



联合国世旅组织

执行委员会

第 126 届会议
西班牙托莱多

2026 年 6 月 10 日至 11 日

议程项目 10 人力资源报告

CE/126/10
Madrid, 5 June 2026
Original: English

联合国世旅组织正走向绿色。执委会所有文件均可在联合国世旅组织网站获取：www.untourism.int/zh-hans），或使用此处二维码。



秘书长前言

本报告涵盖的报告期截至 2026 年 3 月 1 日，即我于 2026 年 1 月 1 日开始任期后不久。报告中所述的一些人力资源举措，特别是该日期之前已完成的招聘、遴选和任命程序，均由我的前任发起并最终完成。

按照本组织的报告惯例，现将上述事项提交执行委员会知悉。作为秘书长，我致力于确保人力资源程序的执行反映最高标准的廉正、透明度和问责制，并完全符合《工作人员条例和细则》。自上任以来，我专注于加强人力资源管理安排，特别是文件记录的明确性，适当的监督和与《工作人员条例和细则》的一致性。秘书处仍然致力于尊重正当程序、保密性、工作人员的权利和良好行政管理原则。



执行概要

本报告全面回顾了截至 2026 年 3 月 1 日联合国世旅组织的人力资源状况，概述了进展、挑战和根据本组织战略目标推进的改革。截至报告之日，工作人员总人数为 264 人，其中 35% 为全职人员，65% 为编外人员或其它职类人员。妇女占全职人员的 55% 和编外人员的 59%，分别来自 39 个和 41 个国家。本组织继续优先考虑性别均等、平衡的地域代表性和尽可能广泛的征聘，同时保持能力和诚信高标准。

自上个报告期以来，多项征聘流程业已完成。人才发展仍是优先事项，相关措施包括通过联合国世旅组织实习计划参与早期人才培养项目、参加联合国全系统初级专业人员框架、在组织内部提供培训机会，涵盖技术和管理技能以及员工福祉，本组织一如既往将工作与生活之间的平衡与员工福祉视为优先工作。

性别平等主流化、多样性和包容性在本组织工作中仍然占据核心位置。上述内容及其它主题持续不断地作为本组织主要关注领域的政策制定工作提供指导。在目前资源有限的条件下，关于预防骚扰、防范性剥削和性虐待、征聘与遴选、绩效管理及多样性的相关政策工作正在完成，同时还对编外人员政策等内容展开审查。

综上所述，相关进展显示本组织始终致力于建设一支专业、包容且有责任感的员工队伍，以支持其职责与战略愿景。

该报告还提供了关于 2026 年至 2027 年度工作人员养恤金委员会成员选举相关信息，全体大会第二十六届会议决定将该项目交予执委会本届会议处理。截至目前，**尚未收到任何关于正式成员及候补成员席位的候选提名**。因此，欢迎各成员国考虑提交候选提名，从而使执委会可对所需四名代表进行选举。

该报告还提供了《在联合国世旅组织活动中防止骚扰（包括性骚扰）的行为守则》，适用于所有联合国世旅组织活动和参与者，并将在网上和活动现场发布，以提高对该行为守则的认识并促进其遵守。



决定草案¹

议程项目 10
人力资源报告
(CE/126/10 号文件)

执行委员会，

审议了报告，

1. 注意到人力资源报告所提供的信息；
2. 赞赏本组织工作人员为履行其任务而开展的工作，特别是考虑到本组织面临的需求不断增加而其资源有限的情况；
3. 注意到本报告中所述的一些事项涉及现任秘书长任期开始前开始或完成的行动，秘书长将根据适用规则，酌情在执委会今后的某次届会上报告关于人力资源管理和问责制的体制发展情况；
4. 鼓励成员国就初级专业人员的经费问题向本组织提出具体建议；
5. 欢迎《在联合国世旅组织活动中防止骚扰（包括性骚扰）的行为守则》；
6. 鼓励成员国向本组织派遣借调官员，特别是考虑到本组织的需求不断增加而资源有限的情况；并
7. 决定选举下列成员国为 2026 年至 2027 两年度联合国世旅组织工作人员养恤金委员会成员：
 - (a) [成员 1] 和 [成员 2] 为正式成员；
 - (b) [成员 1] 和 [成员 2] 为候补成员。

¹ 本文件为决定草案，关于执委会最终通过的决定，请参考届会结束后发布的决定文件。

I. 报告简介及结构

1. 本报告全面回顾了截至 2026 年 3 月 1 日的联合国世旅组织内部人力资源状况，凸显了重要进展、挑战以及正在开展的举措。
2. 本组织在人力资源管理方面开展的各项举措和活动均在获批的资源及员工职位范围内落实，与本组织所制定的战略目标保持一致。
3. 本报告还在其附件 II 中载有关于工作人员养恤金委员会的相关信息。组成该委员会的正式成员及候补成员由全体大会、秘书长以及作为基金参与方的本组织官员从成员国中选出，符合《联合国合办工作人员养恤基金条例》第 6(c) 条的相关规定。
4. 2025 年 11 月，全体大会第二十六届会议通过了第 779 (XXVI) 号决议，注意到该届会议未收到关于 2026 年至 2027 两年度联合国世旅组织工作人员养恤金委员会的任何候选提名，决定将指认相关成员的工作委托给执委会第 126 届会议。

II. 联合国世旅组织的员工队伍

5. 截至 2026 年 3 月 1 日，联合国世旅组织工作人员总数为 264 人。全职人员²占工作人员总数的 35%，编外人员和及其他工作人员³占比 65%。
6. 从性别角度看，女性约占全职人员的 55%，男性约占 45%，该比例在不同职类有所不同。在辅助和其他人员类别，女性约占 59%，男性约占 41%。
7. 从整体地域代表性看，全职人员来自 39 个国家，服务合同持有者来自 41 个国家。有必要重申在保持能力、效率和诚信的最高标准并考虑到全职人员职位数量有限的同时，本组织致力于从尽可能广泛的地域范围征聘工作人员。
8. 本组织在其征聘战略中，继续优先考虑性别均等和平衡的地域代表性。
9. 作为对本报告的补充，本报告附件 I 提供了关于人力资源的工作人员概述，载有关于联合国世旅组织工作人员、性别比例和地域代表性的基本数据和指标。

III. 人力资源事项

10. 自向全体大会第二十六届会议提交关于人力资源事项的报告 (A/26/4(d) 号文件) 以来，发生了以下几项变化。

A. 人才吸引和职业发展

11. 在空缺通知发布后，通过竞争性筛选流程填补了以下全职工作人员职位⁴：
 - (a) 主任 (D.1)，美洲地区办事处主任 (UNWTO/HHRR/VAC/21/ROAM/2025)，巴西里约热内卢
- 任命巴西公民；
 - (b) 部门主任 (P.5)，国际发展与合作部 (UNWTO/HHRR/VAC/18/IDCD/2025)，西班牙马德里
- 任命尼日尔公民；

² 根据《工作人员条例和工作人员细则》在常规预算内或预算外资金下的固定任期或无限期的工作人员。

³ 根据本组织政策任命的其他人员或根据联合国开发署与联合国世旅组织之间的框架协议聘用的初级专业人员。

⁴ 本段所述的遴选程序已于上一任秘书长任期结束前完成，向执行委员会报告，以供参考。

- (c) 部门主任 (P.5)，创新、教育与投资部及附属成员和公私协作部 (UNWTO/HHRR/VAC/09/ROAM/2025)，巴西里约热内卢，任命巴西公民；
 - (d) 部门主任 (P.5)，机构关系、伙伴关系和宣传部 (UNWTO/HHRR/VAC/31/IRPA/2025)，西班牙马德里 - 任命乌兹别克斯坦公民；
 - (e) 高级方案助理 (G6)，总务部 (UNWTO/HHRR/VAC/19/GESE/2025)，西班牙马德里 - 任命西班牙公民；
 - (f) 高级方案助理 (G4)，市场情报、政策和竞争力部 (UNWTO/HHRR/VAC/28/MIPC/2025)，西班牙马德里 - 任命西班牙公民。
12. 本组织内的空缺职位持续接受审查，从而确保其在考虑预算限制的同时与本组织工作方案及战略优先事项保持一致。本组织致力于遵守《工作人员条例和细则》，推行促进透明性并遴选合格的候选人的征聘做法。

实习项目

13. 为提高年轻人的职业发展，本组织继续与教育机构建立多种伙伴关系，以支持联合国世旅组织的实习项目。需要强调的是，提供实习职位并不等于未来在本组织内就业的保证或权利。尽管如此，该项目为年轻人提供了深入了解本组织原则和任务的宝贵机会，其未来职业生涯可从中受益。
14. 联合国世旅组织还参加了联合国各实体青年 2030 记分卡的年度数据收集工作，该记分卡是一项战略规划、绩效衡量和问责工具，旨在了解联合国各实体在青年 2030 战略所描述的基础优先领域的表现，并依据青年人有意愿参与的原则，反映联合国各实体为青年和与青年一起开展的工作情况。

