 - (i) Reconciliation is provided between the Statement of Financial Performance prepared on an accrual basis and the Statement of Comparison of Budget and Actual Amounts which is prepared and utilized on a modified accrual basis.
 - (j) Unspent approved budgetary provisions at year end are included in accumulated surpluses pending their utilization.
 - (k) Reserves are those specifically approved by the UNWTO governing bodies.
 - (l) Budgetary commitments do not represent liabilities unless they are payables resulting from goods or services delivered during the financial year.
 - (m) Additional disclosure is made in respect of the financial risk management of the Organization and in respect of the remuneration of the key management personnel comprising personnel at and above D2 level.
14. Several key financial definitions under IPSAS are presented below to enhance the usability and understanding of these Financial Statements:
- (a) **Assets** are resources controlled by UNWTO as a result of past events in which future economic benefits or service potentials are expected to flow to UNWTO.
 - (b) **Liabilities** are present obligations arising from past events, the settlement of which is expected to result in an outflow of resources embodying economic benefits or service potential.
 - (c) **Net assets** are the residual interest in the assets of UNWTO after deducting all its liabilities.

- (d) **Revenue** is the gross inflow of economic benefits or service potential during the reporting period when those inflows result in an increase in net assets.
 - (e) **Expenses** are decreases in economic benefits or service potential during the reporting period in the form of outflows or consumption of assets or incurrence of liabilities that result in decreases in net assets.
 - (f) **Non-exchange transactions** are those transactions for which UNWTO either receives from or gives value to another entity without directly giving or receiving approximately equal value in exchange.
 - (g) **Monetary items** are units of currency held and assets and liabilities to be received or paid in fixed or determinable amounts.
 - (h) **Surplus for the period** is the excess of all items of revenue over expense recognized in a period.
15. Under the accrual basis of accounting, revenues and expenses are recognized in the Financial Statements in the period to which they relate. The excess of revenues over expenses results in a surplus which is carried forward to the accumulated surplus. These accumulated surpluses represent the unexpended portion of contributions to be utilized, as authorized, in requirements of the Organization.
 16. Most transactions in the public sector are non-exchange transactions which means that revenues received do not provide equal value in return while the services provided do not receive equal value in return. The focus of IPSAS is the financial position, which is evidenced by the recognition of assets, when there is sufficient control, and of liabilities, when the criteria to recognize liabilities exist.

Aims, membership and strategic objectives of UNWTO

17. UNWTO's aims, as summarized in Article 3.1 of its Statutes, are "the promotion and development of tourism with a view to contributing to economic development, international understanding, peace, prosperity, and universal respect for, and observance of, human rights and fundamental freedoms for all without distinction as to race, sex, language or religion".
18. At 31 December 2020, UNWTO's membership includes 159 countries, 6 Associate Members and some 543 Affiliate Members representing the private sector, educational institutions, tourism associations and local tourism authorities.
19. The Organization's governance, through the General Assembly (GA) and the Executive Council, is defined in the UNWTO Statutes.³

20. The Programme of Work (PoW) (A/23/5(a)rev.2)⁴ sets out the strategic objectives of UNWTO over the period 2020–2021:
- (a) *Objective 1: Position tourism as a policy priority*, aims at ensuring that the tourism sector continues to serve as a major force for sustainable development and thus for the achievement of the 2030 Agenda and its 17 Sustainable Development Goals requires a holistic and integrated policy framework and an effective and accountable system of governance that enable and encourage multi-stakeholder collaboration in tourism planning, development and management.
 - (b) *Objective 2: Lead in knowledge creation and policy*, aims at guiding the development of tourism policies that promote responsible, sustainable and universally accessible tourism;
 - (c) *Objective 3: Build better value for Members and expand membership*, aims at addressing the needs of all Members and expanding membership;
 - (d) *Objective 4: Increase resources and strengthen UNWTO's capacity through partnerships*, aims at exploring new and innovative ways to increase its regular budget and extra-budgetary resources in order to further strengthen the delivery to Members and for the Secretariat.
21. Throughout the current financial period, the Organization continued to make significant efforts in a challenging environment to ensure programme delivery towards the attainment of strategic objectives.
22. Funding of UNWTO is mainly through Regular Budget assessments on Members and through voluntary and trust fund contributions in support of the strategic objectives.⁵

⁴ Approved by resolution A/RES/714(XIII).

⁵ FR 6, 10.3 and 10.4.

Financial Statements highlights

Budgetary performance of the Regular Budget

Budgetary result of the Regular Budget

Table 1: **Comparison of budget and actual amounts and budgetary cash balance – Regular Budget for the year ended 31 December 2020 (EUR)**

	Approved income/ Original budget ¹	Final budget ²	Actual amounts on comparable basis	Differences budget and actual ³	Budgetary cash balance (cash-in less expenditure)
Budgetary difference	0.00	0.00	2,765,445.26	-2,765,445.26	1,563,732.98
Budgetary income	14,899,000.00	14,899,000.00	14,743,894.85	155,105.15	13,542,182.57
Contributions from Full and Associate Members	13,273,000.00	13,273,000.00	13,269,841.00	3,159.00	10,720,026.71
Full Members	13,040,000.00	13,040,000.00	13,037,131.00	2,869.00	10,512,381.71
Associate Members	233,000.00	233,000.00	232,710.00	290.00	207,645.00
Other income sources	1,626,000.00	1,626,000.00	1,474,053.85	151,946.15	1,175,447.49
Allocation from PY RB Budgetary cash balance	537,000.00	537,000.00	537,017.85	-17.85	537,017.85
Allocation from Publication store Accumulated Surplus	200,000.00	200,000.00	200,000.00	0.00	200,000.00
Affiliate Members	889,000.00	889,000.00	737,036.00	151,964.00	438,429.64
Arrear contributions	0.00	0.00	0.00	0.00	1,646,708.37
Budgetary expenditure	14,899,000.00	14,899,000.00	11,978,449.59	2,920,550.41	11,978,449.59
A Member Relations	2,409,000.00	2,409,000.00	2,075,029.42	333,970.58	2,075,029.42
B Operational	3,830,000.00	3,599,869.54	3,455,995.82	143,873.72	3,455,995.82
C Support, Direct to Members	3,634,000.00	3,864,130.46	3,864,130.46	0.00	3,864,130.46
D Support, Indirect to Members	5,026,000.00	5,026,000.00	2,583,293.89	2,442,706.11	2,583,293.89

- 1) Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure update approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and by CE/DEC/3(CXIII) of document CE/113/3(b) Part II.
- 2) After transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure update approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and by CE/DEC/3(CXIII) of document CE/113/3(b) Part II and the Secretary-General proposal of structure modification.
- 3) Differences between final and actual budgetary income are due to: (a) rounding difference, and (b) Affiliate members budgetary income was prepared based on an estimated number of Members.

23. This section analyses the Regular Budget (RB) as approved by the General Assembly. The Regular Budget is voted by the General Assembly of UNWTO for a biennium of two consecutive calendar years beginning with an even-numbered year.⁶ The biennial budget is presented on an annual basis to cover the proposed programme of work of the Regular Budget for each financial year of the financial period.⁷

⁶ FR 2, FR 4.4.

⁷ FR3, DFR IV.4.

24. The Regular Budget is financed from assessed contributions from Members⁸ and budgetary allocations. Appropriations are available for budgetary commitments during the financial period to which they relate and for a further twelve months.⁹
25. The Regular Budget of the Organization covering the two-year budget period 2020–2021 (A/23/5(b) rev.1) was approved by the General Assembly (A/RES/715(XXIII)) at EUR 30,096,000 broken down by the 2020 and 2021 annual budgets which amounted to EUR 14,899,000 and EUR 15,197,000 respectively. The 2020 annual budget was adjusted by transfers¹⁰ of EUR 419,668 as explained in Annex II on Appropriations transfers – Regular Budget.
26. In 2020, total RB budgetary income and total RB budgetary expenditure amounted to EUR 14,743,895 and EUR 11,978,450 respectively, resulting in an implementation rate of 81% out of the total budgetary income. Therefore, the RB budgetary result (total budgetary income less total budgetary expenditure) shows a surplus of EUR 2,765,445. UNWTO reports bi-annually to the Executive Council on the status of the biennial budget implementation¹¹ of the Regular Budget.
27. The total budgetary income received (cash-in) amounts to EUR 13,542,183, including the Members' arrears received during the year ended 31 December 2020 (EUR 1,646,708), which represents 91% of the approved budgetary income. Arrears received in 2020 are 5% above the average of the arrears received in the period 2014–2019.
28. The RB budgetary cash balance (total budgetary income received (cash-in) less budgetary expenditure) resulted in a cash surplus of EUR 1,563,733. Therefore, no advances from the Working Capital Fund (WCF)¹² were required.
29. The Secretary-General proposes that, subject to the approval of the Members, the 2020 RB budgetary cash surplus amounting to EUR 1,563,733 be allocated as follows:
 - (a) EUR 200,000. In order to increase the RB programme of work operating activities in forthcoming biennia 2022–2023, and taking into account that 2020 RB budgetary income included an allocation from the publication store accumulated surplus of EUR 200,000, it is proposed to return this amount to the publication store accumulated surplus;
 - (b) EUR 1,363,733. It is proposed to temporarily allocate this amount to the WCF with a view to either increasing the RB programme of work operating activities in forthcoming biennia, or to partially funding the after-service employee benefits (ASEB) liabilities of the Organization following the Secretary-General's proposed funding strategy for the UNWTO's after-service employee benefits liabilities presented in CE/110/4(d) (CE/DEC/4(CX)) or other purpose. The Secretary-General will present a proposal for its final allocation for the Members approval in a forthcoming session of the EC or GA.

8 FR 6.

9 FR 5.1(a), FR 5.2 (a).

10 FR 5.3 (b).

11 DFR III.4.

12 FR 10.2(b).

30. Out of the total RB budgetary cash surplus at 31 December 2019, EUR 1,788,645 was temporarily allocated to the WCF of the Organization as presented in CE/112/3(d) rev.1 (CE/DEC/6(CXII)) with a view to mitigating possible liquidity risks of the Organization following to the world-wide pandemic of COVID-19 declared by the World Health Organization (WHO) on 11 March 2020. In view of the continued uncertainty in the financial outlook due to the pandemic (see Special note on COVID-19 coronavirus pandemic section), it is proposed that the allocated amount be retained in the WCF (see WCF section).

Figure 1: **Budgetary income: final budget vs cash-in** (EUR thousands)

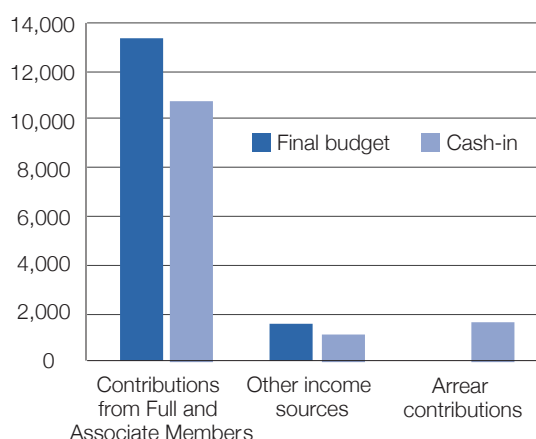
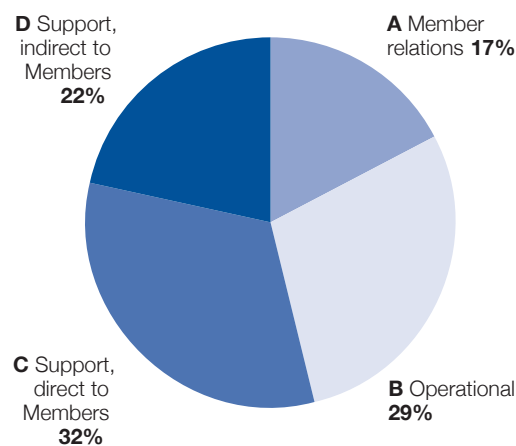


Figure 2: **Budgetary expenditure by programme: actual amounts**



Comparison of financial performance to budgetary result of the Regular Budget

Table 2: **Reconciliation of financial performance with budgetary result of the Regular Budget for the year ended 31 December 2020 (EUR)**

	31/12/2020
Financial surplus/(deficit) in the Statement of financial performance	-1,447,526.28
Entity differences	-482,958.97
Basis differences	-3,730,012.57
Budgetary result in the Statement of comparison of budget and actual amounts	2,765,445.26

31. The budget and the accounting bases differ. Consequently, the following differences have to be taken into account in the reconciliation between the financial performance (Statement of Financial Performance) and the budgetary result (Statement of Comparison of Budget and Actual Amounts):
- (a) Entity differences
- The Statement of Financial Performance includes all operations of UNWTO while the Statement of Comparison of Budget and Actual Amounts is limited to the operations related to the Regular Budget.

The General Fund¹³ of the Organization is established for the purpose of accounting: (i) financial transactions in relation to the Regular Budget and (ii) other financial transactions not related to the Regular Budget (such as non-RB projects within the GF, e.g., publications store, affiliate members programme of work, as well as reserves, unbudgeted miscellaneous revenue, working capital fund and other non-RB projects). The latter transactions (ii) as well as the VCF and the FIT, not being part of the Regular Budget, are entity differences eliminated in the reconciliation.

(b) Basis differences

The Statement of Financial Performance is prepared on a full accrual basis in compliance with IPSAS while the Statement of Comparison of Budget and Actual Amounts is prepared on modified accrual basis in accordance to the Regular Budget.

The Regular Budget is approved on a modified accrual basis, whereby income is budgeted on an accrual basis (Members' contributions) plus allocations from accumulated surplus and expenditures are budgeted when it is planned that expenses will be accrued except for:

- (i) Property, plant and equipment, intangible assets and finance lease liabilities which are budgeted when it is planned that payments will be made;
- (ii) After-service employee benefits expenses for after-service health insurance (ASHI) and other after-service benefits accrued in accordance with IPSAS but which are in excess of budgetary appropriations, which are partially based on accrued service costs covering expected annual disbursements (pay-as-you-go (PAYG) approach);
- (iii) Previous years' adjustments to accumulated surplus related to RB projects expenditures;
- (iv) Allowance of unpaid Members' contributions and other accounting differences (such as, application of allowance, foreign exchange differences, investment in joint venture, in-kind donations, depreciation/amortization, impairment and loss on sale of PPE and IA) which are unbudgeted; and
- (v) Transfer to the Replacement Reserve¹⁴ which is budgeted based on the depreciation and amortization of the previous year.

(c) Presentation differences

The Statement of Financial Performance uses a classification based on the nature of expenses while the Statement of Comparison of Budget and Actual Amounts classifies expenses by parts/sections.

¹³ FR 10.1, FR 4.4, FR 2.

¹⁴ DFR VI 21–23.

In the Regular Budget, the expenditures are classified between Member Relations (Part A), Operational (Part B), Support – Direct to Members (Part C) and Support – Indirect to Members (Part D).¹⁵ The financial impact of the presentation differences is zero.

Financial performance

Revenue analysis

32. Total revenue amounted to EUR 17,959,123. UNWTO's activities are mainly funded by assessed contributions on its Members. Net revenue of EUR 14,596,841 from Members' assessed contributions represents 81% of the total revenue.
33. Revenue from other contributions (Voluntary Contributions and Funds In Trust) amounting to EUR 1,099,088, represented 6% of the revenue. From 1 January 2019, UNWTO management decided that milestones will represent conditions in donor agreements. Therefore, from 1 January 2019, in accordance with UNWTO accounting policies, UNWTO considers non-exchange transactions related to donor agreements with milestones as conditional and other contributions revenue (Voluntary Contributions and Funds In Trust revenue) related to those agreements is recognized as project expenses are delivered.
34. All of the amounts recorded as revenues may not ultimately be received. For this reason, UNWTO recognizes allowances for doubtful accounts and provisions for returns to donors for donor-based projects previous to 2019.
35. The remaining 13% of the revenue came from other revenue amounting to EUR 2,263,193. Other revenue mainly includes publication sales (EUR 318,777), in-kind contributions (EUR 1,504,566). In-kind donations are recognized mainly in respect of donated premises and conference facilities (EUR 1,307,975) and donated travel (EUR 196,590).

Figure 3: **Revenue by source (%)**

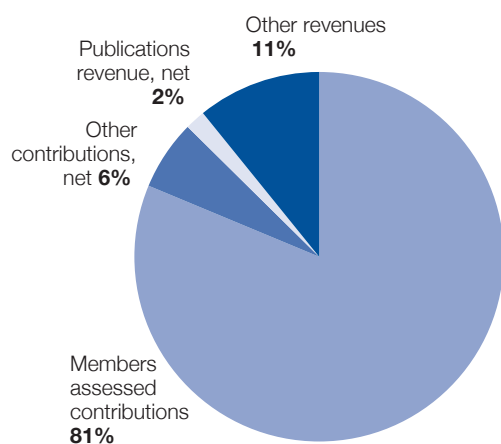
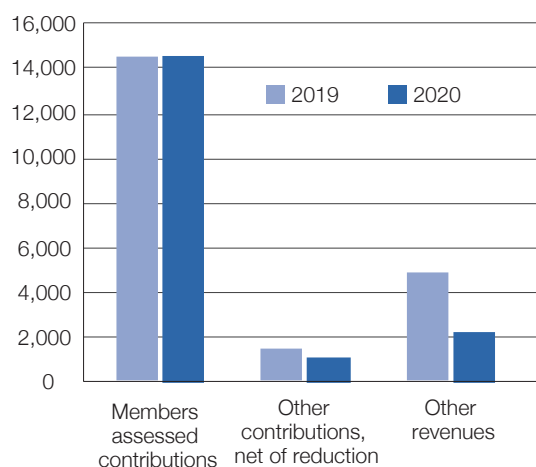


Figure 4: **Revenue by source (EUR thousands)**



Expense analysis

36. Total expense amounted to EUR 19,406,649. Salaries and employee benefits, the main category of expenditure, represent 74% of the total expenses (EUR 14,333,423). Salaries of regular staff amounted to EUR 8,567,022 (60% of salaries and employee benefits). A further EUR 2,945,720 (21%) was spent on temporary personnel and consultants to support the delivery of the projects. The remaining EUR 2,820,682 (20%) relate to accrual of after-service employee benefits and actuarial gains or losses relating to accumulated annual leave (AAL) and end-of-service benefits (EoSb) for current and retired staff.
37. Supplies, consumables and other running costs amounts to EUR 2,342,352 and represent 12% of total expenses. This category mainly includes supplies and consumables (EUR 333,635), rental expenses, including in-kind rental (EUR 1,370,118), contractual services (EUR 483,131) and expendables (EUR 119,201).
38. The list of projects cofinanced¹⁶ by UNWTO is shown under Annex III.

Figure 5: **Expenses by nature**

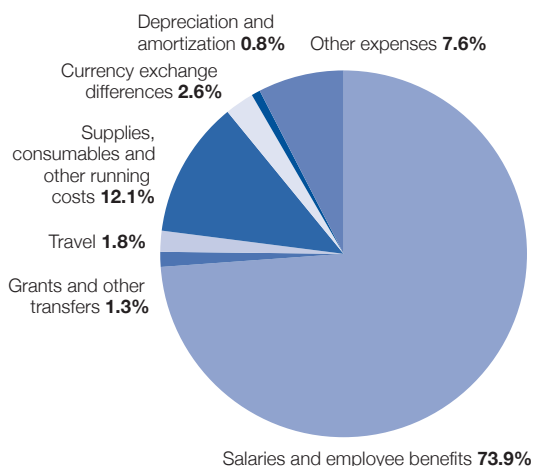
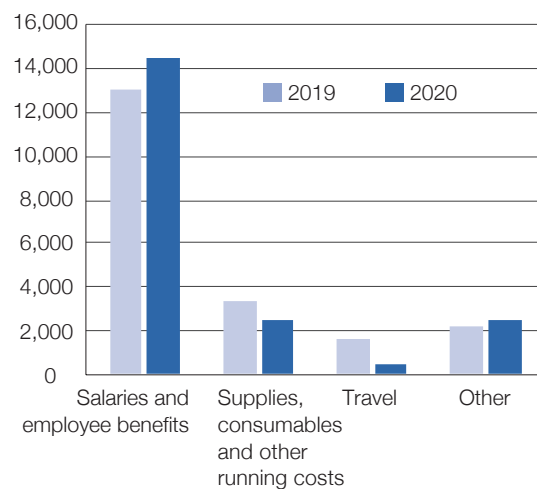


Figure 6: **Expenses by nature (EUR thousands)**



Performance segment analysis

Table 3: **Summary financial performance by segment for the year ended 31 December 2020 (EUR)**

	Programme of work services	Other services	Inter-segment elimination ¹	Total UNWTO
Revenue	16,456,423.45	1,744,857.21	-242,158.11	17,959,122.55
Expenses	17,039,904.46	2,608,902.48	-242,158.11	19,406,648.83
Surplus/(deficit) for the year	-583,481.01	-864,045.27	0.00	-1,447,526.28

1) Internal activities lead to transactions between segments. They are reflected here to accurately present this financial statement.

39. The Programme of Work Services segment recorded a deficit of EUR -583,481. The deficit is mainly due to the decrease of other revenues (EUR -2,064,673), the increase of salaries and employee benefits expenses (EUR 1,913,626) and the decrease of travel and other expenses (EUR -1,755,624) over the previous year.
40. The Other Services segment recorded a deficit of EUR -864,045. This deficit is mainly explained by the decrease in other revenues (EUR -1,240,678), the decrease of supplies, consumables and running costs (EUR -897,327) and the increase of currency exchange differences expenses (EUR 419,431) over the previous year.
41. The result shows current year expenses for which revenue has been recognized in previous years on the basis of signed agreements and in accordance with UNWTO accounting policies for unconditional non-exchange transactions. From 1 January 2019, UNWTO management decided that milestones will represent conditions in donor agreements. Therefore, from 1 January 2019, in accordance with UNWTO accounting policies, UNWTO considers non-exchange transactions related to donor agreements with milestones as conditional, and revenue is recognized when project expenses are delivered.

Figure 7: **Revenue and expenses**
(EUR thousands)

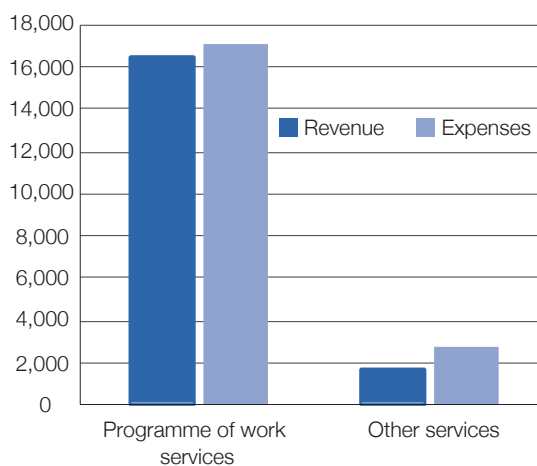
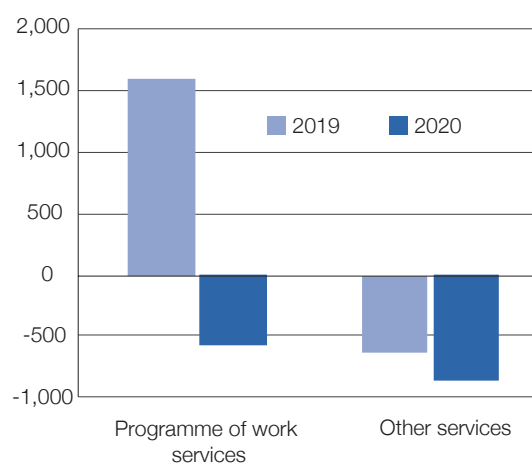


Figure 8: **Surplus (deficit) by segment**
(EUR thousands)



Financial position

Assets, liabilities and net equity analysis

42. Assets as at 31 December 2020 totalled EUR 31,979,037 (EUR 29,114,908 as at 31 December 2019). The Organization has cash and cash equivalent balances of EUR 22,654,881, representing 71% of total assets. Net outstanding contributions amount to EUR 8,157,396 representing 26% of total assets. Property, plant and equipment and intangible assets have a total net book value of EUR 580,757.
43. Liabilities as at 31 December 2020 totalled EUR 41,257,658 (EUR 33,421,130 as at 31 December 2019). Payables and accruals amount to EUR 1,124,850 and advance receipts and deferred liabilities amount to EUR 5,747,445, together representing 17% of total liabilities. 81% of total liabilities of the Organization are attributable to employee benefits most of which are non-current after-service employee benefits liabilities. Of the total employee benefits liabilities (current and non-current) of EUR 33,577,520, EUR 555,675 (2%) are current.
44. An overall working capital (current assets less current liabilities) of EUR 23,027,874 indicates a strong liquidity position. However, the Organization's ability to meet budgetary expenditures and short-term obligations could be impacted if delays are encountered in the collection of Members' contributions.
45. The impact of the non-current after-service employee benefit liabilities results in a non-current position (non-current assets less non-current liabilities) of EUR -32,306,495 which will be met as they become payable from future contributions or reserves.

Figure 9: **Assets**

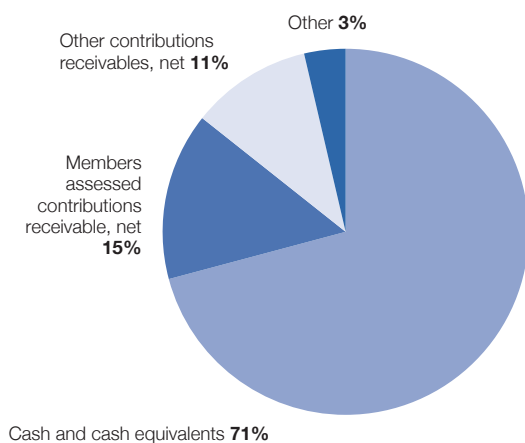
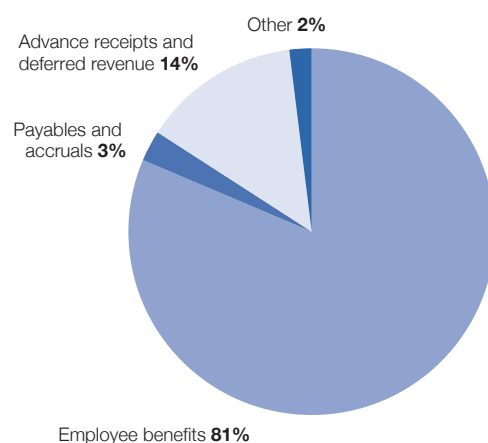


Figure 10: **Liabilities**

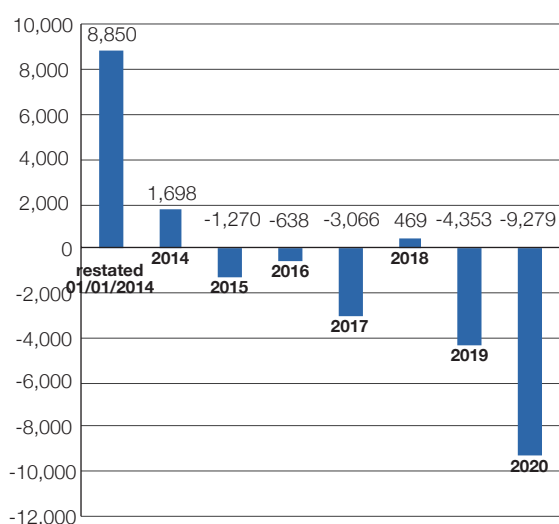
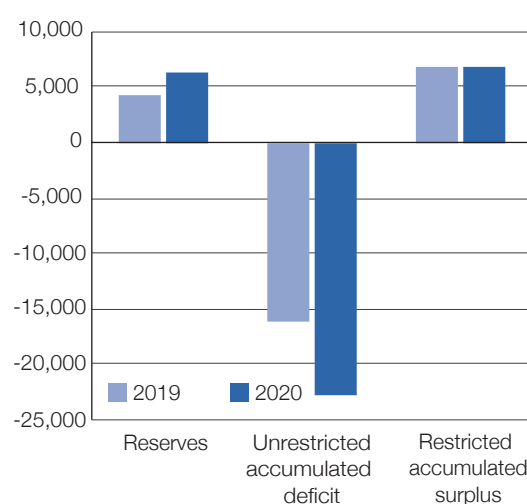


46. At 31 December 2020 the net equity of the Organization amounts to EUR -9,278,621, a decrease over the previous year (EUR -4,306,221 at 31 December 2019), represented by:

Table 4: **Net assets/equity at 31 December 2020** (EUR)

	31/12/2020
Net assets/equity	-9,278,621.02
Reserves	6,391,335.67
Unrestricted accumulated deficit	-22,701,432.24
Unbudgeted after-service employee benefits	-31,442,280.73
General Fund, unbudgeted miscellaneous revenue and Publications Store	8,740,848.49
General Fund	7,166,121.03
Publications Store	1,568,534.22
Unbudgeted miscellaneous revenue	6,193.24
Restricted accumulated surplus	7,031,475.55

47. It should be noted that the reserves and the restricted accumulated surplus available to the Organization for future use are not without restrictions. Such net assets can only be utilized in accordance with the terms of reference of the reserve or project concerned (e.g. project support costs project, affiliate members programme of work project) or the appropriate contractual agreement with the donor, and as such there are restrictions on their future use.
48. The unrestricted accumulated deficit includes unbudgeted miscellaneous revenues of the General Fund¹⁷ (EUR 6,193) and publications store (EUR 1,568,534). The publication store and the unbudgeted miscellaneous revenues,¹⁸ including netted realized foreign exchange differences of the GF, may represent a source of funding for a next biennium budget of the Regular Budget or compensate the GF unrestricted accumulated deficit if positive.

Figure 11: **Net assets/equity** (EUR thousands)Figure 12: **Net assets** (EUR thousands)

¹⁷ DFR V.8.

¹⁸ FR 10.1(f).

Assessed contributions

49. Gross outstanding assessed contributions amounted to EUR 18,884,543 (EUR 17,787,845 at 31 December 2019). In accordance with UNWTO accounting policies, an allowance of EUR -14,143,076 was made against the amount outstanding, bringing the net assessed contributions in the Statement of Financial Position to EUR 4,741,466. The gross assessed contributions are due and payable to the Organization in accordance with the Statutes¹⁹ and Financial Regulations²⁰ of the Organization and none of the balance is written off.
50. The collection rate of assessed contributions has deteriorated in the recent years and at the end of 2020 represented 79% of contributions, which is five and three percentage points below the average of the last ten and five years (84% and 82% respectively). The General Fund cash balance, and ability of the organization to meet its day-to-day and short-term obligations, is dependent on the timing of the payment of assessed contributions by Members.
51. The list of Members' outstanding assessed contributions as at 31 December 2020 is shown under Annex IV on the Statement of contributions due to the General Fund and the Working Capital Fund.
52. At 31 December 2020, 10 Full Members and 2 Affiliate Member have payment plans to settle their outstanding contributions.

Figure 13: **Gross outstanding contributions vs allowance** (EUR thousands)

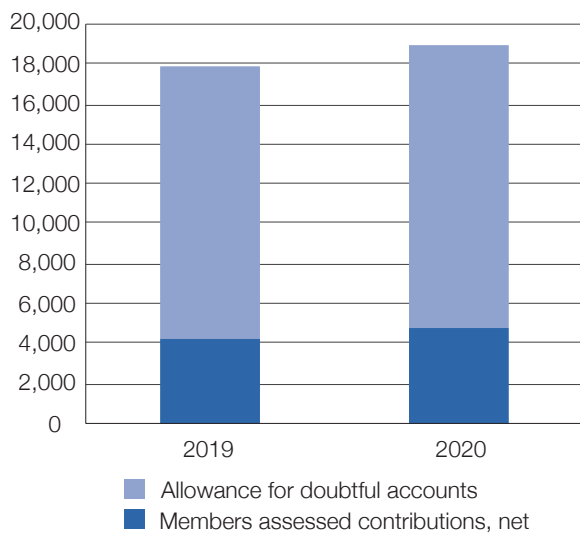
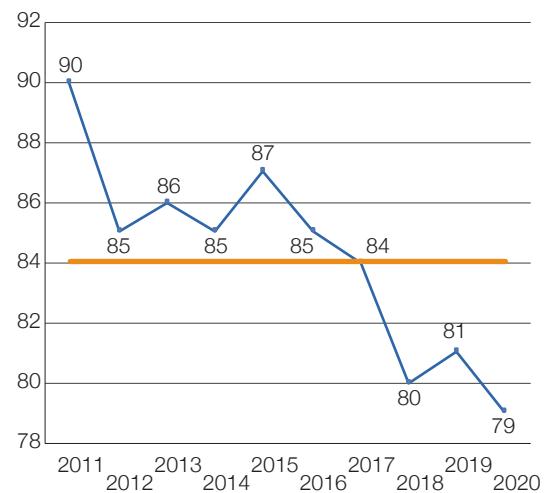


Figure 14: **Assessed contributions collection rate (%) and period average**



¹⁹ Statutes/Financing Rules Annex, para. 12.

²⁰ FR 7.2.

Cash and cash equivalents

53. The Organization's cash and cash equivalents as at 31 December 2020 is EUR 22,654,881 (EUR 21,789,454 at 31 December 2019). This level is above the average of the five-year period 2016–2020 mainly due to increase in the levels of Members' contributions arrears. Annex V "Voluntary contributions received for the year ended 31 December 2020" shows a list of voluntary contributions received (cash-in) by project in this period.

After-service employee benefits liabilities

54. At UNWTO after-service employee benefits (ASEB) liabilities include: After Service Health Insurance (ASHI), Accumulated Annual Leave (AAL) and End of Service Benefits (EoSB) (repatriation grant, end-of-service grant, end of service transport costs and removal expenses). These liabilities are based on calculations by a professional firm of actuaries. The most recent actuarial valuation carried out by UNWTO is dated 31 December 2020 as calculated by professional actuaries.
55. ASHI is the most significant after-service employee liability. Staff members with at least 10 years of service from the date of entry at UNWTO and having reached the minimum age of 55 at the time of separation can continue to benefit from the Organization's health insurance scheme.
56. The ASHI liability reflects the total future costs associated with providing health insurance benefits to existing retirees and current staff upon retirement. The ASHI liability valuation is a point-in-time estimate based on the staff and retiree profile as well as on actuarial assumptions as at the date of valuation. Variances in the valuation can be significant, as the liability is highly sensitive to the values determined for the key actuarial factors: discount rate, medical trend rate, life expectancy, and length of service.
57. At 31 December 2020, after-service employee benefits liability amounts to EUR 33.4M representing an increase of EUR 6.1M from 2019 liability. This liability has been increasing steadily over the last eight years. Out of total ASEB liability, the total ASHI liability as at 31 December 2020 amounted to EUR 30M (90% of total ASEB liability), an increase of EUR 4.7M or 16% over the 2019 level.
58. The aggregate defined benefit obligation (DBO) from all plans at 31 December 2020 has increased by EUR 7.3M from EUR 26.1M since the prior valuation at 31 December 2018, primarily due to the following factors:
- (a) The DBO was expected to increase by EUR 2.5M based on the prior valuation;
 - (b) A decrease of EUR 2.7M due to favourable claims experience;
 - (c) An increase of EUR 8.7M due to a decrease in the discount rates;
 - (d) A decrease of EUR 1.7M due to all other assumption changes;
 - (e) An increase of EUR 0.5M due to the net effect of other demographic changes.

59. Some of the key factors that impacted 2020 ASHI valuation results are:

- (a) Discount rate experience unfavourable. The discount rates are critical assumptions for the valuations. Lower discount rates produce higher liabilities because the future cash flows are discounted less.

As in the prior valuation, UNWTO determined the discount rate based on the projected cash flows from each plan and used the interest rates on the Aon AA Corp. Yield Curve for Euro Zone consistent with the UNTFAS recommendation followed by UNWTO. The resulting discount rate changed from 2.12% to 0.74% for the ASHI. The decrease in the discount rate increased the DBO by about EUR 8.3M.

