

## **A. PROPOSED PROGRAM AND BUDGET 2004-2005**

### **1. SUMMARY OF BUDGET ESTIMATES**

16. The proposed budget for the 2004-2005 biennium amounts to Sfr655,400,000, which reflects a budget decrease of Sfr16,800,000 or 2.5 per cent as compared with the revised budget for 2002-2003 of Sfr672,200,000. The budgetary approach reflected in the proposals are summarized as follows:

- consolidation and re-alignment of programs to WIPO's vision and strategy with particular emphasis on deliverables in each program;
- budget for new program initiatives;
- budget for anticipated growth in global protection services under the PCT, Madrid and The Hague systems;
- budget for the 2004-2005 phase of the new construction project;
- budget for mandatory cost increases, in particular increases in salary and common staff costs;
- reflect efficiency gains following the completion of the ex-WMO building project and the start of the IMPACT operation in 2003;
- ensure that the proposed budget envelope stays within anticipated funding available during the 2004-2005 biennium and complies with the financial plan up to 2009;
- ensure that the reserves during the next years are adequate to support sound financial operation; and
- exercise maximum budgetary restraint.

17. The budget by Union is shown in Table 2. For contribution-financed Unions, the budget remains at Sfr38,528,000. This represents a zero nominal growth for activities funded from Member States contributions. Decreases are presented for the PCT Union of Sfr9,157,000 or 1.7 per cent, for the Madrid Union of Sfr6,274,000 or 8.0 per cent, the Hague Union of Sfr427,000 or 3.2 per cent and for Others of Sfr942,000 or 9.5 per cent. The detailed budget allocations by Union and Main Program are presented in Table 7 of this Chapter.

**Table 2**  
**Budget 2004-2005: Budget Variation by Unions**  
*(in thousands of Swiss francs)*

Union	2000-2001	2002-2003	Budget Variation						2004-2005
	Actual	Revised	Program		Cost		Total		Proposed
	A	B	Amount C	% C/B	Amount D	% D/C	Amount E=C+D	% E/B	F=B+E
Contri.-fin. Unions	37,771	38,528	(820)	(2.1)	820	2.1	-	-	38,528
PCT Union	444,135	531,498	(22,099)	(4.2)	12,942	2.4	(9,157)	(1.7)	522,341
Madrid Union	61,674	78,864	(7,826)	(9.9)	1,552	2.0	(6,274)	(8.0)	72,590
Hague Union	10,786	13,364	(694)	(5.2)	267	2.0	(427)	(3.2)	12,937
Others	3,978	9,946	(995)	(10.0)	53	0.5	(942)	(9.5)	9,004
<b>TOTAL</b>	<b>558,344</b>	<b>672,200</b>	<b>(32,434)</b>	<b>(4.8)</b>	<b>15,634</b>	<b>2.3</b>	<b>(16,800)</b>	<b>(2.5)</b>	<b>655,400</b>

18. As indicated in Table 2, the budget decrease of Sfr16,800,000 or 2.5 per cent includes a decrease for program variations of Sfr32,434,000 or 4.8 per cent, partly offset by an increase in cost variations of Sfr15,634,000 or 2.3 per cent. Program variations, i.e. changes in activities, will be further illustrated below by main program and object of expenditure. Cost variations, i.e. changes in the cost structure, include an amount of Sfr6,054,000 for regrading of posts within post category, Sfr4,020,000 covering delayed growth for posts established during the second year of the 2002-2003 biennium, Sfr3,420,000 for increases in salary and common staff costs and Sfr2,065,000 for cost increases for non-post objects of expenditure. Details on the distinction between program and cost variations are described below in Appendix A.2 and the standard rates for cost variations are listed in Appendix A.4.

19. The budget for the 2004-2005 biennium is presented by the 14 main programs and 4 program parts in Table 3. The decreases in program variation of Sfr32,434,000 reflect adjustments primarily in the overhead and support activities. Presented are, in particular, program decreases of Sfr59,592,000 or 40.2 per cent for Main Program 14 (Information Technology). This is the result of the completion of major IT projects during 2002-2003, including the development of IMPACT and the deployment of the WIPONET system. The operation of both IT systems is covered, among others, in the proposed budget for the 2004-2005 biennium. Further program reductions of Sfr2,816,000 or 11.1 per cent which are proposed for Main Program 02 (Direction and Executive Management) reflect the redeployment of resources from support to substantive programs. In accordance with the launch of new programmatic initiatives, program increases of Sfr1,388,000 or 16.4 per cent are reflected in Main Program 11 (Intellectual Property for Economic Development). This also applies for Main Program 12 (Development of IP Culture and Respect for IP) with a program growth of Sfr2,156,000 or 14.1 per cent. Within Main Program 13, the budget includes a provision of Sfr80,950,000 for the 2004-2005 implementation phase of the new construction in accordance with the project plan described in Annex B. In the following, a summary of program variation is provided according to the program structure presented in Table 3.

