



WIPO Workforce 2024

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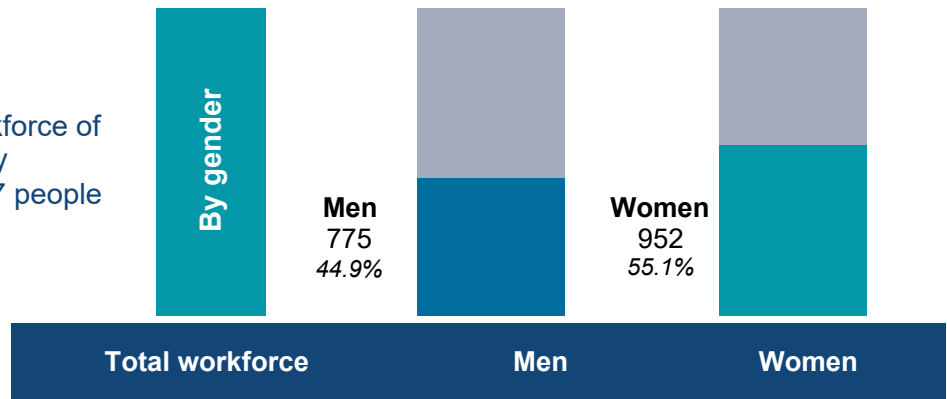
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1. Workforce at a glance

As of June 30, 2024, the workforce of the World Intellectual Property Organization comprised 1,727 people



Core workforce ¹
% of total workforce

Total workforce	Men	Women
1,052	480	572
60.9%	27.8%	33.1%

Executive ²	9	6	3
Director	63	41	22
Professional	553	279	274
National Professional Officer (NPO)	5	2	3
General Service	422	152	270



Flexible workforce ³
% of total workforce

Total workforce	Men	Women
675	295	380
39.1%	17.1%	22.0%

Professional ⁴	54	18	36
National Professional Officer (NPO) ⁴	1	0	1
General Service ⁴	15	5	10
Reserves + FITs ⁵	37	23	14
UNDP JPOs ⁷	6	1	5
Monthly translator/reviser	2	1	1
Young experts ⁸	22	10	12
Fellows	102	29	73
Interns	21	6	15
Other non-staff ⁹	415	202	213



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	232	132	100
	203	144	59
	435	276	159
Brands and Designs Sector	134	49	85
	74	29	45
	208	78	130
Copyright and Creative Industries Sector	34	17	17
	49	18	31
	83	35	48
Global Challenges and Partnerships Sector	40	14	26
	29	8	21
	69	22	47
Infrastructure and Platforms Sector	54	35	19
	32	17	15
	86	52	34
IP and Innovation Ecosystems Sector	77	33	44
	76	21	55
	153	54	99
Patents and Technology Sector	313	129	184
	46	9	37
	359	138	221
Regional and National Development Sector	88	38	50
	108	30	78
	196	68	128
Sector of the Director General	80	33	47
	58	19	39
	138	52	86

- Core workforce
- Flexible workforce
- Total



3. Workforce distribution by contract type

Total	Men	Women
Permanent 499	222	277
Continuing 218	105	113
Fixed-term 335	153	182
Temporary 70	23	47
Fixed-term reserves + FITs 35	23	12
Temporary reserves + FITs 2	0	2
UNDP JPOs 6	1	5
Monthly translator/reviser 2	1	1
Young experts 22	10	12
Fellows 102	29	73
Interns 21	6	15
Other types of contract 415	202	213
TOTAL	1,727	952



