



Secretariat and budget

- > The WTO has 634 staff on the regular budget.
- > Secretariat staff come from 78 WTO members.
- > The WTO's total budget for 2015 is CHF 197,203,900.
- > The final phase of the renovation of the WTO building was completed in May 2014.

WTO Secretariat	152
Budget, finance and administration	158

Background on secretariat and budget

The WTO Secretariat has over 600 regular staff and coordinates the activities of the WTO. Most of the WTO's annual budget consists of contributions by its members.

WTO Secretariat

The WTO Secretariat is based in Geneva, Switzerland. It has 634 staff on the regular budget and is headed by Director-General Roberto Azevêdo, who took office for a four-year term on 1 September 2013. The four Deputy Directors-General began their terms of office on 1 October 2013. They are Yonov Frederick Agah of Nigeria, Karl Brauner of Germany, David Shark of the United States and Xiaozhun Yi of China (see Figure 1). The Secretariat has no decision-making powers; all decisions in the WTO are taken by members.

The Secretariat's main duties are to supply technical and professional support for the various councils and committees, to provide technical assistance for developing countries, to monitor and analyse developments in world trade, to provide information to the public and the media, and to organize the ministerial conferences. The Secretariat also provides legal assistance in the dispute settlement process and advises governments wishing to become members of the WTO.

Secretariat staff members come from 78 WTO member countries (see Figure 4). The staff is composed mostly of economists, lawyers and others with a specialization in international trade policy. In addition, staff also comprise other professions required to carry out the daily operations in the areas of information technology, statistics, finance, human resources and language services.

Secretariat staff on the regular budget comprise professional and support service categories. The professional staff accounts for 58 per cent of the total and support service staff 42 per cent. Women outnumber men at the WTO by 330 to 304. Of the professional staff, 41 per cent are female and 59 per cent male (see Figures 2, 3 and 4). The working languages of the WTO are English, French and Spanish.

Background on the WTO Secretariat

The WTO's recruitment policy is based on the principle of equal opportunity for all, with the objective of ensuring the broadest possible diversification of the WTO Secretariat. The fullest regard is given to merit, qualifications and experience.

> New recruits

Huijian Zhu

Dispute Settlement Lawyer, Rules Division
Nationality: Chinese | Joining date: 1 September 2014

I have a longstanding interest in international trade law and the WTO. To work for the WTO and in the field of public interest in general has always been uppermost in my mind since I started working in trade law seven years ago.

I was brought up in Yantai city in the Shandong province of China. For the past 15 years, I have studied and worked in Europe (the UK, France and Belgium). So I consider both China and Europe to be home. After high school and having been inspired by Lord Denning's books which had recently been translated into Chinese (by, among others, the current Chinese Premier), I went to study law in England, and subsequently qualified as a barrister.

Over the last few years, I have been working as a trade and customs lawyer in London and Brussels. In this role, I advised companies and governments on all aspects of international and EU trade law, with a particular focus on trade defence investigations, litigation before the EU courts, economic sanctions and export control issues.

At the WTO, I am working as a dispute settlement lawyer in the Rules Division. My main responsibility is to provide legal advice and assistance to panellists and senior lawyers, and to conduct research on technical and legal issues.

“To work for the WTO and in the field of public interest in general has always been uppermost in my mind since I started working in trade law”



The Human Resources Division (HRD) continues to respond to the evolving needs of the Secretariat. While HRD assists in the reallocation of resources to new or high priority areas of work, other initiatives include enhancing performance and effectiveness as well as supporting a work environment that is both engaging and conducive to developing the professional skills of staff.

An organizational review process was launched by Director-General Roberto Azevêdo in January 2014 to respond to budgetary and administrative challenges. The objectives are to efficiently deliver on future challenges and priorities set by WTO members as well as to improve policies and procedures in a number of key areas within the Secretariat. The Director-General addressed an interim report to the Committee on Budget, Finance and Administration (CBFA) in September 2014 highlighting progress of the organizational review.

The workload of the legal divisions has risen greatly due to the continuing high number of disputes being filed. In response, the Director-General reallocated some resources to allow these divisions to add 15 new posts, six at senior level and nine at junior level (see page 102). The measures take into account the limitations imposed by WTO members, including the overall cap on the budget, and are accomplished through the use of savings from senior posts vacated elsewhere in the Secretariat.

The WTO Staff Council, elected by staff members, promotes the interests of all staff within the Secretariat, provides staff with a forum for issues of concern, increases staff understanding of their rights and duties, represents the interests of staff and presents staff views to senior management.

