

## Assemblies of the Member States of WIPO

### Fifty-Sixth Series of Meetings Geneva, October 3 to 11, 2016

#### SUMMARY REPORT

*prepared by the Secretariat*

#### INTRODUCTION

1. This Summary Report records the decisions of the following 21 Assemblies and other bodies of the Member States of WIPO (the “Assemblies”):

- (1) WIPO General Assembly, forty–eighth (26<sup>th</sup> Extraordinary) session
- (2) WIPO Conference, thirty–seventh (15<sup>th</sup> Extraordinary) session
- (3) WIPO Coordination Committee, seventy-third (47<sup>th</sup> ordinary) session
- (4) Paris Union Assembly, fifty-first (29<sup>th</sup> Extraordinary) session
- (5) Paris Union Executive Committee, fifty–sixth ( 52<sup>nd</sup> ordinary) session
- (6) Berne Union Assembly, forty-fifth (23<sup>rd</sup> Extraordinary) session
- (7) Berne Union Executive Committee, sixty-second (47<sup>th</sup> ordinary) session
- (8) Madrid Union Assembly, fiftieth (29<sup>th</sup> Extraordinary) session
- (9) Hague Union Assembly, thirty-sixth (16<sup>th</sup> Extraordinary) session
- (10) Nice Union Assembly, thirty-sixth (14<sup>th</sup> Extraordinary) session
- (11) Lisbon Union Assembly, thirty-third (12<sup>th</sup> Extraordinary) session
- (12) Locarno Union Assembly, thirty-sixth (15<sup>th</sup> Extraordinary) session
- (13) IPC [International Patent Classification] Union Assembly, thirty-seventh (17<sup>th</sup> Extraordinary) session
- (14) PCT [Patent Cooperation Treaty] Union Assembly, forty–eighth (28<sup>th</sup> Extraordinary) session
- (15) Budapest Union Assembly, thirty-third (15<sup>th</sup> Extraordinary) session

- (16) Vienna Union Assembly, twenty–ninth (13<sup>th</sup> Extraordinary) session
- (17) WCT [WIPO Copyright Treaty] Assembly, sixteenth (9<sup>th</sup> Extraordinary) session
- (18) WPPT [WIPO Performances and Phonograms Treaty] Assembly, sixteenth (9<sup>th</sup> Extraordinary) session
- (19) PLT [Patent Law Treaty] Assembly, fifteenth (9<sup>th</sup> Extraordinary) session
- (20) Singapore Treaty [Singapore Treaty on the Law of Trademarks] Assembly, ninth (5<sup>th</sup> Extraordinary) session.
- (21) Marrakesh Treaty [Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired or Otherwise Print Disabled] Assembly, first (1<sup>st</sup> ordinary) session.

2. The list of the members and observers of the Assemblies, as of October 3, 2016, is set forth in document A/56/INF/1 Rev.2

3. The meetings dealing with the following items of the Agenda (document A/56/1 Prov.6) were presided over by the following Chairs:

Items 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 23, 29, 30 and 31	Ambassador Jānis Kārklīšs (Latvia), Vice-Chair of the General Assembly, as Acting Chair of the General Assembly
Items 7, 25, 26, 27 and 28	Ambassador Luis Enrique Chávez Basagoitia (Peru), Chair of the WIPO Coordination Committee
Item 19	Mr. Sandris Laganovskis (Latvia), Vice-Chair of the PCT Union Assembly, as Acting Chair of the PCT Union Assembly
Item 20	Mr. Miguel Ángel Margáin (Mexico), Chair of the Madrid Union Assembly
Item 21	Ms. Sarnai Ganbayar (Mongolia), Chair of the Hague Union Assembly
Item 22	Mr. João Pina de Morais (Portugal), as Acting Chair of the Lisbon Union Assembly
Item 24	Minister Marcelo Calero Faria Garcia (Brazil), Chair of the Marrakesh Treaty Assembly

## ITEM 1 OF THE CONSOLIDATED AGENDA

### OPENING OF THE SESSIONS

4. The fifty-sixth series of meetings of the WIPO Assemblies was convened by the Director General of WIPO, Mr. Francis Gurry.

5. The sessions were opened in a joint meeting of all the 21 Assemblies and other bodies concerned by Ambassador Jānis Kārklīšs (Latvia), Vice-Chair of the General Assembly, who conducted the sessions as Acting Chair in accordance with Rule 10 of the WIPO General Rules of Procedure, and following consultations with Group Coordinators. The Acting Chair explained that Ambassador Gabriel Duque demitted from his function as Chair of the General Assembly,

effective August 8, 2016, due to his departure from Geneva to take up a new assignment. The Acting Chair paid tribute to Ambassador Duque for his excellent leadership and skillful management of the previous Assemblies that had resulted in a number of important decisions. The Acting Chair wished Ambassador Duque success in his new functions.

## ITEM 2 OF THE CONSOLIDATED AGENDA

### ELECTION OF OFFICERS

6. Discussions were based on document A/56/INF/1 Rev.2.

7. The following officers were elected:

#### General Assembly

Acting Vice-Chair: Juan Raúl HEREDIA ACOSTA (Mexico)

#### Coordination Committee

Chair: Luis Enriquez CHÁVEZ BASAGOITIA (Peru)

Vice-Chair: Pamela WILLE (Ms.) (Germany)

Vice-Chair: Christopher ONYAGA APARR (Uganda)

#### Paris Union Executive Committee

Chair: Magui KOUBITOBO BATISSECK NNOKO (Ms.) (Cameroon)

Vice-Chair: R.M. Michael TENE (Indonesia)

Vice-Chair: Emil HASANOV (Azerbaijan)

#### Berne Union Executive Committee

Chair: Fayssal ALLEK (Algeria)

Vice-Chair: Sumit SETH (India)

Vice-Chair: Manuel GUERRA ZAMARRO (Mexico)

#### Lisbon Union Assembly

Acting Chair: João Pina de MORAIS (Portugal)

#### Assembly of the Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired or Otherwise Print Disabled

Chair: Marcelo CALERO FARIA GARCIA (Brazil)

Vice-Chair: Sumit SETH (India)

Vice-Chair: Mark SCHAAN (Canada)

8. The list of the officers for the Assemblies and other bodies appears in document A/56/INF/4.

## ITEM 3 OF THE CONSOLIDATED AGENDA

### ADOPTION OF THE AGENDA

9. Discussions were based on document A/56/1 Prov.6.

10. Each of the Assemblies and other bodies concerned adopted its agenda as proposed in document A/56/1 Prov.6 (referred to in this document as "the Consolidated Agenda").