- (b) Demographic experience (i.e., changes in the covered population) is favourable. This is primarily due to fewer staff separated who were retirement eligible for the benefit than expected and a higher death rate level than expected. The net effect is the reduction of the DBO by about EUR 0.5M.
- (c) Medical claims experience is favourable. The ASHI liability is determined as the present value of expected future medical claims and administrative expenses for retirees and their dependents, net of expected premium payments by those participants. Medical claims are assumed to increase each year with medical inflation and are also assumed to increase as participants get older. In the 31 December 2018 valuation, ASHI claims for 2021 were expected to be EUR 4,105 per adult at age 65. Due to favourable claims experience since the prior valuation, ASHI claims for 2021 are now expected to be EUR 3,808 per adult at age 65, or about 7% lower than previously expected. In addition, administrative expenses (as a percentage of medical claims) were reduced from 20% to 15.8%. This has led to a decrease in DBO of around EUR 2.7M.
- (d) Inflation experience is favorable. Medical inflation is one of the principal assumptions in the ASHI valuation. At 31 December 2020, as in the past, UNWTO set the general inflation rate as the UN Task Force on Accounting Standards (UNTFAS) recommended via harmonization guidance. Due mainly to a move from consensus forecasts to market-based forecasts, the resulting general inflation rate decreased from 1.8% to 1.4%. In the 31 December 2018 valuations, a medical trend rate of 4.8% was assumed from 2019 – 2023, 4.40% from 2024 – 2028, 4.00% from 2029 – 2032, and 3.65% thereafter. The medical trend was assumed at 5.3% in 2021, with the trend decreasing by 0.20% each year to 3.30% in 2031, then to 3.25% for 2032 and later years. The medical trend update decreased the DBO by about EUR 1.3M.
- (e) Mortality Assumption is favourable. At 31 December 2018, UNWTO applied the harmonized mortality rates weighted by pension amounts from the UNTFAS. The non-disabled annuitant rates were also projected 20 years beyond the valuation date, even for calculating the probability of death in the first 20 years. At 31 December 2020, the UNTFAS updated the annuitant mortality rates to be headcount-weighted, which are more suited for after-service medical valuations. Therefore, these rates count each annuitant equally. The UNTFAS also updated the mortality projection to be applied gradually until 20 years after the valuation date, with no changes in longevity thereafter. UNWTO followed the recommendation of the UNTFAS. The update in the mortality tables has decreased the DBO by EUR 0.2M.

60. At UNWTO, at 31 December 2020, the active population (current regular staff) has decreased 9% since 2012 while the number of retirees who benefit from ASHI has increased by 67% since 2012.

Figure 15: **After-service employee benefits liability**
(EUR million)

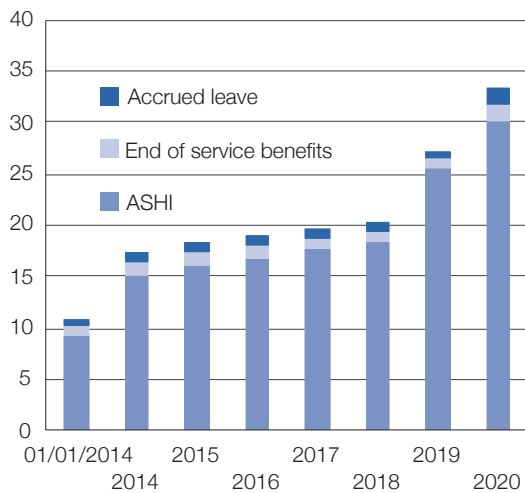
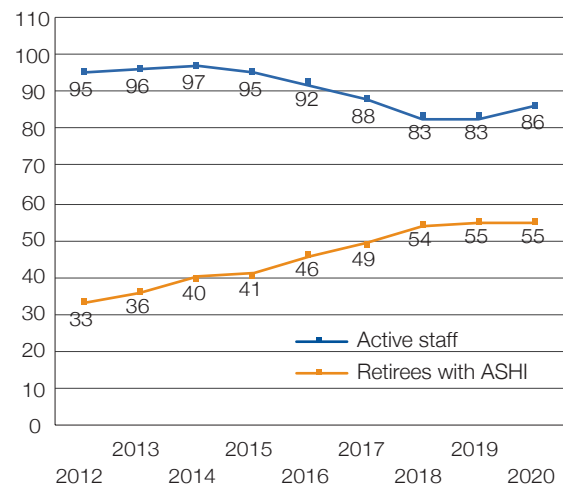


Figure 16: **Number of participants in the ASHI scheme**



61. The correlation between net assets and after-service employee benefits liabilities and the impact of the after-service employee benefits liabilities on the net assets are shown in the figures of below:

Figure 17: **Net assets vs after-service employee benefits liabilities**
(EUR thousands)

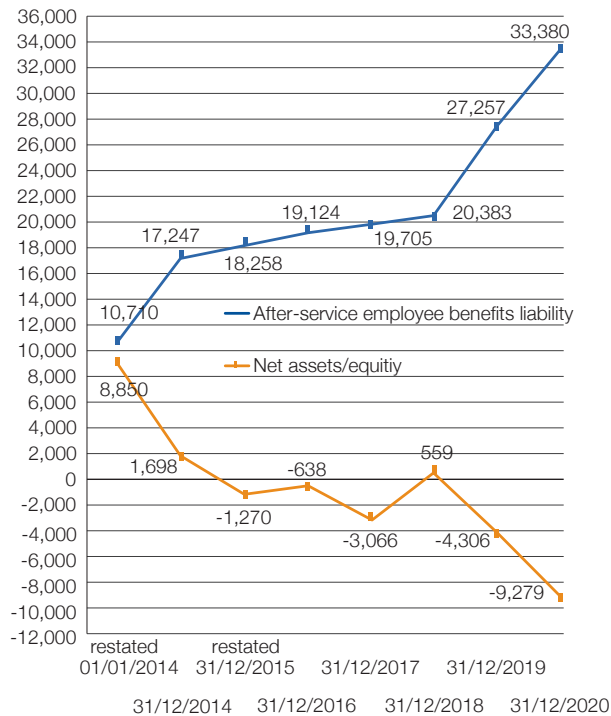
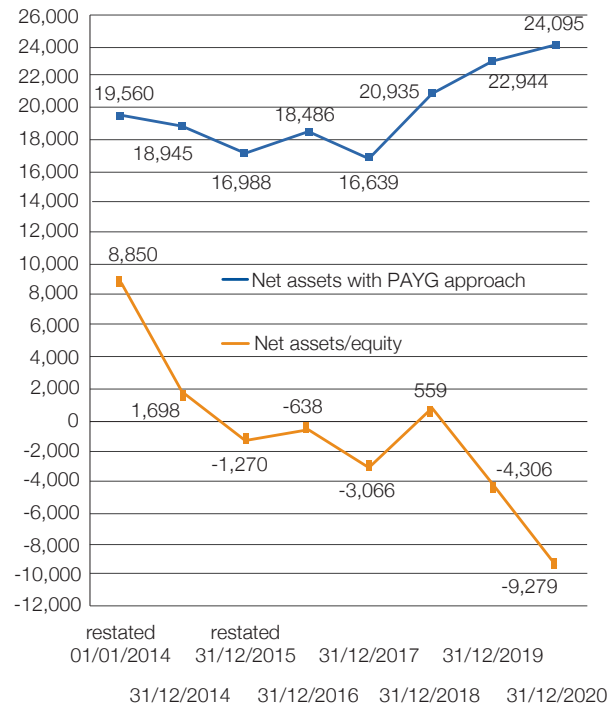


Figure 18: **Current net assets vs estimate net assets using pay-as-you-go basis for after-service employee benefits liabilities**
(EUR thousands)



UNWTO ASEB liabilities funding strategy

62. While IPSAS requires the recognition of after-service employee benefit liabilities on an accrual basis in an organization's Financial Statements, the question of the funding of such liabilities is a matter for the individual organization to decide upon. IPSAS is not prescriptive with regard to an organization's approach to ensuring that adequate resources are available to meet its after-service health insurance obligations, but in the interest of sound financial management an organization should develop a plan to ensure funding in the future in addition to meeting these liabilities on a pay-as-you go basis.
63. The UN and a number of UN system organizations, including UNWTO, do not have the employee liabilities fully funded but have adopted or are considering a range of options to achieve full funding over time or alternatives to full funding.

64. Since 2010 UNWTO has set aside additional allocations from surpluses²¹ and made annual budgetary appropriations from the Regular Budget (provisions for after-service employee benefits)²² intended to cover the expected annual disbursement of after-service employee liabilities (PAYG basis) and the ASEB service costs partially, resulting in the partial coverage the funding gap.
65. In 2019, in line with the UN recommendations included the ASHI Working Group (UN ASHI WG),²³ of the UN Finance and Budget Network (UNFBN) under the auspices of the Chief Executives Board (CEB), final report on managing after-service health insurance (A/73/662) and other factors considered to that end, UNWTO presented a strategy to fund ASEB liabilities (UNWTO ASEB liabilities funding strategy) to the 110th Executive Council through document CE/110/4(d) (UNWTO Financial Report and Audited Financial Statements for the Year Ended 31 December 2018) which was approved by decision CE/DEC/4(CX) 4 (c) in the following terms:
- (a) Allocating Regular budget budgetary surpluses with view to increasing the funding of the ASEB liability;
 - (b) For budgetary periods until 2022, including an annual separate allocation in the Regular Budget to cover the disbursement of after-service employee liabilities which will, at a minimum, cover the ASEB on a pay-as-you-go basis and ideally should be similar to most updated service costs calculated by professional actuary at the time of preparing the budget;
 - (c) From 2022 and in addition to (a) above, implementing a payroll charge to all UNWTO staff to fund the annual liability obligations of qualifying staff members having regard to the expected date of their retirement. The payroll charge percentage required to fund this accrual will be calculated by professional actuaries and will be reviewed periodically. The 112th session of the EC approved (CE/DEC/6(CXII) of document CE/112/3(d) rev.1) that an annual separate allocation in the Regular Budget as in (b) above will continue to apply pending the introduction of the payroll charge; and
 - (d) Explore the possibility to increase ASHI's eligibility requirements and the pension basis on which premium contributions are calculated and submit further proposals to the Governing Bodies as necessary.
66. Further to the UNWTO ASEB liabilities funding strategy points set out in the previous paragraph:
- (a) Point (b). The approved Regular Budget for the biennium 2020–2021 includes allocations to cover the disbursement of after-service employee liabilities and partially the ASEB service costs amounting to EUR 1,300,000 (EUR 600,000 in 2020 and EUR 700,000 in 2021);²⁴

²¹ EUR 700,000 from 2006–2007 budgetary cash surplus as per CE/DEC/5(LXXXVIII) and (A/RES/572(XVIII)), EUR 196,557 from 2013 budgetary cash surplus as per CE/DEC/11 (XCVIII) and EUR 600,000 from 2018 budgetary cash surplus as per CE/DEC/4(CX).

²² Since 2010, EUR 600,000 for the biennia 2010–2011 (A/18/15), 2012–2013 (A/19/12), 2014–2015 (A/20/5(l)(c)) and 2016–2017 (A/21/8(l)(b)), EUR 700,000 for the biennium 2018–2019 (A/22/10(l)) and EUR 1,300,000 for the biennium 2020–2021 (A/23/5(b) rev.1).

²³ See CE/108/7(b) and CE/110/4(d) for background information on the UN ASHI WG.

²⁴ A/23/5(b) rev.1 approved by resolution A/RES/715(XXIII).

- (b) Point (c). UNWTO ASEB liabilities funding strategy requires the calculation of a payroll charge by professional actuaries. At the time of writing of this report, the Secretariat is working with its actuaries and will present details of the required payroll charge percentage to future sessions of the EC for approval and subsequent incorporation in Regular Budget proposals and projects other than RB ones.
67. At 31 December 2020, of the total ASEB liabilities (EUR 33.4M), the amount of EUR 1.9M is earmarked for this purpose leaving a funding gap of EUR 31.4M.

Working Capital Fund

68. The purpose of the Working Capital Fund (WCF) is to provide the financing of budgetary expenditures pending the receipt of contributions from Members.²⁵
69. As at 31 December 2020 the nominal level and the available balance of the WCF were both EUR 4,587,674. The movements of the WCF during the year 2020 are shown under Annex VI on Working Capital Fund available balance and advance to the Regular Budget.

Position segment analysis

Table 5: **Summary financial position by segment at 31 December 2020 (EUR)**

	Programme of work services	Other services	Inter-segment elimination ¹	Total UNWTO
Assets	24,687,533.83	10,766,940.60	-3,475,437.40	31,979,037.03
Liabilities	39,479,156.86	5,253,938.59	-3,475,437.40	41,257,658.05
Net assets/equity	-14,791,623.03	5,513,002.01	0.00	-9,278,621.02

1) Internal activities lead to transactions between segments. They are reflected here to accurately present this financial statement.

70. The net assets/equity of the Programme of Work Services segment has deteriorated from the negative balance of EUR -10,256,977 in 2019 to EUR -14,791,623 as at 31 December 2020 mainly due to increases in the cash and cash equivalent position (EUR 1,712,168) and in the non-current employee benefit liabilities (EUR 6,178,847).
71. The Other Services segment's overall position remains positive with net assets of EUR 5,513,002 (EUR 5,950,756 in 2019) mainly corresponding to the restricted balances of extra-budgetary projects funded by voluntary contributions and funds in trust. Other Services segment's restricted net assets also include project support costs (PSC)²⁶ and initiative projects (also named project reserve fund (PRF)).²⁷ Annex VII shows PSC and Initiative projects (PRF) movements for the year ended 31 December 2020.

²⁵ FR 10.2(b).

²⁶ DRF Annex III.

²⁷ PRF groups unused balances on completion of voluntary contributions projects which remain at UNWTO for aims of the Organization following stipulations of the agreement or subsequent agreement with the donor (CE/DEC/8(CIV) of document CE/104/7(a) rev.1).

Financial risk management

72. UNWTO financial risk management policies are set out in the UNWTO Detailed Financial Rules²⁸ of the Organization.
73. UNWTO is exposed to a variety of financial risks related to exchange rate variations, interest rates variations, credit risk for banks/financial institutions and debtors and counterpart risk. UNWTO maintains a constant review of the extent of the financial risk exposure.

Exchange risk

74. The Organization is exposed to foreign currency exchange risk arising from fluctuations of currency exchange rates. As the Organization receives most of assessed contributions in euros and most of the Regular Budget's programme of work expenses are denominated in that currency, this ensures that much of the exposure to exchange fluctuations between euros and other currencies is removed. The Organization also has expenses in other currencies than euros, mainly in US dollars (USD).
75. UNWTO maintains a minimum level of assets in USD and in Japanese yen (JPY) and, whenever possible, holds accounts in euros. Non-EUR holdings primarily relate to contributions made by donors in currencies other than EUR. As revenue and most of the expenses for extra-budgetary projects are normally in the same currency, there is limited exposure to foreign currency exchange risk.
76. At 31 December 2020, 76% of cash and cash equivalents were denominated in EUR currency.

Interest risk

77. The Organization is exposed to interest rate risk on its financial interest-bearing assets. Interest rate risk is managed by limiting investments to defined periods.

Credit risk

78. Credit risk on receivables being mostly related to the payment of Members contributions is managed by using the Working Capital Fund and by restricting expenditures to available cash resources. Periodical reporting is made to the Executive Council of the Organization's financial situation and of the status of unpaid Members contributions. In addition, credit risk on receivables related to the payment of donor-based projects contributions is managed, as expenditures cannot commence until the respective cash resources have been received.

79. UNWTO does not have significant credit risk in relation to accounts receivable since contributors are principally Members. However, an allowance is established when there is objective evidence, based on a review of outstanding amounts at the reporting date, that UNWTO will not be able to collect all amounts due according to the original terms of the receivables.

Counterpart risk

80. The primary objective of all investments is the preservation of the value of resources of the Organization. Within this general objective the principal considerations for investment management are: (a) security of principal, (b) liquidity, and (c) rate of return. UNWTO does not use derivatives or invest in equities.
81. Investments are made with due consideration to the Organization's cash requirements for operating purposes.

Financial transparency and accountability

82. UNWTO has prepared the 2020 Financial Statements in accordance with IPSAS. By adopting and implementing IPSAS in 2014 and consolidating its implementation in the following years, UNWTO has enhanced its ability to produce relevant and useful financial information, its transparency and visibility using internationally recognized accounting standards. This increase in the quality, consistency and credibility of financial reporting leads to increased confidence of Member States and donors as to the accountability of the Organization and is a major achievement for an organization of the size of UNWTO.
83. During 2020, UNWTO continued to focus on accountability and financial management through:
- (a) The periodic presentation of financial and budgetary issues and the cash situation to UNWTO management in order to identify potential improvements in the management of UNWTO's resources. Management is thereby better informed in making decisions having regard to identified financial risks;
 - (b) The issuance of UNWTO's quarterly financial position and performance reports;
 - (c) The provision of online budget and finance information through the UNWTO financial management information system to project managers and management by projects thereby enhancing the efficiency and effectiveness of programme implementation.
84. Following a review of internal control mechanisms conducted in 2018 by KPMG and the resolution of the 23rd General Assembly A/RES/719(XXIII), UNWTO has signed an agreement with the United Nations Office for the Internal Oversight (OIOS). OIOS services of internal audit started at the end of 2020 with a risk assessment exercise. Further oversight work will be carried out during 2021.

85. In addition, KPMG conducted a review of its 2018 recommendations during the first semester of 2020.
86. The Organization is committed to further enhancing transparency and accountability in future years, taking account of resource availability with a view to implementing a structured approach to accountability.
87. UNWTO's framework of external review includes the External Auditor and the UN Joint Inspection Unit (JIU).

Submission of the Financial Statements at 31 December 2020

88. The Financial Statements of UNWTO are prepared on a going concern basis reflecting our confidence in the continued commitment by Members to achieving the aims of the UNWTO and providing the necessary financial resources accordingly.
89. The statement on going concern is based on (i) the approved budget for 2021²⁹ and (ii) continued Member and donor support through the payment of assessed contributions and voluntary contributions.
90. We hereby certify that to the best of our knowledge and information the Financial Statements include all transactions incurred for the period and that these transactions have been properly recorded and that the following Financial Statements and notes fairly present the financial results for 2020 and position of UNWTO at 31 December 2020.

Statement I – Statement of Financial Position at 31 December 2020

Statement II – Statement of Financial Performance for the year ended 31 December 2020

Statement III – Statement of Changes in Net Assets/Equity for the year ended 31 December 2020

Statement IV – Cash Flow Statement for the year ended 31 December 2020

Statement V – Statement of Comparison of Budget and Actual Amounts for the year ended 31 December 2020 – Regular Budget

Signed 19/04/2021



Zurab Pololikashvili
Secretary-General

Madrid, 16 April 2021

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SIGNED

Opinion of the External Auditor³⁰

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MINISTRY OF FINANCE

GOVERNMENT COMPTROLLER'S OFFICE

AUDIT OF INDIVIDUAL STATEMENTS

WORLD TOURISM ORGANIZATION

Financial Year 2020

2021 Audit Plan

AUDInet Code 2021/199

National Audit Office

[Official logotype of the Kingdom of Spain]

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AUDIT REPORT ON ANNUAL STATEMENTS ISSUED BY THE GENERAL COMPTROLLER OF THE STATE ADMINISTRATION (IGAE)

To the Secretary-General of the WORLD TOURISM ORGANIZATION (UNWTO), Mr. Zurab Pololikashvili.

1. OPINION

The General Assembly of the World Tourism Organization (hereinafter, UNWTO), at its twenty-third session (resolution A/RES/715(XXIII)), decided to appoint Spain as external auditor for the period 2020–2021 of the financial statements for the years ended 31 December 2019 and 2020. The UNWTO requested through the Ministry of Foreign Affairs, European Union and Cooperation the appointment of external auditors for the aforementioned period. In response to that request, the General Comptroller of the State Administration agreed to take charge of the audit.

The General Comptroller of the State Administration, in the exercise of the powers conferred to it by Article 168 of the General Budgetary Law, has audited the annual statements, comprising the statement of financial position as at 31 December 2020, the statement of financial performance, the statement of changes in net assets, the statement of cash flows and the notes to the financial statements corresponding to the year ended at that date.

In our opinion, the accompanying annual statements present, in all material respects, a true image of the net assets and financial situation of the UNWTO as at 31 December 2020, as well as of its performance and cash flows corresponding to financial year ended on such date, in conformity with the applicable regulatory framework for financial reporting (identified in note 2 of the financial statements), and in particular, with the accounting principles and criteria contained therein.

2. BASIS FOR OPINION

We have carried out our audit in accordance with the regulations in force governing audit activity for the Public Sector. Our responsibilities in accordance with these regulations are described below in the section *Responsibilities of the auditor in relation to the audit of the annual statements* of our report.

We are independent of the entity, in conformity with the ethical and independence protection requirements that are applicable to our audit of the annual statements for the Public Sector as required by the regulations governing auditing activity of the aforementioned Public Sector.

We consider that the audit evidence we have obtained provides a sufficient and adequate basis for our opinion.

3. KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgement, have been of most significance in our audit of the annual statements for the current period. These matters were addressed in the context of our audit of the annual statements as a whole, and in the formulation of our opinion on them, and we do not express a separate opinion on such matters.

We have determined that there are no risks of most significance considered in the audit that give rise to any key matters that should be communicated in our report.

4. RESPONSIBILITY OF THE SECRETARY-GENERAL IN RELATION TO THE AUDIT OF THE ANNUAL STATEMENTS

The Secretary-General of the UNWTO is responsible for formulating the accompanying annual statements, so as to express the true picture of the entity's assets, financial situation and performance, in conformity with the regulatory framework for financial reporting applicable to the entity (IPSAS), in accordance with the accounting policies established in the UNWTO IPSAS Policy Guidance Manual, and the internal control they consider necessary to allow the preparation of annual financial statements free of material misstatement, due to fraud or error.

In the preparation of the annual statements, the Secretary-General is responsible for assessing the ability of the entity to continue as a going concern, disclosing, as applicable, any issues related to the going concern and applying the going-concern accounting principle unless the management organ intends or is legally obliged to liquidate the entity or cease its operations or if there is no other realistic alternative.

5. RESPONSIBILITY OF THE AUDITOR IN RELATION TO THE AUDIT OF THE ANNUAL STATEMENTS

Our objectives are to obtain reasonable assurance that the annual statements as a whole are free of material misstatements, whether due to fraud or error, and to issue an audit report containing our opinion.

Reasonable assurance is a high degree of assurance, but it does not guarantee that an audit carried out in accordance with the regulations in force governing audit activity for the Public Sector in Spain always detects material misstatements when they exist. Misstatements may be due to fraud or error and are considered material if, individually or taken together, they may reasonably be expected to influence the economic decisions that users make based on the annual statements.

As part of an audit in conformity with the regulations in force governing audit activity for the Public Sector in Spain, we apply our professional judgment and maintain an attitude of professional scepticism throughout the audit.

Also:

- We identify and assess the risks of material misstatements in the annual statements, due to fraud or error, we design and apply audit procedures to respond to such risks, and we obtain sufficient and adequate audit evidence to provide a basis for our opinion. The risk of not detecting a material misstatement due to fraud is higher than in the case of a material misstatement due to error, since fraud may involve collusion, falsification, deliberate omissions, intentionally erroneous declarations, or circumvention of internal control.
- We obtain knowledge of the internal control relevant to the audit in order to design audit procedures that are appropriate according to the circumstances, and not for the purpose of expressing an opinion on the effectiveness of the internal control of the entity.
- We assess whether the accounting policies applied are appropriate, as well as the reasonableness of the accounting estimates and the corresponding information disclosed by the management.
- We conclude on whether or not the use by the UNWTO Management of the going-concern accounting principle is appropriate and, based on the audit evidence obtained, we conclude whether or not there is material uncertainty related to facts or conditions that may raise significant doubts about the ability of the entity to continue as a going concern. If we conclude that there is a material uncertainty, we are required to draw attention in our audit report on the relevant information disclosed in the annual statements or, if such disclosures are not adequate, it is required that we express a modified opinion. Our conclusions are based on the audit evidence obtained up to the date of our audit report. However, future facts or conditions may constitute cause for the entity to cease operations.
- We evaluate the overall presentation, structure and content of the annual statements, including the information disclosed, and assess whether the annual statements represent the underlying transactions and facts in a way that manages to express a faithful image.

We have communicated with the entity regarding, among other matters, the planned scope and timing of the audit and significant audit findings, as well as any significant deficiencies in the internal control we identified in the course of the audit.

Among the matters that have been the subject of communications with the entity, we determined those that have been of the greatest significance in the audit of the annual statements of the current period and which are, consequently, the key audit matters.

Electronically signed by:
Rosa Naranjo Martínez, National Auditor – Team Manager

Financial Statements

I. Statement of financial position at 31 December 2020 (EUR)

	Note	31/12/2020	31/12/2019
Assets		31,979,037.03	29,114,908.22
Current Assets		31,262,516.92	28,241,480.88
Cash and cash equivalents	5	22,654,881.48	21,789,453.65
Inventories	7	30,920.88	33,336.64
Members assessed contributions receivable, net	8	4,741,466.45	4,228,521.16
Other contributions receivables, net	8	3,415,929.96	1,835,413.73
Other receivables, net	9	248,203.79	258,930.89
Other current assets	10	171,114.36	95,824.81
Non-current assets		716,520.11	873,427.34
Investments	6	132,594.99	196,579.86
Property, plant and equipment	11	206,853.55	239,557.56
Intangible assets, net	12	373,903.03	434,121.38
Other non-current assets	10	3,168.54	3,168.54
Liabilities and Net Assets/Equity		31,979,037.03	29,114,908.22
Liabilities		41,257,658.05	33,421,129.65
Current Liabilities		8,234,643.42	6,557,991.58
Payables and accruals	13	1,124,849.87	1,039,593.60
Transfers payable	14	72,127.49	379,033.35
Employee benefits	15	555,674.77	542,997.76
Advance receipts and deferred revenue	16	5,747,445.40	3,882,583.66
Provisions	17	549,325.76	504,825.90
Other current liabilities	18	185,220.13	208,957.31
Non-current Liabilities		33,023,014.63	26,863,138.07
Employee benefits	15	33,021,844.83	26,842,997.67
Advance receipts and deferred revenue	16	0.00	14,740.00
Other non-current liabilities	18	1,169.80	5,400.40
Net Assets/Equity		-9,278,621.02	-4,306,221.43
Accumulated surplus/(deficit)	19	-15,669,956.69	-8,795,289.72
Reserves		6,391,335.67	4,489,068.29

Note: The accompanying notes form an integral part of these financial statements.

II. Statement of financial performance for the year ended 31 December 2020 (EUR)

	Note	31/12/2020	31/12/2019
Revenue	20	17,959,122.55	20,813,221.81
Members assessed contributions		14,596,841.01	14,470,510.00
Other contributions (VC and FIT), net of reduction		1,099,088.30	1,479,776.55
Publications revenue, net of discounts and returns		318,777.00	405,156.50
Other revenues		1,944,416.24	4,457,778.76
Expenses	21	19,406,648.83	19,854,863.14
Salaries and employee benefits		14,333,423.42	12,935,689.96
Grants and other transfers		255,544.14	497,339.50
Travel		358,164.08	1,575,631.41
Supplies, consumables and running costs		2,342,351.89	3,277,304.95
Changes in currency exchange differences		499,060.12	6,390.79
Depreciation, amortization and impairment		149,809.41	149,940.81
Other expenses		1,468,295.77	1,412,565.72
Surplus/(deficit) for the year		-1,447,526.28	958,358.67

Note: The accompanying notes form an integral part of these financial statements.

III. Statement of changes in net assets/equity for the year ended 31 December 2020 (EUR)

	Note	Total accumulated surplus	Surplus	Reserves	Total net assets
Net assets, 31/12/2019		-8,795,289.72		4,489,068.29	-4,306,221.43
Total directly recognized revenue/expenses		-5,227,140.69		1,702,267.38	-3,524,873.31
Net change WCF		0.00		1,789,879.20	1,789,879.20
Net change in reserves		87,611.82		-87,611.82	0.00
Actuarial gain/loss		-3,538,594.68		0.00	-3,538,594.68
Other adjustments		-1,776,157.83		0.00	-1,776,157.83
Total recognized surplus for the period		-1,647,526.28	0.00	200,000.00	-1,447,526.28
Result for the period		0	-1,447,526.28	0.00	-1,447,526.28
Direct transfers from result		-1,647,526.28	1,447,526.28	200,000.00	0.00
Other adjustments in accumulated surplus		0.00		0.00	0.00
Net assets, 31/12/2020	19	-15,669,956.69	0.00	6,391,335.67	-9,278,621.02

Note: The accompanying notes form an integral part of these financial statements.

IV. Cash flow statement for the year ended 31 December 2020 (EUR)

	Note	31/12/2020	31/12/2019
Surplus/(Deficit) for the period		-1,447,526.28	978,358.67
Cash flows from operating activities		2,300,548.03	3,480,670.11
Depreciation, amortization and impairment, net of impairment recovery	11, 12	144,501.15	146,273.05
(Increase) decrease in inventories	7	2,415.76	-12,440.38
(Increase) decrease in contribution receivables, net	8	-2,093,461.52	-427,182.38
(Increase) decrease in other receivables, net	9	10,727.10	103,151.98
(Increase) decrease in other assets	10	-75,289.55	12,010.34
Increase (decrease) in payables and accruals	13, 14	1,628,472.15	2,165,290.65
Increase (decrease) in employee benefits payable	15	6,191,524.17	6,915,366.16
Actuarial valuation	15	-3,538,594.68	-5,705,503.00
Increase (decrease) in provisions	17	44,499.86	112,715.48
Increase (decrease) in other liabilities	18	-27,967.78	200,904.43
Loss (gain) on sale of property, plant and equipment	20	0.00	-2,000.00
Adjustments Accumulated Surplus	19	13,721.37	-27,916.22
Cash flows from investing activities		12,406.08	-118,659.54
(Purchases of property, plant and equipment)	11	-9,228.79	-53,540.44
(Purchases of intangible assets)	12	-42,350.00	0.00
Loss (gain) on sale/loss on disposal of property, plant and equipment		0.00	2,064.76
Loss (gain) on sale/loss on disposal of intangible assets		0.00	986.40
Change on investments	6	63,984.87	-68,170.26
Cash flows from financing activities		0.00	0.00
Increase (decrease) in working capital fund	19	0.00	0.00
Net increase (decrease) in cash and cash equivalents		865,427.83	4,340,369.24
Cash and cash equivalents, beginning of the year	5	21,789,453.65	17,449,084.41
Cash and cash equivalents, end of the year	5	22,654,881.48	21,789,453.65

Note: The accompanying notes form an integral part of these financial statements.

V. Statement of comparison of budget and actual amounts for the year ended 31 December 2020 – Regular Budget (EUR)

	Note	Approved income/ Original budget ¹	Final budget ²	Actual amounts on comparable basis	Differences budget and actual ³
Budgetary difference	22	0.00	0.00	2,765,445.26	-2,765,445.26
Budgetary income		14,899,000.00	14,899,000.00	14,743,894.85	155,105.15
Contributions from Full and Associate Members		13,273,000.00	13,273,000.00	13,269,841.00	3,159.00
Full Members		13,040,000.00	13,040,000.00	13,037,131.00	2,869.00
Associate Members		233,000.00	233,000.00	232,710.00	290.00
Other income sources		1,626,000.00	1,626,000.00	1,474,053.85	151,946.15
Allocation from PY RB Budgetary cash balance		537,000.00	537,000.00	537,017.85	-17.85
Allocation from Publication store Accumulated Surplus		200,000.00	200,000.00	200,000.00	0.00
Affiliate Members		889,000.00	889,000.00	737,036.00	151,964.00
Budgetary expenditure		14,899,000.00	14,899,000.00	11,978,449.59	2,920,550.41
A Member Relations		2,409,000.00	2,409,000.00	2,075,029.42	333,970.58
A01 Regional Department, Africa		772,000.00	772,000.00	554,418.90	217,581.10
A02 Regional Department, Americas		361,000.00	359,538.68	293,779.50	65,759.18
A03 Regional Department, Asia and the Pacific		424,000.00	377,088.32	350,850.12	26,238.20
A04 Regional Department, Europe		421,000.00	421,000.00	396,607.90	24,392.10
A05 Regional Department, Middle East		249,000.00	250,461.32	250,461.32	0.00
A06 Affiliate Members		182,000.00	228,911.68	228,911.68	0.00
B Operational		3,830,000.00	3,599,869.54	3,455,995.82	143,873.72
B01 Sustainable Development of Tourism		731,000.00	731,000.00	677,979.26	53,020.74
B02 Technical Cooperation and Silk Road		724,000.00	584,000.00	576,707.45	7,292.55
B03 Statistics		483,000.00	432,851.59	420,349.82	12,501.77
B04 Tourism Market Intelligence and Competitiveness		540,000.00	540,000.00	518,753.36	21,246.64
B05 Ethics, Culture and Social Responsibility		318,000.00	341,767.93	341,767.93	0.00
B06 Education and Training (THEMIS)		118,000.00	144,380.48	144,380.48	0.00
B07 Institutional Relations and Partnerships		557,000.00	512,680.51	508,611.35	4,069.16
B08 Innovation, Education and Investments		359,000.00	313,189.03	267,446.17	45,742.86
C Support, Direct to Members		3,634,000.00	3,864,130.46	3,864,130.46	0.00
C01 Conferences Services		772,000.00	795,906.69	795,906.69	0.00
C02 Management		2,460,000.00	2,505,810.97	2,505,810.97	0.00
C03 Communications		402,000.00	562,412.80	562,412.80	0.00
D Support, Indirect to Members		5,026,000.00	5,026,000.00	2,583,293.89	2,442,706.11
D01 Budget and Finance		592,000.00	657,335.44	657,335.44	0.00
D02 Human Resources		321,000.00	346,680.72	346,680.72	0.00
D03 Information and Communication Technologies		639,000.00	639,000.00	572,709.55	66,290.45
D04 General Services		944,000.00	852,983.84	606,568.18	246,415.66
D05 Staff Vacancies and ASEB Provisions		2,530,000.00	2,530,000.00	400,000.00	2,130,000.00

Notes: The accompanying notes form an integral part of these financial statements.

- 1) Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure update approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and by CE/DEC/3(CXIII) of document CE/113/3(b) Part II.
- 2) After transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure update approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and by CE/DEC/3(CXIII) of document CE/113/3(b) Part II and the Secretary-General proposal of structure modification.
- 3) Differences between final and actual budgetary income are due to: (a) rounding difference, and (b) Affiliate members budgetary income was prepared based on an estimated number of Members.

VI. Notes to the Financial Statements

Note 1 – Reporting organization

91. The World Tourism Organization (previously WTO) held its first General Assembly in 1975. WTO was established through a transformation from the International Union of Official Travel Organizations (IUOTO) created in 1946 which in turn replaced the International Union of Official Tourist Propaganda Organizations (IUOTPO), established in 1934. In 2003 the WTO General Assembly approved the transition of WTO into a specialized agency of the United Nations by resolution 453(XV). The WTO transition was ratified by the United Nations General Assembly by resolution A/RES/58/232.
92. The World Tourism Organization (UNWTO after the transition) is the United Nations agency responsible for the promotion of responsible, sustainable and universally accessible tourism. UNWTO promotes tourism as a driver of economic growth, inclusive development and environmental sustainability and offers leadership and support to the sector in advancing knowledge and tourism policies worldwide.
93. UNWTO is governed by a General Assembly, consisting of the representatives of its Full Members and Associate Members, which determine the policies and main lines of work of the Organization. Affiliate Members and representatives of other international organizations participate as observers. The Executive Council, which is composed by Full Members elected by the General Assembly in a ratio of one for every five Full Members, takes all necessary measures to ensure the effective and rational execution of the programme of work and adherence to the budget by the Secretary-General.
94. The Headquarters of the Organization is in Madrid, Spain. It also maintains an office in Japan (Regional Support Office for Asia and the Pacific) and is in the process of establishing an office in Saudi Arabia (Regional Office for the Middle East).
95. UNWTO is not a controlled organization as defined under IPSAS 34 and 35.

Note 2 – Significant accounting policies

2.1. Basis of preparation

96. The Financial Statements have been prepared on an accrual and going concern basis and comply with the requirements of International Public Sector Accounting Standards (IPSAS).
97. The Financial Statements cover the period from 1 January to 31 December 2020 and are presented rounded off to two decimal places.
98. The Cash Flow Statement is prepared using the indirect method.

99. The functional and reporting currency of UNWTO is the euro³¹ (EUR). Transactions in currencies other than EUR are converted into EUR, using the “indirect quotation” method, at the prevailing United Nations Rate of Exchange (UNORE) at the date of the transaction. Monetary assets and liabilities in currencies other than EUR are converted into EUR at the prevailing UNORE period end closing rate and any resulting gains or losses are accounted for in the Statement of Financial Performance.
100. The accounting policies set out below are in accordance with the 2019 edition of the UNWTO IPSAS Policy Guidance Manual and have been applied consistently in the preparation and presentation of these Financial Statements.

2.2. Jointly controlled entity and other entities

Jointly controlled entity

101. The Themis Foundation is jointly controlled by UNWTO and the Government of Andorra. Both UNWTO and the Government of Andorra have similar voting rights over the Themis Foundation.
102. The Themis Foundation’s mission is to devise and implement education and training policies, plans and tools that fully harness the employment potential of the tourism sector and effectively enhance its competitiveness and sustainability. It is based in Andorra and its functional currency is the euro.
103. UNWTO uses the equity method to recognize its interest in the Themis Foundation. UNWTO has used the UN Framework for Control, Joint Control and Influence (CJI) in determining the joint control of the Themis Foundation.

