



CSAI 04 MEETING

OCTOBER 16-17, 2003

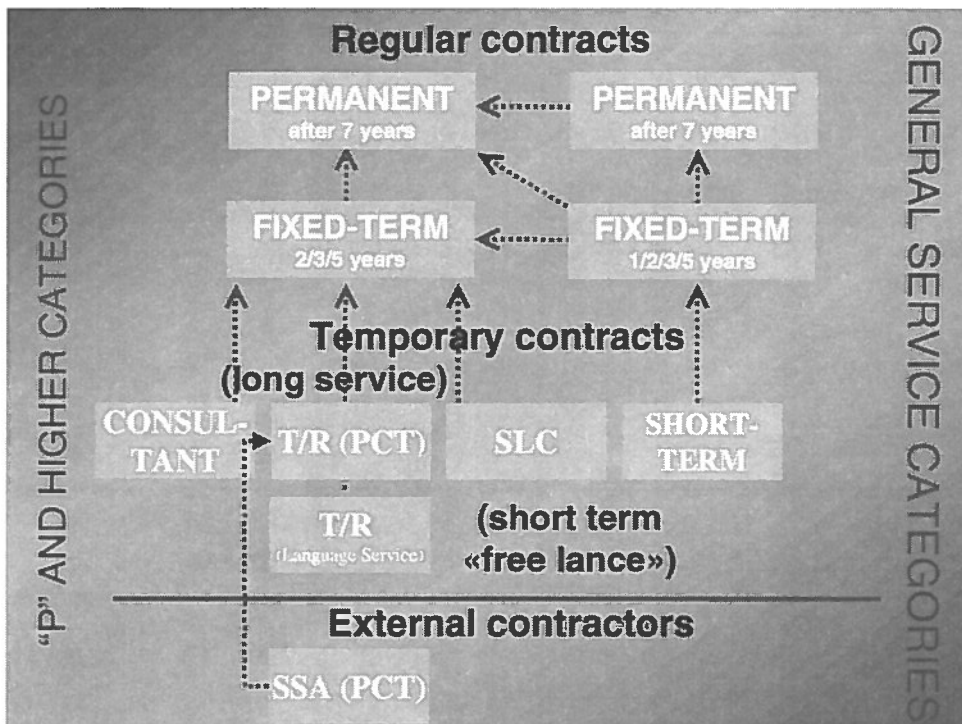
Frankfurt

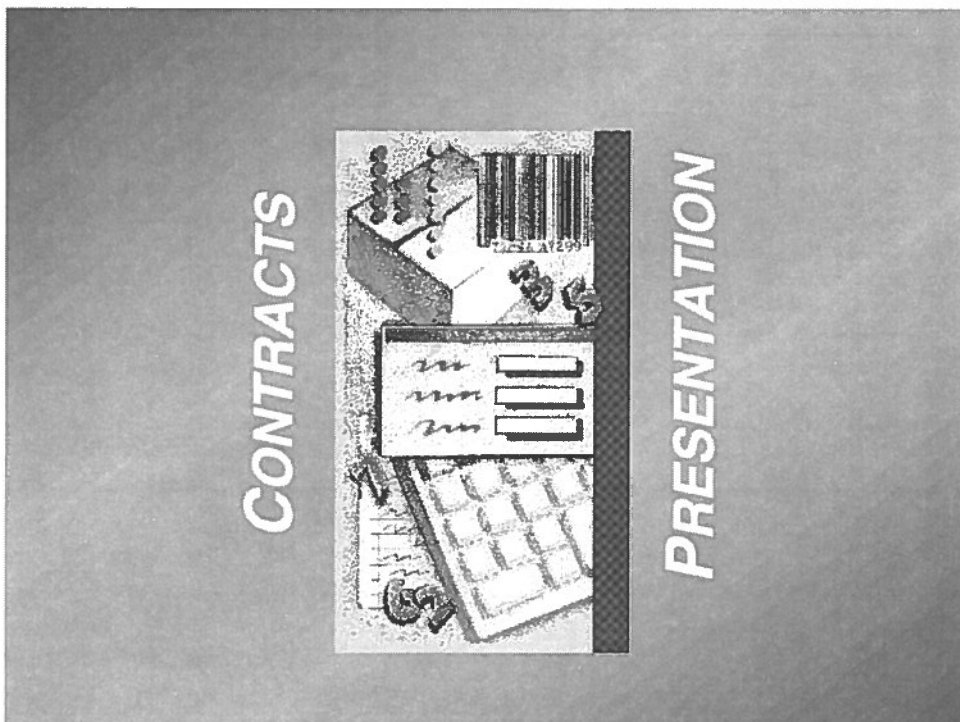
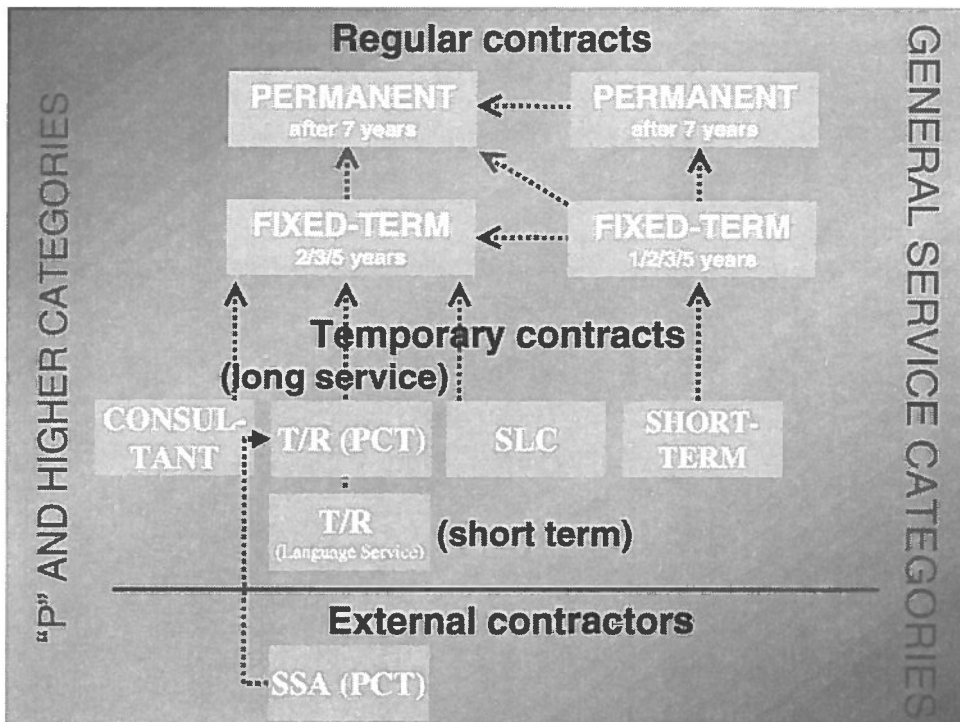
AGENDA

- **Overview of contracts**
- **Presentation of each contract**
- **Staff structure**



OVERVIEW OF CONTRACTS





Regular contracts (WIPO Staff Members)

“P” and higher:

- **Fixed-term**
- **Permanent**

General Service Categories:

- **Fixed-term**
- **Permanent**

Temporary contracts

Professionals:

- **Consultant**
- **SLC**
- **Translators/Revisers**

General Service Categories:

- **Short-term (daily/monthly)**

Comparative table of entitlements

Contract Entitlements	Short term (daily)	Short term (monthly)	Translators/ Revisors (daily)	Translators/ Revisors (monthly)	Consultants	Special Labor Contract
Annual leave	None	2.5 d/m 30 days/year	None	2.5 d/m 30 days/year	2.5 d/m 30 days/year	2.5 d/m 30 days/year
Sick leave	None	2 days/month	None	2 days/month	2 days/month	2 days/month
