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Agenda item 10
Human resources report

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**Foreword by the Secretary-General**

The present report covers a reporting period ending on 1 March 2026, shortly after the commencement of my mandate on 1 January 2026. A number of human resources actions described in this report, in particular recruitment, selection and appointment processes concluded prior to that date, were initiated and finalized under my predecessor.

These elements are presented for the information of the Executive Council, in accordance with the Organization's reporting practice. As Secretary-General, I am committed to ensuring that human resources processes are conducted in a manner that reflects the highest standards of integrity, transparency and accountability, and is fully consistent with the Staff Regulations and Rules. Since assuming office, I have focused on strengthening human resources governance arrangements, with particular attention to clear documentation, appropriate oversight and consistency in the application of the Staff Regulations and Rules. The Secretariat remains committed to respecting due process, confidentiality, the rights of staff members and the principles of good administration.

Executive summary

This report provides a comprehensive review of the human resources situation within UN Tourism as of 1 March 2026, outlining progress, challenges, and reforms in line with the Organization's strategic objectives. As of the reporting date, the workforce totals 264 members of personnel, of whom 35% are staff members and 65% affiliate or other categories. Women account for 55% of staff and 59% of affiliate personnel, with representation drawn from 39 and 41 nationalities respectively. The Organization continues to prioritize gender parity, balanced geographical representation, and recruitment from as wide a base as possible, while maintaining high standards of competence and integrity.

Since the last reporting period, various recruitment processes were concluded. Talent development remains a priority, through the engagement with early talent programmes through the UN Tourism Internship Programme, participation in the UN-wide Junior Professional Officer framework, and internally by providing a range of training opportunities covering technical and managerial skills, and well-being as the Organization continues to prioritize work-life balance and staff welfare.

Gender mainstreaming, diversity and inclusion remain central to the work of the Organization. Alongside others, these themes continue to inform the work in respect to policy development in the Organization, which remains a key area of focus. Within the resource constraints available, work is being finalized on policies on the prevention of harassment, protection from sexual exploitation and abuse, recruitment and selection, performance management, and diversity, alongside a review of affiliate personnel policies, among others.

Collectively, these developments demonstrate the Organization's continued commitment to fostering a professional, inclusive, and accountable workforce that supports its mandate and strategic vision.

The report also provides information on the election of members of the Staff Pension Committee for 2026-2027, which the General Assembly, at its twenty-sixth session, decided to delegate to this session of the Executive Council. 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.

The report also provides the UN Tourism Code of Conduct to Prevent Harassment, Including Sexual Harassment at UN Tourism Events that applies to all UN Tourism events and participants, and which will be made available online and at event venues to promote awareness and compliance with its standards of conduct.

DRAFT DECISION¹

Agenda item 10
Human resources report
(document CE/126/10)

The Executive Council,

Having examined the report,

1. Takes note of the information provided in the human resources report;
2. *Acknowledges* the work carried out by the personnel of the Organization in service of its mandate, particularly in view of the rising demands placed on the Organization and its limited resources;
3. *Notes* that a number of matters described in the report relate to actions initiated or concluded before the commencement of the mandate of the current Secretary-General, and that the Secretary-General will report, as appropriate, on institutional developments concerning human resources governance and accountability at a future session of the Council, in accordance with the applicable rules;
4. *Encourages* Member States to send concrete proposals to the Organization for the financing of Junior Professional Officers;
5. *Welcomes* the the Code of Conduct to Prevent Harassment, Including Sexual Harassment, at UN Tourism Events;
6. *Encourages* Member States to send to the Organization, Officials on Loan, especially in view of the rising demands of the Organization with its limited resources; and
7. *Decides* to elect the following Member States to the UN Tourism Staff Pension Committee for the biennium 2026-2027:
 - (a) [MEMBER1] and [MEMBER2] as full members;
 - (b) [MEMBER1] and [MEMBER2] as alternate members.

¹ This is a draft decision. For the final decision adopted by the Executive Council, please refer to the Decisions document issued at the end of the session.

I. Introduction and structure of the report

1. This report provides a comprehensive review of the human resources situation within UN Tourism as of 1 March 2026, highlighting key developments, challenges, and ongoing initiatives.
2. The initiatives and activities undertaken by the Organization in respect to Human Resource Management are being delivered within the approved resources and staff positions, aligning with strategic objectives outlined for the Organization.
3. This report also contains information on the Staff Pension Committee as Annex II. The Committee is composed of members and alternate members chosen by the General Assembly from among the Member States, by the Secretary-General and by the officials of the Organization who are participants of the Fund, in accordance with Article 6(c) of the Regulations of the United Nations Joint Staff Pension Fund.
4. At its twenty-sixth session in November 2025, the General Assembly, through resolution 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.

II. UN Tourism workforce

5. As of 1 March 2026, the total workforce of UN Tourism stands at 264. Staff members² represent 35% of the total workforce, while affiliate personnel and other workforce³ constitute 65%.
6. From a gender perspective, women represent approximately 55% of the staff, while men represent approximately 45%, with this representation varying across categories. In the affiliate and other workforce category, women represent approximately 59%, while men represent approximately 41%.
7. From an overall geographical representation perspective, 39 nationalities are represented among the staff, and 41 nationalities are represented among the service contract holders. It is important to reiterate the Organization's commitment to recruiting staff from as wide a geographical basis as possible, while maintaining the highest standards of competence, efficiency and integrity, and taking into account the limited number of staff positions.
8. The Organization continues to prioritize gender parity and balanced geographical representation in its recruitment strategies.
9. Complementing the report is a workforce overview of human resources, containing essential data and metrics regarding UN Tourism's workforce, gender distribution, and geographical representation, provided as Annex I to the present report.

III. Human resources matters

10. Since its previous reports on human resources matters addressed to the twenty-sixth session of the General Assembly (document [A/26/4\(d\)](#)), several developments have taken place, as indicated below.

A. Talent acquisition and career development

11. Following the issuance of vacancy announcements, the following staff positions have been filled through competitive selection⁴:

² Staff holding a fixed-term or indeterminate-duration appointment on the regular budget or extra-budgetary funds, under the Staff Regulations and Rules.

³ Other personnel holding an appointment under the policies of the Organization or Junior Professional Officers hired under the framework agreement between UNDP and UN Tourism.

