

Program and Budget Committee
Thirty-Fifth and Thirty-Sixth Sessions, Geneva
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Q&A

Progress Report on Implementation of the Joint Inspection Unit's (JIU) Recommendations

Q. In Annex III of the Progress Report on Implementation of the Joint Inspection Unit's (JIU) Recommendations takes the reader to the whole report rather than to the text of the recommendation, may you please provide the links to the recommendation.

The Annex III is meant to provide Member States the full reports of the JIU related to the recommendations that are in progress. Please note that the 5 outstanding recommendations are all included in full text in this PBC Report as follows:

- Annex I, page 2, for Recommendation 6 (JIU/REP/2020/7) on "[Blockchain applications in the United Nations system: towards a state of readiness](#)",
- Annex II, page 6, Recommendation 6 (JIU/REP/2020/2) on "[Policies and platforms in support of learning: towards more coherence, coordination and convergence](#)".
- Annex II, page 6, Recommendation 4 (JIU/REP/2019/8) on "[Review of staff exchange and similar inter-agency mobility measures in United Nations system organizations](#)"
- Annex II, page 6, Recommendation 1 (JIU/REP/2019/5) on "[Managing cloud computing services in the United Nations system](#)"
- Annex II, page 8, Recommendation 10 (JIU/REP/2018/4) on "[Review of whistle-blower policies and practices in the United Nations system organizations](#)"

For ease of reference, the links to the actual report are included above and these will take the reader directly to where the recommendation is made in the full report.

Proposed PoW&B for 2024/25

Income

Q. Can you explain the evolution in the estimated income from a 4.5% increase in the PoW&B and the 2.2% increase as per the April forecast from the Chief Economist?

The estimated 4.5% increase in income in the PoW&B is based on projections by our Chief Economist's January 2023 forecast. The increase continues to be driven largely by increases in income from our top 2 services – the PCT and Madrid systems, which together will account for 94 percent of our income. Income estimates for the biennium stand at 994.9 million CHF.

The Chief Economist has since updated his demand and income forecast – his latest projections predict a 2.2% increase in income for 2024/25. We continue being very cautious regarding our income projections and have applied a 6% prudence factor on the Chief Economist's estimates in the PoW&B (we have in recent previous biennia applied a 5% prudence factor). This mitigates, to a certain extent, the latest downwards projection in income.

Q. Are you proposing an increase in Member States' contributions?

We are not proposing an increase in the unit contribution value in 2024/25 (currently 45,579 CHF). Member States can opt for changing their contribution class (either up or down), which would impact the total value of their contributions. In 2022, a total of 10 Member States changed their contribution classes resulting in a net increase of approximately 238 thousand CHF in the estimated contributions for 2024/25.

Expenditure

Cross-cutting

Q: Can you give us more details on the IP & Gender Action Plan (IPGAP)

The IPGAP is our strategic plan for WIPO's work to promote and advance women's engagement in all aspects of IP and innovation. Through the IPGAP, WIPO will raise awareness about the economic benefits of strengthening the role of women in innovative and creative activities, help equip governments and stakeholders with data and policymaking tools to improve national ecosystems in support of women and girls, and deliver concrete impact-driven activities that encourage women's use of IP in their entrepreneurial activities. The IPGAP, which is published on the website, has a wealth of information on the specific envisaged initiatives. https://www.wipo.int/export/sites/www/women-and-ip/en/docs/rn2023-1_ipgap.pdf

Q. How will you measure progress on IP & Gender related initiatives?

The KPI for measuring progress in the implementation of the WIPO IP Gender Action Plan (IPGAP) is located in the Office of the Director General. It is cross-organizational indicator that captures the progress on implementation of all initiatives, across all Sectors, set forward in the plan. Measuring progress at the organizational level will result in a more holistic view of the impact of the IPGAP.

Q. Can you give us more details on the envisaged implementation of the Disability Inclusion Strategy? What would be the baseline and target?