能力建设举措

15. 成员国对于本组织的能力建设举措持续保持兴趣，该举措使成员国的旅游专家和官员能够在特定时期内无偿参与秘书处的活动。这一安排通过谅解备忘录正式敲定。
16. 尤其鼓励成员国利用这一机会，特别为位于西班牙马德里的联合国世旅组织总部，位于沙特阿拉伯利雅得和位于巴西里约热内卢的联合国世旅组织地区办事处以及位于日本奈良的联合国世旅组织亚洲及太平洋地区支助办事处提供额外的人力资源。
17. 本组织与联合国开发署缔结的关于管理联合国全系统初级专业人员方案的协议继续在世旅组织成功落实。有兴趣的成员国可通过该框架协议为其青年专业人员的职位供资，助其在联合国世旅组织工作 1 至 3 年。

B. 性别、多元与包容

联合国全系统性别平等主流化和增强妇女权能行动计划

18. 本组织继续致力于实施联合国全系统性别平等主流化和增强妇女权能行动计划（联合国全系统行动计划）。该计划的问责机制由联合国系统行政首长协调理事会（首协会）设立，目前仍然有效。在联合国全系统行动计划 2.0 2018 年至 2025 周期结束之际，联合国世旅组织荣获“Small and Brave”（小而勇）奖项。该荣誉彰显了本组织在加强问责制、推动性别平等结果及所有妇女和女童赋权方面的强大伙伴关系、持久的承诺和极具意义的贡献，表明即便是在极为复杂敏感的环境中运作的小型实体，仍可取得有影响力的进展。在收到 2024 年和 2025 年联合国全系统行动计划报告的分析后，本组织的相关成果更新将于执委会未来会议上予以介绍。

联合国全系统性别平等仪表板

19. 此外，自 2021 年以来，本组织积极参与联合国全系统性别平等仪表板工作，支持本组织内及更广泛的联合国系统内提高透明度的相关努力。

联合国残疾包容战略（UNDIS）

20. 人力资源部参与为《联合国残疾人包容战略》提供相关信息的工作。该战略通过联合国工作的所有支柱为残疾包容工作的可持续并具有变革性的进展奠定基础，包括政策、问责框架以及用于评估联合国共同制度残疾人包容进展并加速推动变革的相关基准。联合国世旅组织每年对 15 项指标相关进展情况提交报告，包括领导力、战略规划、针对残疾的具体政策/战略、体制安排、与残障人士的磋商、无障碍环境、合理便利、评估、联合倡议、就业、工作人员能力建设以及传播沟通等等。

C. 工作与生活的平衡、健康与福祉

21. 联合国世旅组织继续每月参加联合国系统工作场所精神健康与福祉战略实施委员会相关会议。通过该框架，本组织参与制定全系统的主题举措，旨在促进联合国系统工作场所的精神健康与福祉。
22. 在相关举措中，人力资源部继续推进涉及多个事项的相关培训。培训课程由本组织的工作人员顾问负责提供，其职责仍聚焦于为工作人员安排社会心理支持服务，并为他们提供符合其具体需求的工具。这一职位对于促进本组织人员的社会心理健康仍然至关重要。
23. 与本组织关于保障其工作人员健康与福祉的承诺保持一致，人力资源部继续对联合国共同制度内关于健康议题及健康相关管理问题的最新动态进行监测，并广泛参考现有的最佳实践。

D. 学习和发展

24. 本组织继续致力于促进旨在提高工作人员技能的学习和发展活动。通过与主管人员和工作人员协会委员会协商进行全面培训需求评估，每年确定学习和发展的具体需要。
25. 所提供的培训继续覆盖多个领域，包括语言技能、计算机素养、项目管理、有效沟通、解决冲突、健康和福祉、多文化多样性和包容以及团队建设等等。接下来的一年中还将安排其它培训。
26. 2026 年将要求全体工作人员接受附加培训，尤其是在预防骚扰（包括性骚扰）以及防范性剥削和性虐待领域，与本组织将颁布的涉及相关主题的政策要求保持一致。

E. 政策制定

27. 关于预防歧视、骚扰行为（包括性骚扰）及滥用权力等的相关政策以及防范性剥削和性虐待专项措施相关政策的最终确定，再次表明本组织致力于营造一个安全、相互尊重和包容的工作环境。本组织对一切形式的骚扰保持零容忍态度，无论骚扰是由工作人员还是由外部当事方所实施，并将采取适当行动，确保这种行为得到迅速有效的处理。
28. 联合国系统各组织（包括联合国世旅组织）致力于为活动参与者营造包容、尊重和安全的环境。联合国系统的活动遵循最高道德和专业标准，所有参与者都应廉洁奉公，尊重所有出席或参与联合国系统任一活动的人员。2019 年，行政首长理事会制定了《在联合国系统活动中防止骚扰（包括性骚扰）的行为守则》范本，供各组织根据其政策和规章进行调整。
29. 《在联合国世旅组织活动中防止骚扰（包括性骚扰）的行为守则》载于本报告附件三。该《行为守则》适用于任何和所有联合国世旅组织活动——包括理事机构会议、大会、研讨会、展览、招待会、会外活动以及由联合国世旅组织全部或部分组织、主办或赞助的任何其他论坛（无论在何处举行），以及在联合国世旅组织场所内举行的任何活动或聚会（无论是否由联合国世旅组织组织、主办或赞助）——并适用于所有参与者，无论是以何种身份出席或参与其中。因此，本《行为守则》将在网上发布，并在可行的情况下，在举办联合国世旅组织活动的场所内张贴，以确保其得到最广泛的传播；并鼓励参与者阅读和理解本《行为守则》，并始终遵守其行为标准。

30. 若干项政策目前即将完成制定，包括征聘与选拔、绩效管理、特殊岗位津贴、固定期限任用转为长期任用、学习与发展、编外人员合同机制、性别平等与妇女赋权，以及多样性和反歧视措施方面的政策。与此同时，本组织认识到有必要进一步加强人力资源程序和有关决策的保障措施，包括明确的文件记录、透明度、通过适用程序审查例外情况，以及在法律要求时采取纠正措施。这项工作正在按照监督厅的相关建议进行，并作为更广泛审查本组织人力资源治理和问责机制安排的一部分。

与联合国全球人力资源服务中心（OneHR）的协议

31. 2025 年 12 月，根据内部监督事务厅（OIOS）对联合国世旅组织人力资源职能的审计建议，本组织与**联合国全球人力资源服务中心（OneHR 中心）**签署服务级别协议，旨在对职位描述进行分类（尤其是新设职位），并对潜在候选人开展背景调查（包括就业情况核查、学历认证及不当行为核查）。
32. OneHR 中心是由管理问题高级别委员会（HLCM/管理高委会）于 2017 年设立的机构间运作机制，旨在对联合国系统的人力资源流程予以简化、协调和现代化改造。因此，OneHR 中心是联合国通过创新提升全系统效率、支持各组织履行其全球职责的全面努力的支柱之一。

F. 联合国世旅组织人力资源管理职能审计

33. 如之前的人力资源报告所述，2023 年，联合国内部监督事务厅（OIOS）对联合国世旅组织的人力资源职能进行了审计（2023/086）。该项审计工作旨在评估联合国世旅组织内部有关人力资源管理的治理、风险管理和控制程序是否充分和有效。从 2020 年 1 月到 2023 年 5 月，审计工作对人力资源管理固有的风险领域进行了全面检查。
34. CE/126/7 号文件详细报告了监督事务厅审计报告 2023/086 所提建议的落实情况。联合国世旅组织正在跟进监督事务厅提出的十一（11）项建议，其中第 1、2、3、4 和 6 项建议已落实，其余建议预计将于 2026 年第三季度完成。
35. 实施相关建议需要一项细致且分阶段的战略，尤其是考虑到本组织在信息技术基础设施、财务和人力资源方面存在显著的局限性，而相关制约已影响到 2025 年 12 月 31 日预期截止日期前完成落实工作的能力。对截止日期加以调整将帮助本组织按照报告要求落实所有剩余建议。

G. 调查

36. 作为确保透明度并适应当前需要的持续努力的一部分，本组织参加了多项联合国全系统的调查和活动，特别是涉及预防和应对性剥削和性虐待行为的政策和实践、工作人员津贴使用、青年人才和早期职业生涯项目、工作人员福利与权益、征聘政策及实践、性别均等以及健康与福祉等领域。

马德里当地薪资调查

37. 联合国一般事务类工作人员受聘于其被征聘的同一工作地点，并按当地标准领取薪酬。共同制度的基本理念要求将相关工作人员薪酬与当地现行最佳服务薪资条件保持一致。
38. 薪金水平根据弗莱明原则予以确定。该原则规定当地征聘的工作人员的服务条件应反映当地类似工作的最佳现行工作条件。因此，当地薪资水平根据确定最佳现行工作条件的薪资调查予以确定。
39. 当地薪资调查约每 10 年进行一次，采用经国际公务员制度委员会（ICSC）批准的综合方法。在总部工作地点，国际公务员制度委员会负责开展薪资调查并提出薪资表建议，供相关组织最终批准。马德里作为总部工作地点，将于 2026 年秋季进行下一次薪资调查。联合国世旅组织作为该国的牵头机构正在协调成立当地薪资调查委员会（LSSC），从而支持该项工作，调查前的磋商工作将于 2026 年二季度启动。
40. 执委会将在未来会议上听取当地薪资调查的进展情况。