Other entities

104. The International Computing Centre (ICC) was established in January 1971 pursuant to Resolution 2741 (XXV) of the United Nations General Assembly. ICC provides Information Technology and Communications services to Partners and Users in the United Nations System. As a Partner bound by the Mandate of the ICC, UNWTO would be proportionately responsible for any third party claim or liability arising from or related to service activities of the ICC as specified in the ICC Mandate. At 31 December 2020, there are no known claims that impact UNWTO. Ownership of assets is with ICC until dissolution. Upon dissolution, the division of all assets and liabilities amongst Partner Organizations shall be agreed by the Management Committee by a formula defined at that time. UNWTO has used the UN Framework for Control, Joint Control and Influence (CJI) in determining no one Partner, including UNWTO, has control, joint control or significant influence over ICC.
105. The STEP Foundation is an international foundation established under the auspices of UNWTO through an agreement between UNWTO and the Government of the Republic of

Korea with the provision of a seed fund of USD 5M by the Government of the Republic of Korea. The STEP Foundation's aim is to promote poverty elimination through sustainable tourism development programmes and projects that can be carried out, while preserving culture and the natural environment, thus contributing contribute to the UN Millennium Development Goals. The STEP Foundation does not meet definitions of controlled entity, joint arrangement or associate entity under IPSAS 34–38. The STEP Foundation is governed by its Board of Directors which UNWTO representation with a voting capacity of 18%. UNWTO has used the UN Framework for Control, Joint Control and Influence (CJI) in determining the status of the STEP Foundation.

106. The Government of the Republic of Korea confirmed that the STEP Foundation is under dissolution in accordance with its domestic legal system and, until completion of the proceedings, it remains inactive and has ceased all its operations.³²

2.3. Cash and cash equivalents

107. Cash and cash equivalents includes cash in hand, deposits held with banks and other short-term highly liquid investments that are readily convertible to cash and subject to an insignificant risk of changes in value.
108. Revenues earned on cash and cash equivalent holdings are recognized in the period in which they accrue.
109. Cash required for immediate disbursement is maintained in cash and in bank accounts. Balances in the deposit accounts are available at short notice (less than 3 months).

2.4. Financial instruments

110. Financial instruments are recognized when UNWTO becomes a party to the contractual provisions of the instrument until such time as when the rights to receive cash flows from those assets have expired or have been transferred and UNWTO has transferred substantially all the risks and rewards of ownership. They are classified as current if they are expected to be realized within 12 months of the reporting date.
111. UNWTO financial assets are largely short-term deposit instruments and receivables. These assets require initial recognition at fair value plus transaction costs and subsequent measurement at amortized cost using the effective interest method. As the term deposits are short-term and acquired at face value, no discount amortization is required. Receivables are stated at fair value, equivalent to nominal value, less allowance for estimated impairment. In particular, for assessed contributions receivable, an allowance is recognized based on historical experience.
112. UNWTO financial liabilities are mainly short-term payables for goods and services and unspent funds for refunds. They are initially recognized at fair value and, when applicable,

subsequently measured at amortized cost using the effective interest method. As UNWTO's payables generally fall due within 12 months, the impact of discounting is immaterial, and nominal values are applied to initial recognition and subsequent measurement.

2.5. Inventories

113. Publication inventories held for sale on hand at year-end are presented as current assets in the Statement of Financial Position. On sale, exchange or distribution the inventories are recognized as an expense in the period in which the related revenue is recognized. If there is no related revenue, the expense is recognized when these inventories are distributed.
114. Publications intended for free distribution are immediately distributed and expensed after production. Any residual inventories considered as free publications are considered immaterial for inventory valuation purposes.
115. Inventories for sale are valued at the lower of cost and net realizable value, except inventories held for distribution at no or nominal charge, which are measured at the lower of cost and current replacement cost.
116. The cost of publications inventories includes all costs of production, including costs incurred in bringing the publications to their present condition and location. The cost of inventories is assigned in line with the weighted average cost formula.
117. Publication inventories are reviewed at the end of each financial year and titles seven years old or older are written off.
118. Publications held by distributors under a consignment stock arrangement continue to be shown as the Organization's asset until their sale by the distributor.

2.6. Contributions and receivables

119. Contributions are recognized at the beginning of the year to which they apply or when confirmed in writing by donors. However, if a donor agreement contains conditions over the application of funds to a specific activity, a liability is recognized along with the asset when the agreement is confirmed in writing and revenue is recognized when the conditions are met.
120. Contributions and receivables are measured at fair value and are presented net of any allowance for estimated irrecoverable amounts. Assessed contributions received prior to the commencement of the relevant specified budget period are recorded as an advance receipt liability.
121. In-kind contributions that directly support approved operations and activities and can be reliably measured, are recognized and valued at fair value at the time of receipt.
122. Pre-payments of less than EUR 5,000 are expensed in the year of purchase.

2.7. Property, plant and equipment

123. Property, plant and equipment (PPE) is presented at cost less accumulated depreciation and impairment. Heritage assets are not recognized in the Financial Statements.

Additions

124. The cost of an item of PPE is recognized as an asset if it is probable that future economic benefits or service potential associated with the item will flow to UNWTO and the cost of the item can be measured reliably. In most instances, an item of PPE is recognized at its cost. When an asset is donated, it is recognized at fair value as at the date of acquisition. Additions to PPE are subject to a useful life of more than one year and a threshold of EUR 1,500 below which they are fully expensed in the year of purchase.

Disposals

125. On sale or disposal of assets any difference between the net book value and disposal price is recognized as revenue or expense.

Subsequent costs

126. Costs incurred subsequent to initial acquisition are capitalized only when it is probable that future economic benefits or service potential associated with the item will flow to UNWTO, the cost of the item can be measured reliably exceeding the cost threshold applicable to the class of assets (except for leased premises), and the relevant PPE must have a remaining estimated useful life of more than one year. Subsequent expenditures on leased premises are capitalized if the cost exceeds EUR 50,000 and comply with some conditions.

Depreciation

127. Depreciation on PPE is provided on a straight-line basis over the expected useful life of the asset. The useful lives of major classes of assets have been estimated as follows:

Asset classes	Estimated useful life (in years)
Communication and IT Equipment	5
Vehicles and Machinery	10
Furniture and Fixtures	12
Other Equipment	5
Building	50
Land	No depreciation
Leasehold Improvements	The lesser of the lease term or useful life of the improvements

Impairment

128. The carrying values of fixed assets are reviewed for impairment if events or changes in circumstances indicate that the book value of the asset may not be recoverable. Impairment is included in the Statement of Financial Performance.
129. A review of all assets is made annually to identify impairment.

Heritage assets

130. UNWTO also has a limited number of “Works of Art” (also referred to as heritage assets), including paintings, statues and various other objects, which have been mainly donated by governments and other partners. The value of these works is not recognized in the Financial Statements of UNWTO in compliance with IPSAS 17.

2.8. Intangible assets

131. Intangible assets are presented at cost less accumulated amortization and impairment. Recognition of intangible assets is subject to a useful life of more than one year and a threshold of EUR 50,000 for software internally developed or EUR 5,000 for any other intangible asset classes below which they are fully expensed in the year of purchase.

Amortization

132. Amortization of intangible assets is provided on a straight-line basis over the expected useful life of the asset. The useful lives of the major intangible asset classes have been estimated as follows:

Intangible asset classes	Estimated useful life (in years)
Software acquired externally	6
Software internally developed	6
Licences and rights	6 or period of licence/right

2.9. Leases

Finance leases

133. Leases under which substantially all of the risk and reward of ownership have been transferred to the Organization through the lease agreement are treated as finance leases.
134. Assets purchased under a finance lease are shown as assets at the lower of the fair value of the asset and the present value of the minimum lease payments. An associated lease obligation is recognized at the same value.
135. Lease payments made under a finance lease are apportioned between payment of finance charges and reduction of the balance of the liability.

136. Assets acquired through a finance lease are depreciated over the shorter of the lease term or the useful life of the asset, except where such assets become the property of the Organization on completion of the lease term. In such cases, the asset is depreciated over its useful life. The finance charge will be calculated so as to produce a constant periodic rate of interest on the annual balance of the liability.

Operating leases

137. Leases which are not categorized as finance leases, with a balance of risk and reward remaining with the lessor, are considered to be operating leases.
138. Expenditure incurred under an operating lease is charged on a straight-line basis over the life of the lease.

2.10. Employee benefits

139. UNWTO recognizes the following employee benefits:

(a) Short-term employee benefits

Short-term employee benefits are those which fall due wholly within twelve months after the end of the accounting period in which employees render the related service. Short-term employee benefits comprise first-time employment benefits (assignment grants); regular monthly benefits (salaries, allowances) compensated absences (annual leave, sick leave, maternity/paternity leave) and other short-term benefits (education grant, reimbursement of taxes). These are treated as current liabilities. Some elements of normally short-term benefits may not be expected to be settled within 12 months of the reporting date. This is the case of annual leave entitlement, which is expected to be settled more than 12 months after the end of the reporting date and is therefore reported as a non-current liability.

(b) Post-employment benefits

Post-employment benefits include the pension plan and the post-employment medical care payable after the completion of employment. Post-employment benefit plans are classified as either defined contribution or defined benefit plans.

United Nations Joint Staff Pension Fund (UNJSPF)

UNWTO is a member organization participating in the United Nations Joint Staff Pension Fund (the UNJSPF or the Fund), which was established by the United Nations General Assembly to provide retirement, death, disability and related benefits to employees. The Fund is a funded, multi-employer defined benefit plan. As specified by Article 3(b) of the Regulations of the Fund, membership in the Fund shall be open to the specialized agencies and to any other international, intergovernmental organization, which participates in the common system of salaries, allowances and other conditions of service of the United Nations and the specialized agencies.

The Fund exposes participating organizations to actuarial risks associated with the current and former employees of other organizations participating in the Fund, with

the result that there is no consistent and reliable basis for allocating the obligation, the plan assets and costs to individual organizations participating in the plan. UNWTO and the UNJSPF, in line with the other participating organizations in the Fund, are not in a position to identify UNWTO's proportionate share of the defined benefit obligation, the plan assets and the costs associated with the plan with sufficient reliability for accounting purposes. Hence UNWTO has treated this plan as if it were a defined contribution plan in line with the requirements of IPSAS 25. UNWTO's contributions to the Fund during the financial period are recognized as expenses in the Statement of Financial Performance.

After Service Health Insurance (ASHI)

The After Service Health Insurance programme extends subsidized health insurance coverage to retirees and their dependants under the same health insurance schemes as for active staff based on certain eligibility requirements. The ASHI programme at UNWTO is a defined benefit plan. Accordingly a liability is recognized to reflect the present value of the defined benefit obligation.

Actuarial gains and losses which may arise from experience and adjustments and changes in actuarial assumptions are recognized in the period in which they occur as a separate item directly in Statement of Changes in Net Assets/Equity.

(c) *Other long-term employee benefits*

Other long-term employee benefits are benefits which are expected to be settled more than 12 months after the end of the reporting period. These are treated as non-current liabilities.

(d) *Termination benefits*

Termination benefits include indemnities upon termination, and are expected to be settled within 12 months of the reporting date.

2.11. Provisions and contingencies

140. UNWTO recognizes a provision for future liabilities where a present obligation (legal or constructive) as a result of a past event exists and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.
141. Provisions are established to reflect an approximation of sales returns for publications using a percentage of the previous financial year sales based on the historical levels of returns.
142. Provision for refunds to donors is based on past experience of refunds.
143. Other commitments which do not meet the recognition criteria for liabilities are disclosed in the notes to the Financial Statements as contingent liabilities when their existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events which are not wholly within the control of UNWTO.

144. Possible assets arising from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of UNWTO, and where the inflow of economic benefits or service potential is probable, are disclosed in the notes to the Financial Statements as contingent assets.

2.12. Revenue recognition

145. Revenue is recognized when it is probable that future economic benefits or service potential will flow to UNWTO and those benefits can be measured reliably.
146. Accrual accounting for non-exchange transactions under IPSAS does not require the matching of revenue to related expenses. The cash flows arising from revenue and related expenses can take place in current and future accounting periods.

Non-exchange revenue

147. Revenue from non-exchange transactions is measured from an increase in net assets recognized. Where the full criteria for recognition of an asset under a nonexchange agreement are not fulfilled, a contingent asset may be disclosed.
148. Assessed contributions are assessed and approved for a two-year budget period. The amount of these contributions is then apportioned between the two years of the budget period. Assessed contributions are recognized as revenue in the Financial Statements at the beginning of the apportioned year in the relevant two-year budget period.
149. Other contributions, voluntary contributions and trust funds which are supported by written confirmation or agreement are recognized as revenue at the time the confirmation is received or agreement becomes binding and when control of the asset is deemed to be present, unless the confirmation or agreement establishes a condition on transferred assets that requires recognition of a liability. In such cases, revenue is recognized as the liability is discharged. Contribution agreements with milestones are considered conditional with conditions considered met as project expenses are incurred. Voluntary contributions which are not supported by written confirmation or binding agreement are recognized as revenue when received.
150. In-kind contributions that directly support approved operations and activities and can be reliably measured, are recognized and valued at fair value at the time of receipt. These contributions include PPE, the use of premises or conference rooms and donated travel. In-kind contributions that cannot be reliably measured will be disclosed by way of note only if they are considered material to the objectives of the UNWTO.
151. Revenue from in-kind contributions is matched by a corresponding expense in the Financial Statements except for PPE which is capitalized.

Exchange revenue

152. Revenue from exchange transactions is measured at the fair value of the consideration received and is recognized as the goods are delivered, with the exception of inventories under consignment held by distributors. Where the consideration is in cash or in a monetary amount, the measurement is at this amount. Revenues from exchange transactions mainly arise from the sale of publications.
153. The IPSAS Board (IPSASB) is currently working on revising IPSAS standards on revenue and non-exchange transactions, which could have an impact on UNWTO's future financial statements. This project's progress and impact is being monitored by the UN Task Force on Accounting Standards (UNTFAS) of the UN Finance and Budget Network (UNFBN) under the auspices of the UN Chief Executives Board (CEB).

2.13. Expense recognition

154. Expenses are recognized on an accrual basis when the transaction occurs and on the basis of goods or services delivered and represent outflows or consumption of assets or incurrences of liabilities during the reporting period.

2.14. Budget comparison

155. UNWTO prepares the Regular Budget on a modified accrual basis, which is the same basis as prior to IPSAS adoption.
156. The Statement of Comparison of Budget and Actual Amounts compares the final budget to actual amounts calculated on the same basis as the corresponding budgetary amounts. As the bases used to prepare the budget and Financial Statements differ (modified accrual basis and accrual basis respectively), a disclosure note provides reconciliation between the Statement of Comparison of Budget and the Statement of Financial Performance.

Note 3 – Accounting estimates

157. The preparation of Financial Statements in accordance with IPSAS necessarily includes the use of accounting estimates and management assumptions and judgement. The areas where estimates, assumptions or judgement are significant to UNWTO's Financial Statements include, but are not limited to: post-employment benefit obligations, provisions for litigation, financial risk on inventories and accounts receivable, accrued charges, contingent assets and liabilities, and degree of impairment of fixed assets. Actual results could differ from those estimates. Changes have been made to the estimates of the allowances for doubtful debts as set out under Notes on Contributions receivable. Changes in estimates are reflected in the period in which they are applied.

Note 4 – Segment reporting

158. The Financial Statements are prepared on a fund accounting basis, showing, at the end of the period, the consolidated position of all UNWTO funds. A fund is a self-balancing accounting entity established to account for the transactions of a specified purpose or objective. Fund balances represent the accumulated residual of revenue and expenses and in the VCF and FIT represent the unspent portion of contributions that are intended for utilization for future operations.
159. UNWTO classifies all programmes, projects, operations and activities into two segments as follows:
- (a) **The Programme of Work Services (PoWS)**
The Programme of Work Services segment, mainly financed from the assessed contributions of Members, covers (i) the main operations of the Organization for which programme appropriations for the financial period are voted by the General Assembly and, (ii) other activities within the GF (i.e., the publications store activities, affiliate members programme of work activities, reserves activities, working capital fund, and other non-RB project activities within the GF). This segment comprises the General Fund.
 - (b) **Other Services (OS)**
The Other Services segment mainly relates to projects and activities, including regional support offices, financed from voluntary funding provided by donors through agreements or other legal authority, the project support cost recovery activities and the closed projects balances activities. This segment comprises the Voluntary Contributions Fund and the Fund In Trust. The main sub-funds under this category are the Voluntary Contributions, the United Nations Development Programme, Trust Funds and the United Nations Multi-Donor Trust Fund.

Statement of financial position by segment at 31 December 2020 (EUR)

	Programme of work services	Other services	Inter-segment elimination ¹	Total UNWTO
Assets	24,687,533.83	10,766,940.60	-3,475,437.40	31,979,037.03
Current Assets	24,021,952.34	10,716,001.98	-3,475,437.40	31,262,516.92
Cash and cash equivalents	16,195,311.55	6,459,569.93	0.00	22,654,881.48
Inventories	30,920.88	0.00	0.00	30,920.88
Members assessed contributions receivable, net	4,741,466.45	0.00	0.00	4,741,466.45
Other contributions receivables, net	0.00	3,415,929.96	0.00	3,415,929.96
Other receivables, net	216,989.17	31,214.62	0.00	248,203.79
Other current assets	2,837,264.29	809,287.47	-3,475,437.40	171,114.36
Non-current assets	665,581.49	50,938.62	0.00	716,520.11
Investments	132,594.99	0.00	0.00	132,594.99
Property, plant and equipment	201,253.91	5,599.64	0.00	206,853.55
Intangible assets, net	328,564.05	45,338.98	0.00	373,903.03
Other non-current assets	3,168.54	0.00	0.00	3,168.54
Liabilities and Net Assets/Equity	24,687,533.83	10,766,940.60	-3,475,437.40	31,979,037.03
Liabilities	39,479,156.86	5,253,938.59	-3,475,437.40	41,257,658.05
Current Liabilities	6,457,312.03	5,252,768.79	-3,475,437.40	8,234,643.42
Payables and accruals	984,791.35	140,058.52	0.00	1,124,849.87
Transfers payable	697.65	71,429.84	0.00	72,127.49
Employee benefits	555,674.77	0.00	0.00	555,674.77
Advance receipts and deferred revenue	1,426,365.79	4,321,079.61	0.00	5,747,445.40
Provisions	386,745.81	162,579.95	0.00	549,325.76
Other current liabilities	3,103,036.66	557,620.87	-3,475,437.40	185,220.13
Non-current Liabilities	33,021,844.83	1,169.80	0.00	33,023,014.63
Employee benefits	33,021,844.83	0.00	0.00	33,021,844.83
Other non-current liabilities	0.00	1,169.80	0.00	1,169.80
Net Assets/Equity	-14,791,623.03	5,513,002.01	0.00	-9,278,621.02
Accumulated surplus/(deficit)	-21,182,958.70	5,513,002.01	0.00	-15,669,956.69
Reserves	6,391,335.67	0.00	0.00	6,391,335.67

Note: 1) Internal activities lead to transactions between segments. They are reflected here to accurately present this financial statement.

Statement of financial position by segment for the year ended 31 December 2020 (EUR)

	Programme of work services	Other services	Inter-segment elimination ¹	Total UNWTO
Revenues	16,456,423.45	1,744,857.21	-242,158.11	17,959,122.55
Members assessed contributions	14,596,841.01	0.00	0.00	14,596,841.01
Other contributions (VC and FIT), net of reduction	0.00	1,099,088.30	0.00	1,099,088.30
Publications revenue, net of discounts and returns	318,777.00	0.00	0.00	318,777.00
Other revenues	1,540,805.44	645,768.91	-242,158.11	1,944,416.24
Expenses	17,039,904.46	2,608,902.48	-242,158.11	19,406,648.83
Salaries and employee benefits	13,105,737.52	1,227,685.90	0.00	14,333,423.42
Grants and other transfers	205,662.26	49,881.88	0.00	255,544.14
Travel	319,444.01	38,720.07	0.00	358,164.08
Supplies, consumables and running costs	1,808,969.24	533,382.65	0.00	2,342,351.89
Currency exchange differences	79,628.80	419,431.32	0.00	499,060.12
Depreciation, amortization and impairment	133,867.53	15,941.88	0.00	149,809.41
Other expenses	1,386,595.10	323,858.78	-242,158.11	1,468,295.77
Surplus/(deficit) for the year	-583,481.01	-864,045.27	0.00	-1,447,526.28

Note: 1) Internal activities lead to transactions between segments. They are reflected here to accurately present this financial statement.

160. Internal activities lead to accounting transactions that create inter-segment assets and liabilities as well as inter-segment revenue and expenses. Inter-segment transactions are eliminated in the Statement of Financial Position by segment and the Statement of Financial Performance by segment respectively to accurately present these Financial Statements.

Note 5 – Cash and cash equivalents**Cash and cash equivalents (EUR)**

	31/12/2020	31/12/2019
Cash and cash equivalents	22,654,881.48	21,789,453.65
Cash in banks	18,597,148.03	16,683,766.13
Cash on hand	1,492.78	6,821.85
Imprest funds	5,000.00	5,000.00
Short term deposits	4,051,240.67	5,093,865.67

161. Cash is principally held in UNWTO Headquarters interest-bearing EUR and US dollar (USD) bank accounts. Limited amounts of cash are also held in local currency in the RSOAP.

Note 6 – Investments

Investmentes (EUR)

	31/12/2020	31/12/2019
Investments	132,594.99	196,579.86
Non-current Investments	132,594.99	196,579.86
Investments in Joint Venture	132,594.99	196,579.86

162. Fixed-term deposits are held by banks and maturing between three and twelve months (current) and in more than twelve months (non-current).
163. The non-current investment is the UNWTO's investment in its joint venture with Themis accounted for using the equity method, i.e., Themis is recognized as an asset adjusted at the end of the year to include UNWTO's share in any surplus or deficit of the joint venture.

Note 7 – Inventories

Publications inventory (EUR)

	31/12/2020	31/12/2019
Publications inventory, net realizable value	30,920.88	33,336.64
Publications inventory, carrying cost	50,035.52	50,591.20
Publications on hand	47,936.24	48,457.04
Publications on consignment	2,099.28	2,134.16
Impairment	-19,114.64	-17,254.56

164. Publication inventories are publications held for sale.
165. Inventory quantities are validated by physical stock counts. The cost of publication inventories includes all costs of production, including costs incurred in bringing the publications into their present condition and location. Cost is determined using the weighted average cost formula. The current year's cost per page is derived from the division of the total of the carrying cost of the beginning inventory and the production cost of pages produced during the year by the total of the number of pages in the beginning inventory and the number of pages produced during the year. The impairment of inventories represents the write down of inventories of publications to zero when that publication is equal or more than seven years from publications date.
166. Inventories include consignment stock held at distributor premises for which the Organization continues to bear the risk and reward until the point of sale by the distributor.

Note 8 – Contribution receivables

Contribution receivable (EUR)

	31/12/2020	31/12/2019
Contributions receivable, net	8,157,396.41	6,063,934.89
Current contributions receivable, net	8,157,396.41	6,063,934.89
Members assessed contributions, net	4,741,466.45	4,228,521.16
Other contributions, net	3,415,929.96	1,835,413.73
Non-Current contributions receivable, net	0.00	0.00

167. All contributions receivable, whether assessed or voluntary relate to non-exchange transactions.

168. Contributions receivable represent unpaid assessed contributions by Full, Associate and Affiliate Members, unpaid voluntary and trust fund contributions and receivables to the Working Capital Fund (WCF).

169. Non-current contribution receivables are those contributions and advances which are expected to be received, on the basis of agreed payment plans, more than 12 months after the reporting date.

170. The allowance for doubtful accounts of assessed contributions receivable from Full, Associate and Affiliate Members and of the WCF is estimated as follows:

- (a) No allowance is applied to those receivables outstanding for two years or less.
- (b) An allowance of 100% is applied to receivables outstanding for over two years.

171. Write-offs of contributions receivables from Full and Associate Members are approved on a case-to-case basis by the General Assembly.

172. Affiliate Members unpaid receivables for more than five years and without an approved payment plan are written off upon recommendation of the Secretary-General in accordance with Detailed Financial Rules.³³

173. The allowance for doubtful accounts of contributions receivable from donors of Other contributions receivable (Voluntary Contributions and Funds In Trust) is calculated as follows:

- (a) No allowance is applied to receivables outstanding for two years or less;
- (b) An allowance of 100% is applied to receivables outstanding for over two years.

174. Write-offs of Other contributions receivable (Voluntary Contributions and Funds In Trust) are on a case-by-case basis.

Contribution receivable by type (EUR)

	31/12/2020	31/12/2019
Contributions receivable, net	8,157,396.41	6,063,934.89
Members assessed contributions, net	4,741,466.45	4,228,521.16
Members assessed contributions receivable	18,884,542.77	17,787,845.02
Allowance for doubtful accounts	-14,143,076.32	-13,559,323.86
Voluntary contributions, net	3,395,554.96	1,835,413.73
Voluntary contributions receivable	3,619,058.06	1,995,232.13
Allowance for doubtful accounts	-223,503.10	-159,818.40
Trust Funds contributions, net	20,375.00	0.00
Trust Funds contributions receivable	20,375.00	0.00

175. For assessed and voluntary contribution receivables due, adjustments or allowances are made to reflect the fair value of the receivables in the Financial Statements because of the uncertainty surrounding the timing of the future cash flows from the receivables. However such adjustments or allowances constitute neither a formal write-off of the receivable nor do they release members/donors from their obligation.

176. The following table illustrates the composition of the Members assessed contributions receivables only:

Members assessed contributions receivable by year of assessment

		31/12/2020		31/12/2019	
		EUR	%	EUR	%
Members assessed contributions receivable		18,884,542.77	100.00%	17,787,845.02	100.00%
Year of assessment:	2017 and earlier	13,120,818.76	69.48%	13,561,723.86	76.24%
	2018	1,058,968.56	5.61%	1,443,465.64	8.11%
	2019	1,623,035.81	8.59%	2,782,655.52	15.64%
	2020	3,081,719.64	16.32%	0.00	0.00%

177. The movements of the allowance for doubtful accounts during the year are as follows:

Allowance for doubtful accounts movements (EUR)

	01/01/2020	Utilization	Increase/ (decrease)	31/12/2020
Allowance for doubtful accounts movements	13,734,560.94	302,658.71	941,087.66	14,368,944.88
Members assessed contribution	13,559,323.86	289,605.12	873,357.58	14,143,076.32
Other	15,418.68	13,053.59	0.00	2,365.09
Publications Sales	0.00	0.00	0.37	0.37
Voluntary contributions	159,818.40	0.00	67,729.71	223,503.10

Note 9 – Other receivables

Other receivables (EUR)

	31/12/2020	31/12/2019
Other receivables	248,203.79	258,930.89
VAT receivable	165,394.07	140,656.02
Receivables from exchange transactions	82,809.72	118,274.87
Publications sales receivables, net	13,452.89	21,863.53
Publications sales receivables	13,453.26	21,863.53
Allowance for doubtful accounts	-0.37	0.00
Employee receivables	50,160.94	49,888.53
Miscellaneous receivables	19,195.89	46,522.81

178. Other receivables is composed by receivables from exchange transactions (publications sales receivable, employee receivables, interest accrued receivable and other miscellaneous receivables from exchange transactions) and by the value-added tax (VAT) recoverable of goods and services from the government of the host country (Spain) under the terms of the relevant host country agreement.³⁴

179. Miscellaneous receivables from exchange transactions mainly include receivables for donations paid in advance and other miscellaneous receivables. Receivables for donations paid in advance mainly refer to donated air tickets where the Organization advances the cost of the donated tickets, thus it expects to be reimbursed in exchange for the amount it paid out.

180. The allowance for doubtful accounts for publications sales receivables is estimated as follows:

(a) No allowance is applied to receivables outstanding for two years or less;

(b) An allowance of 100% is applied to receivables outstanding for over two years.

181. Receivables from sales of publications which have been fully provided for shall be written-off after being outstanding for five years, although, a write-off may be made earlier upon approval of the Secretary General.

182. An updated calculation of the allowance for doubtful accounts for publications sales receivables has also been applied in the current year.

³⁴ Headquarters agreement between the Kingdom of Spain and the World Tourism Organization/Article 10, and BOE of Spain no. 182 of 31 July 2015/Article 10, applicable since 25 June 2015.

Note 10 – Other assets

Other assets (EUR)

	31/12/2020	31/12/2019
Other assets	174,282.90	98,993.35
Other current assets	171,114.36	95,824.81
Advances	170,211.87	94,922.32
Miscellaneous assets	902.49	902.49
Other non-current assets	3,168.54	3,168.54

183. Other current assets are composed of advances, prepaid expenses and miscellaneous assets.

184. Advances include:

- (a) Employee advances such as education grant, home leave travel, DSA (daily subsistence allowance) on mission travel and others in accordance to the UNWTO Staff Regulations and Rules;
- (b) Advances made to UNDP to deliver services in the field on the Organization's behalf, through the Service Clearing Account arrangement;
- (c) Advances to implementing partners made under contracts with national bodies and similar organizations which deliver technical cooperation activities on UNWTO's behalf; and,
- (d) Advances to suppliers.

185. Other non-current assets include guarantees and deposits and miscellaneous non-current assets.

Note 11 – Property, plant and equipment

Property, plant and equipment (PPE) at 31 December 2020 (EUR)

	Communication and IT equipment	Vehicles	Furniture and fixtures	Other equipment	Leasehold	Total
01/01/2020						
Historical cost/fair value	407,932.82	87,008.24	21,145.36	212,100.22	201,625.31	929,811.95
Accumulated depreciation and impairment	-382,189.07	-41,150.84	-15,811.51	-201,569.84	-49,533.13	-690,254.39
Opening carrying amount	25,743.75	45,857.40	5,333.85	10,530.38	152,092.18	239,557.56
Movement for the year						
Additions	7,576.72	1,652.07	0.00	0.00	0.00	9,228.79
Disposals	0.00	0.00	0.00	0.00	0.00	0.00
Impairment	0.00	0.00	0.00	0.00	0.00	0.00
Depreciation	-12,766.59	-4,922.49	-474.12	-4,559.64	-19,209.96	-41,932.80
Total movements for year	-5,189.87	-3,270.42	-474.12	-4,559.64	-19,209.96	-32,704.01
31/12/2020						
Historical cost/fair value	415,509.54	88,660.31	21,145.36	212,100.22	201,625.31	939,040.74
Accumulated depreciation and impairment	-394,955.66	-46,073.33	-16,285.63	-206,129.48	-68,743.09	-732,187.19
Closing carrying amount	20,553.88	42,586.98	4,859.73	5,970.74	132,882.22	206,853.55

186. At 31 December 2020, UNWTO holds fully depreciated PPE which is still in use.

187. Assets are reviewed annually to determine if they are impaired.

188. The UNWTO Headquarters building is not part of property, plant and equipment as it is treated as a donated right to use under the provisions of IPSAS 23. Further disclosures on the treatment of this lease are provided in the Note on Revenue.

Note 12 – Intangible assets

Intangible assets at 31 December 2020 (EUR)

	Software acquired externally	Software developed internally	Total
01/01/2020			
Historical cost/fair value	105,194.73	492,567.39	597,762.12
Accumulated amortization and impairment	-9,307.73	-154,333.01	-163,640.74
Opening carrying amount	95,887.00	338,234.38	434,121.38
Movements for year			
Additions	42,350.00	0.00	42,350.00
Disposals	0.00	0.00	0.00
Impairment	0.00	0.00	0.00
Amortization	-20,473.83	-82,094.52	-102,568.35
Total movements for year	21,876.17	-82,094.52	-60,218.35
31/12/2020			
Historical cost/fair value	147,544.73	492,567.39	640,112.12
Accumulated amortization and impairment	-29,781.56	-236,427.53	-266,209.09
Closing carrying amount	117,763.17	256,139.86	373,903.03

189. The capitalized value of the internally developed software excludes those costs related to research and maintenance.

Note 13 – Payables and accruals

Payables and accruals (EUR)

	31/12/2020	31/12/2019
Payables and accruals	1,124,849.87	1,039,593.60
Accounts payable – personnel	111,400.50	143,066.56
Accounts payable – others	900,856.75	717,985.61
Accrued expenses	112,592.62	178,541.43

190. Accounts payable – others relate to amounts due for goods and services for which invoices have been received. Accounts payable – personnel refer to amounts due to staff, collaborators and other temporary services. Accrued expenses represent estimates for the value of goods and services that have been received or provided to UNWTO during the period and which have not been invoiced to UNWTO.

Note 14 – Transfers payable

Transfers payable (EUR)

	31/12/2020	31/12/2019
Transfers payable (TP)	72,127.49	379,033.35
TP for technical cooperation and grants	72,127.49	377,942.94
TP to donors	0.00	1,006.69
Miscellaneous TP	0.00	83.72

191. Transfers payable include technical cooperation and grants payable to recipients and to the UN for jointly funded activities. It also includes transfers due to donors of unspent project funds, accrued interest payable, and the other payables to Full and Associate Members arising from distributions of surpluses, if applicable.

Note 15 – Employee benefits

Employee benefits by valuation type (EUR)

	31/12/2020	31/12/2019
Employee benefits	33,577,519.60	27,385,995.43
UNWTO valuation	197,265.39	128,646.76
Actuarial valuation	33,380,254.21	27,257,348.67
After Service Health Insurance (ASHI)	30,038,973.98	25,366,243.98
Accumulated annual leave (AAL)	1,548,400.00	743,453.46
End of service benefits (EoSB)	1,792,880.23	1,147,651.23

192. Employee benefit liabilities are based on calculations by professional actuaries and by UNWTO based on personnel data and past experience.

Employee benefits (EUR)

	31/12/2020	31/12/2019
Employee benefits	33,577,519.60	27,385,995.43
Current employee benefits	555,674.77	542,997.76
Short-term and other current employee benefits	197,265.39	128,646.76
After service current benefits	358,409.38	414,351.00
After Service Health Insurance (ASHI)	168,350.09	192,040.00
Accumulated annual leave (AAL)	83,255.46	94,310.00
End of service benefits (EoSB)	106,803.83	128,001.00
Non-current employee benefits	33,021,844.83	26,842,997.67
After service non-current benefits	33,021,844.83	26,842,997.67
After Service Health Insurance (ASHI)	29,870,623.89	25,174,203.98
Accumulated annual leave (AAL)	1,465,144.54	649,143.46
End of service benefits (EoSB)	1,686,076.40	1,019,650.23

Employee benefits – current

193. Current employee benefits mainly include accrued employee benefits (salary, post adjustment, family allowance and language allowance), overtime, education grant, home leave travel and after-service employee benefits expected to be settled within 12 months after the end of the period in which the employee renders the related service.

Employee benefits – non-current

194. Non-current employee benefits relate to post-employment and other long-term employee benefits. These include: After Service Health Insurance, Accumulated Annual Leave and End of Service Benefits (repatriation grant, end-of-service transport costs and removal expenses as well as end-of-service grant).
195. **After Service Health Insurance (ASHI)** – UNWTO operates the ASHI scheme which is a defined employee benefit plan. Under the scheme, staff retiring from UNWTO, at the age of 55 or above and with at least ten years of service from the date of entry at UNWTO, may opt to remain (indefinitely) in that ASHI scheme with UNWTO responsible for the continued partial funding of insurance premiums. UNWTO performs periodical actuarial valuation of the ASHI scheme to measure its employee benefits obligation.
196. **Accumulated Annual Leave (AAL)** – UNWTO staff can accumulate unused annual leave up to a maximum of 60 working days. On separation from UNWTO, staff members are entitled to receive a sum of money equivalent to their pay for the period of AAL that they hold at the date of separation. Although annual leave is a short-term employee benefit, the right to receive payment for unused annual leave, and consequently the Organization's liability for this balance, is shown as a long-term employee benefit as that right only crystallizes on separation, typically more than twelve months from the reporting date.

197. **End of Service Benefits (EoSB)** – A non-locally recruited staff member who has completed one year of service outside the country of his/her recognized home is entitled upon separation from UNWTO to a repatriation grant payable on the basis of completed years and months of qualifying service outside the country of his/her recognized home. Staff members are also entitled to travel and removal costs for repatriation on separation from UNWTO. A fixed-term staff member with satisfactory performance after six years or more of continuous qualifying service may be eligible upon expiration of the staff contract with UNWTO and under certain conditions to an end-of-service grant³⁵ payable on the basis of completed years and months of qualifying service.

