

WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

WORLD INTELLECTUAL PROPERTY ORGANIZATION

COORDINATION COMMITTEE

Thirtieth Session (23rd Ordinary)
Geneva, September 21 to 29, 1992

REPORT OF THE WORKING GROUP
ON PROFESSIONAL REMUNERATION

Memorandum of the Director General

Background

1. At its twenty-eighth session held from September 23 to October 2, 1991, the Coordination Committee, after a comprehensive discussion of the remuneration of staff in the Professional and higher categories in WIPO (see document WO/CC/XXVIII/7, paragraphs 12 to 37), adopted the following decision (ibid., paragraph 38):

"The WIPO Coordination Committee decided to establish a Working Group on Professional Remuneration.

"The members of the Working Group are the countries members of the WIPO Budget Committee and any other country member of WIPO which, by October 31, 1991, notifies the Director General in writing that it wishes to be a member of the Working Group. However, any country member of the WIPO Budget Committee may, by the same date, notify the Director General in writing that it does not wish to be a member of the Working Group.

"The task of the Working Group is to establish the facts concerning the evolution of the remuneration of the staff in the Professional and higher categories in WIPO during approximately the last 15 years and the evolution of the cost of living in Geneva and of the conditions of the labor market during the same period, as well as the facts concerning the alleged inequality of treatment between staff serving in Geneva and those serving at the base of the common system (New York), and any related question relevant for forming an opinion on the appropriate level of the said remuneration.

"The Working Group shall hear representatives of the staff of WIPO and seek the advice of outside experts.

"It shall report to the 1992 ordinary session of the WIPO Coordination Committee. The text of its report shall be communicated to the member States of the WIPO Coordination Committee at least two months in advance of the said session."

2. The following countries members of WIPO but not members of the WIPO Budget Committee notified the Director General that they wished to be members of the Working Group: Ghana, Pakistan, Senegal, Sudan and the United Kingdom. No country member of the WIPO Budget Committee notified the Director General that it did not wish to be a member of the Working Group. The Working Group was therefore composed of the following countries: Brazil, Canada, Chile, China, Czechoslovakia, Egypt, France, Germany, Ghana, India, Japan, Pakistan, Russian Federation, Senegal, Sudan, Switzerland, United Kingdom, United Republic of Tanzania, United States of America and Yugoslavia (20).

3. In accordance with the decision of the Coordination Committee, the Director General invited the WIPO Staff Council to designate representatives of the staff, and the International Civil Service Commission (ICSC) to designate experts, to participate in the meetings of the Working Group. He also invited the Secretary of the Consultative Committee on Administrative Questions (CCAQ) to participate in the said meetings.

4. At its twenty-eighth session, the Coordination Committee also adopted a resolution (see document WO/CC/XXVIII/7, paragraph 39) on the subject of the remuneration of WIPO staff in the Professional and higher categories, the text of which is as follows:

"The WIPO Coordination Committee, at its twenty-eighth session held from September 23 to October 2, 1991,

"conscious of the need to ensure, in accordance with Article 9(7) of the WIPO Convention, that the International Bureau of WIPO is given the means to secure and retain the services of individuals of the highest standard of efficiency, competence and integrity, in order to properly discharge its mandate,

"1. expresses its concern with the deterioration of the purchasing power of the remuneration of the WIPO staff in the Professional and higher categories,

"2. invites the WIPO member States to ensure that their delegations in the Fifth Committee of the General Assembly of the United Nations are aware of the above-mentioned concern,

"3. invites the Director General of WIPO to communicate the above-mentioned concern to the Secretary-General of the United Nations, to the members of the Administrative Committee on Coordination and to the International Civil Service Commission."

5. The Director General communicated the text of that resolution, together with that of the relevant paragraphs of the report of the Coordination Committee, to the Secretary-General of the United Nations, the members of the Administrative Committee on Coordination (ACC) and the Chairman of the ICSC, on October 16, 1991.

6. In its resolution 46/191 adopted on December 20, 1991, the General Assembly of the United Nations "note[d] the decision of the Co-ordination Committee of the World Intellectual Property Organization (WIPO) to establish a working group on Professional remuneration, and, in this regard, request[ed] the Co-ordination Committee of WIPO to involve fully the relevant common system bodies in the Working Group and to seek the views of these bodies, as appropriate, on any report or conclusions reached and to have the latter submitted concurrently with the Working Group's report to the WIPO Governing Body."

7. Although the above-mentioned resolution of the General Assembly of the United Nations is formally addressed to the Coordination Committee, the Director General, in addition to inviting the ICSC to designate experts to participate in the meetings of the Working Group, communicated to its Chairman the report of the Working Group to the Coordination Committee (see below), with the request that it be submitted to the ICSC at its 36th session (July 13 to August 7, 1992) for any views that the ICSC would wish to express on the said report. The International Bureau has been informed by the Secretariat of the ICSC that the Commission will be requested to include consideration of the report of the Working Group on the agenda of its 36th session and that the part of the report of the said session of the ICSC devoted to the report of the Working Group would be available for communication to the Coordination Committee by August 28, 1992. As soon as received, the relevant part of the report of the 36th session of the ICSC will be circulated to the member States of the Coordination Committee in a supplement to the present document.