4a. Core workforce comparison by year

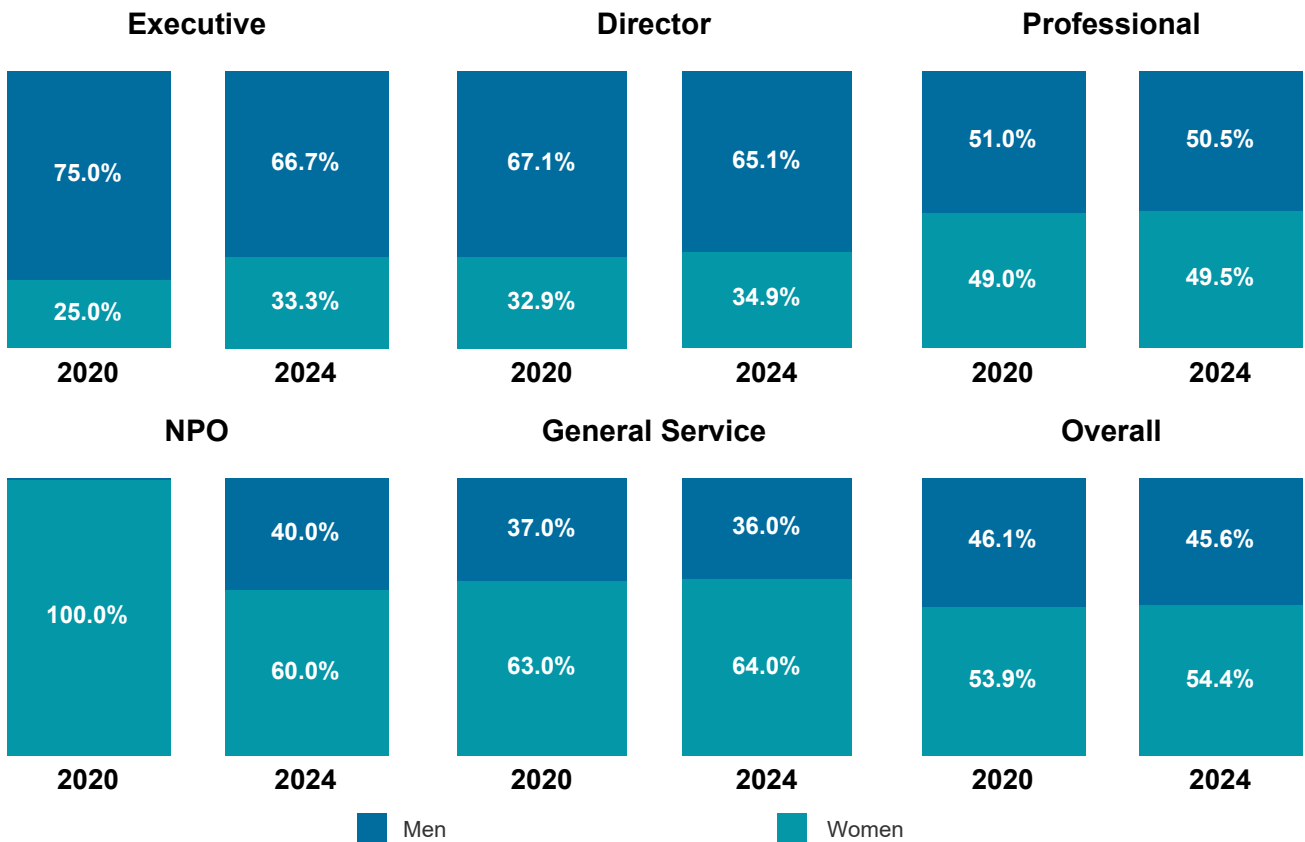


Core workforce

	2020	2021	2022	2023	2024
Executive	8 ¹	9	9	9	9
Director	76	70	71	64	63
Professional	531	530	538	536	553
National Professional Officer (NPO)	4	5	5	6	5
General Service	473	460	446	430	422
	1,092	1,074	1,069	1,045	1,052



Core workforce gender parity, from 2020 to 2024





4b. Flexible workforce comparison by year

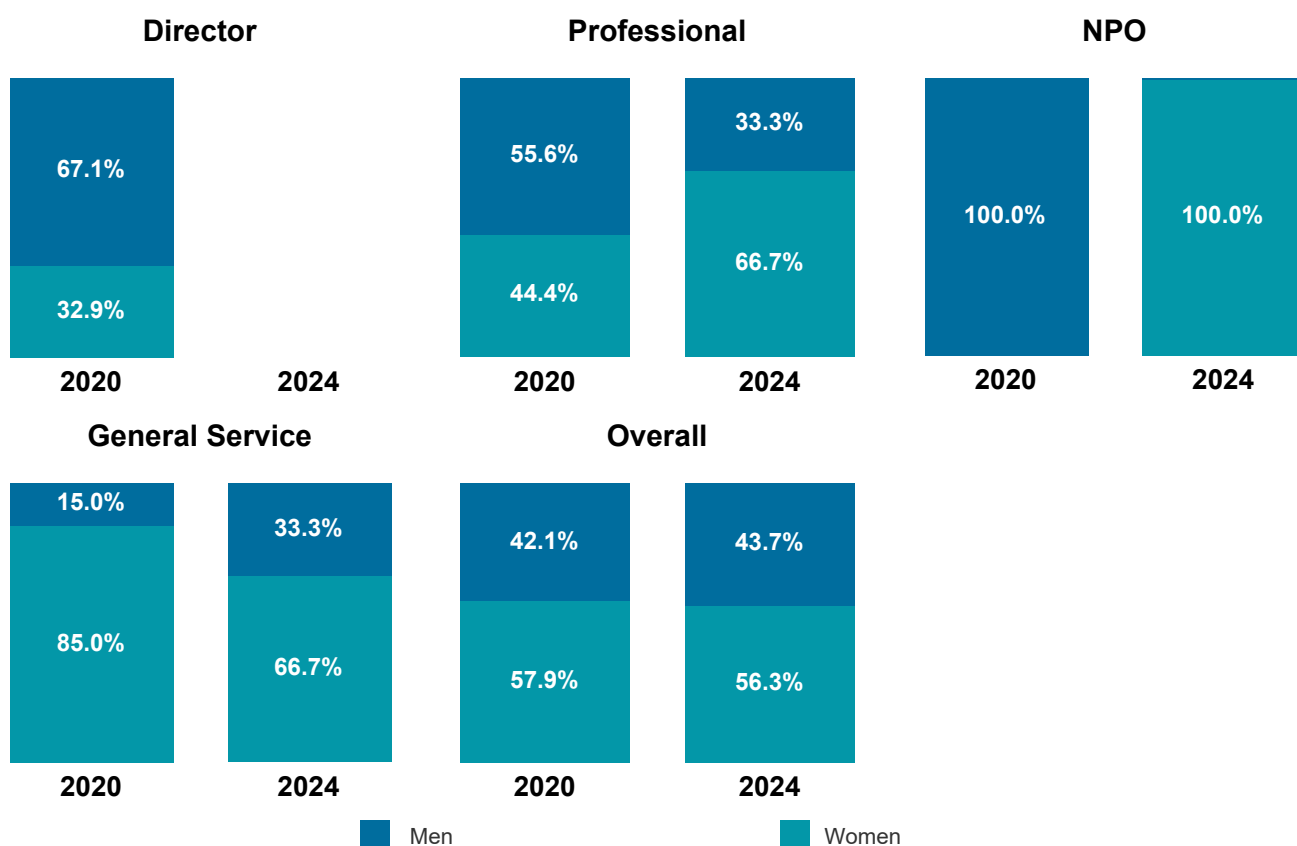


Flexible workforce

	2020	2021	2022	2023	2024
Director	0	1	1	0	0
Professional	36	40	42	56	54
National Professional Officer (NPO)	1	1	1	1	1
General Service	18	23	14	18	15
Reserves + FITs	33	32	35	36	37
UN Staff on Loan ¹	1	2	4	2	0
UNDP JPOs	5	5	5	7	6
Monthly translators/revisers	7	0	0	0	2
Young experts	0	0	11	22	22
Fellows	70	84	97	102	102
Interns	16	17	20	24	21
Other non-staff	259	309	336	392	415
Total	446	514	566	660	675