Actuarial valuations

198. Liabilities arising from ASHI, accrued annual leave and end of service benefits are determined by consulting actuaries. The following assumptions and methods have been used to determine the value of post-employment and other separation-related employee liabilities for UNWTO as at 31 December 2020:

35 Staff Rule 24(18) (CE/109/3(d)ii, CE/DEC/8(CVIX)).

Measurement date		31 December 2020		
Actuarial method		Projected unit credit		
Discount rate		ASHI	0.74%	Based on a yield curve approach, which reflects the projected benefit payments. Discount rates from the Aon AA Corporate Bond Yield Curve in Euro Zone as of 31 December 2020, as prescribed by the United Nations Task Force on Accounting Standards (UNTFAS).
		AAL	0.48%	
		EoSB	0.48%	
Expected rate of return of assets		Not applicable		
General inflation rate		1.4%. Based on the long duration Euro Zone as prescribed by the UNTFAS.		
Salary growth		1.9% (1.4% general inflation rate plus 0.5% per year productivity growth rate) plus merit component.		
Future exchange rates		Equal to United Nations spot rates at 31 December 2020.		
Mortality rates		Those recommended for UN staff by the UNTFAS harmonization guidance.		
Disability rates		Those recommended for UN staff by the UNTFAS harmonization guidance.		
Withdrawal rates		Based on those in the 31 December 2017 valuation of the United Nations Joint Staff Pension Fund.		
Retirement rates		It was assumed that all participants hired prior to 2014 retire at age 62 and that those hired after retire at age 65.		
Advance payments		No past advance payments are reflected and no future advance payments are assumed.		
New hires		It is assumed to maintain a level headcount and stable demographics for the active staff population.		
ASHI	Medical costs increases	Initial	Ultimate	Year ultimate increase reached
		5.3%	3.25%	2032
	Average annual medical claim cost	EUR 3,808 per adult in 2021 before administrative expenses, increased by 15.8% for anticipated administrative expenses.		
	Future participants contributions	In the long run, contributions will be adjusted as needed to stabilize the percentage of retiree claims and administrative expenses covered by retiree contributions.		
	Participation and lapse rates	90% of future retirees will elect coverage and retain coverage for life (or until coverage expires in the case of children).		
	Coverage of adult dependents for future retirees	85% of male and 55% of female retirees have an adult dependent who elects coverage in the plan.		
AAL	Accumulated balance	As the accumulation of annual leave by employee historically remains stable year on year, it is assumed that the total accumulated balance is a long-term employee benefit taken by staff members on separation from UNWTO. Leave days payable upon separation are capped at the 60-day limit under the plan.		
	Annual leave days	It is assumed to accrue (up to the 60-day cap) at rates of 10.0 days per year for the first four years of service, 0.8 days per year for the next 26 years, and 0.0 days per year thereafter.		
EoSB	Members receiving benefits	It is assumed that 100% of eligible members claim the repatriation grant. Repatriation travel and removal expenses are assumed to be payable to 80% of eligible staff members upon separation.		
	Repatriation travel and removal costs	It is assumed at EUR 8,500 per staff member in 2019, reflecting the impact of assumed inflation until staff members' departure.		
	End-of-service grant	10% eligible staff members are assumed to receive this benefit.		

199. UNWTO conducts actuarial valuation of after-service liabilities on a periodical basis.

200. The following table provide additional information and analysis on employee benefit liabilities based on calculations by actuaries:

After service employee benefits actuarial valuation (EUR)

	ASHI	AAL	EoSB	Total
Defined benefit obligation at 01/01/2020	25,366,243.98	743,453.46	1,147,651.23	27,257,348.67
Movements for period ended 31/12/2020	4,672,730.00	804,946.54	645,229.00	6,122,905.54
Service costs	809,880.00	74,575.00	86,022.00	970,477.00
Interest costs	531,823.00	12,225.00	19,347.00	563,395.00
Recognition of (gain)/loss	3,538,594.68	746,131.15	540,678.62	4,825,404.45
(Benefit payments UNWTO)	-207,567.68	-27,984.61	-818.62	-236,370.91
Defined benefit obligation at 31/12/2020	30,038,973.98	1,548,400.00	1,792,880.23	33,380,254.21

201. The actuarial valuation of the defined benefit obligation is determined by discounting the probable future payment required to settle the obligation resulting from employee service rendered in the current and prior periods.

202. Actuarial gains or losses arise when the actuarial assessment differs from the long-term expectation on the obligations: they result from experience adjustments (differences between the previous actuarial assumptions and what has actually occurred) and the effects of change in actuarial assumptions.

203. Actuarial gains or losses relating to ASHI are accounted for using the “reserve recognition” approach, and are recognized in the Statement of Changes in Net Assets/Equity. Those relating to AAL and EoSB are recognized through the Statement of Financial Performance. Actuarial gains and losses (ASHI, AAL or EoSB) have been calculated for 2020.

204. The annual expense amounts recognized in the Statement of Financial Performance are as follows:

After service employee benefits recognized in the Statement of financial performance (EUR)

	ASHI	AAL	EoSB	Total
Total expenses recognized at 31/12/2020	1,341,703.00	832,931.15	646,047.62	2,820,681.77
Service costs	809,880.00	74,575.00	86,022.00	970,477.00
Interest costs	531,823.00	12,225.00	19,347.00	563,395.00
(Gain)/loss on actuarial valuation	0.00	746,131.15	540,678.62	1,286,809.77

205. Current service cost is the increase in the present value of the defined benefit obligation resulting from employee service in the current period. Interest cost is the increase during the period in the present value of the defined benefit obligation which arises because the benefits are one period closer to settlement.

206. Two of the principal assumptions in the valuation of the ASHI are the rate of future medical cost increases (3.25%) and the discount rate (0.74%). The table below shows the estimated impact of unfavourable 1% per year changes in these assumptions on the liability at 31 December 2020:

ASHI sensitive analysis (EUR)

Discount rate	Long-term medical inflation rate	
	3.25% per year	4.25% per year
0.74%	30,038,974	38,272,992
-0.26%	38,844,762	50,380,666

207. One of the principal assumptions in the valuation of accrued leave and end of service benefits is the discount rate (0.48%). The table below shows the estimated impact of unfavourable 1% per year in that rate on the liability at 31 December 2020:

AAL and EoSB sensitive analysis (EUR)

Discount rate	Accumulated annual leave	End of service benefits
0.48%	1,792,880	1,548,400
-0.52%	2,007,468	1,810,317

United Nations Joint Staff Pension Fund

208. UNWTO is a member organization participating in the United Nations Joint Staff Pension Fund (UNJSPF or the "Fund"), which was established by the United Nations General Assembly to provide retirement, death, disability and related benefits to employees. The Fund is a funded, multi-employer defined benefit plan. As specified in Article 3(b) of the Regulations of the Fund, membership in the Fund shall be open to the specialized agencies and to any other international, intergovernmental organization which participates in the common system of salaries, allowances and other conditions of service of the United Nations and the specialized agencies.
209. The Fund exposes participating organizations to actuarial risks associated with the current and former employees of other organizations participating in the Fund, with the result that there is no consistent and reliable basis for allocating the obligation, plan assets and costs to individual organizations participating in the Fund. UNWTO and the UNJSPF, in line with the other participating organizations in the Fund, are not in a position to identify the UNWTO's proportionate share of the defined benefit obligation, the plan assets and the costs associated with the plan with sufficient reliability for accounting purposes. Hence, UNWTO has treated this plan as if it were a defined contribution plan in line with the requirements of IPSAS 39 Employee Benefits. UNWTO's contributions to the plan during the financial period are recognized as expenses in the Statement of Financial Performance.
210. The Fund's Regulations state that the Pension Board shall have an actuarial valuation made of the Fund at least once every three years by the Consulting Actuary. The practice of the

Pension Board has been to carry out an actuarial valuation every two years using the Open Group Aggregate Method. The primary purpose of the actuarial valuation is to determine whether the current and estimated future assets of the Fund will be sufficient to meet its liabilities.

211. UNWTO's financial obligation to the UNJSPF consists of its mandated contribution, at the rate established by the United Nations General Assembly (currently at 7.9% for participants and 15.8% for member organizations) together with any share of any actuarial deficiency payments under Article 26 of the Regulations of the Fund. Such deficiency payments are only payable if and when the United Nations General Assembly has invoked the provision of Article 26, following determination that there is a requirement for deficiency payments based on an assessment of the actuarial sufficiency of the Fund as of the valuation date. Each member organization shall contribute to this deficiency an amount proportionate to the total contributions which each paid during the three years preceding the valuation date.
212. The latest actuarial valuation for the Fund was completed as of 31 December 2019, and a roll forward of the participation data as of 31 December 2019 to 31 December 2020 will be used by the Fund for their 2020 financial statements.
213. The actuarial valuation as of 31 December 2019 resulted in a funded ratio of actuarial assets to actuarial liabilities, assuming no future pension adjustments, of 144.2% (139.2% in the 2017 valuation). The funded ratio was 107.1% (102.7% in the 2017 valuation) when the current system of pension adjustments was taken into account.
214. After assessing the actuarial sufficiency of the Fund, the Consulting Actuary concluded that there was no requirement, as of 31 December 2019, for deficiency payments under Article 26 of the Regulations of the Fund as the actuarial value of assets exceeded the actuarial value of all accrued liabilities under the plan. In addition, the market value of assets also exceeded the actuarial value of all accrued liabilities as of the valuation date. At the time of this report, the General Assembly has not invoked the provision of Article 26.
215. Should Article 26 be invoked due to an actuarial deficiency, either during the ongoing operation or due to the termination of the Fund, deficiency payments required from each member organization would be based upon the proportion of that member organization's contributions to the total contributions paid to the Fund during the three years preceding the valuation date. Total contributions paid to the UNJSPF during the preceding three years (2017, 2018 and 2019) amounted to USD 7,546.92 million, of which 0.07% was contributed by UNWTO.
216. Membership of the Fund may be terminated by decision of the United Nations General Assembly, upon the affirmative recommendation of the Pension Board. A proportionate share of the total assets of the Fund at the date of termination shall be paid to the former member organization for the exclusive benefit of its staff who were participants in the Fund at that date, pursuant to an arrangement mutually agreed between the organization and the Fund. The amount is determined by the United Nations Joint Staff Pension Board based on an actuarial valuation of the assets and liabilities of the Fund on the date of termination; no part of the assets which are in excess of the liabilities are included in the amount.

217. The United Nations Board of Auditors carries out an annual audit of the UNJSPF and reports to the UNJSPF Pension Board on the audit every year. The UNJSPF publishes quarterly reports on its investments and these can be viewed by visiting the UNJSPF at www.unjspf.org.

Contributions paid to UNJSPF (EUR)

	31/12/2020	Estimated 2021
Contributions paid to UNJSPF	1,465,076.79	1,493,600.00

Note 16 – Advance receipts and deferred liabilities

Advance receipts (EUR)

	31/12/2020	31/12/2019
Advance receipts and deferred revenue	5,747,445.40	3,897,323.66
Current deferred liabilities	5,747,445.40	3,882,583.66
Advance receipts – Contributions	1,258,533.10	1,621,331.69
Deferred liabilities of agreements with conditions	4,268,618.87	2,040,958.54
Miscellaneous advance receipts	220,293.43	220,293.43
Non-current deferred liabilities	0.00	14,740.00
Advance receipts – Contributions	0.00	14,740.00

218. UNWTO recognizes as a liability (advance receipts) amounts received under non-exchange contracts where either a binding agreement is not considered to be in place yet or where the payments received will be due in the following or more financial years. Those payments received for contributions which are actually due after 12 months or more are classified under non-current advance receipts.
219. Liabilities related to conditional contributions (deferred liabilities of agreements with conditions) refer to other contributions agreements with milestones, i.e. conditions, signed from 1 January 2019. As conditions are considered met, the carrying amount of the liability is reduced and revenue is recognized equal to project expenses incurred.

Note 17 – Provisions

Provisions (EUR)

	31/12/2020	31/12/2019
Provisions	549,325.76	504,825.90
Current provisions	549,325.76	504,825.90
Provisions for refunds to donors	162,579.95	172,936.11
Provisions for sales return	951.58	3,943.51
Provisions for litigations	290,000.00	222,394.45
Other current provisions	95,794.23	105,551.83

220. UNWTO mainly recognizes a provision for probable liabilities that would result from refunds of unspent balances of closed projects to donors for other contributions agreements previous to 2019, from return of sold publications to distributors, from litigations and from obligations on the Organization where there is probability of outflow of resources (other provisions). The level of the provisions is based on past experience and best estimates.

221. The movements of the provisions during the year are as follows:

Provisions movements (EUR)

	01/01/2020	Utilization	Increase/ (decrease)	31/12/2020
Provisions movements	504,825.90	14,926.72	59,426.58	549,325.76
Provisions for refunds to donors	172,936.11	2,532.27	-7,823.89	162,579.95
Provisions for sales return	3,943.51	0.00	-2,991.93	951.58
Provisions for litigations	222,394.45	12,394.45	80,000.00	290,000.00
Other current provisions	105,551.83	0.00	-9,757.60	95,794.23

Note 18 – Other liabilities

Other liabilities (EUR)

	31/12/2020	31/12/2019
Other liabilities	186,389.93	214,357.71
Other current liabilities	185,220.13	208,957.31
Finance lease liabilities	4,024.22	4,184.12
Miscellaneous other current liabilities	181,195.91	204,773.19
Other non-current liabilities	1,169.80	5,400.40
Finance lease liabilities	1,169.80	5,400.40

222. Falling under other liabilities UNWTO recognizes miscellaneous liabilities (inter-segment payables) and financial lease liabilities.

Finance leases

223. The Organization has finance leases in place for high-volume photocopiers. The difference between the minimum lease payments due and the present value of such payments is analysed in the table below:

Finance leases at 31 December 2020 (EUR)

	Minimum payments due	Finance charges	Present value of minimum payments
Finance lease liabilities	5,194.02	0.00	5,194.02
< 1 year	4,024.22	0.00	4,024.22
> 1 year and < 5 years	1,169.80	0.00	1,169.80

224. There are no sublease payments to be received on these leased assets. Ownership does not transfer to the Organization on conclusion of the lease, nor are there any options in place to purchase the equipment at that time.

Note 19 – Net assets/equity

Changes in net assets/equity – detailed, for the year ended 31 December 2020 (EUR)

	Restricted Accumulated Surplus	Unrestricted accumulated surplus	Total accumulated surplus	Surplus	Working capital fund	Replacement reserve	Special reserve for contingency	Total net assets
Net assets, 31/12/2019	7,073,978.13	-15,869,267.85	-8,795,289.72		2,800,263.67	1,243,097.50	445,707.12	-4,306,221.43
Total directly recognized revenue/expenses	722,878.86	-5,950,019.55	-5,227,140.69		1,789,879.20	-72,497.70	-15,114.12	-3,524,873.31
Net change WCF			0.00		1,789,879.20			1,789,879.20
Net change in reserves	0.00	87,611.82	87,611.82			-72,497.70	-15,114.12	0.00
Actuarial gain/loss		-3,538,594.68	-3,538,594.68					-3,538,594.68
Other adjustments	722,878.86	-2,499,036.69	-1,776,157.83			0.00		-1,776,157.83
Total recognized surplus for the period	-765,381.44	-882,144.84	-1,647,526.28	0.00	0.00	200,000.00	0.00	-1,447,526.28
Result for the period			0	-1,447,526.28				-1,447,526.28
Direct transfers from result	-765,381.44	-882,144.84	-1,647,526.28	1,447,526.28	0.00	200,000.00	0.00	0.00
Other adjustments in accumulated surplus	0.00	0.00	0.00					0.00
Net assets, 31/12/2020	7,031,475.55	-22,701,432.24	-15,669,956.69	0.00	4,590,142.87	1,370,599.80	430,593.00	-9,278,621.02

Note: The accompanying notes form an integral part of these financial statements.

225. UNWTO accumulated surplus consists of: (a) Unrestricted accumulated surplus (deficit), and (b) Restricted accumulated surplus. The first (a) includes balances relating to the General Fund including ASEB, unbudgeted miscellaneous revenue and unrestricted publications store balances. The second (b) are mainly balances relating to projects funded by donors held for use on specific identified projects, project support costs (PSC), project reserve fund (PRF) and other projects within the GF such as the affiliate members programme of work and restricted publications store balances.

226. The Working Capital Fund (WCF) has been established in an amount and for the purposes to be fixed by the General Assembly.³⁶ It is financed by contributions from Members made in accordance with the scale of contributions as determined by the General Assembly and by any other transfer from net equity which the Assembly decides may be so used.³⁷

227. In addition to the WCF the statutory reserves comprise the Replacement Reserve³⁸ and the Special Contingency Reserve³⁹ which have been established in accordance with the UNWTO Financial Rules and Regulations.

³⁶ FR 10.2(a) and FR 10.2(b).

³⁷ FR 10.2(c).

³⁸ DFR VI.21 to VI.23.

³⁹ DFR VI.24 to VI.28.

228. UNWTO recognizes actuarial gain and losses for ASHI directly in Statement of Changes in Net Assets/Equity. Actuarial valuations are made periodically and actuarial gains and losses are recorded accordingly.

Note 20 – Revenues

Revenues (EUR)

	31/12/2020	31/12/2019
Revenues	17,959,122.55	20,813,221.81
Members assessed contributions	14,596,841.01	14,470,510.00
Other contributions, net of reduction	1,099,088.30	1,479,776.55
Voluntary contributions	1,069,897.50	1,830,670.56
Project support cost	44,568.10	79,766.73
Reduction in contribution revenues	-15,377.30	-430,660.74
Publications revenues, net of discounts and returns	318,777.00	405,156.50
Publications revenues	327,949.35	453,950.15
Discounts and returns	-9,172.35	-48,793.65
Other revenues	1,944,416.24	4,457,778.76
In-kind contributions	1,504,565.71	3,110,441.06
Donated goods	0.00	1,758.00
Donated use of premises/equipment	1,307,975.29	2,220,636.51
Donated travel	196,590.42	888,046.55
Miscellaneous revenues	439,850.53	1,347,337.70
Assessed contributions – new members	16,710.00	44,560.00
Application of allowances	300,598.62	864,471.40
Revenue from deposits and investments	25,491.58	113,646.21
Other miscellaneous	97,050.33	324,660.09

229. Assessed contributions are recognized as revenue at the beginning of the year to which they are apportioned in the relevant two-year budget period.⁴⁰
230. Voluntary Contributions and Funds In Trust are recognized as revenue at the signing of the corresponding binding funding agreement except for those which contain performance conditions as defined under IPSAS. These revenues include project support costs and are shown net of the provision for return to donors and refunds to donors (Reduction in contribution revenues line).
231. The sale of UNWTO publications is the only material exchange revenue producing activity of the Organization.

232. Currency exchange differences are composed of the difference between gains and loss on currency exchange differences.
233. Other revenues are composed by in-kind contributions and miscellaneous revenues, which include application of Members' allowance and new Members assessed contributions. UNWTO receives donations in-kind in the form of the use of premises for no or nominal rent and paid travel expenses. The use of premises is valued at the fair market value of the rental due on similar premises, while travel is valued (a) at the fair market value of the donated airfare and, (b) based on the DSA for other travel expenses. These in-kind contributions are recognized as revenue while a corresponding expense is also recognized.
234. Donated use of premises also includes:
- (a) The UNWTO Headquarters building located at Madrid, Spain, in accordance with the agreements between UNWTO and the Government of Spain.⁴¹ The commercial rate of renting the UNWTO Headquarters building was calculated by an independent appraisal at 31 December 2018 and adjusted by the variation of the rental levels in the Madrid office market.⁴²
 - (b) The UNWTO liaison office located at Geneva whose commercial rate of renting is calculated based on the rental level in Geneva.

⁴¹ "Special Agreement on the Headquarters Building of the World Tourism Organization, as Provided for under Article 24 of the Convention between the World Tourism Organization and Spain Concerning the Organization's Legal Status in Spain".

⁴² See "Spotlight oficinas Madrid" by Savills-Aguirre Newman of second quarter 2020.

Note 21 – Expenses

Expenses (EUR)

	31/12/2020	31/12/2019
Expenses	19,406,648.83	19,854,863.14
Salaries and employee benefits	14,333,423.42	12,935,689.96
Salaries and benefits – regular staff	8,567,021.88	8,145,278.16
Long-term benefits – regular staff	2,820,681.77	1,483,376.00
Salaries and benefits – non-regular staff	2,945,719.77	3,307,035.80
Grants and other transfers	255,544.14	497,339.50
Travel	358,164.08	1,575,631.41
Non-donated travel	161,573.66	687,584.86
Donated travel expenses	196,590.42	888,046.55
Supplies, consumables and other running costs	2,342,351.89	3,277,304.95
Expendables	119,200.70	106,086.47
Supplies, consumables and others	333,634.50	358,933.03
Publishing expenses	36,267.20	18,241.23
Rental expense (included in-kind rental expense)	1,370,118.17	2,288,929.56
Rental expense	62,142.88	68,293.05
Rental expense in-kind	363,979.57	1,285,546.41
Rental headquarter	943,995.72	935,090.10
Contractual services	483,131.32	505,114.66
Currency exchange differences	499,060.12	6,390.79
Depreciation and amortization	149,809.41	149,940.81
Depreciation and impairment – PPE	41,932.80	60,707.73
Amortization and impairment – Intangible Assets	102,568.35	86,616.48
Impairment – Publications	5,308.26	2,616.60
Other expenses	1,468,295.77	1,412,565.72
Doubtful accounts expense	1,318,133.83	1,264,042.39
Bank costs	8,299.87	10,846.46
Other miscellaneous	141,862.07	137,676.87

Salaries and employee benefits

235. Salaries and employee benefits include: (a) regular staff expenses related to salaries and benefits and the movements in the actuarial liability for ASHI, AAL and EoSB, and (b) the cost of contracting collaborators and consultants and other temporary services, including their medical insurance.

Grants and other transfers

236. This item includes: (a) expenses for external training and seminars which are mainly travel and per diem costs for participants, (b) technical cooperation and grants which represent subventions and sponsorships, (c) contributions made to UN joint activities, and (d) other contributions.

Travel

237. Travel costs are for UNWTO staff, collaborators and consultants and other temporary service providers relate principally, to transportation and DSA expenses.

Supplies, consumables and other running costs

238. Included under this heading are items of expendable equipment and furniture and fittings which do not meet the criteria for capitalization as PPE (included donated goods in-kind) as well as items of expendable software and licences which do not meet the criteria for capitalization as intangible assets.
239. Supplies, consumables and others include offices and other supplies, insurances, utilities maintenance and repairs, hospitality and other running costs.
240. Publishing expenses include those costs related to the production of publications.
241. Rental expense represents premises rental cost including the expense which corresponds to the in-kind contribution for premises provided to UNWTO at no or nominal cost.
242. Contractual services represent expenses where UNWTO has engaged a third party to perform work on behalf of UNWTO. Major categories of these types of arrangements include professional services and research.

Depreciation, amortization and impairment

243. Depreciation is the annual expense resulting from the systematic allocation of the depreciable amounts of property, plant and equipment over their useful lives. Amortization is the annual expense resulting from the systematic allocation of the amortizable amount of intangible assets over their useful lives.
244. This item also includes impairment of PPE, intangible assets and publication inventories.

Other expenses

245. Doubtful accounts expense corresponds to the changes in the allowance for doubtful accounts for assessed, WCF, voluntary and trust fund contributions. It also includes an amount for doubtful publication receivables.
246. The other expenses are largely composed of provisions, bank charges and miscellaneous expenses.

Note 22 – Statement of comparison of budget and actual amounts – Regular Budget

Reconciliation of financial performance with budgetary result of the Regular Budget for the year ended 31 December 2020 (EUR)

	31/12/2020
Financial surplus/(deficit) in the Statement of financial performance	-1,447,526.28
Entity differences	-482,958.97
Add: Revenues of	2,743,449.51
Other funds than the GF (VC and FIT)	1,744,857.21
Other projects within GF	998,592.30
Less: Expenses of	3,226,408.48
Other funds than the GF (VC and FIT)	2,608,902.48
Other projects within GF	617,506.00
Basis differences	-3,730,012.57
Add:	1,760,254.60
(a) Unbudgeted revenues under Regular Budget	1,506,406.33
(b) Budgeted transfer to the Replacement Reserves	200,000.00
(c) Budgeted PPE, IA and finance lease liabilities	48,052.17
(d) Budgeted expenditures under RB – PY adjustments	5,796.10
Less:	5,490,267.17
(a) Unbudgeted expenses under Regular Budget	4,753,249.32
(b) Budgeted transfers from net assets	737,017.85
Budgetary result in the Statement of comparison of budget and actual amounts	2,765,445.26

247. As required under IPSAS 24, the actual amounts presented on a comparable basis to the budget are, where the Financial Statements and the budget are not prepared on a comparable basis, reconciled to the actual amounts presented in the Financial Statements, identifying any differences.

248. In order to reconcile the Statement of Comparison of Budget and Actual Amounts to the Statement of Financial Performance, the following differences have to be taken into account.

(a) Entity differences

These occur when the approved Regular Budget excludes projects, funds or entities which are nonetheless reported in the Financial Statements. At UNWTO the Voluntary Contributions Fund, Funds In Trust and the non-regular budget projects within the General Fund are not part of the approved Regular Budget.

(b) Basis differences

These occur when the approved Regular Budget is prepared on a basis other than the accounting basis. At UNWTO, the Regular Budget is prepared on a modified accrual basis whereas the Financial Statements are prepared on a full accrual basis in compliance with IPSAS.

In order to reconcile the budgetary result (Statement of Comparison of Budget and Actual Amounts) to the financial performance (Statement of Financial Performance), the non-accrual elements of the Regular Budget (e.g., property, plant and equipment is budgeted when it is planned that the payments will be made) are removed as basis differences.

(c) **Timing differences**

These occur when the budget period differs from the reporting period reflected in the Financial Statements. At UNWTO, there are no timing differences.

(d) **Presentation differences**

These are due to differences in the format and classification schemes adopted for the Statement of Financial Performance and the Statement of Comparison of Budget and Actual Amounts. At UNWTO, the Statement of Financial Performance is classified by nature while the Statement of Comparison of Budget and Actual Amounts is classified by parts/sections. The financial impact of this presentation is zero.

Note 23 – Commitments and contingencies

Legal commitments

249. UNWTO has outstanding commitments related to operating costs mainly in the form of issued contracts and purchase orders which will be expensed in the Financial Statements upon delivery in the forthcoming financial years and recorded against the corresponding annual budget. At 31 December 2020, legal commitments amount to some:

Legal commitments (EUR)

	31/12/2020
Legal commitments	3,372,356.95

Operating lease commitments

250. UNWTO enters into operating lease arrangements mainly for the use of office premises and for the use of photocopying and printing equipment. Future minimum lease rental payments for the following periods are:

Operating leases (EUR)

	31/12/2020	31/12/2019
Operating lease commitments	230,703.70	436,716.92
< 1 year	24,501.54	51,816.63
> 1 year and < 5 years	206,202.16	384,900.29

Contingent liabilities

251. As at 31 December 2020, UNWTO had five complaints which are pending before the International Labour Organization Administrative Tribunal (ILOAT). The Organization, at this time, can neither provide an estimate as to the outcome of these cases nor can it determine the likelihood or the estimated liability associated with the outcome. The Organization has recognized a provision for litigation related to the legal costs associated to the cases lodged with the ILOAT.
252. A potential liability due since 2017 relating to inter-UN organizational services is estimated at USD 100,000. To date, no claim has been made against UNWTO and it is highly unlikely that UNWTO will incur any liability.

Contingent assets

253. At 31 December 2020, there are contingent assets in the amount of USD 5,000,000 depending upon future events. This consists of a signed agreement entered into with a donor for a future year contribution but where the funding remains subject to parliamentary approval by the donor.

Note 24 – Losses, ex-gratia payments and write-offs

Losses, ex-gratia payments and write-offs (EUR)

	31/12/2020	31/12/2019
Losses, ex-gratia payments and write-offs	61,777.59	5,002.78
Losses and write-offs	61,777.59	5,002.78

254. Financial Regulation 13.5 provides that “The Secretary-General may make such ex gratia payments as are deemed to be necessary in the interest of the Organization, provided that a statement of such payments is included in the accounts of the Organization”.
255. Financial Regulation 13.4 provides that “The Secretary-General may, after full investigation, authorize the writing off of losses of cash, stores, and other assets, provided a statement thereof is submitted to the External Auditors with the accounts”.
256. During the period 1 January to 31 December 2020, UNWTO did not incur any ex-gratia payments. Losses correspond to the loss in the joint investment, the value of inventories and write-offs correspond to approved uncollectible receivables analysed on a case-by-case basis.
257. There were no reported cases of fraud or presumptive fraud in 2020.

Note 25 – Related party and key management disclosures

Governing bodies and related parties

258. UNWTO is governed by a General Assembly, consisting of the representatives of the Full and Associate Members of the Organization. They do not receive any remuneration from the Organization.
259. The General Assembly elects the Full Members which form the Executive Council in a ratio of one for every five Full Members. The Executive Council assures the overall management of UNWTO and meets twice a year. As a norm, the Organization does not pay for travel costs or any other costs incurred by the representatives of the Full Members in the execution of their duties as Members.
260. Representatives of Full Members are appointed separately by the Government of each Full Member, and are not considered as key management personnel of UNWTO as defined under IPSAS.
261. The Organization's only related party within the meaning of IPSAS 20 (Related party disclosures) is the Themis Foundation. During 2020, UNWTO provided EUR 109,000 as annual grant to the Themis Foundation.

Key management personnel

262. Key management personnel of UNWTO are personnel with a level of D2 and above as they have the authority and responsibility for planning, directing and controlling the activities of UNWTO. At UNWTO the key management personnel is composed of the Secretary-General, the Deputy Secretary-General, the Executive Directors and the Director of Administration and Finance with a level of D2 and above.
263. The aggregate remuneration paid to key management personnel includes: net salaries, post adjustment, benefits and allowances as well as the employer pension and health insurance contributions.

Key Management Personnel at 31 December 2020 (EUR)

	Number of individuals	Salary and post adjustment	Benefits and allowances	Pension and health plans	Total remuneration	Outstanding advances
Key management personnel	3	502,648.61	88,541.70	171,772.37	762,962.68	15,494.20

264. Key management personnel are also qualified for post-employment benefits at the same level as other employees. Key management personnel of UNWTO are participants of UNJSPF.
265. Advances are those made against salary, benefits and allowances in accordance with financial rules and regulations.⁴³ Advances against salary, benefits and allowances are available to all UNWTO staff.

Unaudited Annexes

Annex I: Contact information

Name		Address
UNWTO	World Tourism Organization	Poeta Joan Maragall 42. Madrid, Spain
Actuary	Aon	100 Half Day Road. Lincolnshire, Illinois 60069, United States of America
Principal banker	Banco Sabadell	Pº de la Castellana 135. Madrid, Spain
External Auditor	Intervención General de la Administración del Estado, Spain	Mateo Inurria 15. 28036 Madrid, Spain

Annex II: Appropriations transfers at 31 December 2020 – Regular Budget

2020 Approved and revised appropriations – Regular Budget at 31 December 2020 (EUR)

Parts/sections	Approved appropriations					Revised appropriations in accordance to new structure proposed by the Secretary-General				
	Posts ^a		Appropriations ^b			Posts ^a		Appropriations ^c		
	P	G	Staff	Non-staff	Total	P	G	Staff	Non-staff	Total
Total	106					106				
	55	51	10,387,000	4,512,000	14,899,000	55	51	10,387,000	4,512,000	14,899,000
A Member Relations	10	6	1,592,000	692,000	2,284,000	11	6	1,717,000	692,000	2,409,000
A01 Regional Department for Africa	3	0	375,000	272,000	647,000	4	0	500,000	272,000	772,000
A02 Regional Department for the Americas	1	2	239,000	122,000	361,000	1	2	239,000	122,000	361,000
A03 Regional Department for Asia and the Pacific	2	1	307,000	117,000	424,000	2	1	307,000	117,000	424,000
A04 Regional Department for Europe	2	1	307,000	114,000	421,000	2	1	307,000	114,000	421,000
A05 Regional Department for the Middle East	1	1	182,000	67,000	249,000	1	1	182,000	67,000	249,000
A06 Affiliate Members	1	1	182,000	0	182,000	1	1	182,000	0	182,000
B Operational	16	12	2,805,000	1,025,000	3,830,000	16	12	2,805,000	1,025,000	3,830,000
B01 Sustainable Development of Tourism	4	2	614,000	117,000	731,000	4	2	614,000	117,000	731,000
B02 Technical Cooperation and Silk Road	3	2	610,000	114,000	724,000	3	2	610,000	114,000	724,000
B03 Statistics	2	2	364,000	119,000	483,000	2	2	364,000	119,000	483,000
B04 Tourism Market Intelligence and Competitiveness	2	2	364,000	176,000	540,000	2	2	364,000	176,000	540,000
B05 Ethics, Culture and Social Responsibility	1	2	239,000	79,000	318,000	1	2	239,000	79,000	318,000
B06 Education and Training ^d	0	0	0	118,000	118,000	0	0	0	118,000	118,000
B07 Institutional Relations and Partnerships	3	1	432,000	125,000	557,000	3	1	432,000	125,000	557,000
B08 Innovation, Education and Investments	1	1	182,000	177,000	359,000	1	1	182,000	177,000	359,000
C Support – Direct to Members	14	10	2,683,000	883,000	3,566,000	15	9	2,751,000	883,000	3,634,000
C01 Conference Services	4	2	614,000	158,000	772,000	4	2	614,000	158,000	772,000
C02 Management	9	6	1,830,000	562,000	2,392,000	10	5	1,898,000	562,000	2,460,000
C03 Communications	1	2	239,000	163,000	402,000	1	2	239,000	163,000	402,000
D Support – Indirect to Members	15	23	3,307,000	1,912,000	5,219,000	13	24	3,114,000	1,912,000	5,026,000
D01 Budget and Finance	2	2	364,000	228,000	592,000	2	2	364,000	228,000	592,000
D02 Human Resources	1	1	182,000	139,000	321,000	1	1	182,000	139,000	321,000
D03 Information and Communication Technology	1	3	296,000	343,000	639,000	1	3	296,000	343,000	639,000
D04 General Services	0	6	342,000	602,000	944,000	0	6	342,000	602,000	944,000
D05 Staff vacancies and ASEP Provisions	11	11	2,123,000	600,000	2,723,000	9	12	1,930,000	600,000	2,530,000

Notes:

a) P posts include from P and above posts.

b) Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/71/5(XIII) of document A/23/5(b) rev. 1, its structure update approved by CE/DEC/6(CXII) of document CE/11/2/3(d) rev. 1, and by CE/DEC/3(CXIII) of document CE/11/3/3(b) Part II.

c) Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/71/5(XIII) of document A/23/5(b) rev. 1, its structure update approved by CE/DEC/6(CXII) of document CE/11/2/3(d) rev. 1, and by CE/DEC/3(CXIII) of document CE/11/3/3(b) Part II and the Secretary-General proposal of structure modification.

d) B06 Education and Training discontinued from 01/10/2020 (SGB/13/20).

Appropriation transfers – Regular Budget at 31 December 2020 (EUR)

Parts/sections	Posts ^a		Appropriations ^b			Actual expenditure			Budget deviation	Transfer of appropriations		Revised appropriations	Balance
	P	G	Staff	Non-staff	Total	Staff	Non-staff	Total		From:	To:		
Total posts	106												
A Member Relations	55	51	10,387,000	4,512,000	14,899,000	8,567,022	3,411,428	11,978,450	2,920,550	-419,668	419,668	14,899,000	2,920,550
A01 Regional Department for Africa	11	6	1,717,000	692,000	2,409,000	1,726,463	348,566	2,075,029	333,971	-48,373	48,373	2,409,000	333,971
A02 Regional Department for the Americas	4	0	500,000	272,000	772,000	420,364	134,055	554,419	217,581			772,000	217,581
A03 Regional Department for Asia and the Pacific	1	2	239,000	122,000	361,000	263,206	30,573	293,780	67,221	-1,461		359,539	65,759
	2	1	307,000	117,000	424,000	308,704	42,146	350,850	73,150	-46,912		377,088	26,238
A04 Regional Department for Europe	2	1	307,000	114,000	421,000	311,151	85,457	396,608	24,392			421,000	24,392
A05 Regional Department for the Middle East	1	1	182,000	67,000	249,000	194,126	56,335	250,461	-1,461		1,461	250,461	0
A06 Affiliate Members	1	1	182,000	0	182,000	228,912	0	228,912	-46,912		46,912	228,912	0
B Operational	16	12	2,805,000	1,025,000	3,830,000	2,780,292	675,704	3,455,996	374,004	-280,279	50,148	3,599,870	143,874
B01 Sustainable Development of Tourism	4	2	614,000	117,000	731,000	652,716	25,263	677,979	53,021			731,000	53,021
B02 Technical Cooperation and Silk Road	3	2	610,000	114,000	724,000	571,462	5,246	576,707	147,293	-140,000		584,000	7,293
B03 Statistics	2	2	364,000	119,000	483,000	351,484	68,866	420,350	62,650	-50,148		432,852	12,502
B04 Tourism Market Intelligence and Competitiveness	2	2	364,000	176,000	540,000	362,763	155,990	518,753	21,247			540,000	21,247
B05 Ethics, Culture and Social Responsibility	1	2	239,000	79,000	318,000	271,368	70,400	341,768	-23,768		23,768	341,768	0
B06 Education and Training ^c	0	0	0	118,000	118,000	0	144,380	144,380	-26,380		26,380	144,380	0
B07 Institutional Relations and Partnerships	3	1	432,000	125,000	557,000	466,345	42,267	508,611	48,389	-44,319		512,681	4,069
B08 Innovation, Education and Investments	1	1	182,000	177,000	359,000	104,154	163,292	267,446	91,554	-45,811		313,189	45,743
C Support – Direct to Members	15	9	2,751,000	883,000	3,634,000	2,871,958	992,173	3,864,130	-230,130	0	230,130	3,864,130	0
C01 Conference Services	4	2	614,000	158,000	772,000	698,787	97,120	795,907	-23,907		23,907	795,907	0
C02 Management	10	5	1,898,000	562,000	2,460,000	1,919,447	586,364	2,505,811	-45,811		45,811	2,505,811	0
C03 Communications	1	2	239,000	163,000	402,000	253,724	308,689	562,413	-160,413		160,413	562,413	0
D Support – Indirect to Members	13	24	3,114,000	1,912,000	5,026,000	1,188,309	1,394,985	2,583,294	2,442,706	-91,016	91,016	5,026,000	2,442,706
D01 Budget and Finance	2	2	364,000	228,000	592,000	365,452	291,883	657,335	-65,335		65,335	657,335	0
D02 Human Resources	1	1	182,000	139,000	321,000	184,630	162,051	346,681	-25,681		25,681	346,681	0
D03 Information and Communication Technology	1	3	296,000	343,000	639,000	289,041	283,669	572,710	66,290			639,000	66,290
D04 General Services	0	6	342,000	602,000	944,000	349,186	257,382	606,568	337,432	-91,016		852,984	246,416
D05 Staff vacancies and ASEB Provisions	9	12	1,930,000	600,000	2,530,000	0	400,000	400,000	2,130,000			2,530,000	2,130,000

Notes: a) P posts include from P and above posts.

b) Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure update approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and by CE/DEC/3(CXIII) of document CE/113/3(b) Part II and the Secretary-General proposal of structure modification.

c) B06 Education and Training discontinued from 01/10/2020 (SGE/13/20).

