

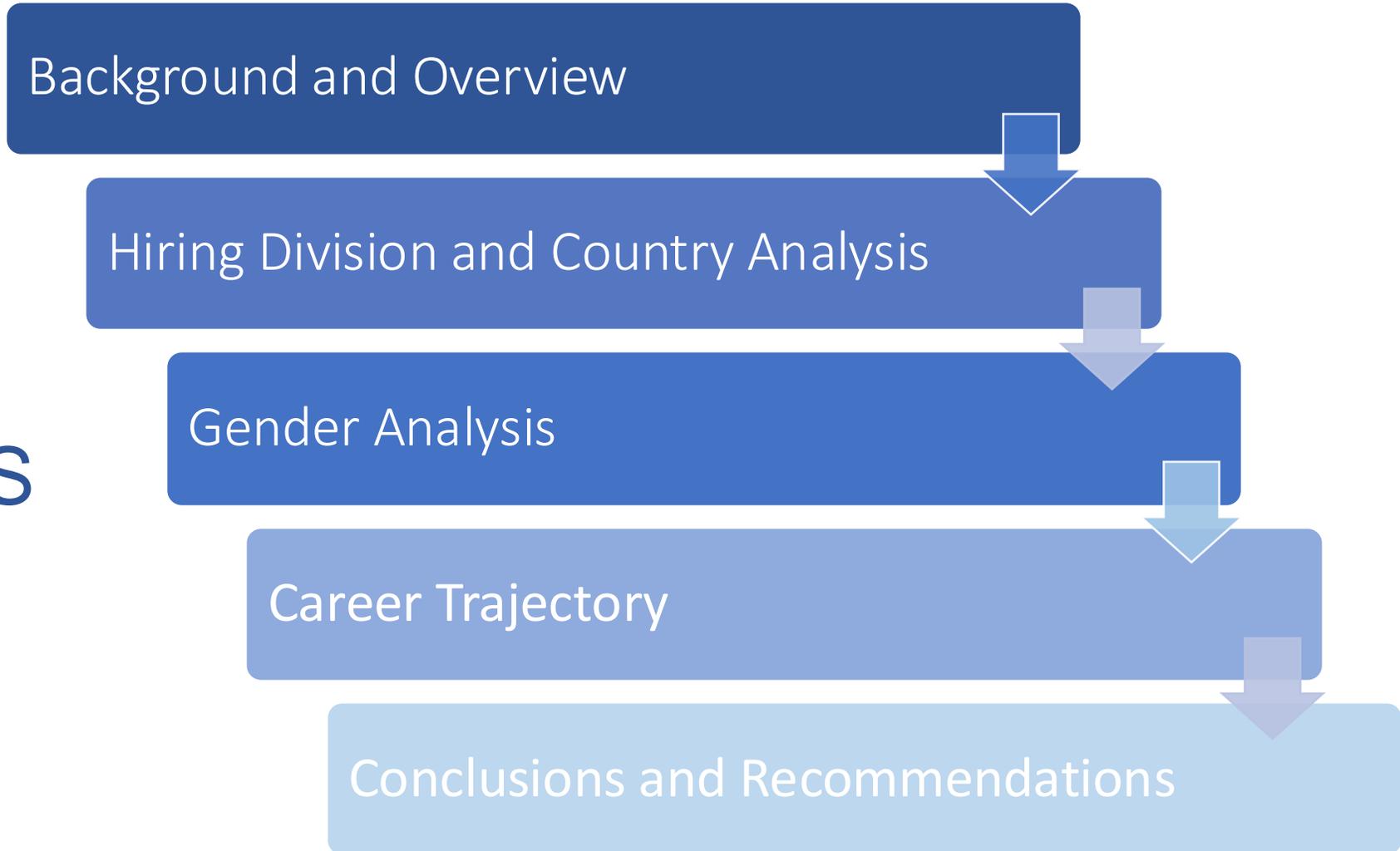
WIPO FELLOWSHIP PROGRAMS

Internal Oversight Division
Pre-Evaluation Review

IOD Ref: EVAL 2024-05
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Background

The Pre-Evaluation Assessment of WIPO Fellowship Programs is an extension of the Madrid Fellowship Program Pre-Evaluation Assessment, which was carried out in July 2024 in accordance with the **2024 Oversight Annual Workplan**.

As part of the Medium-Term Strategic Plan (MTSP) 2022-2026, Strategic Pillar 4, the World Intellectual Property Organization (WIPO) is committed to supporting governments, enterprises, communities, and individuals to use intellectual property (IP) as a tool for growth and sustainable development.



A fellowship is a **specially tailored training activity** that provides a stipend to qualified individuals for the purpose of **fulfilling learning objectives**, in line with **WIPO's mission** to lead the development of a balanced and effective international system that enables **innovation and creativity** for the benefit of all.