生活费用调查

41. 专业及以上职类的工作人员通过国际招聘产生，其薪酬依据全世界适用的薪金表计算。该薪金表由联合国大会根据国际公务员制度委员会（ICSC）的建议制定。专业及以上职类工作人员的薪酬主要由两部分组成：底薪或底薪和工作地点差价调整数，两者均以美元计价。工作地点差价调整数是一种生活费用调整，旨在保持所有工作地点的同等购买力。
42. 工作地点差价调整数适用于底薪，并由国际公务员制度委员会（ICSC）定期更新，以反映生活条件的变化。工作地点差价调整指数的更新大约每五年进行一次，通过生活费用（COL）调查来完成，该调查旨在收集总部工作地点的支出模式和价格变动信息。
43. 国际公务员制度委员会第 101 届会议决定启动 2026 年新一轮生活费用调查，将于 2026 年 6 月从纽约开始收集价格数据，随后于 2026 年第四季度在联合国共同制度所有总部工作地点以及华盛顿特区开展地点间基线调查。
44. 联合国世旅组织作为该国的牵头机构，正在协调成立当地调查委员会（LSC）以支持此项工作，该工作将于 2026 年第二季度开始进行调查前的磋商。
45. 执行委员会将在其今后的会议上获悉生活费用调查的进展情况。

H. 申诉管理

46. 内部申诉渠道遵循本组织《工作人员条例和细则》和适用政策运作。本组织没有工作人员提起任何内部申诉。



UN Tourism

Human Resources Statistics

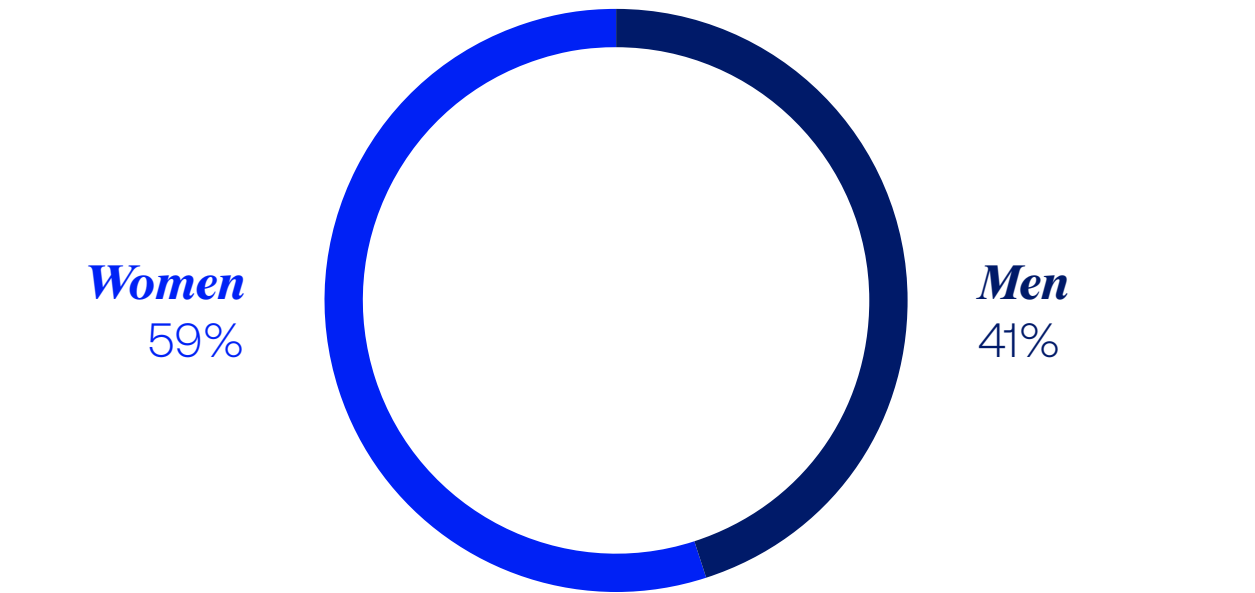
As of March 2026

Index

Workforce at a Glance as of 1 March 2026.....	3
Workforce Distribution by Department as of 1 March 2025, 1 August 2025 and 1 March 2026	4
Workforce Movement Between 1 August 2025 and 1 March 2026	6
Workforce Comparison by Year, from 2022 to 2026	7
Workforce Gender Parity, from 2022 to 2026.....	7
Core Workforce Distribution by Category and Nationality as of 1 March 2026	8
Affiliate Workforce Distribution by Nationality and Gender of 1 March 2026.....	9
Core Workforce and Affiliate Workforce Distribution by Region as of 1 March 2026	10
Core Workforce Distribution by Grade and Gender as of 1 March 2026.....	10
Gender Parity by Grade, from 2022 to 2026	11
Core Workforce Distribution by Age and Category as of 1 March 2026.....	12
Affiliate Workforce Distribution by Age as of 1 March 2026.....	12
Number of Recruitments, from 2022 to 2026	13
Number of Recruitments by Gender, from 2022 to 2026.....	13
Number of Recruitments by Region, from 2022 to 2026	14
Workforce Utilization of Flexible Working Arrangements (FWA) as of 1 March 2026	15
UN-SWAP Performance Indicators: Comparative Analysis of UN Tourism Results for 2023-2024	16

Workforce at a Glance as of 1 March 2026

As of **1 March 2026**, the UN Tourism workforce is comprised of **264 people**.



<i>Total Workforce</i>			<i>Men</i>		<i>Women</i>	
<i>Core Workforce</i>	Number	Percentage	Number	Percentage	Number	Percentage
Professional	60	23%	28	47%	32	53%
General Service	32	12%	13	41%	19	59%
TOTAL	92	35%	41	45%	51	55%

<i>Total Workforce</i>			<i>Men</i>		<i>Women</i>	
<i>Affiliate Workforce</i>	Number	Percentage	Number	Percentage	Number	Percentage
Junior Professional Officers	1	1%	1	100%	0	0%
Officials on Loan	3	2%	2	67%	1	33%
Special Advisers	2	1%	1	50%	1	50%
Service Contract	123	72%	45	37%	78	63%
Interns	11	6%	3	27%	8	73%
Experts	32	19%	18	56%	14	44%
TOTAL	172	65%	70	41%	102	59%

Workforce* Distribution by Department as of 1 March 2025, 1 August 2025 and 1 March 2026

*Special Advisers and Experts are not included.

Core Workforce		Affiliate Workforce							
		Professional	General Service	Junior Professional Officers (JPOs)	Officials on Loan	Service Contract	Interns		
Department	Year	Number, Percentage & Type of Contracts						Total Workforce	
Administration and Finance	Mar. 2025	0	1	0	0	1	0	2	1%
	Aug. 2025	0	1	0	0	1	0	2	1%
	Mar. 2026	0	1	0	0	1	0	2	1%
Affiliate Members and Public-Private Collaboration	Mar. 2025	1	1	0	0	6	1	9	4%
	Aug. 2025	1	1	0	0	6	0	8	3%
	Mar. 2026	1	1	0	0	7	0	9	4%
Budget and Finance	Mar. 2025	3	1	0	0	11	0	15	7%
	Mar. 2025	3	1	0	0	10	0	14	6%
	Mar. 2026	3	1	0	0	10	0	14	6%
Communications	Mar. 2025	1	1	0	0	5	0	7	3%
	Aug. 2025	1	1	0	0	5	1	9	4%
	Mar. 2026	1	1	0	0	4	0	6	3%
Conference Services	Mar. 2025	4	1	0	0	4	0	9	4%
	Aug. 2025	4	1	0	0	4	0	9	4%
	Mar. 2026	4	1	0	0	4	0	9	4%
Ethics, Culture and Social Responsibility	Mar. 2025	0	2	0	0	3	0	5	2%
	Aug. 2025	0	3	0	0	3	0	6	3%
	Mar. 2026	0	3	0	0	3	1	7	3%
Office of the Executive Director (1)	Mar. 2025	2	1	0	0	1	0	4	2%
	Aug. 2025	1	1	0	0	0	0	2	1%
	Mar. 2026	0	0	0	0	0	0	0	0%
Office of the Executive Director (2)	Mar. 2025	1	1	0	0	2	0	4	2%
	Aug. 2025	1	0	0	0	2	1	4	2%
	Mar. 2026	1	0	0	0	4	0	5	2%
Office of the Executive Director (3)	Mar. 2025	1	0	0	0	0	0	1	0%
	Aug. 2025	1	1	0	0	0	0	2	1%
	Mar. 2026	1	1	0	0	0	0	2	1%
General Services	Mar. 2025	0	3	0	0	7	0	10	5%
	Aug. 2025	0	3	0	0	6	0	9	4%
	Mar. 2026	0	4	0	0	6	0	10	4%
Human Resources	Mar. 2025	1	1	0	0	6	0	8	4%
	Aug. 2025	1	1	0	0	8	0	10	4%
	Mar. 2026	1	1	0	0	8	1	11	5%
Information and Communication Technology	Mar. 2025	1	3	0	0	4	0	8	4%
	Aug. 2025	1	3	0	0	3	1	8	4%
	Mar. 2026	1	3	0	0	4	0	8	3%

