

**Report of the  
Programme and Budget Committee**

CE/116/PBC  
Madrid, 30 May 2022  
Original: English

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**Executive summary**

The Programme and Budget Committee met on 30 May 2022, under the chairmanship of Switzerland. As a subsidiary body of the Executive Council, the Committee reviewed, before they were submitted to the Council, all documents related to the budget and programme of work of the Organization.

During its twenty-first meeting, held online, the Committee addressed the following reports:

- Implementation of the General Programme of Work (CE/116/3(b) rev.1)
- Report on the financial situation of the Organization (CE/116/3(c) rev.1)
- Human resources report (CE/116/3(d) rev.1)

The Committee reviewed all the documents and recommended to the Executive Council that they be approved.

One strong concern was shared during the meeting regarding the high inflation rates in Spain, which will reduce the room for manoeuvre of UNWTO Secretariat in implementing of the programme of work of the Organization. The Committee recommended the Executive Council to start discussing this issue for further decision of the General Assembly.

**The decisions of the Executive Council regarding each report examined by the PBC are not reflected in this document, but in the referred documents.**

## I. Introduction

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1. The Programme and Budget Committee held virtually its twenty-first meeting on 30 May 2022, under the chairmanship of Switzerland and the vice-chairmanship of Peru. The list of attendees is attached to this report.
2. The Secretary-General welcomed the participants, and Switzerland as a new Chair of the PBC. He thanked Peru for its great leadership of the PBC until 2021.
3. He also underlined that, in the current critical context, the work of the UNWTO Secretariat is more relevant than ever for a prompt recovery of societies and economies worldwide. He added that the role, operations and outputs of the Organization need to be rethought to deliver value, inspire change and unlock tourism potential for a better world.
4. The members of Committee approved the agenda and proceeded to address the following documents, which are submitted to the Executive Council at its 116th session (Jeddah, Saudi Arabia, 7 June 2022)

	Documents
Implementation of the General Programme of Work	CE/116/3(b) rev.1
Report on the financial situation of the Organization	CE/116/3(c) rev.1
Human resources report	CE/116/3(d) rev.1

5. In his communication, the Chair, Switzerland, highlighted the relevance of the work of the Organization for a) the recovery of tourism from the COVID-19 pandemic and b) the adaptation of the sector to the various impacts of the war in Ukraine on the economies.
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## II. Implementation of the General Programme of Work (CE/116/3(b) rev.1)

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7. The Executive Director presented the main activities carried out by UNWTO Secretariat in a triple crisis context: COVID-19, war in Ukraine and climate change.
8. She recalled that building resilience remains a key element of UNWTO activities, as reflected in the different objectives and priorities of the Organization's programme of work. Crises are occasions to rethink the tourism sector and its contribution to the people and planet; and opportunities to build back better towards a more sustainable, inclusive, prosperous, and resilient tourism sector.
9. The PBC Chair underlined the variety and quality of the activities, as well as the crucial role of the Secretary-General in putting tourism up in the global agenda, using crises as opportunities to build better partnerships among international organizations and tourism stakeholders. He also showed enthusiasm about possible synergies among future UNWTO regional and thematic offices for a reinforced programme of work.
10. At the request of the PBC Chair, the Secretary-General informed that, pursuant to consultations with the Kingdom of Saudi Arabia and Spain on the proposal "Redesigning tourism for the future", it is not considered necessary to establish any additional committee and that the matter will be referred to the 116<sup>th</sup> session of the Executive Council. The PBC took note of these developments.
11. The Committee recommends the Executive Council to approve the report CE/116/3(b) rev.1.