Innovators and creators, and the people who support innovation and creativity, are at the core of WIPO's mission. For everyone to be able to participate and express their talents and ideas, a supportive environment is needed that makes people - including people with disabilities, in all their diversity - feel welcomed, accepted and encouraged, both within WIPO and in the broader Intellectual Property (IP) ecosystem. Through its work on disability inclusion, WIPO aims to:

- Facilitate a cultural shift towards a rights-based approach to disability;
- Embed the rights of persons with disabilities into both the internal and external aspects of our work;
- Listen to, learn from and strengthen our engagement with diverse persons with disabilities and their representative organizations;
- Support greater diversity in the workforce;
- Mainstream disability across relevant initiatives and programs, improving access to IP services for persons with disabilities.

Our Disability Inclusion Strategy can be found on our website:

<https://www.wipo.int/export/sites/www/disability-inclusion/en/docs/disability-inclusion-strategy.pdf>

The target for the KPI included in the PoW&B 24/25 will be updated to reflect 8 out of 15 applicable UNDIS indicators i.e. 53%.

The Secretariat would be pleased to organize a briefing session for interested delegations on the specific initiatives envisaged under the Disability Inclusion Strategy.

Q. How much has been budgeted for the two upcoming Diplomatic Conferences and what is behind the estimation?

1.5 million CHF has been budgeted for each of the Diplomatic Conferences in the PoW&B 24/25. In previous biennia, the PoW&B included a provision of 1 million CHF for a possible diplomatic conference subject to the decision by Member States. Given the increase in travel costs (which constitutes the main bulk of the total costs) and other inflationary pressures we felt it was more prudent to increase the estimate to 1.5 million CHF.

Q. In ER 2.1 (*Development of balanced and effective international normative frameworks for IP*), what does the term “balanced” refer to?

A balanced international normative framework for intellectual property is one that is the product of inclusive, representative and transparent processes, and that serves to facilitate durable consensus-based solutions to challenges we collectively face.

Q. What is the breakdown of the IT support for the Global IP Systems under ER 3.2?

PoW&B 2024/25: Global IP System IT Support under ER 3.2
(in millions of Swiss francs)

	2024/25 PoW&B		
	Personnel Resources	Non-Personnel Resources	Total
PCT Information System	13.7	10.8	24.5
Madrid Information System	4.4	3.6	8.0
Hague Information System	1.4	1.2	2.7
Lisbon IT	0.1	0.0	0.1
Total	19.6	15.7	35.3
Note: Details for the Lisbon IT (in thousands of Swiss francs)	95.2	24.0	119.2

Q. What is methodology for calculating expected inflation impacts in the PoW&B 24/25 and what are the relevant data sources?

Rather than applying a general inflation adjustment parameter to the overall budget, we have applied inflation adjustment parameters to certain categories of costs where we have information about the expected cost increases in the next biennium:

- Increase in the cost of IT consultancies between 15 and 20% depending on the profile as per new contracts concluded with IT consultancy service providers;
- Increase in the cost of utilities - electricity and gas as per the fixed price negotiated with service provider for 2024 and 2025);
- Increase in the cost of air-tickets based on actual cost increases in 2022 and Q1 2023;
- Increase in medical insurance costs based on actual increases in 2022.

Q. What type of audits and other assessments are being undertaken to ensure that WIPO’s ICT systems are safe and secure?

The safety and security of WIPO’s ICT infrastructure and systems are of paramount importance as they are central to the Organization’s mandate. For this reason, cybersecurity and ICT resilience are of significant interest to all audit and oversight bodies, and auditing happens regularly.

WIPO has been certified against the [ISO 27001](#) standard for information security management since 2011. The globally recognized international standard covers the definition, implementation, and governance of an Organization’s information security program, and is based on a three-year audit

cycle. The current scope statement from the certification in 2022 reads: "The protection of information and IT systems used to administer patents, trademarks, industrial design applications, arbitration and mediation services, the hire to retire, procure to pay and finance processes, WIPO's safety and security coordination service, digital time stamping service, medical unit and global databases."

Upcoming audits for the ISO 27001 standard certifications:

- First surveillance audit for the current cycle: October 2023 – scope will be extended to include the Data Privacy Program
- Full certification (*or recertification*) audit in 2025

In addition to the annual ISO certification audits, carried out by an independent and regulated external certification body, the Internal Oversight Division will be carrying out a Cloud Management Audit: assurance of efficient and effective governance and controls around the use of cloud services and the related risks including data security controls.