Figure 1: WTO Secretariat organizational chart, as of 31 December 2014

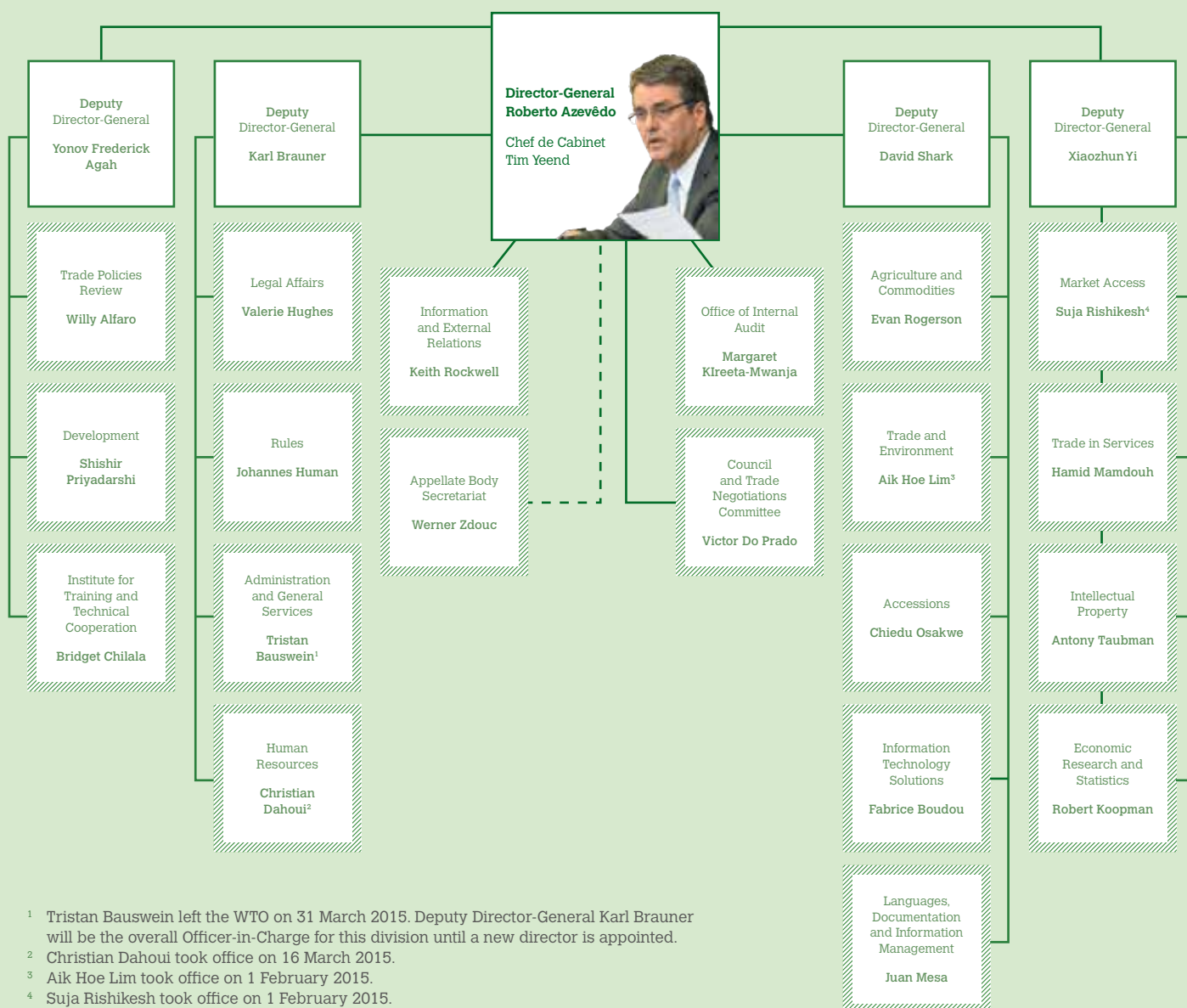
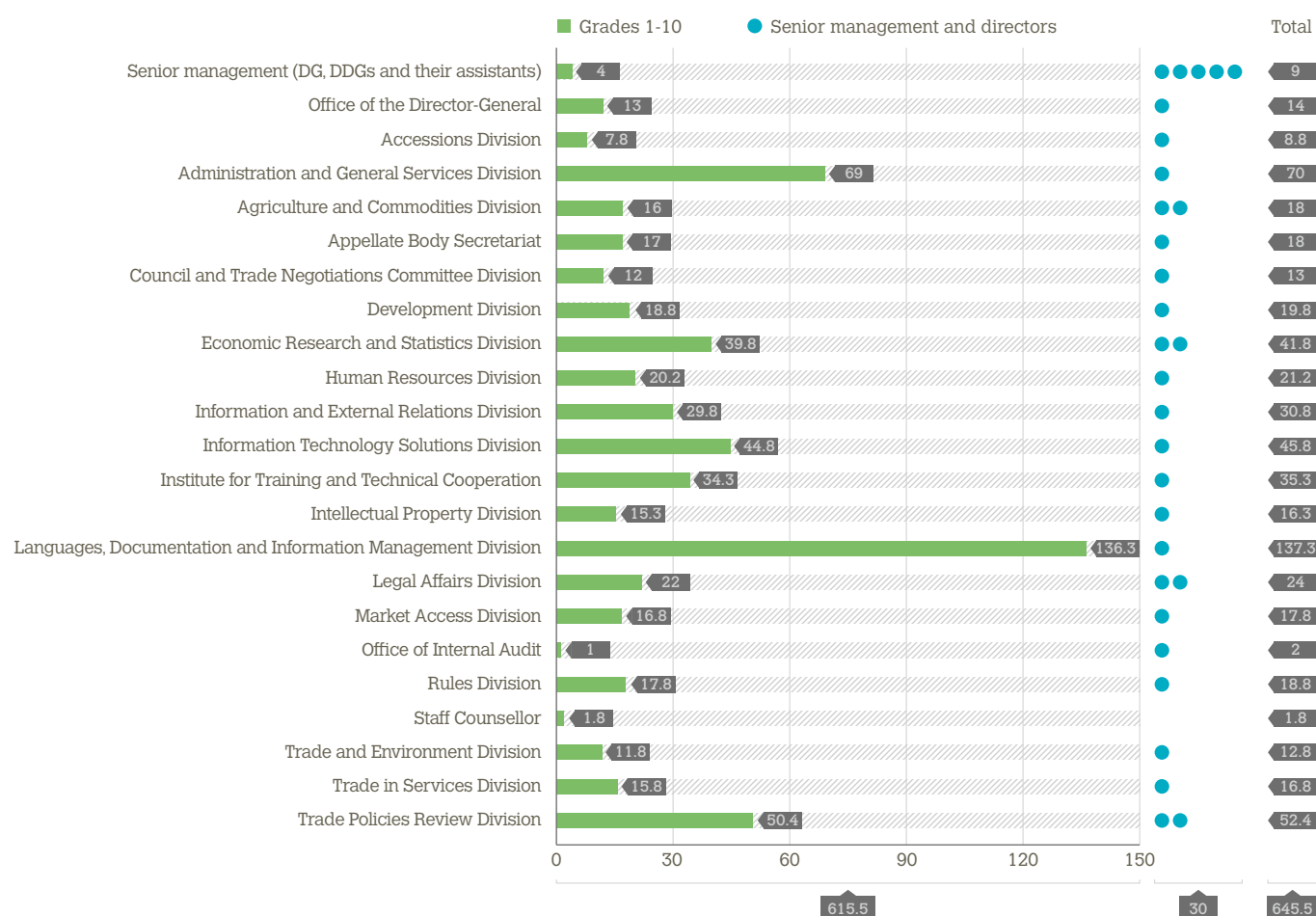


