

## **WIPO General Assembly**

### **Fifty-Ninth (32<sup>nd</sup> Extraordinary) Session Geneva, April 21, 2026**

#### CONDITIONS OF APPOINTMENT OF THE DIRECTOR GENERAL

*Document prepared by the Secretariat*

1. Article 9(3) of the Convention Establishing the World Intellectual Property Organization (the WIPO Convention) provides that the WIPO General Assembly shall fix the conditions of the appointment of the Director General.
2. At the time of the appointment of the Director General in 2020, the sixtieth session of the Assemblies of the Member States of WIPO could not convene in person, and was conducted, exceptionally, by written procedure due to the restrictions in place because of the COVID-19 pandemic. During that session, the WIPO General Assembly fixed the conditions of the appointment of the Director General, Mr. Daren Tang, for the period from October 1, 2020 to September 30, 2026, as set forth in Annex I to document [WO/GA/52/2](#) (see document [A/60/3](#), paragraph 11).
3. At that time, however, several WIPO Groups observed that conducting the negotiations necessary to propose amendments to the text of the contract would be difficult under the then exceptional circumstances. Consequently, following the request of one WIPO Group, the Chair of the WIPO General Assembly was mandated to hold further informal consultations with interested Member States in advance of the fifty-fourth session of the WIPO General Assembly meeting in 2021, with a view to updating the contract of the Director General for the term of office starting in 2026 (see document [A/60/3](#), paragraph 12).
4. Accordingly, succeeding Chairs of the WIPO General Assembly continued, in the intervening years, to engage Member States in consultations for that purpose; however, the consultations did not yield results in the form of amendments to the contract.

5. In preparation for the present session, the Chair of the WIPO General Assembly likewise engaged Member States in consultations, through the convening of a Working Group on the Conditions of Appointment of the Director General, as has been WIPO practice, to discuss and update, as necessary, the conditions for the appointment of the Director General. The Working Group was presided over by the Chair of the WIPO General Assembly, and the Chair of the Coordination Committee served as its Vice-Chair. The other members of the Working Group consisted of the Vice-Chairs of the General Assembly and of the Coordination Committee, as well as the WIPO Group Coordinators. The Working Group met twice on March 18 and 25, 2026.

6. In considering the conditions of the appointment of the Director General, the Working Group decided to recommend to the General Assembly the same conditions that the General Assembly approved in May 2020, with annual inflationary adjustments to the housing and representation allowances in accordance with the Consumer Price Index (CPI) for Geneva.

7. Upon the request of the Working Group, the International Bureau provided an indicative estimate of the monthly remuneration of the Director General, in addition to the representation and housing allowances stipulated in the contract, based on the United Nations common system parameters applicable in February 2026. The indicative estimate is attached to this document as Annex I.

8. The Working Group further noted that, with regard to the conditions of appointment of the Director General to be elected in 2032, the Working Group be established during the 2031 sessions of the Assemblies of the Member States of WIPO that will consider the timeline of procedural steps in the nomination and appointment of the next Director General in 2032, to allow sufficient time for consultations on, and any proposals for, amendments to the conditions of appointment.

9. The Working Group agreed to recommend the conditions of appointment as reflected in the draft contract set out in Annex II to this document.

*10. The WIPO General Assembly is invited to fix the conditions of the appointment of the Director General as reflected in the draft contract set out in Annex II to this document.*

[Annexes follow]

Monthly Remuneration - Director General

The calculation is an indicative estimate of what would be the monthly remuneration of [the Director General-Elect] as Director General of WIPO pursuant to WIPO Staff Regulation 3.1 based on the parameters applicable in February 2026\* (in addition to the Representation and Housing Allowances included in his contract)

Net monthly salary (dependent rate) [ (US\$ 222,101 x 0.768) : 12 ]	SFr. 14,214.45
Post Adjustment Geneva [ (US\$ 222,101 x 0.768 x 0.938) : 12 ]	SFr. 13,333.15
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	SFr. 27,547.60
DG's Contribution UNJSPF [ (US\$ 470,282 x 0.768 x 0.079) : 12 ]	SFr. 2,377.75
DG's Contribution Medical Insurance Premium**	SFr. 412.50
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<b>Monthly pay</b>	<b>SFr. 24,757.35</b>

\* Official United Nations exchange rate in February 2026: 1 US\$ = 0.768 Swiss francs  
Post Adjustment multiplier for Geneva in February 2026: **93.8**

\*\* DG only; dependents not considered

[Annex II follows]

DRAFT

CONTRACT OF THE DIRECTOR GENERAL

THIS CONTRACT is entered into this [...] day of [...] 2026

between

the WORLD INTELLECTUAL PROPERTY ORGANIZATION (hereinafter  
called “the Organization” or “WIPO”)

and

[the Director General-Elect]

WHEREAS:

- A. Article 6(2)(i) of the Convention Establishing the World Intellectual Property Organization (hereinafter called “the WIPO Convention”) provides that the WIPO General Assembly shall appoint the Director General of WIPO upon nomination by the WIPO Coordination Committee.
- B. Article 9(3) of the WIPO Convention provides, *inter alia*, that the Director General of WIPO shall be appointed for a fixed term, which shall be not less than six years, and that the period of the initial appointment, as well as all other conditions of the appointment, shall be fixed by the WIPO General Assembly.
- C. The term of the appointment may end according to the relevant provisions as set out in the WIPO Convention and the Staff Regulations and Rules of the International Bureau of WIPO.
- D. Upon the nomination of the WIPO Coordination Committee, the WIPO General Assembly appointed [the Director General-Elect] as Director General of WIPO on April 21, 2026.

IT IS HEREBY AGREED AS FOLLOWS:

Term of Appointment

1. The appointment of [the Director General-Elect] as Director General of WIPO shall be for a fixed term of six years, commencing on October 1, 2026.

Salary and Allowances

2. Throughout the term of his appointment, the Organization shall pay to [the Director General-Elect]

(1) an annual net salary equivalent to the highest salary payable to the Head of a Specialized Agency of the United Nations which has its headquarters in Geneva;

(2) an annual representation allowance of 66,506 Swiss francs, which will be updated annually according to the Consumer Price Index (CPI) for Geneva\*; and

(3) an annual housing allowance of 81,606 Swiss francs, which will likewise be updated annually according to the CPI for Geneva.

3. The Organization shall make available to [the Director General-Elect] a car and chauffeur for official duties and pay the expenses relating thereto.

4. [The Director General-Elect] shall be entitled to appropriate security protection, where necessary.

Pension

5. [The Director General-Elect] shall be entitled to participate in the United Nations Joint Staff Pension Fund, in accordance with the Regulations and Rules of that Fund and with the pensionable remuneration determined in accordance with the methodology of the General Assembly of the United Nations.

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\* The CPI for Geneva is issued by the Office cantonal de la statistique.

Application of the WIPO Staff Regulations and Staff Rules

6. Except as may be otherwise modified herein, [the Director General-Elect] shall have the rights and assume the obligations which are provided for in the Staff Regulations and Staff Rules of the International Bureau of WIPO.

IN WITNESS WHEREOF, THE PARTIES HAVE THIS [...] DAY OF [...] 2026

SIGNED THESE PRESENTS

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Carlos D. Sorreta  
Chair  
WIPO General Assembly

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[Director General-Elect]

[End of Annex II and of document]