In parallel with the internal and external audits, WIPO carries out periodic penetration testing throughout the year of our IT systems and infrastructure (on-premise and Cloud hosted) simulating both external and internal attacks, together with continuous vulnerability management.

PTS

Q. Can you explain the increase under 'Representation and Other Operating Expenses' in the 2024/25 budget?

The increase in "Representation & Other Operating Expenses" is driven by the following elements:

- (i) A high number of anticipated retirements within the Sector. As per WIPO policy on Meetings and Official hospitality, WIPO makes a limited contribution to farewell events of retiring staff members.
- (ii) Hospitality in the context of promotional activities for Gender and IP-related programs (*e.g. similar to the Ambassadors' meeting which took place earlier this year in support of women in the IP and innovation ecosystem*). WIPO will also explore broadening engagement with national entities intersecting with women and innovation and entrepreneurship.

The actuals for 2022/23 to date amounts to approximately 53,000 CHF under this cost category.

Q. Can you indicate which UN agencies you will collaborate with in the context of the implementation of the IP and Gender Action Plan (IPGAP)?

The implementation of the IP and Gender Action Plan (IPGAP) will be conducted through a combination of cross-sector initiatives, the development of new partnerships, and by building upon existing external collaborations. These partnerships will include collaborations with various UN agencies, such as ITC, UNCTAD, and UN Women.

CCIS

Q. The objective under ER 2.2 is to 'address global policy challenges relating to IP, innovation and creativity'. These include challenges pertaining to pandemics, the transfer of technology, genetic resources and traditional knowledge. Could you explain why only 3.3% of the CCIS's budget is allocated to these areas (ER 2.2) whereas approximately 27% is allocated to 'explain the potential of IP to improve the lives of everyone, everywhere' (ER 1.1)?

All ERs are organizational results to which several Sectors contribute. For example projects addressing TK related topics and global challenges are being implemented by the GCPS with

associated resources under several strategic pillars (SPs), including SP 2. The budget related to ER 2.2 for GCPS is reflected on page 54 (English version). Under SP 4, there are projects, including DA projects, which address indigenous communities. These are cross-sectoral projects involving for example GCPS. The budget related to ER 2.2 in CCIS therefore only covers a small sub-set of initiatives addressing emerging issues and global challenges at the global level relating to IP, innovation and creativity. It is recalled that the total budget for ER 2.2 is 21.3 million CHF. The budget for ER 1.1 covers all the work of the Information and Digital Outreach Division, which is part of the CCIS.

RNDS

Q. What is the breakdown of the 2024/25 budget for WIPO's External Offices and the Coordination Office in New York?

External and Coordination Offices: 2024/25 PoW&B
(in thousands of Swiss francs)

Sector	2024/25 PoW&B			2022/23 PoW&B			2024/25 vs. 2022/23 PoW&B		2022 Actuals		
	Personnel Resources	Non-Personnel Resources	Total	Personnel Resources	Non-Personnel Resources	Total	Amount	%	Personnel Resources	Non-Personnel Resources	Total
WIPO Singapore Office	1,244	553	1,797	1,182	553	1,735	62	4%	510	111	621
WIPO Brazil Office	932	475	1,407	1,056	475	1,531	-124	-8%	1,193	157	1,350
WIPO Office in the Russian Federation	1,189	200	1,389	1,158	425	1,583	-194	-12%	625	21	645
WIPO Algeria Office	524	375	899	473	375	848	51	6%	247	110	357
WIPO Nigeria Office	399	375	774	327	375	702	72	10%	143	68	211
WIPO Japan Office	1,153	365	1,518	1,239	325	1,564	-45	-3%	547	160	707
WIPO Office in China	2,308	525	2,833	2,083	525	2,608	225	9%	903	213	1,116
WIPO Office in New York	696	732	1,429	621	724	1,345	84	6%	323	280	603
TOTAL	8,445	3,601	12,046	8,138	3,777	11,915	130	1%	4,490	1,121	5,611

Q. What is the breakdown of the 2024/25 budget in RNDS for the Office of the DDG, Development Agenda Cooperation Division, Regional Divisions and the Division for LDCs?

