

**General Council**

CONDITIONS OF SERVICE APPLICABLE TO THE  
STAFF OF THE WTO SECRETARIAT

Draft Decision

Revision

The WTO General Council and ICITO Executive Committee,

*Recalling* their Decision adopted on 1 July 1997 (WT/L/223), and in particular,

*Noting* that a WTO Secretariat shall be established pursuant to Article VI of the Agreement Establishing the WTO,

*Considering* the Marrakesh Ministerial Decision on Organizational and Financial Consequences Flowing from Implementation of the Agreement Establishing the WTO,

*Recalling* that the WTO is a *sui generis* organization established outside the United Nations system,

*Recalling* also the Decision of the WTO General Council on 7 February 1997 establishing the Working Group on Conditions of Service Applicable to the Staff of the WTO Secretariat and defining its terms of reference (WT/GC/M/18),

*Decide* that:

1. the WTO Secretariat shall be established by 1 July 1998 with its own regulations and rules governing the management of the staff and their compensation arrangements;
2. the Working Group on Conditions of Service Applicable to the Staff of the WTO Secretariat shall submit to the General Council for approval by 31 March 1998 a detailed and fully justified proposal for a WTO compensation philosophy and corresponding compensation plan for the WTO Secretariat which is independent from the United Nations common system of salaries and allowances, which corrects the shortcomings of that system for the WTO and which is demonstrably cost-neutral in the aggregate, as certified by an independent actuary;
3. subject to approval of the above proposal by the General Council, the Director-General, in his capacity as Executive Secretary of the ICITO, shall inform the United Nations Joint Staff Pension Fund that the ICITO wishes to apply for termination of its membership in the Fund, in accordance with article 16 of the Regulations of the Fund; and
4. the Director-General shall meanwhile undertake consultations with the representatives of the United Nations Joint Staff Pension Fund on the elaboration of a mutually acceptable set of conditions governing the termination of ICITO membership in the Fund.