Figure 2: Allocation of staff by division, as of 31 December 2014 (number of posts)*



* Includes posts not yet filled. Figures in decimals indicate staff members who work a percentage of the working week (e.g. 80 per cent).

> New recruits

Joana Sancho Piccinini

Reviser, Languages, Documentation and Information Management Division
Nationality: Spanish | Joining date: 1 September 2014

For me, this is a very welcome return to the WTO. I originally worked here for five years in the 1990s, as a Spanish translator, and prior to that I worked in the GATT. I left the WTO in 2000 to be with my husband whose job was relocated to the UK. After three years in the UK we moved to Madrid. Due to the demands of my growing family and once my period of leave expired, I had no choice but to resign from the WTO.

I returned to Geneva a few years ago and started to work in a variety of intergovernmental organizations on a freelance basis. I also worked with the International Fund for Agricultural Development in Rome. During this time, I got to know a vast variety of subjects and their specific

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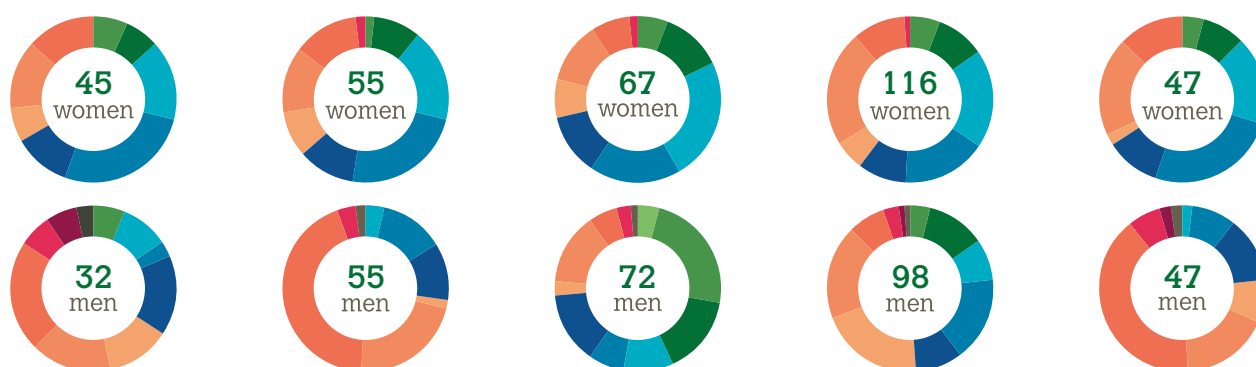
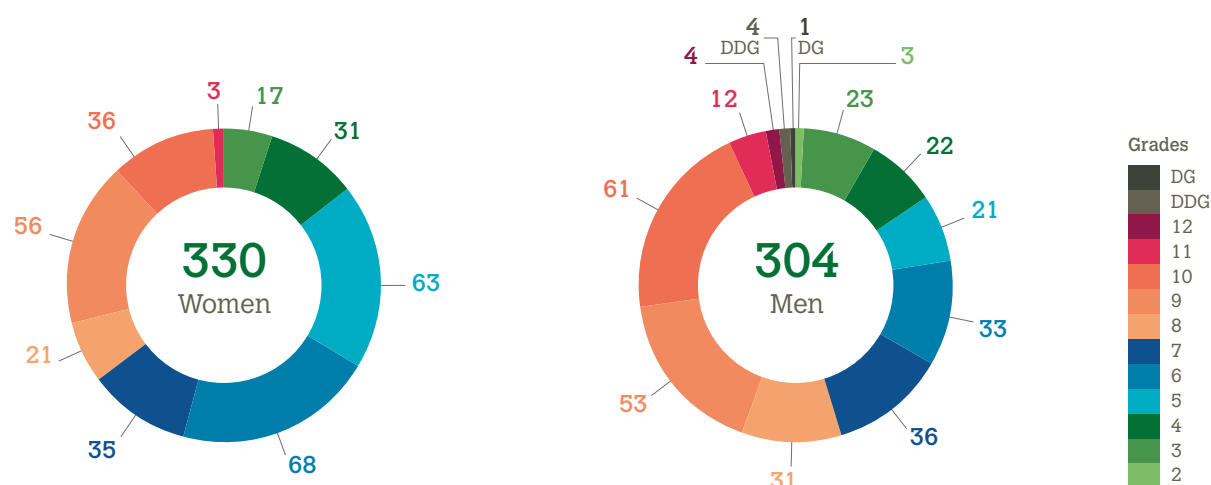
terminology. I am very grateful for this experience as it has helped me to adapt easily to a rapidly changing professional environment.

The WTO has always been very dear to me as it was here that I originally learned my trade and where I had the chance to be supervised by exceptional mentors. Even during my absence, I felt close to the organization and its staff, some of whom are close friends of mine. So it felt quite natural to seize the opportunity to come back to the WTO.

This time, I have been recruited as Spanish Reviser. My job consists of translating and revising all kinds of WTO material.



Figure 3: WTO staff on regular budget by grade and gender, as of 31 December 2014



> Director-General

Director-General
Office of the Director-General
Appellate Body Secretariat
Council and Trade Negotiations Committee Division
Information and External Relations Division
Office of Internal Audit

> Deputy Director-General 1

Office of Deputy Director-General 1
Development Division
Institute for Training and Technical Cooperation
Trade Policies Review Division

> Deputy Director-General 2

Office of Deputy Director-General 2
Administration and General Services Division
Human Resources Division
Legal Affairs Division
Rules Division