⁴ Selections referred to in this paragraph were concluded before the end of the mandate of the previous Secretary-General and are reported to the Executive Council for information

- (a) Director (D.1), Regional Office for the Americas (UNWTO/HHRR/VAC/21/ROAM/2025), Rio de Janeiro, Brazil – appointed national from Brazil;
 - (b) Director (P.5), International Development and Cooperation Department (UNWTO/HHRR/VAC/18/IDCD/2025), Madrid, Spain – appointed national from Niger;
 - (c) Director (P.5), Innovation, Education and Investments Department and Affiliate Members and Public-Private Collaboration Department (UNWTO/HHRR/VAC/09/ROAM/2025), Rio de Janeiro, Brazil – appointed national from Brazil;
 - (d) Director (P.5), Institutional Relations, Partnerships and Advocacy Department (UNWTO/HHRR/VAC/31/IRPA/2025), Madrid, Spain – appointed national from Uzbekistan;
 - (e) Senior Programme Assistant (G6), General Services Department (UNWTO/HHRR/VAC/19/GESE/2025), Madrid, Spain – appointed national from Spain;
 - (f) Senior Programme Assistant (G4), Market Intelligence, Policies and Competitiveness (UNWTO/HHRR/VAC/28/MIPC/2025), Madrid, Spain – appointed national from Spain.
12. Vacant positions within the Organization are continuously under review to ensure alignment with the Organization's Programme of Work and strategic priorities taking into account budgetary constraints. The Organization is committed to recruitment practices that promote transparency and the selection of qualified candidates, in line with the Staff Regulations and Rules.

Internship programmes

- 13. To enhance the professional growth of young individuals, the Organization continues to establish multiple partnerships with educational institutions to support the UN Tourism Internship Programme. It is important to note that the allocation of an internship position does not imply any assurance or entitlement to future employment within the Organization. Nevertheless, the programme offers a valuable opportunity for young individuals to gain insight into the principles and mandates of the Organization, which they can leverage in their prospective careers.
- 14. UN Tourism participates in the annual data collection for the Youth2030 Scorecard for UN Entities, a strategic planning, performance measurement, and accountability tool structured to understand the performance of UN entities on the foundational and priority areas described in Youth2030, which captures the work of UN entities for and with youth, in line with the principles of meaningful youth engagement.

Capacity-building initiatives

- 15. Ongoing interest among Member States in the Organization's capacity-building initiatives allows tourism experts and officials from Member States to participate in the Secretariat's activities on a non-reimbursable basis for a specified period. This arrangement is formalized through a Memorandum of Understanding.
- 16. Member States are especially encouraged to utilize this option, particularly to provide additional human resources for the UN Tourism Headquarters in Madrid, Spain, the UN Tourism Regional Offices in Riyadh, Saudi Arabia, and Rio de Janeiro, Brazil, as well as the UN Tourism Regional Support Office for Asia and the Pacific in Nara, Japan.
- 17. The Organization's Agreement with UNDP concerning the management of the UN-wide Junior Professional Officer programme continues to run successfully at UN Tourism. Interested Member States may place their young professionals at UN Tourism for 1-3 years by financing the post through this framework agreement.

B. Gender, diversity and inclusion

UN System-Wide Action Plan for Mainstreaming Gender Equality and the Empowerment of Women

18. The Organization remains dedicated to implementing the United Nations System-Wide Action Plan (UN-SWAP) for mainstreaming gender equality and the empowerment of women. The UN-SWAP accountability mechanism, established by the UN System Chief Executives Board for Coordination (CEB), remains in force. At the conclusion of the UN-SWAP 2.0 2018-2025 cycle, UN Tourism received the Small and Brave Award, a recognition which reflects the Organization's strong partnership, sustained commitment and meaningful contributions to strengthening accountability and advancing results for gender equality and the empowerment of all women and girls, demonstrating that impactful progress is possible even within small entities operating in highly complex and sensitive contexts. Upon receipt of the comparative analysis of UN-SWAP reports between 2024 and 2025, an update on the Organization's achievements in this respect will be presented at future sessions of the Executive Council.

UN system-wide dashboard on gender parity

19. Furthermore, since 2021, the Organization has been actively involved in the UN system-wide dashboard on gender parity, supporting transparency efforts within the Organization and across the broader UN system.

UN Disability Inclusion Strategy (UNDIS)

20. The Human Resources Department participates in the provision of relevant information towards the United Nations Disability Inclusion Strategy, which provides the foundation for sustainable and transformative progress on disability inclusion through all pillars of the work of the United Nations. It includes a policy and an accountability framework, with benchmarks to assess progress and accelerate change on disability inclusion within the United Nations common system. UN Tourism reports annually on progress made against 15 indicators including, inter alia, leadership, strategic planning, disability-specific policy/strategy, institutional setup, consultation with persons with disabilities, accessibility, reasonable accommodation, evaluation, joint initiatives, employment, capacity development for staff and communication.

C. Work-life balance, and health and well-being

21. UN Tourism continues to participate in the United Nations System Workplace Mental Health and Well-Being Strategy Implementation Board through its monthly participation in meetings. Through this framework, the Organization is involved in the creation of system-wide thematic initiatives aimed at advancing workplace mental health and well-being across the United Nations system.
22. Among these initiatives the Human Resources Department continues to facilitate training provision on a range of matters. Training sessions are provided through the Organization's Staff Counsellor, whose role continues to focus on providing psychosocial support services to personnel and equipping them with tools tailored to their needs. This role remains essential for fostering the psychosocial well-being of the Organization's personnel.

In line with the Organization's commitment to addressing the good health and well-being of its personnel, developments on health topics and health-related management issues within the common system as well as more broadly in respect to best practice available, continue to be monitored by the Human Resources Department.

D. Learning and development

24. The Organization remains dedicated to nurturing learning and development initiatives aimed at enhancing the skills of its personnel. Learning and development needs are identified annually through a comprehensive needs assessment, conducted in consultation with supervisors and the Staff Association Committee.
25. Training delivery continues to be offered in a range of areas including language proficiency, computer literacy, project management, effective communication, conflict resolution, health and well-being, multicultural diversity and inclusion and team building, among others, with further offerings to be rolled throughout the year ahead.

26. Additional training requirements will be mandated from all personnel in 2026 particularly in the areas of prevention of harassment (including sexual harassment), and protection from sexual exploitation and abuse, to align with the requirements of the policies on these topics to be promulgated by the Organization.