Regional and National Development Sector¹
2024/25 Proposed Budget
(in thousands of Swiss francs)

	PoW&B 2024/25		
	Personnel Resources	Non-Personnel Resources	Total
Office of the DDG - RND Sector	3,546	1,983	5,529
Development Agenda Coordination Division	2,906	2,479	5,386
Division for Africa	3,442	1,696	5,137
Division for Arab Countries	3,179	1,696	4,875
Division for Asia and the Pacific	4,316	1,696	6,011
Division for Latin America and the Caribbean	4,658	1,696	6,354
Division for Least-Developed Countries	3,188	1,134	4,322
Division for Transition and Developed Countries	5,613	2,451	8,063
TOTAL	30,847	14,830	45,677

¹ Excluding the WIPO Academy and External Offices

Q. What is the breakdown of the 2024/25 budget between the Development Agenda (DA) coordination and the South-South and Triangular cooperation (per priorities table)?

The 4.4 million CHF includes the coordination of the implementation of the Development Agenda across the Organization as well as the coordination of the implementation of South-South and Triangular cooperation related activities. The breakdown is as follows:

- DA coordination: 3.6 million CHF
- South-South and Triangular cooperation: 0.8 million CHF

The actual implementation of DA related activities and projects as well as South-South and Triangular cooperation activities take place across all of the Sectors.

Q. Will the COVID-19 Response Package continue in 2024/25?

To ensure that COVID-19 Response Package related projects continue seamlessly in 2024/25, the PoW&B includes a proposal to assist Member States in post pandemic rebuilding. This will enable Member States to request new projects related to the use of IP to strengthen economies and support communities and all IP stakeholders in the post-COVID era. The related budget amounts to 3.3 million CHF, which is equivalent to the COVID-19 Response Package. The budget is recorded under the WIPO Academy, RND Sector, and the building back initiatives will continue to function under the strategic direction of the Director General, coordinated by the WIPO COVID-19 Focal Point, Mr. Sherif Saadallah, Executive Director, WIPO Academy. The COVID-19 Focal Point will work with Sector Leads and/or their designates through the COVID-19 Task Force, to implement targeted projects upon Member States' request across all Sectors of the Organization.

Q. Could you provide a summary of the Projects that have been requested, are ongoing, or have been completed under the COVID-19 Response Package?

Project Area	Member States
IP & Public Health	Algeria, Tunisia, Jordan (sub-regional activity), Kuwait & GCC countries, Mozambique, South Africa, Latvia (sub-regional activity)
Targeted support for SMEs (including capacity building on IP monetization and commercialization, IP management clinics, mentorship, new IPTI training programs, customized tools and resources)	Dominican Republic, Peru, Colombia, Costa Rica, Thailand, Iran, Liberia, Nigeria, Saudi Arabia, Egypt, and specific project for Central American countries & Dominican Republic
Innovation, technology transfer & IP management support for TISCs, R&D institutions, universities and other technology transfer structures particularly in life sciences fields	Mexico (regional activity), Brazil, Chile, Uganda, Algeria
Targeted support to local communities, associations or producers , including indigenous peoples, youth and women, supporting their effective use of IP tools (such as Collective Marks, Geographical Indications etc.) and the development of national IP ecosystems	Mexico, Peru, Antigua & Barbuda, Chile, Mongolia, Cambodia, Bangladesh, Tonga, Bhutan, Uganda, Kyrgyz Republic, Tajikistan, Kazakhstan
Targeted support for creative industries	Trinidad and Tobago, Central American countries & Dominican Republic, Ghana
Pilot projects on access to education and learning materials in primary and secondary schools	Philippines, Bhutan, Antigua & Barbuda, Colombia, Cameroon, Samoa
Targeted support for key domestic sectors (e.g. IP & Tourism, technology, videogaming etc.)	Central American countries & Dominican Republic, El Salvador, Cambodia, Saudi Arabia, Serbia (regional activity)
Legislative and policy advice and IP dispute resolution services (e.g. supporting the use of ADR services particularly in life sciences fields)	Countries including: Switzerland, Italy, Moldova, Sri Lanka

GCPS

Q: What would be the estimated costs for the participation of indigenous and local communities in the IGC in the biennium 2024/25?