8. Furthermore, the Director General invited the ICSC to be represented by observers, on an ad hoc basis, when the report of the Working Group is discussed by the Coordination Committee at its September 1992 session.

Report of the Working Group to the Coordination Committee

9. The Working Group on Professional Remuneration established by the decision of the Coordination Committee quoted in paragraph 1, above, held three sessions at the headquarters of WIPO, from February 10 to 12, 1992, April 27 to 29, 1992, and June 1 and 2, 1992. The documentation prepared for the first and second sessions of the Working Group is available to delegations in documents WG/PREM/I/1 to 4 and WG/PREM/II/1 to 3. The report of the Working Group to the Coordination Committee (document WG/PREM/III/3) is contained in Annex I hereto. The list of participants in the three sessions of the Working Group is contained in Annex II hereto.

10. The comments of the Director General will be contained in a supplement to this document which will be issued once the relevant part of the report of the 36th session of the ICSC is available.

WIPO



WG/PREM/III/3

ORIGINAL: English

DATE: June 2, 1992

WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

WORKING GROUP ON PROFESSIONAL REMUNERATION

Third Session

Geneva, June 1 and 2, 1992

REPORT OF THE WORKING GROUP
TO THE WIPO COORDINATION COMMITTEE

adopted by the Working Group

1. The Working Group on Professional Remuneration, hereinafter referred to as "the Working Group," established by the WIPO Coordination Committee at its twenty-eighth session in September-October 1991, held three sessions at the headquarters of WIPO in February (from 10 to 12), in April (from 27 to 29) and June (1 and 2) 1992.
2. The Working Group was composed of the following States: Brazil, Canada, Chile, China, Czechoslovakia, Egypt, France, Germany, Ghana, India, Japan, Pakistan, Russian Federation, Senegal, Sudan, Switzerland, United Kingdom, United Republic of Tanzania, United States of America and Yugoslavia. With the exception of Czechoslovakia, all members were represented at all or part of the meetings. In addition, experts from the International Civil Service Commission (ICSC) (namely its Chairman and its Executive Secretary) and from the Secretariat of the Consultative Committee on Administrative Questions (CCAQ) (namely its Secretary) attended the meetings, as well as staff members appointed by the WIPO Staff Association.
3. The Working Group at its first session unanimously elected Mr. Alioune Sene (Senegal) as Chairman, and Messrs. Wolfgang Milzow (Germany) and Boris Smirnov (Russian Federation) as Vice-Chairmen. Mr. Robert Luther (WIPO) acted as Secretary of the Working Group.
4. The task of the Working Group, in accordance with the decision of the WIPO Coordination Committee (see document WO/CC/XXVIII/7, paragraph 38), was "to establish the facts concerning the evolution of the remuneration of the staff in the Professional and higher categories in WIPO during approximately

the last 15 years and the evolution of the cost of living in Geneva and of the conditions of the labor market during the same period, as well as the facts concerning the alleged inequality of treatment between staff serving in Geneva and those serving at the base of the common system (New York), and any related question relevant for forming an opinion on the appropriate level of the said remuneration."

5. The Working Group expressed their thanks to the International Bureau for the hard work which had gone into the preparations for the meeting. In particular the Group appreciated the high quality of documents WG/PREM/I/2, 3 and 4 and WG/PREM/II/2 and 3, which were used as the basis for discussions. In its deliberations, the Working Group also took into account additional information provided by, and views of, representatives of WIPO staff, the ICSC and CCAQ, all of whom participated fully in the work of the Group.

Evolution of Remuneration and Cost of Living/Alleged Inequality of Treatment between Geneva and New York

6. On the basis of the information available to it, the Working Group decided to use January 1975 as the starting date for their comparative study and grade P.4 step 6 (dependency rate) as the common reference point on the UN pay scale. The Working Group further decided that an objective comparison of the evolution of salaries and of purchasing power of Professional staff in different duty stations could best be made on the basis of figures for take-home pay (namely, net remuneration after deduction of contributions to the United Nations Joint Staff Pension Fund*) and by applying to those figures the local consumer price index (CPI) in respect of the in-area expenditure component (90%) and the out-of-area price progression factor in respect of the out-of-area expenditure component** (10%).

7. The tables in Annexes I through IV show the evolution in Geneva and in New York of Professional remuneration and of purchasing power, calculated by the International Bureau on the basis of the parameters set out in paragraph 6 above. The table in Annex V provides a comparison, at April 1, 1992, of

*Pension fund contributions are the same dollar amount in all locations and not affected by changes in local CPI.

**Since the United Nations Professional staff is primarily an expatriate service (for which staff are compensated through measures such as the addition--separate to post adjustment--of a 10-20% "margin" to salaries of the comparator civil service, home leave and education and repatriation grants), it must be assumed that Professional staff members spend a proportion of their income in countries other than their duty station. Indeed, the out-of-area component is calculated on the basis of evidence provided by UN Professional staff and represents an average of their actual out-of-area expenditure.

take-home pay, in US dollars and local currency, in major UN duty stations in Europe and North America. It is to be noted, however, that the table in Annex V does not show the differences in cost of living among the said duty stations.