## ITEM 4 OF THE CONSOLIDATED AGENDA

### REPORT OF THE DIRECTOR GENERAL TO THE WIPO ASSEMBLIES

11. The Director General presented his annual report (the address and the report are available on the WIPO website).

## ITEM 5 OF THE CONSOLIDATED AGENDA

### GENERAL STATEMENTS

12. The Delegations and Representatives of the following 114 States, 6 intergovernmental organizations, and 11 non-governmental organizations made statements under this agenda item: Albania, Algeria, Angola, Antigua and Barbuda, Armenia, Argentina, Australia, Austria, Azerbaijan, Bangladesh, Barbados, Belarus, Benin, Bhutan, Botswana, Brazil, Brunei Darussalam, Bulgaria, Cameroon, Canada, Chad, Chile, China, Colombia, Congo, Costa Rica, Côte d'Ivoire, Croatia, Cuba, Czech Republic, Democratic People's Republic of Korea, Denmark, Djibouti, Ecuador, Egypt, Equatorial Guinea, El Salvador, Ethiopia, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Guatemala, Guinea Bissau, Holy See, Hungary, Iceland, India, Indonesia, Iran (Islamic Republic of), Italy, Japan, Jordan, Kenya, Kyrgyzstan, Lao People's Democratic Republic, Latvia, Lebanon, Lesotho, Liberia, Madagascar, Malawi, Malaysia, Mexico, Mongolia, Montenegro, Morocco, Namibia, Nepal, New Zealand, Nicaragua, Nigeria, Oman, Pakistan, Paraguay, Peru, Philippines, Poland, Portugal, Republic of Korea, Republic of Moldova, Romania, Russian Federation, Rwanda, San Marino, Senegal, Sierra Leone, Singapore, Slovakia, Spain, South Africa, Sri Lanka, Sudan, Swaziland, Sweden, Switzerland, Syrian Arab Republic, Tajikistan, Thailand, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States of America, Viet Nam, Yemen, Zambia, Zimbabwe, African Intellectual Property Organization (OAPI), African Regional Intellectual Property Organization (ARIPO), Eurasian Patent Organization (EAPO), Patent Office of the Cooperation Council for the Arab States of the Gulf (GCC Patent Office), League of Arab States (LAS), South Centre (SC), European Broadcasting Union (EBU), Electronic Information for Libraries (EIFL), Ibero-Latin-American Federation of Performers (FILAE), Health and Environment Program (HEP), International Confederation of Music Publishers (ICMP), International Federation of Library Associations and Institutions (IFLA), International Intellectual Property Commercialization Council (IIPCC), Innovation Insights, Knowledge Ecology International (KEI), Médecins sans Frontières (MSF) and Third World Network (TWN).

13. The statements on this and other agenda items will be included in the Extensive Reports of the Assemblies, to be issued as decided under Agenda Item 30. Pending those reports, the statements that delegations forward to the Secretariat in written form, on this and other items, are published on the WIPO website with the indication "check against delivery".

## ITEM 6 OF THE CONSOLIDATED AGENDA

### ADMISSION OF OBSERVERS

14. Discussions were based on document A/56/2 Rev.

15. The Assemblies of the Member States of WIPO and of the Unions administered by it, each as far as it is concerned, decided to grant observer status to the following:

- (a) International Non-Governmental Organizations: (i) African Library and Information Associations and Institutions (AfLIA); (ii) Centre international d'investissement (CII Suisse); and (iii) Medicines for Africa.

- (b) National Non-Governmental Organizations: (i) Japan Intellectual Property Association (JIPA); and (ii) Karisma Foundation.

#### ITEM 7 OF THE CONSOLIDATED AGENDA

##### DRAFT AGENDAS FOR 2017 ORDINARY SESSIONS

16. Discussions were based on document A/56/3.
17. The WIPO Coordination Committee adopted Annexes I and II, the Paris Union Executive Committee adopted Annex III, and the Berne Union Executive Committee adopted Annex IV of document A/56/3.

#### ITEM 8 OF THE CONSOLIDATED AGENDA

##### NEW ELECTORAL CYCLE OF THE WIPO GENERAL ASSEMBLY OFFICERS

18. Discussions were based on document WO/GA/48/14 Rev.
19. See the continuation of the report of Agenda Item 8 (document A/56/16 Add.1).

#### ITEM 9 OF THE CONSOLIDATED AGENDA

##### AUDIT AND OVERSIGHT MATTERS

- (i) WIPO Independent Advisory Oversight Committee (IAOC)
20. Discussions were based on documents WO/GA/48/1, WO/GA/48/16, WO/GA/48/16 Corr. and A/56/12.
- (a) Report by the WIPO Independent Advisory Oversight Committee (IAOC)
21. The WIPO General Assembly took note of the “Report by the WIPO Independent Advisory Oversight Committee” (IAOC) (document WO/GA/48/1).
- (b) Proposals for Amendments to the Internal Oversight Charter by the Independent Advisory Oversight Committee (IAOC)
22. The General Assembly decided to:
- (i) adopt the revised Internal Oversight Charter (IOC) enclosed in the Annex; and
- (ii) request the Independent Advisory and Oversight Committee, to prepare, with technical assistance from the Secretariat and after consultation with Member States, for consideration and adoption by the Coordination Committee at its next session, appropriate modalities and procedures (including any necessary proposed amendments to the Staff regulations) pursuant to the revision of the Internal Oversight Charter, including those applicable to processes undertaken by the Coordination Committee.

(ii) Report by the External Auditor

23. Discussions were based on documents A/56/4 and A/56/12.

24. The WIPO General Assembly and other Assemblies of the Member States of WIPO took note of the "Report by the External Auditor" (document A/56/4).

(iii) Report by the Internal Oversight Division (IOD)

25. Discussions were based on documents WO/GA/48/2 and A/56/12.

26. The WIPO General Assembly took note of the "Annual Report by the Acting Director of the Internal Oversight Division (IOD)" (Document WO/GA/48/2).

#### ITEM 10 OF THE CONSOLIDATED AGENDA

##### REPORT ON THE PROGRAM AND BUDGET COMMITTEE

27. Discussions were based on documents A/56/5, A/56/6, A/56/7, A/56/8, A/56/9, A/56/10, A/56/10 Add., A/56/11, A/56/12, A/56/14 and A/56/15.