The pre-evaluation assessment aimed to understand:

- Fellowship categories
- Hiring divisions
- Regions served
- Gender representation
- Career path of ex-fellows



Overview - WIPO Fellowship Programs

- WIPO Fellowship Programs operate in line with [HR Manual HRM/FEL/1, Effective: March 15, 2023](#)
- WIPO fellowships are open to individuals from specialized disciplines, **particularly from countries needing developmental support**, including candidates nominated by their respective governments.
- **Delegated Authority (Recruitment & Selection):** Program Manager in consultation with the Human Resources Management Department (HRMD).

Fellowship Category	Corresponding Fellowship Program(s)	Fellowship Program Requirements	Monthly Stipend (CHF)	Length of Fellowship
Category I Translation Fellows	PCT Translation and Terminology Fellowship Program	University degree. Experience an advantage.	5000	1-12 months; extension up to 3 years
Category II Examination Fellows	*Madrid Fellowship Program *PCT Fellowship Program for National Offices	At least three years of relevant experience.	7000	1-12 months; extension up to 3 years
Category III Legal Case Manager Fellows	*Arbitration and Mediation Center Fellowship Program	University degree + six months of relevant experience.	5000	1-12 months; extension up to 3 years; exceptionally up to 4 years
Category IV Visiting and Research Fellows	Not specified	Based on profile	3000-5000	1-12 months; extension up to 3 years
Category V Other Specialized Fellows	Not specified	Based on profile	3000-8000	1-12 months; extension up to 3 years

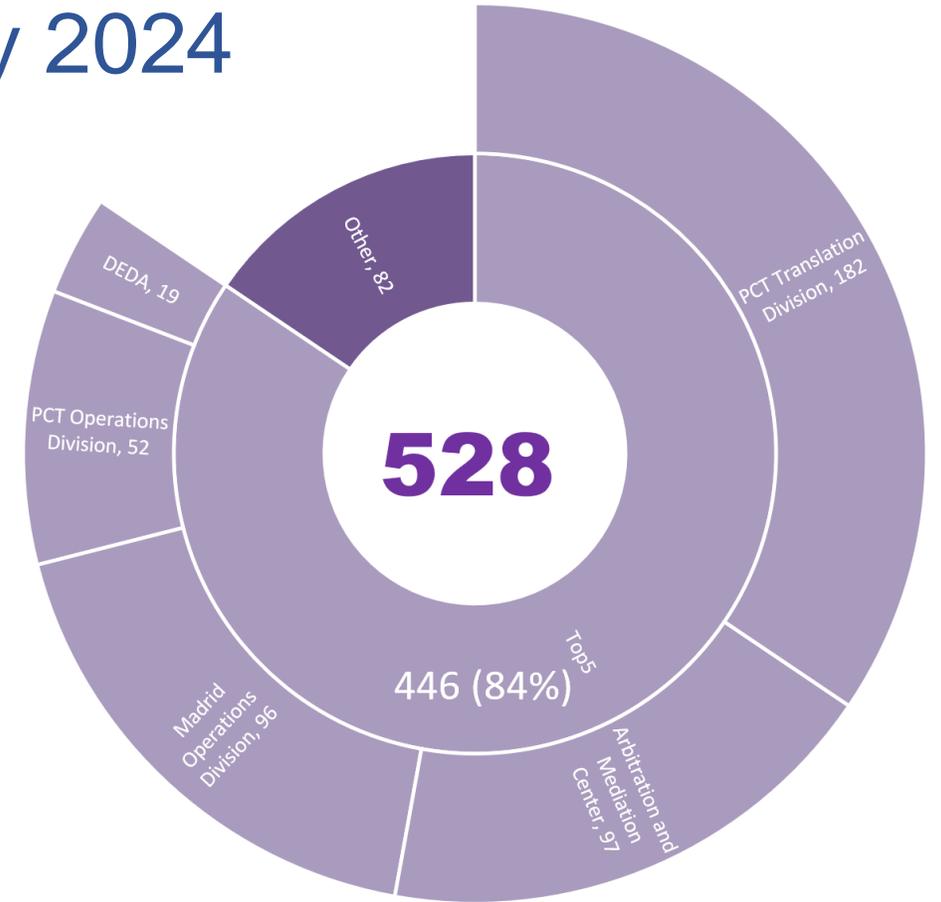
Source: https://intranet.wipo.int/homepages/hr/en/hrtopics/planning_recruitment_fellows_stipend_travel.html#_ftn1