Maternity leave	No	> 12 mths 8 weeks	None	> 12 mths 8 weeks	> 12 mths 8 weeks + special leave w/t pay 8w	> 12 mths 8 weeks + special leave w/t pay 8w
Medical Insurance	Restricted coverage	May be joined > 6 m	Restricted coverage	May be joined > 6 m	Optional	Optional
Loss of earning Insurance	Yes (as from 5 th day of incapacity)	Yes (as from 5 th day of incapacity)	Yes (as from 5 th day of incapacity)	Yes (as from 5 th day of incapacity)	Optional 0.9% of net salary	Optional 0.9% of net salary
Professional Accident	Yes	Yes	Yes	Yes	Yes	Yes
UN Pension fund	No	> 6 months	No	No	No	No
Access to Training	No	Yes	No	PCT/TM: >6m LS: no	>6 months	>6 months
Working Hours	Flexible Worktime mandatory	Flexible Worktime mandatory	Flexible Worktime mandatory	Flexible Worktime mandatory	40 h/week, fixed/flexible schedule	40 h/week, fixed/flexible schedule
Duration	< 30 days	> 30 days, up to 11m 3w, renewable	< 60 days	PCT/TM up to 11m 3w, LS: < 6 mths	Up to 12 mths	up to 11m 3w, up to 3-years total