**Table 3**  
**Budget 2004-2005: Budget Variation by Program**  
*(in thousands of Swiss francs)*

	2002-2003 Revised	Budget Variation						2004-2005 Proposed
		Program		Cost		Total		
		Amount	%	Amount	%	Amount	%	
A	B	B/A	C	C/A	D=B+C	D/A	E=A+D	
<b>Part I: Policy and Direction</b>								
01 Constituent Organs of the Member States	4,500	(142)	(3.2)	28	0.6	(114)	(2.5)	4,386
02 Direction and Executive Management	25,471	(2,816)	(11.1)	962	3.8	(1,854)	(7.3)	23,617
<b>Total, I</b>	<b>29,971</b>	<b>(2,958)</b>	<b>(9.9)</b>	<b>990</b>	<b>3.3</b>	<b>(1,968)</b>	<b>(6.6)</b>	<b>28,003</b>
<b>Part II: Intellectual Property Systems and Issues</b>								
03 Patents and the Patent Cooperation Treaty (PCT)	135,259	211	0.2	5,733	4.2	5,945	4.4	141,203
04 Trademarks, Industrial Designs and Geographical Indications	39,257	988	2.5	1,026	2.6	2,014	5.1	41,271
05 Copyright and Related Rights	7,513	941	12.5	23	0.3	964	12.8	8,477
06 WIPO Arbitration and Mediation Center	6,685	(384)	(5.7)	(21)	(0.3)	(405)	(6.1)	6,280
07 Selected Issues of Intellectual Property	4,758	91	1.9	199	4.2	290	6.1	5,048
<b>Total, II</b>	<b>193,471</b>	<b>1,848</b>	<b>1.0</b>	<b>6,960</b>	<b>3.6</b>	<b>8,808</b>	<b>4.6</b>	<b>202,279</b>
<b>Part III: Intellectual Property for Economic, Social and Cultural Development</b>								
08 Cooperation with Developing Countries	53,900	556	1.0	1,128	2.1	1,683	3.1	55,583
09 Cooperation with Certain Countries in Europe and Asia	5,163	277	5.4	142	2.8	419	8.1	5,582
10 The WIPO Worldwide Academy (WWA)	14,688	242	1.6	368	2.5	610	4.2	15,298
11 Intellectual Property for Economic Development	8,481	1,388	16.4	182	2.1	1,570	18.5	10,051
12 Development of IP Culture and Respect for IP	15,283	2,156	14.1	290	1.9	2,446	16.0	17,729
<b>Total, III</b>	<b>97,515</b>	<b>4,619</b>	<b>4.7</b>	<b>2,110</b>	<b>2.2</b>	<b>6,728</b>	<b>6.9</b>	<b>104,243</b>
<b>Part IV: Administrative Services</b>								
13 Resources Management	197,994	22,276	11.3	3,997	2.0	26,273	13.3	224,267
14 Information Technology	148,176	(59,592)	(40.2)	1,535	1.0	(58,057)	(39.2)	90,119
<b>Total, IV</b>	<b>346,170</b>	<b>(37,316)</b>	<b>(10.8)</b>	<b>5,532</b>	<b>1.6</b>	<b>(31,784)</b>	<b>(9.2)</b>	<b>314,386</b>
<b>Unallocated</b>	<b>5,073</b>	<b>1,374</b>	<b>27.1</b>	<b>42</b>	<b>0.8</b>	<b>1,416</b>	<b>27.9</b>	<b>6,489</b>
<b>TOTAL</b>	<b>672,200</b>	<b>(32,434)</b>	<b>(4.8)</b>	<b>15,634</b>	<b>2.3</b>	<b>(16,800)</b>	<b>(2.5)</b>	<b>655,400</b>

20. Part I (Policy and Direction) covers a proposed budget of Sfr28,003,000 that reflects a program decrease of Sfr2,958,000 or 9.9 per cent. Main Program 01 (Constituent Organs of the Member States) shows a program decrease of Sfr142,000 or 3.2 per cent in accordance with previous expenditure patterns. As described above, Main Program 02 (Direction and Executive Management) includes a program decrease that reflects the redeployment of resources from support to substantive programs listed in Parts II and III.