Flexible workforce gender parity, from 2020 to 2024





4c. Overall workforce comparison by year

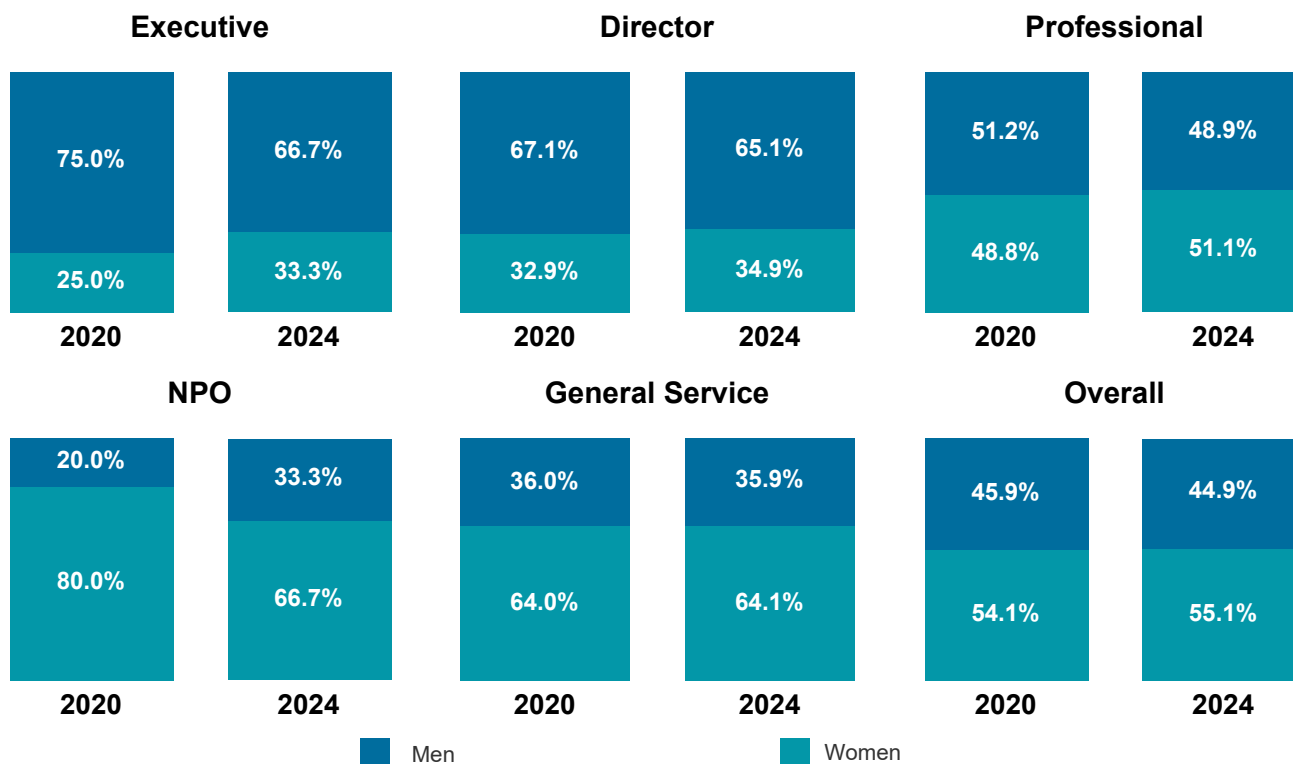


Overall workforce

	2020	2021	2022	2023	2024
Executive	8 ¹	9	9	9	9
Director	76	71	72	64	63
Professional	567	570	580	592	607
National Professional Officer (NPO)	5	6	6	7	6
General Service	491	483	460	448	437
Reserves + FITs	33	32	35	36	37
UN Staff on Loan ²	1	2	4	2	0
UNDP JPOs	5	5	5	7	6
Monthly translators/revisers	7	0	0	0	2
Young experts	0	0	11	22	22
Fellows	70	84	97	102	102
Interns	16	17	20	24	21
Other non-staff	259	309	336	392	415
	1,538	1,588	1,635	1,705	1,727



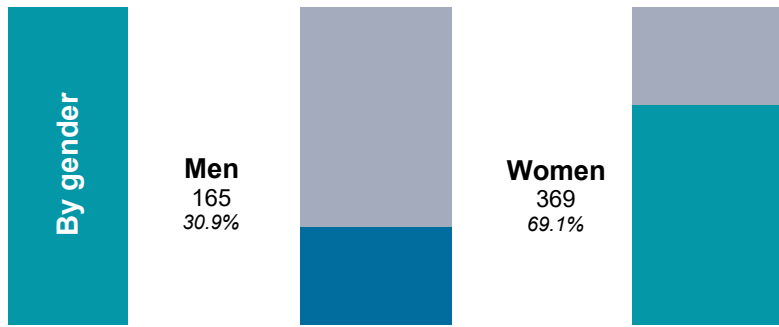
Overall workforce gender parity, from 2020 to 2024





5. Fellows (2009-2023)

Between 2009 and 2023, WIPO welcomed a total of 534 fellows.