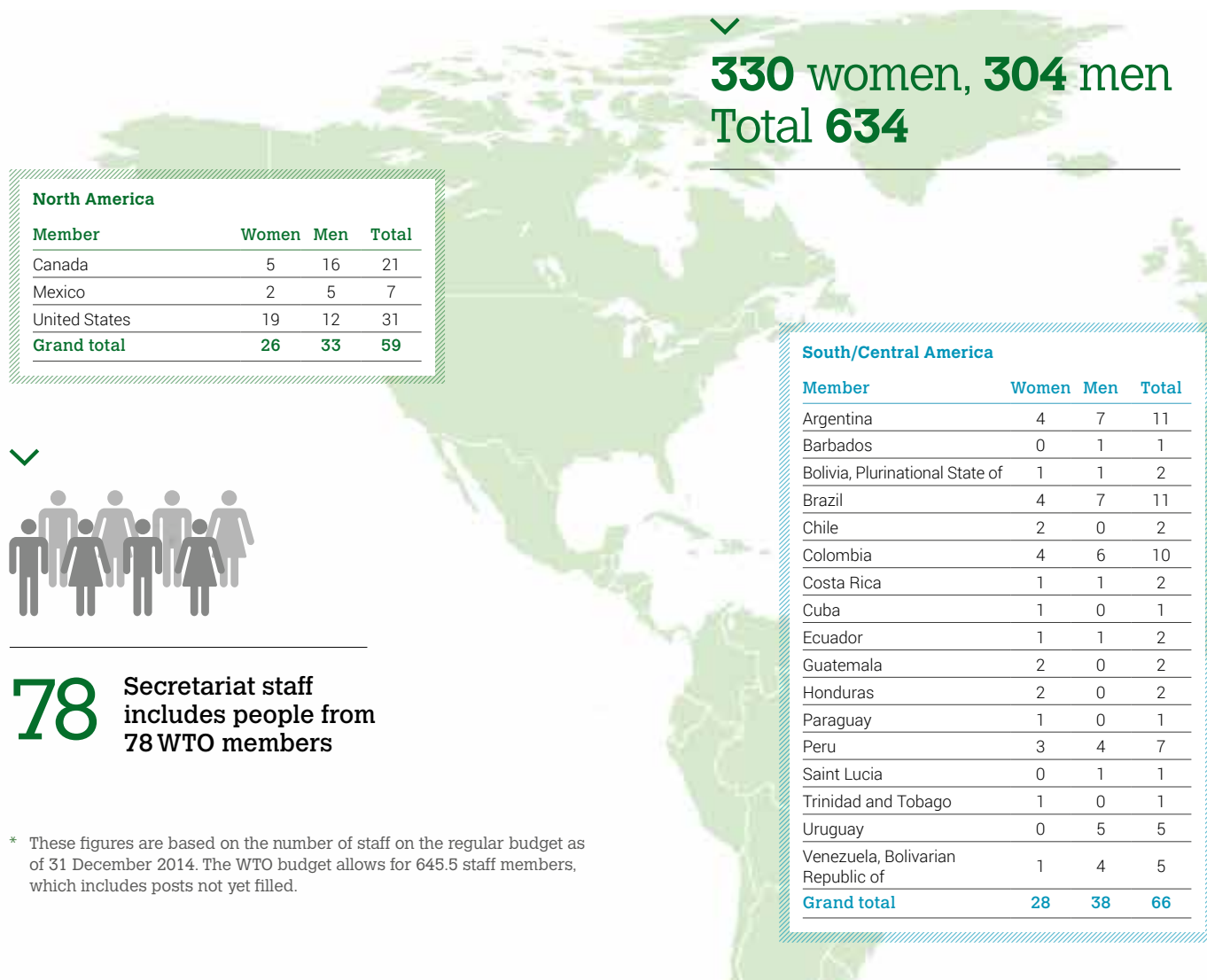
> Deputy Director-General 3

Office of Deputy Director-General 3
Accessions Division
Agriculture and Commodities Division
Information Technology Solutions Division
Languages, Documentation and Information Management Division
Trade and Environment Division

> Deputy Director-General 4

Office of Deputy Director-General 4
Economic Research and Statistics Division
Intellectual Property Division
Market Access Division
Trade in Services Division

Figure 4: WTO staff on regular budget by gender and nationality, as of 31 December 2014*



> New recruits

Sainabou Taal

Trade Policy Analyst, Development Division
Nationality: British | Joining date: 1 July 2014

I first developed a curiosity in the WTO and its core objectives during an economic development class at the University of Toronto when I came across a discourse on "trade as an engine for growth". Many debates followed on how countries could use the multilateral trading system to boost trade and economic growth, which further increased my interest. Little did I realize at the time that my career path would finally lead me here.