21. Part II (Intellectual Property Systems and Issues) covers a proposed budget of Sfr202,279,000 that reflects a program increase of Sfr1,848,000 or 1.0 per cent. Main Program 03 (Patents and the Patent Cooperation Treaty (PCT)) includes a small program growth of Sfr211,000 or 0.2 per cent despite the anticipated increases in the number of PCT applications by 10.4 per cent in 2004 and 9.9 per cent in 2005 as illustrated below in Chapter C (Financial Indicators, Income Estimates and Resource Plan). As illustrated in Annex C, the efficiency gains obtained by the deployment of IMPACT and re-engineering of business processes allowed for reducing budget growth. Main Program 04 (Trademarks, Industrial Designs and Geographical Indications) reflects a program growth of Sfr988,000 or 2.5 per cent in accordance with the increased number of registrations and renewals under the Madrid, Hague and Lisbon systems. Main Program 05 (Copyright and Related Rights) includes a program growth of Sfr941,000 or 12.5 per cent to support the implementation of the WIPO treaties on copyright. Main Program 06 (WIPO Arbitration and Mediation Center) shows a program decrease of Sfr384,000 or 5.7 per cent in accordance with the anticipated demand for dispute resolution services. A small increase in program activities in the amount of Sfr91,000 or 1.9 per cent is proposed for Main Program 07 (Selected Issues of Intellectual Property).

22. Part III (Intellectual Property for Economic, Social and Cultural Development) covers a proposed budget of Sfr104,243,000 which reflects program increases of Sfr4,619,000 or 4.7 per cent. Main Program 08 (Cooperation with Developing Countries) reflects a program increase of Sfr556,000 or 1.0 per cent to maintain the high profile of the activities. Main Program 09 (Cooperation with Certain Countries in Europe and Asia) includes a program increase of Sfr277,000 or 5.4 per cent to strengthen program delivery. Main Program 10 (The WIPO Worldwide Academy (WWA)) shows a program increase of Sfr242,000 or 1.6 per cent to facilitate program adjustments. As described above, Main Programs 11 (Intellectual Property for Economic Development) and 12 (Development of IP Culture and Respect for IP) reflect program increases in accordance with the launch of new programmatic initiatives.

23. Part IV (Administrative Services) covers a proposed budget of Sfr314,386,000 which includes program decreases of Sfr37,316,000 or 10.8 per cent. Main Program 13 (Resources Management) includes program increases of Sfr22,276,000 or 11.3 per cent which covers a budget increase due to the new construction project and additional resources for conference, language and printing services. As described above, Main Program 14 (Information Technology) reflects program decreases following the completion of major IT projects during 2002-2003.

The operation of both IT systems is covered, among others, in the proposed budget for the 2004-2005 biennium.

24. The proposed budget 2004-2005 includes an unallocated amount of Sfr6,489,000 that represents 1.0 per cent of the program budgets in accordance with previous practice.

