

WIPO Coordination Committee

**Sixty-Fifth (42nd Ordinary) Session
Geneva, September 26 to October 5, 2011**

REPORT

adopted by the Coordination Committee

1. The Coordination Committee was concerned with the following items on the Consolidated Agenda (document A/49/1): 1, 2, 3, 4, 5, 6, 9, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 27, 41, 42, 43, 44 and 45.
2. The reports on the said items, with the exception of items 41, 42 and 43 are contained in the General Report (document A/49/18).
3. The reports on items 41, 42 and 43 are contained in the present document.
4. Mr. Jüri Seilenthal (Estonia) was elected Chair of the Coordination Committee; Mr. Kim Yong-Sun (Republic of Korea) and Mr. Todd Reves (United States of America) were elected Vice-Chairs.

ITEM 41 OF THE CONSOLIDATED AGENDA

ADOPTION OF THE REPORT OF THE SIXTY-FOURTH (23RD EXTRAORDINARY) SESSION OF THE WIPO COORDINATION COMMITTEE

5. Discussions were based on document WO/CC/65/3 Rev.
6. The Chairman introduced the report of the Sixty-Fourth (23rd Extraordinary) Session of the WIPO Coordination Committee.
7. In the absence of comments, this item was closed.
8. The Coordination Committee adopted the report.
9. The Director General welcomed the delegations and expressed his appreciation for having the opportunity to address the WIPO Coordination Committee. The Director General made reference to questions and concerns which had been raised since September 2010, regarding staff management relations in the Organization. He acknowledged that clear action was required to improve them. In this respect, reference was made to the series of productive meetings with the Staff Council which had been held over the past few months and which were to continue in the months ahead. The Director General underscored his commitment to further enhancing relations with staff based on continuous dialogue, consultation, and constructive engagement. Reference was made to the importance of the human resource initiatives of the Strategic Realignment Program (SRP) and to the proposals which were being presented for consideration by the WIPO Coordination Committee. These proposals were aimed at producing a modernized framework reflecting WIPO principles of a mutually respectful workplace, conditions for equal work. The Director General concluded his remarks by reiterating his thanks to WIPO staff for their continued dedication, hard work, and professionalism.
10. The Chair read the following statement on behalf of the Staff Council, which had been transmitted to him through the Secretariat:

“The Staff Council takes note of the positive address made by the Director General and would like to inform the Member States that a constructive dialogue is in progress at WIPO. Further, we note with satisfaction the recent positive decisions taken on staff matters. We remain confident that the Member States will fully support all the ongoing efforts to strengthen the approach of dialogue between the Administration and the staff of WIPO.”

11. The WIPO Coordination Committee took note of the statement.

ITEM 42 OF THE CONSOLIDATED AGENDA

ANNUAL REPORT ON HUMAN RESOURCES

12. Discussions were based on document WO/CC/65/1.
13. The Secretariat provided an overview of document WO/CC/65/1 “Annual Report on Human Resources”. It was stated that the WIPO Annual Report was the first of its kind for the Organization and consolidated various activities and initiatives which were separately reported on in past sessions. The presentation and substance of the report was expected to evolve in the future. The Secretariat stated that it was striving towards a report that would provide a single point of reference on human resource issues both in terms of activities and statistics. Comments and suggestions on the format and content of the Annual Report were welcome, including on how the report could be further improved. The objectives of the SRP, introduced

by the Director General in 2008, were recalled. The purpose of the SRP was to reorient the Organization in order to make it more efficient and responsive, to equip it to meet its strategic goals, and to provide global leadership on intellectual property issues. The SRP was underpinned by four core values or pillars, namely, "Working as One", "Accountability for Results", "Environmental, Social and Governance Responsibility", and "Service Orientation". Reference was made to the human resource initiatives of the "Accountability for Results", in particular, the importance of these initiatives as the building blocks which were needed to modernize the management of human resources while at the same time, provide staff with opportunities for career growth and development, and clarity on their contractual status. The Annual Report itself was organized according to eight main headings:

- I. Revision of the WIPO Staff Regulations and Staff Rules
- II. Status Report on the Voluntary Separation Program (VSP)
- III. Long-Serving Temporary Employees (LSTEs)
- IV. Recruitment
- V. Performance Management and Staff Development System (PMSDS)
- VI. Geographical Representation and Gender Balance of WIPO Staff
- VII. Follow-up to the July 2011 Meeting of the WIPO Coordination Committee
- VIII. Other Staff Matters

14. A key priority for the Human Resources Management Department (HRMD) , the short and medium term was to implement the human resource initiatives of the SRP. The human resource-related initiatives were defined to improve productivity and efficiency, and to ensure due process. The critical importance of providing HR services to the Organization was underscored. The trust and confidence of WIPO staff could only be gained if reform measures were conducted in an open, fair and transparent manner, which at the same time, ensured equity across all sectors and organizational units. In this vein, the Administration was proposing for the consideration of the Coordination Committee a number of measures to improve the management of human resources, staff conditions, and provide the necessary foundation for a successful implementation of the human resource components of the ERP system. Appreciation was expressed to the staff of the Organization, in particular, those who had participated in Boards and Committees, for their flexibility, readiness to learn, high motivation and openness to justified critics.

15. The Delegation of Japan expressed its appreciation for the human resource activities or initiatives conducted by the Organization, which were in line with the SRP core values. In that regard, the Delegation specifically highlighted the regularization strategy for LSTEs, VSP, and performance management and staff development. The Delegation expressed its expectations that under the leadership of the Director General, WIPO would further enhance its standing as a sound and sustainable agency.