I graduated from university right in the middle of the economic crisis. Rather than stay in Canada to seek opportunities like many of my classmates,

I moved back to The Gambia to work for the Ministry of Trade as a trade economist, a decision I'm very pleased I made. After a few years at the Ministry, I pursued my Masters in International Law and Economics at the World Trade Institute followed by an internship and a short-term contract at the WTO. I then left the WTO to work at the UN Department of Economic and Social Affairs (UNDESA) on a trade-related project in Uganda, The Gambia, Lesotho and Nepal.

Now I am working in the Aid for Trade Unit of the Development Division as a trade policy analyst. My work covers implementation of the Aid for Trade Work Programme, including preparations for the Global Review of Aid for Trade.

“ I first developed a curiosity in the WTO and its core objectives during an economic development class at the University of Toronto ”



Europe

Member	Women	Men	Total	Member	Women	Men	Total
Albania	1	0	1	Italy	9	10	19
Austria	2	3	5	Netherlands	2	4	6
Belgium	3	2	5	Norway	0	2	2
Bulgaria	0	4	4	Poland	2	2	4
Croatia	1	0	1	Portugal	1	3	4
Denmark	1	1	2	Romania	2	0	2
Estonia	1	0	1	Russia	1	0	1
Finland	2	3	5	Spain	26	13	39
France	97	72	169	Sweden	1	2	3
Germany	5	14	19	Switzerland	21	12	33
Greece	3	2	5	Turkey	2	1	3
Hungary	0	1	1	United Kingdom	43	13	56
Ireland	10	1	11	Grand total	236	165	401

Asia

Member	Women	Men	Total
Bangladesh	0	1	1
China	6	7	13
India	2	11	13
Japan	2	2	4
Jordan	1	0	1
Korea, Republic of	4	0	4
Malaysia	0	2	2
Pakistan	0	3	3
Philippines	5	8	13
Sri Lanka	0	2	2
Thailand	0	1	1
Grand total	20	37	57

Africa

Member	Women	Men	Total	Member	Women	Men	Total
Benin	0	2	2	Morocco	1	2	3
Chad	0	1	1	Nigeria	0	2	2
Côte d'Ivoire	0	1	1	Rwanda	0	1	1
Democratic Republic of the Congo	1	1	2	Senegal	0	1	1
Egypt	3	2	5	South Africa	0	1	1
Ghana	0	1	1	Tanzania	1	0	1
Guinea	0	1	1	Tunisia	2	3	5
Kenya	1	0	1	Uganda	3	0	3
Malawi	0	1	1	Zambia	1	0	1
Mauritius	0	2	2	Zimbabwe	2	0	2
				Grand total	15	22	37

Oceania

Member	Women	Men	Total
Australia	4	8	12
New Zealand	1	1	2
Grand total	5	9	14

Budget, finance and administration

The WTO Secretariat regularly informed members of the on-going WTO organizational review. The Committee on Budget, Finance and Administration presented five reports to the General Council in 2014. It reviewed reports on the financial and budgetary situation of the organization, the arrears for members' and observers' contributions, the WTO pension plan and the funding of the building project. The Committee reviewed the annual report on diversity in the WTO Secretariat, the annual report on grading structure and promotions, and the annual report of the Office of Internal Audit.

The Secretariat kept WTO members informed about the on-going work of the Secretariat during the WTO organizational review, launched by the Director-General in June 2013. The Director-General addressed an interim report to the Committee on Budget, Finance and Administration in September. A final report will be presented to the Committee in early 2015.

The Director-General and the External Auditor presented to the Committee the WTO Financial Performance Report and the External Auditor Report for 2013. The Committee examined these reports and proposed to the General Council the approval of the 2013 audited accounts.

The Committee reviewed and recommended that the General Council approve pro rata contributions for Yemen, which joined the WTO in June 2014 as the 160th member.

The Committee reviewed the work of the working group on the WTO's after-service health insurance (ASHI), which is examining future liabilities generated by providing subsidized health insurance to WTO retirees, a population which will grow significantly over

the next 20 years. It extended the group's mandate for another six months. It also reviewed the work of the working group on the WTO financial regulations.

The security perimeter around the Centre William Rappard was completed in May 2014, ending the final phase of the building renovation project that began in 2011. The Secretariat suggested the establishment of a long-term building maintenance fund. The Committee will review this proposal in 2015.

The Committee examined the report on the 2014-15 mid-term review for the WTO and the International Trade Centre. No changes were proposed to the 2015 budget already approved by the General Council at the end of 2013. The Committee recommended that the General Council approve the scale of contributions for 2015.

The Committee examined the possibility of establishing an Audit Committee at the suggestion of the WTO Internal Auditor. It engaged in constructive discussions on this question at its last meeting of the year and will continue its discussion early next year.