25. Budget variations by object of expenditure for the 2004-2005 biennium are presented in Table 4.

**Table 4**  
**Budget 2004-2005: Budget Variation by Object of Expenditure**  
(in thousands of Swiss francs)

Object of Expenditure	2000-2001	2002-2003	Budget Variation						2004-2005
	Actual	Revised	Program		Cost		Total		Proposed
	A	B	Amount	%	Amount	%	Amount	%	
			C	C/B	D	D/C	E=C+D	E/D	
<b>Staff Expenses</b>									
Posts	228,499	297,965	8,925	3.0	13,569	4.6	22,494	7.5	320,459
Short-term Expenses	44,902	21,020	2,095	10.0	146	0.7	2,241	10.7	23,261
<b>Total</b>	<b>273,401</b>	<b>318,985</b>	<b>11,020</b>	<b>3.5</b>	<b>13,715</b>	<b>4.3</b>	<b>24,735</b>	<b>7.8</b>	<b>343,720</b>
<b>Travel and Fellowships</b>									
Staff Missions	12,935	14,779	(2,113)	(14.3)	80	0.5	(2,033)	(13.8)	12,746
Government Officials	21,573	20,715	192	0.9	137	0.7	329	1.6	21,044
Fellowships	5,387	5,706	(633)	(11.1)	34	0.6	(599)	(10.5)	5,107
<b>Total</b>	<b>39,895</b>	<b>41,200</b>	<b>(2,554)</b>	<b>(6.2)</b>	<b>251</b>	<b>0.6</b>	<b>(2,303)</b>	<b>(5.6)</b>	<b>38,897</b>
<b>Contractual Services</b>									
Conferences	6,074	6,844	(584)	(8.5)	39	0.6	(545)	(8.0)	6,299
Consultants	16,306	28,621	(10,306)	(36.0)	118	0.4	(10,188)	(35.6)	18,433
Publishing	5,542	7,154	(1,909)	(26.7)	31	0.4	(1,878)	(26.3)	5,276
Other	69,926	93,189	(38,211)	(41.0)	304	0.3	(37,907)	(40.7)	55,282
<b>Total</b>	<b>97,848</b>	<b>135,808</b>	<b>(51,010)</b>	<b>(37.6)</b>	<b>492</b>	<b>0.4</b>	<b>(50,518)</b>	<b>(37.2)</b>	<b>85,290</b>
<b>Operating Expenses</b>									
Premises & Maintenance	107,252	87,348	(23,394)	(26.8)	389	0.4	(23,005)	(26.3)	64,343
Communication & Other	16,193	19,722	(1,853)	(9.4)	110	0.6	(1,743)	(8.8)	17,979
<b>Total</b>	<b>123,445</b>	<b>107,070</b>	<b>(25,247)</b>	<b>(23.6)</b>	<b>499</b>	<b>0.5</b>	<b>(24,748)</b>	<b>(23.1)</b>	<b>82,322</b>
<b>Equipment and Supplies</b>									
Furniture & Equipment	11,385	19,140	(7,877)	(41.2)	70	0.4	(7,807)	(40.8)	11,333
Supplies & Materials	12,370	11,382	441	3.9	76	0.7	517	4.5	11,899
<b>Total</b>	<b>23,755</b>	<b>30,522</b>	<b>(7,436)</b>	<b>(24.4)</b>	<b>146</b>	<b>0.5</b>	<b>(7,290)</b>	<b>(23.9)</b>	<b>23,232</b>
<b>Construction</b>	-	33,542	41,420	123.5	488	1.5	41,908	124.9	75,450
<b>Unallocated</b>	-	5,073	1,374	27.1	42	0.8	1,416	27.9	6,489
<b>TOTAL</b>	<b>558,344</b>	<b>672,200</b>	<b>(32,434)</b>	<b>(4.8)</b>	<b>15,634</b>	<b>2.3</b>	<b>(16,800)</b>	<b>(2.5)</b>	<b>655,400</b>

26. As shown in Table 4, staff expenses amount to Sfr343,720,000 and reflect increases in program resources of Sfr11,020,000 or 3.5 per cent for additional posts and upgrading of the post structure as illustrated in Table 6 below and to accommodate the cost of additional short-term requirements. The budget provision

for short-term expenses of Sfr23,261,000 is sufficient to fund approximately 150 short-termers through the financial period. In addition and in accordance with the budget policy of WIPO, savings in staff costs generated through vacant posts can be utilized for the funding of short-term employees. As an indication of magnitude, some 300 short-termers were employed in early 2003, funded from savings under post vacancies and from dedicated budget provision for short-term expenses. Travel and Fellowships amount to Sfr38,897,000 and reflect a decrease in program resources of Sfr2,554,000 or 6.2 per cent which includes decreases for staff missions and fellowships, partly offset by an increase in travel resources for Government officials.

27. Contractual Services amount to Sfr85,290,000 and reflect program decreases by Sfr51,010,000 or 37.6 per cent mainly due to the completion of work by external IT contractors and consultants in 2003. Remuneration of consultants is in a similar range as compared to staff, with an average monthly cost of some Sfr10,000. As an indication of magnitude, some 60 consultants were employed in early 2003. In addition, the cost of experts and lecturers are funded under the same budget provision. Operating Expenses amount to Sfr82,322,000 and reflect program decreases of Sfr25,247,000 or 23.6 per cent mainly due to the completion of the ex-WMO building in 2003 and lower rental costs due to the availability of new WIPO-owned premises. Equipment and Supplies amounts to Sfr23,232,000 and reflect program decreases of Sfr7,436,000 or 24.4 per cent, in particular reductions in requirements for furniture and equipment. Construction amounts to Sfr75,450,000 and reflects program increase of Sfr41,420,000 or 123.5 per cent due to the implementation of the new construction project in accordance with the project plan outlined in Annex B.

