

WIPO – May 2017

Thank you for the message seeking inputs from UN entities including the World Intellectual Property Organization (WIPO) for the General Assembly's Open-ended Working Group on Ageing.

We have noted that the guiding questions do not relate directly to the mandate of WIPO.

Please find below the responses to two of the Guiding Questions on Equality and Non-discrimination that we found relevant based on WIPO's Staff Regulations and Rules and related human resources policies.

1) Does your organization's provisions (a) guarantee equality explicitly for older persons or people of all ages and (b) forbid discrimination explicitly on the basis of age? If so, how is the right to equality and non-discrimination defined?

WIPO applies the ICSC Standards of Conduct for the International Civil Service. Any form of discrimination is strictly prohibited in WIPO Staff Regulations and Rules and related human resources policies. Please find below examples of relevant provisions.

Staff Regulation 1.5:

"(b) Staff members shall exhibit respect for all cultures. They shall not discriminate against any individual or group of individuals or otherwise abuse the power and authority vested in them."

Staff Regulation 4.1 ("General Principles"):

"The paramount consideration in the recruitment and appointment of staff members shall be the need to secure the highest standards of efficiency, competence and integrity. Recruitment and appointment of staff members shall be made without distinction as to race, ethnicity, gender, sexual orientation, disability, religion, age, political affiliation, or social status."

Staff Rule 1.5.1:

"Rule 1.5.1 – Discrimination or Harassment

Any form of discrimination or harassment, including sexual or gender harassment, as well as physical or verbal abuse in the workplace or in connection with official functions, is prohibited."

Para. 10(b) of Office Instruction No. 47/2016 ("Workplace-related conflicts and grievances"), in which discrimination is defined as : "any unfair or prejudicial treatment, or arbitrary distinction, based on a person's race, gender, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status. It may be an isolated event affecting one person or a group of persons similarly situated" (emphasis added)

*4) Are there any areas where differential treatment based on old age is explicitly justified?
Examples: Access to goods / Mandatory age of retirement / Age limits in financial services and products / Age-based benefits*

WIPO's Staff Regulations specify the age limit for retirement.