8. The Working Group noted that there had been considerable monthly variations in net salaries paid in Geneva since 1975. The representatives of the ICSC and CCAQ explained that this resulted from a former defect in the post adjustment system whereby staff outside New York had benefited from "windfall gains" when the US dollar strengthened but had then received cuts in pay when the dollar weakened (except in WIPO where individual staff members had, until October 1988, been protected against reductions in take-home pay resulting from exchange rate fluctuations by the former WIPO Staff Regulation 3.1bis; in October 1988, the WIPO Coordination Committee abolished WIPO Staff Regulation 3.1bis and adopted transitional arrangements effective until June 1990). The Working Group was pleased to note that corrective measures had now been introduced and that, under the revised system for mitigating the effects of currency fluctuations, the local currency amount of take-home pay was now maintained within a band of plus or minus 0.5% of the correct level.

The principal findings of the Working Group in respect of the evolution of Professional remuneration may be summarized as follows:

9. Over the period from January 1975 to January 1992 monthly net Professional remuneration after pension fund deduction (take-home pay) for grade P.4 step 6 (dependency rate) in WIPO increased in absolute terms by 37.14 per cent from 6,795.95 Swiss francs to 9,319.80 Swiss francs (see Annex I). Over the said period the "combined" cost-of-living index (combining the Geneva consumer price index and the out-of-area price progression factor as measured by the ICSC) increased by 82.91 per cent. As a result the purchasing power of take-home pay at grade P.4 step 6 in Geneva during the period from January 1975 to January 1992 declined by 25.02 per cent (see Annex III).

10. Over the same period, take-home pay in New York increased by 155.45 per cent from 2,011.89 US dollars to 5,139.41 US dollars (see Annex II). With the increase of the "combined" cost-of-living index for New York by 181.68 per cent, the purchasing power of take-home pay at grade P.4 step 6 in New York during the period from January 1975 to January 1992 declined by 9.31 per cent (see Annex IV).

11. Following a detailed investigation into the main decisions and events affecting the evolution of Professional remuneration since 1975, the Working Group acknowledged that there appeared to be valid explanations for the difference in the evolution of purchasing power between Geneva and New York during this period. In particular, cost-of-living surveys conducted by the ICSC in 1978-79, 1983, 1988 and 1990 had shown that purchasing power in Geneva was, on each occasion, higher than in New York. When put in context, therefore, the relative decline in purchasing power of Professional staff salaries in Geneva appeared to have had the effect of correcting a previous imbalance in their favor.

12. The Working Group noted that the latest place-to-place cost-of-living survey conducted by the ICSC in 1990 had concluded that the equivalence of purchasing power between Geneva and New York had virtually been restored (with purchasing power in Geneva still 0.2% higher). The Working Group had for the time being no substantive evidence to support any other conclusion. The Working Group noted however that the International Bureau would pursue the consultations that it had undertaken with the ICSC during the second session of the Working Group with a view to clarifying the treatment of the housing component in the post adjustment index resulting from the 1990 survey as well as a number of outstanding questions regarding the implementation of the approved methodology.

13. Before reaching their conclusions on this section of their study, the Working Group considered carefully the views of the International Bureau and the staff representatives about the accuracy and application of the methodology for conducting place-to-place surveys and calculating post adjustment indexes. It also acknowledged their concerns about the limitations on their capacity to participate in these exercises as fully as they might wish, as well as the complexities and difficulties inherent in comparing costs of living in the numerous UN duty stations. The Working Group was not, however, in a position to pass judgment either on the methodology or on the results of past surveys. Nor had it seen any evidence of lack of objectivity on the part of the ICSC in making their calculations. In this respect, the Working Group noted that the current methodology had been drawn up in consultation with representatives of staff and Secretariats, and that an institutional framework existed to provide for full participation of individual organizations and staff associations in place-to-place surveys. History had also shown that it was possible to correct the conclusions drawn from surveys if mistakes were found to have been made.

14. Bearing in mind the complexity of the UN Professional remuneration system, and the ease with which misunderstandings could arise amongst staff members about its interpretation and application, the Working Group considered it essential for WIPO management to keep staff fully informed of decisions taken in a common system context as well as their implications for conditions of service in Geneva. The Working Group stressed the importance of the closest possible contact and cooperation between the International Bureau and the various common system bodies, including the Secretary of CCAQ who they noted was resident in Geneva. In this respect, the Working Group considered that it was in the best interests of the staff of WIPO that they cooperate fully in the application and implementation of agreed common system procedures, noting that the role of the ICSC in calculating post adjustment indexes had in recent years been hindered by the decision of many UN Professional staff in Geneva not to participate in place-to-place surveys. The Working Group also noted that, in its resolution 46/191, the UN General Assembly had encouraged the Commission to pursue further improvements in its own functioning, with a view to enhancing its responsiveness within the common system to the concerns and needs of the different organizations.

15. The Working Group proceeded to look at the other alleged differences in conditions of service between staff working in Geneva and New York (e.g. standard working hours, ability of staff to live in France, etc.). It concluded that, where differences did exist, these either could be justified by local circumstances or had been criticized by the UN General Assembly which had recommended remedial action where appropriate. The Working Group further concluded that, when all variations were taken into account, there were no relevant differences in overall conditions of service between the two duty stations.