E. Policy development

27. The finalization of policies on prevention of discrimination, harassment, including sexual harassment and abuse of authority, and on special measures for the protection from sexual exploitation and abuse, reaffirm the Organization's commitment to fostering a safe, respectful, and inclusive working environment. The Organization maintains a zero-tolerance approach to all forms of harassment, whether perpetrated by personnel or external parties, and will take appropriate action to ensure that such behaviour is addressed promptly and effectively.
28. The organizations of the United Nations system, which includes UN Tourism, are committed to enabling events at which everyone can participate in an inclusive, respectful and safe environment. UN system 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 system event. In 2019, the Chief Executive Board prepared the model **Code of Conduct to Prevent Harassment, Including Sexual Harassment, at United Nations System Events**, designed to be adapted by each organization in line with its policies and regulations
29. The **Code of Conduct to Prevent Harassment, Including Sexual Harassment, at UN Tourism Events** can be found in Annex III of this Report. The Code of Conduct applies to any and all UN Tourism events — including meetings of the Governing Bodies, conferences, workshops, exhibitions, receptions, side events and any other forum organized, hosted or sponsored in whole or 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 — and to all participants, whether attending or involved in any capacity therein. As such, the Code of Conduct will be made available online and, where feasible, included in signage at the venues holding UN Tourism events, to ensure its broadest dissemination, and participants are encouraged to read and understand the Code of Conduct and to adhere to its standards of conduct at all times.
30. Several further policies are close to finalization, including policies on recruitment and selection, performance management, special post allowance, conversion of appointments from fixed term to permanent, learning and development, contractual mechanisms for affiliate personnel, gender equality and the empowerment of women, and diversity and anti-discrimination measures. In parallel, the Organization recognizes the need to further strengthen safeguards around the application of human resources processes and related decision-making, including clear documentation, transparency, review of exceptional cases through the applicable procedures and implementation of corrective measures where legally required. This work is being taken forward in line with relevant OIOS recommendations and as part of the broader review of the Organization's human resources governance and accountability arrangements.

Agreement with OneHR

31. In December 2025 and pursuant to the recommendations of the OIOS Audit on the HR function at UN Tourism, the Organization signed a service-level agreement with the United Nations Global Centre for Human Resources Services (OneHR Centre) for the purposes of classification of job descriptions, particularly for new positions, and background checks of potential candidates (including employment verification, academic credentials and misconduct checks).
32. OneHR Centre is an inter-agency operation established in 2017 by the High-Level Committee on Management (HLCM) in order to streamline, harmonize and modernize defined human resources processes across the United Nations system. The OneHR Centre, therefore, is one of the pillars of the United Nations' corporate effort to improve efficiencies across the system through innovation, to support the organizations to deliver on their global mandates.

F. Audit on the human resources management function at UN Tourism

33. As announced in previous human resources reports, in 2023, the Office of Internal Oversight Services (OIOS) of the United Nations, conducted an audit of the human resources function at UN Tourism (2023/086). The audit aimed to evaluate the adequacy and effectiveness of governance, risk management and control processes pertaining to human resources management within UN Tourism. Spanning from January 2020 to May 2023, the audit encompassed a comprehensive examination of risk areas inherent in human resources management.
34. The status of recommendations arising from OIOS Audit 2023/086 is reported in detail in document CE/126/7. UN Tourism is following up on eleven (11) OIOS recommendations, of which recommendations 1, 2, 3, 4 and 6 have been implemented and the remainder are close to finalization in Q3 of 2026.
35. Implementing the recommendations has demanded a meticulous and phased strategy, especially given the significant constraints the Organization faces in terms of IT infrastructure, and financial and human resources, which have had an impact on the achievement of the implementation by the desired deadline of 31 December 2025. A revised deadline will enable the Organization to meet all remaining recommendations in line with the report.

G. Surveys

36. As part of its continuous efforts to ensure transparency and adjust to ongoing needs, the Organization has participated in several UN system-wide surveys and initiatives in, *inter alia*, the areas of policies and practices to prevent and respond to sexual exploitation and abuse, the use of staff allowances, young talent and early career programmes, staff benefits and entitlements, recruitment policies and practices, gender parity, and health and well-being.

Madrid Local Salary Survey

37. At the United Nations, General Service staff are recruited to serve at the same duty station of recruitment and are paid on a local basis. An underlying concept of the common system is that these staff should be compensated in accordance with the best prevailing conditions of service in the locality.
38. The level of salaries is established in accordance with the Flemming Principle which provides that the conditions of service for locally recruited staff should reflect the best prevailing conditions found locally for similar work. Consequently, the local salaries are established on the basis of salary surveys which identify the best prevailing conditions.
39. Local salary surveys are conducted approximately once every 10 years in accordance with a comprehensive methodology approved by the International Civil Service Commission (ICSC). At headquarters duty stations, the ICSC is responsible for conducting salary surveys and for recommending salary scales for final approval by the organizations concerned. Madrid, as a headquarters duty station, is due to conduct its next salary survey in the autumn of 2026. UN Tourism, as the lead agency in the country, is coordinating the establishment of the Local Salary Survey Committee (LSSC) to support this exercise which will begin with pre-survey consultations in the second quarter of 2026.
40. The Executive Council will be informed of progress on the local salary survey at its future sessions.

Cost-of-living Survey

41. Staff members in the Professional and higher categories are recruited internationally and are paid on the basis of salary scales applied worldwide. The scale is established by the General Assembly of the United Nations on the recommendation of ICSC. The salary of staff in the Professional and higher categories is made up of two main parts: a base or floor salary and post adjustment, both expressed in United States dollars. Post adjustment is a cost-of-living adjustment designed to preserve equal purchasing power for all duty stations.

42. The post adjustment component is applied to the base salary and is updated regularly by the ICSC to reflect changes in living conditions. Updates to the post adjustment indices are carried out approximately every five years through a cost-of-living (COL) survey, designed to capture information on expenditure patterns and price changes at headquarters duty stations.
43. The ICSC at its 101st session decided to launch the 2026 round of cost-of-living surveys, starting in June 2026 with the price data collection in New York, followed by place-to-place baseline surveys at all headquarters duty stations of the United Nations common system and in Washington, D.C. during the fourth quarter of 2026.
44. UN Tourism, as the lead agency in the country, is coordinating the establishment of the Local Survey Committee (LSC) to support this exercise which will begin with pre-survey consultations in the second quarter of 2026.
45. The Executive Council will be informed of progress on the COL survey at its future sessions.

H. Grievance management

46. Internal grievance channels operate in accordance with the Organization's Staff Regulations and Rules and applicable policies. The Organization does not have any internal appeals from staff members.