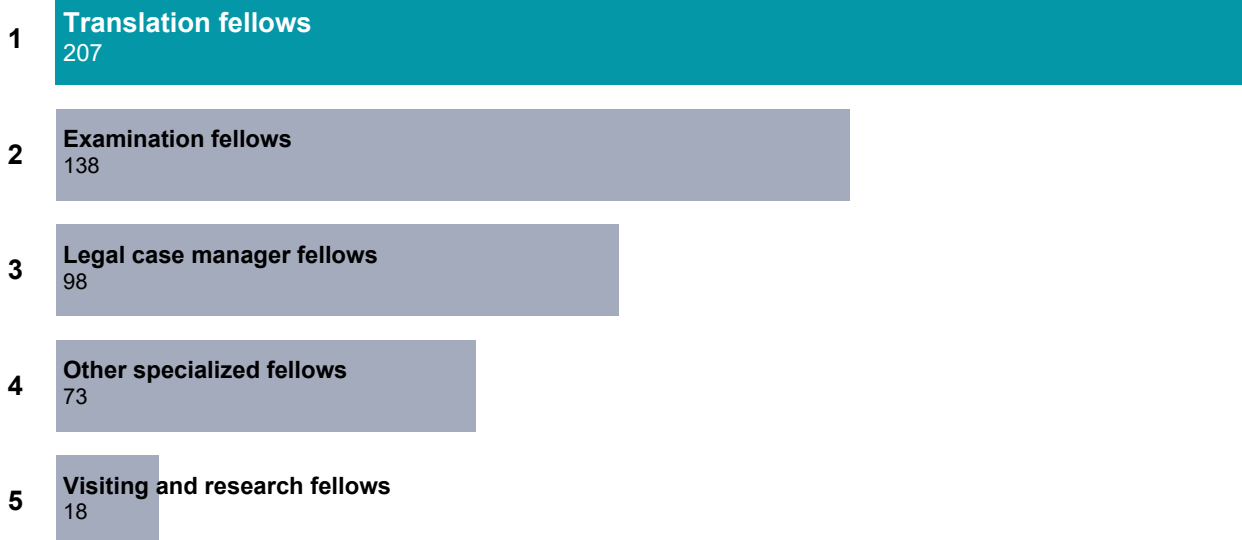
By WIPO regions



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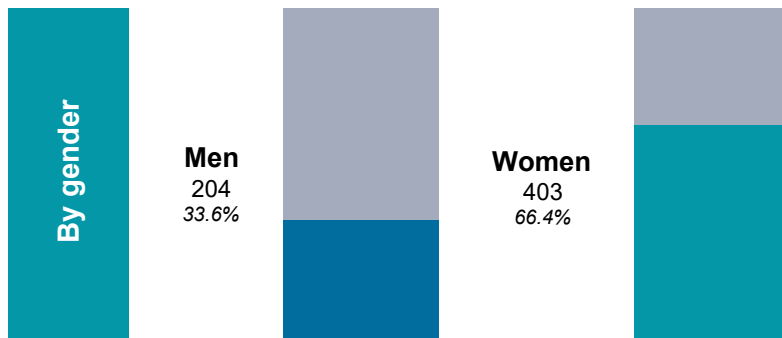
By WIPO programs





6. Interns (2009-2023)

Between 2009 and 2023, WIPO welcomed a total of 607 interns.



By WIPO regions



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By WIPO Sector¹

- Director General**
190
- Global Challenges and Partnerships Sector**
99
- Regional and National Development Sector**
79
- Brands and Designs Sector**
66
- Administration, Finance and Management Sector**
60
- Patents and Technology Sector**
50
- Copyright and Creative Industries Sector**
32
- Infrastructure and Platforms Sector**
26
- IP and Innovation Ecosystems Sector**
5



7. Diversity

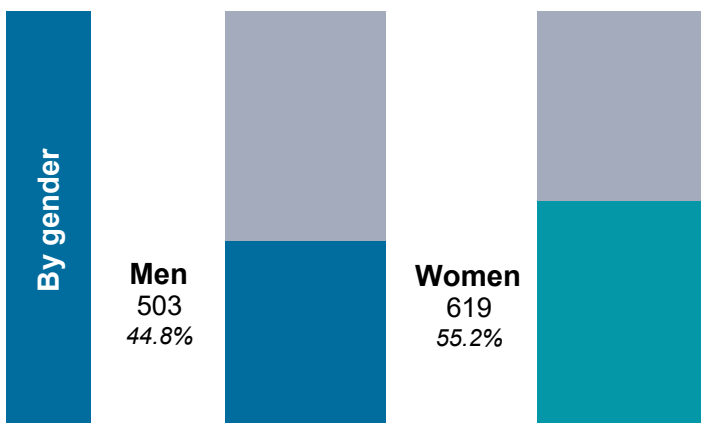
Professional and higher categories, and General Service on regular budget funding



121
nationalities

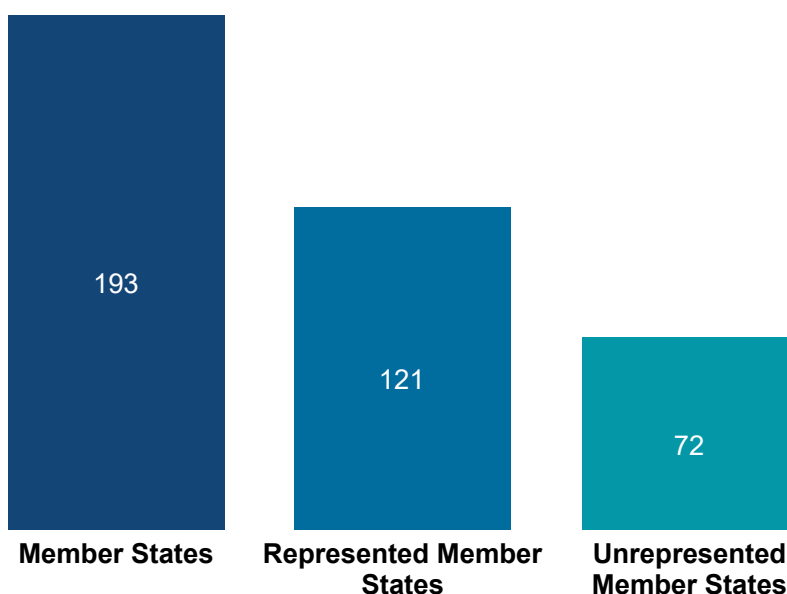


49.5
average age



8. Member States represented among WIPO staff

A total of 121 WIPO Member States are represented among WIPO staff.



Year	Member States	Represented Member States	Unrepresented Member States
2016	189	118	71
2017	191	121	70
2018	191	118	73
2019	192	123	69
2020	193	122	71
2021	193	121	72
2022	193	121	72
2023	193	122	71
2024	193	121	72



9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



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Total	Men	Women
Western Europe 270 39.4%	131	139
Asia and the Pacific 137 20.0%	72	65
Africa 78 11.4%	45	33
North America 64 9.3%	31	33
Eastern and Central Europe and Central Asia 60 8.8%	32	28
Latin America and the Caribbean 60 8.8%	24	36
Middle East 16 2.3%	11	5



10. Geographical representation of staff by region, contract type and gender

Professional and higher categories on regular budget funding



Fixed-term, continuing and permanent staff



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	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	43	69	32	22	10	31	121
Women	27	57	26	28	3	32	129



Temporary staff



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	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	2	3	0	2	1	0	10
Women	6	8	2	8	2	1	10