28. See the continuation of the report of Agenda Item 10 (document A/56/16 Add.2).

#### ITEM 11 OF THE CONSOLIDATED AGENDA

##### REPORT ON THE STANDING COMMITTEE ON COPYRIGHT AND RELATED RIGHTS (SCCR)

29. Discussions were based on document WO/GA/48/3.

30. See the continuation of the report of Agenda Item 11 (document A/56/16 Add.3).

#### ITEM 12 OF THE CONSOLIDATED AGENDA

##### REPORT ON THE STANDING COMMITTEE ON THE LAW OF PATENTS (SCP)

31. Discussions were based on document WO/GA/48/4.

32. The WIPO General Assembly took note of the "Report on the Standing Committee on the Law of Patents" (document WO/GA/48/4).

#### ITEM 13 OF THE CONSOLIDATED AGENDA

##### REPORT ON THE STANDING COMMITTEE ON THE LAW OF TRADEMARKS, INDUSTRIAL DESIGNS AND GEOGRAPHICAL INDICATIONS (SCT)

33. Discussions were based on document WO/GA/48/5.

34. The WIPO General Assembly took note of the "Report on the Standing Committee on the Law of Trademarks, Industrial Designs and Geographical Indications" (document WO/GA/48/5).

#### ITEM 14 OF THE CONSOLIDATED AGENDA

##### MATTERS CONCERNING THE CONVENING OF A DIPLOMATIC CONFERENCE FOR THE ADOPTION OF A DESIGN LAW TREATY (DLT)

35. Discussions were based on document WO/GA/48/6.
36. See the continuation of the report of Agenda Item 14 (document A/56/16 Add.4).

#### ITEM 15 OF THE CONSOLIDATED AGENDA

##### REPORT ON THE COMMITTEE ON DEVELOPMENT AND INTELLECTUAL PROPERTY (CDIP) AND REVIEW OF THE IMPLEMENTATION OF THE DEVELOPMENT AGENDA RECOMMENDATIONS

37. Discussions were based on documents WO/GA/48/7, WO/GA/48/8 and WO/GA/48/13.
38. The WIPO General Assembly:
  - (a) took note of the “Report on the Committee on Development and Intellectual Property (CDIP) and Review of the Implementation of the Development Agenda Recommendations” (document WO/GA/48/7);
  - (b) with respect to document WO/GA/48/8 entitled “Decision on the Committee on Development and Intellectual Property (CDIP) Related Matters”, allowed the CDIP to continue, during its eighteenth and nineteenth sessions, the discussion on the decision on CDIP related matters adopted at the forty-third session of the WIPO General Assembly, and to report back and make recommendations on the two matters to the WIPO General Assembly in 2017;
  - (c) took note of the information contained in the “Description of the Contribution of the Relevant WIPO Bodies to the Implementation of the Respective Development Agenda Recommendations” (document WO/GA/48/13), and forwarded to the CDIP the reports referred in that document.

#### ITEM 16 OF THE CONSOLIDATED AGENDA

##### REPORT ON THE INTERGOVERNMENTAL COMMITTEE ON INTELLECTUAL PROPERTY AND GENETIC RESOURCES, TRADITIONAL KNOWLEDGE AND FOLKLORE (IGC)

39. Discussions were based on document WO/GA/48/9.
40. The WIPO General Assembly took note of the “Report on the Intergovernmental Committee on Intellectual Property and Genetic Resources, Traditional Knowledge and Folklore (IGC)” (document WO/GA/48/9) in accordance with the IGC’s mandate for the 2016/2017 biennium and the IGC’s work program for 2016.

## ITEM 17 OF THE CONSOLIDATED AGENDA

### REPORT ON THE COMMITTEE ON WIPO STANDARDS (CWS)

41. Discussions were based on document WO/GA/48/10.
42. The WIPO General Assembly took note of the “Report on the Committee on WIPO Standards” (document WO/GA/48/10).

## ITEM 18 OF THE CONSOLIDATED AGENDA

### REPORT ON THE ADVISORY COMMITTEE ON ENFORCEMENT (ACE)

43. Discussions were based on document WO/GA/48/11.
44. The WIPO General Assembly took note of the “Report on the Advisory Committee on Enforcement (ACE)” (document WO/GA/48/11).

## ITEM 19 OF THE CONSOLIDATED AGENDA

### PCT SYSTEM

45. Discussions were based on documents PCT/A/48/1, PCT/A/48/2, PCT/A/48/3 and PCT/A/48/4.

#### Report on the PCT Working Group

46. The Assembly:
- (i) took note of the “Report on the PCT Working Group” (document PCT/A/48/1); and
  - (ii) approved the convening of a session of the PCT Working Group as set out in paragraph 6 of that document.

#### Quality-Related Work by International Authorities

47. The Assembly took note of the report “Quality-Related Work by International Authorities” contained in document PCT/A/48/2.

#### Proposed Amendments to the PCT Regulations

48. The Assembly:
- (i) adopted the amendments to the Regulations under the PCT set out in Annex I to document PCT/A/48/3; and
  - (ii) adopted the decisions set out in paragraph 7 of document PCT/A/48/3 relating to entry into force and transitional arrangements.



Appointment of the Turkish Patent Institute as an International Searching and Preliminary Examining Authority Under the PCT

49. The Assembly, in accordance with Articles 16(3) and 32(3) of the PCT, having heard the Representative of the Turkish Patent Institute and taking into account the advice of the PCT Committee for Technical Cooperation set out in paragraph 5 of document PCT/A/48/4, and noting the reservations expressed by the Delegation of Cyprus:

- (i) approved the text of the draft Agreement between the Turkish Patent Institute and the International Bureau set out in the Annex to document PCT/A/48/4; and
- (ii) appointed the Turkish Patent Institute as an International Searching Authority and International Preliminary Examining Authority with effect from the entry into force of the Agreement until December 31, 2017.

ITEM 20 OF THE CONSOLIDATED AGENDA

MADRID SYSTEM

50. Discussions were based on documents MM/A/50/1, MM/A/50/2, MM/A/50/3, MM/A/50/4 and MM/A/50/INF/1.

Progress Report on the Madrid System Goods and Services Database

51. The Assembly:

- (i) took note of the “Progress Report on the Madrid System Goods and Services Database” (document MM/A/50/1), including its paragraph 33 related to the remaining project funds; and
- (ii) requested the International Bureau to submit to the Assembly in 2017 a new Progress Report on the Madrid System Goods and Services Database, including the use of remaining project funds.

