

WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

WIPO COORDINATION COMMITTEE

Fifty-Ninth (39th Ordinary) Session
Geneva, September 22 to 30, 2008

REPORT

adopted by the Coordination Committee

1. The Coordination Committee was concerned with the following items on the Consolidated Agenda (document A/45/1): 1, 2, 3, 21, 22, 24, 25 and 26.
2. The report on the said items, with the exception of item 24, is contained in the General Report (document A/45/5).
3. The report on item 24 is contained in the present document.
4. Mr. Alberto Dumont (Argentina) was elected Chair of the Coordination Committee; Mr. Muktar Djumaliev (Kyrgyzstan) and Mr. Mohamed Abderraouf Bdioui (Tunisia) were elected Vice-Chairs.

5. Discussions were based on document WO/CC/59/1 Rev.

AMENDMENTS TO THE STAFF REGULATIONS AND STAFF RULES

Amendments to the Staff Regulations provisionally decreed and applied under Staff Regulation 12.1

6. The WIPO Coordination Committee approved the amendments to Staff Regulations 3.1 (Salaries), 3.7 (Language Allowance), 3.12 (Dependency Allowances) and 3.15 (Pensionable Remuneration) as reported in paragraphs 1 to 19 of document WO/CC/59/1 Rev.

Amendments to the Staff Rules under Staff Regulation 12.2

7. The WIPO Coordination Committee took note of the amendments made to Staff Rules 7.1.1 (Official Travel of Staff Members), 7.1.2 (Official Travel of Dependants), 7.1.3 (Dependants Eligible to Travel and Removal at the Expense of the International Bureau, and to the Installation Grant), 7.1.4 (Loss of Entitlement to Return Travel), 7.1.5 (Authority to Travel), 7.1.6 (Travel Expenses), 7.1.9 (Travel Conditions), 7.1.12 (Terminal Expenses), 7.1.20 (Insurance; Compensation for Loss of, or Damage to, Personal Effects Attributable to Service), 7.1.21 (Travel Advances), 7.1.22 (Illness or Accident during Travel), 7.1.24 (Transportation of the Remains of Deceased Staff or their Dependants), 7.1.25 (Removal Expenses) and 7.1.26 (Loss of Entitlement to Removal Expenses) as indicated in paragraphs 21(a)-(n), 22 and 23 of document WO/CC/59/1 Rev.
8. The Delegation of the United States of America commended the Secretariat for the presentation of document WO/CC/59/1 Rev. with Annexes. The Delegation proposed that, in future, the Annexes should present the previous and present texts of the Staff Regulations and Staff Rules with a clearer indication of the amended texts.
9. The Secretariat took note of this proposal.

TERMINATION OF EMPLOYMENT CONTRACT

10. The WIPO Coordination Committee took note of the information provided by the Secretariat, pursuant to Staff Regulation 9.1(e) and contained in paragraphs 25 to 28 of document WO/CC/59/1 Rev. concerning the termination of an employment contract.

INTERNATIONAL CIVIL SERVICE COMMISSION

11. The WIPO Coordination Committee noted the information contained in paragraph 30 of document WO/CC/59/1 Rev.

UNITED NATIONS JOINT STAFF PENSION BOARD

12. The WIPO Coordination Committee noted the information contained in paragraph 32 of document WO/CC/59/1 Rev.

WIPO STAFF PENSION COMMITTEE

13. The WIPO Coordination Committee noted the information provided by the Secretariat as contained in paragraphs 34 to 38 of document WO/CC/59/1 Rev. and elected Mr. Vladimir Yossifov as alternate member of the WIPO Staff Pension Committee for the period until the ordinary session in 2011 of the Coordination Committee.

WIPO STAFF ASSOCIATION

14. At the invitation of the Chairman of the Coordination Committee, the President of the WIPO Staff Association made a statement, which is reproduced in its entirety in the Annex to this document.

[Annex follows]

ANNEX

Address by the President of the WIPO Staff Council
to the WIPO Assemblies
(September 2008)

Mr. President,
Director General,
Ladies and Gentlemen, distinguished delegates,
Dear colleagues,

It is an honor for me to be able to address you today, on behalf of the staff of WIPO, in my capacity as President of the Staff Council.