Core Workforce		Affiliate Workforce							
		Professional	General Service	Junior Professional Officers (JPOs)	Officials on Loan	Service Contract	Interns		
Department	Year	Number, Percentage & Type of Contracts						Total Workforce	
Innovation, Education and Investments	Mar. 2025	5	0	0	0	15	0	20	9%
	Aug. 2025	3	0	0	0	13	0	16	7%
	Mar. 2026	3	0	0	0	8	1	12	5%
Institutional Relations, Partnerships and Advocacy	Mar. 2025	3	0	0	0	2	1	6	3%
	Aug. 2025	4	0	0	0	2	2	8	3%
	Mar. 2026	4	0	0	0	3	0	7	3%
Office of Legal Affairs and International Standards	Mar. 2025	3	0	0	0	6	0	9	4%
	Aug. 2025	3	0	0	0	5	0	8	3%
	Mar. 2026	3	0	0	0	5	0	8	3%
Office of the Secretary-General	Mar. 2025	5	3	0	0	5	0	13	6%
	Aug. 2025	5	2	0	0	6	0	13	5%
	Mar. 2026	6	2	0	0	4	0	12	5%
Regional Department for Africa	Mar. 2025	4	0	0	0	4	0	8	3%
	Aug. 2025	4	0	0	0	4	0	8	3%
	Mar. 2026	2	0	0	0	4	0	6	3%
Regional Department for Asia and the Pacific	Mar. 2025	4	0	0	2	2	2	10	4%
	Aug. 2025	4	0	0	2	2	3	11	5%
	Mar. 2026	4	0	1	1	2	0	8	3%
Regional Department for Europe	Mar. 2025	3	0	0	1	4	0	8	4%
	Aug. 2025	2	0	0	1	4	2	8	3%
	Mar. 2026	2	0	0	0	3	1	6	3%
Regional Department for the Americas	Mar. 2025	1	2	0	0	1	0	4	2%
	Aug. 2025	1	2	0	0	1	0	4	2%
	Mar. 2026	0	2	0	0	2	4	8	3%
Regional Department for the Middle East	Mar. 2025	1	1	0	0	2	0	4	2%
	Aug. 2025	1	1	0	0	2	0	4	2%
	Mar. 2026	1	1	0	0	2	0	4	2%
Regional Office for the Americas	Mar. 2025	1	0	0	0	0	0	1	0%
	Aug. 2025	1	0	0	0	1	0	2	1%
	Mar. 2026	2	0	0	0	4	0	6	3%
Regional Office for the Middle East	Mar. 2025	4	1	0	0	19	0	24	11%
	Aug. 2025	5	1	0	0	18	3	26	11%
	Mar. 2026	5	1	0	0	22	3	28	12%
Security	Mar. 2025	1	0	0	0	0	0	1	0%
	Aug. 2025	1	0	0	0	0	0	1	0%
	Mar. 2026	1	0	0	0	0	0	1	0%
Statistics, Standards and Data	Mar. 2025	2	2	0	0	2	2	8	4%
	Aug. 2025	2	2	0	0	3	1	9	4%
	Mar. 2026	2	2	0	0	2	0	6	3%
Sustainable Tourism and Resilience	Mar. 2025	3	1	0	1	1	0	6	3%
	Aug. 2025	4	1	0	1	0	1	7	3%
	Mar. 2026	4	1	0	1	0	0	6	3%

Core Workforce		Affiliate Workforce							
		Professional	General Service	Junior Professional Officers (JPOs)	Officials on Loan	Service Contract	Interns		
Department	Year	Number, Percentage & Type of Contracts						Total Workforce	
International Development and Cooperation	Mar. 2025	3	2	0	0	4	1	10	5%
	Aug. 2025	1	2	0	0	3	4	10	4%
	Mar. 2026	3	2	0	0	4	1	10	4%
Market Intelligence, Policies and Competitiveness	Mar. 2025	5	3	0	2	12	0	22	11%
	Aug. 2025	4	3	0	2	7	1	18	8%
	Mar. 2026	4	4	0	1	7	2	18	8%
UN Liason Office in Geneva	Aug. 2025	1	0	0	0	0	0	1	0%
	Mar. 2026	0	0	0	0	0	0	0	0%
Regional Support Office for Asia and the Pacific	Aug. 2025	1	0	0	0	0	0	1	0%
	Mar. 2026	1	0	0	0	0	0	1	0%
Total	Mar. 2025	59	30	0	6	113	7	215	100%
	Aug. 2025	61	31	1	6	119	18	238	100%
	Mar. 2026	60	32	1	3	123	11	230	100%

(*) Pursuant to an internal policy issued on 7 February 2025 regarding the roles, responsibilities, reporting lines, and coordination mechanisms for UN Tourism Regional Offices, and unless otherwise specified, personnel assigned to Regional Offices shall adhere to a dual reporting structure: (a) an operational reporting line to the Director of the respective Regional Office, which encompasses day-to-day management, task execution, and the timely delivery of results in accordance with the Office's mandate; and (b) a functional reporting line to the relevant supervisor at Headquarters, which pertains to technical guidance, professional development, and alignment with the Organization's policies, strategic objectives, and technical standards. In accordance with this policy, the personnel figures for March 2025 for the Regional Office for the Middle East have been updated accordingly.

Workforce* Movement Between 1 August 2025 and 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included.

	Professional	General Services	Service Contract
Appointment	4	2	15
Retirement	1	1	0
Inter-Agency Transfer or Secondment	0	0	0
Separation	2	0	7
Promotion within Category	1	0	0
Promotion from General Services to Professional	0	0	0

Workforce* Comparison by Year, from 2022 to 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included
As of 31 December.

	2022	2023	1 April 2024	1 August 2024	1 March 2025	1 August 2025	1 March 2026
Professional	54	57	55	58	59	61	60
General Service	38	32	30	30	30	31	32
Service Contract	89	96	105	112	113	119	123

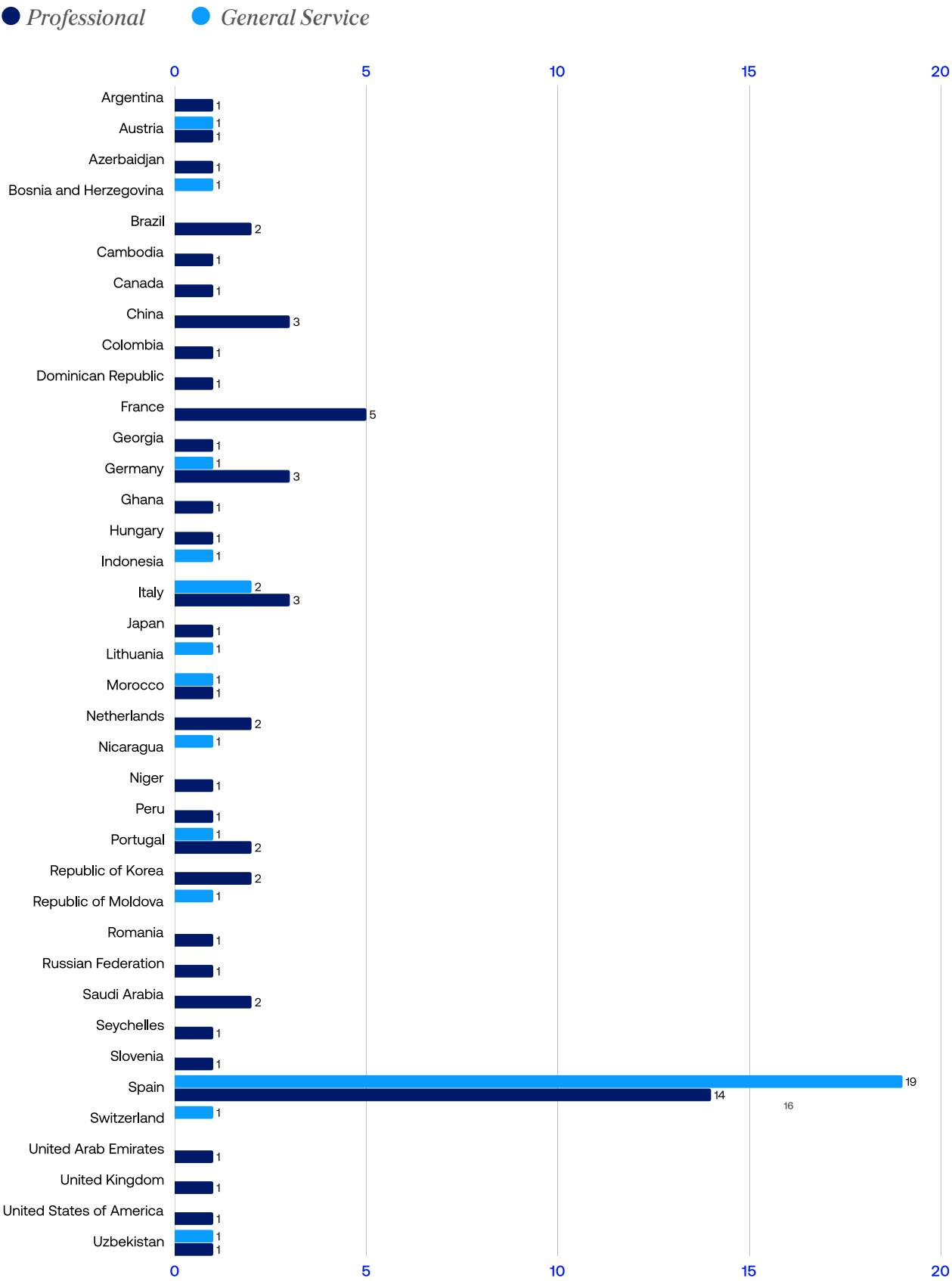
Workforce* Gender Parity, from 2022 to 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included.
As of 31 December.