Review of the Application of Article 9*sexies* of the Protocol Relating to the Madrid Agreement Concerning the International Registration of Marks

52. The Assembly:

- (i) took note of the “Review of the Application of Article 9*sexies* of the Protocol Relating to the Madrid Agreement Concerning the International Registration of Marks” (document MM/A/50/2); and
- (ii) adopted the recommendation made by the Working Group, as set forth in paragraph 2 of the “Review of the Application of Article 9*sexies* of the Protocol Relating to the Madrid Agreement Concerning the International Registration of Marks” (document MM/A/50/2).

Proposal Regarding Accessions to the Madrid Agreement Only

53. The Assembly:

(i) considered the proposals made in the “Proposal Regarding Accessions to the Madrid Agreement Only” (document MM/A/50/3); and

(ii) took the decision to freeze the application of Article 14(1) and (2)(a) of the Madrid Agreement Concerning the International Registration of Marks, with the effects specified in paragraph 10 of the “Proposal Regarding Accessions to the Madrid Agreement Only” (document MM/A/50/3), as from the date of such decision.

Proposed Amendments to the Common Regulations under the Madrid Agreement Concerning the International Registration of Marks and the Protocol Relating to that Agreement

54. The Assembly:

(i) adopted the amendments to Rules 12, 25, 26, 27 and 32 of the Common Regulations, to item 7.4 and to the title in French of item 7 of the Schedule of Fees, with a date of entry into force of July 1, 2017, as set out in Annex I to the “Proposed Amendments to the Common Regulations under the Madrid Agreement Concerning the International Registration of Marks and the Protocol Relating to that Agreement” (document MM/A/50/4);

(ii) adopted the amendments to Rules 3, 18<sup>ter</sup>, 22, 25, 27 and 32, and the introduction of new Rule 23<sup>bis</sup> of the Common Regulations, with a date of entry into force of November 1, 2017, as set out in Annex II to the “Proposed Amendments to the Common Regulations under the Madrid Agreement Concerning the International Registration of Marks and the Protocol Relating to that Agreement” (document MM/A/50/4);

(iii) adopted the amendments to Rules 22, 27, 32 and 40, the introduction of new Rules 27<sup>bis</sup> and 27<sup>ter</sup> of the Common Regulations and the introduction of item 7.7 in the Schedule of Fees, with a date of entry into force of February 1, 2019, as set out in Annex III to the “Proposed Amendments to the Common Regulations under the Madrid Agreement Concerning the International Registration of Marks and the Protocol Relating to that Agreement” (document MM/A/50/4); and

(iv) suspended the entry into force of the amendments to Rule 24(5)(a) and (d) of the Common Regulations, which were adopted by the Assembly at its previous session until the Working Group had further reviewed the implications of their implementation.

## ITEM 21 OF THE CONSOLIDATED AGENDA

### HAGUE SYSTEM

55. Discussions were based on document H/A/36/1.

56. The Assembly adopted the amendments:

- (i) to Rule 5 of the Common Regulations, with a date of entry into force of January 1, 2017, and
- (ii) to Rules 14, 21 and 26, and to the Schedule of Fees of the Common Regulations with a date of entry into force to be decided by the International Bureau.

## ITEM 22 OF THE CONSOLIDATED AGENDA

### LISBON SYSTEM

57. Discussions were based on documents LI/A/33/1 and LI/A/33/2.

58. The Assembly of the Lisbon Union:

- (i) took note of document LI/A/33/1 (Financial Matters Concerning the Lisbon Union) and document LI/A/33/2 (Proposal on Financial Matters Concerning the Lisbon Union);

#### Concerning the Projected Deficit of the Lisbon Union for the 2016/17 Biennium

- (ii) took note of the statements made by Lisbon Union members and of the additional information regarding subventions under Article 11(3)(iii) of the Lisbon Agreement referred to in the Annex to document LI/A/33/2, as well as of the statements made by Delegations regarding such subventions at the present Lisbon Union Assembly noting that the subventions collected at this stage amount to over one million Swiss francs;
- (iii) agreed that the payment of subventions under Article 11(3)(iii) of the Lisbon Agreement referred to in paragraph (ii), above, would constitute measures to eliminate the projected biennial deficit of the Lisbon Union, in accordance with the decisions taken at the 2015 Assemblies (see documents LI/A/32/5, paragraphs 73(i) and (ii), and A/55/13, paragraphs 231(ii) and (iii), and 235); and
- (iv) requested the International Bureau to take the necessary administrative steps to receive subventions under Article 11(3)(iii) of the Lisbon Agreement to be made by Lisbon Union members;

#### Concerning the Financial Sustainability of the Lisbon Union

- (v) decided to emphasize promotion activities of the Lisbon System including the Geneva Act of the Lisbon Agreement on Appellations of Origin and Geographical Indications;
- (vi) decided to continue consideration of the establishment of a contribution system in the framework of the unitary contribution system, as well as the methodology for calculating such contributions;

(vii) decided to continue monitoring the Lisbon Fee Schedule with a view to reviewing it, for an eventual increase in the future; and

(viii) decided to take advantage of the next meeting of the Lisbon Working Group, and informal meeting(s) that the Chair of the Working Group might request the Secretariat to organize, to further discuss the financial sustainability of the Lisbon Union, in particular items referred to in paragraphs (vi) and (vii), above.

#### ITEM 23 OF THE CONSOLIDATED AGENDA

##### WIPO ARBITRATION AND MEDIATION CENTER, INCLUDING DOMAIN NAMES

59. Discussions were based on document WO/GA/48/12 Rev.

60. The WIPO General Assembly took note of the document "WIPO Arbitration and Mediation Center, Including Domain Names" (document WO/GA/48/12 Rev.).

#### ITEM 24 OF THE CONSOLIDATED AGENDA

##### MARRAKESH TREATY

61. Discussions were based on documents MVT/A/1 and MVT/A/2 Rev.

62. The Assembly adopted, as its own Rules of Procedures, the WIPO General Rules of Procedure with Rules 7, 9, and 25 amended as provided in document MVT/A/1/1, paragraphs 8, 11, and 13, as well as with the two additional special Rules of Procedure as provided in paragraph 14 of the same document.