Appropriation transfers – Regular Budget at 31 December 2020 (EUR)

Transfer	Part	Section
Appropriation transfers between sections within the same part of the budget ^a		
1	-1,461.32	From: A Member Relations A02 Regional Programme, Americas
	1,461.32	To: A Member Relations A05 Regional Programme, Middle East
		Transfer needed to cover excess expenditure due to the difference between the budgeted staff costs by section and the actual staff costs in the section.
2	-46,911.68	From: A Member Relations A03 Regional Programme, Asia and the Pacific
	46,911.68	To: A Member Relations A06 Affiliate Members
		Transfer needed to cover excess expenditure due to the difference between the budgeted staff costs by section and the actual staff costs in the section.
3	-23,767.93	From: B Operational B03 Statistics
	23,767.93	To: B Operational B05 Ethics, Culture and Social Responsibility
		Transfer needed to cover excess expenditure due to the difference between the budgeted staff costs by section and the actual staff costs in the section.
4	-26,380.48	From: B Operational B03 Statistics
	26,380.48	To: B Operational B06 Education and Training*
		Transfer needed to cover the excess in expenditure due to the increase in the activities carried out by the section.
5	-65,335.44	From: D Support – Indirect to Members D04 General Services
	65,335.44	To: D Support – Indirect to Members D01 Budget and Finance
		Transfer needed to cover excess expenditure due to both the difference between the budgeted staff costs by section and the actual staff costs in the section as well as the increase in the activities carried out by the section.
6	-25,680.72	From: D Support – Indirect to Members D04 General Services
	25,680.72	To: D Support – Indirect to Members D02 Human Resources
		Transfer needed to cover excess expenditure due to both the difference between the budgeted staff costs by section and the actual staff costs in the section as well as the increase in the activities carried out by the section.
Appropriation transfers from one part of the budget to another ^b		
1	-23,906.69	From: B Operational B07 Institutional Relations and Partnerships
	23,906.69	To: C Support – Direct to Members C01 Conferences Services
		Transfer needed to cover excess expenditure due to the difference between the budgeted staff costs by section and the actual staff costs in the section.
2	-45,810.97	From: B Operational B08 Innovation, Education and Investments
	45,810.97	To: C Support – Direct to Members C02 Management
		Transfer needed to cover excess expenditure due to both the difference between the budgeted staff costs by section and the actual staff costs in the section as well as the increase in the activities carried out by the section.
3	-140,000.00	From: B Operational B02 Technical Cooperation and Silk Road
	-20,412.80	From: B Operational B07 Institutional Relations and Partnerships
	160,412.80	To: C Support – Direct to Members C03 Communications
		Transfer needed to cover excess expenditure due to both the difference between the budgeted staff costs by section and the actual staff costs in the section as well as the increase in the activities carried out by section.

Notes: a) Appropriation transfers between sections within the same part of the budget were carried out by the Secretary General subject to confirmation by the Programme and Budget Committee and the Executive Council (FR V.3(a) and CE/DEC/6(LIII)).

b) Appropriation transfers between different parts of the budget were carried out by the Secretary General, subject to confirmation by the Programme and Budget Committee and the Executive Council (FR V.3(b) and decision CE/DEC/6(LIII)).

Annex III: Cofinancing projects for the periods 2014–2020

Projects with UNWTO and donors contribution for the periods of 2014–2020 (EUR)

Project	Agreement	Contribution					
		Title	Date	Donor		UNWTO	
				Donor	In-kind	Cash	Total
							% Share
							Donor UNWTO
Publication Sustainable Tourism Development Opportunities in the Pacific Islands	Co-edition Agreement between UNWTO and APTEC	30/10/2020	APTEC	32,700.00	5,000.00	0.00	40,700.00 88% 12%
Promoting sustainable food consumption and production patterns through integrated tools, advocacy	Standard MOU for One Planet Multi-Partner Trust Fund for SDG 12 Using Pass-Through Fund Management	19/02/2019	UNDP	0.00	13,140.00	0.00	119,640.00 89% 11%
	Promoting sustainable food consumption and production patterns through integrated tools, advocacy and multi-stakeholder action.	23/10/2020					
Facilitating Tourism Recovery in Aftermath of Covid-19: Morocco	Framework Cooperation Agreement for Project Activities bet. UNWTO and EBRD	20/05/2020	EBRD	0.00	17,888.00	0.00	178,883.00 90% 10%
	Call-Off Notice number C45719/13452/94318/FC1069	08/10/2020					
Facilitating Tourism Recovery in Aftermath of Covid-19 – Assessment for Egypt	Framework Cooperation Agreement for Project Activities bet. UNWTO and EBRD	20/05/2020	EBRD	0.00	17,820.60	0.00	178,206.00 90% 10%
Integrated Cultural Heritage Framework in Romania: Moldova and Dobrogea Regions	Framework Cooperation Agreement for Project Activities bet. UNWTO and EBRD	20/05/2020	EBRD	0.00	4,815.00	0.00	48,150.00 90% 10%
	Call-Off Notice number C45449/13815/93859/FC1069	09/09/2020					
Holding the 112th session of the UNWTO Executive Council	Agreement between the Government of Georgia and UNWTO	31/08/2020	Georgia	224,001.86	15,426.30	0.00	239,428.16 94% 6%
Facilitating Tourism Recovery in the Aftermath of Covid-19 in Jordan	Framework Cooperation Agreement for Project Activities bet. UNWTO and EBRD	20/05/2020	EBRD	0.00	19,916.00	0.00	199,164.00 90% 10%
	Call-Off Notice number C45194/13452/90594/FC1069	20/07/2020					

Project	Agreement	Contribution								
		Donor			UNWTO		Total	% Share		
		Title	Date	Donor	Cash	In-kind		Cash	Donor	UNWTO
UNWTO Students' League 2020	Acuerdo de Colaboración Entre la OMT y Melia Hotels International	07/07/2020	Melia Hotels	4,050.00	0.00	561.50	0.00	4,611.50	88%	12%
Creation of a UNWTO Students' League – The Netherlands	Partnership Agreement Between UNWTO and CELTH and Saxion	01/07/2020	CELTH	25,000.00	0.00	1,122.80	0.00	51,122.80	49%	2%
			Saxion University	25,000.00	0.00			49%		
Providing Technical Support for Various Tourism Statistics Initiatives in Peru	The World Bank Group General Terms and Conditions Agreement for United Nations Agency – UNWTO	13/03/2020	IBRD	0.00	81,973.32	12,641.20	0.00	94,614.52	87%	13%
Toolkit on Project-based Indicators in Tourism for Achieving the Sustainable Development Goals	Cooperation Agreement between UNWTO and the Japan International Cooperation Agency (JICA)	27/01/2020	JICA-Japan International Cooperation Agency	106,878.45	106,150.00	19,327.28	0.00	232,355.73	92%	8%
The Organization of the Tourism Investment and Business Forum for Africa (INVESTOUR)	Partnership Agreement Between the UNWTO, Institución Ferial de Madrid IREMA/FITUR and Casa África	22/01/2020	IFEMA	24,490.40	0.00	26,064.72	0.00	64,343.51	38%	41%
			Casa África	13,788.39	0.00			21%		
Acuerdo de coedición entre la OMT y ARAEX relativo a la publicación del folleto – Vinos de Chile	Acuerdo de coedición entre la OMT y ARAEX relativo a la publicación del folleto – Vinos de Chile	29/11/2019	ARAEX	1,465.00	0.00	1,465.00	0.00	2,930.00	50%	50%
Acuerdo de coedición entre la OMT y CEGOS relativo al Informe "The Future of Work in Tourism"	Acuerdo de coedición entre la OMT y CEGOS relativo al Informe "The Future of Work in Tourism"	04/11/2019	CEGOS	22,000.00	0.00	10,000.00	0.00	32,000.00	69%	31%
Celebración de la Cuarta Edición de la Conferencia Mundial de Turismo Enológico de la OMT	Acuerdo entre OMT y El Servicio Nacional de Turismo de Chile para la Celebración de la Cuarta Edición de la Conferencia Mundial de Turismo Enológico de la OMT	23/10/2019	SERNATUR	173,311.00	0.00	4,176.21	0.00	177,487.21	98%	2%
UNWTO's Collaboration with Chimelong in the Organization of the Chimelong International Forum on Tourism Development	Memorandum of Understanding Between UNWTO and the Guangzhou Chimelong Group Co., Ltd. On UNWTO's collaboration with Chimelong in the Organization of the Chimelong International Forum on Tourism Development	23/09/2019	Guangzhou Chimelong	100,000.00	0.00	55,500.00	0.00	155,500.00	64%	36%
Guidelines for Success in the Chinese Outbound Tourism Market	Co-edition Agreement between UNWTO and the China Tourism Academy regarding the Guidelines for Success in the Chinese Outbound Tourism Market	05/08/2019	China Tourism Academy	30,000.00	0.00	40,000.00	0.00	70,000.00	43%	57%

Project	Agreement	Contribution						
		Title	Date	Donor		UNWTO		% Share
				Donor	In-kind	Cash	Total	
Co-edition Agreement between UNWTO and the Centre of Expertise Leisure, Tourism and Hospitality, Breda	Co-edition Agreement, Centre of Expertise Leisure Tourism and Hospitality and NHTV Breda University of Applied Sciences 140619	14/06/2019	CELTH and NHTV	9,450.00	0.00	0.00	18,900.00	50%
Rep. of Korea/13th UNWTO Asia Pacific Exec. Training Programme on Tourism Policy and Strategy	Agreement bet. UNWTO and the Min. of Culture, Sports and Tourism, Rep. of Korea 13th Exec. Training	11/06/2019	Republic of Korea	60,000.00	0.00	0.00	115,000.00	48%
Bhutan/31st Joint Mtg. UNWTO Comm. for East Asia and the Pacific and UNWTO Comm. for South Asia	Agreement bet. UNWTO and The Royal Gov't. of Bhutan 31st Joint Mtg. UNWTO for East Asia and the Pacific	22/05/2019	Bhutan	62,358.00	0.00	0.00	70,358.00	11%
Publication on "Baseline Report on the Integration of Sustainable Consumption and Production Pattern	Co-edition Agreement between the UNWTO and the UN Environment Programme	21/05/2019	UNEP	17,255.59	0.00	0.00	39,761.32	43%
Publicación UNWTO/BCC Guidelines for the Dev't. of Gastronomy Tourism	Acuerdo de Coedición entre OMT and Basque Culinary Ctr. Desarrollo del Turismo Gastronómico	17/04/2019	Basque Culinary Center Fundazioa	15,500.00	0.00	0.00	21,748.00	29%
Publication Boosting Tourism Development Through Intellectual Property	Co-Edition Agreement Between UNWTO and the World Intellectual Property Organization regarding the Publication Boosting Tourism Development Through Intellectual Property	21/03/2019	WIPO	12,318.32	0.00	0.00	25,018.32	49%
Jamaica/Global conference on jobs and inclusive growth: Small and medium tourism enterprises	Agreement between the UNWTO and the government of Jamaica for the holding of the 2 nd UNWTO Global Conference on jobs and inclusive Growth	24/01/2019	Ministry of Tourism Jamaica	26,304.20	0.00	0.00	27,070.44	3%
110th Session of the Executive Council in Baku, Azerbaijan from 17–19 June 2019	Agreement Between UNWTO and the Government of the Republic of Azerbaijan	22/01/2019	Azerbaijan	105,391.00	0.00	0.00	117,572.81	10%
Bahrain/109th Executive Council	Agreement between UNWTO and the Government of the Kingdom of Bahrain	27/09/2018	Bahrain	54,541.34	0.00	0.00	67,411.34	19%

Project	Agreement	Contribution									
		Donor			UNWTO		Total	% Share			
		Title	Date	Donor	In-kind	Cash		In-kind	Cash	Donor	UNWTO
Co-edition/CELTH and NHTV Breda, "Overtourism" in Cities – Understanding and Managing Visitor's Growth	Co-edition Agreement, Centre of Expertise Leisure Tourism and Hospitality and NHTV Breda University of Applied Sciences	10/08/2018	CELTH and NHTV Breda	10,000.00	0.00	0.00	5,950.00	0.00	15,950.00	63%	37%
GIZ/(SCSI) – Capacity-Building Prog. on the Development of Multi-Destination Tourism (MDT)	Grant Agreement between the World Tourism Organization and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	05/07/2018	GIZ	0.00	10,000.00	0.00	3,456.00	0.00	16,471.36	61%	21%
			Hunchun Gov't.	3,015.36	0.00				18%		
Fiji/UNWTO Commission for East Asia and The UNWTO Commission for South Asia (30th Cap-Csa)	Agreement between the UNWTO and The Government of The Republic of Fiji	24/05/2018	Ministry of Industry, Trade and Tourism of Fiji	287,522.00	0.00	0.00	30,000.00	0.00	317,522.00	91%	9%
Secretaria de Estado de Turismo del Gobierno de España/108ª Reunion de Consejo Ejecutico de la OMT	Acuerdo Internacional Administrativo entre OMT y Secretaría de Estado de Turismo del Gobierno de España	07/05/2018	Min. de Energia y Turismo de España	50,345.00	0.00	0.00	11,000.00	0.00	61,345.00	82%	18%
The Government of The Republic of Turkey/8th UNWTO Silk Road Task Force Meeting	Exchange letter between UNWTO and The Government of The Republic of Turkey	17/04/2018	Min. of Cult. and Tour. Of Turkey	26,730.00	0.00	0.00	20,050.00	0.00	46,780.00	57%	43%
Department of Tourism, State Government of Kerala/12th UNWTO Asia/Pacific Executive training	Agreement Between UNWTO and The Department of Tourism, State Government of Kerala	14/03/2018	DOT – Kerala	46,000.00	0.00	0.00	48,565.00	0.00	94,565.00	49%	51%
Co-Edition Agreement/OAS Tourism and the Sustainable Development Goals	Co-edition Agreement Between UNWTO and The General Secretariat of the Organization of American States	16/03/2018	Sec. of the Org. of American States	5,000.00	0.00	0.00	5,000.00	0.00	10,000.00	50%	50%
Feria Internacional de Turismo (FITUR)	Acuerdo de Colaboración entre La Organización Mundial de Turismo y la Feria Internacional de Turismo	16/01/2018	FITUR	12,276.00	0.00	0.00	12,276.00	0.00	24,552.00	50%	50%
Buenos Aires/WTCF Estudio Sobre Rendimiento del Turismo Urbano	Acuerdo entre la Organización Mundial de Turismo y el ente de Turismo de la Ciudad de Buenos Aires	14/12/2017	Ente de Turismo de la Ciudad de Buenos Aires	18,177.84	0.00	0.00	12,969.31	0.00	31,147.15	58%	42%
Deutsche Gesellschaft für Internationale Zusammenarbeit(GIZ)/ 2nd Global Report on Women in Tourism	Grant Agreement between the World Tourism Organization and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	12/12/2017	GIZ	0.00	39,911.00	0.00	9,680.00	0.00	49,591.00	80%	20%

Project	Agreement	Contribution								
		Donor		UNWTO		Total	% Share			
		Date	Title	Donor	In-kind		Cash	In-kind	Cash	Donor
Guinée/Reforcement des Capacités en Matière de Developpement Turistique	Accord de Coopération entre L'Organisation Mondiale du Tourisme, et Le Ministère De L' Hôtellerie et de L'Artisanat de la Guinée	10/11/2017	Guinea	7,840.28	0.00	6,888.00	0.00	14,728.28	53%	47%
ETC y la Xunta de Galicia/ Seminario sobre temas y rutas transnacionales en Santiago de Compostela	Acuerdo entre la OMT y la Comisión Europea de Turismo (ETC) y la Xunta de Galicia	25/09/2017	Xunta de Galicia	18,566.76	0.00	3,000.00	0.00	21,566.76	86%	14%
Tianjin Tourism Administration/ Workshop	Memorandum of Understanding between UNWTO and Tianjin Tourism Administration	29/08/2017	Tianjin Tourism Administration	13,700.00	0.00	14,625.00	0.00	28,325.00	48%	52%
Co-Edition Agreement / Globaldit – AM Global Report on Inclusive Tourism Destinations	Co-Edition Agreement between UNWTO and Desarrollo e Investigaciones Turísticas S.L (Globaldit)	10/08/2017	Globaldit	0.00	5,000.00	5,000.00	0.00	10,000.00	50%	50%
Gobierno de Andorra/10mo Congreso Mundial de Turismo de Nieve y de Montaña	Acuerdo entre la OMT y el Gobierno de Andorra	20/06/2017	Andorra	158,800.00	0.00	7,000.00	0.00	165,800.00	96%	4%
Salvador y Honduras 61ª Comisión Regional de la OMT para las Americas	Acuerdo entre La Organización Mundial de Turismo y Los Gobiernos de Salvador y Honduras	30/05/2017	El Salvador	26,204.00	0.00	5,962.00	0.00	40,631.00	64%	15%
			Honduras	8,465.00	0.00				21%	
Ministère de Gabon/Reforcement des Capacités en Matière de Developpement Turistique	Accord de Coopération entre L'Organisation Mondiale du Tourisme, et Le Ministère De La Promotion, Des Investissements Privés Du Commerce et de L'Industrie du Gabon	29/05/2017	Gabon	10,131.00	0.00	7,368.00	0.00	17,499.00	58%	42%
The Government of The United Arab Emirates 42nd Meeting of the UNWTO Regional Commission Middle East	Agreement Between UNWTO and The Government of The United Arab Emirates	23/04/2017	UAE	89,400.00	0.00	12,750.00	0.00	102,150.00	88%	12%
Co-Edition Agreement/Japan Travel and Tourism Association and Gurunavi AFMS Report on Gastronomy	Co-Edition Agreement Between UNWTO and The Japan Travel and Tourism Association (JTTA) and Gurunavi INC	10/04/2017	Gurunavi Inc.	0.00	2,500.00	1,300.00	0.00	3,800.00	66%	34%
Griffith University/Publication of Managing Growth and Sust. Tourism Governance (Working Title)	Co-edition Agreement Between UNWTO and the Griffith University	21/03/2017	Griffith University	10,000.00	0.00	20,500.00	0.00	30,500.00	33%	67%

Project	Agreement	Contribution								
		Title	Date	Donor		UNWTO		Total	% Share	
				Donor	In-kind	Cash	In-kind			Cash
Co-edition Agreement Ostelea School of Tourism and Hospitality/Global Report on Sport Tourism	Co-edition Agreement Between UNWTO and Ostelea School of Tourism and Hospitality	08/03/2017	Ostelea	0.00	2,000.00	1,500.00	0.00	3,500.00	57%	43%
Centro de Formación en Turismo (CENFOTUR)/Papper series, Vol. II Key for Dest. Competitiveness	Co-edition Agreement Between UNWTO and Centro de Formación en Turismo (CENFOTUR)	23/12/2016	Centro de Formación en Turismo (CENFOTUR)	0.00	1,800.00	1,800.00	0.00	3,600.00	50%	50%
The GainingEdge/Regarding the Publication on overview of the meetings Industry in Asia	Co-edition Agreement Between UNWTO and the GainingEdge	20/12/2016	Gaining Edge	25,000.00	0.00	5,500.00	10,000.00	40,500.00	62%	38%
Casa África/Co-edition Agreement <i>Enhancing and Fostering Tourism Development in the Continent</i>	Co-edition Agreement Between UNWTO and Casa África	17/11/2016	Casa África	0.00	8,000.00	8,000.00	0.00	16,000.00	50%	50%
Ministry of Environment and Tourism, Mongolia/ Silk Road Conference on Nomadic Tour. and Sust. Cities	Agreement Between UNWTO and The Ministry of Environment and Tourism, Mongolia	12/09/2016	Mongolia	301,500.00	0.00	36,000.00	0.00	337,500.00	89%	11%
Madison MK Experience Marketing/ Coedition Agree.:The Global Report on Visitor Experience Management	Coedition Agreement Between UNWTO and Madison MK Experience Marketing	02/09/2016	Madison MK	0.00	2,000.00	1,500.00	0.00	3,500.00	57%	43%
The Ministry of Culture and Tourism of The Republic of Azerbaijan/roundtable on Multicultural Soc.	Agreement Between UNWTO and The Ministry of Culture and Tourism of The Republic of Azerbaijan	27/07/2016	Azerbaijan	30,580.00	0.00	483,23	0.00	31,063.23	98%	2%
IGLTA/Regarding The Publication of The 2nd Global Report on LGBT Tourism	Coedition Agreement Between UNWTO and IGLTA	20/07/2016	IGLTA	11,000.00	0.00	1,500.00	0.00	12,500.00	88%	12%
The Government of Malaysia/ Holding of a World Tourism Conference 2016	Agreement Between UNWTO and The Government of Malaysia	19/07/2016	Malaysia	48,322.00	0.00	5,000.00	0.00	53,322.00	91%	9%
Iranian Cultural Heritage, Handicrafts and Tourism Organ. (ICHTO)/6th Silk Road Task force Meeting	Agreement Between UNWTO and The Iranian Cultural Heritage, Handicrafts and Tourism Organization (ICHTO)	22/04/2016	ICHTO	75,395.00	0.00	20,050.00	0.00	95,445.00	79%	21%

Project	Agreement	Contribution								
		Donor			UNWTO		Total	% Share		
		Title	Date	Donor	In-kind	Cash			Cash	
Ministry of Culture, Sports and Tourism of Korea/ 10th UNWTO Asia/Pacific Executive Training Program	Cooperation Agreement Between UNWTO and The Ministry of Culture, Sports and Tourism Republic of Korea	23/03/2016	Republic of Korea	253,018.85	0.00	49,225.00	0.00	302,243.85	84%	16%
Asia Pacific Tourism Exchange Center (APTEC)/Co-Edition Agreement – Sustainable Cruise Tourism	Co-Edition Agreement between UNWTO and Asia Pacific Tourism Exchange Center (APTEC)	19/11/2015	APTEC	29,000.00	3,420.00	3,310.00	0.00	35,730.00	91%	9%
	Co-Edition Agreement between UNWTO and Asia Pacific Tourism Exchange Center (APTEC) – Working Title	12/05/2016								
The Government of Georgia/ 5th Meeting of The Technical Advisory Board and 16th Meeting of Committee	Agreement Between UNWTO and The Government of Georgia	02/11/2015	Georgia	17,500.00	0.00	3,000.00	0.00	20,500.00	85%	15%
Gobierno de Andorra/9º Congreso Mundial de Turismo de Nieve y de Montaña	Acuerdo entre la Organización Mundial del Turismo y el Gobierno de Andorra	25/09/2015	Andorra	156,800.00	0.00	7,000.00	0.00	163,800.00	96%	4%
UNEP/Guidelines For Integrating SCP into tourism Master	Letter Of Agreement Between UNWTO and The United Nations Environment Programme (UNEP)	16/09/2015	UNEP	0.00	17,101.69	22,305.01	0.00	39,406.70	43%	57%
	Amendment N°1 to The Letter Of Agreement Between UNWTO and The United Nations Environment Programme (UNEP)	15/12/2016								
ILO/Paper on Tourism and Employment – policies to stimulate job creation	Cooperation agreement between UNWTO and ILO	25/06/2015	ILO	0.00	5,000.00	5,000.00	0.00	10,000.00	50%	50%
La Agencia de Turismo del Govern de Les Illes Balears/ Publicación conjunta de un Estudio sobre Travel Weekly Group/for Connecting Travel	Acuerdo de Coedición entre La organizacion Mundial de Turismo (OMT) y La Agencia de Turismo del Govern de Les Illes Balears	08/05/2015	Govern de les Illes Balears	6,000.00	0.00	3,700.00	0.00	9,700.00	62%	38%
			Jacobs Media Group	95,900.00	0.00	3,800.00	0.00	99,700.00	96%	4%
CASA AFRICA/Tourism Product: Building Develop. in Africa AM Reg. Report Nro 4	Co-Edition Agreement between UNWTO and CASA AFRICA	29/01/2015	Casa Africa	4,000.00	0.00	8,000.00	0.00	12,000.00	33%	67%

Annex IV: Contributions due to the General Fund and the Working Capital Fund

Statement of contributions due to the General Fund at 31 December 2020 (EUR)

Members	Years	Arrear Contributions	Contributions due 2020	Total
Total		15,798,046.28	3,080,884.14	18,878,930.42
Full Members		14,206,288.91	2,541,459.29	16,747,748.20
Budgetary Contributions		14,119,303.91	2,524,749.29	16,644,053.20
Afghanistan	81–87, 89–08, 10, 12, 14, 19–20	731,645.66	333.25	731,978.91
Albania	–	0.00	0.00	0.00
Algeria	–	0.00	0.00	0.00
Andorra	–	0.00	0.00	0.00
Angola	–	0.00	0.00	0.00
Argentina	20	0.00	4,846.34	4,846.34
Armenia	–	0.00	0.00	0.00
Austria	–	0.00	0.00	0.00
Azerbaijan	–	0.00	0.00	0.00
Bahamas	19	50,129.00	0.00	50,129.00
Bahrain	–	0.00	0.00	0.00
Bangladesh	–	0.00	0.00	0.00
Barbados	20	0.00	33,419.00	33,419.00
Belarus	–	0.00	0.00	0.00
Benin	–	0.00	0.00	0.00
Bhutan	–	0.00	0.00	0.00
Bolivia	81–87, 89–98, 19–20	446,599.57	35,925.00	482,524.57
Bosnia and Herzegovina	–	0.00	0.00	0.00
Botswana	–	0.00	0.00	0.00
Brazil	20	0.00	221,423.30	221,423.30
Brunei Darussalam	–	0.00	0.00	0.00
Bulgaria	–	0.00	0.00	0.00
Burkina Faso	20	0.00	27,850.00	27,850.00
Burundi	77–07, 11–13, 15–20	836,331.78	27,850.00	864,181.78
Cambodia	84–92	225,187.68	0.00	225,187.68
Cameroon	17–20	89,311.33	33,419.00	122,730.33
Cape Verde	–	0.00	0.00	0.00
Central African Republic	07–20	308,314.20	27,850.00	336,164.20
Chad	12–20	211,192.56	27,850.00	239,042.56
Chile	20	0.00	111,399.00	111,399.00
China	–	0.00	0.00	0.00

Members	Years	Arrear Contributions	Contributions due 2020	Total
Colombia	19–20	8,614.63	22,389.09	31,003.72
Comoros	20	0.00	25,065.00	25,065.00
Congo	19–20	33,419.00	33,419.00	66,838.00
Costa Rica	–	0.00	0.00	0.00
Côte d'Ivoire	–	0.00	0.00	0.00
Croatia	–	0.00	0.00	0.00
Cuba	–	0.00	0.00	0.00
Cyprus	–	0.00	0.00	0.00
Czech Republic	–	0.00	0.00	0.00
Democratic People's Republic of Korea	19	27,850.00	0.00	27,850.00
Democratic Republic of the Congo	19–20	27,845.00	27,850.00	55,695.00
Djibouti	03–20	380,220.00	25,065.00	405,285.00
Dominican Republic	–	0.00	0.00	0.00
Ecuador	20	0.00	6,447.12	6,447.12
Egypt	–	0.00	0.00	0.00
El Salvador	–	0.00	0.00	0.00
Equatorial Guinea	13–15, 17–20	189,948.00	41,811.00	231,759.00
Eritrea	–	0.00	0.00	0.00
Ethiopia	17–18, 20	55,566.00	33,267.00	88,833.00
Fiji	–	0.00	0.00	0.00
France	–	0.00	0.00	0.00
Gabon	15–20	269,569.56	55,700.00	325,269.56
Gambia	99–05, 08–10, 13, 20	222,292.51	27,850.00	250,142.51
Georgia	–	0.00	0.00	0.00
Germany	–	0.00	0.00	0.00
Ghana	19–20	11,738.93	33,419.00	45,157.93
Greece	–	0.00	0.00	0.00
Guatemala	–	0.00	0.00	0.00
Guinea	96, 98–00, 07–09, 14–20	293,915.01	27,850.00	321,765.01
Guinea-Bissau	92–96, 99–20	584,992.55	27,850.00	612,842.55
Haiti	18, 20	596.67	27,850.00	28,446.67
Honduras	20	0.00	33,419.00	33,419.00
Hungary	–	0.00	0.00	0.00
India	–	0.00	0.00	0.00
Indonesia	20	0.00	159,682.00	159,682.00
Iran, Islamic Republic of	19–20	20,466.00	100,895.00	121,361.00
Iraq	92–06, 12, 20	1,682,696.88	50,448.00	1,733,144.88
Israel	–	0.00	0.00	0.00

Members	Years	Arrear Contributions	Contributions due 2020	Total
Italy	–	0.00	0.00	0.00
Jamaica	–	0.00	0.00	0.00
Japan	–	0.00	0.00	0.00
Jordan	20	0.00	859.77	859.77
Kazakhstan	–	0.00	0.00	0.00
Kenya	–	0.00	0.00	0.00
Kingdom of Eswatini	–	0.00	0.00	0.00
Kuwait	98	34,309.21	0.00	34,309.21
Kyrgyzstan	97–10, 12–15, 20	401,737.12	10,465.69	412,202.81
Lao People's Democratic Republic	91–95, 04	105,484.12	0.00	105,484.12
Lebanon	–	0.00	0.00	0.00
Lesotho	–	0.00	0.00	0.00
Liberia	12–20	211,199.00	27,850.00	239,049.00
Libya	14–20	358,431.00	61,827.00	420,258.00
Lithuania	–	0.00	0.00	0.00
Madagascar	17–19	80,804.44	0.00	80,804.44
Malawi	11–20	233,973.99	27,850.00	261,823.99
Malaysia	–	0.00	0.00	0.00
Maldives	–	0.00	0.00	0.00
Mali	–	0.00	0.00	0.00
Malta	–	0.00	0.00	0.00
Mauritania	79–05, 16–20	709,496.46	27,850.00	737,346.46
Mauritius	–	0.00	0.00	0.00
Mexico	20	0.00	222,798.00	222,798.00
Monaco	–	0.00	0.00	0.00
Mongolia	19	2,139.00	0.00	2,139.00
Montenegro	–	0.00	0.00	0.00
Morocco	–	0.00	0.00	0.00
Mozambique	20	0.00	27,850.00	27,850.00
Myanmar	–	0.00	0.00	0.00
Namibia	–	0.00	0.00	0.00
Nepal	19–20	27,850.00	27,850.00	55,700.00
Netherlands	–	0.00	0.00	0.00
Nicaragua	09	17,103.04	0.00	17,103.04
Niger	84–87, 90–07, 10–11, 14–17, 19–20	680,132.81	27,850.00	707,982.81
Nigeria	15–17, 20	80,907.74	11,547.57	92,455.31
Oman	–	0.00	0.00	0.00
Pakistan	19–20	40,329.01	50,129.00	90,458.01

Members	Years	Arrear Contributions	Contributions due 2020	Total
Palau	–	0.00	0.00	0.00
Panama	19–20	1,095.09	66,535.00	67,630.09
Papua New Guinea	–	0.00	0.00	0.00
Paraguay	–	0.00	0.00	0.00
Peru	18–20	43,504.54	39,246.16	82,750.70
Philippines	–	0.00	0.00	0.00
Poland	–	0.00	0.00	0.00
Portugal	–	0.00	0.00	0.00
Qatar	–	0.00	0.00	0.00
Republic of Korea	–	0.00	0.00	0.00
Republic of Moldova	–	0.00	0.00	0.00
Romania	–	0.00	0.00	0.00
Russian Federation	–	0.00	0.00	0.00
Rwanda	19–20	27,750.00	27,850.00	55,600.00
Samoa	–	0.00	0.00	0.00
San Marino	–	0.00	0.00	0.00
Sao Tome and Principe	86–14, 18–20	627,590.65	16,710.00	644,300.65
Saudi Arabia	–	0.00	0.00	0.00
Senegal	18–20	47,688.10	29,939.00	77,627.10
Serbia	–	0.00	0.00	0.00
Seychelles	–	0.00	0.00	0.00
Sierra Leone	83–00, 03–20	805,998.12	27,850.00	833,848.12
Slovakia	–	0.00	0.00	0.00
Slovenia	–	0.00	0.00	0.00
Somalia	20	0.00	27,850.00	27,850.00
South Africa	–	0.00	0.00	0.00
Spain	–	0.00	0.00	0.00
Sri Lanka	–	0.00	0.00	0.00
Sudan	89–03, 06–08, 13–14, 18–20	521,451.18	35,925.00	557,376.18
Switzerland	–	0.00	0.00	0.00
Syrian Arab Republic	12–20	432,183.21	50,865.00	483,048.21
Tajikistan	–	0.00	0.00	0.00
Thailand	–	0.00	0.00	0.00
The former Yugoslav Republic of Macedonia	–	0.00	0.00	0.00
Timor-Leste	–	0.00	0.00	0.00
Togo	05–06, 19	41,044.83	0.00	41,044.83
Trinidad and Tobago	–	0.00	0.00	0.00

Members	Years	Arrear Contributions	Contributions due 2020	Total
Tunisia	–	0.00	0.00	0.00
Turkey	–	0.00	0.00	0.00
Turkmenistan	95–98, 00–12, 16–20	673,031.40	50,129.00	723,160.40
Uganda	98–00, 02–04, 10–12, 15–18	285,146.96	0.00	285,146.96
Ukraine	–	0.00	0.00	0.00
United Arab Emirates	–	0.00	0.00	0.00
United Republic of Tanzania	20	0.00	35,925.00	35,925.00
Uruguay	02–03, 20	89,577.22	75,752.00	165,329.22
Uzbekistan	–	0.00	0.00	0.00
Vanuatu	10–17, 20	164,998.00	26,613.00	191,611.00
Venezuela	16, 18–20	215,719.27	114,348.00	330,067.27
Viet Nam	–	0.00	0.00	0.00
Yemen	79–89, 95, 14–20	419,295.45	33,419.00	452,714.45
Zambia	–	0.00	0.00	0.00
Zimbabwe	19–20	30,890.43	28,625.00	59,515.43
Extrabudgetary Contributions		86,985.00	16,710.00	103,695.00
Comoros	18–19	32,356.00	0.00	32,356.00
Palau	20	0.00	16,710.00	16,710.00
Somalia	18–19	54,629.00	0.00	54,629.00
Associate Members		49,166.00	25,065.00	74,231.00
Aruba	19–20	25,065.00	25,065.00	50,130.00
Flemish Community of Belgium	–	0.00	0.00	0.00
Hong Kong, China	–	0.00	0.00	0.00
Macao, China	–	0.00	0.00	0.00
Madeira	–	0.00	0.00	0.00
Puerto Rico	18	24,101.00	0.00	24,101.00
Affiliate Members		562,639.54	507,901.51	1,070,541.05
Former Full Members		918,478.93	0.00	918,478.93
Former Associate Members		1,947.90	0.00	1,947.90
Former Affiliate Members		59,525.00	6,458.34	65,983.34

Notes:

Full Members	Financial year, start month
United Republic of Tanzania	July
Malawi	June
Bangladesh	July
Gambia	July
Uganda	July
Colombia	May
South Africa	April
Egypt	July
Iran, Islamic Republic of	March

Full Members	Financial year, start month
Japan	April
Botswana	April
Indonesia	April
Lesotho	April
Mauritius	July
Turkey	March
Gabon	June
Pakistan	July

Statement of contributions due to the Working Capital Fund at 31 December 2020 (EUR)

	31/12/2020
Total	5,612.35
Comoros	1,202.05
Liberia	1,242.15
Palau	835.50
Somalia	1,338.95
Vanuatu	993.70

Annex V: Voluntary contributions received for the year ended 31 December 2020

Project	Donor	Curr.	Amount	EUR ^a
Total^b				1,841,757.69
Formulation of a Tourism Master Plan for Kasane/Kazungula	Botswana	USD	292,380.00	261,972.48
Regional Support Office of Asia Pacific VC	Japan Tourism Agency	JPY	31,234,000.00	255,967.32
Tourism Plan for Ice and Snow Industry 2	Heilongjiang Provincial Tourism Administration	EUR		178,054.00
Para el Desarrollo de los ODS, Reto Demográfico y Turismo Rural	Spain	EUR		150,000.00
Joint Research on Asia Tourism Trends	Global Tourism Economy Research Centre	USD	100,000.00	89,300.00
UNWTO Technical Assistance in the Development of the Tourism Sector	Lesotho	USD	98,560.00	86,732.88
Promoting sustainable food consumption and production patterns through integrated tools, advocacy	GTI Secretariat/UNDP	USD	100,000.00	85,500.00
Toolkit on Project-based Indicators in Tourism for Achieving the Sustainable Development Goals	Japan International Cooperation Agency	EUR		85,000.00
For the Evaluation of Tourism Statistics System	Saudi Arabia	USD	100,000.00	83,700.00
Asia Activity Fund/Promotion in the Least Developed Countries in Asia	Republic of Korea	EUR		75,237.75
La 42ª Sesión Plenaria de Miembros Afiliados de la OMT	Madrid Destino Cultura Turismo y Negocio S.A.	EUR		72,036.68
Strengthening the National System of Tourism Statistics and Developing a TSA	Seychelles	USD	79,621.00	71,340.42
Una Misión de Asistencia Técnica de la OMT	Angola	EUR		61,854.63
The Second UNWTO Tourism Start-up Competition	Portugal	EUR		50,000.00
El Plan de Trabajo Sobre Innovación y Transformación Digital 2020	Patrimonio Autonomo FONTUR	EUR		50,000.00
Système de classement des établissements d'hébergement touristique et République du Congo	UNDP Congo	USD	39,590.00	33,651.50
Capacity Building for the Compilation of the First Preliminary Experimental TSA	UNDP	USD	33,710.00	30,103.03
La formulation de la Politique Nationale de Tourisme	République Démocratique du Congo	USD	24,553.70	22,000.12
Updating of the Tourism Master Plan	Luxembourg Agency for Development Cooperation	EUR		21,340.00
For the Sponsorship of UNWTO/Fitur Gala Dinner	Spring Healthcare Services AG	EUR		20,000.00
Contribution Agreement Between The International Trade Center and UNWTO	International Trade Centre	USD	20,170.00	17,023.48
Needs Assessment and Formulation of Project Document in Ethiopia	UNDP Ethiopia	USD	16,874.00	15,119.10
Investour-UNWTO Sponsorships		EUR		21,400.00
	Steward International	EUR	10,000.00	
	Institución Ferial de Canarias	EUR	8,000.00	
	Facility Concept	EUR	3,400.00	
Junior Professional Officer (JPO) Programme	UNDP	USD	4,803.80	4,424.30

Notes: a) Contributions received in currency other than EUR are converted to EUR using UN Operational Exchange Rate (UNORE) at the date of reception of fund.

b) Include adjustment of contribution received in 2019.