28. Budget allocation by main object of expenditure and program is illustrated in Table 5. A presentation by detailed object of expenditure is included in the description of each main program. Post variations by post category and program for the 2004-2005 biennium are presented in Table 6.

29. The total number of 1,061 posts reflects an increase of 52 posts, comprising an increase of 10 posts in the Director category, an increase of 78 posts in the Professional category and a decrease of 36 posts in the General Service category. In accordance with the estimated workload projections under the global protection systems, it is proposed to establish out of the 52 additional posts only 27 posts during 2004. The remaining 25 posts will be phased in during 2005. With regard to main programs, the main increases are indicated for Main Program 03 (Patents and the Patent Cooperation Treaty (PCT)) with 33 posts and Main Program 04 (Trademarks, Industrial Designs and Geographical Indications) with 11 posts. Post increases for the PCT system under Main Program 03 are considerably lower as compared to the post increases that would result when applying the PCT flexibility formula. This is possible due to the efficiency gains derived from IMPACT as outlined in Annex C. Increases for the Madrid system under Main Program 04 are in accordance with anticipated increase in workload and the flexibility formula described in Appendix A. Increases in posts are also indicated for Main Program 12 (Development of IP Culture and Respect for IP) with four posts,

**Table 5**  
**Budget 2004-2005: Budget allocation by main program and object of expenditure**  
*(in thousands of Swiss francs)*

	<i>Staff Expenses</i>	<i>Travel &amp; Fellowship</i>	<i>Contractual Services</i>	<i>Operating Expenses</i>	<i>Equipment &amp; Supplies</i>	<i>Construction</i>	<i>Unallocated</i>	<i>Total</i>
	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H=A+...G</i>
<b>Part I: Policy and Direction</b>								
01 Constituent Organs of the Member States	-	3,386	1,000	-	-	-	-	4,386
02 Direction and Executive Management	19,488	2,116	1,317	636	60	-	-	23,617
<b>Total, I</b>	<b>19,488</b>	<b>5,502</b>	<b>2,317</b>	<b>636</b>	<b>60</b>	-	-	<b>28,003</b>
<b>Part II: Intellectual Property Systems and Issues</b>								
03 Patents and the Patent Cooperation Treaty (PCT)	116,613	1,495	9,104	10,937	3,054	-	-	141,203
04 Trademarks, Industrial Designs and Geographical Indications	33,216	1,195	3,939	2,524	397	-	-	41,271
05 Copyright and Related Rights	4,945	1,568	1,847	92	25	-	-	8,477
06 WIPO Arbitration and Mediation Center	5,034	410	734	82	20	-	-	6,280
07 Selected Issues of Intellectual Property	3,253	929	776	50	40	-	-	5,048
<b>Total, II</b>	<b>163,061</b>	<b>5,597</b>	<b>16,400</b>	<b>13,685</b>	<b>3,536</b>	-	-	<b>202,279</b>
<b>Part III: Intellectual Property for Economic, Social and Cultural Development</b>								
08 Cooperation with Developing Countries	30,148	15,906	7,079	757	1,693	-	-	55,583
09 Cooperation with Certain Countries in Europe and Asia	2,816	1,465	931	60	310	-	-	5,582
10 The WIPO Worldwide Academy (WWA)	5,991	6,518	2,324	94	371	-	-	15,298
11 Intellectual Property for Economic Development	7,325	595	2,066	35	30	-	-	10,051
12 Development of IP Culture and Respect for IP	11,031	843	3,094	2,493	268	-	-	17,729
<b>Total, III</b>	<b>57,311</b>	<b>25,327</b>	<b>15,494</b>	<b>3,439</b>	<b>2,672</b>	-	-	<b>104,243</b>
<b>Part IV: Administrative Services</b>								
13 Resources Management	71,917	525	6,659	61,322	8,394	75,450	-	224,267
14 Information Technology	31,943	1,946	44,420	3,240	8,570	-	-	90,119
<b>Total, IV</b>	<b>103,860</b>	<b>2,471</b>	<b>51,079</b>	<b>64,562</b>	<b>16,964</b>	<b>75,450</b>	-	<b>314,386</b>
<b>Unallocated</b>	-	-	-	-	-	-	6,489	6,489
<b>TOTAL</b>	<b>343,720</b>	<b>38,897</b>	<b>85,290</b>	<b>82,322</b>	<b>23,232</b>	<b>75,450</b>	<b>6,489</b>	<b>655,400</b>