We are working off the basis that the average per person cost per session is CHF 5,000. IGC47 made a recommendation to the 2023 General Assembly for four IGC sessions in the work program for the next biennium, with IGC48 and IGC49 being held back-to-back.

Purely for estimation purposes, 4 representatives each for 3 meetings (for example, as envisaged by Member States, IGC48/49 back-to-back sessions, IGC50 session and IGC51 session) would cost 60,000 CHF. 7 representatives, one from the 7 socio-cultural regions used by the UN Permanent Forum on Indigenous Issues, in the same number of sessions would cost 105,000 CHF.

Q: What is the breakdown of the increase in the budget for GCPS in the biennium 2024/25?

The increases in the budget for GCPS are primarily driven by the following:

- Diplomatic Conference: 1.5 million CHF + 1 temporary resource
- Scale-up of TK, TCE and GR program of work: 0.6 million CHF + 1 temporary resource
- Scale-up of Youth and IP & Competition Policy initiatives: 0.3 million CHF
- New DA project related to Building Respect for IP "*Development of Strategies and Tools to Address Online Copyright Piracy in the African Digital Market*": 0.2 million CHF
- GREEN Technology Book : 0.2 million CHF

Q: Could you provide more details on the envisaged work of the Global Challenges Division at the intersection of IP and health?

- The Global Challenges Division (GCD)'s work at the intersection of IP and health is focused on leveraging IP to support access to medicines and health technologies. We are doing this via partnerships with global health access initiatives, including, for example, the Medicines Patent Pool. We're also currently developing new initiatives to address pressing global health challenges including antibiotic research and development.
- GCD is also piloting several global health innovation fellowships, focusing on developing and reinforcing innovation capacity in LMICs to address health challenges in developing countries.
- New activities at the intersection of health and climate change are also in the concept stage, for example around the role of IP and innovation in addressing antimicrobial resistance.
- We have commissioned a number of independent lessons-learned studies focused on identifying determinants of development of and access to COVID-19 technologies. The first study, by Rena Conti, was published last year and looks at [The Determinants of COVID-19 Vaccine Development Success](#). The second study will look at licensing practices in the COVID-19 vaccine and technology space (forthcoming).
- The Global Health team is working with teams across WIPO on areas including technology transfer, patent landscaping, traditional knowledge and patent law to help address health access issues. For example, our work with the Patent and Technology Law Division focuses on providing technical assistance to member states to make full use of TRIPS flexibilities.
- GCD also leads WIPO's engagement in the Trilateral Cooperation among WHO, WIPO and WTO on public policy issues at the intersection of IP, Health, and Trade. Among other activities, the Trilateral Cooperation provides Technical Assistance with policy and implementation questions related to innovation in the medical space, local production, and access to medicines. [The Trilateral Technical Assistance Platform](#) was launched last year in response to the COVID-19 crisis.

AFMS

Q. How much is the 2024/25 budget for WIPO's share of the jointly funded JIU budget?

The 2024/25 budget amounts to 180,000 CHF. This represents an increase of 30,000 CHF over the 2022/23 biennium.

Q. Could you provide WIPO's procurement amount and ratios from developed countries, developing countries, Least Developed Countries (LDC) and countries in transition from 2013 to 2022?

WIPO, as all other UN agencies, provides its annual data to UNOPS for the publication of its procurement amounts in the UN Annual Statistical Report:

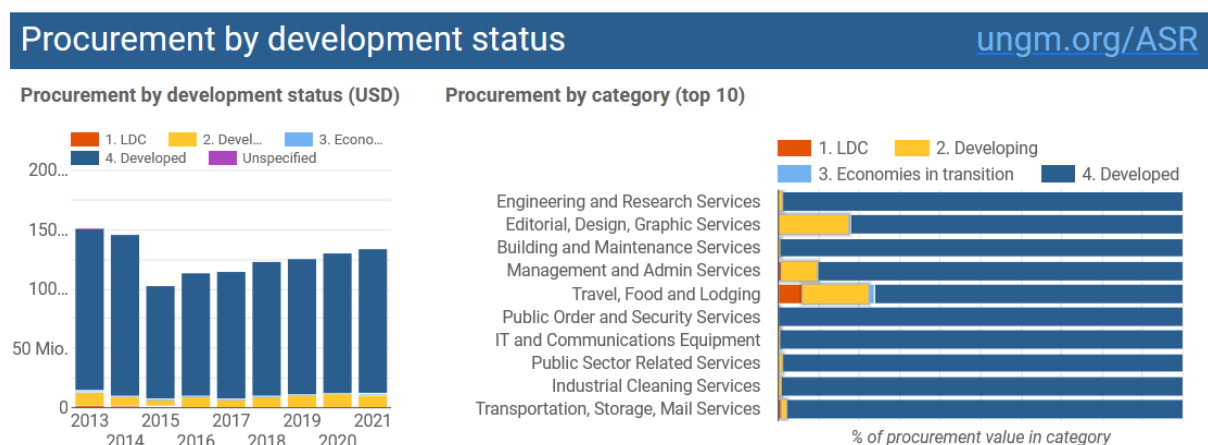
https://www.ungm.org/Shared/KnowledgeCenter/Pages/asr_country_developing#

- A snippet of the report is provided below, the data covers the period 2013-2021 (2022 is about to be published)
- The majority of WIPO expenditure is related to the maintenance of Headquarters' premises and IT infrastructure and services. As a consequence, the vast majority of our expenses are done locally.
- When using foreign companies, the country of origin recorded by is the billing address, which for legal or fiscal reasons, is often in Europe even though the activity is performed elsewhere (eg: IT service providers).
- WIPO provides the procurement amount by supplier country. The breakdown by development categories is consolidated by UNOPS according to the classifications used by [UNCTADstat](#).
- In the interactive tool one can choose "WIPO" using the drop-down menu. Further drill downs are available by categories of countries, by country, by year etc.

Total Procurement Amounts (over 2013-2021 period)
Per country categories as per UNCTAD classification

	Millions USD	
Developed	1100	92.3%
Developing	83.4	7.0%
LDC	5.7	0.5%
Transition	2.5	0.2%
TOTAL	1191.6	100.0%

UN Annual Statistical Report (snippet)
All years, period 2013-2021



Miscellaneous

Q. Could you provide us with a copy of the 1975 Accord on the Geographical Distribution Policy of WIPO?

The document was provided to all the Regional Coordinators in December 2022 in the context of the discussions on geographical distribution. It is attached in the Annex of this Q&A.

The 2016 Coordination Committee report on Geographical Distribution that captured the review by Member States as it could also be of interest:

https://www.wipo.int/edocs/mdocs/govbody/en/wo_cc_73/wo_cc_73_5.pdf



GEOGRAPHICAL DISTRIBUTION

II

LONG-TERM PLAN FOR FILLING VACANT POSTS

8. Background. In its September 1974 session, the Coordination Committee, "confirming its view that the equitable geographical distribution of posts in the professional categories, with particular regard to the social and economic differences among countries, and in conformity with Article 9(7) of the WIPO Convention, [was] a matter of the greatest importance, request[ed] the Director General to submit to the next ordinary session of the Coordination Committee [that is, the session of September 1975] the draft of a prospective plan for filling vacant or newly established posts, as well as the posts which [were] expected to become vacant, preferably by specialists of those countries which [were] insufficiently represented in the staff of the International Bureau, in accordance with the aforementioned Article of the WIPO Convention" (WO/CC/VII/7, paragraphs 55 and 62).

In the course of the adoption of the above text, the Delegation of the Soviet Union said that in its view the word "prospective" was used in the sense of "long-term," and the Director General stated that he would take note of that Delegation's view (WO/CC/VII/7, paragraph 66).

9. Article 9(7) of the WIPO Convention reads as follows: "The Director General shall appoint the staff necessary for the efficient performance of the tasks of the International Bureau. He shall appoint the Deputy Directors General after approval by the Coordination Committee. The conditions of employment shall be fixed by the staff regulations to be approved by the Coordination Committee on the proposal of the Director General. The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

10. The Staff Regulations of WIPO repeat and further elaborate on these principles. The two Regulations in point, Regulations 4.1 and 4.2, read as follows:

"Regulation 4.1: General Principles

"The paramount consideration in the recruitment of staff and in the determination of conditions of service shall be the necessity of securing for the International Bureau the services of persons with the highest standards of efficiency, competence and integrity."

