

# WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION  
GENEVA

## WIPO COORDINATION COMMITTEE

### Forty-Sixth (15<sup>th</sup> Extraordinary) Session Geneva, May 31 and June 1, 2001

#### APPOINTMENT OF DEPUTY DIRECTORS GENERAL AND ASSISTANT DIRECTORS GENERAL

*Document prepared by the Director General of WIPO*

1. Article 9(7) of the Convention Establishing the World Intellectual Property Organization provides that the Director General shall appoint the Deputy Directors General after approval by the Coordination Committee. Since the establishment of the grade of Assistant Director General, a somewhat similar procedure as that envisaged in Article 9(7) for Deputy Directors General has been followed in practice for the appointment of Assistant Directors General.
2. On January 22, 2001, the Director General notified the Member States of WIPO that the terms of current incumbents of the posts of Deputy Director General and Assistant Director General expire on November 30, 2001 (Note C. N 2153-04 of January 22, 2001). In the same communication, the Director General stated that he intended to convene an extraordinary session of the WIPO Coordination Committee on May 31 and June 1, 2001, for the purpose of seeking the approval of the Coordination Committee for the appointments that he intended to propose from December 1, 2001. In addition, the Director General indicated in the communication that he would undertake consultations with respect to those proposals in the period prior to the extraordinary session of the Coordination Committee.

3. The present document sets out the proposals that, following consultations, the Director General wishes to make for appointments to the posts of Deputy Director General and Assistant Director General from December 1, 2001.

#### Deputy Directors General

4. At the date of this document, there are three Deputy Directors General of WIPO, whose appointments end on November 30, 2001. They are Mr. François Curchod (Switzerland), who was appointed Deputy Director General from December 1, 1991; Mr. Roberto Castelo (Brazil), who was appointed Deputy Director General from July 7, 1998; and Mr. Shozo Uemura (Japan), who was appointed Deputy Director General from July 7, 1998.

5. Upon the expiry of his appointment on November 30, 2001, Mr. François Curchod will vacate the post of Deputy Director General.

6. The Director General proposes, for the approval of the Coordination Committee, that Mr. Philippe Petit (France) be appointed to the post of Deputy Director General being vacated by Mr. Curchod from December 1, 2001. Ambassador Petit is at present Permanent Representative of France to the United Nations Office in Geneva and the Specialized Agencies having their seat in Switzerland. The curriculum vitae of Ambassador Petit is set out in Annex I.

7. The Director General further proposes, for the approval of the Coordination Committee, that the appointments of Mr. Roberto Castelo (Brazil) and Mr. Shozo Uemura (Japan) as Deputy Directors General be continued from December 1, 2001.

#### Assistant Directors General

8. At the date of this document, there are three Assistant Directors General of WIPO. They are

(i) Mr. Thomas Keefer (Canada), who was appointed Assistant Director General in September 1996;\*

(ii) Mr. Francis Gurry (Australia), who was appointed Assistant Director General in January 1999; and

(iii) Mr. Geoffrey Yu (Singapore), who was appointed Assistant Director General in January 1999.

9. The Director General proposes, for the approval of the Coordination Committee, that the appointments of Messrs. Francis Gurry and Geoffrey Yu as Assistant Directors General be continued from December 1, 2001.

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\* The appointment of Mr. Keefer was proposed by the former Director General, Mr. Arpad Bogsch, and confirmed by the Coordination Committee, for an unspecified duration.

10. As concerns Mr. Thomas Keefer, who has a permanent staff appointment, the Director General has asked if he would be willing to relinquish his position as Assistant Director General if offered a satisfactory settlement (see paragraph 14, below).

11. The Director General further proposes, for the approval of the Coordination Committee, to appoint Ms. Rita Hayes (United States of America) to the post that will be vacated by Mr. Keefer. Ambassador Hayes is at present the Permanent Representative of the United States of America to the World Trade Organization (WTO). The curriculum vitae of Ambassador Hayes is set out in Annex II.

12. In order to reflect better the distribution of functions in senior management of the Organization, the Director General wishes to propose, for the approval of the Coordination Committee, that the post to which it is proposed that Ambassador Hayes be appointed be re-classified at the level of Deputy Director General. This re-classification would result in the same overall number of senior management posts (six), composed of four posts of Deputy Director General and two posts of Assistant Director General. The cost of the re-classification would be met within the existing budget for the current (2000-2001) biennium and within the proposed budget for the next (2002-2003) biennium.

#### Terms of Appointments

13. As communicated on the occasion of previous appointments proposed by the Director General to the posts of Deputy Director General and Assistant Director General, the Director General believes that it is appropriate that the terms of appointments of all persons nominated by him in the senior management structure should expire at the same time. The Director General further considers that the terms of Deputy Directors General and Assistant Directors General should not exceed the term of his own mandate (November 30, 2003). The Director General therefore proposes that the appointments of the Deputy Directors General and Assistant Directors General proposed in this document should be for the period from December 1, 2001, to November 30, 2003.