### III. Report on the financial situation of the Organization (CE/116/3(c) rev.1)

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12. The Chief of the Budget and Finance Department underscored the uncertainty on the financial outlook of UNWTO at 31 March 2022 due to the potential financial impact of international events, notably the high inflation rates due to the war in Ukraine, and presented the following points:
  - (a) The revised appropriations of the Regular Budget at 31 March 2022;
  - (b) The Plan of income and expenditure of the Regular Budget for the financial year 2022 estimated by the Secretary-General at 31 March 2022 with the commitment to restrict expenditures to available and expected cash resources and to take mitigating actions if a severe downside scenario would arise, in particular high levels of inflation;
  - (c) At May 2022, the 2022 annual estimated inflation in Spain amounts to 8.7% according to official Spanish sources while the inflation for the approved Regular Budget for the year 2022 was estimated at 1.7% (A/24/5(b) rev.1);
  - (d) The budgetary result of the Regular Budget at 31 March 2022;
  - (e) The co-financing projects with UNWTO and donors' contributions for the period ended 31 March 2022;
  - (f) The interim provisional unaudited UNWTO Statement of Financial Position at 31 March 2022 and the UNWTO Statement Financial Performance for the period ended 31 March 2022;
  - (g) Updated information on the Members falling under the provisions of Article 34 of the Statutes and/or paragraph 13 of the Financing Rules attached to the Statutes at 31 March 2022 and the Members granted temporary exemption from the application of paragraph 13 of the Financing Rules attached to the Statutes at the same date; and
  - (h) the proposed amendments to Detailed Financial Rule DFR VI.33 (d) to update procurement thresholds
13. The Chief of Budget and Finance, also informed the Committee that due to the exceptional circumstances that the External Auditors for the period 2022-2023, i.e. for the external audit of the Financial Statements for the years ended 31 December 2021 and 2022, were elected by silence procedure on 26 March 2022 (A/RES-PS/1(2022)). At the time of this meeting, the UNWTO Financial Statements for the year ended 31 December 2021 are still under the external audit process and will be submitted to the Executive Council upon conclusion of the external audit together with the External Auditor opinion and the Secretary-General Financial Report for the year ended 31 December 2021;
14. The PBC Chair expressed serious concerns regarding the high inflation in Spain, which impedes a proper implementation of planned activities of the Programme of work. In absolute terms, this implies some additional EUR 1,200,000 over the planned expenditure. **He proposed the issue to be brought to the Executive Council to discuss possible actions.**
15. The Secretary-General agreed and recalled that countries can voluntarily contribute to the budget of the Organization, as it is the case of Saudi Arabia since 2019. The PBC Chair underlined this common practice that shall be encouraged for other Member States to support specific priority work streams of the Secretariat. The Secretary-General also reminded that the Executive Council could discuss a possible increase of regular contributions in the current and future periods, but the final decision on this issue remains the prerogative of the General Assembly.
16. The Committee recommended the Executive Council to approve the report CE/116/3(c) rev.1.

### IV. Human resources report (CE/116/3(d) rev.1)

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17. The Chief of the Human Resources Department presented the various issues related to the human resources situation of the Organization and provided brief statistical facts demonstrating significant advancements towards gender parity across personnel.
18. The Chief of Human Resources, also informed the Committee on other relevant developments in this area, such as a) post pandemic support, including health and well-being and psychosocial

reinforcement, and progressive return to office, emphasizing how quickly and exceedingly well personnel have adapted to the new way of working; b) recruitment, notably of approximately 25 new members of personnel in the Regional Office for the Middle East and the onboarding support provided to the Organization to ensure that personnel adapt more rapidly to their new work and living environments, as well as the new initiatives in the area of learning and development, focusing on a wide range of topics ranging from stress or conflict management to team-building activities; c) participation in various surveys and initiatives related to inclusion and diversity; d) review and development of HR policies to ensure alignment with the UN common-system, particularly to enhance work-life balance; e) collaboration in other UN activities and surveys.

19. Members of the Organization were also encouraged to support the development of the Official on Loan and Junior Professional Officer programmes for the development of talent of tourism experts, particularly to support the activities of the Regional Office in Riyadh.
20. At the request of the PBC Chair, further explanations were given regarding the status of service contracts versus staff, being UNWTO at the forefront of service contracts' modalities within the UN System.
21. The Secretary-General insisted on the impressive work realized for staffing the regional office in Saudi Arabia, underlining that such efforts should also be considered when preparing candidacies for new regional or thematic offices in other countries. He wished the new team in Riyadh success in its work and projects.
22. The representative of Saudi Arabia thanked the Secretary-General and ensured the readiness of the Kingdom in making the regional office a success, with a strong commitment towards sustainability. She also invited Member States to send officers on loan to this office.
23. The Committee recommended the Executive Council to approve the report CE/116/3(d) rev.1.

#### **V. Place and date of the 22nd session of the Programme and Budget Committee**

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24. It was agreed that, once the place and date of the next session of the Executive Council would be known, the Secretary-General, together with the PBC Chair, would decide about modalities of the next PBC meeting.