● *Men* ● *Women*

	2022	2023	1 Apr. 2024	1 Aug. 2024	1 Mar. 2025	1 Aug. 2025	1 Mar. 2026
Professional	27	27	25	27	27	29	28
	27	30	30	31	32	32	32
General Service	13	11	11	12	12	12	13
	25	21	19	18	18	19	19
Service Contract	36	35	40	41	44	47	45
	53	61	65	71	69	72	78

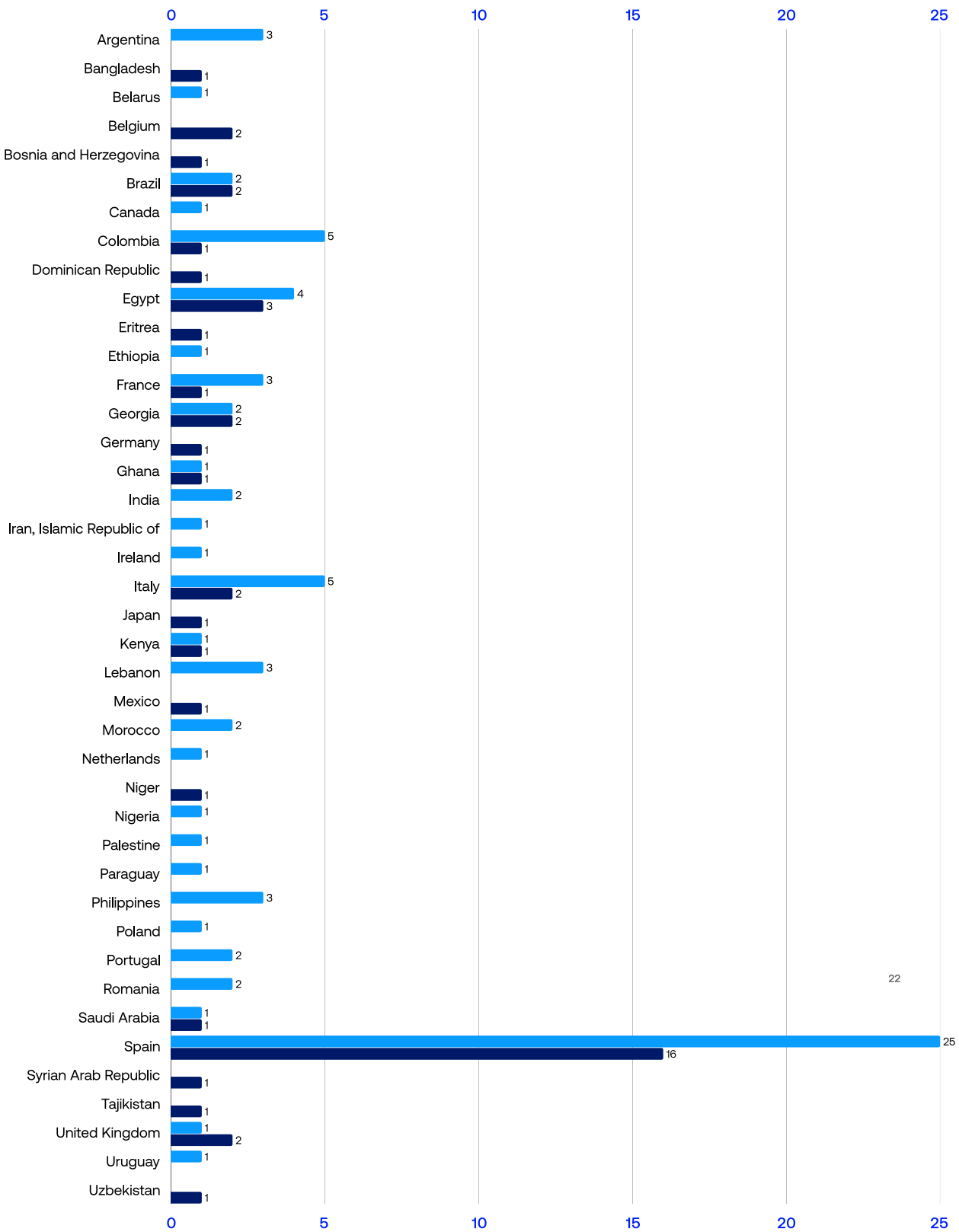
Core Workforce Distribution by Category and Nationality as of 1 March 2026



Affiliate Workforce* Distribution by Nationality and Gender of 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included

Men Women



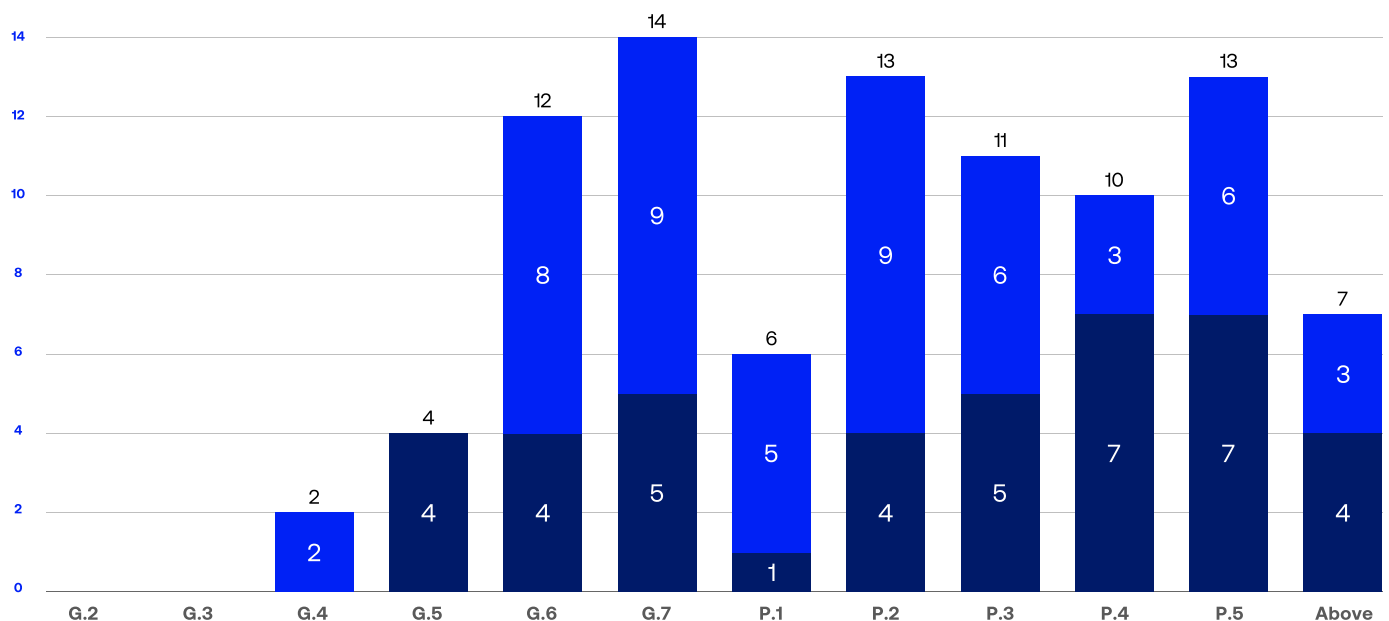
Core Workforce and Affiliate Workforce* Distribution by Region as of 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included

	<i>Africa</i>	<i>Americas</i>	<i>Asia and the Pacific</i>	<i>Europe</i>	<i>Middle East</i>	<i>Total</i>
Professional	4	8	7	38	3	60
General Services	1	1	1	29	0	32
Service Contract	17	21	13	64	8	123