**Table 6**  
**Budget 2004-2005: Post Variation by main program and post category**  
*(in thousands of Swiss francs)*

	2003 Revised				Post Variation				2005 Proposed			
	D	P	G	Total	D	P	G	Total	D	P	G	Total
<b>Part I: Policy and Direction</b>												
02 Direction and Executive Management	10	27	14	51	2	(5)	3	--	12	22	17	51
<b>Part II: Intellectual Property Systems and Issues</b>												
03 Patents and the Patent Cooperation Treaty (PCT)	4	73	295	372	3	38	(8)	33	7	111	287	405
04 Trademarks, Industrial Designs and Geographical Indications	5	22	73	100	--	8	3	11	5	30	76	111
05 Copyright and Related Rights	1	6	2	9	1	1	1	3	2	7	3	12
06 WIPO Arbitration and Mediation Center	--	2	11	13	--	5	(4)	1	--	7	7	14
07 Selected Issues of Intellectual Property	1	5	2	8	--	1	(1)	--	1	6	1	8
<b>Total, II</b>	<b>11</b>	<b>108</b>	<b>383</b>	<b>502</b>	<b>4</b>	<b>53</b>	<b>(9)</b>	<b>48</b>	<b>15</b>	<b>161</b>	<b>374</b>	<b>550</b>
<b>Part III: Intellectual Property for Economic, Social and Cultural Development</b>												
08 Cooperation with Developing Countries	12	35	29	76	(1)	7	(7)	(1)	11	42	22	75
09 Cooperation with Certain Countries in Europe and Asia	--	4	2	6	1	--	--	1	1	4	2	7
10 The WIPO Worldwide Academy (WWA)	1	8	7	16	--	(1)	1	--	1	7	8	16
11 Intellectual Property for Economic Development	2	7	8	17	1	3	(2)	2	3	10	6	19
12 Development of IP Culture and Respect for IP	1	10	16	27	3	4	(3)	4	4	14	13	31
<b>Total, III</b>	<b>16</b>	<b>64</b>	<b>62</b>	<b>142</b>	<b>4</b>	<b>13</b>	<b>(11)</b>	<b>6</b>	<b>20</b>	<b>77</b>	<b>51</b>	<b>148</b>
<b>Part IV: Administrative Services</b>												
13 Resources Management	8	64	148	220	(1)	12	(13)	(2)	7	76	135	218
14 Information Technology	1	62	31	94	1	5	(6)	--	2	67	25	94
<b>Total, IV</b>	<b>9</b>	<b>126</b>	<b>179</b>	<b>314</b>	<b>--</b>	<b>17</b>	<b>(19)</b>	<b>(2)</b>	<b>9</b>	<b>143</b>	<b>160</b>	<b>312</b>
<b>TOTAL</b>	<b>46</b>	<b>325</b>	<b>638</b>	<b>1,009</b>	<b>10</b>	<b>78</b>	<b>(36)</b>	<b>52*</b>	<b>56</b>	<b>403</b>	<b>602</b>	<b>1,061</b>

*D-level posts include posts for DG, DDG's, ADG's and Directors.*

\* 25 posts for 2005 only



Main Program 05 (Copyright and Related Rights) with three posts, Main Program 11 (Intellectual Property for Economic Development) with two posts, Main Program 06 (WIPO Arbitration and Mediation Center) with one post and Main Program 09 (Cooperation with Certain Countries in Europe and Asia) with one post. Decreases are reflected for Main Program 13 (Resource Management) with two posts and Main Program 08 (Cooperation with Developing Countries) with one post. The proposed increase from 46 Director posts and above by 10 to 56 is seen to bring in line the distribution of posts with previous arrangements following the increase in the overall number of posts. Whereas in 1999, the number of D-posts accounted for 5.6 per cent of total posts, this share has decreased to 4.6 by 2003. The proposed adjustment would increase the share of D-posts to 5.3 per cent by 2005.