UN Tourism

Human Resources Statistics

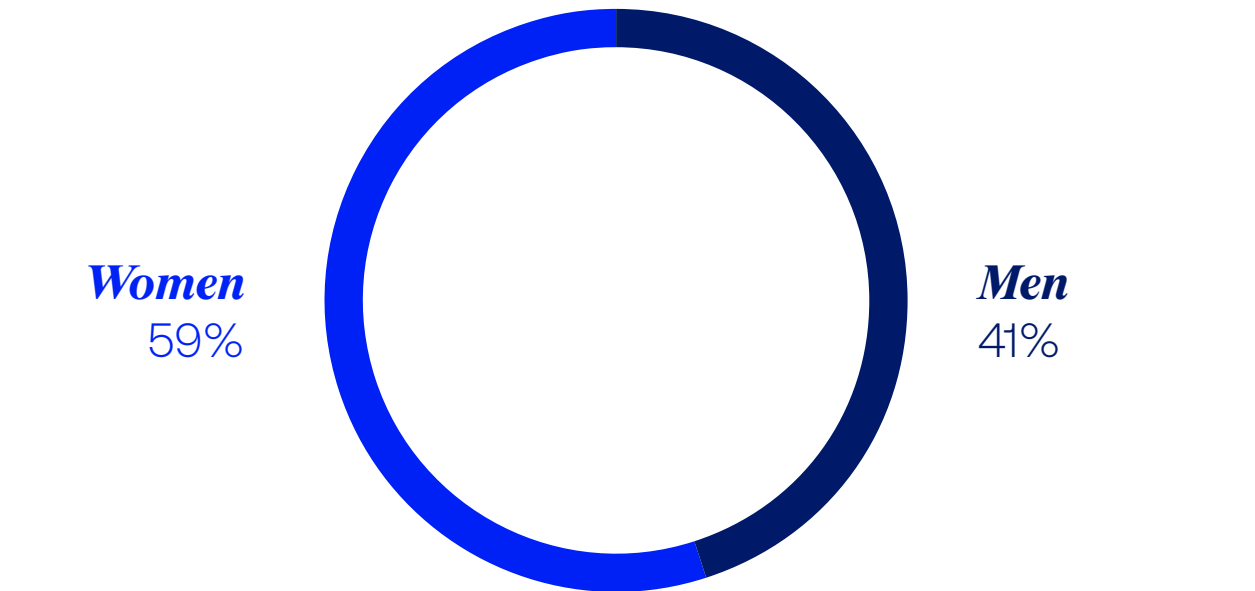
As of March 2026

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Workforce at a Glance as of 1 March 2026

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



Total Workforce			Men		Women	
Core Workforce	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%

Total Workforce			Men		Women	
Affiliate Workforce	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

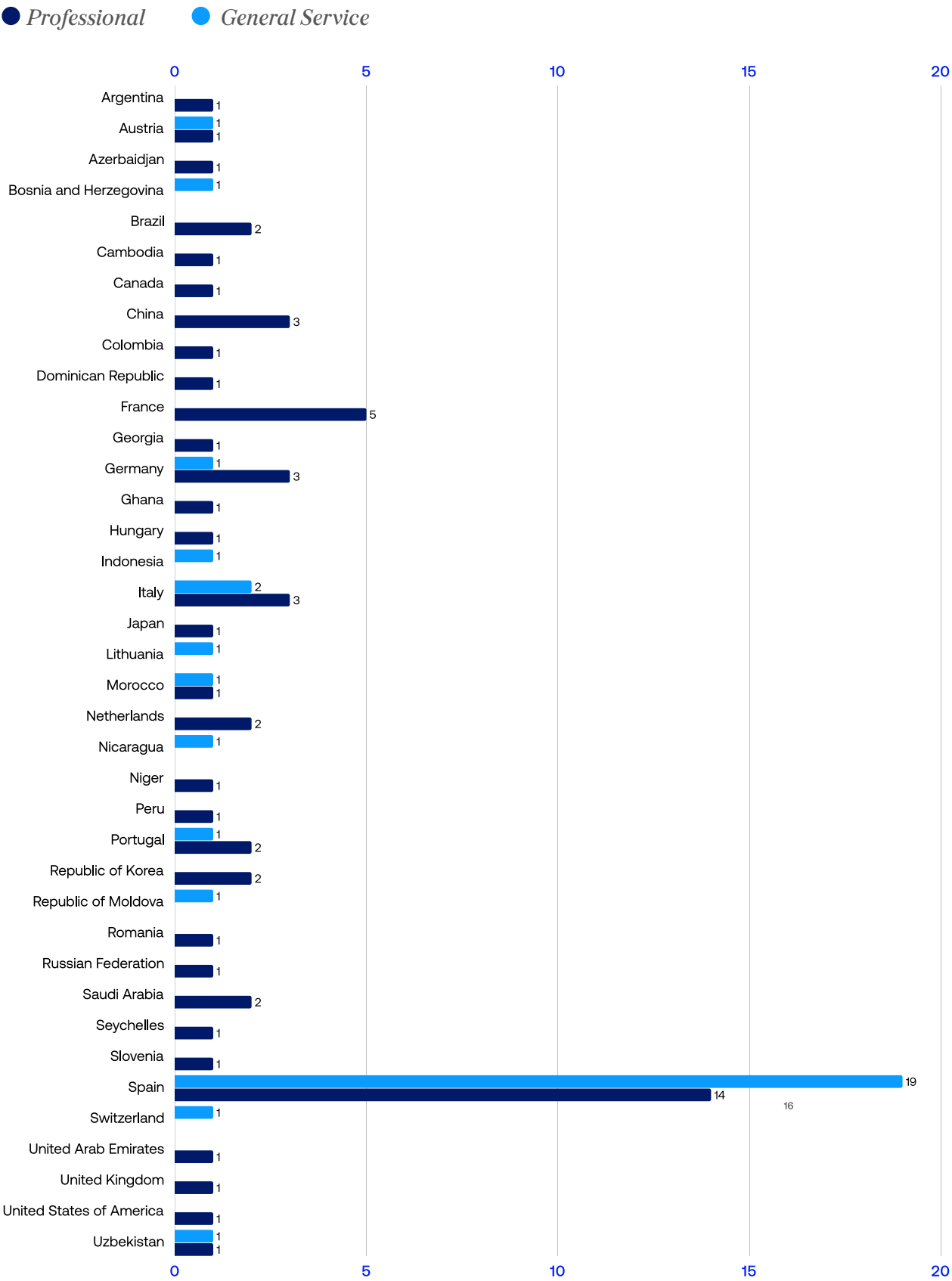
Workforce* Gender Parity, from 2022 to 2026