Core Workforce Distribution by Grade and Gender as of 1 March 2026

● *Men* ● *Women*

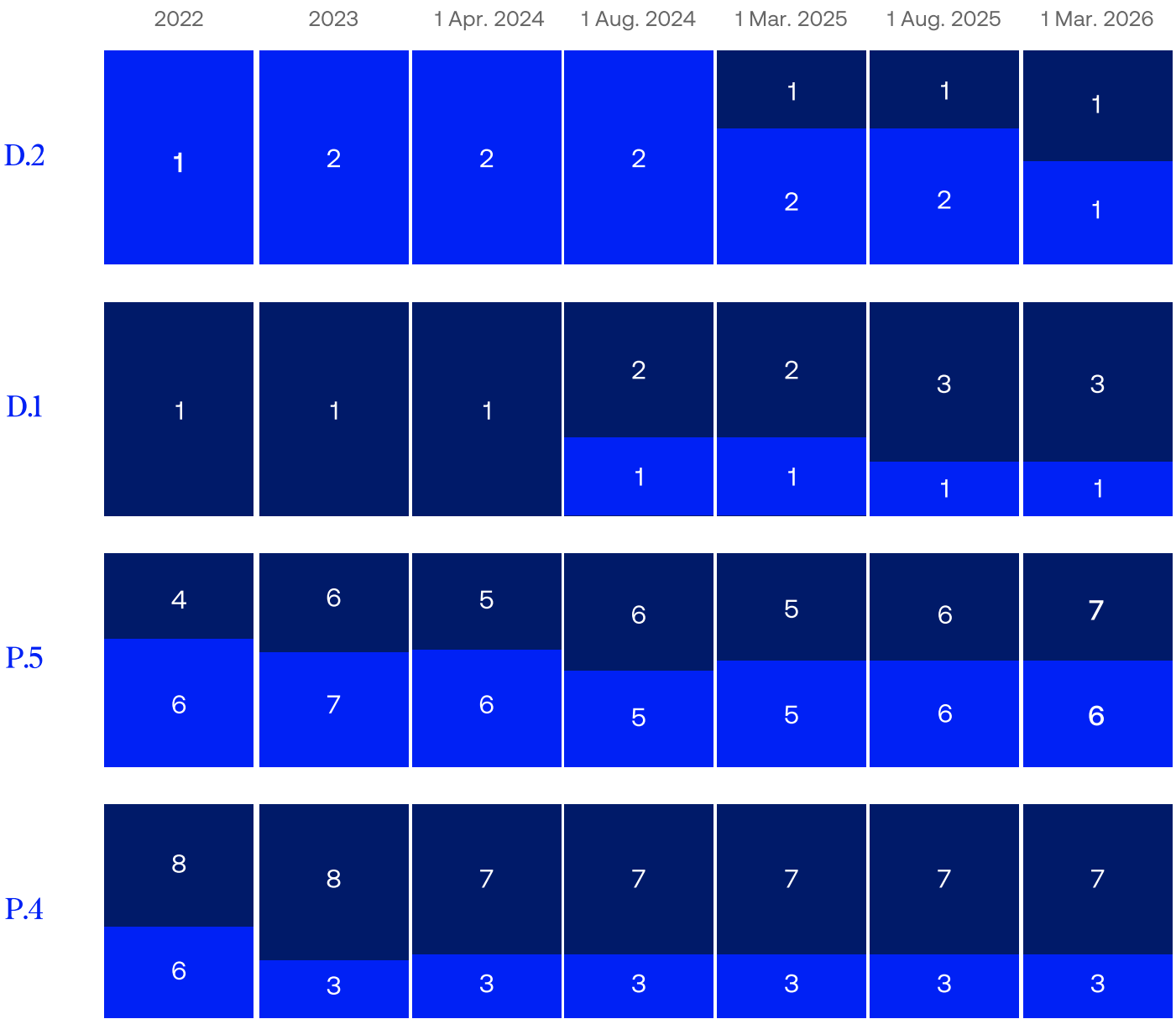


Gender Parity by Grade*, from 2022 to 2026

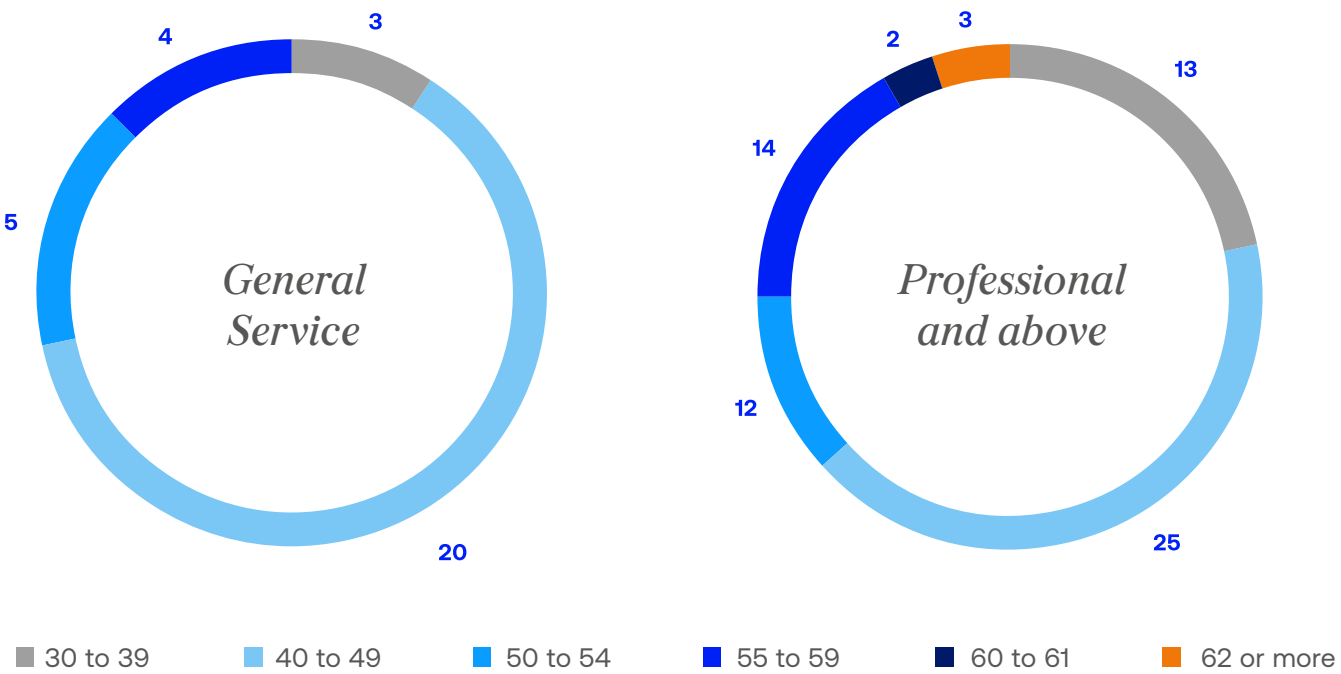
*Only grades from P.4 to D.2 are included

As of 31 December

● Men ● Women

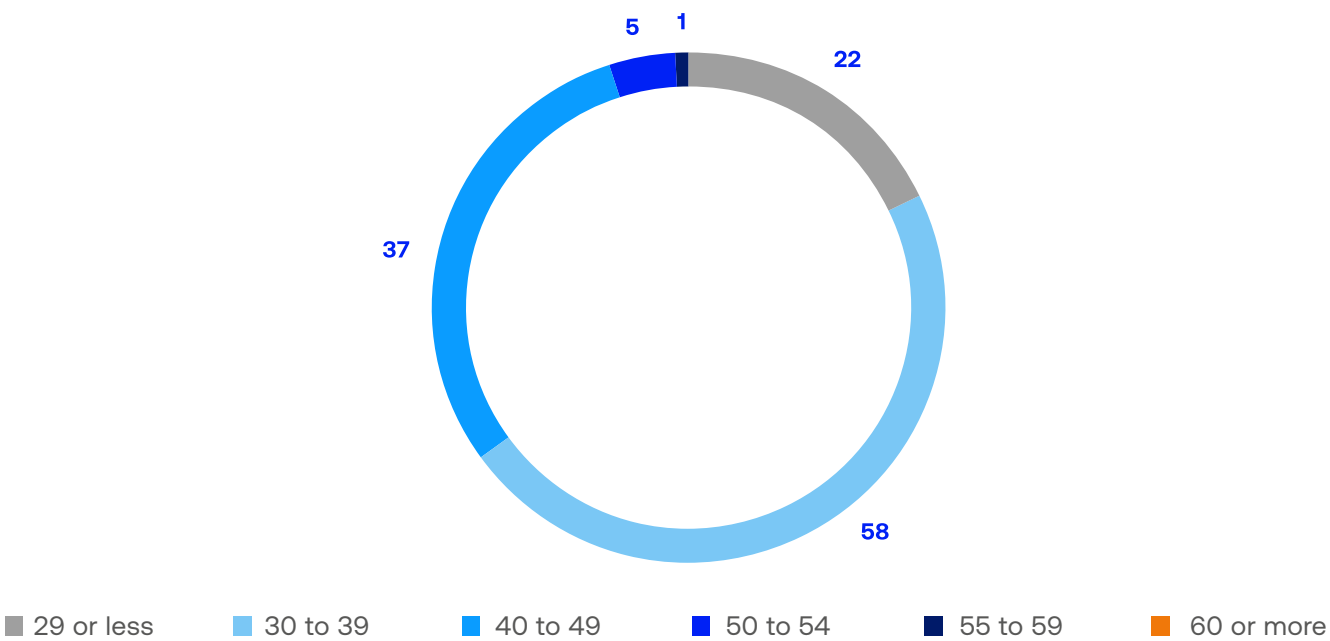


Core Workforce Distribution by Age and Category as of 1 March 2026



Affiliate Workforce* Distribution by Age as of 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included.