63. The Assembly took note of the information provided in document MVT/A/1/2 Rev.

#### ITEM 25 OF THE CONSOLIDATED AGENDA

##### APPOINTMENT OF DIRECTOR, INTERNAL OVERSIGHT DIVISION

64. Discussions were based on document WO/CC/73/6.

65. The WIPO Coordination Committee took note of the information contained in paragraphs 1 to 8 of document WO/CC/73/6 and endorsed the appointment of Mr. Singh as Director, Internal Oversight Division (IOD) for a non-renewable period of six years.

## ITEM 26 OF THE CONSOLIDATED AGENDA

### REPORTS ON STAFF MATTERS

#### (i) Report on Human Resources

66. Discussions were based on documents WO/CC/73/1, WO/CC/73/1 Corr., WO/CC/73/5 and WO/CC/73/5 Corr.

67. The WIPO Coordination Committee:

(i) took note of the information contained in paragraphs 87 to 91 of document WO/CC/73/1 and elected Mr. Philippe Favatier as alternate member of the WIPO Staff Pension Committee (WSPC) for the period up to the ordinary session in 2019 of the WIPO Coordination Committee; and

(ii) took note of the information contained in paragraphs 93 and 94 of document WO/CC/73/1.

68. The WIPO Coordination Committee:

(i) took note of the “Report on Geographical Distribution” (document WO/CC/73/5); and

(ii) endorsed the preliminary recommendations described under paragraphs 17 and 18 of the same document.

#### (ii) Report by the Ethics Office

69. Discussions were based on document WO/CC/73/2.

70. The WIPO Coordination Committee took note of the “Annual Report by the Ethics Office” (document WO/CC/73/2).

## ITEM 27 OF THE CONSOLIDATED AGENDA

### AMENDMENTS TO STAFF REGULATIONS AND RULES

71. Discussions were based on documents WO/CC/73/3, WO/CC/73/4 and WO/CC/73/INF/1.

#### Amendments to Staff Regulations and Rules

72. The WIPO Coordination Committee:

(i) approved the amendments to the Staff Regulations as provided in Annexes II, VIII and X, including new Regulation 3.25 on the Special Salary Increment, to be effective as from January 1, 2017, as well as those in Annex IV, to be effective either as from January 1, 2017 or as from any new date decided by the General Assembly of the United Nations;

(ii) requested the Secretariat to develop a comprehensive staff mobility policy by the 2017 ordinary session of the Coordination Committee, for the Committee to review the use of the Special Salary Increment and to decide on whether to maintain or delete new Regulation 3.25.

- (iii) approved the amendments to the Staff Regulations as provided in Annex VI, to be effective as from school year 2017/2018 or school year 2018, as the case may be;
- (iv) approved the amendment to Staff Rule 8.1.1 as provided in Annex XII;
- (v) approved a derogation to the amended Staff Regulation 3.6 in order to allow the implementation of the one-time measure mentioned in paragraphs 14 and 15;
- (vi) took note of the amendments to the Staff Rules and related annexes as provided in Annexes III, V, VII, IX, XII and XIII.
- (vii) took note of the 'Study on staff mobility' in Annex XI, as well as the Director General's decision to maintain at one year the period of time during which candidates recommended by an appointment board but not appointed may be placed on a reserve list, as provided in Staff Rule 4.9.4.

Amendments to Staff Regulations on Education Grant for Staff Members Residing, but not Serving, in their Home Country

73. The WIPO Coordination Committee approved, effective January 1, 2017:

- (i) the deletion of WIPO Staff Regulation 3.14(f); and
- (ii) the insertion of a transitional measure in Regulation 12.5, as stated in paragraph 2(ii) of "Amendments to Staff Regulations on Education Grant for Staff Members Residing, but not Serving, in their Home Country" (document WO/CC/73/4).

ITEM 28 OF THE CONSOLIDATED AGENDA

REVIEW OF THE OFFICE OF INTERNAL OVERSIGHT SERVICES (OIOS) REPORT

74. Discussions were based on document A/56/13.

75. The 73<sup>rd</sup> (47<sup>th</sup> Ordinary) session of the WIPO Coordination Committee reaffirmed the decision of the 72<sup>nd</sup> (26<sup>th</sup> Extraordinary) session of the WIPO Coordination Committee and recommended to the WIPO General Assembly to:

- (1) welcome the audit of the "Ethical Framework", currently being conducted by the Internal Oversight Division (IOD);
- (2) request the Secretariat to review the Whistleblower Protection Policy, taking into account lessons learned, recent developments in this area, and best practices from other organizations, and request the Independent Advisory Oversight Committee (IAOC) to review and comment on the proposed revision;
- (3) request the Chief Ethics Officer to also include, in the annual report, information on any active cases of retaliation against witnesses who cooperate with an investigation of a report of wrongdoing, consistent with applicable WIPO procedures; and

(4) request the Director, IOD to review the WIPO's Procurement Policies and Procedures after the review currently being undertaken by the Director General, as recommended by the General Assembly and the Coordination Committee Chairs, to ensure clarity and transparency in WIPO's procurement process, so that the conclusions and/or recommendations will be submitted to the Program and Budget Committee (PBC) for consideration by Member States.

#### ITEM 29 OF THE CONSOLIDATED AGENDA

##### REVIEW OF THE OFFICE OF INTERNAL OVERSIGHT SERVICES (OIOS) REPORT

76. Discussions were based on documents A/56/13 and WO/GA/48/15.

77. The WIPO General Assembly took note of the report by the Chair of the WIPO Coordination Committee and approved the recommendations made by the seventy-second and seventy-third sessions of the WIPO Coordination Committee (documents WO/CC/72/4 and A/56/16).

#### ITEM 30 OF THE CONSOLIDATED AGENDA

##### ADOPTION OF THE SUMMARY REPORT

78. Discussions were based on document A/56/16.

79. The Assemblies of the Member States of WIPO and of the Unions administered by it, each as far as it is concerned,

(i) adopted the present Summary Report (document A/56/16); and

(ii) requested the Secretariat to finalize the Extensive Reports, post them on the WIPO website and communicate them to Member States by October 31, 2016. Comments should be submitted to the Secretariat by November 30, 2016, after which the final reports will be deemed adopted by December 16, 2016.

