

Distribution limited

**WHC-04/7 EXT.COM/INF.8
Paris, 01 December 2004
Original : English/French**

**UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL
ORGANIZATION**

**CONVENTION CONCERNING THE PROTECTION OF THE WORLD
CULTURAL AND NATURAL HERITAGE**

WORLD HERITAGE COMMITTEE

Seventh Extraordinary Session

**Paris, UNESCO Headquarters, Room II
6 – 11 December 2004**

Item 8 of the Provisional Agenda

**Information on the current structure of the World Heritage Centre and the evaluation
process**

I. Introduction

1. In the course of the last year, the World Heritage Centre has undergone several staff changes, principally due to retirement and/or transfer of personnel. This has created a number of vacancies and the need to fill the positions on a provisional basis in order to ensure the continuity of service to the Committee and the States Parties. Other changes have occurred in the different Units, as a result of normal turnover and moves. In spite of these changes, the Centre was able to ensure the continuity and quality of its services.
2. In particular, the following staff positions became vacant during the last year:
 - Deputy Director (D1)
 - Chief, Asia and Pacific Unit (P4)
 - Chief, Arab States Unit (P4)
 - Chief, Latin America and the Caribbean Unit (P4)
 - Chief, Policy and Statutory Meetings Unit (P4)
 - Programme Specialist for Communication (P1)
3. With the exception of the position of Chief, LAC Unit (currently under recruitment), all the other positions have been or are about to be filled, either through the regular recruitment process, or through internal transfers. The staff situation of the World Heritage Centre can now be considered stabilized.
4. The overall process has been conducted with the objective of providing a high level of professional service and achieving the right balance between the different activities of the Centre.
5. In particular, the balance in respect of the Centre's cultural and natural heritage expertise was considered a priority, as was the strengthening of some other key services.
6. With respect to the appropriate balance between natural and cultural expertise, the recruitment of a Deputy Director specialized in Natural Heritage Conservation will provide a better equilibrium over previous years. At present, two of the five regional units are managed by natural heritage specialists, two by cultural heritage specialists and one position remains vacant.
7. There is also a Natural Heritage Section, responsible for the implementation of extrabudgetary projects and providing support to Regional Units in the natural heritage field. In order to further strengthen these activities, two temporary posts (P4) will be created in 2005, one for Tourism Management Projects and the other to include support to the Special Programme for Island States. However, the Natural Heritage Section has no fixed term professional posts in the current biennium.
8. To reinforce other key services of the Centre, a temporary post (P2) will be established in the Policy and Statutory Meetings Unit to manage Nomination

Files and Statutory Documentation. A new activity on Retrospective Inventorying of the Nomination Files will be supported by a senior consultant.

II. Structure of the World Heritage Centre

9. The World Heritage Centre currently comprises one Directorate, five regional units (Africa, Arab States, Asia and Pacific, Europe and North America and Latin America and the Caribbean) and a Natural Heritage Section. There are three other units: the Administrative Unit, a Policy and Statutory Implementation Unit (POL) and a Promotion, Publication and Education Unit (PPE). In addition there are two specialized teams, dealing, respectively, with Information Management System (IMS) and Partnerships (PACT).
10. Currently, the Centre has 28 fixed-term Regular Programme posts, 3 posts funded from EXB sources, 4 temporary posts, 7 Associate Experts, 2 secondees, and a variable number of temporary assistant staff (around 25, depending on the workload).
11. The following list shows the current situation in respect of the regular programme fixed-term staff:

Directorate

WHC-001 D-2 F. Bandarin
WHC-019 D-1 (Appointment being processed)
WHC-009 G-7 S. Sunderraj
WHC-008 G-6 (Under recruitment)

Administrative Unit

WHC-010 P-3 C. Romero
WHC-007 G-6 M. Amijee
WHC-033 G-5 C. Servoz
WHC-043 G-5 N. Valanchon

Africa Unit

WHC-027 P-4 E. Wangari
WHC-015 P-3 L. Eloundou-Assomo

Arab States Unit

WHC-039 P-4 V. Dauge
WHC-044 P1/P2 A. Sidorenko- Dulom
WHC-024 G-5 M. Raabe

Policy & Statutory Implementation Unit (POL)