Evolution of Conditions of the Labor Market

16. The Working Group noted that a comparison of the evolution of take-home pay in WIPO with some European regional organizations and with the OECD and the other Coordinated Organisations showed that Professional remuneration in the UN common system had fallen behind the remuneration offered by those organizations. Specifically, whereas in 1975 Professional remuneration levels in the United Nations system (hence in WIPO) were some 6-8 per cent lower than in the OECD and the EC and 1 per cent higher than in CERN, by 1992 remuneration levels in the United Nations system (hence in WIPO) were some 14-33% lower than remuneration levels in certain European regional organizations and the Coordinated Organisations. These, however, were not worldwide organizations like those of the UN system and therefore competed for recruits in a more restricted geographical area. Reference was also made to the World Bank and the International Monetary Fund whose professional remuneration levels were also significantly higher than those of the common system.

17. The Working Group understood how comparisons with pay levels in organizations outside the common system could create a sense of dissatisfaction amongst WIPO Professional staff. It noted however that, since the founding of the United Nations, under the Noblemaire principle (which dated back to 1922 and had again been reaffirmed by the last session of the UN General Assembly), it had been the salaries of the highest paid civil service (historically the United States of America) which were used as the basis for determining United Nations Professional remuneration, and not those offered by other employers outside the common system.

18. The Working Group noted that the ICSC was currently conducting a review of whether the United States civil service was still the appropriate comparator, and would be reporting its findings to the UN General Assembly at its 49th session in 1994. It also noted that the US Federal Employees Pay Comparability Act of 1990 was expected to lead to a major reform in US public sector pay arrangements which should, in turn, lead to improvements in UN Professional remuneration after 1994, although no precise date could be given.

Recruitment and Retention Difficulties

19. The Working Group acknowledged that recruitment and retention difficulties did not lend themselves to precise quantification, particularly in a small organization such as WIPO where the number of Professional staff had risen from only 52 in January 1975 to 130 in March 1992, and where no exit interviews were conducted to establish the reasons for staff members resigning or declining an extension of appointment. The Group took note of the frequent references to increasing difficulties in recruiting and retaining qualified staff made in ACC by the Executive Heads of the organizations of the United Nations common system. And it was accepted that the data provided to the Working Group demonstrated that Professional remuneration in WIPO, as elsewhere in the UN system, had become less competitive than it had been in the 1970s and could deter well-qualified individuals from applying for vacant posts in WIPO. It was noted however that the facts and statistics presented did not demonstrate that the current level of Professional remuneration was an obstacle to recruitment from most regions, some of which were currently below their desirable range of representation in the International Bureau. Finally it was noted that remuneration was only one of the considerations leading

staff to join or leave an organization. In that context it was also pointed out that the statistics (which detailed the number but not the qualifications of the applicants), showed that WIPO continued to attract a very large proportion of applications from nationals of high-income countries, many of which fell into the recruitment area for those European regional organizations with which WIPO was competing for staff. The Working Group noted that this raised legitimate questions about the reasons for the small number of applications from certain regions and how this situation could be improved. This, however, was a matter of recruitment policy which lay outside the mandate of the Working Group.

20. On the basis of the information available to it, the Working Group was unable to conclude that the decline in, and current level of, the purchasing power of Professional remuneration in WIPO had, as yet, led to serious difficulties in the recruitment and retention of staff throughout the Organization. Indeed, from the evidence provided, where recruitment difficulties had been experienced by WIPO in recent years, these appeared to be limited to several specific cases in fields where special expertise was required by the Organization (e.g. intellectual property law specialists and specialists in industrial property classification and information). The Working Group also noted that the General Assembly of the United Nations, in its resolution 46/191, had invited the ICSC to analyze the potential consequences of the US Federal Employees Pay Comparability Act of 1990 for the pay levels of the US Federal Civil service, to report thereon to the General Assembly in 1994 and, in so doing, to provide full details of any special pay systems which had been introduced by the comparator civil service.

21. The Working Group considered that the level of Professional remuneration was likely to remain a key factor in the ability of WIPO and other UN organizations to recruit and retain personnel of the right quality. It is therefore essential constantly to review the functioning of the common system and to improve its responsiveness to problems faced by its constituent bodies, taking into account the requirement on WIPO and other UN bodies to recruit and retain staff of the highest standards of efficiency, competence and integrity; the legitimate concerns of all international civil servants; and the financial constraints on member States.

22. The Group recalled that the formal agreements of affiliation between the United Nations and the other organizations of the common system, as well as the Statute of the ICSC*, were aimed at the development of a single unified international civil service through the application of common personnel standards, methods and arrangements. This aim had been reinforced by the last session of the UN General Assembly which, in its resolution 46/191, had emphasized the advantages of the common system as well as the obligations on its constituent organizations to consult and cooperate fully with the ICSC and UNJSPB on matters relating to conditions of service and pensions. The UN General Assembly also insisted that problems relating to conditions of service of UN staff should be looked at in the context of the common system as a whole, and not on a case-by-case basis in individual organizations.

*See Annex VI.

