

AGENDA ITEM 24

**AMENDMENTS TO STAFF REGULATIONS AND RULES
CENTRAL EUROPEAN AND BALTIC STATES GROUP (CEBS)**

WO/CC/82/2

Chair,

- The CEBS group thanks the Secretariat and engaged member states for the proposals of the amendments to staff and regulations and rules (SRR), as contained in the document WO/CC/82/2.
- As it was already indicated in the CEBS statement on the Annual Report on Human Resources, limited progress made with respect of ensuring greater diversity in WIPO workforce, is a source of concern for CEBS members.
- Transparency, objective competition procedure, combined with ensuring access to materials containing information and knowledge required of the candidates, is a prerequisite for moving the process forward.
- Taking into account current situation, the CEBS group is not in a position to accept the currently proposed change to the regulation 4.9, according to which some vacancies would be open to internal candidates only. We see the need for further work in this regard, which will allow for better understanding of precise parameters related to the types of positions opened under this category, their number or factors, which determine the need for this specific recruitment track.
- We are ready to actively engage in this discussion.