

AGENDA ITEM 23(i)
REPORTS ON STAFF MATTERS
CENTRAL EUROPEAN AND BALTIC STATES GROUP (CEBS)

WO/CC/82/INF/1 (HR)

Annual Report on Human Resources

Mr. Chair,

1. Poland is delivering this statement on behalf of CEBS group.
2. We thank the Secretariat for preparing the Annual Report on Human Resources, as contained in document WO/CC/82/INF/1.
3. The CEBS group takes note of all the information presented in the Annual Human Resources Report. We especially value proposals for efforts aimed at ensuring more equitable geographical as well as improved gender parity in WIPO.
4. The presented in the Report limited progress in changing the persistently unfavourable situation with relation to geographical diversity, is a reason of profound concern for CEBS countries. Geographical diversity of WIPO is about its future. It allows for the Organisation's better understanding of regional specifics of IP. For CEBS countries geographical diversity is a prerequisite of WIPO's performance, ability to develop well-tailored policies and deliver high quality results activities to IP stakeholders.
5. While taking note of this report, we see an urgent need of reviewing current recruitment policies and strategies, with a view of identifying challenges and problems, being the main reason for this situation. More intensive efforts related to increased cooperation with respective institutions from regions that continue to be underrepresented, with an aim to further promote WIPO employment opportunities are necessary. In the case of CEBS, understanding the extremely low percentage of candidates selected for the final stage of the recruitment procedure requires special attention.
6. While we see value added in the Focal Point Initiative, supporting capacity building among IP Stakeholders and raising awareness among of Hiring management, an in-depth analysis is necessary with an aim to diagnose

challenges related to the difficulties of progress being made through these policies in improving geographical diversity of WIPO.

7. The CEBS group will continue to engage in dialogue with respective WIPO bodies and representatives, with a view to undertake concrete activities and changes this unfavourable situation.

Thank you.