"Regulation 4.2: Geographical Distribution

"(a) Due account shall be taken of the importance of recruiting staff on as broad and fair a geographical basis as possible, and preference should be given, other qualifications being equal, to candidates from regions of the world which are not represented or insufficiently represented.

"(b) This principle shall not apply to posts in the General Service category."

11. The question of equitable geographical distribution is a matter which is almost constantly under consideration by all organizations in the United Nations system and it may be of interest to examine what methods are applied or are being contemplated in other organizations of that system.

12. In the United Nations system, several organizations have an established recruitment system based on geographical distribution, but of those organizations only a few of the largest have plans which have been submitted to and approved by their governing bodies, "plan" meaning a desirable distribution of certain posts among the nationals of the member States. Although these plans differ from each other in certain details, their main common characteristics seem to be the following:

(i) The plan extends to posts of the Professional and higher categories, with the exception of the "language posts" (interpreters, translators, editors and the like).

(ii) The criterion for determining the number of posts to be filled by nationals of any member State (such State's "quota") is the percentage represented by that State's contributions of the total amount of all the contributions paid by all the member States; however, each State has a minimum quota (otherwise the quota of many States would be less than one post); in the United Nations, the total number of posts reserved for the minimum quotas (mid-point of the minimum --which is expressed in a range figure--multiplied by the number of member States) represents 23% of the total number of posts.

(iii) The quota is expressed in terms of a range (that is, "between X and Y number of posts") which extends generally from 10% to 25% below and above the number resulting from the application of the principle described in (ii), above; in some cases, the quota of contributors paying 10% or more of the total amount of the contributions is adjusted downwards; however, this consideration is irrelevant in WIPO's context, where all countries pay less than 10%.

(iv) The quotas of States belonging to the same geographical region (sometimes divided into two subregions) are also regarded as a total and are compared with the quotas of each of the other regions or subregions as a further method of assessing whether the desirable degree of geographical distribution has been achieved.

13. Proposal. It is proposed that WIPO follow similar principles as far as they are applicable to it in view of its size and taking into account the desirability of having regard to the social and economic differences among the countries. The following paragraphs specify the principles which WIPO could follow and indicate the results which they would yield in practice.

14. The long-term plan for filling vacant posts in the Professional and higher categories, with the exception of the language posts, should, subject to Article 9(7) of the WIPO Convention, be based on the following principles:

(i) One-quarter of the posts should be equally divided among the seven regions, that is, Africa, Latin America and the Caribbean, North America, Asia and the Pacific, Eastern Europe, Western Europe, Middle East (this enumeration follows the French alphabetical order). This nomenclature and distribution is in conformity with the geographical grouping established by the General Assembly of the United Nations for purposes of geographical distribution, except that, in the United Nations, the region "Asia and the Pacific" is called "Asia and the Far East" and the Caribbean is attached to North America instead of Latin America.

(ii) Three-quarters of the posts should be divided among the seven regions in the same proportion as that in which the total amount of the contributions payable by the States of a given region stands to the total amount of all the contributions payable by all the member States.

(iii) The desirable number of posts ("quota") for each region should be in terms of a range expressed by two numbers, the lower being 10% below, and the higher 10% above, the number of posts which would result from the application of (i) and (ii), above, provided that the range should in no case encompass less than three figures.

(iv) The number of posts constituting the quota of each region should be filled by nationals of States belonging to that region, provided that, where there are substantial social and/or economic differences among the States of that region, the filling of the said posts should be effected with due regard to the need to reflect equitably the main social and/or economic position of such States.

15. In the International Bureau of WIPO, leaving aside the post of Director General, the number of posts in the Professional and higher categories in the 1975 budget is 61. Of these, 6 are language posts (5 translators and 1 legal editorial officer). Thus, the number of posts to which geographical distribution should apply is 55.