WHC-029 P-4 (Under recruitment)
WHC-023 G-5 D. Martel
WHC-030 G-5 P. Dhumal

Asia & Pacific Unit

WHC-022 P-4 G. Boccardi
WHC-028 P-3 F. Jing
WHC-047 P1/P2 J. Okahashi
WHC-032 G-4 L. Sellem

Europe Unit

WHC-004 P-4 M. Rossler
WHC-XXX P1/P2 (to be recruited)
WHC-034 G-5 C. Delsol

Latin America & Caribbean

WHC-040 P-4 (Under recruitment)
WHC-031 G-5 M. Gonzalez-Lombardo

Natural Heritage Section

WHC-041 –G-6 S. Simmonds

Promotion, Publication & Education Unit
WHC-025 P-3 V. Vujicic-Lugassy
WHC-045 P-3 M. Richon

IMS Team (Extrabudgetary
assistance)

PACT Team (Extrabudgetary
assistance)

12. The current 2004-2005 UNESCO Programme Budget at the World Heritage Centre is the following:

• Staff costs		US\$ 5.3 Million
• Programme Budget		US\$ 2.1 Million
Total		US\$ 7.4 Million
• In addition, Special Account		US\$ 1 Million

13. Following the orientation expressed by the Committee and in accordance with the development of the different initiatives, the Centre has identified the current following needs from the Regular Programme staffing:

Europe

The Unit requires reinforcement in consideration of the large number of properties, nominations and state of conservation reporting.

Latin America and the Caribbean (LAC)

The Unit has only one fixed-term professional post at the moment and needs strengthening.

Africa

This Unit needs reinforcement at the General Service level.

Nature Section

This Unit is currently implementing a significant volume of extrabudgetary projects, and assists other Units in dealing with specific technical issues. As all the professional posts are presently temporary, it is necessary to stabilize and reinforce it.

Policy and Statutory Implementation Unit (POL)

This Unit requires reinforcement to ensure efficiency in implementing the decisions of the Committee, and to improve the Nominations and Documentation services.

Promotion, Publication & Education Unit (PPE)

This Unit has significantly expanded its functions, and requires reinforcement at the General Service level.

Information Management System (IMS)

This Unit deals with the web and is becoming an essential part of the external communication service as well as of the internal operational activities. At present, there is no regular programme fixed term professional position.

Partnerships (PACT)

At present this Unit has only one FITOCA-funded post. Other positions could be established from extrabudgetary resources.

III. UNESCO Internship Programme

14. It is very important to note the role played by the World Heritage Centre in this Programme. Between 2002 and 2004, more than 100 trainees were accepted at the Centre, spending from two to four months on average. This approach encourages awareness-raising of young people in the preservation of cultural and natural heritage and has a multiplier effect. Although this exercise requires an investment of time on the part of the Programme specialists, it is mutually beneficial to the centre and the trainees.

IV. Evaluation Programme of the World Heritage Centre

15. At the request of the Committee, an audit of the World Heritage Centre was carried out in 1997 by the Inspector General of Canada. Since then, other types of evaluations have been conducted and are currently underway, i.e. the evaluation of International Assistance by an independent consultant; an internal review of the implementation of contracts, and an assessment of the overall staffing and operational capacities, conducted by the office of the DDG.
16. In order to strengthen the overall management of the Centre and to ensure full transparency of managerial and budgeting practices, it would be advisable to envisage a periodic audit/evaluation exercise of the Programme. Audit/evaluation exercises are inherently time-consuming for the staff involved and in order to facilitate the smooth conduct of the process, the audit/evaluation might be divided into two parts:
 - a) an audit of the World Heritage Fund,
 - b) an evaluation of the Programme;
17. These two types of audit/evaluation could be programmed to take place every two years on an alternating basis (e.g. one biennium for the Programme, and the next one for the financial matters).
18. If the Committee agreed with this strategy, it would be necessary to evaluate the financial implications and staff time requirements. The Committee may also wish to consider whether this exercise should be carried out in-house or by outside auditors.