Annex VI: Working Capital Fund available balance and advance to the Regular Budget

Working Capital Fund (WCF) available balance at 31 December 2020 (EUR)

Balance at 01/01/2020	2,800,263.67
Movements during the year	
Additions:	1,789,879.20
New Members ^c	1,234.20
Arrear contributions applied to reimburse the advance made during previous years ^a	0.00
Allocation ^{a,b}	1,788,645.00
Less:	0.00
Members which have left the Organization	0.00
Advance made to the GF to cover budgetary expenditure pending receipt of unpaid contributions	0.00
Balance at 31/12/2020	4,590,142.87

- Notes: a) Part of intersegment transactions.
b) CE/DEC/6(CXII) of document CE/112/3(d) rev.1.
c) Includes a 2018 adjustment.

Budgetary cash balance of the Regular Budget and WCF advance at 31 December 2020

	2020		2019	
	EUR	%	EUR	%
Approved budget	14,899,000.00	100.00	13,994,000.00	100.00
Budgetary income	11,895,474.20	79.84	11,480,537.36	82.04
Assessed contributions	11,158,456.35	74.89	11,336,537.36	81.01
Amount spent from the allocations approved by the GA	737,017.85	4.95	144,000.00	1.03
Allocation from accumulated surplus – RB	537,017.85	3.60		0.00
Allocation from accumulated surplus – Publications store	200,000.00	1.34	144,000.00	1.03
Budgetary expenditure	-11,978,449.59	-80.40	-11,808,123.32	-84.38
Cash deficit/advance made from the WCF (FR 10.2(b))	-82,975.39		-327,585.96	
Arrear contributions receipts in the financial year	1,646,708.37	11.05	2,260,230.69	16.15
WCF advance to the Regular Budget	0.00	–	0.00	

Annex VII: Project support costs (PSC) and Initiative projects (PRF) movements for the year ended 31 December 2020

Project support cost (PSC) and Initiative projects (PRF) movements for the year ended 31 December 2020 (EUR)

Description	Net assets 01/01/2020	Movements	Net assets 31/12/2020	Assets and reconciling items	Actual amounts 31/12/2020	Outstanding commitments	Actual amounts after commitments 31/12/2020
Project support cost projects ^a	866,947.49	62,983.71	929,931.20	0.00	929,931.20	218,092.91	711,838.29
Initiative projects ^b	167,092.52	-4,748.43	162,344.09	0.00	162,344.09	26,547.40	135,796.69
Project Reserve Fund Pool	4.71	-4.71	0.00	0.00	0.00	0.00	0.00
PRF-EU Horizon 2020 ^c	3,000.00	0.00	3,000.00	0.00	3,000.00	0.00	3,000.00
China Initiative Fund – Asia	56,092.61	-399.60	55,693.01	0.00	55,693.01	0.00	55,693.01
Technical Cooperation Initiative	107,995.20	-4,344.12	103,651.08	0.00	103,651.08	26,547.40	77,103.68
PRF-TECO ^d	66,800.05	-4,344.12	62,455.93	0.00	62,455.93	26,547.40	35,908.53
China-Initiative-Funds-TECO	41,195.15	0.00	41,195.15	0.00	41,195.15	0.00	41,195.15

Notes: Actual amounts include basis differences (assets and reconciling items column) as detailed in chapter Financial Statements Highlights/Budgetary performance of the Regular Budget/Comparison of financial performance to budgetary result of the Regular Budget.

a) DRF Annex III.

b) PRF groups unused balances on completion of voluntary contributions projects which remain at UNWTO for aims of the Organization following stipulations of the agreement or subsequent agreement with the donor (CE/DEC/8(CIV) of document CE/104/7(a) rev.1).

c) PRF-EU Horizon 2020 (Project reserve fund – European Union Horizon 2020).

d) PRF-TECO (Project reserve fund – Technical Cooperation).

Annex VIII: Sub-funds reporting

Statement of financial position by sub-funds at 31 December 2020 (EUR)

	Programme of work services	Voluntary Contributions	UNDP	Trust Funds	MDTF	Inter-segment elimination ^a	Total UNWTO
Assets	24,687,533.83	10,130,283.78	357,214.92	177,553.77	101,888.13	-3,475,437.40	31,979,037.03
Current assets	24,021,952.34	10,079,345.16	357,214.92	177,553.77	101,888.13	-3,475,437.40	31,262,516.92
Cash and cash equivalents	16,195,311.55	6,144,069.22	56,433.81	177,553.77	81,513.13	0.00	22,654,881.48
Inventories	30,920.88	0.00	0.00	0.00	0.00	0.00	30,920.88
Members assessed contributions receivable, net	4,741,466.45	0.00	0.00	0.00	0.00	0.00	4,741,466.45
Other contributions receivables, net	0.00	3,227,968.40	167,586.56	0.00	20,375.00	0.00	3,415,929.96
Other receivables, net	216,989.17	31,214.62	0.00	0.00	0.00	0.00	248,203.79
Other current assets	2,837,264.29	676,092.92	133,194.55	0.00	0.00	-3,475,437.40	171,114.36
Non-current assets	665,581.49	50,938.62	0.00	0.00	0.00	0.00	716,520.11
Investments	132,594.99	0.00	0.00	0.00	0.00	0.00	132,594.99
Property, plant and equipment	201,253.91	5,599.64	0.00	0.00	0.00	0.00	206,853.55
Intangible assets, net	328,564.05	45,338.98	0.00	0.00	0.00	0.00	373,903.03
Other non-current assets	3,168.54	0.00	0.00	0.00	0.00	0.00	3,168.54
Liabilities and Net Assets/ Equity	24,687,533.83	10,130,283.78	357,214.92	177,553.77	101,888.13	-3,475,437.40	31,979,037.03
Liabilities	39,479,156.86	4,940,798.48	61,251.98	150,000.00	101,888.13	-3,475,437.40	41,257,658.05
Current liabilities	6,457,312.03	4,939,628.68	61,251.98	150,000.00	101,888.13	-3,475,437.40	8,234,643.42
Payables and accruals	984,791.35	129,933.06	10,125.46	0.00	0.00	0.00	1,124,849.87
Transfers payable	697.65	71,429.84	0.00	0.00	0.00	0.00	72,127.49
Employee benefits	555,674.77	0.00	0.00	0.00	0.00	0.00	555,674.77
Advance receipts and deferred liabilities	1,426,365.79	4,043,567.22	25,637.39	150,000.00	101,875.00	0.00	5,747,445.40
Provisions	386,745.81	162,579.95	0.00	0.00	0.00	0.00	549,325.76
Other current liabilities	3,103,036.66	532,118.61	25,489.13	0.00	13.13	-3,475,437.40	185,220.13
Non-current liabilities	33,021,844.83	1,169.80	0.00	0.00	0.00	0.00	33,023,014.63
Employee benefits	33,021,844.83	0.00	0.00	0.00	0.00	0.00	33,021,844.83
Other non-current liabilities	0.00	1,169.80	0.00	0.00	0.00	0.00	1,169.80
Net Assets/Equity	-14,791,623.03	5,189,485.30	295,962.94	27,553.77	0.00	0.00	-9,278,621.02
Accumulated surplus/(deficit)	-21,182,958.70	5,189,485.30	295,962.94	27,553.77	0.00	0.00	-15,669,956.69
Reserves	6,391,335.67	0.00	0.00	0.00	0.00	0.00	6,391,335.67

Note: a) Internal activities lead to transactions between segments. They are reflected here to accurately present this financial statement.

Statement of financial performance by sub-funds for the year ended 31 December 2020 (EUR)

	Programme of work services	Voluntary Contributions	UNDP	Inter-segment elimination^a	Total UNWTO
Revenues	16,456,423.45	1,679,477.97	65,379.24	-242,158.11	17,959,122.55
Members assessed contributions	14,596,841.01	0.00	0.00	0.00	14,596,841.01
Other contributions (VC and FIT), net of reduction	0.00	1,033,827.55	65,260.75	0.00	1,099,088.30
Publications revenue, net of discounts and returns	318,777.00	0.00	0.00	0.00	318,777.00
Other revenues	1,540,805.44	645,650.42	118.49	-242,158.11	1,944,416.24
Expenses	17,039,904.46	2,511,579.11	97,323.37	-242,158.11	19,406,648.83
Salaries and employee benefits	13,105,737.52	1,160,728.42	66,957.48	0.00	14,333,423.42
Grants and other transfers	205,662.26	49,881.88	0.00	0.00	255,544.14
Travel	319,444.01	38,720.07	0.00	0.00	358,164.08
Supplies, consumables and running costs	1,808,969.24	533,382.65	0.00	0.00	2,342,351.89
Currency exchange differences	79,628.80	389,133.71	30,297.61	0.00	499,060.12
Depreciation, amortization and impairment	133,867.53	15,941.88	0.00	0.00	149,809.41
Other expenses	1,386,595.10	323,790.50	68.28	-242,158.11	1,468,295.77
Surplus/(deficit) for the year	-583,481.01	-832,101.14	-31,944.13	0.00	-1,447,526.28

Note: a) Internal activities lead to transactions between segments. They are reflected here to accurately present this financial statement.

Annex IX: Reserves, other and non-Regular Budget projects within the General Fund movements for the year ended 31 December 2020

Reserves, other and non-RB projects within the GF movements for the year ended 31 December 2020 (EUR)

Description	Net assets 01/01/2020	Movements	Net assets 31/12/2020	Assets and reconciling items	Actual amounts 31/12/2020	Out- standing commit- ments	Actual amounts after commitments 31/12/2020
Reserves							
Replacement reserve project ^a	1,243,097.50	127,502.30	1,370,599.80	244,448.74	1,126,151.06	0.00	1,126,151.06
Infrastructure ICT	180,810.53	-2,230.74	178,579.79	33,647.86	144,931.93	0.00	144,931.93
IPSAS	1,062,286.97	-70,266.96	992,020.01	210,800.88	781,219.13	0.00	781,219.13
HQ infrastructure improvement ^b	0.00	200,000.00	200,000.00	0.00	200,000.00	0.00	200,000.00
Working Capital Fund	2,800,263.67	1,789,879.20	4,590,142.87	0.00	4,590,142.87	0.00	4,590,142.87
Special reserve for contingency project ^c	445,707.12	-15,114.12	430,593.00	105,173.04	325,419.96	0.00	325,419.96
All Special Contingency Reserve	194,419.96	0.00	194,419.96	0.00	194,419.96	0.00	194,419.96
Lobby Reform	42,807.48	-5,429.16	37,378.32	37,378.32	0.00	0.00	0.00
Floor Reform	77,479.68	-9,684.96	67,794.72	67,794.72	0.00	0.00	0.00
New Website and CRM	131,000.00	0.00	131,000.00	0.00	131,000.00	0.00	131,000.00
Other Regular Budget projects	-25,483,004.28	-5,959,276.45	-31,442,280.73	0.00	-31,442,280.73	0.00	-31,442,280.73
After Service Employee Benefit	-25,483,004.28	-5,959,276.45	-31,442,280.73	0.00	-31,442,280.73	0.00	-31,442,280.73
Non-Regular Budget projects^d	2,911,697.55	-659,083.90	2,252,613.65	64,011.67	2,188,601.98	286,799.36	1,901,802.62
Publications Store	1,460,663.12	107,871.10	1,568,534.22	30,920.88	1,537,613.34	180,402.48	1,357,210.86
Affiliate Members Programme of Work	484,647.68	105,090.67	589,738.35	3,437.84	586,300.51	106,396.88	479,903.63
Security at HQ – allocation	94,574.68	-6,426.84	88,147.84	29,652.95	58,494.89	0.00	58,494.89
Misc. revenue project pool	871,812.07	-865,618.83	6,193.24	0.00	6,193.24	0.00	6,193.24

Notes: Regional Support Office of Asia Pacific (RSOAP) is disclosed as a VC project from 31/12/2019 onwards.

Actual amounts include basis differences (assets and reconciling items column) as detailed in chapter Financial Statements Highlights/Budgetary performance of the Regular Budget/Comparison of financial performance to budgetary result of the Regular Budget.

a) Approved by the following decisions/resolutions: i) Infrastructure ICT: CE/DEC/6(LXXXVIII) in document CE/88/5(b). ii) IPSAS: CE/DEC/7(LXXXV) in document CE/85/5b.

b) A Secretary-General proposal will be presented in a future session of the EC.

c) Approved by the following decisions/resolutions: i) Lobby Reform: CE/DEC/8(CIII) in document CE/103/7(a). ii) Floor Reform: CE/DEC/8(CIV) in document CE/104/7(a). iii) New Website and CRM: CE/DEC/1(c) in document CE/100/5(a) and CE/DEC/2(CVI) in document A/22/10(III)(b).

Lobby and floor reforms were capitalized (registered as assets) in 2016 and 2017 respectively; these assets remain in books until full depreciation (not fully depreciated in 2019) though the "funds" of the projects would have been already utilised.

d) Approved by the following decisions/resolutions: i) Security at HQ – allocation A/RES/498(XVI) in document A/16/14(a).

Acronyms and abbreviations

A/RES:	General Assembly Resolution	JIU:	Joint Inspection Unit
AAL:	Accumulated Annual Leave	JPY:	Japanese yen
ASEB:	After-Service Employee Benefits	M:	million
ASHI:	After Service Health Insurance	OIOS:	Office for the Internal Oversight
BOE:	Boletín Oficial de Estado	OS:	Other Services
CE/DEC:	Executive Council Decision	PAYG:	Pay-as-you-go approach
CEB:	Chief Executives Board	PoWS:	Programme of Work Services
CJI:	Control, Joint Control and Influence	PPE:	Property, Plant and Equipment
COVID-19:	Coronavirus disease 2019	PRF:	Project Reserve Fund
DBO:	Defined Benefit Obligation	PSC:	Project Support Costs
DFR:	Detailed Financial Rules	RB:	Regular Budget
DSA:	Daily Subsistence Allowance	RSOAP:	UNWTO Regional Support Office for Asia and the Pacific
EA:	External Auditors	SG:	Secretary-General
EC:	Executive Council	STEP:	Sustainable Tourism-Eliminating Poverty
EoSB:	End of Service Benefits	TP:	Transfers Payable
EUR:	Euro	UN:	United Nations
FIT:	Fund In Trust	UNBoA:	United Nations Board of Auditors
FR:	Financial Regulations	UNDP:	United Nations Development Programme
FS:	Financial Statements	UNFBN:	United Nations Finance and Budget Network
GA:	General Assembly	UNJSPF:	United Nations Joint Staff Pension Fund
GF:	General Fund	UNORE:	UN Operational Exchange Rate
IA:	Intangible Assets	UNTFAS:	UN Task Force Accounting Standards
ICC:	International Computing Centre	UNWTO:	World Tourism Organization
ILOAT:	International Labour Organization Administrative Tribunal	USD:	United States dollar
IPSAS:	International Public Sector Accounting Standards	VAT:	Value Added Tax
IPSASB:	International Public Sector Accounting Standards Board	VC:	Voluntary Contributions
IT:	Information Technology	VCF:	Voluntary Contributions Fund
IUOTO:	International Union of Official Travel Organizations	WCF:	Working Capital Fund
IUOTPO:	International Union of Official Tourist Propaganda Organizations	WG:	Working Group
		WTO:	World Tourism Organization

The **World Tourism Organization (UNWTO)**, a United Nations specialized agency, is the leading international organization with the decisive and central role in promoting the development of responsible, sustainable and universally accessible tourism. It serves as a global forum for tourism policy issues and a practical source of tourism know-how. Its membership includes 159 countries, 6 territories, 2 permanent observers and over 500 Affiliate Members.



World Tourism Organization (UNWTO) www.unwto.org



Annex III.A.1: 2021 Approved and revised appropriations – Regular Budget

2021 Approved and revised appropriations - Regular Budget
at 30 June 2021

Euros

Approved appropriations						Revised appropriations in accordance to new structure proposed by the Secretary-General							
		Posts ¹		Appropriations ²				Posts ¹		Appropriations ³			
Parts / sections		P	G	Staff	Non-staff	Total	Parts / sections		P	G	Staff	Non-staff	Total
		106							106				
Total		55	51	10,764,000	4,433,000	15,197,000	Total		55	51	10,764,000	4,433,000	15,197,000
A Member Relations		11	6	1,784,000	665,000	2,449,000	A Member Relations		11	6	1,784,000	665,000	2,449,000
A01 Regional Programme, Africa		4	0	520,000	266,000	786,000	A01 Regional Programme, Africa		4	0	520,000	266,000	786,000
A02 Regional Programme, Americas		1	2	248,000	116,000	364,000	A02 Regional Programme, Americas		1	2	248,000	116,000	364,000
A03 Regional Programme, Asia and the Pacific		2	1	319,000	111,000	430,000	A03 Regional Programme, Asia and the Pacific		2	1	319,000	111,000	430,000
A04 Regional Programme, Europe		2	1	319,000	108,000	427,000	A04 Regional Programme, Europe		2	1	319,000	108,000	427,000
A05 Regional Programme, Middle East		1	1	189,000	64,000	253,000	A05 Regional Programme, Middle East		1	1	189,000	64,000	253,000
A06 Affiliate Members		1	1	189,000	0	189,000	A06 Affiliate Members		1	1	189,000	0	189,000
B Operational		16	12	2,909,000	979,000	3,888,000	B Operational		16	11	2,850,000	979,000	3,829,000
B01 Sustainable Development of Tourism		4	2	638,000	111,000	749,000	B01 Sustainable Development of Tourism		4	1	579,000	111,000	690,000
B02 Technical Cooperation and Silk Road		3	2	629,000	108,000	737,000	B02 Technical Cooperation and Silk Road		3	2	629,000	108,000	737,000
B03 Statistics		2	2	378,000	113,000	491,000	B03 Statistics		2	2	378,000	113,000	491,000
B04 Tourism Market Intelligence and Competitiveness		2	2	378,000	167,000	545,000	B04 Tourism Market Intelligence and Competitiveness		2	2	378,000	167,000	545,000
B05 Ethics, Culture and Social Responsibility		1	2	248,000	75,000	323,000	B05 Ethics, Culture and Social Responsibility		1	2	248,000	75,000	323,000
B06 Innovation, Education and Investments		1	1	189,000	286,000	475,000	B06 Innovation, Education and Investments		1	1	189,000	286,000	475,000
B07 Institutional Relations and Partnerships		3	1	449,000	119,000	568,000	B07 Institutional Relations and Partnerships		3	1	449,000	119,000	568,000
C Support - Direct to Members		16	8	3,036,000	839,000	3,875,000	C Support - Direct to Members		16	8	3,036,000	839,000	3,875,000
C01 Conferences Services		4	2	638,000	150,000	788,000	C01 Conferences Services		4	2	638,000	150,000	788,000
C02 Management		11	5	2,209,000	534,000	2,743,000	C02 Management		11	5	2,209,000	534,000	2,743,000
C03 Communications		1	1	189,000	155,000	344,000	C03 Communications		1	1	189,000	155,000	344,000
D Support - Indirect to Members		12	25	3,035,000	1,950,000	4,985,000	D Support - Indirect to Members		12	26	3,094,000	1,950,000	5,044,000
D01 Budget and Finance		2	2	378,000	221,000	599,000	D01 Budget and Finance		2	2	378,000	221,000	599,000
D02 Human Resources		1	1	189,000	132,000	321,000	D02 Human Resources		1	1	189,000	132,000	321,000
D03 Information and Communication Technology		1	3	307,000	326,000	633,000	D03 Information and Communication Technology		1	3	307,000	326,000	633,000
D04 General Services		0	5	295,000	571,000	866,000	D04 General Services		0	5	295,000	571,000	866,000
D05 Staff vacancies & ASEB Provisions		8	14	1,866,000	700,000	2,566,000	D05 Staff vacancies & ASEB Provisions		8	15	1,925,000	700,000	2,625,000

Remarks:

¹ P posts include P and above posts² Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b) and the Secretary-General proposal of structure modification at 31 March 2021 (A/24/5(b)).³ Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b), the Secretary-General proposal of structure modification at 31 March 2021 (A/24/5(b)) and the Secretary-General proposal of structure modification at 30 June 2021 (A/24/5(b)Add.1).

Annex III.A.2: Comparison of budget, plan of income and expenditure and budgetary cash balance - Regular Budget

Comparison of budget, plan of income and expenditure and budgetary cash balance - Regular Budget at 30 June 2021

Euros

	Approved income / Original budget ¹	Plan of income and expenditure	Budgetary cash balance (cash-in less expenditure)
Budgetary difference	0	0	-1,657,350.57
<i>Budgetary income</i>	<i>15,197,000</i>	<i>13,000,000</i>	<i>11,182,361.20</i>
Contributions from Full and Associate Members	13,321,000	10,500,000	9,334,960.79
Full Members	13,076,000	10,281,000	9,116,340.70
Associate Members	245,000	219,000	218,620.09
Other income sources	1,876,000	1,200,000	1,045,319
Allocation from Accumulated Surplus - PY RB cash balance	537,000	537,000	537,017.85
Allocation from Publication store accumulated surplus	200,000	200,000	200,000.00
Allocation from Project Reserve Fund (pool) balance	104,000	104,000	103,569.50
Affiliate Members	1,035,000	359,000	204,731.50
Arrear contributions		1,300,000	802,081.56
Full Members		1,240,000	768,220.56
Affiliate Members		60,000	33,861.00
<i>Budgetary expenditure</i>	<i>15,197,000</i>	<i>13,000,000</i>	<i>12,839,711.77</i>

Remarks:

¹ Before transfers. In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b), the Secretary-General proposal of structure modification at 31 March 2021 (A/24/5(b)) and the Secretary-General proposal of structure modification at 30 June 2021 (A/24/5(b)Add.1).

Annex III.A.3: Staff costs by virtue of Article 16 of the “Agreement between the United Nations and the World Tourism Organization” adopted on 23 December 2003

1. By virtue of Article 16 of the “Agreement between the United Nations and the World Tourism Organization” adopted on 23 December 2003, UNWTO agreed to accept the Statute of the United Nations International Civil Service Commission (ICSC) and to develop with the United Nations uniform standards of international employment.
2. The remuneration of staff in the Professional and higher categories consists of a base salary and a post adjustment. The base salary scale is periodically published and updated by the ICSC. The post adjustment is an amount paid in addition to base salary which ensures that no matter where United Nations system staff work, their remuneration has a purchasing power equivalent to that at the base of the system, i.e., New York. The post adjustment index is monthly published by the ICSC reflecting the evolution of the cost of living, i.e. Madrid, Geneva, Riyadh and Nara in the case of UNWTO, and is normally updated every five years following the ICSC methodology based on place-to-place salary surveys. The next survey is planned to start at the end of 2021. The ICSC promulgated salary scales showing annual gross salaries and net equivalents after application of staff assessment applicable to staff in the Professional and higher categories with effect as from 1 January 2021 referred to annual salaries and 1 February 2021 referred to the annual pensionable remuneration.
3. The remuneration of staff in the General Service category is based on a salary scale published by the ICSC and is annually updated on the basis of the 90% of the Madrid consumer price index (CPI) movement from the latest increase if such movement is positive following the ICSC methodology. The ICSC promulgated a revised scale for staff in the General Service category effective 1 October 2019.

Annex III.B.1: Provisional interim Financial Statements for the period ended 30 June 2021

Statement of financial position - provisional at 30 June 2021

Euros	30/06/2021	30/06/2020	31/12/2020
Assets	50,017,231	36,782,812	31,979,037
<i>Current Assets</i>	<i>49,364,849</i>	<i>35,972,373</i>	<i>31,262,516</i>
Cash and cash equivalents	31,451,880	24,516,143	22,654,881
Inventories	30,921	33,337	30,921
Members assessed contributions receivable, net	8,960,911	8,754,037	4,741,466
Other contributions receivables, net	8,454,867	2,263,302	3,415,930
Other receivables, net	307,587	272,502	248,204
Other current assets	158,683	133,052	171,114
<i>Non-current assets</i>	<i>652,382</i>	<i>810,439</i>	<i>716,521</i>
Investments	132,595	196,580	132,595
Property, plant and equipment	192,618	218,387	206,854
Intangible assets, net	324,000	392,303	373,903
Other non-current assets	3,169	3,169	3,169
Liabilities and Net Assets/Equity	50,017,231	36,782,812	31,979,037
Liabilities	46,653,339	32,059,010	41,257,658
<i>Current Liabilities</i>	<i>12,921,517</i>	<i>4,145,296</i>	<i>8,234,643</i>
Payables and accruals	1,058,940	892,628	1,124,850
Transfers payable	128,632	144,458	72,127
Employee benefits	482,742	88,357	555,675
Advance receipts	10,623,500	2,472,784	5,747,445
Provisions	549,956	502,772	549,326
Other current liabilities	77,747	44,297	185,220
<i>Non-current Liabilities</i>	<i>33,731,822</i>	<i>27,913,714</i>	<i>33,023,015</i>
Employee benefits	33,730,698	27,908,216	33,021,845
Other non-current liabilities	1,124	5,498	1,170
Net Assets/Equity	3,363,892	4,723,802	(9,278,621)
Accumulated surplus/(deficit)	(3,027,444)	233,898	(15,669,957)
Reserves	6,391,336	4,489,904	6,391,336

**Statement of financial performance - provisional
for the year ended 30 June 2021**

Euros

	30/06/2021	30/06/2020	31/12/2020
Revenues	20,669,862	16,538,308	15,596,393
Members assessed contributions	14,617,443	14,599,626	14,599,626
Other contributions (VC and FIT), net of reduction	5,332,208	1,061,173	205,178
Publications revenue, net of discounts and returns	112,463	104,396	60,427
Other revenues	607,748	773,113	731,162
Expenses	6,681,053	6,359,857	4,277,746
Wages, salaries and employee benefits	5,344,031	5,186,098	3,311,378
Grants and other transfers	204,684	59,950	2,220
Travel	135,123	123,224	125,530
Supplies, consumables and running costs	896,883	850,824	721,249
Changes in currency exchange differences	53,562	99,375	77,842
Depreciation, amortization and impairment	36,204	39,606	36,158
Other expenses	10,566	780	3,369
Surplus/(deficit) for the year	13,988,809	10,178,451	11,318,647

Annex III.C.1: Statement of contributions due to the General Fund at 30 June 2021**Statement of contributions due to the General Fund****at 30 June 2021**

Euros

Members	Years	Arrear Contributions	Contributions due 2021	Total
Total		18,053,392.86	4,951,244.15	23,004,637.01
<i>Full Members</i>		<i>16,003,411.20</i>	<i>3,973,938.30</i>	<i>19,977,349.50</i>
<i>Budgetary Contributions</i>		<i>15,899,716.20</i>	<i>3,957,228.30</i>	<i>19,856,944.50</i>
Afghanistan	81-87,89-08,10,12,14,19-20	731,978.91	27,850.00	759,828.91
Albania	-	0.00	0.00	0.00
Algeria	21	0.00	57,190.00	57,190.00
Andorra	-	0.00	0.00	0.00
Angola	21	0.00	54,232.00	54,232.00
Argentina	20-21	4,846.34	167,098.00	171,944.34
Armenia	21	0.00	42,914.00	42,914.00
Austria	-	0.00	0.00	0.00
Azerbaijan	-	0.00	0.00	0.00
Bahamas	19	50,129.00	0.00	50,129.00
Bahrain	-	0.00	0.00	0.00
Bangladesh	-	0.00	0.00	0.00
Barbados	20	33,419.00	0.00	33,419.00
Belarus	-	0.00	0.00	0.00
Benin	21	0.00	27,850.00	27,850.00
Bhutan	-	0.00	0.00	0.00
Bolivia	81-87, 89-98, 19-21	482,524.57	38,619.00	521,143.57
Bosnia and Herzegovina	-	0.00	0.00	0.00
Botswana	21	0.00	55,700.00	55,700.00
Brazil	20-21	221,423.30	254,302.00	475,725.30
Brunei Darussalam	-	0.00	0.00	0.00
Bulgaria	-	0.00	0.00	0.00
Burkina Faso	21	0.00	27,850.00	27,850.00
Burundi	77-07, 11-13, 15-21	864,181.78	27,850.00	892,031.78
Cambodia	85-92	210,175.11	0.00	210,175.11
Cameroon	17-21	122,730.33	33,419.00	156,149.33
Cape Verde	21	0.00	257.62	257.62
Central African Republic	07-21	336,164.20	27,850.00	364,014.20
Chad	12-21	239,042.56	27,850.00	266,892.56
Chile	-	0.00	0.00	0.00
China	21	0.00	356,477.00	356,477.00
Colombia	21	0.00	30,652.87	30,652.87
Comoros	20-21	25,065.00	25,065.00	50,130.00
Congo	19-21	63,689.02	33,419.00	97,108.02
Costa Rica	-	0.00	0.00	0.00
Côte d'Ivoire	21	0.00	32,184.00	32,184.00
Croatia	-	0.00	0.00	0.00
Cuba	-	0.00	0.00	0.00
Cyprus	-	0.00	0.00	0.00
Czech Republic	-	0.00	0.00	0.00
Democratic People's Republic of Korea	19, 21	27,850.00	27,850.00	55,700.00
Democratic Republic of the Congo	19-21	55,695.00	27,850.00	83,545.00
Djibouti	03-21	405,285.00	25,065.00	430,350.00
Dominican Republic	-	0.00	0.00	0.00
Ecuador	20-21	6,447.12	64,369.00	70,816.12
Egypt	-	0.00	0.00	0.00
El Salvador	-	0.00	0.00	0.00
Equatorial Guinea	13-15, 17-21	231,759.00	44,947.00	276,706.00
Eritrea	21	0.00	27,850.00	27,850.00
Ethiopia	17-18, 20-21	88,833.00	33,419.00	122,252.00
Fiji	-	0.00	0.00	0.00
France	-	0.00	0.00	0.00
Gabon	15-21	325,269.56	55,700.00	380,969.56
Gambia	99-05, 08-10, 13, 20-21	250,142.51	27,850.00	277,992.51
Georgia	-	0.00	0.00	0.00
Germany	-	0.00	0.00	0.00

Members	Years	Arrear	Contributions due	Total
		Contributions	2021	
Ghana	19-21	45,157.93	33,419.00	78,576.93
Greece	-	0.00	0.00	0.00
Guatemala	21	0.00	55,700.00	55,700.00
Guinea	96, 98-00, 07-09, 14-21	321,765.01	27,850.00	349,615.01
Guinea-Bissau	92-96, 99-21	612,842.55	27,850.00	640,692.55
Haiti	18, 20	28,446.67	0.00	28,446.67
Honduras	21	0.00	33,419.00	33,419.00
Hungary	-	0.00	0.00	0.00
India	-	0.00	0.00	0.00
Indonesia	21	0.00	167,098.00	167,098.00
Iran, Islamic Republic of	19-21	121,361.00	108,462.00	229,823.00
Iraq	92-06, 12, 20-21	1,733,144.88	54,232.00	1,787,376.88
Israel	-	0.00	0.00	0.00
Italy	-	0.00	0.00	0.00
Jamaica	-	0.00	0.00	0.00
Japan	-	0.00	0.00	0.00
Jordan	20	859.77	0.00	859.77
Kazakhstan	-	0.00	0.00	0.00
Kenya	-	0.00	0.00	0.00
Kingdom of Eswatini	-	0.00	0.00	0.00
Kuwait	98	34,309.21	0.00	34,309.21
Kyrgyzstan	97-10, 12-15, 20-21	412,202.81	27,850.00	440,052.81
Lao People's Democratic Republic	91-95, 04, 21	105,484.12	32,184.00	137,668.12
Lebanon	-	0.00	0.00	0.00
Lesotho	21	0.00	27,850.00	27,850.00
Liberia	12-21	239,049.00	27,850.00	266,899.00
Libya	14-21	420,258.00	57,190.00	477,448.00
Lithuania	-	0.00	0.00	0.00
Madagascar	17-19, 21	80,804.44	27,850.00	108,654.44
Malawi	11-21	261,823.99	27,850.00	289,673.99
Malaysia	21	0.00	12,058.00	12,058.00
Maldives	21	0.00	33,419.00	33,419.00
Mali	21	0.00	27,850.00	27,850.00
Malta	-	0.00	0.00	0.00
Mauritania	79-05, 16-19, 21	704,497.44	27,850.00	732,347.44
Mauritius	-	0.00	0.00	0.00
Mexico	20	222,798.00	0.00	222,798.00
Monaco	-	0.00	0.00	0.00
Mongolia	19, 21	2,139.00	33,419.00	35,558.00
Montenegro	-	0.00	0.00	0.00
Morocco	-	0.00	0.00	0.00
Mozambique	21	0.00	27,850.00	27,850.00
Myanmar	-	0.00	0.00	0.00
Namibia	21	0.00	50,129.00	50,129.00
Nepal	19-21	55,700.00	27,850.00	83,550.00
Netherlands	-	0.00	0.00	0.00
Nicaragua	09, 21	17,103.04	33,419.00	50,522.04
Niger	84-87, 90-07, 10-11, 14-17, 19-21	707,982.81	27,850.00	735,832.81
Nigeria	15-17, 20-21	92,455.31	54,232.00	146,687.31
Oman	-	0.00	0.00	0.00
Pakistan	19-20	88,324.19	0.00	88,324.19
Palau	-	0.00	0.00	0.00
Panama	21	0.00	71,025.70	71,025.70
Papua New Guinea	21	0.00	17,444.00	17,444.00
Paraguay	21	0.00	42,914.00	42,914.00
Peru	21	0.00	75,752.00	75,752.00
Philippines	-	0.00	0.00	0.00
Poland	-	0.00	0.00	0.00
Portugal	-	0.00	0.00	0.00
Qatar	-	0.00	0.00	0.00
Republic of Korea	-	0.00	0.00	0.00
Republic of Moldova	-	0.00	0.00	0.00
Romania	-	0.00	0.00	0.00
Russian Federation	-	0.00	0.00	0.00
Rwanda	21	0.00	27,750.00	27,750.00
Samoa	21	0.00	16,710.00	16,710.00
San Marino	-	0.00	0.00	0.00
Sao Tome and Principe	86-14, 18-21	644,300.65	16,710.00	661,010.65