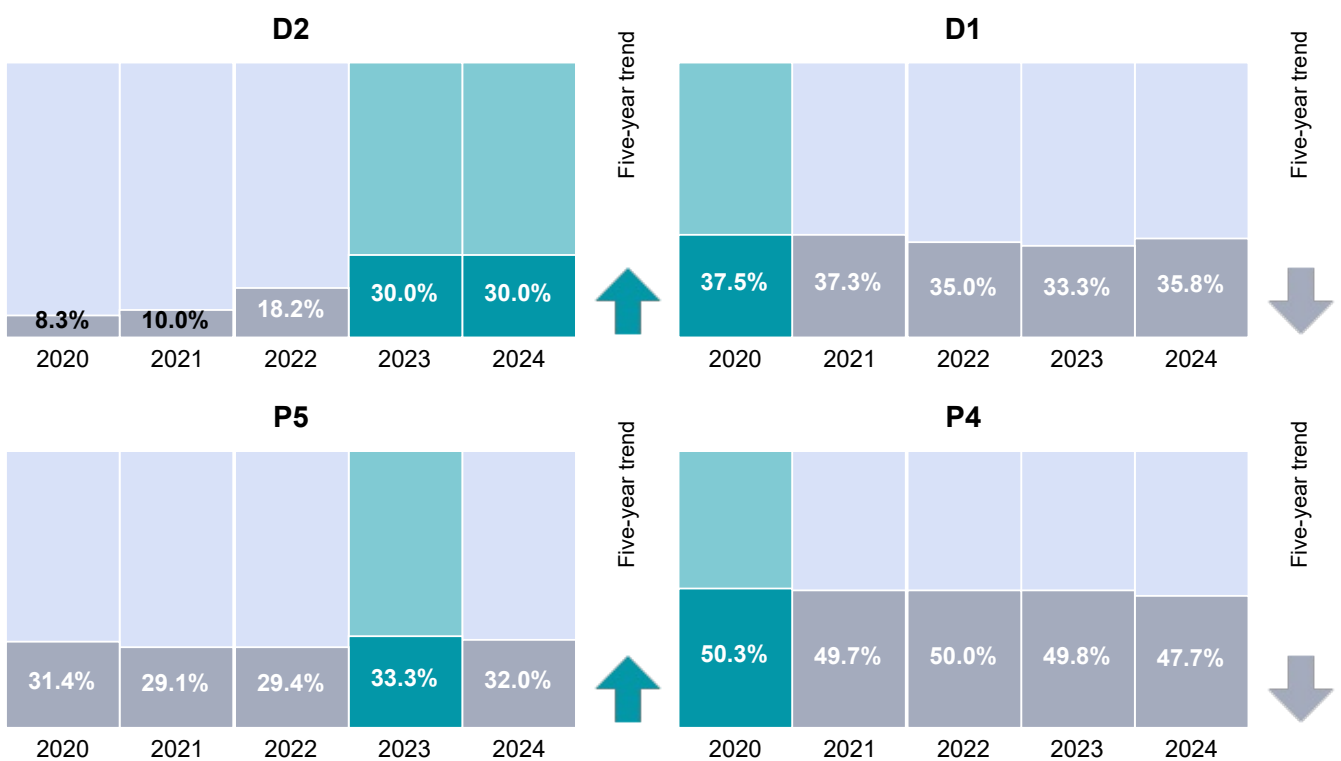


11a. Representation of men and women by grade in Core Workforce

By grade

Grade	Total	Men	Women
D2	10	7	3
D1	53	34	19
P5	103	70	33
P4	214	112	102
P3	174	79	95
P2	60	16	44
P1	2	2	0
NPO	5	2	3
G7	23	5	18
G6	209	69	140
G5	164	68	96
G4	22	8	14
G3	4	2	2

Gender parity by grade, from 2020 to 2024





11b. Representation of men and women by category and age in Core Workforce



By category and average age

Category	Total	Men	Women
Director <i>average age</i>	63 56.8	41 57.3	22 55.9
Professional <i>average age</i>	553 48.8	279 48.9	274 48.6
National Professional Officer (NPO) <i>average age</i>	5 44.6	2 53.0	3 39.0
General Service <i>average age</i>	422 51.8	152 53.0	270 51.1



12. Staff in part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 1,020		501	519
Part-time (90% of full-time equivalent) 17		1	16
Part-time (80% of full-time equivalent) 42		1	41
Part-time (50% of full-time equivalent) 8		0	8



Temporary staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 70		23	47
Part-time (80% of full-time equivalent) 1		0	1
Part-time (50% of full-time equivalent) 1		0	1