23. The Working Group noted that the General Assembly of the United Nations, in its resolution 46/191, had requested the WIPO Coordination Committee to seek the views of the relevant common system bodies on any report or conclusions reached and to have the latter submitted concurrently with the Working Group's report to the WIPO Governing Body. The Working Group therefore decided that it would be appropriate to transmit a copy of its report to the ICSC for consideration at their July 1992 session.

24. This report was adopted by consensus on June 2, 1992. Each delegation retains the right to develop and clarify its specific position at the time of the presentation of this report to the WIPO Coordination Committee.

[Annex I follows]

ANNEX I

**EVOLUTION OF PROFESSIONAL REMUNERATION
IN WIPO AT GRADE P4, STEP 6 (DEPENDENCY RATE)**
(in Swiss Francs)

	A Remun.	B Index	C PF contr.	D THP	E Index
Jan. 1975	7234.40	100.00	438.45	6795.95	100.00
Jan. 1976	7685.50	106.24	516.75	7168.75	105.49
Jan. 1977	7667.75	105.99	499.40	7168.35	105.48
Jan. 1978	7529.50	104.08	411.40	7118.10	104.74
Jan. 1979	7420.10	102.57	411.80	7008.30	103.12
Jan. 1980	7697.65	106.40	439.25	7258.40	106.80
Jan. 1981	7875.90	108.87	536.85	7339.05	107.99
Jan. 1982	8338.15	115.26	596.80	7741.35	113.91
Jan. 1983	9039.35	124.95	707.15	8332.20	122.61
Jan. 1984	9461.40	130.78	802.30	8659.10	127.42
Jan. 1985	9920.65	137.13	955.50	8965.15	131.92
Jan. 1986	9421.20	130.23	774.05	8647.15	127.24
Jan. 1987	9136.00	126.29	603.70	8532.30	125.55
Jan. 1988	9062.75	125.27	463.75	8599.00	126.53
Jan. 1989	9143.75	126.39	605.65	8538.10	125.64
Jan. 1990	9394.60	129.86	692.45	8702.15	128.05
Jan. 1991	9579.85	132.42	647.15	8932.70	131.44
Jan. 1992	10034.75	138.71	714.95	9319.80	137.14

Remun. = Net salary plus post adjustment (and spouse allowance for 1975 and 1976)

PF contr. = Pension Fund contribution by staff member

THP = Take-home pay [A-C]

[Annex II follows]

ANNEX II

**EVOLUTION OF PROFESSIONAL REMUNERATION
IN NEW YORK AT GRADE P4, STEP 6 (DEPENDENCY RATE)**
(in US Dollars)

	A Remun.	B Index	C PF contr.	D THP	E Index
Jan. 1975	2183.83	100.00	171.94	2011.89	100.00
Jan. 1976	2325.83	106.50	196.48	2129.35	105.84
Jan. 1977	2468.00	113.01	204.67	2263.33	112.50
Jan. 1978	2574.50	117.89	204.68	2369.82	117.79
Jan. 1979	2663.25	121.95	254.20	2409.05	119.74
Jan. 1980	2894.00	132.52	274.53	2619.47	130.20
Jan. 1981	3171.33	145.22	305.03	2866.30	142.47
Jan. 1982	3508.50	160.66	331.56	3176.94	157.91
Jan. 1983	3665.83	167.86	355.35	3310.48	164.55
Jan. 1984	3823.17	175.07	368.03	3455.14	171.74
Jan. 1985	4189.75	191.85	370.35	3819.40	189.84
Jan. 1986	4189.75	191.85	370.36	3819.39	189.84
Jan. 1987	4189.75	191.85	370.37	3819.38	189.84
Jan. 1988	4189.75	191.85	359.50	3830.25	190.38
Jan. 1989	4507.75	206.41	401.09	4106.66	204.12
Jan. 1990	4719.75	216.12	452.58	4267.17	212.10
Jan. 1991	5448.25	249.48	509.57	4938.68	245.47
Jan. 1992	5669.00	259.59	529.59	5139.41	255.45

Remun. = Net salary plus post adjustment (and spouse allowance for 1975 and 1976)

PF contr. = Pension Fund contribution by staff member

THP = Take-home pay [A-C]

[Annex III follows]

ANNEX III

**EVOLUTION OF PURCHASING POWER FOR GENEVA
USING COMBINED INDEX
(P4/6, dependency rate)
(in Swiss Francs)**

	A	B	C	D	E	F
	Remun.	PF contr.	THP	Comb. Ind.	THP adj.	Index
Jan. 1975	7234.40	438.45	6795.95	100.00	6795.95	100.00
Jan. 1976	7685.50	516.75	7168.75	104.68	7113.88	100.77
Jan. 1977	7667.75	499.40	7168.35	105.73	7185.09	99.77
Jan. 1978	7529.50	411.40	7118.10	105.52	7170.91	99.26
Jan. 1979	7420.10	411.80	7008.30	105.65	7179.96	97.61
Jan. 1980	7697.65	439.25	7258.40	111.32	7565.04	95.95
Jan. 1981	7875.90	536.85	7339.05	118.71	8067.24	90.97
Jan. 1982	8338.15	596.80	7741.35	126.21	8577.37	90.25
Jan. 1983	9039.35	707.15	8332.20	135.07	9179.24	90.77
Jan. 1984	9461.40	802.30	8659.10	140.08	9519.84	90.96
Jan. 1985	9920.65	955.50	8965.15	147.12	9998.33	89.67
Jan. 1986	9421.20	774.05	8647.15	150.73	10243.66	84.41
Jan. 1987	9136.00	603.70	8532.30	150.88	10253.42	83.21
Jan. 1988	9062.75	463.75	8599.00	152.76	10381.25	82.83
Jan. 1989	9143.75	605.65	8538.10	158.99	10804.55	79.02
Jan. 1990	9394.60	692.45	8702.15	166.68	11327.25	76.82
Jan. 1991	9579.85	647.15	8932.70	173.13	11765.58	75.92
Jan. 1992	10034.75	714.95	9319.80	182.91	12430.29	74.98