30. Resource allocation by main program and Union is illustrated in Table 7. The arrangement for determining budget allocation by Union is described in Section 3 of Appendix A. The costs of the two main programs listed under Part I of the budget are considered overhead and shared equally between the Unions in accordance with the size of the respective Union budget at a rate of 4.3 per cent. The five main programs included in Part II cover activities fully or mainly attributable to a specific Union. This includes Main Program 03 (Patents and the Patent Cooperation Treaty (PCT)) being covered essentially under the PCT Union and Main Program 04 (Trademarks, Industrial Designs and Geographical Indications) under the Madrid and Hague Unions. Main Program 05 (Copyright and Related Rights) is covered fully and Main Program 07 (Selected Issues of Intellectual Property) to a large extent under the contribution-financed Unions. Main Program 06 (WIPO Arbitration and Mediation Center) is funded under Others in accordance with the recording of corresponding income. The five programs included in Part III cover crosscutting issues and are shared among all Unions in accordance with available resources. Finally, the two main programs included in Part IV are support activities. Similar to the approach chosen for Part I, the costs are shared equally among the Unions. In addition, an adjustment is introduced for the new construction project included in Main Program 13 (Resources Management). The new construction is funded partly from resources previously earmarked for this purpose and mainly accumulated from PCT surplus funds.

**Table 7**  
**Budget 2004-2005: Budget allocation by Main Program and Union**  
*(in thousands of Swiss francs)*

	<i>Contri.-fin. Unions</i>		<i>PCT Union</i>		<i>Madrid Union</i>		<i>Hague Union</i>		<i>Others</i>		<i>Total</i>	
	<i>Amount</i> <i>A</i>	<i>% of</i> <i>total</i>	<i>Amount</i> <i>B</i>	<i>% of</i> <i>total</i>	<i>Amount</i> <i>C</i>	<i>% of</i> <i>total</i>	<i>Amount</i> <i>D</i>	<i>% of</i> <i>total</i>	<i>Amount</i> <i>E</i>	<i>% of</i> <i>total</i>	<i>Amount</i> <i>F=A+...E</i>	<i>% of</i> <i>total</i>
<b>Part I: Policy and Direction</b>												
01 Constituent Organs of the Member States	258	0.7	3,495	0.7	486	0.7	87	0.7	60	0.7	4,386	0.7
02 Direction and Executive Management	1,389	3.6	18,821	3.6	2,616	3.6	466	3.6	325	3.6	23,617	3.6
<b>Total, I</b>	<b>1,647</b>	<b>4.3</b>	<b>22,316</b>	<b>4.3</b>	<b>3,102</b>	<b>4.3</b>	<b>553</b>	<b>4.3</b>	<b>385</b>	<b>4.3</b>	<b>28,003</b>	<b>4.3</b>
<b>Part II: Intellectual Property Systems and Issues</b>												
03 Patents and the Patent Cooperation Treaty (PCT)	5,648	14.7	135,555	26.0	-	-	-	-	-	-	141,203	21.5
04 Trademarks, Industrial Designs and Geographical Indications	2,880	7.5	-	-	34,277	47.2	4,114	31.8	-	-	41,271	6.3
05 Copyright and Related Rights	8,477	22.0	-	-	-	-	-	-	-	-	8,477	1.3
06 WIPO Arbitration and Mediation Center	495	1.3	384	0.1	115	0.2	96	0.7	5,190	57.6	6,280	1.0
07 Selected Issues of Intellectual Property	2,524	6.6	2,347	0.4	101	0.1	76	0.6	-	-	5,048	0.8
<b>Total, II</b>	<b>20,024</b>	<b>52.0</b>	<b>138,286</b>	<b>26.5</b>	<b>36,527</b>	<b>50.3</b>	<b>4,710</b>	<b>36.4</b>	<b>5,190</b>	<b>57.6</b>	<b>202,279</b>	<b>30.9</b>
<b>Part III: Intellectual Property for Economic, Social and Cultural Development</b>												
08 Cooperation with Developing Countries	321	0.8	50,025	9.6	3,701	5.1	1,536	11.9	-	-	55,583	8.5
09 Cooperation with Certain Countries in Europe and Asia	279	0.7	5,024	1.0	167	0.2	112	0.9	-	-	5,582	0.9
10 The WIPO Worldwide Academy (WWA)	765	2.0	13,768	2.6	459	0.6	306	2.4	-	-	15,298	2.3
11 Intellectual Property for Economic Development	503	1.3	9,145	1.8	302	0.4	101	0.8	-	-	10,051	1.5
12 Development of IP Culture and Respect for IP	886	2.3	16,134	3.1	532	0.7	177	1.4	-	-	17,729	2.7
<b>Total, III</b>	<b>2,754</b>	<b>13.5</b>	<b>94,096</b>	<b>18.0</b>	<b>3,127</b>	<b>4.3</b>	<b>1,808</b>	<b>14.0</b>	<b>-</b>	<b>-</b>	<b>104,243</b>	<b>15.9</b>
<b>Part IV: Administrative Services</b>												
13 Resources Management	8,423	21.9	190,650	36.5	19,135	26.4	3,959	30.6	2,102	23.3	224,267	34.2
14 Information Technology	5,299	13.8	71,822	13.8	9,981	13.7	1,779	13.8	1,238	13.7	90,119	13.8
<b>Total, IV</b>	<b>13,722</b>	<b>35.6</b>	<b>262,472</b>	<b>50.2</b>	<b>29,116</b>	<b>40.1</b>	<b>5,738</b>	<b>44.4</b>	<b>3,340</b>	<b>37.1</b>	<b>314,386</b>	<b>48.0</b>
<b>Unallocated</b>	<b>381</b>	<b>1.0</b>	<b>5,171</b>	<b>1.0</b>	<b>718</b>	<b>1.0</b>	<b>128</b>	<b>1.0</b>	<b>89</b>	<b>1.0</b>	<b>6,489</b>	<b>1.0</b>
<b>TOTAL</b>	<b>38,528</b>	<b>100.0</b>	<b>522,341</b>	<b>100.0</b>	<b>72,590</b>	<b>100.0</b>	<b>12,937</b>	<b>100.0</b>	<b>9,004</b>	<b>100.0</b>	<b>655,400</b>	<b>100.0</b>