Members	Years	Arrear	Contributions due	Total
		Contributions	2021	
Saudi Arabia	-	0.00	0.00	0.00
Senegal	21	0.00	17,354.03	17,354.03
Serbia	-	0.00	0.00	0.00
Seychelles	21	0.00	16,710.00	16,710.00
Sierra Leone	83-00, 03-21	833,848.12	27,850.00	861,698.12
Slovakia	-	0.00	0.00	0.00
Slovenia	-	0.00	0.00	0.00
Somalia	20-21	27,850.00	27,850.00	55,700.00
South Africa	-	0.00	0.00	0.00
Spain	-	0.00	0.00	0.00
Sri Lanka	-	0.00	0.00	0.00
Sudan	89-03, 06-08, 13-14, 18-20	540,995.18	0.00	540,995.18
Switzerland	-	0.00	0.00	0.00
Syrian Arab Republic	12-21	483,048.21	47,050.00	530,098.21
Tajikistan	-	0.00	0.00	0.00
Thailand	21	0.00	214,571.00	214,571.00
The former Yugoslav Republic of Macedonia	-	0.00	0.00	0.00
Timor-Leste	21	0.00	3,968.35	3,968.35
Togo	05-06, 19	41,044.83	0.00	41,044.83
Trinidad and Tobago	21	0.00	66,840.00	66,840.00
Tunisia	-	0.00	0.00	0.00
Turkey	-	0.00	0.00	0.00
Turkmenistan	95-98, 00-12, 16-21	723,160.40	50,129.00	773,289.40
Uganda	98-00, 02-04, 10-12, 15-18, 21	285,146.96	1,420.90	286,567.86
Ukraine	-	0.00	0.00	0.00
United Arab Emirates	21	0.00	105,829.50	105,829.50
United Republic of Tanzania	20-21	35,925.00	38,619.00	74,544.00
Uruguay	02-03, 20-21	165,329.22	75,752.00	241,081.22
Uzbekistan	-	0.00	0.00	0.00
Vanuatu	10-17, 20-21	191,611.00	27,850.00	219,461.00
Venezuela	16, 18-21	330,067.27	122,924.00	452,991.27
Viet Nam	-	0.00	0.00	0.00
Yemen	79-89, 95, 14-21	452,714.45	33,419.00	486,133.45
Zambia	21	0.00	6,826.33	6,826.33
Zimbabwe	19-21	59,515.43	27,850.00	87,365.43
<i>Extrabudgetary Contributions</i>		<i>103,695.00</i>	<i>16,710.00</i>	<i>120,405.00</i>
Comoros	18-19	32,356.00	0.00	32,356.00
Palau	20-21	16,710.00	16,710.00	33,420.00
Somalia	18-19	54,629.00	0.00	54,629.00
<i>Associate Members</i>		<i>50,347.44</i>	<i>25,903.91</i>	<i>76,251.35</i>
Aruba	19-21	50,130.00	25,065.00	75,195.00
Flemish Community of Belgium	-	0.00	0.00	0.00
Hong Kong, China	-	0.00	0.00	0.00
Macao, China	-	0.00	0.00	0.00
Madeira	-	0.00	0.00	0.00
Puerto Rico	18, 21	217.44	838.91	1,056.35
<i>Affiliate Members</i>		<i>957,524.05</i>	<i>944,735.29</i>	<i>1,902,259.34</i>
<i>Former Full Members</i>		<i>918,478.93</i>	<i>0.00</i>	<i>918,478.93</i>
<i>Former Associate Members</i>		<i>1,947.90</i>	<i>0.00</i>	<i>1,947.90</i>
<i>Former Affiliate Members</i>		<i>121,683.34</i>	<i>6,666.65</i>	<i>128,349.99</i>

Remarks:

1 Contributions due by Members to the Working Capital Fund not included.

2 Members financial year start month other than December:

Full Members	Financial year start month
United Republic of Tanzania	July
Uganda	July
Colombia	May
South Africa	April
Turkey	March
Japan	April
Indonesia	April
Gabon	June
Pakistan	July
Gambia	July
Botswana	April
Iran, Islamic Republic of	March
Malawi	June
Lesotho	April
Bangladesh	July
Egypt	July
Mauritius	July

Annex III.C.2: Arrear contributions received from Members due to the General Fund for the period ended 30 June 2021

Arrear contributions received from Members due to the General Fund for the period ended 30 June 2021

Euros

Members	Contribution year	30/06/2021
Total		825,537.56
<i>Full Members</i>		<i>744,337.00</i>
Cambodia	84-85	15,012.57
Chile	20	111,399.00
Colombia	19-20	31,003.72
Congo	19	3,148.98
Honduras	20	33,419.00
Indonesia	20	159,682.00
Mauritania	79,20	32,849.02
Mozambique	20	27,850.00
Pakistan	19	2,133.82
Panama	19-20	67,630.09
Peru	18-20	82,750.70
Rwanda	19-20	55,600.00
Senegal	18-20	77,627.10
Sudan	89	16,381.00
Burkina Faso	20	27,850.00
<i>Associate Members</i>	<i>18</i>	<i>23,883.56</i>
<i>Affiliate Members</i>	<i>18-20</i>	<i>57,317.00</i>

Annex III.C.3: Reserves, other and non-RB projects within the GF movements for the period ended 30 June 2021

Reserves, other and non-RB projects within the GF movements
for the period ended 30 June 2021
Euros

Description	Net assets 01/01/2021	Movements	Net assets 30/06/2021	Assets & reconciling items	Actual amounts 30/06/2021 ⁶	Outstanding commitments	Actual amounts after commitments 30/06/2021
<i>Reserves</i>							
<i>Replacement reserve projects ¹</i>	1,370,599.80	-35,867.34	1,334,732.46	208,581.40	1,126,151.06	0.00	1,126,151.06
Infrastructure ICT	178,579.79	-733.86	177,845.93	32,914.00	144,931.93	0.00	144,931.93
IPSAS	992,020.01	-35,133.48	956,886.53	175,667.40	781,219.13	0.00	781,219.13
HQ infrastructure improvement ²	200,000.00	0.00	200,000.00	0.00	200,000.00	0.00	200,000.00
<i>Working Capital Fund</i>	4,590,142.87	0.00	4,590,142.87	0.00	4,590,142.87	0.00	4,590,142.87
<i>Special reserve for contingency project ³</i>	430,593.00	-7,557.06	423,035.94	97,615.98	325,419.96	0.00	325,419.96
All Special Contingency Reserve	194,419.96	0.00	194,419.96	0.00	194,419.96	0.00	194,419.96
Lobby Reform	37,378.32	-2,714.58	34,663.74	34,663.74	0.00	0.00	0.00
Floor Reform ⁷	67,794.72	-4,842.48	62,952.24	62,952.24	0.00	0.00	0.00
New Website & CRM	131,000.00	0.00	131,000.00	0.00	131,000.00	0.00	131,000.00
<i>Other Regular Budget projects</i>	-31,442,280.73	-821,028.52	-32,263,309.25	0.00	-32,263,309.25	0.00	-32,263,309.25
After Service Employee Benefit	-31,442,280.73	-821,028.52	-32,263,309.25	0.00	-32,263,309.25	0.00	-32,263,309.25
<i>Non-Regular Budget projects ⁴</i>	2,252,613.65	378,614.40	2,631,228.05	60,061.57	2,571,166.48	181,805.74	2,389,360.74
Publications Store	1,568,534.22	279,051.25	1,847,585.47	30,920.88	1,816,664.59	129,958.29	1,686,706.30
Affiliate Members Programme of Work	589,738.35	225,336.67	815,075.02	2,701.16	812,373.86	51,847.45	760,526.41
Security at HQ - allocation	88,147.84	-3,213.42	84,934.42	26,439.53	58,494.89	0.00	58,494.89
Misc. revenue project pool	6,193.24	-122,560.10	-116,366.86	0.00	-116,366.86	0.00	-116,366.86

Remarks:

¹ Approved by the following decisions/resolutions: i) Infrastructure ICT: CE/DEC/6(LXXXVIII) in document CE/88/5(b). ii) IPSAS: CE/DEC/7(LXXXV) in document CE/85/5b.

² A Secretary-General proposal is included in A/24/5(b) and A/24/5(b)Add.1 for Members consideration.

³ Approved by the following decisions/resolutions: i) Lobby Reform: CE/DEC/8(CIII) in document CE/103/7(a). ii) Floor Reform: CE/DEC/8(CIV) in document CE/104/7(a). iii) New Website & CRM: CE/DEC/10(c) in document CE/100/5(a) and A/RES/690(XXII) in document A/22/10(III)(b) (also as CE/DEC/2(CVI) in document CE/106/2(a)). Lobby and floor reforms were capitalized (registered as assets) in 2016 and 2017 respectively; these assets remain in books until full depreciation (not fully depreciated in 2019) though the "funds" of the projects would have been already utilised.

⁴ Approved by the following decisions/resolutions: i) Security at HQ - allocation A/RES/498(XVI) in document A/16/14(a).

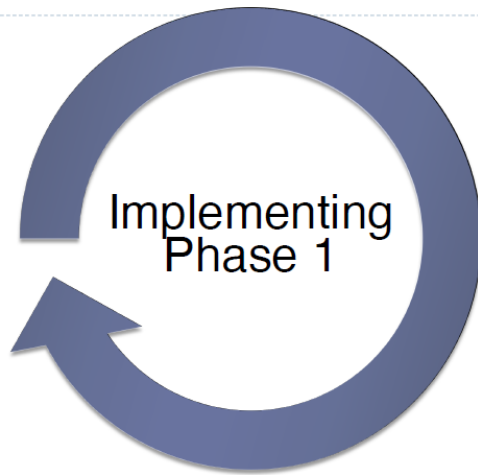
⁵ Regional Support Office of Asia Pacific (RSOAP) is disclosed as a VC project from 31/12/2019 onwards.

⁶ Actual amounts include basis differences (assets & reconciling items column) as detailed in chapter Financial Statements Highlights / Budgetary performance of the Regular Budget / Comparison of financial performance to budgetary result of the Regular Budget.

⁷ Correction on expense to be made via Routing Sheet (erroneously charged to this project).

Annex III.C.4: IT financial management information system (Athena) main proposed enhancements

Enhancement of the IT Financial management information system (Athena)



- Payroll
- Asset Inventory
- Task Manager II
- Bank Reconciliation
- GAPP Pilot Phase
- New Reports

Total estimated cost: 200.000 € *

► *This cost does not include the extra resource needed in BDFN

Annex III.C.5: Voluntary and miscellaneous project contributions received for the period ended 30 June 2021

Voluntary and miscellaneous project contributions received for the period ended 30 June 2021

Euros

Project	Donor	Curr	Amount	EUR ¹
Total				6,436,444.35
<i>Voluntary contribution</i>				<i>6,421,464.35</i>
Regional Support Office of the Middle East Contribution 2021	Saudi Arabia	USD	4,996,668.88	4,262,158.55
Center Stage Women Empowerment	Gesellschaft für Internationale Zusammenarbeit	EUR	471,549.00	471,549.00
Actualisation du système d'octroi des agréments, licenses et classement	Benin	USD	363,829.00	296,520.64
Sending official to Japan	Japan	JPY	30,000,000.00	231,279.36
Data Collection Survey on Recovery of Tourism affected by COVID-19	JICA-Japan International Cooperation Agency	EUR	230,705.20	230,705.20
Development of a National Tourism Strategy	Botswana	USD	244,475.00	204,625.58
Tourism Recovery Technical Assistance for the Dominican Republic	IC Net Limited	EUR	199,760.00	199,760.00
Tourism Development Project	Tajikistan	USD	154,661.60	129,451.76
Capacity Building, in Khiva & Khoresm	European Bank for Reconstruction and Development	USD	97,413.00	79,391.60
Providing Technical Support for Various Tourism Statistics Initiatives in Peru	International Bank for Reconstruction & Development	USD	92,730.00	77,615.01
Improving and Strengthening the National Tourism Statistical System and Compilation of a Tourism Satellite Account	Sri Lanka	USD	67,100.00	54,686.50
Dans la mise au point du système des statistiques du tourisme et du développement d'un compte	Benin	USD	61,971.00	50,506.37
Integrated Cultural Heritage Framework in Romania: Moldova and Dobrogea Regions	European Bank for Reconstruction and Development	EUR	43,335.00	43,335.00
Patrocinio Cena Ministerial	Institución Ferial de Madrid (IFEMA)	EUR	30,000.00	30,000.00
Global Youth Tourism Summit	Bella Vista Institute of Higher Education	EUR	25,000.00	25,000.00
Facilitating Tourism Recovery in Aftermath of Covid-19	European Bank for Reconstruction and Development	EUR	24,077.00	24,077.00
UNWTO Tourism Innovation Hubs Network	Wakalua Innovation Hub S.L.U.	EUR	5,000.00	5,000.00
UNWTO/JTB Initiative 2020	JTB Corporation	EUR	3,865.50	3,865.50
White Paper on the Cultural Affinity & Tourism Dividend	Netflix	EUR	1,412.40	1,412.40
UNDP / JPOs	UNDP	USD	627.10	524.88
<i>Miscellaneous project contribution</i>				<i>14,980.00</i>
Provision of ad hoc legal advisory services		EUR	14,980.00	14,980.00

Remarks:

¹ Contributions received in currency other than EUR are converted to EUR using UN Operational Exchange Rate (UNORE) at the date of reception of fund.² Advance contributions received not included.

Annex III.C.6: In-kind contributions received for the period ended 30 June 2021**In-kind contributions received
for the period ended 30 June 2021**

Euros

Donor	Project	Total
Total		728,398.49
<i>Use of conference facilities and premise</i>		<i>657,998.84</i>
Spain	Headquarter premise	463,092.24
Saudi Arabia	Holding of the 47th UNWTO Regional Commission for the Middle East	165,000.00
Spain	Celebración de la 113ª Reunión del Consejo Ejecutivo de la OMT	15,000.00
International Trade Centre	Geneva premise	9,906.60
Greece	Holding of the 66th UNWTO Regional Commission for Europe	5,000.00
<i>Donated travel</i>		<i>70,399.65</i>
Saudi Arabia		19,312.10
Ministry of Tourism of Greece		11,681.87
Ministry of Tourism of Arabia Saudi		11,329.78
Dominican Republic		10,164.02
Ministry of Tourism of Morocco		6,954.02
Donors with contribution below EUR 4,000		10,957.86

Annex III.C.7: Project support costs (PSC) and Initiative projects (PRF) movements for the period ended 30 June 2021

Project support costs (PSC) and Initiative projects (PRF) movements
for the period ended 30 June 2021
Euros

Description	Net assets 01/01/2021	Movements	Net assets 30/06/2021	Assets & reconciling items	Actual amounts 30/06/2021 ⁵	Outstanding commitments	Actual amounts after commitments 30/06/2021
<i>PSC and Initiative projects</i>							
Project support cost projects ¹	929,931.20	17,147.86	947,079.06	0.00	947,079.06	151,801.59	795,277.47
Initiative projects ²	162,344.09	-10,645.36	151,698.73	0.00	151,698.73	15,928.44	135,770.29
PRF-EU Horizon 2020 ³	3,000.00	0.00	3,000.00	0.00	3,000.00	0.00	3,000.00
China Initiative Fund - Asia	55,693.01	0.00	55,693.01	0.00	55,693.01	0.00	55,693.01
Technical Cooperation Initiative	103,651.08	-10,645.36	93,005.72	0.00	93,005.72	15,928.44	77,077.28

Remarks:

¹ DRF Annex III.

² PRF groups unused balances on completion of voluntary contributions projects which remain at UNWTO for aims of the Organization following stipulations of the agreement or subsequent agreement with the donor (CE/DEC/8(CIV) of document CE/104/7(a) rev.1).

³ PRF-EU Horizon 2020 (Project reserve fund – European Union Horizon 2020).

⁴ PRF-TECO (Project reserve fund – Technical Cooperation).

⁵ Actual amounts include basis differences (assets & reconciling items column) as detailed in chapter Financial Statements Highlights / Budgetary performance of the Regular Budget / Comparison of financial performance to budgetary result of the Regular Budget.

Annex III.C.8: Projects with UNWTO and donors' contributions for the period ended 30 June 2021

Projects with UNWTO and donors contributions
for the period ended 30 June 2021
Euros

Project	Title	Agreement Date	Donor	Contribution					
				In-kind	Donor Cash	UNWTO In-kind	Total	% Share Donor	UNWTO
Holding of the 64th UNWTO Regional Commission for Africa (CAF) and the 2nd Edition of the UNWTO	Agreement between UNWTO and the Government of the Republic of Cabo Verde	15/06/2021	Cabo Verde	33,433	0	3,600	37,033	90%	10%
Turkey: Covid-19 Tourism Recovery Technical Assistance Cooperation Package	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call-Off Notice Number: 2021.002897	20/05/2020 01/03/2021 10/06/2021	EBRD	0	171,173	19,019	190,192	90%	10%
Georgia: Covid-19 Tourism Recovery Technical Assistance Cooperation Package	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call-Off Notice Number: 2021.002808	20/05/2020 01/03/2021 02/06/2021	EBRD	0	152,732	16,970	169,702	90%	10%
Uzbekistan: Facilitating Tourism Recovery in Aftermath of Covid-19	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call-Off Notice Number: 2021.002759	20/05/2020 01/03/2021 31/05/2021	EBRD	0	170,393	18,933	189,326	90%	10%
Greece: Covid-19 Tourism Recovery Technical Assistance Cooperation Package	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call-Off Notice Number: 2021.002672	20/05/2020 01/03/2021 31/05/2021	EBRD	0	174,496	19,388	193,884	90%	10%
Human Capital Development by E-Learning	Cooperation Agreement between UNWTO and the Ministry of Tourism of the Kingdom of Saudi Arabia	26/05/2021	Saudi Arabia	0	3,516,083	50,000	3,566,083	99%	1%
Croatia: COVID-19 Tourism Recovery Technical Assistance Cooperation Package Facilitating Tourism	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call-Off Notice Number: 2021.002371	20/05/2020 01/03/2021 25/05/2021	EBRD	0	169,550	18,838	188,388	90%	10%
Montenegro: Covid-19 Tourism Recovery Technical Assistance Cooperation Package	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call-Off Notice Number: 2021.002386	20/05/2020 01/03/2021 25/05/2021	EBRD	0	159,075	17,675	176,750	90%	10%
Publication of "White Paper on Security in Tourism"	Co-edition Agreement between UNWTO, the African Union Development Agency-New Partnership for Africa's Development (AUDA-NEPAD) and the West African Economic and Monetary Union (UEMOA)	14/04/2021	UEMOA AUDA-NEPAD	0 0	31,000 33,000	35,000	99,000	31% 33%	
Dev't. of an online Dashboard on Covid19: Travel Restrictions and Health related Travel Requirement	Agreement Between UNWTO and International Air Transport Association (IATA)	31/03/2021	IATA	10,000	0	10,000	20,000	50%	50%

Project	Title	Agreement		Contribution					
		Date	Donor	Donor		UNWTO	% Share		
				In-kind	Cash	In-kind	Total	Donor	UNWTO
Facilitating Tourism Recovery in Aftermath of Covid-19 - Tunisia	Framework Cooperation Agreement for Project Activities between UNWTO and Extension 1 Call Off Notice Number: 2021.002067	20/05/2020 01/03/2021 18/03/2021	EBRD	0	167,725	18,636	186,361	90%	10%
Global Report on Cultural Affinity and Screen Tourism, driven by Internet Entertainment Services	Co-edition Agreement between UNWTO and Netflix	28/01/2021	Netflix	60,000	1,412	5,000	66,412	92%	8%
Celebración de la 113ª Reunión del Consejo Ejecutivo de la OMT	Acuerdo Internacional Administrativo entre la OMT y la Secretaría de Estado de Turismo del Gobierno del Reino de España	15/01/2021	Sec. de Estado de Turismo España	15,000	0	4,800	19,800	76%	24%

Remarks:

- Contributions as shown in the agreements signed between UNWTO and the donor/s.
- UNWTO recognizes donated services as per IPSAS in the Financial Statements in accordance with UNWTO IPSAS Policy Guidance Manual, i.e.: i) donated premises based on the fair value shown in the agreements or supporting documentation provided at the time of the agreement signing, ii) donated travel based on the fair value calculated at the time of issuing the corresponding regular staff travel authorizations which is considered a more reliable fair value calculation than the one shown in the agreements. Donated travel to personnel other than regular staff is not recognized as its estimated fair value cannot be reliably measured, and iii) in-kind donations other than donated premises and travel, i.e. expendable goods and other services, are not recognized in the Financial Statements.

Annex III.D.1: Considerations related to charging an interim ASEB charge to non-Regular Budget projects

Background

1. The twenty-third session of the UNWTO General Assembly approved through resolution A/RES/718(XXIII) (document A/23/6 paragraph 26) financing staff posts on projects using extra-budgetary funds, i.e. projects other than the Regular Budget (RB) ones, being those staff posts outside the approved 106 posts which fall within the scope of the Regular Budget.

Staff to be funded by other projects than Regular Budget ones

2. As non-RB projects, mainly voluntary contributions, are by their nature time limited, staff positions funded by non-RB projects pose a unique challenge with respect to the funding of the after-service employee benefits (ASEB), of which the after-service health insurance (ASHI) benefit is the most material. ASEB also includes the accumulated annual leave benefit (AAL) and the end of service benefits (EOSB). As these costs are incurred over time, it is critical to the overall financial security of the ASHI scheme and the other ASEB, that the full cost of staff funded by non-RB projects are included when developing budgets for, and charging salary costs against such projects.
3. Currently, no UNWTO staff member is funded by non-RB projects. However, with the opening of the UNWTO Regional Support Office of the Middle East (RSOME) in Riyadh, Saudi Arabia (CE/112/3(c)), staff will be funded by this voluntary contribution. In parallel, other non-RB projects may, in future, be considered as a source of funding for staff positions. As a result, the Organization ASEB liability will be impacted by the staff members funded by other non-RB projects.
4. UNWTO will ensure that the full cost of staff positions funded by non-RB projects is charged including the full expected cost of ASEB of staff funded by the contribution. These time sensitive costs will be charged through a specific rate applied to staff costs.
5. Detailed information on the Organization's ASEB liabilities is shown in the UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020 (see this document Annex II) as well as in previous years' UNWTO Financial Report and Audited Financial Statements presented to the current and previous sessions of UNWTO governing bodies.

ASEB allocation for staff funded by RB projects

6. Since 2010, the approved Regular Budgets for the biennium include allocations to cover the disbursement of after-service employee liabilities (pay-as-you-go (PAYG) approach) and partially the ASEB service costs. The implemented allocations are set aside earmarked for this purpose. In 2021, the percentage of ASEB provision allocation (EUR 700,000) over the budgeted staff costs (EUR 10,764,000) amounts to 7%.
7. The UNWTO ASEB liabilities funding strategy (document CE/110/4(d) approved by decision CE/DEC/4(CX) 4(c)) includes the implementation of a payroll charge to staff costs calculated by professional actuaries to fund the annual liability obligations and reduce the funding gap. A proposal will be presented to a future session of the EC for approval and subsequent incorporation in Regular Budget proposals and projects other than RB ones (see UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020 in Annex II of this document).

Service costs and other ASEB expenses for staff funded by non-RB projects

8. Pending the calculation and approval of a payroll charge calculated by actuaries, and in view of the planned hiring of staff charge to voluntary contributions and non-RB projects, the introduction of an interim ASEB payroll charge for non-RB projects is required.
9. This interim ASEB payroll charge is designated to cover the pay-as-you-accrue (PAYA approach) costs. Rather, the cost of ASEB that is earned by staff members funded by

voluntary contributions and non-RB projects should be charged to the related project in the period in which the benefits are earned. Within the context of ASEB valuation, this would be considered the “service cost and other ASEB expenses” component annual calculation. ASEB expenses shown in the Statement of Financial Performance includes service costs, interest costs, other ASEB expenses and gain/loss on actuarial valuation other than ASHI.

10. Based on an analysis on the expenses related to salaries and benefits in relation with the service costs and other ASEB expenses of the regular staff charged to the RB for the period 2014-2020 (see Annex III.D.1.1), the average of service costs and other ASEB expenses over the salaries and benefits of the regular staff amounts to some 10% for the period 2014-2020.

Conclusions

11. Voluntary contributions are given by donors and other non-RB projects are available for a specific period of time and, those project specific funds may no longer be available when staff who were funded by such projects retire. As such, the cost of future ASEB benefits that are earned by staff members while funded by voluntary contributions or other non-RB projects must be accrued during the life of the project itself. Otherwise, the General Fund would ultimately have to fund the liabilities as they are disbursed.
12. Based upon the above, it is recommended that UNWTO begin, from 1 June 2021, to charge other non-RB projects with a 10 per cent of payroll costs (interim non-RB projects ASEB payroll charge), to be set aside earmarked for ASEB purpose and to be utilized to meet disbursements related to ASEB in the future.
13. This interim non-RB projects ASEB payroll charge will be reviewed based on the future actuarial study on payroll charge percentage to be approved by the governing bodies.

Annex III.D.1.1: Expenses: Salaries and after service employee benefits (ASEB) – Regular Staff**Expenses: Salaries and after service employee benefits (ASEB) - Regular staff**

Euros

	31/12/2020	31/12/2019	31/12/2018	31/12/2017	31/12/2016	31/12/2015	31/12/2014	Average 14-21
Salaries and benefits - regular staff	8,567,021.88	8,145,278.16	7,994,232.15	8,965,659.95	8,836,945.31	9,295,592.09	9,104,742.67	8,701,353.17
ASEB - regular staff	2,820,681.77	1,483,376.00	1,195,909.00	1,159,143.00	1,405,521.33	1,237,433.00	1,601,595.00	1,557,665.59
Service costs	970,477.00	939,117.00	712,560.00	692,844.00	775,903.00	752,051.00	401,315.00	749,181.00
Interest costs	563,395.00	541,207.00	483,349.00	466,299.00	508,298.00	485,382.00	605,526.00	521,922.29
Other expenses	0.00	3,052.00	0.00	0.00	0.00	0.00	594,754.00	85,400.86
(Gain)/loss on actuarial valuation-AAL, EoSB	1,286,809.77	0.00	0.00	0.00	121,320.33	0.00	0.00	201,161.44
Service costs and other expenses/Salaries and benefits (%)	11	12	9	8	9	8	11	10

Annex IV.1: 2020-2021 Regular Budget as approved by the 23rd General Assembly (A/RES/715(XXIII))

2020-2021 Regular budget as approved by the 23rd General Assembly (A/RES/715(XXIII))

at 31 March 2019

Euros

Parts / sections ³	Posts ¹		Appropriations								
			2020			2021			2020-2021		
	P	G	Staff	Non-staff	Total	Staff	Non-staff	Total	Staff	Non-staff	Total
	106										
Total	55	51	10,387,000	4,512,000	14,899,000	10,764,000	4,433,000	15,197,000	21,151,000	8,945,000	30,096,000
<i>A Member Relations</i>	11	7	1,895,000	692,000	2,587,000	1,964,000	665,000	2,629,000	3,859,000	1,357,000	5,216,000
A01 Regional Programme, Africa	3	0	375,000	272,000	647,000	390,000	266,000	656,000	765,000	538,000	1,303,000
A02 Regional Programme, Americas	1	2	239,000	122,000	361,000	248,000	116,000	364,000	487,000	238,000	725,000
A03 Regional Programme, Asia and the Pacific	3	1	553,000	117,000	670,000	570,000	111,000	681,000	1,123,000	228,000	1,351,000
A04 Regional Programme, Europe	2	1	307,000	114,000	421,000	319,000	108,000	427,000	626,000	222,000	848,000
A05 Regional Programme, Middle East	1	1	182,000	67,000	249,000	189,000	64,000	253,000	371,000	131,000	502,000
A06 Affiliate Members	1	2	239,000	0	239,000	248,000	0	248,000	487,000	0	487,000
<i>B Operational</i>	14	12	2,434,000	1,025,000	3,459,000	2,528,000	979,000	3,507,000	4,962,000	2,004,000	6,966,000
B01 Sustainable Development of Tourism	3	2	489,000	117,000	606,000	508,000	111,000	619,000	997,000	228,000	1,225,000
B02 Technical Cooperation and Silk Road	2	2	364,000	114,000	478,000	378,000	108,000	486,000	742,000	222,000	964,000
B03 Statistics	2	2	364,000	119,000	483,000	378,000	113,000	491,000	742,000	232,000	974,000
B04 Tourism Market Intelligence and Competitiveness	2	3	421,000	176,000	597,000	437,000	167,000	604,000	858,000	343,000	1,201,000
B05 Ethics, Culture and Social Responsibility	1	2	239,000	79,000	318,000	248,000	75,000	323,000	487,000	154,000	641,000
B06 Education and Training	0	0	0	118,000	118,000	0	118,000	118,000	0	236,000	236,000
B07 Institutional Relations and Partnerships	4	1	557,000	125,000	682,000	579,000	119,000	698,000	1,136,000	244,000	1,380,000
B08 Innovation, Investments and Digital Transformation	0	0	0	177,000	177,000	0	168,000	168,000	0	345,000	345,000
<i>C Support - Direct to Members</i>	17	9	3,122,000	883,000	4,005,000	3,225,000	839,000	4,064,000	6,347,000	1,722,000	8,069,000
C01 Conferences Services	4	1	557,000	158,000	715,000	579,000	150,000	729,000	1,136,000	308,000	1,444,000
C02 Management	12	6	2,326,000	562,000	2,888,000	2,398,000	534,000	2,932,000	4,724,000	1,096,000	5,820,000
C03 Communications	1	2	239,000	163,000	402,000	248,000	155,000	403,000	487,000	318,000	805,000
<i>D Support - Indirect to Members</i>	13	23	2,936,000	1,912,000	4,848,000	3,047,000	1,950,000	4,997,000	5,983,000	3,862,000	9,845,000
D01 Budget and Finance	2	2	364,000	228,000	592,000	378,000	221,000	599,000	742,000	449,000	1,191,000
D02 Human Resources	1	1	182,000	139,000	321,000	189,000	132,000	321,000	371,000	271,000	642,000
D03 Information and Communication Technology	1	3	296,000	343,000	639,000	307,000	326,000	633,000	603,000	669,000	1,272,000
D04 General Services	0	6	342,000	602,000	944,000	354,000	571,000	925,000	696,000	1,173,000	1,869,000
D05 Staff vacancies & ASEB Provisions	9	11	1,752,000	600,000	2,352,000	1,819,000	700,000	2,519,000	3,571,000	1,300,000	4,871,000

Remarks:

¹ P posts include from P and above posts³ As per draft budget 2020-2021 structure names proposal

Annex IV.2: 2020-2021 Regular Budget as approved, revised, proposed and adapted to current structure

2020-2021 Regular budget as approved, revised, proposed and adapted to current structure

at 31 March 2021

Euros

Parts / sections ³	Posts ¹		Appropriations ²								
			2020			2021			2020-2021		
	P	G	Staff	Non-staff	Total	Staff	Non-staff	Total	Staff	Non-staff	Total
	106										
Total	55	51	10,387,000	4,512,000	14,899,000	10,764,000	4,433,000	15,197,000	21,151,000	8,945,000	30,096,000
<i>A Member Relations</i>	11	6	1,717,000	692,000	2,409,000	1,784,000	665,000	2,449,000	3,501,000	1,357,000	4,858,000
A01 Regional Programme, Africa	4	0	500,000	272,000	772,000	520,000	266,000	786,000	1,020,000	538,000	1,558,000
A02 Regional Programme, Americas	1	2	239,000	122,000	361,000	248,000	116,000	364,000	487,000	238,000	725,000
A03 Regional Programme, Asia and the Pacific	2	1	307,000	117,000	424,000	319,000	111,000	430,000	626,000	228,000	854,000
A04 Regional Programme, Europe	2	1	307,000	114,000	421,000	319,000	108,000	427,000	626,000	222,000	848,000
A05 Regional Programme, Middle East	1	1	182,000	67,000	249,000	189,000	64,000	253,000	371,000	131,000	502,000
A06 Affiliate Members	1	1	182,000	0	182,000	189,000	0	189,000	371,000	0	371,000
<i>B Operational</i>	16	12	2,805,000	1,025,000	3,830,000	2,909,000	979,000	3,888,000	5,714,000	2,004,000	7,718,000
B01 Sustainable Development of Tourism	4	2	614,000	117,000	731,000	638,000	111,000	749,000	1,252,000	228,000	1,480,000
B02 Technical Cooperation and Silk Road	3	2	610,000	114,000	724,000	629,000	108,000	737,000	1,239,000	222,000	1,461,000
B03 Statistics	2	2	364,000	119,000	483,000	378,000	113,000	491,000	742,000	232,000	974,000
B04 Tourism Market Intelligence and Competitiveness	2	2	364,000	176,000	540,000	378,000	167,000	545,000	742,000	343,000	1,085,000
B05 Ethics, Culture and Social Responsibility	1	2	239,000	79,000	318,000	248,000	75,000	323,000	487,000	154,000	641,000
B06 Innovation, Education and Investments	1	1	182,000	295,000	477,000	189,000	286,000	475,000	371,000	581,000	952,000
B07 Institutional Relations and Partnerships	3	1	432,000	125,000	557,000	449,000	119,000	568,000	881,000	244,000	1,125,000
<i>C Support - Direct to Members</i>	16	8	2,940,000	883,000	3,823,000	3,036,000	839,000	3,875,000	5,976,000	1,722,000	7,698,000
C01 Conferences Services	4	2	614,000	158,000	772,000	638,000	150,000	788,000	1,252,000	308,000	1,560,000
C02 Management	11	5	2,144,000	562,000	2,706,000	2,209,000	534,000	2,743,000	4,353,000	1,096,000	5,449,000
C03 Communications	1	1	182,000	163,000	345,000	189,000	155,000	344,000	371,000	318,000	689,000
<i>D Support - Indirect to Members</i>	12	25	2,925,000	1,912,000	4,837,000	3,035,000	1,950,000	4,985,000	5,960,000	3,862,000	9,822,000
D01 Budget and Finance	2	2	364,000	228,000	592,000	378,000	221,000	599,000	742,000	449,000	1,191,000
D02 Human Resources	1	1	182,000	139,000	321,000	189,000	132,000	321,000	371,000	271,000	642,000
D03 Information and Communication Technology	1	3	296,000	343,000	639,000	307,000	326,000	633,000	603,000	669,000	1,272,000
D04 General Services	0	5	285,000	602,000	887,000	295,000	571,000	866,000	580,000	1,173,000	1,753,000
D05 Staff vacancies & ASEB Provisions	8	14	1,798,000	600,000	2,398,000	1,866,000	700,000	2,566,000	3,664,000	1,300,000	4,964,000

Remarks:

¹ P posts include from P and above posts

² Before transfers. 2020: In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b), the Secretary-General proposal of structure modification (part II of this document) and its adaptation to 2021 budget structure at 31 March 2021 for comparison purposes. 2021: In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/3(CXIII) of document CE/113/3(b) and the Secretary-General proposal of structure modification (part III of this document).

Annex IV.3: Budget envelope evolution: Nominal vs Real**Budget envelope evolution: Nominal vs Real****31 March 2021**

Euro (thousands)

								Biennia
	2008-2009	2010-2011	2012-2013	2014-2015	2016-2017	2018-2019	2020-2021	2022-2023
Nominal budget	25,110	25,200	25,200	26,616	26,984	27,603	30,096	30,438
Real budget	25,110	24,176	23,184	24,698	24,511	24,541	26,679	26,242

Remarks:

Nominal budget: approved/proposed budget.

Real budget: Base 2008-2009 budget updated by price adjustment index. a) 2008-2020 CPI for Spain (source INE) and, b) 2021-2023 UNWTO estimate as per GDP deflator for Spain (source IMF). (2008-2018: CPI for Spain (source INE)); 2019-2021 UNWTO estimate. Base index: base 100 for 2008-2009 budget updated by price adjustment index.

Annex IV.4: Price and statutory cost adjustments

1. The purpose of this Annex is to provide information on price adjustments and statutory cost adjustments. Due to the nature of these adjustments, prices and statutory cost adjustments have an impact on the expenses incurred by the Secretariat, irrespective as to whether an additional budget provision is made for them or not.

