

May 1, 2012

Mr. Francis Gurry  
Director General  
World Intellectual Property Organization (WIPO)  
Geneva - Switzerland

Sub: Notice of fast

Dear Director General,

AS  
Early February this year I came to see you to apprise you essentially of one thing and one thing only: my professional career has been suffering for the past three years and unless corrective steps were taken I will be compelled to undertake a conscience based peaceful and non-violent action. We did not discuss staff council business or any other matter during the meeting we had on February 9, 2012.

You advised me to discuss with my hierarchical supervisors and try to find a solution. I regret to inform you that discussions with my supervisors have not resulted in any satisfactory solution; in fact the situation has become worse.

**"No moral man can patiently adjust to injustice." Mr. Director General, in my quest for justice and fair treatment, I am compelled, as of today, May 1, 2012, to go on a fast.**

During the 22 years that I have served this Organization I had never felt as motivated and productive as when I was the Head of the Executive Program in the WIPO Academy. The satisfaction of building a successful program from ground zero, which benefited the organization, the member states and the participants, had been a most exhilarating experience.

Yet in December 2008, for reasons best known to you and to your advisers, you shut down that program and transferred me to the Small and Medium-sized Enterprises (SMEs) Division. A few months later, when the member states decided to reinstate the Executive Program I had hoped that you would invite me to lead that program again. However, sadly that was not to happen. Three years later it is the turn of the SMEs Division (now SMEs section) to be on the death row.

Mr. Director General, nobody questions your discretion to reorganize the Organization as you deem fit. However, reorganization cannot be used as a tool to injure and destroy careers. "Our jobs are an integral part of our identity, not merely a way to make money in order to keep a roof over our heads and food in our mouths. Many people find pride and meaning in their jobs." [Dan Ariely, *The Upside of Irrationality*] Decisions unmindful of preserving the dignity of individuals breeds a powerful sense of injustice and dents the morale of dedicated and highly motivated staff.

There is a palpable sense of injustice, insecurity and fear plaguing many hearts and minds in this Organization. Most of us welcome change, reform, restructuring, realignment and



reorganization. However, the mechanical and inhumane manner in which the reforms have been carried out has left many of us feeling shortchanged, aggrieved and alienated. A staff community, which is fearful and demoralized, cannot perform at an optimum level.

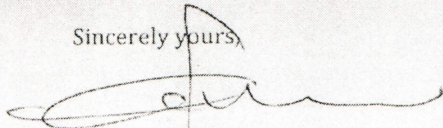
Being a conscientious human being and having served as a staff representative for the past four years, I cannot remain indifferent to the pain and suffering of fellow colleagues. I appeal to you, Mr. Director General, to kindly reconsider and reverse the decision to end the permanent appointment of a colleague in the Communications Division.

Fairly good progress has been made in regard to the regularization of colleagues on short-term contracts. However, there are still many who continue to be on precarious contracts of long duration. In view of the excellent PCT performance last year, could we urge you to consider expediting the regularization process thus bringing much awaited relief to so many of our colleagues.

It is the legitimate aspiration of an individual to grow in one's profession and career. When a program is discontinued or downgraded, when one's hard work is not acknowledged or is negated or destroyed, when one does not obtain a career advancement because the avenues of promotion on merit or reclassification have been shut down or suspended, when one realizes that appointment process lacks transparency and does not necessarily result in the appointment of the most qualified candidate, one cannot but feel dejected, disappointed and discouraged.

Mr. Director General, I would like to appeal to all parties concerned in this Organization to engage in sincere, good faith and constructive social dialogue, refrain from gratuitous confrontation and adopt a more humane and compassionate approach in order to improve the social climate and usher in better governance in the overall interest of this organization, its member states and its personnel.

Sincerely yours,



Anil Sinha  
Counsellor  
Small and Medium-sized Enterprises (SMEs) Section  
Innovation Division