Hiring Division Analysis - 2009 -1 July 2024

Recruiting Division	Number of Fellows
PCT Translation Division	182
Arbitration and Mediation Center	97
Madrid Operations Division	96
PCT Operations Division	52
Department for Economics and Data Analytics	19
Traditional Knowledge Division	10
Global Databases Division	8
Copyright Management Division	8
(blank)	8
WIPO Judicial Institute	6
PCT Information Systems Division	5
Patent and Technology Law Division	3
UPOV	3
WIPO Academy	3
WIPO China Office	3
Information and Digital Outreach Division	3
IP for Business Solutions Division	2
IP Office Business Solutions Division	2
Global Challenges Division	2
IP for Innovators Department (IPID)	2
Hague Registry	2
Office of the Assistant Director General (GCPS)	1
Lisbon Registry	1
Building Respect for IP Division	1
Knowledge Management & General Services Division	1
News and Media Division	1
Premises Infrastructure Division	1
Office of the DDG, PCT	1
Knowledge Management and General Services Division	1
HR Talent Partners Unit	1
Division for External Offices and Least-Developed Countries	1
Security and Information Assurance Division	1
Patent and Technology Law Division	1
Grand Total	528

Figure 2 indicates the distribution of fellows by WIPO Hiring Offices (recruiting divisions) between January 1, 2009, and July 1, 2024.

Patents and Technology Sector – PCT Translation Division and PCT Operations Division
 Brands and Designs Sector – Madrid Operations Division
 IP Innovation and Ecosystem Sector – Arbitration and Mediation Center and Department for Economics and Data Analytics.



Observations

- Five divisions recruited 84% of all fellows (528) at WIPO between 2009 and 1 July 2024.
- The high-ranking number of fellows recruited by divisions generally correlates with the top filing origins as shown on page 9.

Top 10 Patent Filing Countries - 2009 - 2022*

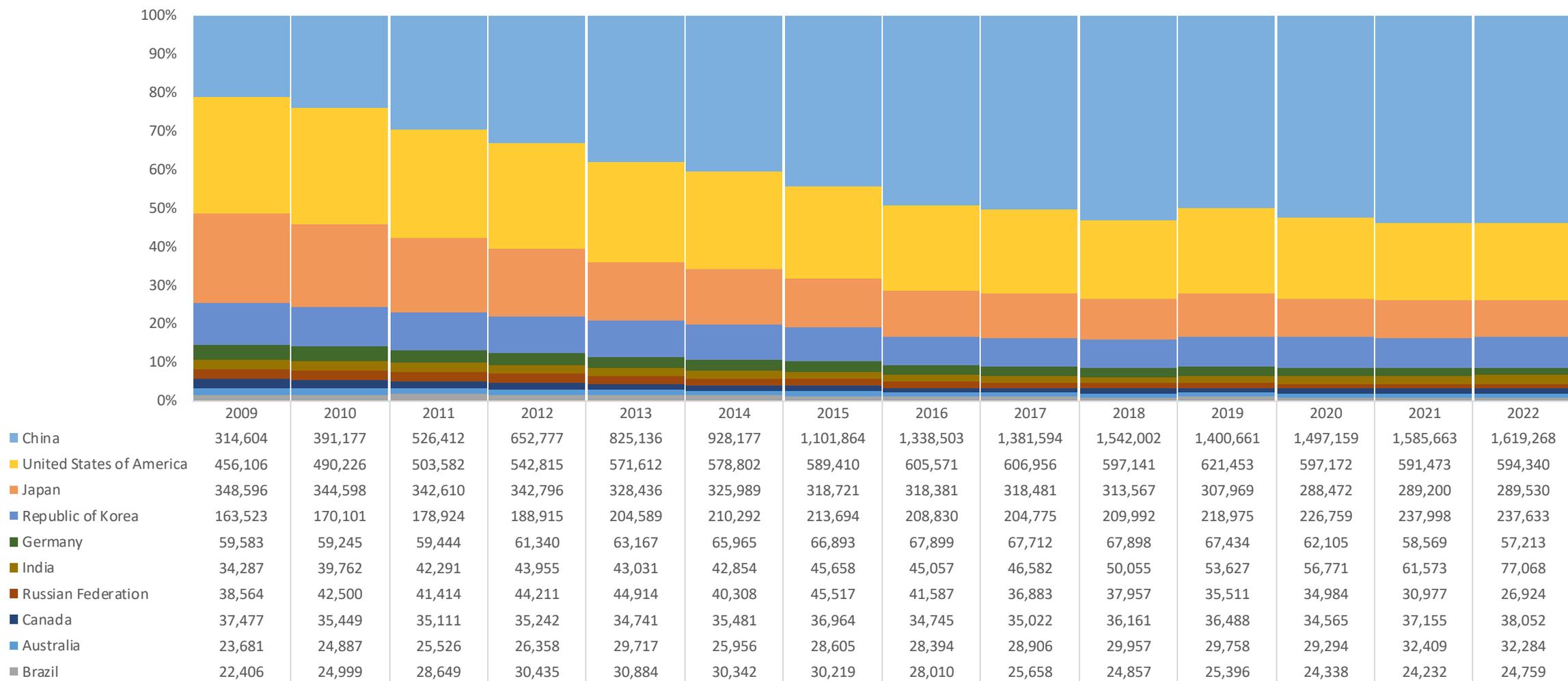


Figure 4 indicates patent applications received from the top 10 countries.

