

## **WIPO Coordination Committee**

**Eighty-Second (54<sup>th</sup> Ordinary) Session**  
**Geneva, July 6 to 14, 2023**

**PROPOSAL OF THE AFRICAN GROUP ON AMENDMENTS TO STAFF  
REGULATIONS AND RULES**

*submitted by the African Group*

In a communication to the Secretariat received on May 8, 2023, the Delegation of Ghana, on behalf of the African Group, submitted the enclosed proposal in the framework of Agenda Item 23 “Amendments to Staff Regulations and Rules”.

[Annex follows]

**Submission of the African Group**

The African Group submits, for consideration of the WIPO Coordination Committee, the following amendment to staff regulations to be effective as from January 1, 2024:

Provision	Current Text	Proposed New Text	Purpose/Description of amendment
<p><b>Regulation 4.8</b>  Authority for Appointment</p>	<p>All staff members shall be appointed by the Director General. The Deputy Directors General shall be appointed after approval by the WIPO Coordination Committee. The Assistant Directors General shall be appointed taking into account the advice of the WIPO Coordination Committee. The Director, Internal Oversight Division, shall be appointed taking into account the advice of the WIPO Coordination Committee and the WIPO Independent Advisory Oversight Committee.</p>	<p><b>(a)</b> All staff members shall be appointed by the Director General. The Deputy Directors General shall be appointed after approval by the WIPO Coordination Committee. The Assistant Directors General shall be appointed taking into account the advice of the WIPO Coordination Committee. The Director, Internal Oversight Division, shall be appointed taking into account the advice of the WIPO Coordination Committee and the WIPO Independent Advisory Oversight Committee.</p> <p><b>(b) Promotions and appointments in the Director category shall be reported by the Director-General to the WIPO Coordination Committee with a short statement of the qualifications of the persons so promoted or appointed.</b></p>	<p>New para. (b): To clarify that promotions and appointments in the Director category shall be reported to the WIPO Coordination Committee.</p>

[End of Annex and of document]