31. The proposed budget and funds-in-trust resources are indicated by main program in Table 8. It is anticipated that Main Program 08 (Cooperation with Developing Countries) will implement an amount of Sfr14,391,000 of trust fund resources in addition to the allocation of Sfr55,583,000 under the regular budget. It is further anticipated that Main Program 10 (The WIPO Worldwide Academy (WWA)) will implement Sfr1,000,000, Main Program 11 (Intellectual Property for Economic Development) an amount of Sfr712,000, Main Program 14 (Information Technology) an amount of Sfr642,000, Main Program 05 (Copyright and Related Rights) an amount of Sfr280,000, and Main Program 13 (Resource Management) an amount of Sfr200,000.

**Table 8**  
**Budget 2004-2005: Allocation of proposed budget and Funds-In-Trust**  
**by Main Program**  
*(in thousands of Swiss francs)*

	<i>Proposed Budget A</i>	<i>Funds-in- Trust B</i>	<i>Total C=A+B</i>
<b>Part I: Policy and Direction</b>			
01 Constituent Organs of the Member States	4,386	-	4,386
02 Direction and Executive Management	23,617	-	23,617
<b>Total, I</b>	<b>28,003</b>	<b>-</b>	<b>28,003</b>
<b>Part II: Intellectual Property Systems and Issues</b>			
03 Patents and the Patent Cooperation Treaty (PCT)	141,203	-	141,203
04 Trademarks, Industrial Designs and Geographical Indications	41,271	-	41,271
05 Copyright and Related Rights	8,477	280	8,757
06 WIPO Arbitration and Mediation Center	6,280	-	6,280
07 Selected Issues of Intellectual Property	5,048	-	5,048
<b>Total, II</b>	<b>202,279</b>	<b>280</b>	<b>202,559</b>
<b>Part III: Intellectual Property for Economic, Social and Cultural Development</b>			
08 Cooperation with Developing Countries	55,583	14,391	69,974
09 Cooperation with Certain Countries in Europe and Asia	5,582	-	5,582
10 The WIPO Worldwide Academy (WWA)	15,298	1,000	16,078
11 Intellectual Property for Economic Development	10,051	712	10,763
12 Development of IP Culture and Respect for IP	17,729	-	17,949
<b>Total, III</b>	<b>104,243</b>	<b>16,103</b>	<b>120,346</b>
<b>Part IV: Administrative Services</b>			
13 Resources Management	224,267	200	224,467
14 Information Technology	90,119	642	90,761
<b>Total, IV</b>	<b>314,386</b>	<b>842</b>	<b>315,228</b>
<b>Unallocated</b>	<b>6,489</b>	<b>-</b>	<b>6,489</b>
<b>TOTAL</b>	<b>655,400</b>	<b>17,225</b>	<b>672,625</b>

[Program Presentation follows]