Remun. = Net salary plus post adjustment (and spouse allowance for 1975 and 1976)

PF contr. = Pension Fund contribution by staff member

THP = Take-home pay [A-B]

Comb. ind. = Combined index

THP adj. = Take-home pay adjusted by combined index [C for Jan. 1975*D/100]

Index = C/E*100

[Annex IV follows]

ANNEX IV

**EVOLUTION OF PURCHASING POWER FOR NEW YORK
USING COMBINED INDEX
(P4/6, dependency rate)
(in US Dollars)**

	A Remun.	B PF cont.	C THP	D Comb. Ind.	E THP adj.	F Index
Jan. 1975	2183.83	171.94	2011.89	100.00	2011.89	100.00
Jan. 1976	2325.83	196.48	2129.35	106.99	2152.59	98.92
Jan. 1977	2468.00	204.67	2263.33	112.09	2255.07	100.37
Jan. 1978	2574.50	204.68	2369.82	118.07	2375.47	99.76
Jan. 1979	2663.25	254.20	2409.05	126.62	2547.38	94.57
Jan. 1980	2894.00	274.53	2619.47	141.28	2842.39	92.16
Jan. 1981	3171.33	305.03	2866.30	156.89	3156.42	90.81
Jan. 1982	3508.50	331.56	3176.94	170.06	3421.49	92.85
Jan. 1983	3665.83	355.35	3310.48	179.99	3621.26	91.42
Jan. 1984	3823.17	368.03	3455.14	186.57	3753.50	92.05
Jan. 1985	4189.75	370.35	3819.40	191.50	3852.74	99.13
Jan. 1986	4189.75	370.36	3819.39	204.26	4109.53	92.94
Jan. 1987	4189.75	370.37	3819.38	214.06	4306.62	88.69
Jan. 1988	4189.75	359.50	3830.25	231.91	4665.86	82.09
Jan. 1989	4507.75	401.09	4106.66	239.54	4819.37	85.21
Jan. 1990	4719.75	452.58	4267.17	254.44	5119.06	83.36
Jan. 1991	5448.25	509.57	4938.68	273.73	5507.25	89.68
Jan. 1992	5669.00	529.59	5139.41	281.68	5667.14	90.69

Remun. = Net salary plus post adjustment (and spouse allowance for 1975 and 1976)

PF cont. = Pension Fund contribution by staff member

THP = Take-home pay [A-B]

Comb. ind. = Combined index

THP adj. = Take-home pay adjusted by combined index [C for Jan. 1975*D/100]

Index = C/E*100

[Annex V follows]

WG/PREM/III/3

ANNEX V

P.4/VI (D)

April 1, 1992*

Duty station	Exchange rate	PAC multiplier	Net remuneration US\$	Pension contribution US\$	Take-home pay US\$	Take-home pay (Local currency)
Geneva	1.49	73.4	81,404	6,355	75,049	SF 111,823
London	0.580	52.8	71,734	6,355	65,379	£ 37,920
Montreal	1.18	30.8	61,405	6,355	55,050	C\$ 64,959
New York	1.00	45.0	68,072	6,355	61,717	US\$ 61,717
Paris	5.64	51.8	71,264	6,355	64,909	FF 366,087
Rome	1245	54.8	72,672	6,355	66,317	Lit 82,564,665
Vienna	11.60	53.0	71,827	6,355	65,472	ASch 759,475

*No change in exchange rates or post adjustment classification from March 1, 1992.

Note: The above table does not show the differences in cost of living among the duty stations concerned.

[Annex VI follows]

5472q/PER/0196q

ANNEX VI

EXTRACTS FROM THE STATUTE OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)
AND OF THE AGREEMENT BETWEEN THE UNITED NATIONS AND
THE WORLD INTELLECTUAL PROPERTY ORGANIZATION (WIPO)

STATUTE OF THE ICSC

CHAPTER I. ESTABLISHMENT

Article 1

1. The General Assembly of the United Nations establishes, in accordance with the present statute, an International Civil Service Commission (hereinafter referred to as the Commission) for the regulation and coordination of the conditions of service of the United Nations common system.

2. The Commission shall perform its functions in respect of the United Nations and of those specialized agencies and other international organizations which participate in the United Nations common system and which accept the present statute (hereinafter referred to as the organizations).

3. Acceptance of the statute by such an agency or organization shall be notified in writing by its executive head to the Secretary-General.

[...]