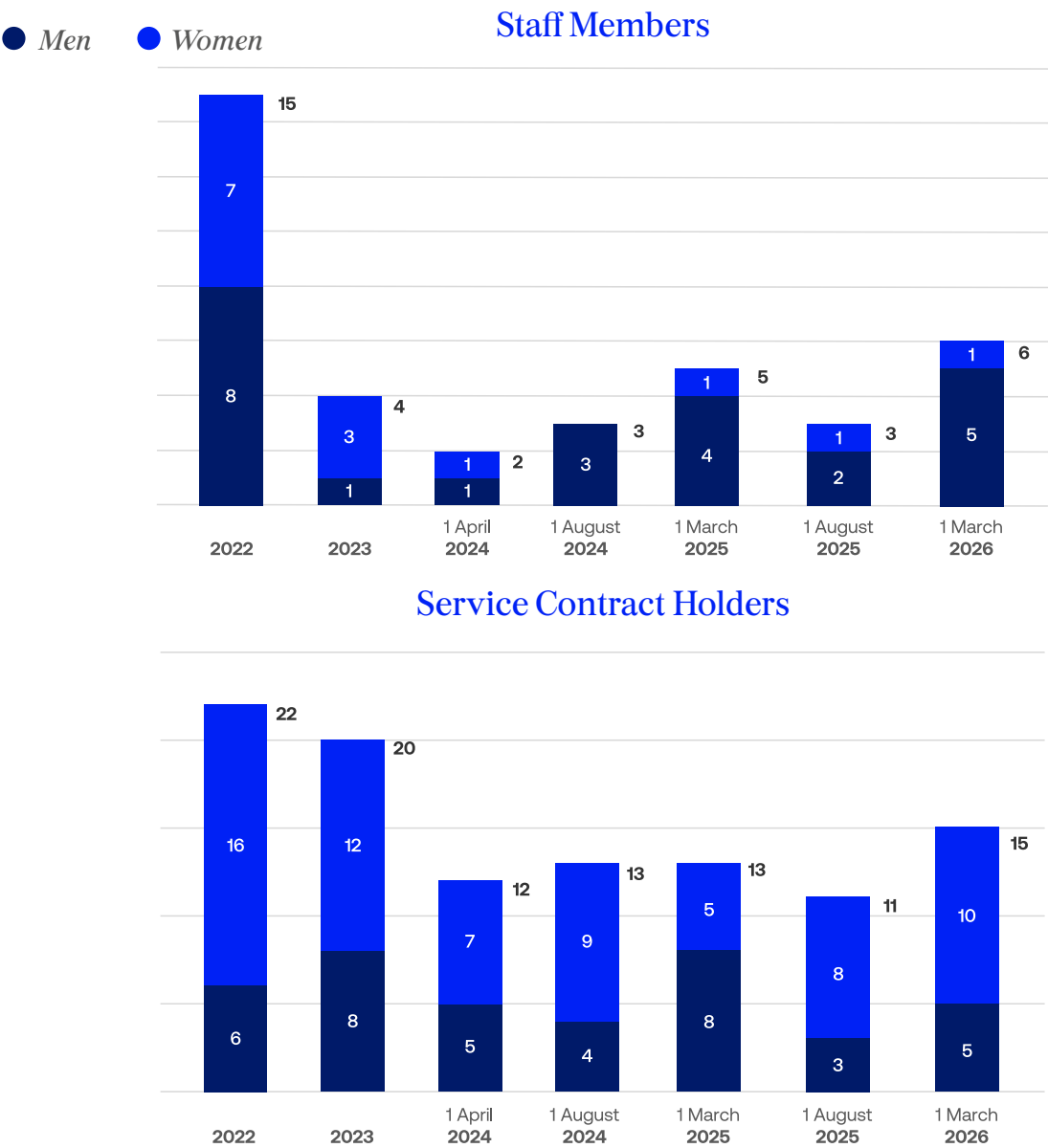
Number of Recruitments, from 2022 to 2026*

*From 2022 to 2023, as of 31 December.

	2022	2023	1 April 2024	1 August 2024	1 March 2025	1 August 2025	1 March 2026
Professional and Above	11	4	2	2	4	2	4
General Service	4	0	0	1	1	1	2
Service Contract	22	20	12	13	13	11	15
Total	37	24	14	16	18	14	21

Number of Recruitments by Gender, from 2022 to 2026*

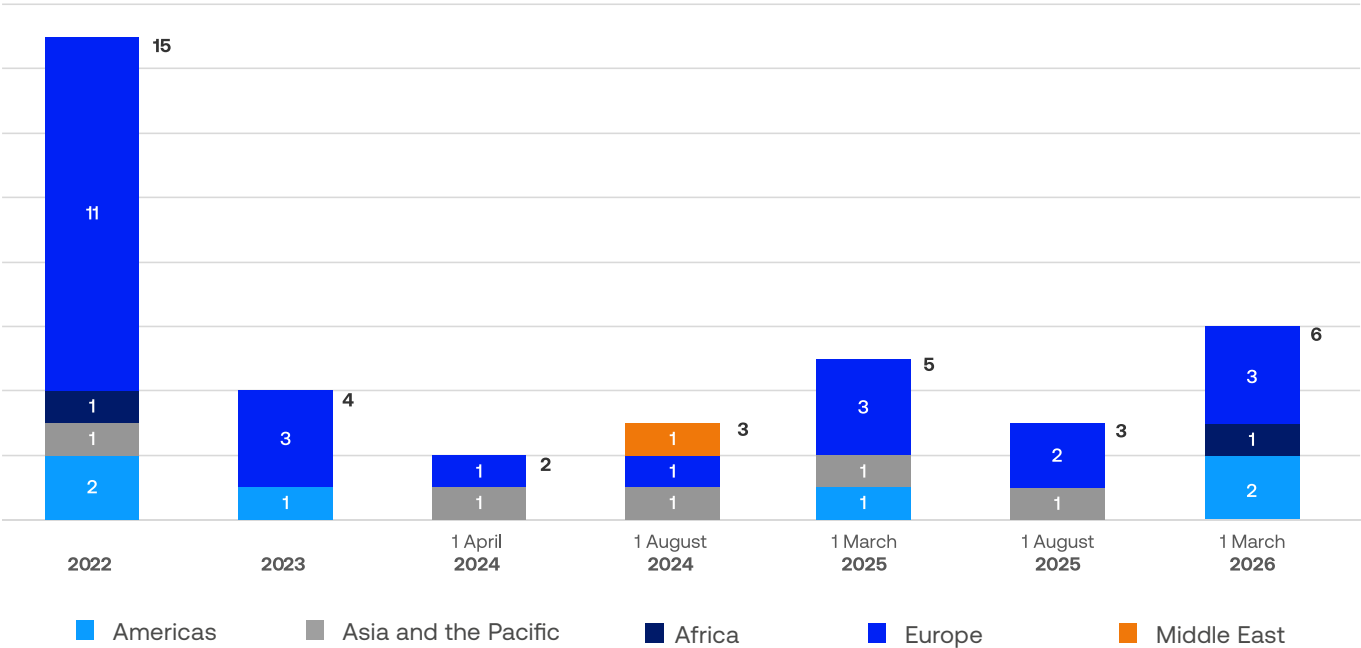
*From 2022 to 2023, as of 31 December.



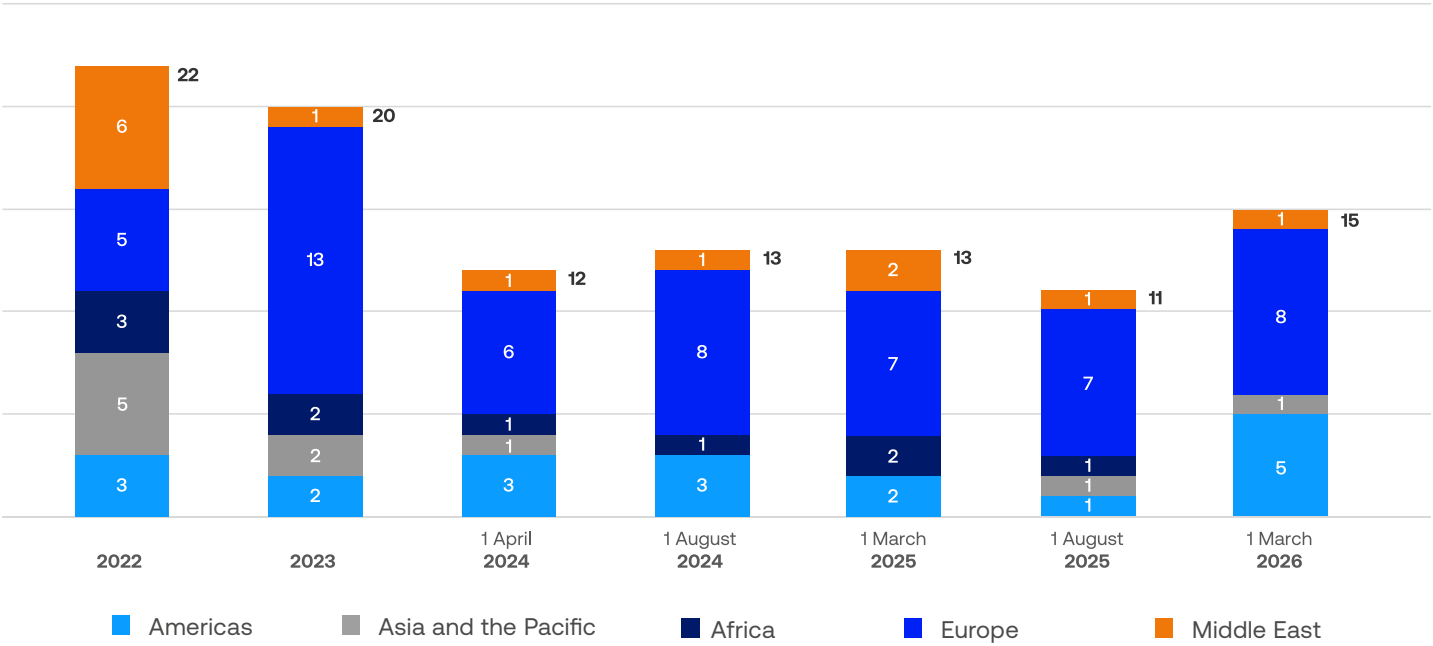
Number of Recruitments by Region, from 2022 to 2026*