13. Vacancy announcements by grade in 2023

Fixed-term appointment

Temporary appointment

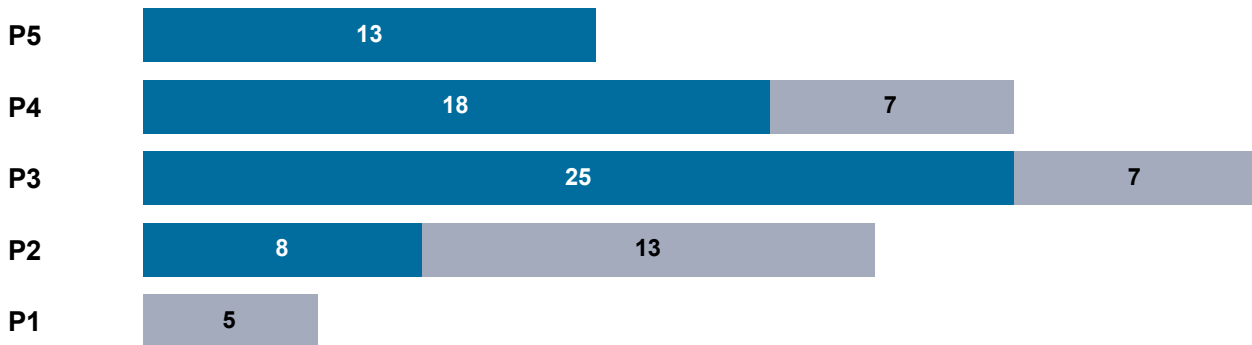
Total



Director



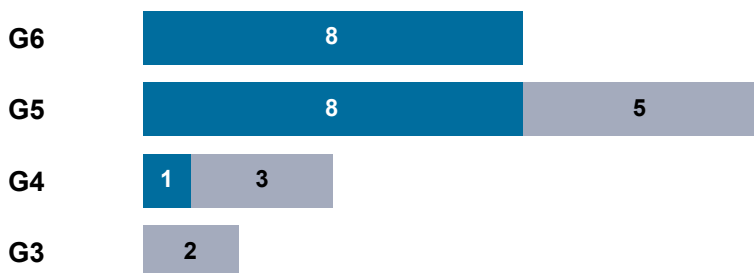
Professional



National Professional Officer



General Service



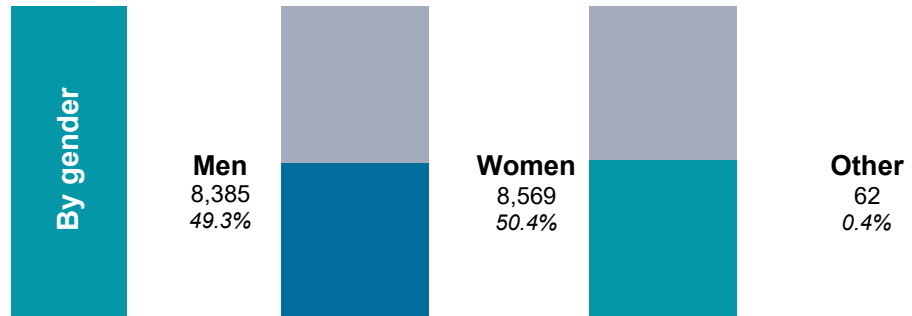
Fixed-term vacancies

Temporary vacancies



14. Applications received in 2023

Number of job applications received in 2023: 17,016



	Men	Women	Other	Total
Director				
D2	66	45	1	112
D1	268	230	0	498
	334	275	1	610

Professional

	Men	Women	Other	Total
P5	1,083	691	9	1,783
P4	2,121	1,428	16	3,565
P3	2,210	2,210	18	4,438
P2	1,420	2,103	12	3,535
P1	294	443	1	738
	7,128	6,875	56	14,059

National Professional Officer

	Men	Women	Other	Total
NOE	0	0	0	0
NOD	0	0	0	0
NOB	18	20	0	38
	18	20	0	38

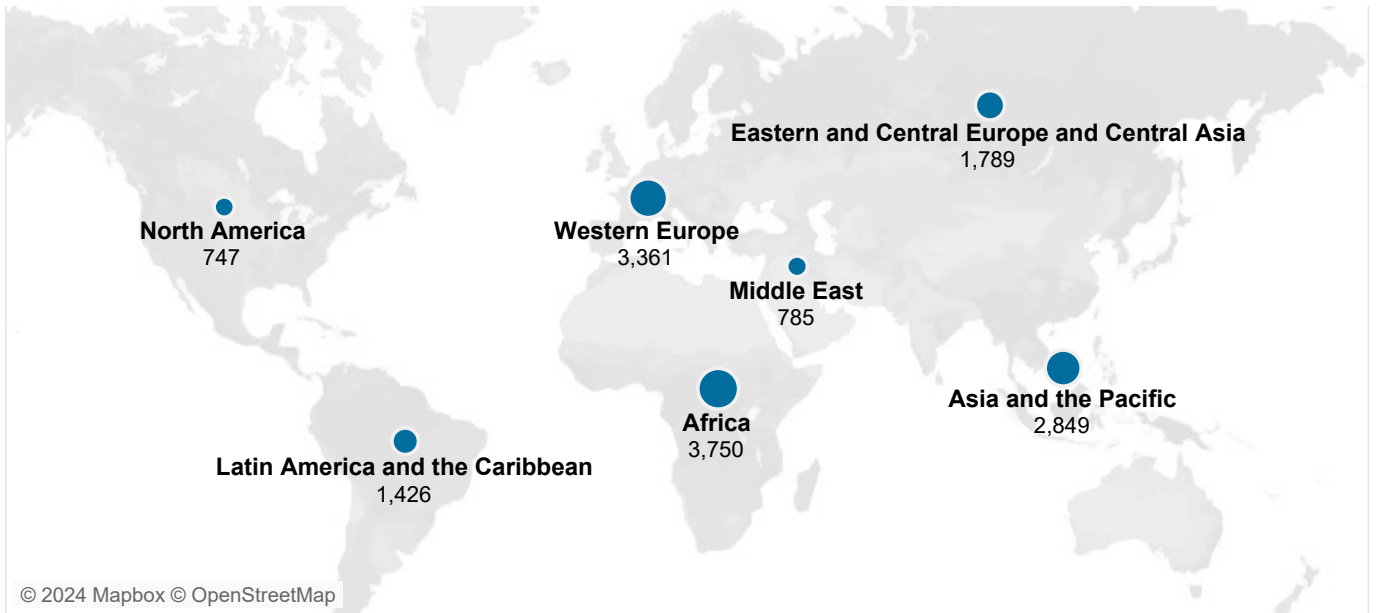
General Service

	Men	Women	Other	Total
G6	241	351	2	594
G5	336	708	1	1,045
G4	159	336	2	497
G3	169	4	0	173
	905	1,399	5	2,309



15. Applications by region and gender

Professional and higher categories



Region	Men	Women	Other	Total
Africa	2,262	1,477	11	3,750
Asia and the Pacific	1,428	1,408	13	2,849
Eastern and Central Europe and Central Asia	662	1,123	4	1,789
Latin America and the Caribbean	656	770	0	1,426
Middle East	399	386	0	785
North America	372	353	22	747
Western Europe	1,701	1,653	7	3,361
Total	7,480	7,170	57	14,707

Note: Appointments to posts under Funds-In-Trust are not included.



16. Appointments by region in 2023

Professional and higher categories



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Region	Men	Women	Total
Africa	3	2	5
Asia and the Pacific	6	9	15
Eastern and Central Europe and Central Asia	5	3	8
Latin America and the Caribbean	3	5	8
Middle East	0	2	2
North America	3	4	7
Western Europe	7	9	16
Total	27	34	61

Note: Appointments to posts under Funds-In-Trust are not included.