16. The Delegation of the United States of America made reference to recruitment practices, in particular, the need to ensure that the selection of all professional and senior-level posts would be generally subject to open competition. The Delegation made particular reference to the Regulation on reclassification, and stated that reclassifications should be re-examined and revised in line with best practices. In this respect, the Delegation suggested that proposed changes be submitted for the consideration of the Coordination Committee at its next meeting. The Delegation underscored that reclassification was an exceptional exercise based on three principles: fairness, impartiality and transparency. Firstly, in undertaking reclassifications, a determination should be made against a set of fair and objective criteria that take into account,

among other things, an increase in scope, effort and flexibility of the duties. Secondly, an evaluation of the job in question should be made by an impartial third party. Thirdly, reclassification decisions should be able to withstand the scrutiny of Member States and should be reported to a WIPO body. In the interim, the Delegation called upon the Director General to suspend all reclassifications.

17. The Delegation of Switzerland associated itself with the statement made by the Delegation of the United States of America.

18. The Delegation of Norway welcomed the Annual Report on Human Resources and expressed its pleasure with efforts being made by the Secretariat to increase the representation of women in senior professional and management positions at WIPO.

19. The Director General responded to the intervention made by the Delegation of the United States of America, which had been supported by the Delegation of Switzerland. The Director General expressed his willingness to change the reclassification procedure. He explained the current reclassification procedure in the Organization, which had been in place for the past three decades, and underscored that reclassifications only took place when the functions of a post had changed. In such instances, a request for reclassification was submitted to the Classification Committee on which an external third party was represented. If the Classification Committee decided on the reclassification of a post, a promotion was given to the incumbent of the post, provided that the incumbent had the required qualifications and was performing his or her duties in a satisfactory manner. The Director General stated that he understood the Delegation of the United States of America to be requesting that, where a post was reclassified to a higher grade by the Classification Committee, a competition should be held to fill that more highly graded post. This proposal would require changes in the Staff Regulations and Staff Rules. The Director General said this question would be studied, best practices at the national and international level would be identified and a proposal would be submitted for the consideration of the next session of the Coordination Committee.

20. The WIPO Coordination Committee took note of the information provided in the Annual Report on Human Resources as per:

paragraph 26, on VSP “The WIPO Coordination Committee is invited to take note of the Voluntary Separation Program status report.”

paragraph 36, on LSTEs “The WIPO Coordination Committee is invited to take note of the information provided on long-serving temporary employees.”

paragraph 46, on Recruitments “The WIPO Coordination Committee is invited to take note of the status of recruitments.”

paragraph 53, on PMSDS “The WIPO Coordination Committee is invited to take note of the information provided on the Performance Management Staff Development System.”

paragraph 60, on Geographical distribution and gender balance of WIPO staff “The WIPO Coordination Committee is invited to take note of the information contained in Annex III on the geographical distribution and gender balance of WIPO staff, and of the gender equality and mainstreaming efforts undertaken by the Organization.”

paragraph 74, on the Termination of employment contracts “The WIPO Coordination Committee is invited to note of the information provided on the termination of employment contracts.”

paragraph 76, on the ICSC report “The WIPO Coordination Committee is invited to note of the information contained in the preceding paragraph.”

paragraph 78, on the UNJSPF report “The WIPO Coordination Committee is invited to note the information contained in the preceding paragraph.”

21. The WIPO Coordination Committee approved:
- (i) paragraphs 18 and 20 regarding amendments to the WIPO Staff Regulations, which would come-into-force on January 1, 2012;
 - (ii) paragraph 70 containing housekeeping amendments to the WIPO Staff Regulations; and
 - (iii) paragraph 85 regarding the nomination of Mr. Jan Hjelle as the alternate member of the WIPO Staff Pension Committee.

ITEM 43 OF THE CONSOLIDATED AGENDA

APPOINTMENT OF THE DIRECTOR OF THE INTERNAL AUDIT AND OVERSIGHT DIVISION

22. Discussions were based on document WO/CC/65/2.

23. The Chairman introduced document WO/CC/65/2 concerning the appointment of the new Director of the Internal Audit and Oversight Division (IAOD). It was recalled that the mandate of the current Director, Mr. Nicholas Treen, expired on January 14, 2012. Reference was made to the unanimous recommendation of the Appointment and Promotion Board which had proposed the appointment of Mr. Thierry Rajaobelina as the new Director of IAOD.

24. The Director General highlighted the skills, attributes and experience of Mr. Thierry Rajaobelina and stated that he would be a valued addition to the Organization.

25. The WIPO Coordination Committee took note of the information in paragraphs 1 to 8 of document WO/CC/65/2 and provided its favorable advice on the appointment of Mr. Thierry Rajaobelina for a non-renewable term of five years.

ITEM 44 OF THE CONSOLIDATED AGENDA

ADOPTION OF THE GENERAL REPORT AND OF THE INDIVIDUAL REPORTS OF EACH GOVERNING BODY

26. Discussions were based on the present document.

27. The Delegation of the United States of America stated that it was pleased to adopt document WO/CC/65/4, and endorsed without prejudice the conclusion of the ongoing review of the Working Group on WIPO staff rules, and any future recommendation that it may make.

28. The WIPO Coordination Committee adopted the present report.

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