*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

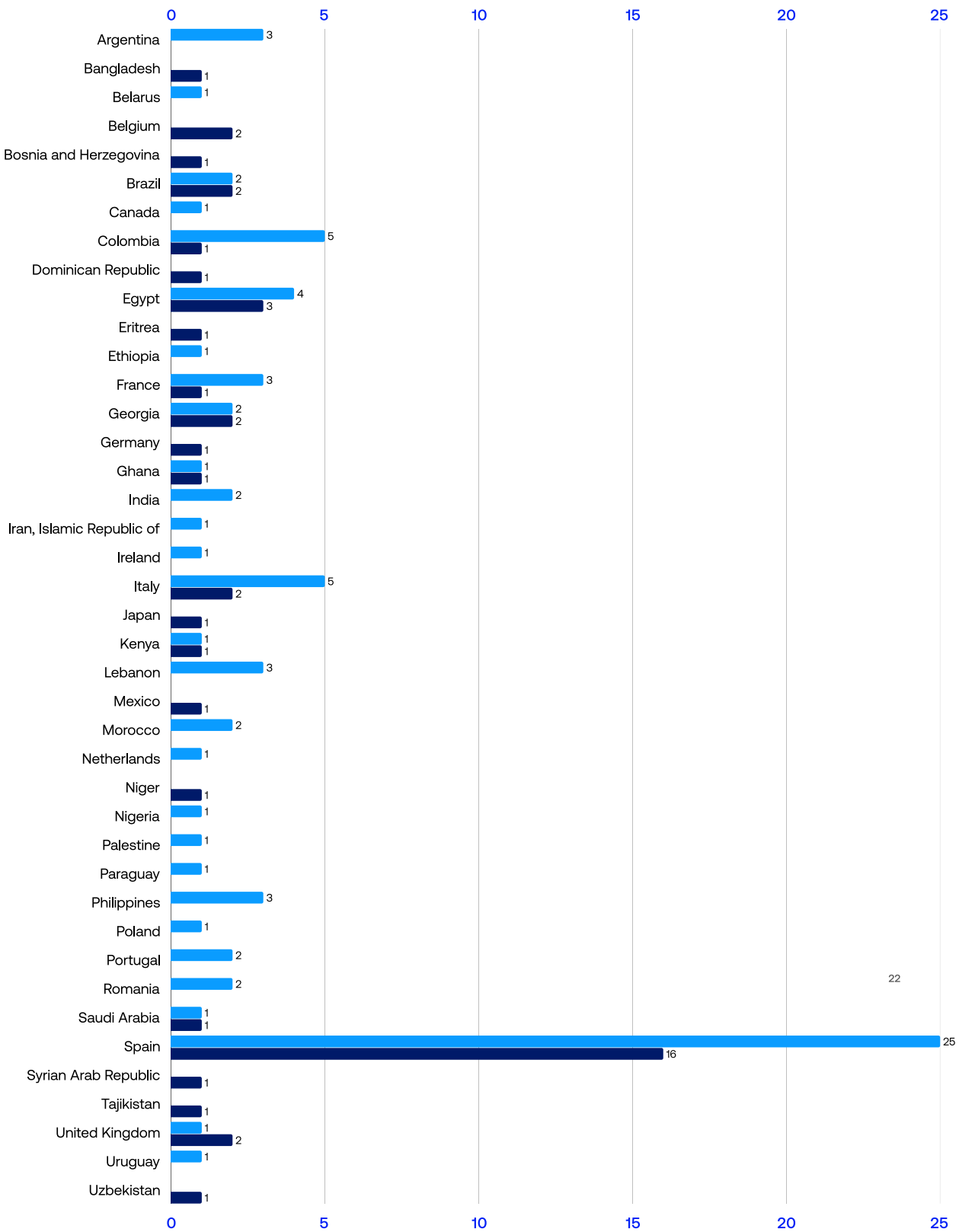
Core Workforce Distribution by Category and Nationality as of 1 March 2026



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



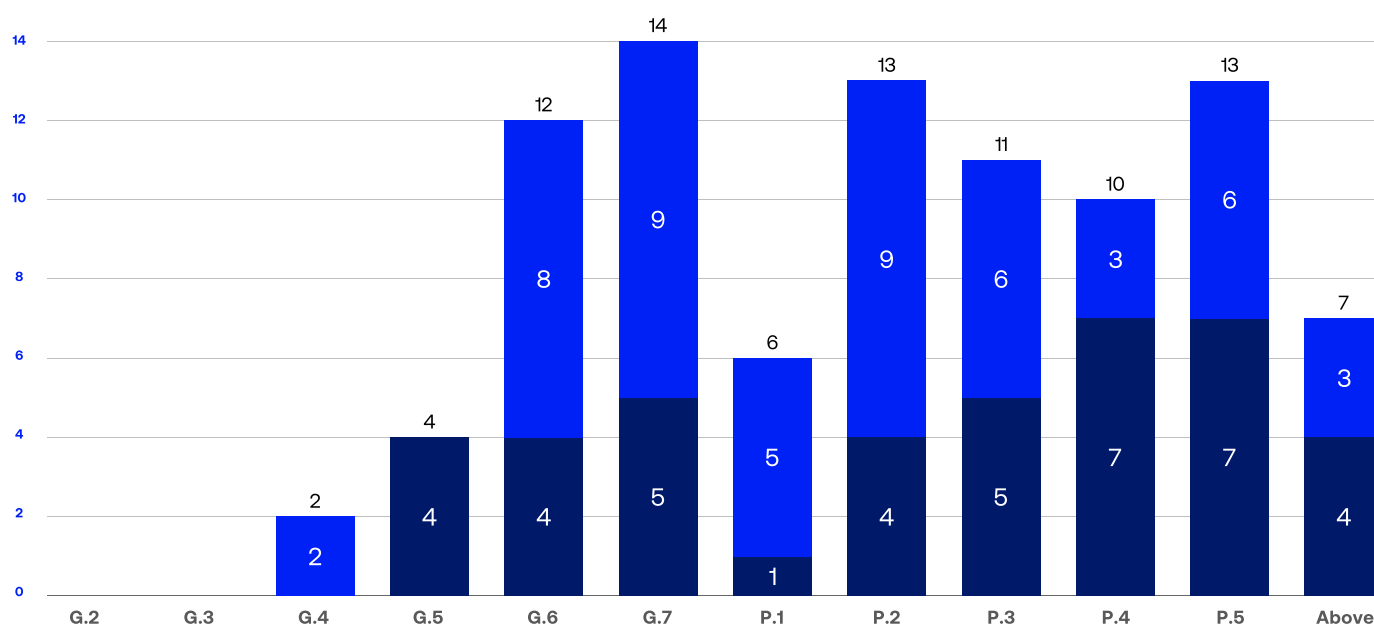
Core Workforce and Affiliate Workforce* Distribution by Region as of 1 March 2026