#### ITEM 31 OF THE CONSOLIDATED AGENDA

##### CLOSING OF THE SESSIONS

80. The Fifty-Sixth Series of Meetings of the Assemblies and other Bodies of the Member States of WIPO was closed by the Acting Chair of the WIPO General Assembly.

[Annex follows]

## **Revised Internal Oversight Charter as adopted by the WIPO General Assembly**

### **A. INTRODUCTION**

1. This Charter constitutes the framework for the Internal Oversight Division (IOD) of the World Intellectual Property Organization (WIPO) and establishes its mission: to examine and evaluate, in an independent manner, WIPO's control and business systems and processes in order to identify good practices and to provide recommendations for improvement. IOD thus provides assurance as well as assistance to Management in the effective discharge of their responsibilities and the achievement of WIPO's mission, goals and objectives. The purpose of this Charter is also to help strengthen accountability, value for money, stewardship, internal control and corporate governance in WIPO.

2. The internal oversight function in WIPO comprises internal audit, evaluation and investigation.

### **B. INTERNAL OVERSIGHT DEFINITIONS AND STANDARDS**

3. In accordance with the definition adopted by the Institute of Internal Auditors (IIA), internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

4. The internal audit function in WIPO shall be carried out in accordance with the International Standards for the Professional Practice of Internal Auditing and the Code of Ethics promulgated by IIA and adopted by the Representatives of Internal Audit Services of the United Nations Organizations, Multilateral Financial Institutions and Associated Intergovernmental Organizations (RIAS).

5. An evaluation is a systematic, objective and impartial assessment of an on-going or completed project, program or policy, its design, implementation and results. The aim is to determine the relevance and fulfilment of objectives, its efficiency, effectiveness, impact and sustainability. An evaluation should contribute to learning and accountability and provide credible, evidence-based information, enabling the incorporation of findings and recommendations into the decision-making processes of WIPO.

6. Evaluations in WIPO shall be carried out in accordance with the standards developed and adopted by the United Nations Evaluation Group (UNEG).

7. An investigation is a formal fact-finding inquiry to examine allegations of or information concerning misconduct or other wrongdoing involving WIPO personnel in order to determine whether they have occurred and if so, the person or persons responsible. Investigations may also examine alleged wrongdoing by other persons, parties or entities, deemed to be detrimental to WIPO.

8. Investigations in WIPO shall be carried out in accordance with the Uniform Principles and Guidelines for Investigations adopted by the Conference of International Investigators and with WIPO's regulations and rules.



### **C. MANDATE**

9. The internal oversight function provides the Management of WIPO with independent, objective assurance, analyses, appraisals, recommendations, lessons learned, advice and information, through the undertaking of internal audits, evaluations and investigations. Its objectives include:

- (a) Identifying means for improving WIPO's relevance, effectiveness, efficiency, and economy of the internal procedures and use of resources,
- (b) Assessing whether cost-effective controls are in place, and
- (c) Assessing compliance with WIPO's Financial Regulations and Rules, Staff Regulations and Rules, relevant General Assembly decisions, the applicable accounting standards, the Standards of Conduct for the International Civil Service, as well as good practice.

### **D. AUTHORITY AND RESPONSIBILITY**

10. The Director, IOD reports administratively to the Director General but is not part of operational management. The Director, IOD enjoys functional and operational independence from Management in the conduct of his/her duties. In the exercise of his/her functions, he/she takes advice from the WIPO Independent Advisory Oversight Committee (IAOC). He/she has the authority to initiate, carry out and report on any action, which he/she considers necessary to fulfil his/her mandate.

11. The Director, IOD and oversight staff shall be independent of all WIPO programs, operations and activities, to ensure impartiality and credibility of the work undertaken.

12. The Director, IOD and oversight staff shall conduct oversight work in a professional, impartial and unbiased manner and in accordance with good practice, standards and norms generally accepted and applied by the United Nations system organizations, as detailed in Section B above.

13. For the performance of his/her duties, the Director, IOD shall have unrestricted, unlimited, direct and prompt access to all WIPO records, officials or personnel, holding any WIPO contractual status, and to all the premises of WIPO. The Director, IOD shall have access to the Chairs of the General Assembly, the Coordination Committee, the Program and Budget Committee and the IAOC.

14. The Director, IOD shall maintain facilities for the submission of complaints by individual staff members as well as any other internal or external parties, concerning alleged misconduct, wrongdoing or irregularities including but not limited to: fraud and corruption, waste, abuse of privileges and immunities, abuse of authority, and violation of WIPO regulations and rules. Notwithstanding the foregoing, the mandate of the Director, IOD normally does not extend to those areas for which separate provision has been made for review, including workplace-related conflicts and grievances, personnel grievances arising from administrative decisions affecting a staff member's terms of appointment, and performance issues and performance-related disagreements. It rests with the Director, IOD to determine whether such matters may involve wrongdoing and should be handled by IOD or whether they should be referred to other internal bodies.

15. The right of all staff and personnel to communicate confidentially with, and provide information to the Director, IOD, without fear of reprisal, shall be guaranteed by the Director General. All WIPO staff members shall take appropriate steps to ensure that the

confidentiality of such communications is maintained. This is without prejudice to measures that may be taken under WIPO Staff Regulations and Rules regarding allegations which are intentionally and knowingly false or misleading or made with reckless disregard for accuracy of the information.

16. The Director, IOD shall respect the confidential nature of, and protect from unauthorized disclosure, any information gathered or received in the course of an internal audit, evaluation, or investigation, and shall use such information only in so far as it is necessary for the performance of his/her duties.

17. The Director, IOD shall liaise regularly with all other internal and external providers of assurance services to ensure the proper coordination of activities (External Auditor, Risk Officer, Compliance Officer). The Director, IOD shall also periodically liaise with the Chief Ethics Officer and with the Ombudsperson.

## **E. CONFLICT OF INTEREST**

18. In the performance of their oversight work, the Director, IOD and oversight staff shall avoid perceived or actual conflicts of interest. The Director, IOD shall report any significant impairment to independence and objectivity, including conflicts of interest, for due consideration of the IAOC.

19. Notwithstanding the foregoing, where allegations of misconduct concern the staff of IOD, the Director, IOD shall seek the advice of the IAOC on how to proceed.

