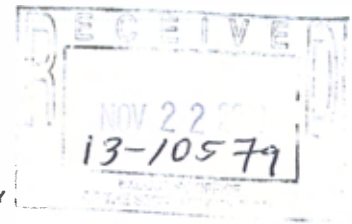


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For info:
DSG
CSC
Mr. Takuma (email)
Ms. Petrova

Mr. Kingston P. Rhodes
Chairman
International Civil Service Commission
(ICSC)
Two United Nations Plaza
10th floor
New York, N.Y. 10017
United States of America

October 25, 2013

Dear Mr. Rhodes,

Thank you again for your visit at the World Intellectual Property Organization (WIPO) on October 22, 2013.

As I mentioned during our meeting, I have been requested by the WIPO Member States to convey to you and to the United Nations Chief Executives Board for Coordination (CEB) the Member States' concerns regarding the impact of rising staff costs on the financial sustainability of the Organization. Member States reiterated the need to exercise greater vigilance and consider taking timely and effective measures, particularly in the context of the International Civil Service Commission's (ICSC) ongoing comprehensive review of these matters.

For your information, WIPO's Program and Budget for 2014/15 projects an increase in staff costs of 8.8 per cent. A major component of the increase in staff costs is provision for long-term liabilities in accordance with International Public Sector Accounting Standards (IPSAS), particularly after-service health insurance (ASHI).

Thank you for your attention to this matter.

Yours sincerely,

Francis Gurry
Director General

Cc: Mr. Ban Ki-moon, Chairman, CEB, New York, United States of America



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