*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*

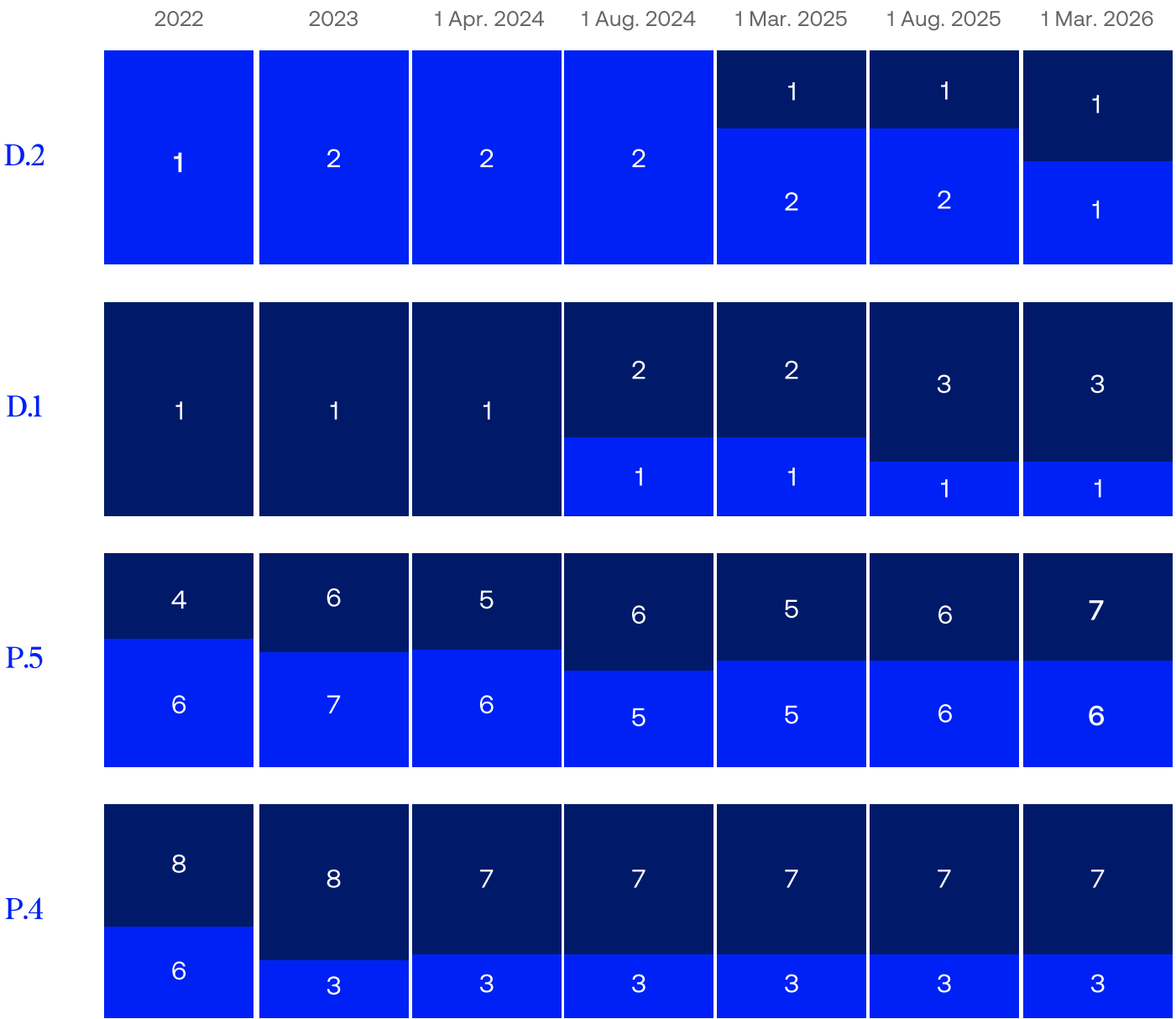


Gender Parity by Grade*, from 2022 to 2026

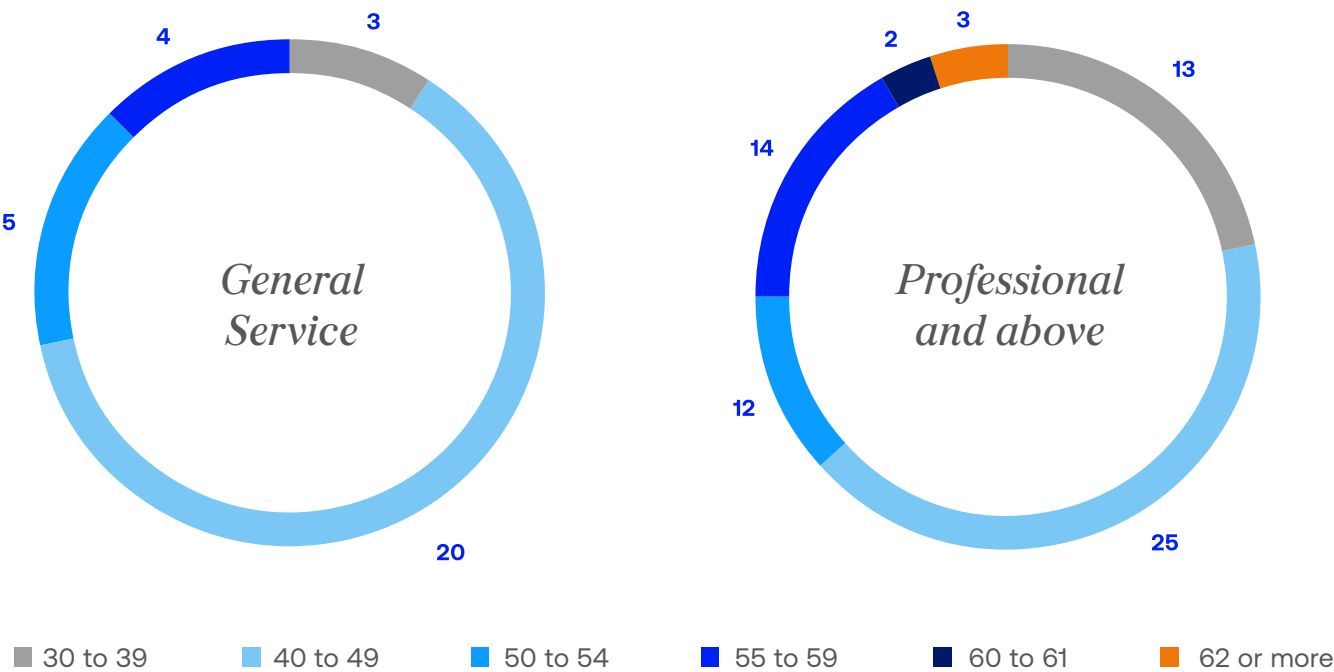
*Only grades from P.4 to D.2 are included