CHAPTER III. FUNCTIONS AND POWERS

Article 9

In the exercise of its functions, the Commission shall be guided by the principle set out in the agreements between the United Nations and the other organizations, which aims at the development of a single unified international civil service through the application of common personnel standards, methods and arrangements.

Article 10

The Commission shall make recommendations to the General Assembly on:

(a) The broad principles for the determination of the conditions of service of the staff;

(b) The scales of salaries and post adjustments for staff in the Professional and higher categories;

(c) Allowances and benefits of staff which are determined by the General Assembly¹;

(d) Staff assessment.

Article 11

The Commission shall establish:

(a) The methods by which the principles for determining conditions of service should be applied;

(b) Rates of allowances and benefits, other than pensions and those referred to in article 10(c), the conditions of entitlement thereto and standards of travel;

(c) The classification of duty stations for the purpose of applying post adjustments.

[...]

Article 18

1. The Commission shall establish policies and shall formulate guidelines with respect to all matters for which it has responsibility under this statute. In particular, it shall formulate recommendations under article 10 concerning the system of salaries and allowances and conditions of service; adopt the annual report under article 17; propose its budget estimates under article 21; and adopt its rules of procedure under article 29.

2. Within the aforesaid policies and guidelines, the Commission may delegate to its Chairman, Vice-Chairman or to any other member or members responsibility for carrying out specific functions under the statute other than those enumerated above. The Chairman, Vice-Chairman or the member or members concerned shall be responsible to the Commission for the discharge of the functions delegated to them and shall report to the Commission thereon.

¹Dependency allowances and language incentives for staff in the Professional and higher categories, education grant, home leave, repatriation grant and termination indemnity.

AGREEMENT BETWEEN THE UNITED NATIONS
AND THE WORLD INTELLECTUAL PROPERTY ORGANIZATION (WIPO)

Article 15 - Personnel arrangements

(a) The United Nations and the Organization agree to develop, in the interests of uniform standards of international employment and to the extent feasible, common personnel standards, methods and arrangements designed to avoid unjustified differences in terms and conditions of employment, to avoid competition in recruitment of personnel, and to facilitate any mutually desirable and beneficial interchange of personnel.

(b) The United Nations and the Organization agree:

- (i) To consult together from time to time concerning matters of common interest relating to the terms and conditions of employment of the officers and staff, with a view to securing as much uniformity in these matters as may be feasible;
- (ii) To co-operate in the interchange of personnel when desirable, on a temporary or a permanent basis, making due provision for the retention of seniority and pension rights;
- (iii) To co-operate, on such terms and conditions as may be agreed, in the operation of a common pension fund;
- (iv) To co-operate in the establishment and operation of suitable machinery for the settlement of disputes arising in connection with the employment of personnel and related matters.

(c) The terms and conditions on which any facilities or services of the Organization or the United Nations in connection with the matters referred to in this article are to be extended to the other shall, where necessary, be the subject of subsidiary agreements concluded for this purpose after the entry into force of this Agreement.

[End of Annex VI and of document]

[Annex II of document WO/CC/XXX/1 follows]

ANNEX II

LISTE DES PARTICIPANTS
LIST OF PARTICIPANTS

I. ETATS MEMBRES DU GROUPE DE TRAVAIL/STATES MEMBERS OF THE WORKING GROUP

(dans l'ordre alphabétique des noms français des Etats)
(in the alphabetical order of the names in French of the States)

ALLEMAGNE/GERMANY

Wolfgang MILZOW^{1, 2, 3}, Counsellor, Permanent Mission, Geneva

Ursula BAUM (Ms.)², Executive Officer, Ministry of Justice, Bonn

Peter VOSS¹, Executive Officer, Ministry of Justice, Bonn

BRESIL/BRAZIL

Piragibe TARRAGO^{2, 3}, Counsellor, Permanent Mission, Geneva

Renata SAINT-CLAIR PIMENTEL (Miss)¹, Third Secretary, Permanent Mission, Geneva

CANADA

Robert H. LAWRENCE^{1, 2, 3}, Counsellor, Permanent Mission, Geneva

CHILI/CHILE

Pablo ROMERO^{1, 3}, Primer Secretario, Misión Permanente, Ginebra

¹Participation à la première session du groupe de travail, 10-12 février 1992/Participation in the first session of the Working Group, February 10 to 12, 1992.

²Participation à la deuxième session du groupe de travail, 27-29 avril 1992/Participation in the second session of the Working Group, April 27 to 29, 1992.

³Participation à la troisième session du groupe de travail, 1 et 2 juin 1992/Participation in the third session of the Working Group, June 1 and 2, 1992.