*From 2022 to 2023, as of 31 December

Staff Members



Service Contract Holders



Workforce* Utilization of Flexible Working Arrangements (FWA) as of 1 March 2026

*Special Advisers and Experts are not included

	Number	% of eligible workforce as at 1 March 2026
<i>Eligible workforce as at 1 March 2026</i>	231	100%
<i>Workforce utilizing telecommuting within the duty station since FWA implementation</i>	163	70%
<i>Workforce utilizing telecommuting outside the duty station since FWA implementation</i>	149	64%

UN-SWAP Performance Indicators: Comparative Analysis of UN Tourism Results for 2023–2024

	Year	Not Applicable	Missing	Approaches requirements	Meets requirements	Exceeds requirements
PII7 Coherence	2023	○	○	○	●	○
	2024	○	○	○	●	○
PII6 Knowledge and Communication	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII5 Capacity Development	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII4 Capacity Assessment	2023	○	●	○	○	○
	2024	○	●	○	○	○
PII3 Organizational culture	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII2 Equal representation of women	2023	○	●	○	○	○
	2024	○	○	○	●	○
PII1 Gender Architecture	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII0 Financial Resource Allocation	2023	○	●	○	○	○
	2024	○	●	○	○	○
PI9 Financial Resource Tracking	2023	○	●	○	○	○
	2024	○	●	○	○	○
PI8 Gender-responsive performance management	2023	○	○	●	○	○
	2024	○	○	●	○	○
PI7 Leadership	2023	○	○	●	○	○
	2024	○	○	●	○	○
PI6 Policy	2023	○	○	●	○	○
	2024	○	○	●	○	○
PI5 Audit	2023	●	○	○	○	○
	2024	●	○	○	○	○
PI4 Evaluation	2023	●	○	○	○	○
	2024	●	○	○	○	○
PI3 Programmatic SDG Results	2023	●	○	○	○	○
	2024	●	○	○	○	○
PI2 Reporting on SDG Results	2023	○	○	○	●	○
	2024	○	○	○	●	○
PI1 Strategic Planning SDG Results	2023	○	○	○	○	●
	2024	○	○	○	○	●

Annex II: Election of the members of the UN Tourism Staff Pension Committee for 2026-2027

A. Introduction

1. The first Staff Pension Committee of the Organization was established for the period 1996-1997, in accordance with Article 6 (c) of the Regulations of the United Nations Joint Staff Pension Fund. On the basis of a decision taken by the Executive Council at its fifty-third session, later ratified by the General Assembly at its twelfth session (A/RES/363(XII)), the following countries were designated as representatives of the Member States: Spain and India as Members, and Argentina and Côte d'Ivoire as Alternate Members. The General Assembly also decided in said resolution to re-elect those members and alternate members for a further period of two years.
2. The General Assembly, in its succeeding sessions and taking into account the willingness of these four countries to continue serving on the Staff Pension Committee, decided to re-elect them as representatives of the Member States to the Staff Pension Committee. (General Assembly resolutions A/RES/403(XIII), A/RES/435(XIV), and A/RES/465(XV)).
3. At its sixteenth, seventeenth, eighteenth, nineteenth, twentieth, twenty-first, and twenty-second sessions, the General Assembly, decided to re-elect Argentina and Spain for the periods 2006-2007, 2008-2009, 2010-2011, 2012-2013, 2014-2015, 2016-2017 and 2018-2019 (A/RES/499(XVI), A/RES/520(XVII), A/RES/568(XVIII), A/RES/597(XIX), A/RES/626(XX), A/RES/660(XXI) and A/RES/692(XXII) respectively). There were no candidates to alternate membership.
4. At its twenty-third session, the General Assembly decided to elect India and Spain for the period 2020-2021 (A/RES/718(XXIII)). No members were elected for the period 2022-2023 or 2024-2025.

B. Candidatures for the UN Tourism Staff Pension Committee for 2026-2027

5. At its twenty-sixth session in November 2025, the General Assembly, through resolution A/RES/779 (XXVI), noting that no candidatures for the UN Tourism Staff Pension Committee for the biennium 2026-2027 had been received at that session, decided to delegate the designation of its members to the Executive Council at its 126th session.
6. The Executive Council is therefore invited to deliberate on this issue and to elect two full and two alternate members of this Committee for the period 2026-2027.
7. In this regard, any Member State wishing to present its candidature to the UN Tourism Staff Pension Committee may do so in writing to the Secretary-General. The deadline for the submission of candidatures will remain open until the corresponding agenda item is discussed at the Executive Council.
8. To date, **no candidatures have been received** for the positions of full and alternate membership. Member States are therefore encouraged to consider submitting their candidatures so that the Executive Council may proceed with the election of the four required representatives.



UN Tourism

Code of Conduct

**To Prevent Harassment,
Including Sexual Harassment,
and Abuse of Authority
at UN Tourism Events**



UN Tourism
Zero Tolerance
to Harassment

Purpose

The World Tourism Organization (UN Tourism) is committed to enabling events at which everyone can participate in an inclusive, respectful and safe environment.

UN Tourism events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved with any UN Tourism event.

Applicability

The Code of Conduct applies to all UN Tourism events, which shall include meetings, conferences and symposia, assemblies, receptions, scientific and technical events, expert meetings, workshops, exhibits, side events and any other forum organized, hosted or sponsored in whole or in part by UN Tourism wherever it takes place, and any event or gathering that takes place on UN Tourism premises whether or not UN Tourism is organizing, hosting or sponsoring.

The Code of Conduct applies to all participants at a UN Tourism event, that is, all persons attending (regardless of whether in person or virtually) or involved in any capacity in a UN Tourism event, including in its set up or delivery.

UN Tourism commits to implement the Code of Conduct.

The Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect, the application of other relevant policies, regulations, rules and laws, including laws regulating the premises

in which a UN Tourism event takes place and any applicable host country agreements.

Prohibited conduct

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited at UN Tourism events.

Sexual harassment is a specific type of prohibited conduct. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation. Sexual harassment may involve any conduct of a verbal, non-verbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

Examples of sexual harassment include, but are not limited to:

1. Making derogatory or demeaning comments about someone's sexual orientation or gender identity.
2. Name-calling or using slurs with a gender/sexual connotation.
3. Making sexual comments about appearance, clothing or body parts.
4. Rating a person's sexuality.
5. Repeatedly asking a person for dates or asking for sex.
6. Staring in a sexually suggestive manner.
7. Unwelcome touching, including pinching, patting, rubbing or

purposefully brushing up against a person.

8. Making inappropriate sexual gestures, such as pelvic thrusts.
9. Sharing sexual or lewd anecdotes or jokes.
10. Sending sexually suggestive communications in any format.
11. Sharing or displaying sexually inappropriate images or videos in any format.
12. Attempted or actual sexual assault, including rape.

Abuse of authority is the improper use of a position of influence, power or authority against another person, including conduct that pressures, coerces, intimidates or threatens another person in connection with participation in the event (for example, leveraging professional influence over speaking opportunities, visibility, access, networking or event-related opportunities).

Reporting and response (Complaint process)

A participant who feels that they have been harassed at a UN Tourism event may report the matter to the UN Tourism event organizer or relevant security authority. A participant who witnesses such harassment should report it immediately. Reports can be made to the UN Tourism Ethics Officer through the email hotline ethicsofficer@untourism.int¹. Such reporting shall have no effect on any applicable rules and procedures that may apply to UN Tourism and its personnel.

¹ The UN Tourism Ethics Officer email hotline provides a safe and independent way to report concerns about issues involving UN Tourism. Reports can be made confidentially or anonymously.

UN Tourism will be expected to take appropriate action in accordance with its applicable policies, regulations and rules. Examples of such action may include, but are not limited to:

1. Undertaking a fact-finding exercise in relation to the offending behaviour.
2. Suspending or terminating the offender's access and registration to the UN Tourism event and future events².
3. Conveying the complaint to any investigative or disciplinary authority with jurisdiction over the offender(s).
4. Conveying a report to the employer or entity with jurisdiction over the offender(s) for appropriate follow-up action.

In addition, UN Tourism personnel shall be subject to any applicable regulations, rules and procedures. The UN Tourism Secretariat will take appropriate action in accordance with its applicable regulations, rules and policies.

The victim of alleged harassment may also seek help from other relevant authorities, such as the local police, bearing in mind the applicable legal framework.

Reports should be made in good faith. A participant should never knowingly make a false or misleading claim about prohibited conduct.

² In the case of a delegate, in consultation with the head of delegation, where appropriate.

Prohibition of retaliation

Threats, intimidation or any other form of retaliation against a participant who has made a report or provided information in

support of a complaint are prohibited. UN Tourism will take reasonable and appropriate measures to prevent and respond to retaliation, in accordance with its applicable policies, regulations and rules.



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