Price adjustment indicators

2. As UNWTO Headquarters is in Madrid, most of UNWTO expenses are incurred or are related to prices in Spain. The relevant price adjustment indicator for Spain is the Consumer Price Index (CPI) as provided by the Spanish National Statistics Institute ("Instituto Nacional de Estadística" (INE)). CPI for Spain for the years 2014 to 2020 as published by INE is shown below. Nevertheless, INE does not provide CPI forecasts for the years 2022 and beyond. By contrast, price adjustment indicators forecast for Spain (CPI, inflation, Gross domestic product (GDP) deflator, Harmonized index of consumer prices (HICP)) are published by other sources such as International Monetary Fund (IMF), Organisation for Economic Co-operation and Development (OECD), or Bank of Spain ("Banco de España" (BDE)). After analysing them, the Secretary-General has considered reasonable to choose a 0.8% as price adjustment for Spain for 2021 and 1.6% for both 2022 and 2023 based on the inflation indicator published by the IMF.
3. For the purpose of assessing the evolution of prices in Spain and the cumulative inflation since 2010, the annual CPI for Spain as provided by INE for the years 2009-2020 as well as UNWTO price adjustment estimates for the years 2021-2022-2023 have been analysed. The table below, "Evolution of price adjustment for Spain vs. approved/proposed budgets", shows the evolution of the price adjustment for Spain and compares the price adjustment base index (base 100 for 2009) with the approved and proposed budgets base index (base 100 for 2009).

**Evolution of price adjustment for Spain vs. approved/proposed budgets
at 31 March 2021**

Rate/Index/Euros

	Price adjustment ¹		Approved/proposed budget ²					Difference indexes
	% CY/PY1	Base index	Annual	Biennia	%CY/PY	%CBIennia/ PBiennia	Base index	
Total								
2023	1.60	116.91	15,390,000	30,438,000	2.27	1.14	118.73	-1.82
2022	1.60	115.07	15,048,000		-0.98		116.09	-1.03
2021	0.80	113.26	15,197,000	30,096,000	2.00	9.03	117.24	-3.99
2020	-0.50	112.36	14,899,000		6.47		114.94	-2.59
2019	0.80	112.92	13,994,000	27,603,000	2.83	2.29	107.96	4.96
2018	1.20	112.02	13,609,000		0.87		104.99	7.03
2017	1.10	110.70	13,492,000	26,984,000	0.00	1.38	104.09	6.61
2016	1.60	109.49	13,492,000		0.00		104.09	5.40
2015	0.00	107.77	13,492,000	26,616,000	2.80	5.62	104.09	3.68
2014	-1.00	107.77	13,124,000		2.80		101.25	6.52
2013	0.30	108.86	12,767,000	25,200,000	2.69	0.00	98.50	10.36
2012	2.90	108.53	12,433,000		-2.62		95.92	12.61
2011	2.40	105.47	12,767,000	25,200,000	2.69	0.36	98.50	6.98
2010	3.00	103.00	12,433,000		-4.08		95.92	7.08
2009	0.80	100	12,962,000	25,110,000	6.7	3.9	100	0.00
2008	1.40		12,148,000					

Remarks

¹ % CY/PY: a) 2008-2020 CPI for Spain (source INE) and, b) 2021-2023 UNWTO estimate as per GDP deflator for Spain (source IMF). Base index: base 100 for 2009 incorporates previous year price adjustment.

Statutory costs adjustments

- The remuneration of staff in the Professional and higher categories consists of a base salary and a post adjustment. The base salary scale is published, and periodically updated, by the International Civil Service Commission (ICSC) in New York. The ICSC also publishes a monthly post adjustment index, reflecting the evolution of the cost of living at UNWTO's Headquarters. Since UNWTO is a specialized agency of the United Nations, it cooperates with ICSC periodically in conducting "Place to place surveys" to determine the level of the cost of living at Madrid for United Nations system officials. Surveys are normally conducted every five years. The last such survey in Madrid was conducted in October 2016. The survey resulted in a 5.9 points decrease in the post adjustment for Madrid applicable from August 2017 onwards. During the period August 2017 to February 2018, UNWTO at the recommendation of the ICSC applied a special measure in the form of Personal Transition Allowance (PTA). Due to the COVID-19, surveys planned for the year 2021 have been postponed for the near future. At the date of drafting this report, the year of the next survey in Madrid has not been published by the ICSC yet. The cost estimates for this staff category in 2022-2023 have been based on the planned staffing level for the biennia, taking as reference the base and pensionable salary scales in force on March 2021, statutory increments due, plus an adjusted provision for salary growth (price adjustment plus productivity growth¹) for the possible annual increase in the cost of living.
- The estimated costs for General Service staff for 2022-2023 are based on the budgeted staffing level in this category. The salary scale for General Service officials is published by the ICSC and is expressed in euros. Since April 2004, the ICSC has determined the annual increases by reference to the Madrid cost of living index. The salary scale effective October 2019 has been used to determine staff costs in this category, after making allowance for statutory increments and annual provision for salary growth (price adjustment plus

¹ Productivity growth indicator (0.5%) is based on UNWTO ASEB actuarial valuation report as of 31 December 2020 as provided by UNWTO actuaries (please refer to this document annex II on UNWTO Financial Report and Audited Financial Statements for the year ended 31 December 2020/Note 15)

productivity growth) in the cost of living for Spain. This scale has been established by the United Nations on the basis of the results of the comprehensive survey carried out in Madrid in October 2013. Surveys are normally conducted every eight to ten years. The last such survey in Madrid was conducted in October 2016. Nevertheless, the staff cost in this category also had to be adjusted downwards which means not being able to fill 8 vacancies in this category during the biennium 2022-2023.

6. The combined effect of these staff costs budgetary adjustments in both categories amounts to EUR 918,000 for the period 2022-2023, EUR 459,000 in each year. Therefore, in order to meet the proposed staff cost of EUR 21,041,000 for the period 2022-2023, EUR 10,330,000 in 2022 and EUR 10,711,000 in 2023, the adjustments have to be compensated through the non-filling of vacant positions by some 9% resulting in an effective decline in the staff strength on positions effectively filled (approved RB post positions since period 2010-2011 are shown in Annex III.9).
7. The basis for calculating contributions to the United Nations Joint Staff Pension Fund (UNJSPF) is unchanged with respect to the period 2020-2021. In effect, of the total contribution rate of 23.7 per cent (the rate currently applicable in the UNJSPF), the two-thirds financed by the Organization will amount in this case to 15.8 per cent of pensionable remuneration for the financial years 2022 and 2023. It should be mentioned that the contribution to the fund must be in USD. If the USD strengths against the EUR, UNWTO's contribution to the Fund may result in significant additional costs.
8. For the purpose of the 2022-2023 budget, the staff health and accident insurance premium rates remain unchanged with respect to those applied in March 2021. Therefore, the rate foreseen to be contributed by the Organization is equal to 7.97 per cent for 2022 and 2023 of gross staff remuneration.
9. The International Civil Service Commission (ICSC) in New York provides a monthly schedule of daily subsistence allowance (DSA) rates for those places where the United Nations has ongoing project activity or where officials of the Organization are obliged to visit. This allowance is intended to account for lodging, meals, transfers and other expenses of United Nations staff while on mission. The circular is revised monthly, by the 5th of the month, in response to exchange rate fluctuations, as well as on the basis of up-to-date hotel and restaurant data. No increase in these costs has been estimated for the 2022-2023 budget.

Annex IV.5: 2022-2023 Proposed budgetary income and expenditure compared with 2020-2021 - Regular Budget

2022-2023 Proposed budgetary income and expenditure compared with 2020-2021 - Regular Budget
at 31 March 2021

Euros

	2020-2021 budget			2022-2023 Draft budget		
	2020	2021	2020-2021	2022	2023	2022-2023
Budgetary difference	0	0	0	0	0	0
<i>Budgetary income</i>	<i>14,899,000</i>	<i>15,197,000</i>	<i>30,096,000</i>	<i>15,048,000</i>	<i>15,390,000</i>	<i>30,438,000</i>
Contributions from Full and Associate Members	13,273,000	13,321,000	26,594,000	13,317,000	13,323,000	26,640,000
Full Members	13,040,000	13,076,000	26,116,000	13,061,000	13,067,000	26,128,000
Associate Members	233,000	245,000	478,000	256,000	256,000	512,000
Other income sources	1,626,000	1,876,000	3,502,000	1,731,000	2,067,000	3,798,000
Allocation from PY RB Budgetary cash balance	537,000	537,000	1,074,000	582,000	782,000	1,364,000
Allocation from Publication store Accumulated Surplus	200,000	200,000	400,000	350,000	450,000	800,000
Allocation from Project Reserve Fund (pool) balance	0	104,000	104,000			
Affiliate Members contributions	889,000	1,035,000	1,924,000	799,000	835,000	1,634,000
<i>Budgetary expenditure</i>	<i>14,899,000</i>	<i>15,197,000</i>	<i>30,096,000</i>	<i>15,048,000</i>	<i>15,390,000</i>	<i>30,438,000</i>
A Member Relations	2,587,000	2,629,000	5,216,000	2,310,000	2,381,000	4,691,000
B Operational	3,459,000	3,507,000	6,966,000	3,957,000	4,068,000	8,025,000
C Support - Direct to Members	4,005,000	4,064,000	8,069,000	4,077,000	4,170,000	8,247,000
D Support - Indirect to Members	4,848,000	4,997,000	9,845,000	4,704,000	4,771,000	9,475,000

Annex IV.6: Contributions of the Full, Associate and Affiliate Members

1. With regard to the financing of the Organization's budget, Article 25.1 of the Statutes stipulates that:

"1. The budget of the Organization, covering its administrative functions and the general programme of work, shall be financed by contributions of the Full, Associate and Affiliate Members, according to a scale of assessment accepted by the Assembly and from other possible sources of receipts for the Organization in accordance with the Financing Rules which are attached to these Statutes and form an integral part thereof."
2. Annex IV.5 of this document, "2022-2023 Proposed income and expenditure budget compared with 2020-2021 budget", shows that the part of the budget to be financed with the contributions of the Full Members is EUR 13,061,000 for 2022 and EUR 13,067,000 for 2023. The rounded above-mentioned amounts have been apportioned among 159 Full Members by applying the formula for calculating the contributions of the Member States (Annex II of the UNWTO Financial Regulations (FR) on the Formula for fixing the contributions of Member States).
3. The estimates of contributions have been made in accordance with the statistical data provided by the United Nations concerning Gross National Income (GNI), Gross National Income per capita (GNI PC) and population, available to the UNWTO as of January 2021, and which were used by the UN to calculate the contributions of its Members. The reference period for these statistical data is 2011-2016². The estimates of contributions have also taken into account the statistical data in regard to UNWTO International Tourism Receipts (ITR) for the same reference period. These set of statistical data resulting in same Members changing contributions group.
4. The total number of Full Members included in the scale of contributions for the period 2022-2023 (159 Full Members) has changed with respect to the period 2020-2021 (158 Full Members). As a result of this modification in the composition of the Full Members, steps have been taken to adjust the scale of contributions in accordance with Annex II of UNWTO Financial Rules. The number of groups remains at thirteen.
5. It should also be noted that following Annex II of the UNWTO Financial Rules, a limit of 7.5 per cent for 2022 and 2023 has been applied to increases in contributions in the case of those Members whose contributions would rise beyond this percentage as a result of moving to a higher group in the scale of contributions. Likewise, similar operations have also been made to limit the reduction in contributions as a result of Members moving to a lower group, in order to balance the income from contributions.
6. After the application of the above-mentioned limits, the Secretary-General proposes that contributions for 2022 and 2023 increase by 0% and 0% respectively in relation to the contributions approved for 2021 for those Members that do not change group and are not subject to adjustment of their contribution because of an earlier change in group.
7. According to the measures established at the seventeenth General Assembly in resolution A/RES/526(XVII), the Associate Members Flanders, Hong Kong (China) and Macao (China), were included in a separate category from other Associate Members based on 90% of the contribution due for Full Members in group nine. The contribution of the rest of the Associate Members is maintained at 90% of the minimum contribution of the Full Members. The total rounded amount to be financed by the Associate Members is EUR 256,000 for 2022 and EUR 256,000 for 2023.
8. Concerning Affiliate Members, and following the EC decision at its 105th session (CE/DEC/8(CV) para. 6), the Secretary-General has assessed the Affiliate Members' contribution fee by a rounded similar amount to the increase approved for the Full and Associate Members contributions in relation with their contributions approved for the preceding year. As a result, the Secretary-General proposes to the General Assembly that the contribution fee of the Affiliate Members for 2022 maintains in EUR 2,500 (EUR 2,500 at 2021) and for 2023. Of these amounts and maintaining 2021 allocated approved percentages, Affiliate Members contributions allocations will

² UN document A/73/11

be broken down as follows: i) EUR 1,458 in 2022 and in 2023 will be allocated as a contribution to the Organization's budget, ii) EUR 417 in 2022 and in 2023 for full annual access to UNWTO's E-library, and iii) EUR 625 in 2022 and in 2023 assigned to the activities of the Affiliate Members programme of work (AMPW). The total budgeted income to be financed by the current and new Affiliate Members is EUR 799,000 and EUR 835,000 for 2022 and 2023 respectively of the next period.

9. It is also noted that a deduction on this fee in 2022 and 2023 for specific Affiliate Members (Tedqual Members) will be applied in accordance to Executive Council decision CE/DEC/20(XCV) as outlined in document CE/95/6(c). This fee deduction for specific Affiliate Members (Tedqual Members) was approved in 2014 for a period of four years. The Secretary-General proposes to maintain this fee deduction until an assessment of the impact of this fee deduction on the Organization's budget and the convenience to maintain it would be submitted to the Members for their consideration.
10. The table below on 2022-2023 UNWTO Membership contributions shows the scale of unrounded contributions of the Full and Associate Members for 2022 and 2023, expressed in euros, in accordance with decision CE/DEC/10(LXIII-LXIV) of the Executive Council.

2022-2023 UNWTO Membership contributions

31 March 2021

Euros

		2021	2022		2023	
Order	UN country name	Assessed contribution	Contribution	% CY/PY	Contribution	% CY/PY
Total membership contributions		13,318,093	13,316,651		13,323,136	
<i>Full Members</i>		<i>13,073,569</i>	<i>13,060,988</i>		<i>13,067,473</i>	
1	China	356,477	356,477	0.00	356,477	0.00
2	Japan	356,477	356,477	0.00	356,477	0.00
3	Germany	356,477	356,477	0.00	356,477	0.00
4	France	356,477	356,477	0.00	356,477	0.00
5	Spain	356,477	356,477	0.00	356,477	0.00
6	Italy	356,477	356,477	0.00	356,477	0.00
7	Switzerland	286,096	307,553	7.50	330,619	7.50
8	Brazil	254,302	235,229	-7.50	222,798	-5.28
9	Republic of Korea	222,798	222,798	0.00	222,798	0.00
10	Russian Federation	254,302	235,229	-7.50	222,798	-5.28
11	Netherlands	285,947	264,501	-7.50	244,663	-7.50
12	Turkey	222,798	222,798	0.00	222,798	0.00
13	Austria	222,798	222,798	0.00	222,798	0.00
14	Mexico	222,798	222,798	0.00	222,798	0.00
15	Thailand	214,571	222,798	3.83	222,798	0.00
16	United Arab Emirates	211,659	211,659	0.00	211,659	0.00
17	India	211,659	211,659	0.00	211,659	0.00
18	Qatar	206,919	211,659	2.29	211,659	0.00
19	Saudi Arabia	211,659	211,659	0.00	211,659	0.00
20	Malaysia	211,659	211,659	0.00	211,659	0.00
21	Greece	211,659	195,785	-7.50	181,101	-7.50
22	Poland	181,101	167,518	-7.50	167,098	-0.25
23	Israel	167,098	167,098	0.00	167,098	0.00
24	Portugal	167,098	167,098	0.00	167,098	0.00
25	Argentina	167,098	167,098	0.00	167,098	0.00
26	Indonesia	167,098	167,098	0.00	167,098	0.00
27	Kuwait	142,974	133,680	-6.50	133,680	0.00
28	Czechia	142,974	133,680	-6.50	133,680	0.00
29	Venezuela (Bolivarian Republic of)	122,924	132,143	7.50	133,680	1.16
30	South Africa	142,974	133,680	-6.50	133,680	0.00
31	Croatia	111,399	111,399	0.00	111,399	0.00
32	Chile	111,399	111,399	0.00	111,399	0.00
33	Hungary	111,399	111,399	0.00	111,399	0.00
34	Iran (Islamic Republic of)	108,462	111,399	2.71	111,399	0.00
35	Slovenia	111,399	111,399	0.00	111,399	0.00
36	Colombia	97,274	104,570	7.50	111,399	6.53
37	Slovakia	111,399	103,044	-7.50	95,316	-7.50
38	Bahrain	75,752	75,752	0.00	75,752	0.00
39	Lebanon	78,417	75,752	-3.40	75,752	0.00
40	Egypt	95,316	88,167	-7.50	81,554	-7.50
41	Philippines	75,752	75,752	0.00	75,752	0.00
42	Oman	75,752	75,752	0.00	75,752	0.00
43	Kazakhstan	75,752	75,752	0.00	75,752	0.00
44	Romania	75,752	75,752	0.00	75,752	0.00

2022-2023 UNWTO Membership contributions**31 March 2021**

Euros

Order	UN country name	Group	2021	2022		2023
			Assessed contribution	Contribution	% CY/PY	Contribution % CY/PY
45	Viet Nam	8	62,716	67,420	7.50	72,477 7.50
46	Uruguay	8	75,752	75,752	0.00	75,752 0.00
47	Panama	8	71,525	75,752	5.91	75,752 0.00
48	Dominican Republic	8	75,752	75,752	0.00	75,752 0.00
49	Morocco	8	75,752	75,752	0.00	75,752 0.00
50	Costa Rica	8	75,752	75,752	0.00	75,752 0.00
51	Peru	8	75,752	75,752	0.00	75,752 0.00
52	Monaco	8	58,385	62,764	7.50	67,471 7.50
53	Lithuania	9	66,840	66,840	0.00	66,840 0.00
54	Trinidad and Tobago	9	66,840	66,840	0.00	66,840 0.00
55	Bulgaria	9	66,840	66,840	0.00	66,840 0.00
56	Iraq	9	54,232	58,299	7.50	62,671 7.50
57	Cuba	9	66,840	66,840	0.00	66,840 0.00
58	Cyprus	9	66,840	66,840	0.00	66,840 0.00
59	Nigeria	9	54,232	58,299	7.50	62,671 7.50
60	Jordan	9	66,840	66,840	0.00	66,840 0.00
61	Azerbaijan	9	54,232	58,299	7.50	62,671 7.50
62	Mauritius	9	66,840	66,840	0.00	66,840 0.00
63	Ecuador	9	64,369	66,840	3.84	66,840 0.00
64	Sri Lanka	10	42,914	46,133	7.50	49,593 7.50
65	Algeria	10	57,190	55,700	-2.61	55,700 0.00
66	Ukraine	10	64,816	59,955	-7.50	55,700 -7.10
67	Jamaica	10	55,700	55,700	0.00	55,700 0.00
68	Belarus	10	55,700	55,700	0.00	55,700 0.00
69	Angola	10	54,232	55,700	2.71	55,700 0.00
70	Equatorial Guinea	10	44,947	48,318	7.50	51,942 7.50
71	Serbia	10	55,700	55,700	0.00	55,700 0.00
72	Tunisia	10	55,700	55,700	0.00	55,700 0.00
73	Brunei Darussalam	10	55,700	55,700	0.00	55,700 0.00
74	Botswana	10	55,700	55,700	0.00	55,700 0.00
75	Cambodia	10	42,914	46,133	7.50	49,593 7.50
76	Albania	10	55,700	55,700	0.00	55,700 0.00
77	Bahamas	10	55,700	55,700	0.00	55,700 0.00
78	Georgia	10	42,914	46,133	7.50	49,593 7.50
79	Gabon	10	55,700	55,700	0.00	55,700 0.00
80	Guatemala	10	55,700	55,700	0.00	55,700 0.00
81	Pakistan	11	50,129	50,129	0.00	50,129 0.00
82	Turkmenistan	11	50,129	50,129	0.00	50,129 0.00
83	Bosnia and Herzegovina	11	50,129	50,129	0.00	50,129 0.00
84	Malta	11	50,129	50,129	0.00	50,129 0.00
85	Libya	11	57,190	52,901	-7.50	50,129 -5.24
86	Armenia	11	42,914	46,133	7.50	49,593 7.50
87	United Republic of Tanzania	11	38,619	41,515	7.50	44,629 7.50
88	Myanmar	11	35,762	38,444	7.50	41,327 7.50
89	Namibia	11	50,129	50,129	0.00	50,129 0.00
90	The former Yugoslav Republic	11	50,129	50,129	0.00	50,129 0.00
91	El Salvador	11	50,129	50,129	0.00	50,129 0.00
92	San Marino	11	50,129	50,129	0.00	50,129 0.00

2022-2023 UNWTO Membership contributions**31 March 2021**

Euros

Order	UN country name	Group	2021	2022		2023	
			Assessed contribution	Contribution	% CY/PY	Contribution	% CY/PY
93	Paraguay	11	42,914	46,133	7.50	49,593	7.50
94	Andorra	11	50,129	50,129	0.00	50,129	0.00
95	Bangladesh	11	42,914	46,133	7.50	49,593	7.50
96	Bolivia	11	38,619	41,515	7.50	44,629	7.50
97	Sudan	11	38,619	41,515	7.50	44,629	7.50
98	Uzbekistan	12	35,762	33,419	-6.55	33,419	0.00
99	Montenegro	12	33,419	33,419	0.00	33,419	0.00
100	Mongolia	12	33,419	33,419	0.00	33,419	0.00
101	Kenya	12	33,419	33,419	0.00	33,419	0.00
102	Barbados	12	33,419	33,419	0.00	33,419	0.00
103	Ghana	12	33,419	33,419	0.00	33,419	0.00
104	Honduras	12	33,419	33,419	0.00	33,419	0.00
105	Maldives	12	33,419	33,419	0.00	33,419	0.00
106	Lao People's Democratic Republ	12	32,184	33,419	3.84	33,419	0.00
107	Uganda	12	33,419	33,419	0.00	33,419	0.00
108	Zambia	12	33,419	33,419	0.00	33,419	0.00
109	Nicaragua	12	33,419	33,419	0.00	33,419	0.00
110	Fiji	12	33,419	33,419	0.00	33,419	0.00
111	Cameroon	12	33,419	33,419	0.00	33,419	0.00
112	Papua New Guinea	12	32,184	33,419	3.84	33,419	0.00
113	Congo	12	33,419	33,419	0.00	33,419	0.00
114	Yemen	12	33,419	33,419	0.00	33,419	0.00
115	Eswatini	12	33,419	33,419	0.00	33,419	0.00
116	Timor-Leste	12	33,419	33,419	0.00	33,419	0.00
117	Syrian Arab Republic	12	47,050	43,521	-7.50	40,257	-7.50
118	Ethiopia	12	33,419	33,419	0.00	33,419	0.00
119	Republic of Moldova	12	33,419	33,419	0.00	33,419	0.00
120	Côte d'Ivoire	12	32,184	33,419	3.84	33,419	0.00
121	Senegal	12	32,184	33,419	3.84	33,419	0.00
122	Kyrgyzstan	13	27,850	27,850	0.00	27,850	0.00
123	Haiti	13	27,850	27,850	0.00	27,850	0.00
124	Madagascar	13	27,850	27,850	0.00	27,850	0.00
125	Nepal	13	27,850	27,850	0.00	27,850	0.00
126	Cabo Verde	13	27,850	27,850	0.00	27,850	0.00
127	Seychelles	13	16,710	16,710	0.00	16,710	0.00
128	Zimbabwe	13	27,850	27,850	0.00	27,850	0.00
129	Rwanda	13	27,850	27,850	0.00	27,850	0.00
130	Palau	13	0	16,710	0.00	16,710	0.00
131	Mali	13	27,850	27,850	0.00	27,850	0.00
132	Lesotho	13	27,850	27,850	0.00	27,850	0.00
133	Democratic People's Republic	13	27,850	27,850	0.00	27,850	0.00
134	Tajikistan	13	27,850	27,850	0.00	27,850	0.00
135	Benin	13	27,850	27,850	0.00	27,850	0.00
136	Mauritania	13	27,850	27,850	0.00	27,850	0.00
137	Bhutan	13	27,850	27,850	0.00	27,850	0.00
138	Chad	13	27,850	27,850	0.00	27,850	0.00
139	Afghanistan	13	27,850	27,850	0.00	27,850	0.00

2022-2023 UNWTO Membership contributions**31 March 2021**

Euros

Order	UN country name	Group	2021	2022		2023
			Assessed contribution	Contribution	% CY/PY	Contribution % CY/PY
140	Mozambique	13	27,850	27,850	0.00	27,850 0.00
141	Samoa	13	16,710	16,710	0.00	16,710 0.00
142	Burkina Faso	13	27,850	27,850	0.00	27,850 0.00
143	Democratic Republic of the Congo	13	27,850	27,850	0.00	27,850 0.00
144	Togo	13	27,850	27,850	0.00	27,850 0.00
145	Eritrea	13	27,850	27,850	0.00	27,850 0.00
146	Djibouti	13	25,065	25,065	0.00	25,065 0.00
147	Vanuatu	13	27,850	27,850	0.00	27,850 0.00
148	Guinea	13	27,850	27,850	0.00	27,850 0.00
149	Comoros	13	25,065	25,065	0.00	25,065 0.00
150	Sierra Leone	13	27,850	27,850	0.00	27,850 0.00
151	Gambia	13	27,850	27,850	0.00	27,850 0.00
152	Niger	13	27,850	27,850	0.00	27,850 0.00
153	Guinea-Bissau	13	27,850	27,850	0.00	27,850 0.00
154	Liberia	13	27,850	27,850	0.00	27,850 0.00
155	Malawi	13	27,850	27,850	0.00	27,850 0.00
156	Central African Republic	13	27,850	27,850	0.00	27,850 0.00
157	Sao Tome and Principe	13	16,710	16,710	0.00	16,710 0.00
158	Burundi	13	27,850	27,850	0.00	27,850 0.00
159	Somalia	13	27,850	27,850	0.00	27,850 0.00
<i>Associate Members</i>			244,524	255,663		255,663
1	Flemish Community of Belgium		56,443	60,156	6.58	60,156 0.00
2	Hong Kong	a	56,443	60,156	6.58	60,156 0.00
3	Macao	a	56,443	60,156	6.58	60,156 0.00
4	Aruba	b	25,065	25,065	0.00	25,065 0.00
5	Puerto Rico	b	25,065	25,065	0.00	25,065 0.00
6	Madeira	b	25,065	25,065	0.00	25,065 0.00

Annex IV.7: 2022-2023 Proposed appropriations and 2020-2021 approved, revised, proposed and adapted to current structure appropriations - Analysis of changes by parts and sections

2022-2023 Proposed appropriations and 2020-2021 approved, revised, proposed and adapted to current structure appropriations - Analysis of changes by parts and sections at 31 March 2021

Euros

Parts / sections ³	Appropriations ²			Appropriations			Net increase/decrease	
	2020-2021			2022-2023			342,000	
	Staff	Non-staff	Total	Staff	Non-staff	Total	Staff	Non-staff
Total	21,151,000	8,945,000	30,096,000	21,041,000	9,397,000	30,438,000	-110,000	452,000
<i>A Member Relations</i>	<i>3,501,000</i>	<i>1,357,000</i>	<i>4,858,000</i>	<i>3,605,000</i>	<i>1,086,000</i>	<i>4,691,000</i>	<i>104,000</i>	<i>-271,000</i>
A01 Regional Programme, Africa	1,020,000	538,000	1,558,000	1,000,000	360,000	1,360,000	-20,000	-178,000
A02 Regional Programme, Americas	487,000	238,000	725,000	742,000	159,000	901,000	255,000	-79,000
A03 Regional Programme, Asia and the Pacific	626,000	228,000	854,000	871,000	191,000	1,062,000	245,000	-37,000
A04 Regional Programme, Europe	626,000	222,000	848,000	621,000	225,000	846,000	-5,000	3,000
A05 Regional Programme, Middle East	371,000	131,000	502,000	0	151,000	151,000	-371,000	20,000
A06 Affiliate Members	371,000	0	371,000	371,000	0	371,000	0	0
<i>B Operational</i>	<i>5,714,000</i>	<i>2,004,000</i>	<i>7,718,000</i>	<i>6,176,000</i>	<i>1,849,000</i>	<i>8,025,000</i>	<i>462,000</i>	<i>-155,000</i>
B01 Sustainable Development of Tourism	1,252,000	228,000	1,480,000	1,242,000	163,000	1,405,000	-10,000	-65,000
B02 Technical Cooperation and Silk Road	1,239,000	222,000	1,461,000	1,216,000	16,000	1,232,000	-23,000	-206,000
B03 Statistics	742,000	232,000	974,000	992,000	183,000	1,175,000	250,000	-49,000
B04 Tourism Market Intelligence and Competitiveness	742,000	343,000	1,085,000	992,000	416,000	1,408,000	250,000	73,000
B05 Ethics, Culture and Social Responsibility	487,000	154,000	641,000	492,000	183,000	675,000	5,000	29,000
B06 Innovation, Education and Investments	371,000	581,000	952,000	371,000	717,000	1,088,000	0	136,000
B07 Institutional Relations and Partnerships	881,000	244,000	1,125,000	871,000	171,000	1,042,000	-10,000	-73,000
<i>C Support - Direct to Members</i>	<i>5,976,000</i>	<i>1,722,000</i>	<i>7,698,000</i>	<i>5,864,000</i>	<i>2,383,000</i>	<i>8,247,000</i>	<i>-112,000</i>	<i>661,000</i>
C01 Conferences Services	1,252,000	308,000	1,560,000	1,242,000	257,000	1,499,000	-10,000	-51,000
C02 Management	4,353,000	1,096,000	5,449,000	4,130,000	1,501,000	5,631,000	-223,000	405,000
C03 Communications	371,000	318,000	689,000	492,000	625,000	1,117,000	121,000	307,000
<i>D Support - Indirect to Members</i>	<i>5,960,000</i>	<i>3,862,000</i>	<i>9,822,000</i>	<i>5,396,000</i>	<i>4,079,000</i>	<i>9,475,000</i>	<i>-564,000</i>	<i>217,000</i>
D01 Budget and Finance	742,000	449,000	1,191,000	742,000	636,000	1,378,000	0	187,000
D02 Human Resources	371,000	271,000	642,000	371,000	332,000	703,000	0	61,000
D03 Information and Communication Technology	603,000	669,000	1,272,000	863,000	752,000	1,615,000	260,000	83,000
D04 General Services	580,000	1,173,000	1,753,000	605,000	959,000	1,564,000	25,000	-214,000
D05 Staff vacancies & ASEB Provisions	3,664,000	1,300,000	4,964,000	2,815,000	1,400,000	4,215,000	-849,000	100,000
Total % over prior biennia							1.14	
% over prior biennia							-0.52	5.05

Remarks:

¹ P posts include from P and above posts

² Before transfers. 2020: In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b), the Secretary-General proposal of structure modification (part II of this document) and its adaptation to 2021 budget structure at 31 March 2021 for comparison purposes. 2021: In accordance to parts/sections structure and appropriations approved originally by A/RES/715(XXIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/3(CXIII) of document CE/113/3(b) and the Secretary-General proposal of structure modification (part III of this

³ As per 2022-2023 draft budget structure names proposal.

Annex IV.8: 2022-2023 Proposed appropriations

2022-2023 Draft budget appropriations proposal
at 31 March 2021

Euros

Parts / sections ³	Posts ¹		Appropriations								
			2022			2023			2022-2023		
	P	G	Staff	Non-staff	Total	Staff	Non-staff	Total	Staff	Non-staff	Total
Total	55	51	10,330,000	4,718,000	15,048,000	10,711,000	4,679,000	15,390,000	21,041,000	9,397,000	30,438,000
<i>A Member Relations</i>	12	5	1,764,000	546,000	2,310,000	1,841,000	540,000	2,381,000	3,605,000	1,086,000	4,691,000
A01 Regional Programme, Africa	4	0	488,000	181,000	669,000	512,000	179,000	691,000	1,000,000	360,000	1,360,000
A02 Regional Programme, Americas	2	2	364,000	80,000	444,000	378,000	79,000	457,000	742,000	159,000	901,000
A03 Regional Programme, Asia and the Pacific	3	1	426,000	96,000	522,000	445,000	95,000	540,000	871,000	191,000	1,062,000
A04 Regional Programme, Europe	2	1	304,000	113,000	417,000	317,000	112,000	429,000	621,000	225,000	846,000
A05 Regional Programme, Middle East	0	0	0	76,000	76,000	0	75,000	75,000	0	151,000	151,000
A06 Affiliate Members	1	1	182,000	0	182,000	189,000	0	189,000	371,000	0	371,000
<i>B Operational</i>	18	12	3,028,000	929,000	3,957,000	3,148,000	920,000	4,068,000	6,176,000	1,849,000	8,025,000
B01 Sustainable Development of Tourism	4	2	608,000	82,000	690,000	634,000	81,000	715,000	1,242,000	163,000	1,405,000
B02 Technical Cooperation and Silk Road	3	2	598,000	8,000	606,000	618,000	8,000	626,000	1,216,000	16,000	1,232,000
B03 Statistics	3	2	486,000	92,000	578,000	506,000	91,000	597,000	992,000	183,000	1,175,000
B04 Tourism Market Intelligence and Competitiveness	3	2	486,000	209,000	695,000	506,000	207,000	713,000	992,000	416,000	1,408,000
B05 Ethics, Culture and Social Responsibility	1	2	242,000	92,000	334,000	250,000	91,000	341,000	492,000	183,000	675,000
B06 Innovation, Education and Investments	1	1	182,000	360,000	542,000	189,000	357,000	546,000	371,000	717,000	1,088,000
B07 Institutional Relations and Partnerships	3	1	426,000	86,000	512,000	445,000	85,000	530,000	871,000	171,000	1,042,000
<i>C Support - Direct to Members</i>	16	8	2,880,000	1,197,000	4,077,000	2,984,000	1,186,000	4,170,000	5,864,000	2,383,000	8,247,000
C01 Conferences Services	4	2	608,000	129,000	737,000	634,000	128,000	762,000	1,242,000	257,000	1,499,000
C02 Management	11	4	2,030,000	754,000	2,784,000	2,100,000	747,000	2,847,000	4,130,000	1,501,000	5,631,000
C03 Communications	1	2	242,000	314,000	556,000	250,000	311,000	561,000	492,000	625,000	1,117,000
<i>D Support - Indirect to Members</i>	9	26	2,658,000	2,046,000	4,704,000	2,738,000	2,033,000	4,771,000	5,396,000	4,079,000	9,475,000
D01 Budget and Finance	2	2	364,000	319,000	683,000	378,000	317,000	695,000	742,000	636,000	1,378,000
D02 Human Resources	1	1	182,000	167,000	349,000	189,000	165,000	354,000	371,000	332,000	703,000
D03 Information and Communication Technology	2	3	424,000	378,000	802,000	439,000	374,000	813,000	863,000	752,000	1,615,000
D04 General Services	0	5	300,000	482,000	782,000	305,000	477,000	782,000	605,000	959,000	1,564,000
D05 Staff vacancies & ASEB Provisions	4	15	1,388,000	700,000	2,088,000	1,427,000	700,000	2,127,000	2,815,000	1,400,000	4,215,000

Remarks:

¹ P posts include from P and above posts

² Before transfers. 2020: In accordance to parts/sections structure and appropriations approved originally by A/RES/71/5(XVIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/6(CXII) of document CE/112/3(d) rev.1. and CE/DEC/3(CXIII) of document CE/113/3(b), the Secretary-General proposal of structure modification (part II of this document) and its adaptation to 2021 budget structure at 31 March 2021 for comparison purposes. 2021: In accordance to parts/sections structure and appropriations approved originally by A/RES/71/5(XVIII) of document A/23/5(b) rev.1, its structure updates approved by CE/DEC/3(CXIII) of document CE/113/3(b) and the Secretary-General proposal of structure modification (part III of this document).

³ As per 2022-2023 draft budget structure names proposal.

Annex IV.9: Schedule of established posts

1. UNWTO proposes to continue with the approved 106 positions. The distribution for 2022-2023 maintains the total number of posts. As explained in the budget proposal, it will be necessary to maintain 8 G vacancies unfilled on average or 8% of total posts, due to budgetary restrictions.

Staff posts evolution by category

31 March 2021

	Biennia						
	2010-2011	2012-2013	2014-2015	2016-2017	2018-2019	2020-2021	2022-2023
Total	106	106	106	106	106	106	106
Higher categories ¹	3	4	4	4	4	4	5
Professional category	45	44	45	47	51	51	50
General services category	58	58	57	55	51	51	51

Remarks:

Higher categories includes: Secretary-General (SG), Deputy Secretary-General (DSG), Assistant Secretary-General (ASG), Executive Directors (ED) and D category.