16. Since the number of member States is 92, a distribution per State would not be practical. On the other hand, a distribution per region would be practical, and it is proposed that, in conformity with United Nations practice, the regions be the seven mentioned in paragraph 14(i). This geographical distribution would, to a large extent, reflect also the desire, expressed by the Co-ordination Committee, that there should be particular regard to the social and economic differences, since four of the seven regions predominantly consist of developing countries (Asia and the Pacific being the only one with a significant presence of developed countries too because of Australia, Japan and New Zealand) and three predominantly consist of developed countries. Furthermore, whereas three regions (North America, Eastern Europe, Western Europe) are completely or nearly homogeneous as far as socio-economic systems are concerned, in the other four regions a greater variety of socio-economic systems is reflected. The economic and/or social differences inside each region would be taken into account under principle (iv) referred to in paragraph 14, above.

17. One-quarter of the 55 posts to be equally divided among the seven regions is 14. Thus the minimum quota of each region would be 2.

18. The remaining 41 posts would be divided in proportion to the contributions. It is to be noted that about half of the income of WIPO is derived not from contributions but from registration fees of the Madrid and Hague Unions. One could argue that the income of these two Unions should be treated as contributions (and allocated according to the nationality of the applicants who pay the fees) or that a number of posts, corresponding to the work performed for these two Unions, should be allocated only among the States which are members of those two Unions (rather than the 92 States which are members of any of the Unions or WIPO). However, neither of these solutions is proposed.*

19. The application of the proposed principles would yield the following results:

Regions (in the French Alphabetical Order)	A Minimum Quota (Number of Posts)	B Percentage of Contributions (1974)	C Number of Posts Corres- ponding to Percentages in Column B	D Total of posts Appearing in Columns A and C	E Desirable Range
Africa	2	6.0%	2.5	4.5	4 - 6
Latin America and the Caribbean	2	6.0%	2.5	4.5	4 - 6
North America	2	11.1%	5.0	7.0	6 - 8
Asia and the Pacific	2	12.8%	5.0	7.0	6 - 8
Eastern Europe	2	12.7%	5.0	7.0	6 - 8
Western Europe	2	48.3%	20.0	22.0	20 - 24
Middle East	2	3.1%	1.0	3.0	2 - 4
	<u>14</u>	<u>100.0%</u>	<u>41.0</u>	<u>55.0</u>	<u>56</u>

20. For the purposes of comparison, and to show which regions would, in the present situation, be "over-represented," "under-represented" or in the desirable range, the following table shows the desirable range according to the proposal made (Column A), the desirable range if the Madrid and Hague Union fees are treated as contributions (Column B), and the actual--present--situation (Column C):

Regions	A Desirable Range as Proposed	B Desirable Range if Madrid and Hague Fees are Treated as Contributions	C Actual Situation on June 1, 1975
Africa	4 - 6	(2 - 4)	4
Latin America and the Caribbean	4 - 6	(2 - 4)	3
North America	6 - 8	(4 - 6)	3
Asia and the Pacific	6 - 8	(4 - 6)	5
Eastern Europe	6 - 8	(4 - 6)	4
Western Europe	20 - 24	(28 - 34)	28
Middle East	2 - 4	(2 - 4)	2
Vacant	-	(-)	5
Stateless	-	(-)	1
Total (average)	<u>56</u>	<u>(55)</u>	<u>55</u>

* Annex IV shows the percentage of the total amount of contributions for 1974 payable by each member State (column A), as well as the corresponding percentages of the aggregate of contributions and registration fees (column B).

21. Should the Coordination Committee accept the above proposed long-term plan, the desirable range figures would be recalculated each year on the basis of the amount of contributions payable (rather than actually paid) for each year and the number of posts appearing in the budget for that year.

22. In the present situation, there are 5 vacant posts; 1 additional post is proposed in the budget for 1976; the number of posts expected to become vacant in 1976 is unknown but past experience has shown that in 1976 it may be in the neighborhood of 4. Thus, there is quite some leeway to approach the proposed goals.

23. In order to allow more time for the finding of candidates by the Governments of member States, a list of expected vacancies could be announced from time to time and without waiting for the announcement of the competitions themselves.

24. The Director General would naturally consider it his duty to follow a recruitment policy which, by the earliest possible date and with due regard to the career prospects of the existing staff, would result in a geographical distribution corresponding to the proposed plan.

25. The Coordination Committee is invited to express its views on paragraphs 8 to 24 and, in particular, on the system proposed in paragraph 14 and the possibility referred to in paragraph 23.