

Program and Budget Committee

**Twenty-Ninth Session
Geneva, May 6 to May 10, 2019**

PROGRESS REPORT OF THE WIPO INDEPENDENT ADVISORY OVERSIGHT COMMITTEE (IAOC) SELECTION PANEL

Prepared by the Secretariat

1. On January 31, 2020, the mandate of two out of the seven members of the WIPO Independent Advisory Oversight Committee (IAOC) will expire; one member from the Central European and Baltic States Group (CEBS) and one member from Group B.
2. In line with document WO/GA/39/13, and the IAOC terms of reference, a Selection Panel was established in November 2018. Its progress report on the selection process is attached to this document, and covers the period up to mid-March 2019.
3. The following decision paragraph is proposed.

4. The Program and Budget Committee (PBC) took note of the progress report of the IAOC Selection Panel.

[Progress report of the Selection Panel follows]

PROGRESS REPORT OF THE WIPO INDEPENDENT ADVISORY
OVERSIGHT COMMITTEE SELECTION PANEL

I. INTRODUCTION

1. Article 5(a) of Annex III of the Financial Regulations and Rules of WIPO, the Terms of Reference of the WIPO Independent Advisory Oversight Committee (IAOC), provides that “[a]ll members of the IAOC shall be nominated for a term of three years, renewable once. No member of the IAOC shall serve for more than six years in aggregate”. Two members of the IAOC will have completed a term of six years in aggregate by the end of January 2020; one member from the Central European and Baltic States Group (CEBS) and one member from Group B.

2. On November 6, 2018, the WIPO Administration circulated a *note verbale* to the Member States, announcing the launch of a selection process in order to appoint the replacements of these two members. It was recalled that, in accordance with the mechanism approved by the Member States in 2010 (document WO/GA/39/13), a Selection Panel will recommend the new candidates of the IAOC to the Program and Budget Committee (PBC) for its approval. The *note verbale* further requested nominations from each Regional Group of a representative to serve on the Selection Panel.

3. The purpose of this report is to update the PBC on the progress made, until mid-March 2019, on the selection process.

II. COMPOSITION OF IAOC SELECTION PANEL

4. In line with paragraphs 18 and 19 of document WO/GA/39/13, and further to the above-mentioned *note verbale*, each of WIPO’s seven Regional Groups of Member States nominated a representative for Panel membership as follows:

H.E. Ambassador Ms. Vesna Batistić Kos	Group of Central European and Baltic Countries
Mr. Khalid Dahbi	African Group
Mr. Erry Wahyu Prasetyo	Asia and the Pacific Group
Mr. Cauê Oliveira Fanha	Group of Countries of Latin America and the Caribbean
Mr. Xu Zheng	China
Mr. Gaziz Seitzhanov	Group of Central Asian, Caucasus and Eastern European Countries
Mr. Nicolas Lesieur	Group B

5. The IAOC Selection Panel (Panel) elected H.E. Vesna Batistić Kos to serve as Chair and Mr. Khalid Dahbi as Vice-Chair. Ms. Arendina Koppe, Head, Administrative Law Section, Office of the Legal Counsel, was designated by the WIPO Administration as the Secretary to the Panel.

6. The composition of the Panel was announced *via* a Circular Note dated January 3, 2019.

7. The Panel has met on one occasion so far, on December 4, 2018. At that meeting, the Panel adopted its Rules of Procedure, which allows it, *inter alia*, to take decisions *via* electronic communication. The Panel has also held consultations and taken a number of decisions *via* this method on a regular basis since December 2018.

8. The selection process followed by the Panel up until mid-March 2019 is summarized in Section III below.

III. IAOC SELECTION PANEL PROGRESS

A. IAOC Selection Process

9. The procedures governing the selection and rotation of IAOC members are contained in document WO/GA/39/13, as adopted by the WIPO General Assembly at its thirty-ninth session in September 2010, and the IAOC's Terms of Reference.

B. IAOC Composition

10. Paragraph 14 of document WO/GA/39/13 states that the IAOC will be composed of one member from each of WIPO's seven Regional Groups. Paragraph 15 states that a Group may be represented in the IAOC by more than one member only if another Group does not present a qualified candidate for selection.