I would like to begin by congratulating, on behalf of the staff, the new WIPO Director General. His election provides fresh momentum for the Organization at the same time as it conveys a serious message of hope to staff. In order to restore the trust, motivation and morale of the staff of this Organization, we must, all together, make a fresh start. For that, we need – as my predecessor mentioned during last year’s Assemblies – a profound change of culture in our Organization. We know Mr. Gurry and Mr. Gurry knows us. We know that his task will not be easy. We have already had several meetings with him. We wish to assure him today that he will receive the support of WIPO staff in his efforts to put this Organization back on track.

Since the last Assemblies, and despite the political turmoil and negative reports in the press, the staff of the Organization have continued to work to defend WIPO’s reputation. They have carried out, despite sometimes difficult circumstances, the Organization’s fundamental activities such as the provision of technical assistance, ongoing registration activities and discussions on important issues. They have done much more than simply deal with everyday affairs. The staff now wish, more than ever, that WIPO would turn the “political page” and devote itself fully to intellectual property.

The staff welcomes the new mandate in an open and positive spirit based on a consensus approach. Rome was not built in a day and WIPO will not be realigned in the space of a few months. Courage, team spirit, self-sacrifice and patience will be required. A great deal of patience. The frustrations of staff are well known, as well as the insecurity experienced by the holders of short-term or consultant contracts. Instances of malfunctioning have been identified.

Since its election in May of this year, and in view of the size of the task to be performed, the Staff Council has launched an internal consultation procedure and is currently setting up working groups to discuss how to improve the internal procedures governing: recruitment; promotions and reclassifications; career and staff development; short-term contracts (professional and general service categories); the working hours (Flexitime); and the system of internal justice. A participatory democracy would be established to support the Administration in its future reform.

An important work has already been conducted by the Administration on this subject in a document entitled: *WIPO Human Resource Strategy* (WO/GA/34/14) submitted to the Member States in 2005, and, subsequently, in a revised version which takes into account the recommendations of the desk-to-desk review in 2007. The positive aspects of this work should now be implemented, in a spirit of consultation and transparency, and in a fair and equitable manner. For that purpose, nothing would be possible without an open and frank dialogue between the Administration and the staff, within the framework of the Program of Structural Improvements (document ORGIP/IM/GE/08/2). These recommendations were clearly expressed during last year's Assemblies by my predecessor. It is high time that they were implemented.

In addition to the recommendations, a number of fundamental principles, to which the staff are very attached, and which have too often been neglected in the past few years, should be reaffirmed. These principles, such as integrity, independence or impartiality, are neither original nor revolutionary. They all appear in the standards of conduct for international civil servants, presented to the United Nations General Assembly by the International Civil Service Commission (ICSC) (resolution 56/244 of 2001) in 2001, and of which the WIPO Audit Committee reiterated the importance. These standards only need to be applied. The staff would like these standards to be applied.

Which standards are concerned? Those of supporting the Organization's vision in order to ensure the integrity and international outlook of international civil servants (standard 4); maintaining qualities such as honesty, truthfulness, impartiality and incorruptibility, considered to be just as fundamental as those of competence and efficiency enshrined in the Charter (standard 5); remaining independent of any other authority outside the Organization (standard 8); and refraining from divulging confidential information which might seriously jeopardize the Organization's efficiency and credibility (standard 35), etc.

Ladies and Gentlemen, distinguished delegates, I wish to conclude by reading to you an extract from Rule 48 of the Standards of Conduct for International Civil Servants;

"The attainment of the standards of conduct for the international civil service requires the highest commitment of all parties. International civil servants must be committed to the values, principles and standards set forth herewith[...] For their part, Member States are expected, through their allegiance to the (United Nations) Charter and other constituent instruments, to preserve the independence and impartiality of the international civil service".

It is by respecting these principles that the staff will regain the morale and motivation needed to move this Organization further forward and to serve you better.

Thank you for giving me the opportunity, in my capacity as the President of the WIPO Staff Council, to convey to you the views of the staff.

[End of Annex and of document]