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**Annex I: List of participants**

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**1. Chair****Switzerland**

Mr. Richard Kämpf  
 Head of Tourism Affairs, Promotion Activities Directorate  
 Focal Point for UNWTO  
 State Secretariat for Economic Affairs (SECO)

Mr. Christoph Schlumpf  
 Scientific Collaborator  
 State Secretariat for Economic Affairs (SECO)

**2. Vicechair****Peru**

Sr. José Antonio Espinoza Huerta  
 Director General de Políticas de Desarrollo Turístico  
 Punto focal para la OMT  
 Ministerio de Comercio Exterior y Turismo

Sr. Jonathan Harold Coronado Flores  
 Director de Facilitación y Cultura Turística  
 Punto focal para la OMT  
 Ministerio de Comercio Exterior y Turismo

Sra. Veralucia Abate Correa  
 Analista en Cooperación y Relaciones Internacionales  
 Dirección de Facilitación y Cultura Turística  
 Ministerio de Comercio Exterior y Turismo  
 Teléfono: (511) 513 6100 - Anexo: 1561

**3. Members****Africa:****Morocco**

Mme. Hasnae Zerrouq  
 Directrice de la stratégie et de la coopération  
 Point focal pour l'OMT  
 Ministère du Tourisme, du Transport Aérien, de l'Artisanat et de l'Economie sociale et solidaire

Adil BENSOUDA  
 Chef du Service des Organisations Spécialisées  
 Direction de la stratégie et de la Coopération  
 Ministère du Tourisme, du Transport Aérien, de l'Artisanat et de l'Economie sociale et solidaire

**Tanzania**

Philip Chitaunga  
 Tourism Officer  
 Ministry of Natural Resources and Tourism

Richie Wandwi  
 Assistant director  
 Ministry of Natural Resources and Tourism

Kanisia Mwadua  
 Assistant director

Ministry of Natural Resources and Tourism

## **Americas:**

### **Argentina**

Sra. Ana Inés García Allievi  
Directora de Relaciones Internacionales  
Punto focal para la OMT  
Ministerio de Turismo y Deportes

## **East Asia and the Pacific:**

### **Japan**

Head: Ms. Helga Tabuchi, Counsellor  
Japan Tourism Agency,  
Ministry of Land, Infrastructure, Transport and Tourism

Mr. Masateru Nakamura, Chief Officer  
Japan Tourism Agency,  
Ministry of Land, Infrastructure, Transport and Tourism

Mr. Yuki Koinuma, Chief Officer  
Japan Tourism Agency,  
Ministry of Land, Infrastructure, Transport and Tourism

Mr. Takafumi Ueda, Officer  
Japan Tourism Agency,  
Ministry of Land, Infrastructure, Transport and Tourism

### **Malaysia**

Dr. Yasmeen Yasim  
Senior Director  
Tourism Policy and International Affairs Division  
Ministry of Tourism, Arts and Culture

Mr. Jayapragas Muthuveeroo  
Senior Principal Assistant Secretary  
Tourism Policy and International Affairs Division  
Ministry of Tourism, Arts and Culture

Ms. Meera Devi Daran  
Senior Assistant Secretary  
Tourism Policy and International Affairs Division  
Ministry of Tourism, Arts and Culture

## **Europe**

### **Spain**

Mr. Javier Fernández González  
Deputy Director General of Cooperation and Tourism Competitiveness  
State Secretariat for Tourism  
Ministry of Industry, Trade and Tourism

Ms. Teresa Gancedo Nieto  
Chief, International Relations Area  
State Secretariat for Tourism  
Ministry of Industry, Trade and Tourism

**Middle East:****Saudi Arabia**

Ms. Renad Amjad  
 Director of Multilateral Affairs Department  
 Focal Point for UNWTO  
 Ministry of Tourism

**Iraq**

Mr. Ali Yassin Abudalreda  
 Director of International Relations  
 Focal Point for UNWTO  
 Ministry of Culture, Tourism, and Antiquities

**South Asia:****India**

Mr. Prashant Ranjan  
 Director  
 Ministry of Tourism

Ms. Monika Jamwal  
 Assistant Director, International Cooperation  
 Focal Point for UNWTO  
 Ministry of Tourism

**Sri Lanka**

Ms. Rajeeka Ranathunga  
 Assistant Director- International Relations  
 Focal Point for UNWTO  
 Sri Lanka Tourism Development Authority

**Representatives of the Affiliate Members**

Chairman of the Affiliate Members Board (2025)  
 Asociación Empresarial Hotelera de Madrid (AEHM), Spain  
 Ms. Mar de Miguel

**4. UNWTO Secretariat**

Zurab Pololikashvili, Secretary-General  
 Zoritsa Urosevic, Executive Director  
 Mikheil Ninua, Director of Administration  
 Alicia Gómez, Legal Counsel  
 Mónica González, Chief, Budget and Finance  
 Paolo Velasco, Chief, Human Resources  
 Philippe Lemaistre, Internal Coordination Officer