CHINE/CHINA

WU Zhen-xiang^{1, 2}, First Secretary, Permanent Mission, Geneva

HU Zhiqiang³, Second Secretary, Permanent Mission, Geneva

EGYPTE/EGYPT

Naéla GABR (Mme)^{1, 2, 3}, Conseiller, Mission permanente, Genève

ETATS-UNIS D'AMERIQUE/UNITED STATES OF AMERICA

Michael T. BARRY^{1, 2}, First Secretary, Permanent Mission, Geneva

C.F. RUEBENSAAL^{1, 2, 3}, First Secretary, Permanent Mission, Geneva

Philip G. RAVELING^{1, 2, 3}, Third Secretary, Permanent Mission, Geneva

FEDERATION DE RUSSIE/RUSSIAN FEDERATION

Edmound DAPKOUNAS^{2, 3}, Senior Counsellor, Permanent Mission, Geneva

Boris V. SMIRNOV¹, Consellor, Permanent Mission, Geneva

Pavel G. TCHERNIKOV^{1, 2, 3}, Attaché, Permanent Mission, Geneva

FRANCE

Gérard BIRAUD¹, Chargé de mission, Direction des Nations Unies et des organisations internationales, Ministère des affaires étrangères, Paris

Patrick BONNEVILLE³, Premier conseiller, Mission permanente, Genève

Philippe DELACROIX¹, Premier secrétaire, Mission permanente, Genève

GHANA

Harry Osei BLAVO^{1, 2}, Minister-Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva

Fidelis Woenenyo Yao EKAR¹, Counsellor, Permanent Mission, Geneva

INDE/INDIA

Lakshmi PURI (Mrs.)², Acting Permanent Representative, Permanent Mission, Geneva

Vinay Mohan KWATRA², Second Secretary, Permanent Mission, Geneva

JAPON/JAPAN

Yoshinobu HIGASHI^{1, 2, 3}, Counsellor, Permanent Mission, Geneva
Yoshiyuki TAKAGI^{1, 2}, First Secretary, Permanent Mission, Geneva

PAKISTAN

Fauzia ABBAS (Mrs.)^{1, 2}, First Secretary, Permanent Mission, Geneva

REPUBLIQUE-UNIE DE TANZANIE/UNITED REPUBLIC OF TANZANIA

Amir Habib JAMAL³, Ambassador, Permanent Representative, Permanent Mission, Geneva
Msuya W. MANGACHI³, Minister Counsellor, Permanent Mission, Geneva

ROYAUME-UNI/UNITED KINGDOM

Edward G.M. CHAPLIN^{1, 2}, Deputy Permanent representative, Permanent Mission, Geneva
Elizabeth Carol ROBSON (Miss)^{1, 2, 3}, First Secretary, Permanent Mission, Geneva
Helen M. PICKERING (Miss)^{1, 2}, Third Secretary, Permanent Mission, Geneva

SENEGAL

Alioune SENE^{1, 2, 3}, Ambassadeur, Représentant permanent, Mission permanente, Genève

SOUDAN/SUDAN

M. A. ELKARIB¹, Chargé d'affaires, Permanent Mission, Geneva
Mustafa E. ABUBAKR¹, Attaché, Permanent Mission, Geneva

SUISSE/SWITZERLAND

Anne BAUTY (Mlle)^{1, 2, 3}, Conseiller, Mission permanente, Genève
Alain-Denis HENCHOZ³, Troisième secrétaire, Mission permanente, Genève

YUGOSLAVIE/YUGOSLAVIA

Olga SPASIC (Mrs.)^{1, 2, 3}, Third Secretary, Permanent Mission, Geneva

II. EXPERTS

COMMISSION DE LA FONCTION PUBLIQUE INTERNATIONALE (CFPI)/INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)

Mohsen BEL HADJ AMOR^{1, 2}, Chairman

Prakash RANADIVE^{1, 2}, Executive Secretary

SECRETARIAT DU COMITE CONSULTATIF POUR LES QUESTIONS ADMINISTRATIVES (CCOA)/
SECRETARIAT OF THE CONSULTATIVE COMMITTEE ON ADMINISTRATIVE QUESTIONS (CCAQ)

Roger EGGLESTON^{1, 2, 3}, Secretary

III. MEMBRES DU PERSONNEL DESIGNES PAR L'ASSOCIATION DU PERSONNEL/
STAFF MEMBERS APPOINTED BY THE STAFF ASSOCIATION

Vladimir YOSSFIOV^{1, 2, 3} (Président du Conseil du personnel/President of the Staff Council), Busso BARTELS¹, Daniel BOUCHEZ², André HEITZ^{1, 2, 3}, Aly-Bey KECHERID², Annie BAILLEUL (Mme)², Geoffrey ONYEAMA¹, Marco PAUTASSO^{1, 2, 3}, Jaime SEVILLA¹, Isabelle BOUTILLON (Mlle)³

IV. BUREAU INTERNATIONAL DE L'OMPI/INTERNATIONAL BUREAU OF WIPO

T.A.J. KEEFER^{1, 2, 3}, Contrôleur et Directeur de la Division du budget et des finances/Controller and Director, Budget and Finance Division

Bruno MACHADO^{1, 2, 3}, Directeur de la Division du personnel/Director, Personnel Division

Robert LUTHER^{1, 2}, Chef de la Section des prestations au personnel/Head, Personnel Entitlements Section

V. BUREAU/OFFICERS

Président/Chairman:

Alioune SENE (Sénégal/Senegal)

Vice-présidents/Vice-Chairmen:

Wolfgang MILZOW (Allemagne/Germany)

Boris V. SMIRNOV (Fédération de Russie/
Russian Federation)

Secrétaire/Secretary:

Bruno MACHADO³ (OMPI/WIPO)

Robert LUTHER^{1, 2} (OMPI/WIPO)