As of 31 December

● Men ● Women

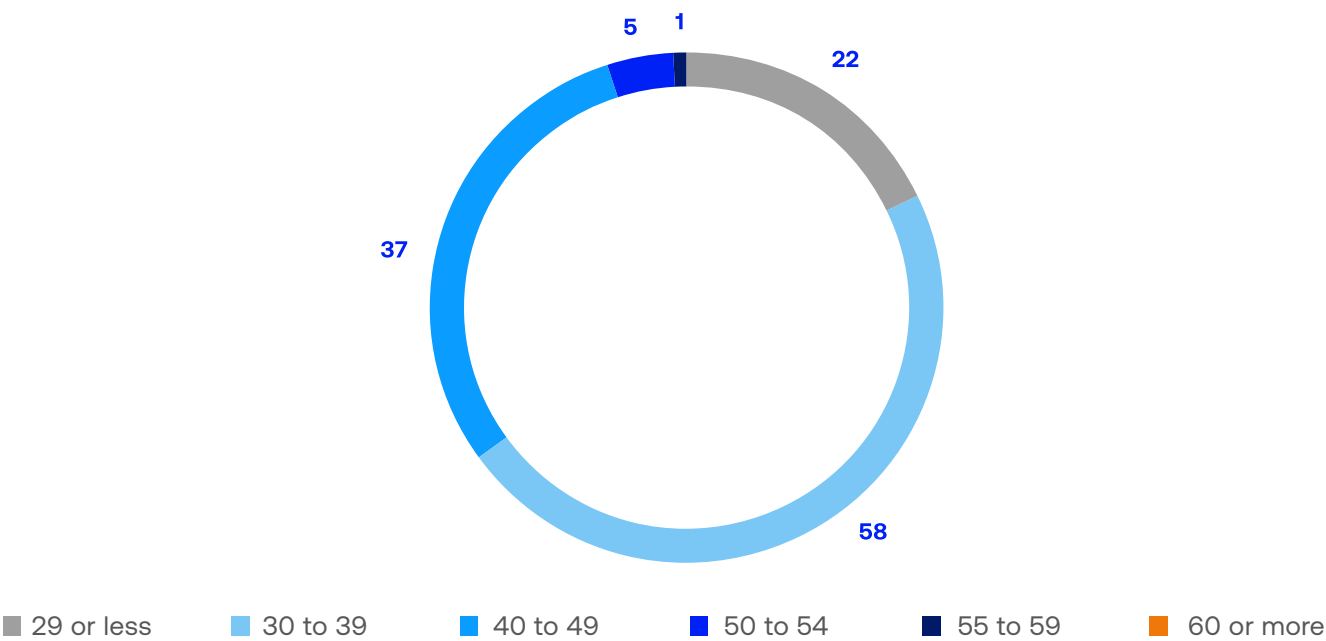


Core Workforce Distribution by Age and Category as of 1 March 2026



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.



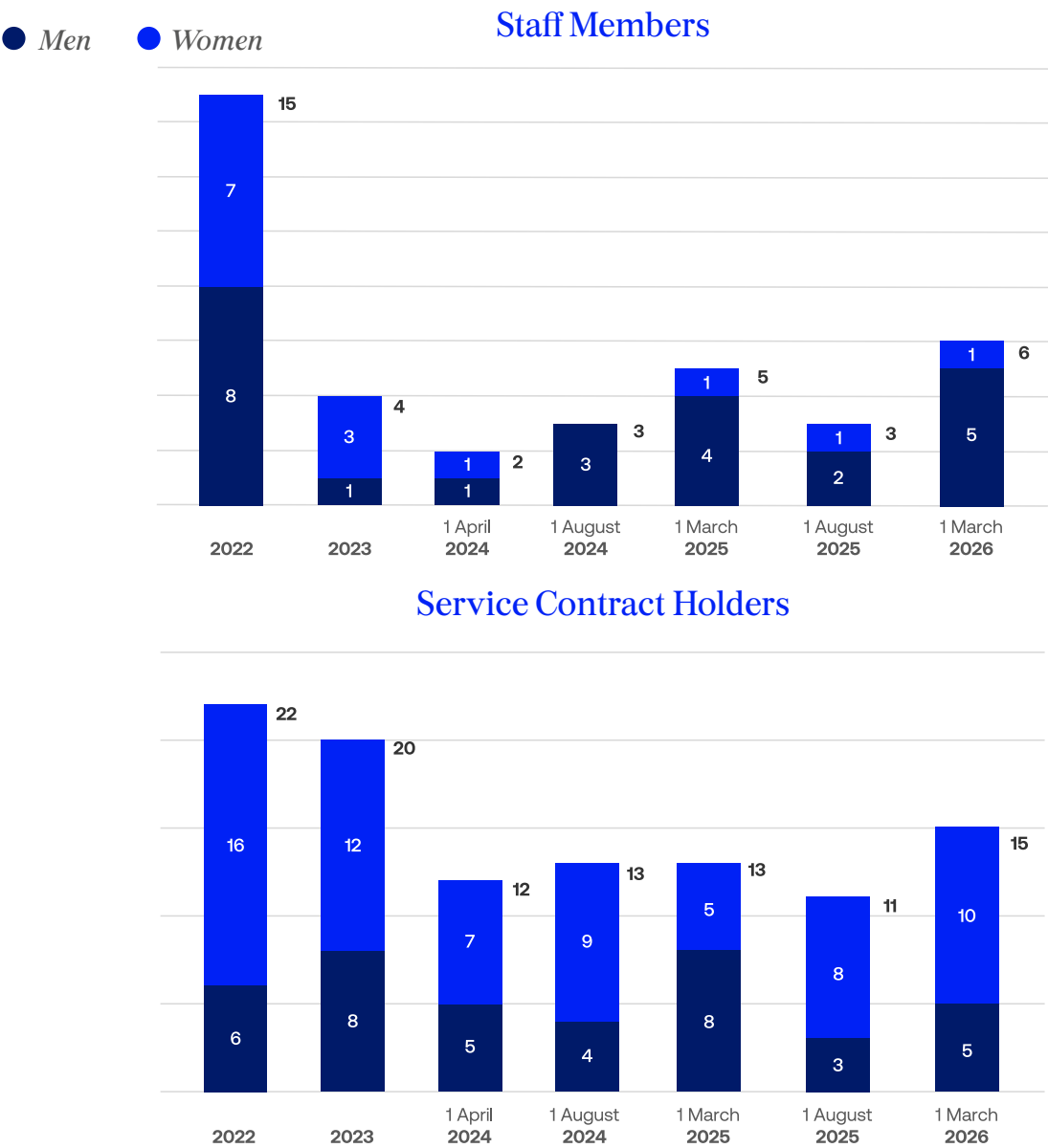
Number of Recruitments, from 2022 to 2026*