17. Applicants from unrepresented Member States

Professional and higher categories



Breakdown by gender

Category	2018/19	2020/21	2022/23
Male applicants from unrepresented Member States	2,356	924	948
as % of all male applicants	15.3%	7.3%	6.4%
Female applicants from unrepresented Member States	1,263	693	916
as % of all female applicants	10.6%	6.4%	6.8%
Other applicants from unrepresented Member States	0	5	10
as % of all other applicants	0.0%	12.5%	10.0%



18. Progress of candidates through selection phases

Fixed-term vacancies, P4 to D2

Male applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	6	2	2	1
	2018-2019	11	10	4	2
	2020-2021	14	13	3	2
	2022-2023	10	7	1	0
D1	2016-2017	53	31	19	8
	2018-2019	91	63	39	17
	2020-2021	38	21	9	1
	2022-2023	29	10	6	1
P5	2016-2017	71	33	20	10
	2018-2019	58	44	16	6
	2020-2021	84	45	26	8
	2022-2023	118	52	19	8
P4	2016-2017	139	61	38	14
	2018-2019	191	112	53	21
	2020-2021	101	67	35	18
	2022-2023	187	99	46	24

Female applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	1	1	0	0
	2018-2019	2	2	2	0
	2020-2021	8	5	1	0
	2022-2023	12	3	3	3
D1	2016-2017	30	24	19	3
	2018-2019	61	33	16	6
	2020-2021	26	12	9	6
	2022-2023	20	10	8	1
P5	2016-2017	54	32	20	2
	2018-2019	47	27	17	7
	2020-2021	64	27	11	5
	2022-2023	85	37	20	8
P4	2016-2017	108	62	38	12
	2018-2019	138	80	44	21
	2020-2021	93	45	22	13
	2022-2023	160	75	40	18



19. Retirement

Based on retirement at the age of 65 years

Grade	Gender	2024	2025	2026	2027	2028
Director	Men	4	3	3	3	3
	Women	1	0	1	2	1
	Total	5	3	4	5	4
Professional	Men	1	4	5	8	8
	Women	5	3	3	7	11
	Total	6	7	8	15	19
General Service	Men	1	1	3	8	7
	Women	4	3	3	4	6
	Total	5	4	6	12	13
Total		16	14	18	32	36

Note: Since January 1, 2020, staff members with an acquired right to retire at age 60 or 62 may opt to retire at age 65.

20. Separations

Category	2019	2020	2021	2022	2023
Retirement	21	21	19	20	50
Resignation	12	10	9	15	8
Termination	2	26	10	10	2
Expiration of appointment	47	10	10	27	7
Death	0	4	2	2	1
Termination following disability	6	5	4	1	1
Inter-agency transfer	1	3	2	0	1
Total	89	79	56	75	70

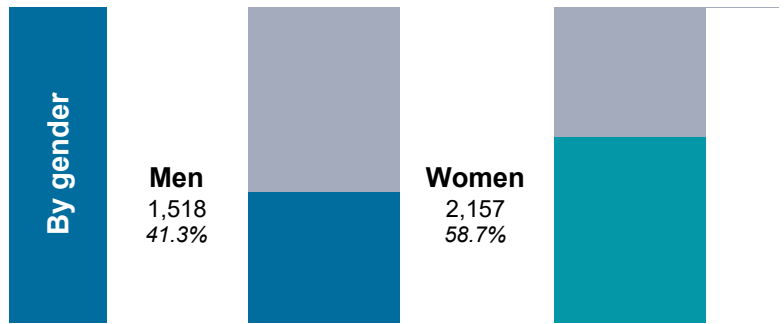


21. Training in 2023

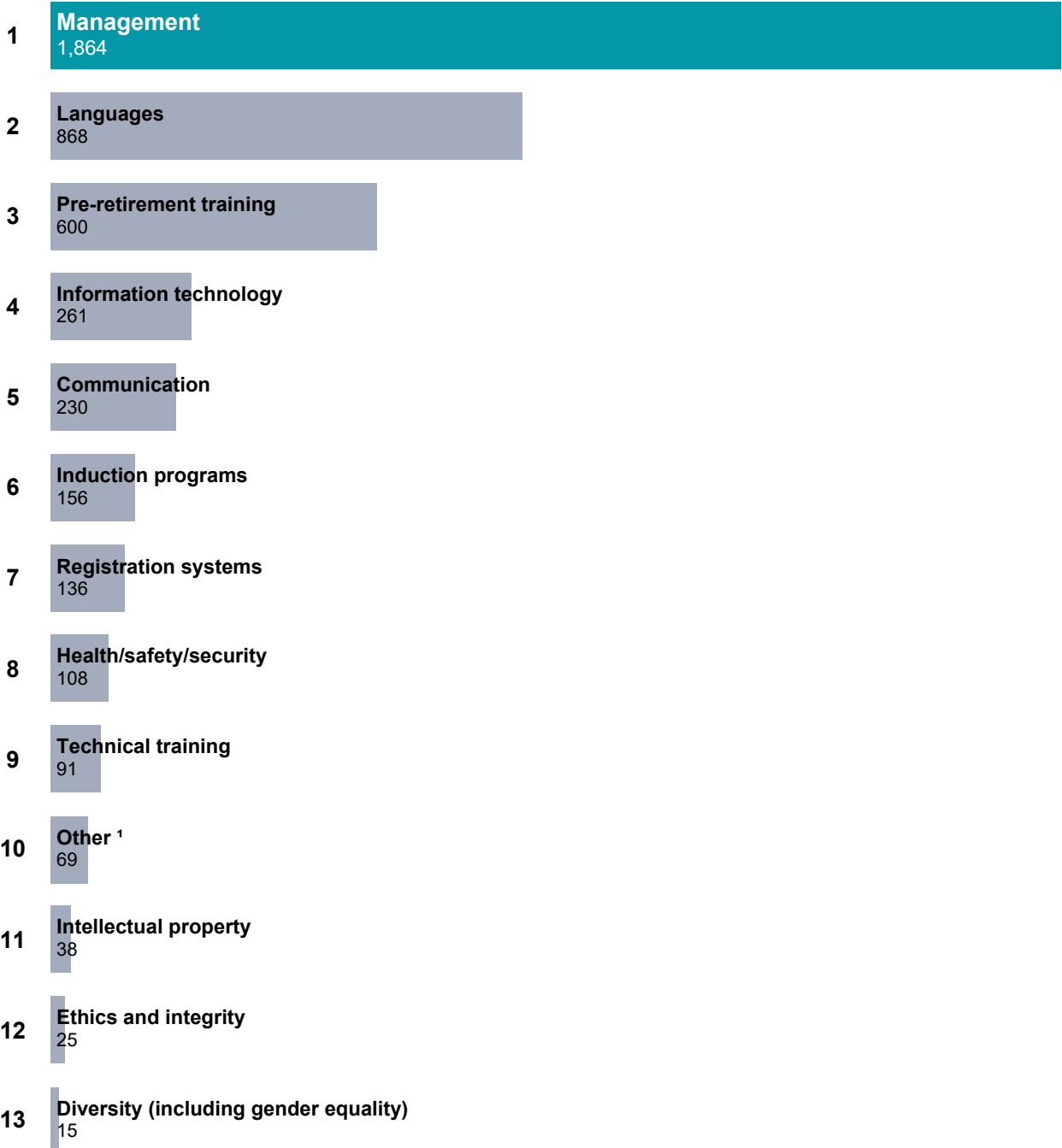
Total number of training participants:
3,675

