

WIPO General Assembly

Fifty-Second (28th Extraordinary) Session Geneva, May 7 and 8, 2020

CONDITIONS OF APPOINTMENT OF THE DIRECTOR GENERAL

Document prepared by the Secretariat

1. Article 9(3) of the Convention Establishing the World Intellectual Property Organization (the WIPO Convention) provides that the WIPO General Assembly shall fix the conditions of the appointment of the Director General.
2. At the time of the appointment of the Director General in 2014, the WIPO General Assembly established a Working Group on the Conditions of the Appointment of the Director General-Elect (the Working Group) to recommend the conditions to be fixed by the WIPO General Assembly for the re-appointment of the Director General-Elect, Mr. Francis Gurry. The Working Group was presided over by the Chair of the WIPO General Assembly, and comprised, as its Vice-Chair, the Chair of the WIPO Coordination Committee, and, as members, the Vice-Chairs of the WIPO General Assembly and the WIPO Coordination Committee, as well as the Group Coordinators (see document WO/GA/45/3, paragraph 2).
3. The WIPO General Assembly fixed the conditions of the appointment of Mr. Francis Gurry for the period from October 1, 2014 to September 30, 2020, as recommended in the Report of the Working Group (see, for the Report, document WO/GA/45/3 and for the adoption of the Report, document A/53/3, paragraph 72). A copy of the text of the contract of the Director General approved by the WIPO General Assembly is set out in the Annex to this document.

4. It is proposed that a similar procedure be followed, to the extent possible under the current exceptional circumstances, to fix the conditions of the appointment of Mr. Daren Tang as Director General and that, accordingly, a Working Group be established for this purpose to prepare recommendations for the WIPO General Assembly. Due to the restrictions in place as a result of the Covid-19 pandemic, it is however proposed that the Working Group, comprised as described in paragraph 2 above and presided over by the Chair of the WIPO General Assembly, be informally convened by the Chair and engage in informal consultations to provide recommendations regarding the conditions of appointment for the Director General. The results of the informal consultations will be reflected in a Chair's Summary, to be annexed to the circular containing the proposed decisions for adoption as part of the written procedure agreed by Member States for the conduct of the Sixtieth Series of meetings of the Assemblies of the Member States of WIPO on May 7 and 8, 2020.

5. The WIPO General Assembly is invited to fix the Conditions of the Appointment of the Director General after consideration of the recommendations of the Working Group.

[Annex follows]

CONTRACT OF THE DIRECTOR GENERAL

THIS CONTRACT is entered into this -- day of May 2014

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 Rules of the International Bureau of WIPO.
- D. Upon the nomination of the WIPO Coordination Committee, the WIPO General Assembly re-appointed Mr. Gurry as Director General of WIPO on May 8, 2014.

IT IS HEREBY AGREED AS FOLLOWS:

Term of Appointment

1. The re-appointment of Mr. Gurry as Director General of WIPO shall be for a fixed term of six years, commencing on October 1, 2014.

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.

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.

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

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 -- DAY OF MAY 2014
SIGNED THESE PRESENTS

Päivi Kairamo
Chair
WIPO General Assembly

Francis Gurry

[End of Annex and document]