

## **WIPO Coordination Committee**

### **Sixty-Sixth (43<sup>rd</sup> Ordinary) Session Geneva, October 1 to 9, 2012**

#### **REVISION OF THE STAFF REGULATIONS AND RULES**

*Document prepared by the Secretariat*

1. Since 2005, Member States of the World Intellectual Property Organization (WIPO) have supported the International Bureau's efforts to modernize administrative practices. Upon assuming his mandate, the Director General launched the Strategic Realignment Program (SRP) which aimed to bring WIPO administrative practices into line with modern administrative and management norms. The SRP emphasizes customer service, accountability, unity, and social responsibility as core values to be integrated into all of the activities of the Organization.
2. In order to update the administrative framework that binds WIPO staff to the International Bureau, the Director General established the Consultative Group for the Review of the Staff Regulations and Rules in 2010 (Consultative Group). It was the goal of the Administration that the Consultative Group would contribute to rationalizing the International Bureau's staff contractual framework, aligning the International Bureau's administrative framework with the SRP and introducing, where appropriate, best practices of the United Nations common system.
3. The Consultative Group is a collaborative effort between the staff and the administration. Consultative Group members, representing the staff-at-large and the administration, met 50 times in 22 months to deliberate and draft the revised SRR. The Consultative Group was a body marked by mutual respect, and careful attention to improving working conditions for staff members, while streamlining administrative practices

4. The International Bureau is pleased that the Consultative Group was able to work together successfully on a broad range of issues. There is agreement on the vast majority of revisions to be made to the new SRR between the administration and the staff. Among the accomplishments of the Consultative Group were:

- increasing gender equity in the Staff Regulations and Rules;
- establishing clear benefits, entitlements and allowances for temporary staff members;
- establishing transitional measures for employees on short-term and permanent contracts;
- simplifying administrative procedures; and
- allowing greater flexibility in the Regulations governing travel with an eye towards cost savings.

5. The few disagreements were resolved by decision of the Director General, some of which related to the following:

- Communication of information;
- the nature of the benefits package that will be made available to temporary staff;
- the replacement of the Permanent Appointment by the Continuing Appointment;
- Recruitment; and
- the structure of Appointment Boards.

6. The resulting proposal for the revised text of the Staff Regulations and Rules of WIPO is attached for consideration and approval by Member States. A document providing an overview of the differences and the rationale for all changes between the text of the proposed SRR and the current SRR is provided to Member States for information separately. The Annexes of the proposed SRR are not a part of the overview document but are available as the final part of the proposed SRR document itself.

7. It is highlighted that only Chapters I through IX, and Chapter XII and their Annexes are being presented for approval by the Coordination Committee at this time. The Consultative Group has presented to the Administration a plan for the completion of Chapters X and XI on internal justice. When those Chapters have been drafted, the Director General will revert to the Coordination for their approval on those two Chapters.

8. If approved, the new Staff Regulations shall take effect on January 1, 2013.

*9. The WIPO Coordination Committee is requested to approve the WIPO Staff Regulations and Rules Chapters I through IX and Chapter XII and their Annexes.*

[Staff Regulations and Rules follow]