20. Allegations of misconduct against the Director, IOD shall be reported to the Director General, who shall, at the earliest opportunity, but not later than one month, inform the Chair of the Coordination Committee and seek the advice of the IAOC on how to proceed. The IAOC shall conduct or arrange for a preliminary evaluation. Based on its results, the IAOC shall provide a recommendation to the Director General and the Chair of the Coordination Committee on whether to close the case or refer the matter for investigation to an independent external investigative entity. If the Director General and the Chair of the Coordination Committee decide to refer the case to an independent investigative entity, the IAOC shall provide advice on the Terms of Reference of the investigation and on a suitable investigative entity.

21. Allegations of misconduct against WIPO personnel at the Deputy Director General and Assistant Director General levels shall be reported to the Director, IOD, who shall, at the earliest opportunity, but not later than one month, inform the Director General and the Chair of the Coordination Committee.

22. Allegations of misconduct against the Director General shall be reported to the Director, IOD, who shall immediately inform the Chairs of the General Assembly and of the Coordination Committee and seek the advice of the IAOC on how to proceed. The IAOC shall advise the Director IOD on whether to conduct a preliminary evaluation or arrange for a preliminary evaluation by an independent external investigative entity. Based on the results of the preliminary evaluation, the IAOC shall provide a recommendation to the Chairs of the General Assembly and of the Coordination Committee on whether to request the Director, IOD to close the case or to refer the matter for investigation to an independent external investigative entity. In the event the Chairs cannot reach an agreement or propose to deviate from the IAOC recommendation, the Vice-Chairs of the General Assembly and of the Coordination Committee shall be involved in the decision. In case of referral, the IAOC shall also provide advice to the Chairs on the Terms of Reference of the investigation and on a suitable investigative entity.

23. Where the advice of the IAOC is required, such advice shall be provided within one month, unless the complexity of the matter requires more time.

## F. DUTIES AND MODALITIES OF WORK

24. The internal oversight function contributes to the efficient management of the Organization and the accountability of the Director General to the Member States.

25. To carry out his/her mandate, the Director, IOD shall conduct audits, evaluations, and investigations. The types of audits should include, but not be limited to, performance audits, financial audits, and compliance audits.

26. To effectively implement WIPO's internal oversight functions, the Director, IOD shall:

- (a) Establish long and short term internal oversight work plans in coordination with the External Auditor. The annual work plan shall be based, where relevant, on a risk assessment to be carried out at least annually, on which basis work would be prioritized. In preparing the annual work plan, the Director, IOD shall take into account any suggestions received from Management, the IAOC or from Member States. Prior to finalizing the internal oversight plan, the Director, IOD shall submit the draft plan to the IAOC for its review and advice.
- (b) In consultation with Member States, establish policies for all oversight functions, i.e., internal audit, evaluation, and investigation. The policies shall provide rules and procedures on the access to reports while ensuring rights to due process and the preservation of confidentiality.
- (c) Prepare, for review by the IAOC, and issue an internal audit manual, an evaluation manual, and an investigation manual. Such manuals shall include the terms of reference of the individual oversight functions and a compilation of applicable procedures. They shall be reviewed every three years or earlier.
- (d) Establish and maintain follow-up systems to determine whether effective action has been taken in response to oversight recommendations, within a reasonable time. The Director, IOD shall periodically report in writing to Member States, the IAOC and the Director General on situations where adequate, timely corrective action has not been implemented.
- (e) Liaise and coordinate with the External Auditor and monitor the follow-up of their recommendations.
- (f) Develop and maintain a quality assurance/improvement program covering all aspects of internal audit, evaluation and investigation, including periodic internal and external reviews and ongoing self-assessments in accordance with the applicable standards. Independent external assessments shall be conducted at least once every five years.
- (g) Liaise and cooperate with the internal oversight or similar services of other organizations of the United Nations system and of Multilateral Financial Institutions, and represent WIPO in relevant inter-agency meetings.

27. In particular, the Director, IOD shall assess:

- (a) The reliability, effectiveness and integrity of WIPO's internal control mechanisms.
- (b) The adequacy of organizational structures, systems and processes to ensure that the results WIPO produces are consistent with the objectives established.

- (c) The effectiveness of WIPO in meeting its objectives and achieving results and, as required, recommending better ways of achieving such results, taking into account good practices and lessons learned.
- (d) Systems aimed at ensuring compliance with WIPO's regulations, rules, policies and procedures.
- (e) The effective, efficient and economical use, and the safeguarding of human, financial and material resources of WIPO.
- (f) Significant exposure of WIPO to risk and contributing to the improvement of risk management.

28. The Director, IOD shall also undertake investigations into allegations of misconduct or other wrongdoing. The Director, IOD may decide to proactively initiate investigations based on risks identified.

## **G. REPORTING**

29. At the completion of each audit, evaluation or investigation, the Director, IOD shall issue a report, which shall present the objectives, scope, methodology, findings, conclusions, remedial action or recommendations of the specific activity concerned and include, if applicable, recommendations for improvements and lessons learned from the activity. The Director, IOD shall ensure completeness, timeliness, fairness, objectivity and accuracy in the reporting of internal audits, evaluations and investigations.

30. Draft internal audit and evaluation reports shall be presented to the program manager and other relevant officials directly responsible for the program or activity that has been the object of the internal audit or evaluation, who shall be given the opportunity to respond within a reasonable time to be specified in the draft report.

31. Final internal audit and evaluation reports shall reflect any relevant comments from the managers concerned and, if applicable, the related management action plans and timetables. Should the Director, IOD and the program manager be unable to agree on the findings of a draft audit and evaluation report, the final report shall contain the opinion of both the Director, IOD and of the managers concerned.

32. The Director, IOD shall submit final internal audit and evaluation reports to the Director General with a copy to the IAOC and the External Auditor. Upon request, the External Auditor shall be provided with any supporting documentation of internal audit and evaluation reports.

33. The Director, IOD shall publish internal audit and evaluation reports, as well as Management Implication Reports resulting from investigations, on the WIPO website within one month of their issuance. If required to protect security, safety or privacy, the Director, IOD may, at his/her discretion, withhold a report in its entirety or redact parts of it. However, Member States may request access to reports withheld or to the original version of the redacted reports; such access shall be granted under condition of confidentiality at the offices of IOD.

34. Unless otherwise stipulated in this Charter, the Director, IOD shall submit final investigation reports to the Director General with a copy to the Director of the Human Resources Management Department; the External Auditor and the IAOC shall have access to investigation reports upon request.

