

CONTRACT OF THE DIRECTOR GENERAL

THIS CONTRACT is entered into this 26th day of September 2008

between

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

and

Mr. FRANCIS GURRY

WHEREAS:

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

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D. Upon the nomination of the WIPO Coordination Committee, the WIPO General Assembly appointed Mr. Gurry as Director General of WIPO on September 22, 2008.

IT IS HEREBY AGREED AS FOLLOWS:

Term of Appointment

1. The appointment of Mr. Gurry as Director General of WIPO shall be for a fixed term of six years, commencing on October 1, 2008.

Salary and Allowances

2. Throughout the term of his appointment, the Organization shall pay to Mr. Gurry

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

(2) an annual representation allowance of 62,100 Swiss francs, which will be updated annually according to the Consumer Price Index (CPI) for Geneva*¹; and

(3) an annual housing allowance of 76,200 Swiss francs, which will likewise be updated annually according to the CPI for Geneva.

3. The Organization shall make available to Mr. Gurry a car and chauffeur for official duties and pay the expenses relating thereto.

4. Mr. Gurry shall be entitled to appropriate security protection, where necessary.

* The CPI for Geneva is issued by the Office Cantonal de la Statistique.

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Pension

5. Mr. Gurry shall be entitled to continue to participate in the United Nations Joint Staff Pension Fund, in accordance with the Regulations and Rules of that Fund and with the pensionable remuneration determined in accordance with the methodology of the General Assembly of the United Nations.

Application of the WIPO Staff Regulations and Staff Rules

6. Except as may be otherwise modified herein, Mr. Gurry shall have the rights and assume the obligations which are provided for in the Staff Regulations and Staff Rules of the International Bureau of WIPO.

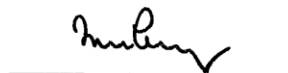
IN WITNESS WHEREOF, THE PARTIES HAVE THIS 26th DAY OF SEPTEMBER 2008
SIGNED THESE PRESENTS



Martin I. Uhomobhi

Chair

WIPO General Assembly



Francis Gurry

[End of Annex and of document]