Background on budget, finance and administration

The Committee on Budget, Finance and Administration monitors the WTO's budgetary and financial situation, including matters relating to the receipt of contributions, and undertakes any function assigned to it by WTO members. It considers issues concerning human resources management, hears progress reports on the WTO pension plan and deals with financial and administrative matters concerning the WTO Secretariat. The Committee reports to the General Council.

> WTO budget 2015

The WTO derives its income from annual contributions from its 160 members (see Tables 1, 2 and 3) and miscellaneous income. These contributions are based on a formula that takes into account each member's share of international trade. Miscellaneous income mainly consists of contributions from observer countries, income from the sale of publications and rental of meeting rooms.

> The WTO's budget for 2015 is:

<p>✓</p> <p>WTO Secretariat:</p> <p>CHF 190,699,300</p>	<p>✓</p> <p>Appellate Body and its Secretariat:</p> <p>CHF 6,504,600</p>	<p>✓</p> <p>The total WTO budget is</p> <p>CHF 197,203,900</p>
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Table 1: Consolidated expenditure 2014*

Section	Budget (in thousand CHF)	Expenditure (in thousand CHF)	Balance (in thousand CHF)
Staff expenditure (including staff remuneration, pension and post-employment benefits, health and invalidity insurance, family and international benefits)	131,415	122,280	9,136
Temporary assistance (including short-term staff, consultants, panellists and Appellate Body member fees)	17,167	17,390	-223
General services (including telecommunications and post, contractual services and maintenance, energy and supplies, documentation and publication)	15,801	12,944	2,857
Travel and hospitality	7,481	5,970	1,511
Implementing partners (includes any activity or event partly/jointly/fully funded by the WTO but executed by a third-party organization)	273	200	73
Capital expenditure (including procurement of fixed assets and rental and leasing of equipment)	2,967	1,661	1,305
Financial expenditure (including bank and interest charges and building loan reimbursement)	1,230	1,224	6
Contributions to International Trade Centre and special reserves (including Appellate Body operating fund and Ministerial Conference operating fund)	20,870	20,870	0
Grand total	197,204	182,540	14,664

* These figures have not yet been audited.

Table 2: Consolidated budget 2015

Section	Budget 2015 (in thousand CHF)
Staff expenditure	131,415
Temporary assistance	17,167
General services	15,601
Travel and hospitality	7,481
Implementing partners	273
Capital expenditure	2,967
Financial expenditure	1,230
Contributions to International Trade Centre and special reserves	21,070
Grand total	197,204

Table 3: Members' contributions to the WTO budget and the budget of the Appellate Body 2015

Member	CHF	% of total budget	Member	CHF	% of total budget
Albania	52,785	0.027%	Ecuador	226,780	0.116%
Angola	512,210	0.262%	Egypt	561,085	0.287%
Antigua and Barbuda	29,325	0.015%	El Salvador	78,200	0.040%
Argentina	801,550	0.410%	Estonia	175,950	0.090%
Armenia	33,235	0.017%	European Union ¹	0	0.000%
Australia	2,725,270	1.394%	Fiji	29,325	0.015%
Austria	2,148,545	1.099%	Finland	1,061,565	0.543%
Bahrain, Kingdom of	173,995	0.089%	France	7,741,800	3.960%
Bangladesh	263,925	0.135%	Gabon	66,470	0.034%
Barbados	29,325	0.015%	The Gambia	29,325	0.015%
Belgium	4,013,615	2.053%	Georgia	58,650	0.030%
Belize	29,325	0.015%	Germany	15,941,070	8.154%
Benin	29,325	0.015%	Ghana	134,895	0.069%
Bolivia, Plurinational State of	78,200	0.040%	Greece	785,910	0.402%
Botswana	60,605	0.031%	Grenada	29,325	0.015%
Brazil	2,504,355	1.281%	Guatemala	136,850	0.070%
Brunei Darussalam	72,335	0.037%	Guinea	29,325	0.015%
Bulgaria	326,485	0.167%	Guinea-Bissau	29,325	0.015%
Burkina Faso	29,325	0.015%	Guyana	29,325	0.015%
Burundi	29,325	0.015%	Haiti	29,325	0.015%
Cabo Verde	29,325	0.015%	Honduras	84,065	0.043%
Cambodia	76,245	0.039%	Hong Kong, China	4,985,250	2.550%
Cameroon	72,335	0.037%	Hungary	1,129,990	0.578%
Canada	5,145,560	2.632%	Iceland	72,335	0.037%
Central African Republic	29,325	0.015%	India	4,187,610	2.142%
Chad	44,965	0.023%	Indonesia	1,737,995	0.889%
Chile	787,865	0.403%	Ireland	2,025,380	1.036%
China	16,850,145	8.619%	Israel	842,605	0.431%
Colombia	525,895	0.269%	Italy	6,007,715	3.073%
Congo	58,650	0.030%	Jamaica	62,560	0.032%
Costa Rica	138,805	0.071%	Japan	8,785,770	4.494%
Côte d'Ivoire	101,660	0.052%	Jordan	162,265	0.083%
Croatia	265,880	0.136%	Kenya	115,345	0.059%
Cuba	148,580	0.076%	Korea, Republic of	5,632,355	2.881%
Cyprus	109,480	0.056%	Kuwait, the State of	678,385	0.347%
Czech Republic	1,401,735	0.717%	Kyrgyz Republic	37,145	0.019%
Democratic Republic of the Congo	89,930	0.046%	Lao People's Democratic Republic	29,325	0.015%
Denmark	1,648,065	0.843%	Latvia	154,445	0.079%
Djibouti	29,325	0.015%	Lesotho	29,325	0.015%
Dominica	29,325	0.015%	Liechtenstein	52,785	0.027%
Dominican Republic	142,715	0.073%	Lithuania	295,205	0.151%