*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*

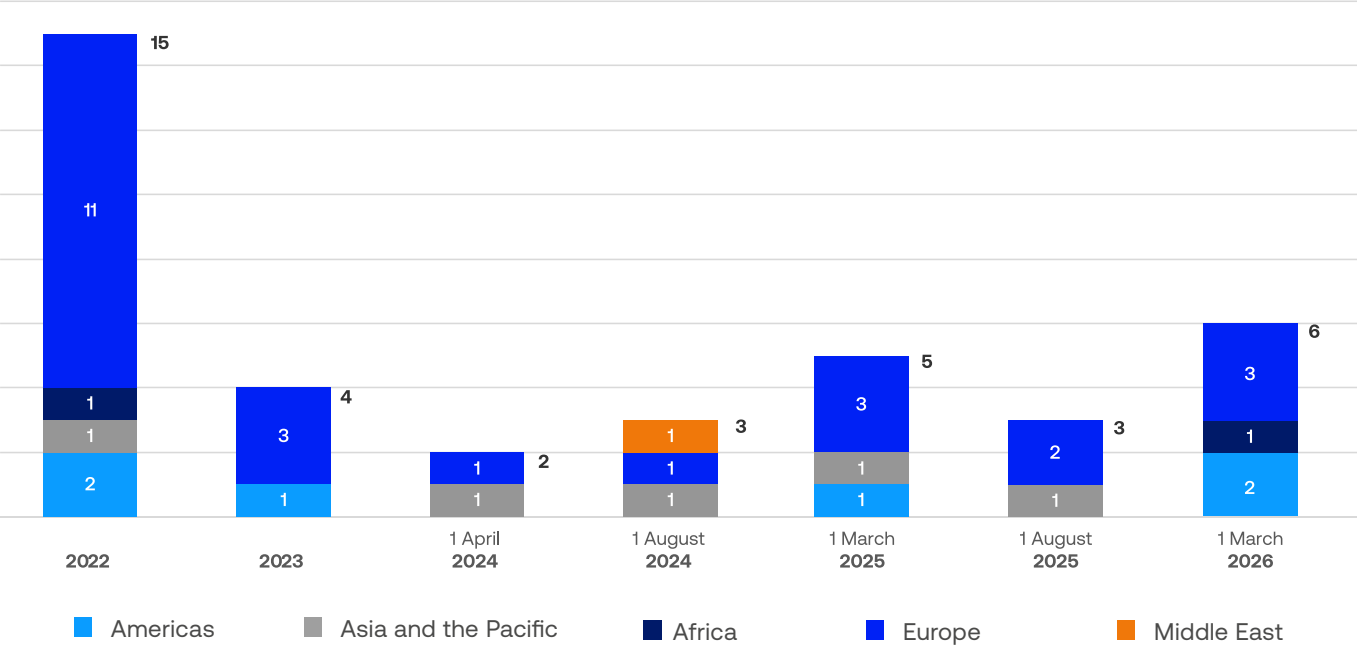
*From 2022 to 2023, as of 31 December.



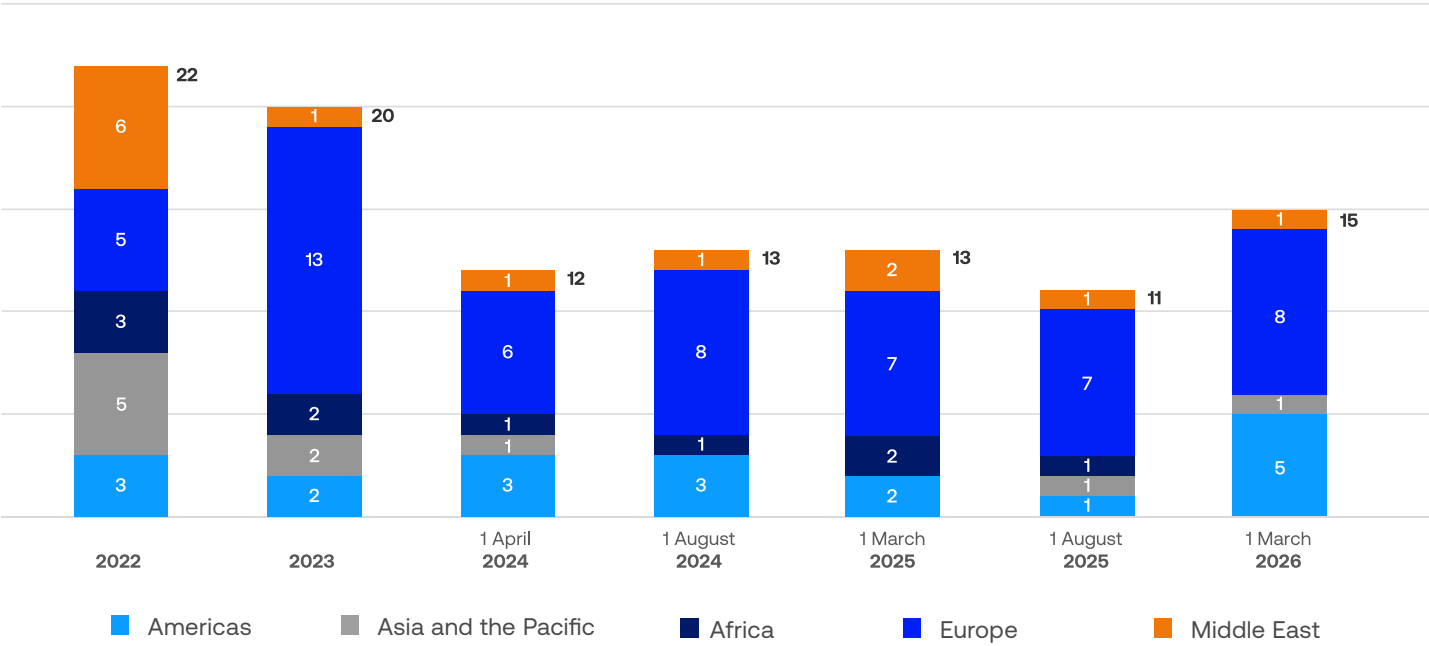
Number of Recruitments by Region, from 2022 to 2026*

*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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