

WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

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WIPO COORDINATION COMMITTEE

Fifty-Third (36th Ordinary) Session
Geneva, September 26 to October 5, 2005

REPORT

adopted by the Coordination Committee

1. The Coordination Committee was concerned with the following items on the Consolidated Agenda (document A/41/1): 1, 2, 3, 4, 5, 6, 23, 25, 26, 27, 28 and 29.
2. The report on the said items, with the exception of items 25 and 27 are contained in the General Report (document A/41/17).
3. The reports on items 25 and 27 are contained in the present document.
4. Mr. Love Mtesa (Zambia) was elected Chair of the Coordination Committee; Mr. Li-Feng Peter Schrock (Germany) and Mr. Maximiliano Santa Cruz (Chile) were elected Vice-Chairs.

ITEM 25 OF THE CONSOLIDATED AGENDA:

APPROVAL OF AGREEMENTS

5. Discussions were based on document WO/CC/53/2.
6. The Coordination Committee approved the Agreement between WIPO and the Government of Singapore, as well as the Memorandum of Understanding between WIPO and the Islamic Development Bank (IDB), set forth in Annexes I and II, respectively, of document WO/CC/53/2.

ITEM 27 OF THE CONSOLIDATED AGENDA:

STAFF MATTERS

7. Discussions were based on document WO/CC/53/1.

WIPO Staff Association

8. 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.

AMENDMENTS TO THE STAFF REGULATIONS AND RULES

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

9. The WIPO Coordination Committee approved the amendments to Staff Regulations 3.1 and 3.16*bis* (Salaries and Staff Assessment) as reported in paragraphs 1 to 8 of document WO/CC/53/1.

Amendments to Staff Regulation 12.1

10. The WIPO Coordination Committee approved the proposed amendments to Staff Regulation 5.2 (c) (Special Leave) and took note of the consequential amendments to Staff Rules 5.1.1(a) (Annual Leave) and 6.2.2(a) (Sick Leave) as indicated in paragraphs 10 to 15 of document WO/CC/53/1.
11. The Delegation of the United States of America thanked the International Bureau for the document presented and took the opportunity to comment on the proposal of amending WIPO Staff Regulation 1.6 which had been distributed to the Member States as an attachment to the Verbal Note C.N 2566 of August 12, 2005, emphasizing that it should be impressed upon all United Nations organizations' personnel that they should even avoid the appearance of a conflict of interest. The Delegation found that there is a need to strengthen the Staff Regulations and Staff Rules of WIPO with respect to financial disclosure and actual conflict of interest to avoid problems, and to that end, the text proposed by WIPO went a long way

towards achieving that goal. However, the Delegation requested that modifications be made to the proposed text on three items: first and foremost, the listed activities that staff members should not engage in should be expanded to ensure better clarity as to the types of prohibited activities. By limiting participation in outside activities that are similar in nature to their official duties at WIPO, employees are more likely to properly identify and categorize activities which demonstrate conflicts of interest. Secondly, as a further measure of transparency, all staff D-1 and above should be required to file a financial disclosure statement at specified intervals. Finally, the Delegation felt that the exceptions laid out in the proposed text, allowing the Director General to authorize activities that would otherwise be prohibited, could be perceived as a way to circumvent these regulations. A way to mitigate that risk would be to require that a financial disclosure statement from all those seeking authorization to participate in outside activities from the Director General be submitted, both at the time of application and at specified intervals. The Delegation then presented specific proposals to amend the proposed text under Regulations 1.6(f)(6) and (g) and to include an additional second paragraph under (h).

Amendments to the Staff Rules under Staff Regulation 12.2

12. The WIPO Coordination Committee took note of the amendments made to Staff Rule 3.11.1 (Education Grant) as indicated in paragraphs 16 to 19 of document WO/CC/53/1.

INTERNATIONAL CIVIL SERVICE COMMISSION

13. The WIPO Coordination Committee noted the information contained in paragraph 21 of document WO/CC/53/1.

UNITED NATIONS JOINT STAFF PENSION BOARD

14. The WIPO Coordination Committee noted the information contained in paragraph 23 of document WO/CC/53/1.

WIPO STAFF PENSION COMMITTEE

15. The WIPO Coordination Committee noted the information contained in paragraphs 25 to 27 concerning the Director General's initiative on the search for qualified and suitable candidates to be elected, one as a member of the Committee, and the other as an alternate member, for the four-year term running until the ordinary session of 2009 of the WIPO Coordination Committee.

[Annex follows]

ANNEX

STATEMENT BY THE PRESIDENT OF THE
WIPO STAFF ASSOCIATION
TO THE WIPO COORDINATION COMMITTEE

Mr. Chairman, Director General,
Distinguished Delegates, Dear Colleagues,

I am honored to speak to you today on behalf of the staff of WIPO, a staff whose competence and dedication you are well aware of. The newly elected Council of the WIPO Staff Association has been up and running for barely a month now. I will be correspondingly brief.

All of us in WIPO face a number of uncertainties, questions and concerns. We in the Staff Council are looking to clarify and help find solutions that address the following interests of WIPO staff:

* that changes in our operations and in our working conditions are carried out on the basis of meaningful consultation with all staff involved, in the process drawing on the wealth of expertise and creativity among all staff to ensure that new tools and techniques really do improve the work and the quality of service that this organization delivers;

* that contractual relations are defined within a clearly articulated staffing policy, one that, we hope, visualizes an alternative to staff fears that hiring freezes could become an ice age for staff development, one that enables staff to understand the political economy sustaining this organization's mission and to see, unequivocally, their future secure in it;

* that mechanisms of internal justice are adequate for swift and fair resolution of differences, that rights and responsibilities are understood and exercised at all levels, that ways of recourse are open to all staff, and that meaningful evaluation procedures - working both ways – are established.

In addressing these important issues we look forward to working with a candid and responsive Administration in an environment of open, constructive communication with staff.

Thank you for having accorded me, as the representative of the Staff Association, the opportunity to convey these staff perspectives to you.

[End of Annex and of document]