

WIPO



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GENEVA

WIPO COORDINATION COMMITTEE

Fifty-Fourth (18th Extraordinary) Session
Geneva, June 19 and 20, 2006

APPOINTMENT OF
DEPUTY DIRECTORS GENERAL
AND
ASSISTANT DIRECTORS GENERAL

Document prepared by the Director General of WIPO

1. Article 9(7) of the Convention Establishing the World Intellectual Property Organization provides that the Director General shall appoint the Deputy Directors General after approval by the Coordination Committee. Regulation 4(8)(a) of the WIPO Staff Regulations and Staff Rules also provides that the Director General shall appoint Assistant Directors General taking into account the advice of the Coordination Committee.
2. On January 30, 2006, the Director General notified the Member States of WIPO that the terms of current incumbents of the posts of Deputy Director General and Assistant Director General expire on November 30, 2006 (Note C. N 2608-04 of January 30, 2006). In the same communication, the Director General stated that he intended to convene an extraordinary session of the WIPO Coordination Committee on June 19 and 20, 2006, for the purpose of seeking the approval and advice of the Coordination Committee for the appointments that he intended to propose from December 1, 2006. In addition, the Director General indicated in the communication that he would undertake consultations with respect to those proposals in the period prior to the extraordinary session of the Coordination Committee.
3. The present document sets out the proposals that, following consultations, the Director General wishes to make for appointments to the posts of Deputy Director General and Assistant Director General from December 1, 2006. These proposals confirm the trend of

better gender balance and geographical representation in the Organization. A number of statistics are available in that respect. The number of Member States represented in the staff of the Organization was 68 in December 1997, compared to 94 in May 2006, representing an increase of 28%. The proportionate number of female staff in the professional and higher categories was 63 out of 209 (30%) in December 1997, compared to 184 out of 433 (42%) in May 2006, representing an increase of 12% in the participation of women in the said categories.

Deputy Directors General

4. At the date of this document, there are four Deputy Directors General of WIPO, whose appointments end on November 30, 2006. They are, in alphabetical order, by date of appointment:

(i) Ms. Rita Hayes (United States of America), who was appointed Deputy Director General in December 2001;

(ii) Mr. Philippe Petit (France), who was appointed Deputy Director General in December 2001;

(iii) Mr. Francis Gurry (Australia), who was appointed Deputy Director General in December 2003; and

(iv) Mr. Geoffrey Yu (Singapore), who was appointed Deputy Director General in December 2003.

5. Upon the expiry of his appointment on November 30, 2006, Mr. Geoffrey Yu will vacate the post of Deputy Director General. This post will be taken over by Mr. Narendra Sabharwal (India), as approved by the Coordination Committee in September 2003 (see documents WO/CC/50/2 and WO/CC/50/3). The curriculum vitae of Mr. Sabharwal is available in document WO/CC/50/2.

6. The Director General proposes, for the approval of the Coordination Committee, that the appointments of Messrs. Philippe Petit (France) and Francis Gurry (Australia) as Deputy Directors General be continued from December 1, 2006. The curricula vitae of Messrs. Petit and Gurry are set out in Annex I and Annex II, respectively.

7. Upon the expiry of her appointment on November 30, 2006, Ms. Rita Hayes will vacate the post of Deputy Director General.

8. The Director General further proposes, for the approval of the Coordination Committee, that Mr. Michael Keplinger (United States of America) be appointed to the post of Deputy Director General which will be vacated by Ms. Rita Hayes from December 1, 2006. The curriculum vitae of Mr. Keplinger is set out in Annex III.

Assistant Directors General

9. At the date of this document, there is one Assistant Director General of WIPO, namely Mr. Ernesto Rubio (Uruguay), who was appointed Assistant Director General

in December 2003. A second post of Assistant Director General has been vacant since April 2005.

10. The Director General submits to the Coordination Committee, for its advice, his intention to re-classify at the level of Assistant Director General a D-2 post whose responsibility will be commensurate with the rank of Assistant Director General and whose incumbent will report directly to the Director General. The Director General proposes that this re-classification be made on a temporary basis and that it expire at the end of the Director General's present mandate, when the concerned post shall be re-established at D-2 level.