Total number of training days provided:
4,461

Average training days per staff member:
3.9



Training categories and days in 2023



Note: since more than one staff member has participated in more than one training session, the number of training participants does not equal the number of staff.



22. 2023 performance evaluation

1,070 performance evaluations for 2023 have been completed as at June 30, 2024.

Ratings

Outstanding performance

164
15.3%

Effective performance

806
75.3%

Improvement in performance needed

2
0.2%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

39
3.6%

PMSDS not completed

59
5.5%

Note: Staff members on an initial fixed-term appointment are subject to a one-year probation period and are not, therefore, subject to the Performance Management and Staff Development System (PMSDS).



23. Conflict management



Cases filed by staff

	2019	2020	2021	2022	2023
Requests for review of administrative decisions	15	5	9	9 ⁴	2
Grievances ¹	2 ²	1	0	1	3 ⁵
Rebuttals of performance appraisals	1	0	1	0	2
Internal appeals to WIPO Appeal Board	27	9	2	6	1
Complaints to ILO Administrative Tribunal	12	8	8 ³	4	7 ⁶
Total	57	23	20	20	15



Cases filed by subject matter in 2023

Harassment

4

Performance management

3

Miscellaneous

3

Selection

2

Non-renewal

2

Benefits/entitlements

1

Note: A single case may be recorded more than once during the same period or during different periods as it goes through the internal justice system (e.g., a request for review, a rebuttal or a grievance may become an appeal to the WIPO Appeal Board, then a complaint to the Administrative Tribunal of the International Labour Organization (ILO)).



24. Endnotes

1. Workforce at a glance

1. Staff holding a fixed-term, continuing or permanent appointment on regular budget funding.
2. The Executive category includes the Director General, Deputy Director Generals and Assistant Director Generals.
3. Staff holding a temporary appointment on regular budget funding; staff on non-regular budget funding (Reserves and Funds-in-Trust); UN staff on Loan; Junior Professional Officers (JPOs); Interns; Fellows; Monthly/daily translators/revisers; Individual Contractor (ICS); Agency Workers; External Providers; and individuals from the SYNI program of the Swiss Bureau of Subsidized Temporary Employment.
4. Staff holding a temporary appointment on regular budget funding.
5. Staff holding appointments under the WIPO Reserve Fund (Reserves) or Funds-in-Trust (FITs).
6. UN staff on loan under the Inter-Organization Agreement concerning Transfer, Secondment or Loan of Staff among the Organizations applying the United Nations Common System of Salaries and Allowances.
7. UNDP JPOs are assigned on a loan basis to WIPO under an agreement between UNDP and WIPO.
8. In 2022 WIPO is pioneering a 'Young Experts Program' to train the next generation of global IP leaders to help build innovation ecosystems around the world.
9. Includes Individual Contractor (ICS), Agency Workers and External Providers working on WIPO premises, as well as individuals from the SYNI program of the Swiss Bureau of Subsidized Temporary Employment assigned to WIPO for training purposes.

4a. Core workforce comparison by year

1. The Assistant Director General of the Administration and Management Sector ended his mandate on September 30, 2020. A new ADG for the sector took up his duties on January 1, 2021.

4b. Flexible workforce comparison by year

1. UN staff on Loan have been included in the flexible workforce since the end of 2020.

4c. Overall workforce comparison by year

1. The Assistant Director General of the Administration and Management Sector ended his mandate on September 30, 2020. A new ADG for the sector took up his duties on January 1, 2021.
2. UN staff on Loan have been included in the flexible workforce since the end of 2020.

6. Interns (2009-2023)

Since 2009, WIPO Sectors have undergone numerous changes, including restructurings as well as the creation of the new IP and Innovation Ecosystems Sector in 2021, which impact the apportionment of interns by Sector.



24. Endnotes

7. Member States represented among WIPO staff

List of unrepresented Member States as at June 2024: Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Barbados, Belize, Botswana, Brunei Darussalam, Burkina Faso, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Cook Islands, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gabon, Gambia, Guinea, Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Rep., Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Montenegro, Namibia, Nauru, Niue, Oman, Panama, Papua New Guinea, Paraguay, Qatar, Saint Kitts and Nevis, Saint Lucia, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, Somalia, St Vincent and the Grenadines, Sudan, Suriname, Tajikistan, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates and Vanuatu.

21. Training in 2023

1. Includes training on the Enterprise Resource Planning/Administrative Integrated Management System

22. 2023 performance evaluation

1. Cancelled, for example due to the absence of a staff member or supervisor.

23. Conflict management

1. From January 1, 2022, the Internal Oversight Division became the intake office for workplace-related conflict and grievance complaints. Upon completion of the investigative process in relation to the complaint, a report is submitted to the Director General. From 2022 onwards, "Grievances" refer to cases transmitted to the Director General during the reporting period.
2. This figure reflects the number of staff members who filed formal harassment complaints.
3. One case includes 12 complaints filed before the ILOAT by (current or former) staff members regarding their former contractual status.
4. One request for review was submitted by 14 staff members.
5. This figure includes complaints by staff members and other personnel. Grievances may be filed, in addition to staff members, by fellows, interns, individual contractors and agency workers.
6. Two cases include complaints filed before the ILOAT by multiple (current or former) staff members: the first case was submitted by three complainants and the second by six complainants.