¹ Contributions from the European Union are made individually by its member states.

Member	CHF	% of total budget
Luxembourg	762,450	0.390%
Macao, China	242,420	0.124%
Madagascar	31,280	0.016%
Malawi	29,325	0.015%
Malaysia	2,191,555	1.121%
Maldives	29,325	0.015%
Mali	29,325	0.015%
Malta	80,155	0.041%
Mauritania	29,325	0.015%
Mauritius	58,650	0.030%
Mexico	3,393,880	1.736%
Moldova, Republic of	39,100	0.020%
Mongolia	46,920	0.024%
Montenegro	29,325	0.015%
Morocco	371,450	0.190%
Mozambique	52,785	0.027%
Myanmar	66,470	0.034%
Namibia	46,920	0.024%
Nepal	37,145	0.019%
Netherlands	5,833,720	2.984%
New Zealand	439,875	0.225%
Nicaragua	48,875	0.025%
Niger	29,325	0.015%
Nigeria	782,000	0.400%
Norway	1,624,605	0.831%
Oman	355,810	0.182%
Pakistan	351,900	0.180%
Panama	220,915	0.113%
Papua New Guinea	58,650	0.030%
Paraguay	105,570	0.054%
Peru	398,820	0.204%
Philippines	658,835	0.337%
Poland	2,189,600	1.120%
Portugal	869,975	0.445%
Qatar	647,105	0.331%
Romania	688,160	0.352%
Russian Federation	4,371,380	2.236%
Rwanda	29,325	0.015%
Saint Kitts and Nevis	29,325	0.015%
Saint Lucia	29,325	0.015%
Saint Vincent and the Grenadines	29,325	0.015%

Member	CHF	% of total budget
Samoa	29,325	0.015%
Saudi Arabia, Kingdom of	2,422,245	1.239%
Senegal	46,920	0.024%
Sierra Leone	29,325	0.015%
Singapore	4,609,890	2.358%
Slovak Republic	785,910	0.402%
Slovenia	338,215	0.173%
Solomon Islands	29,325	0.015%
South Africa	1,069,385	0.547%
Spain	4,306,865	2.203%
Sri Lanka	146,625	0.075%
Suriname	29,325	0.015%
Swaziland	29,325	0.015%
Sweden	2,271,710	1.162%
Switzerland	3,049,800	1.560%
Chinese Taipei	3,006,790	1.538%
Tajikistan	29,325	0.015%
Tanzania	84,065	0.043%
Thailand	2,301,035	1.177%
The former Yugoslav Republic of Macedonia	56,695	0.029%
Togo	29,325	0.015%
Tonga	29,325	0.015%
Trinidad and Tobago	127,075	0.065%
Tunisia	240,465	0.123%
Turkey	1,949,135	0.997%
Uganda	50,830	0.026%
Ukraine	819,145	0.419%
United Arab Emirates	2,559,095	1.309%
United Kingdom	7,579,535	3.877%
United States of America	22,114,960	11.312%
Uruguay	111,435	0.057%
Vanuatu	29,325	0.015%
Venezuela, Bolivarian Republic of	735,080	0.376%
Viet Nam	936,445	0.479%
Yemen	97,750	0.050%
Zambia	70,380	0.036%
Zimbabwe	37,145	0.019%
TOTAL	195,500,000	100.0%