11. In deciding to propose the re-classification of the post at the level of Assistant Director General, the Director General has taken into account the functional importance of the post in question and the high degree of responsibility of the duties attached thereto, as well as the need to carry out in the next three years a new strategic project responding to the challenges faced by the Organization in the field of security, including the protection of the electronic data of the Organization, following best practices established within the United Nations system. The financial implications of the said re-classification will be negligible.

12. The Director General proposes, for the advice of the Coordination Committee, that the appointment of Mr. Ernesto Rubio as Assistant Director General be continued from December 1, 2006. The curriculum vitae of Mr. Rubio is set out in Annex IV.

13. The Director General also proposes, for the advice of the Coordination Committee, that Mr. Geoffrey Onyeama (Nigeria) be appointed to the vacant post of Assistant Director General from December 1, 2006. Mr. Onyeama is at present Director, Economic Development Bureau for Africa. His curriculum vitae is set out in Annex V.

14. The Director General further proposes, for the advice of the Coordination Committee, that Ms. Wang Binying (China) be appointed to the new post of Assistant Director General from December 1, 2006. Ms. Wang is at present Executive Director, Administrative Support Services and General Assembly Affairs. Her curriculum vitae is set out in Annex VI.

15. The curricula vitae in the above-mentioned annexes are as presented by the proposed incumbents of the posts of Deputy Director General and Assistant Director General.

Description of duties

16. Subject to change, the duties that the Director General intends to assign to the proposed incumbents of the posts of Deputy Director General and Assistant Director General in alphabetical order and by date of appointment, are as follows.

- (i) Mr. Philippe Petit: General Affairs and Administration Sector;
- (ii) Mr. Francis Gurry: PCT and Patents, Arbitration and Mediation Center and Global Intellectual Property Issues;
- (iii) Mr. Narendra Sabharwal: Economic Development Sector;
- (iv) Mr. Michael Keplinger: Copyright and Related Rights;

(v) Mr. Ernesto Rubio: Sector of Trademarks, Industrial Designs and Geographical Indications;

(vi) Mr. Geoffrey Onyeama: Coordination Office for External Relations and Industry Relations; and

(vii) Ms. Wang Binying: Office of Administrative Support Services, Security Matters and General Assembly Affairs.

Terms of Appointments

17. The Director General considers that the terms of Deputy Directors General and Assistant Directors General should not exceed the term of his present mandate (November 30, 2009). The Director General therefore proposes that the appointments of the Deputy Directors General and Assistant Directors General proposed in this document should be for the period from December 1, 2006, to November 30, 2009. The Director General further proposes that, without prejudice of any new appointment through the Coordination Committee, no outgoing Deputy Director General and Assistant Director General shall remain in the service of the Organization upon the expiry of their appointments.

Indemnity upon Separation from Service

18. The Director General proposes that an indemnity be offered to those staff members mentioned above who held permanent contracts with the Organization before their appointments through the Coordination Committee and who will not have reached the age of retirement at the expiry of the said appointments. The WIPO Staff Regulations and Staff Rules relating to termination indemnity upon separation from service shall apply *mutatis mutandis*. However, the amount of the indemnity shall not exceed the remuneration that would have been derived from the permanent contract up to the age of retirement.

19. The Coordination Committee is invited to approve the appointments of Messrs. Philippe Petit, Francis Gurry and Michael Keplinger as Deputy Directors General for the period from December 1, 2006, to November 30, 2009.

20. The Coordination Committee is invited to give its advice on

(i) the re-classification of a D-2 post at the level of Assistant Director General for the period from December 1, 2006, to November 30, 2009; and

(ii) the appointments of Messrs. Ernesto Rubio and Geoffrey Onyeama and Ms. Wang Binying as Assistant

Directors General for the period from December 1, 2006, to November 30, 2009.

21. The Coordination Committee is invited to approve as described in paragraphs 17 and 18, above, that staff members who held permanent contracts with the Organization before their appointments through the Coordination Committee and who will not have reached the age of retirement at the term of the said appointments, shall not remain in the service of the Organization and shall be entitled to an indemnity on the basis of the WIPO Staff Regulations and Staff Rules relating to termination indemnity applying mutatis mutandis; however, the amount of the indemnity shall not exceed the remuneration that would have been derived from the permanent contract up to the age of retirement.

[Annexes follow]