35. The Director, IOD shall submit final investigation reports involving WIPO personnel at the Deputy Director General and Assistant Director General levels, to the Director General with

copies to the Chairs of the General Assembly and of the Coordination Committee, the IAOC and the External Auditor. The Director General shall, at the earliest opportunity, inform the Chairs of the General Assembly and of the Coordination Committee as well as the IAOC and the External Auditor of the final disposition of the case and the reasons thereof. However, in case of termination of appointment, prior consultation of the Coordination Committee is required. In cases where allegations are substantiated, and upon request, Member States shall be provided confidential access to the reports.

36. Final investigation reports concerning the Director, IOD, shall be submitted to the Director General, with copies to the Chairs of the General Assembly and of the Coordination Committee, the IAOC, and the External Auditor. The Director General shall, at the earliest opportunity, inform the Chairs of the General Assembly and of the Coordination Committee as well as the IAOC and the External Auditor, of the final disposition of the case and the reasons thereof.

37. Final investigation reports concerning the Director General shall be submitted to the Chairs of the General Assembly and of the Coordination Committee, with copies to the IAOC, the External Auditor and the Director, IOD.

38. If the investigation referred to in paragraph 37 does not substantiate the allegations made, the Chairs of the General Assembly and of the Coordination Committee shall, after consultation with the IAOC, request the Director, IOD to close the case. If the Director General so requests, the Chair of the General Assembly shall inform Member States of the disposition of the case.

39. If the investigation referred to in paragraph 37 substantiates some or all of the allegations of misconduct, the IAOC shall, at the earliest opportunity, inform Member States, through the Regional Group Coordinators, that such findings, conclusions and/or recommendations have been made. The Chairs of the General Assembly and of the Coordination Committee shall:

- (a) provide Member States with a redacted summary of the report's findings, conclusions, and recommendations, prepared preferably by the investigative entity;
- (b) upon request by a Member State, provide that Member State with a full version of the final investigation report, redacted, preferably by the investigative entity;
- (c) authorize access for Member States under condition of confidentiality to the unredacted final investigation report and the Terms of Reference;
- (d) submit to the Coordination Committee, taking account of written advice provided by the IAOC, a recommendation with detailed reasoning to close the case or to initiate a disciplinary procedure; and
- (e) convene the Coordination Committee within two months of the recommendation to decide whether to close the case or initiate and conduct a disciplinary procedure.

40. Final investigation reports, drafts, materials, findings, conclusions and recommendations are fully confidential, unless disclosure is authorized by the Director, IOD or by the Director General.

41. For oversight matters of a minor or routine nature, which do not require formal reporting, the Director, IOD may issue communications to any concerned WIPO manager.

42. The Director General is responsible for ensuring that all recommendations made by the Director, IOD are responded to promptly, indicating actions taken by Management regarding specific report findings and recommendations.

43. The Director, IOD shall submit, on an annual basis, a report to the Director General, with a copy to the IAOC, regarding the implementation of recommendations made by the External Auditor.

44. The Director, IOD shall submit, on an annual basis, a summary report to the WIPO General Assembly, through the Program and Budget Committee (Annual Report). The Director General and the IAOC shall be provided with a draft version of the Annual Report for their comments, if any. The Annual Report shall give an overview on the internal oversight activities conducted during the reporting period, including the scope and objectives of such activities, the schedule of work undertaken and progress on the implementation of internal oversight recommendations. The Director General may submit comments on the final Annual Report in a separate report as deemed appropriate.

45. The Annual Report shall include the following, *inter alia*:

- (a) A description of significant issues and deficiencies relating to WIPO's activities in general, or a program or operation in particular, disclosed during the period.
- (b) A description, including the financial impacts, if any, of those investigative cases found to be substantiated and their disposition, such as disciplinary measures, referral to national law enforcement authorities, and other sanctions taken.
- (c) A description of all high priority internal oversight recommendations made by the Director, IOD during the reporting period.
- (d) A description of all recommendations which were not accepted by the Director General, together with his/her explanations for not doing so.
- (e) An identification of high priority recommendations in previous reports on which corrective action has not been completed.
- (f) Information concerning any significant management decision which in the view of the Director, IOD constitutes a serious risk for the Organization.
- (g) A summary of any instance where IOD's access to records, personnel and premises was restricted.
- (h) A summary of the report submitted by the Director, IOD to the Director General regarding the status of implementation of external audit recommendations.
- (i) A confirmation of the organizational independence of the internal oversight function and information on the scope of the internal oversight activities and the adequacy of resources for the purposes intended.

## **H. RESOURCES**

46. In presenting Program and Budget proposals to the Member States, the Director General shall take into account the need to ensure the operational independence of the internal oversight function and shall provide the necessary resources to enable the Director, IOD to achieve the objectives of his/her mandate. The allocation of financial and human resources including in-sourcing, outsourcing or co-sourcing of services shall be clearly identified in the Program and Budget proposal, which will take into account the advice of the IAOC.

47. The Director, IOD shall ensure that IOD comprises staff, appointed in accordance with WIPO Staff Regulations and Rules, which collectively possess the knowledge, skills and other competencies needed to perform the internal oversight functions. He/she shall promote

continuing professional development to meet the requirements of this Charter.

**I. APPOINTMENT, PERFORMANCE APPRAISAL, AND DISMISSAL OF THE DIRECTOR, IOD**

48. The Director, IOD shall be a person with high qualifications and competence in oversight functions. The recruitment of the Director, IOD shall be based on an open, transparent international selection process to be conducted by the Director General in consultation with the IAOC.

49. The Director, IOD shall be appointed by the Director General after endorsement by the IAOC and the Coordination Committee. The Director, IOD shall have a non-renewable fixed term of office of six years. On completion of the fixed term of office he/she shall not be eligible for any further employment in WIPO. Steps should be taken, where possible, to ensure that the start of the terms of the Director, IOD should not be the same as that of a new External Auditor.

50. The Director General may dismiss the Director, IOD only on specific and documented grounds and after endorsement by the IAOC and the Coordination Committee.

51. The performance appraisal of the Director, IOD shall be made by the Director General after receiving input from and in consultation with the IAOC.

**J. REVISION CLAUSE**

52. This Charter shall be reviewed by the Director, IOD and the IAOC, every three years or earlier, if necessary. Any proposed amendments by the Secretariat to the Charter shall be reviewed by the IAOC and the Director General and shall be submitted to the Program and Budget Committee for approval.

[End of Annex and of document]