

Agenda Item 12 - Reports on Staff Matters

- i. Report on Human Resources (doc. WO/CC/81/INF/1) (doc. WO/CC/81/3)
- ii. Report by the Ethics Office (doc. WO/CC/81/INF/2)

Mr. Chair,

1. The CEBS Group would like to thank the Secretariat for the preparation and presentation of Annual Report on Human Resources, as well as for Annual Report by the Ethics Office. Human resources are the backbone of WIPO and their good administration is a key to effectiveness of the performance of this organization.
2. At the outset, we note with pleasure a stable proportion between core (67.6 %) and flexible (32.4 %) resources.
3. The CEBS Group also commends the efforts to achieve a gender balance and in particular we welcome gender balance targets for the 2022/2023 biennium. Regrettably, we note a regression in representation of women in some positions and we look forward to achieve the targets in the coming two years. At the same time, we note WIPO's improved compliance rate with the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP).
4. While not neglecting a merit based approach in the recruitment process that ensures highest efficiency, competence and integrity of the staff, the CEBS Group pays great importance to the balanced geographical representation, as CEBS is definitely not among the over represented groups.
5. However, we are confident that through the joint efforts and close cooperation between WIPO and CEBS Members, we will be able to attract qualified candidates from the still un- or underrepresented CEBS countries in the foreseeable future.
6. In this regard, we welcome the efforts of WIPO and Human Resources Management Department regarding the outreach campaigns through various social media channels, the strengthening of Focal Points Initiative and the launch of a Young Experts Program. We recognize that all this has been done in order to raise awareness about career opportunities in WIPO, to stimulate interest of high quality applicants and to attract diverse candidates from unrepresented and underrepresented Member States.
7. Furthermore, the CEBS Group also noticed the new HR strategy, which will be critical in achieving the vision articulated in the MTSP. Therefore, we would like to encourage WIPO to follow the seven main objectives of this strategy, which should set the standards for the HR work for the next few years.
8. The CEBS Group takes note of the activities of the Ethics Office undertaken in the different areas, such as confidential advice and guidance, awareness raising and training or standard-setting and policy development, which are crucial to guarantee the ethical maturity within WIPO.
9. Finally, we believe that WIPO will remain fully open, transparent and human-centered organization.

10. Thank you.