

## **Organizational and Financial Consequences Flowing from Implementation of the Agreement Establishing the World Trade Organization**

*Ministers,*

*Recognizing* the importance of the rôle and contribution to international trade of the World Trade Organization (hereinafter referred to as "the WTO"),

*Desiring* to ensure the efficient functioning of the WTO Secretariat,

*Recognizing* that implementation of the results of the Uruguay Round will expand the scope and complexity of the duties of the Secretariat and that the resource implications thereof need to be studied,

*Recalling* the statements made by previous Chairmen of the GATT CONTRACTING PARTIES and the GATT Council drawing attention to the need to improve the terms and conditions of service, including salaries and pensions, for the professional staff of the Secretariat,

*Mindful* of the need for the WTO to be competitive in the conditions of service it will offer to its professional staff so as to attract the required expertise,

*Noting* the proposal of the Director-General that, in setting WTO staff conditions of services, including salaries and pensions, due account be taken of those of the International Monetary Fund and the World Bank,

*Noting* Article VI of the Agreement establishing the WTO, in particular paragraph 3 thereof empowering the Director-General to appoint the staff of the Secretariat to determine their duties and conditions of service in accordance with regulations adopted by the Ministerial Conference,

*Recalling* that the mandate of the Preparatory Committee requires it to perform such functions as may be necessary to ensure the efficient operation of the WTO immediately as of the date of its establishment, including the preparation of recommendations for the consideration of the competent body of the WTO, or to the extent necessary, the taking of decisions or, as appropriate, provisional decisions with respect to administrative, budgetary and financial matters assisted by proposals from the Secretariat,

Hereby *agree* that the Preparatory Committee shall consider the organizational changes, resource requirements and staff conditions of service proposed in connection with the establishment of the WTO and the implementation of the Uruguay Round agreements and prepare recommendations and take decisions, to the extent necessary, on the adjustments required.