11. As mentioned in paragraph 1 above, the two vacant seats that would need to be filled come from CEBS and Group B.

C. Vacancy Announcement and Candidate Applications

12. The vacancy announcement was established in accordance with the criteria set out by the Panel, which incorporated the requirements in respect of qualifications and experience laid out in the IAOC's Terms of Reference (specifically, paragraphs 6 and 7 thereof). It also indicated that, with a view to representation of each of WIPO's seven Regional Groups on the IAOC, priority would be given to the selection of one candidate each from CEBS and Group B.

13. The vacancy announcement, as approved by the Panel, was published in line with document WO/GA/39/13, through: advertisements in *The Economist* and *Le Monde*; a vacancy announcement on WIPO's website; advertisements on two UN job boards websites; the Monster website; and, a letter from the Director General to all Member States inviting applications *via* a Circular Note dated January 7, 2019.

14. The initial deadline for the closure of the vacancy announcement was set as February 4, 2019. However, in response to a request by a Member State to extend the deadline by two weeks for the submission of applications for the two vacant IAOC positions, the Selection Panel decided to extend the deadline from February 4 to February 18, 2019, taking into account the circumstances put forward in the request.

15. One hundred and fifty seven (157) applications were received following the extended deadline of February 18, 2019. Applications were received from nationals of all seven Regional Groups. These applications included 15 candidates from CEBS and 97 from Group B (including those holding second nationalities, which would qualify them as members of those two groups).

D. Eligibility Screening

16. Document WO/GA/39/13 provides for the Panel's screening of all incoming applications to determine the eligibility of the candidates. In view of the work required for this task, and in line with the practice followed for previous selection processes, the Panel engaged the assistance of an external consultant.

17. The Panel employed the screening criteria and thresholds reflected in the vacancy announcement, requiring that candidates answer, at the point of submitting their candidature, 17 on-line questions (three of these questions were flagged as representing "essential" criteria required for the position).

18. All 157 applications and supporting documentation were read by the consultant and assessed individually on the basis of the required qualifications contained in the vacancy announcement pertaining to education, experience and skills. All candidates who passed the essential criteria threshold were retained, provided it was established that they had correctly answered in the affirmative to the three essential criteria. The report of the consultant was provided to the Panel on March 13, 2019.

19. The results of the exercise were that, of the 157 incoming applications, 78 met the eligibility requirements, of which 17 candidates were female, and 61 male. Of those 78 applications, 68 were from candidates from CEBS and Group B.

20. With the assistance of the WIPO Secretariat, the applications of the 78 eligible candidates were redacted, by suppressing certain identifying information, such as the names and nationalities of the candidates, in line with paragraph 22 of document WO/GA/39/13.

21. The IAOC will be provided with the 78 redacted applications in time for their 52nd meeting scheduled for March 19 to 22, 2019.

E. Evaluation Matrix

22. Paragraph 21 of document WO/GA/39/13 states that the Panel will develop an Evaluation Matrix with in-built minimum qualifying thresholds, in consultation with the IAOC, and with the assistance of the WIPO Secretariat.

23. The Secretary to the Panel met with the IAOC at its 51st session on December 6, 2018, for the purpose of consulting it on the Matrix proposed by the Panel, as based on the vacancy announcement.

24. After having consulted the IAOC, the Matrix was then finalized. The Matrix developed for the current selection process provides for an assessment of the individual skills, as well as an assessment of the candidate's contribution to the collective skills of the IAOC, as set out in its Terms of Reference and the vacancy announcement.

F. Next Steps

25. The next step in the selection process is the detailed ranking-based assessment of the 78 eligible applications, which will be carried out by the IAOC at its 52nd session on March 19 to 22, 2019.

26. This progress report will be complemented by a final report by the Panel, to be submitted to the PBC at its 30th Session to be held on July 8 to 12, 2019. Having completed the selection process by then, the Panel will recommend, in its final report, two candidates to the PBC for membership of the IAOC, for the PBC's approval.

27. Finally, and if necessary, a further update may be provided orally during the upcoming 29th Session of the PBC, to be held in May 2019.

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