#### Authority to Negotiate Early Retirement Compensation

14. The Director General seeks the approval of the Coordination Committee to determine and pay appropriate compensation arrangements for the outgoing Deputy Director General and Assistant Director General in respect of the period of their appointment as WIPO staff members that remains between December 1, 2001, and the applicable dates of retirement.

*15. The Coordination Committee is invited to approve the proposals contained in this document.*

[Annexes follow]

ANNEX I

**BIO DATA**

**Philippe PETIT**

Ambassador, Permanent Representative of France  
to United Nations Office in Geneva

born 03.07.41

Married: Anne-Marie BUSCHMAN-PETIT

Education: Degrees in law, political sciences  
National School of Administration (1966-68)

Career:

- |           |                                                                                                                                    |
|-----------|------------------------------------------------------------------------------------------------------------------------------------|
| 1968-1971 | Ministry of Foreign Affairs, Legal Department                                                                                      |
| 1971-1973 | First Secretary, Embassy of France in Beijing (PRC)                                                                                |
| 1973-1978 | Counsellor, Permanent Representation of France to the<br>European Communities (Brussels). Negotiator of the<br>1st Lome Convention |
| 1978-1979 | Advisor for international affairs, Ministry of Industry                                                                            |
| 1979-1981 | Deputy head of the Policy Planning Staff,<br>Ministry of Foreign Affairs                                                           |
| 1981-1984 | Special Assistant to the Minister of Foreign Affairs                                                                               |
| 1985-1988 | Ambassador of France to Mauritius                                                                                                  |
| 1988-1991 | Diplomatic Adviser to the Prime Minister                                                                                           |
| 1991-1996 | Ambassador of France to India                                                                                                      |

- 1996-1998     Ambassador of France to Sweden
- 1998            Ambassador, Permanent Representative of France  
to United Nations Office in Geneva  
President, Trade and Development Board (UNCTAD, 1999-2000)  
Chairman, Committee of the whole (UNCTAD X, Bangkok 2000)  
Chairman, Diplomatic Conference for the Adoption of a New Act of the  
Hague Agreement concerning the International Deposit of Industrial  
Designs (1999).

[Annex II follows]

ANNEX II

**BIO DATA**

**AMBASSADOR RITA DERRICK HAYES**

Rita Derrick Hayes was appointed by President Clinton and unanimously confirmed as Ambassador by the U.S. Senate in November 1997, to serve as the first woman Deputy U.S. Trade Representative in Geneva, Switzerland and U.S. Permanent Representative to the World Trade Organization (WTO). In this capacity as a sub-cabinet level official, Ambassador Hayes has been responsible for conducting trade negotiations and assisting the United States Trade Representative in developing and implementing U.S. trade policy. In January 2001, Hayes returned to Washington as Acting U.S. Trade Representative to manage USTR in Washington, D.C. and facilitate the transition between administrations. She subsequently resumed service in Geneva as U.S. Ambassador to the World Trade Organization.

Ambassador Hayes continuously met and worked with private sector groups and other international organizations on various matters related to WTO. She was particularly instrumental in her work informally with the Directors General of the WTO and the World Intellectual Property Organization to reach agreement between them on enhanced assistance to developing countries that will need to implement their TRIPs intellectual property right obligations by the year 2000.

Prior to her appointment as Deputy U.S. Trade Representative, Ambassador Hayes was U.S. Chief Textile Negotiator and Ambassador in the Senior Executive Service, appointed by President Clinton, with the advice and consent of the U.S. Senate. In that capacity, Ambassador Hayes successfully negotiated approximately 30 trade agreements with several countries in Europe, Eastern Europe, Asia, Africa and Latin America.

Serving under Department of Commerce Secretary Ronald Brown, Ambassador Hayes was the first woman Deputy Assistant Secretary for Textiles, Apparel and Consumer Goods Industries for the United States Department of Commerce in Washington, D.C., and Chair of the Committee for the Implementation of Textile Agreements (CITA) also at Senior Executive Service level. At Commerce, Ambassador Hayes was responsible for implementation of the U.S. textile and apparel program and supervision of the textile provisions of the North American Free Trade Agreement (NAFTA) and was responsible for policy initiatives, domestic and international, that encouraged competitiveness of American fiber, textile, apparel, consumer products and businesses. She also negotiated bilateral textile agreements and on textile matters during the Uruguay Round negotiations leading up to the Marrakech Agreement establishing the WTO, and launching several multilateral agreements, including the new Agreement on Textiles and Clothing (ATC). Before the advent of the WTO and conclusion of the Uruguay Round, Ambassador Hayes was the Commerce Department and CITA chief representative before the GATT Textiles Surveillance Body.

Hayes holds a B.A., University of Georgia, Athens, Georgia; Degree of Doctor of Humane Letters awarded by the College of Charleston and a Degree for Outstanding Public Service awarded by the University of South Carolina. She currently resides in Geneva, Switzerland.

[End of Annex II and document]