Source: [WIPO IP Statistics Data Center](#) : Indicator 1 - Total patent applications (direct and PCT national phase entries)

* Complete data for 2023 was not available at the time of the preparation of this report.



[Top 10 Countries for International Patent Applications \(1990-2023\)](#)

Top 10 Trademark Filing Countries - 2009 - 2022*

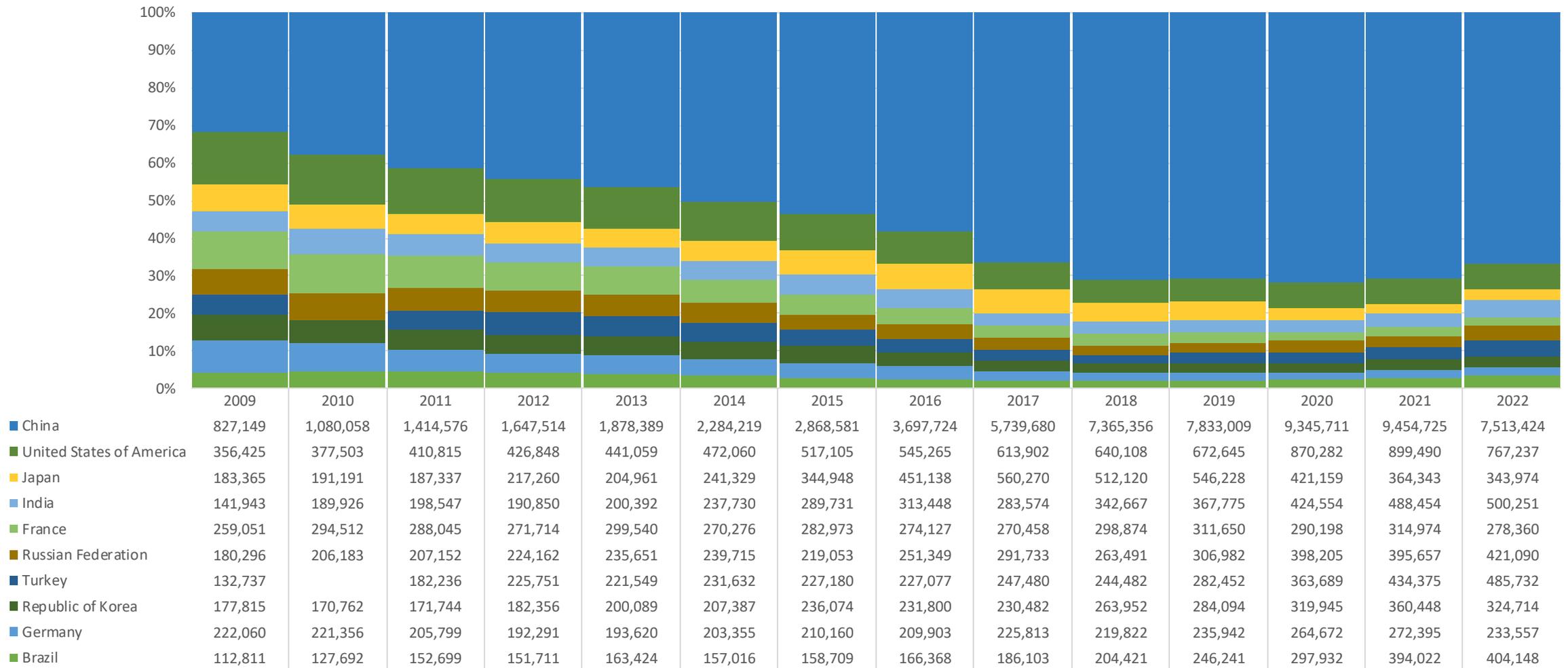


Figure 5 indicates trademark applications received from the top 10 countries.

Source: [WIPO IP Statistics Data Center](#): Indicator 5 - Class count in total applications (direct and via the Madrid system).

* Complete data for 2023 was not available at the time of the preparation of this report.

WIPO Arbitration and Mediation Centre - *2014 -2023

Disputes Referred to the WIPO AMC

Total by Year

Observations

Significant increase in Arbitration and Mediation Center (AMC) Caseload in recent years explains why AMC is the second biggest “host” of fellows at WIPO (refer to page 5).

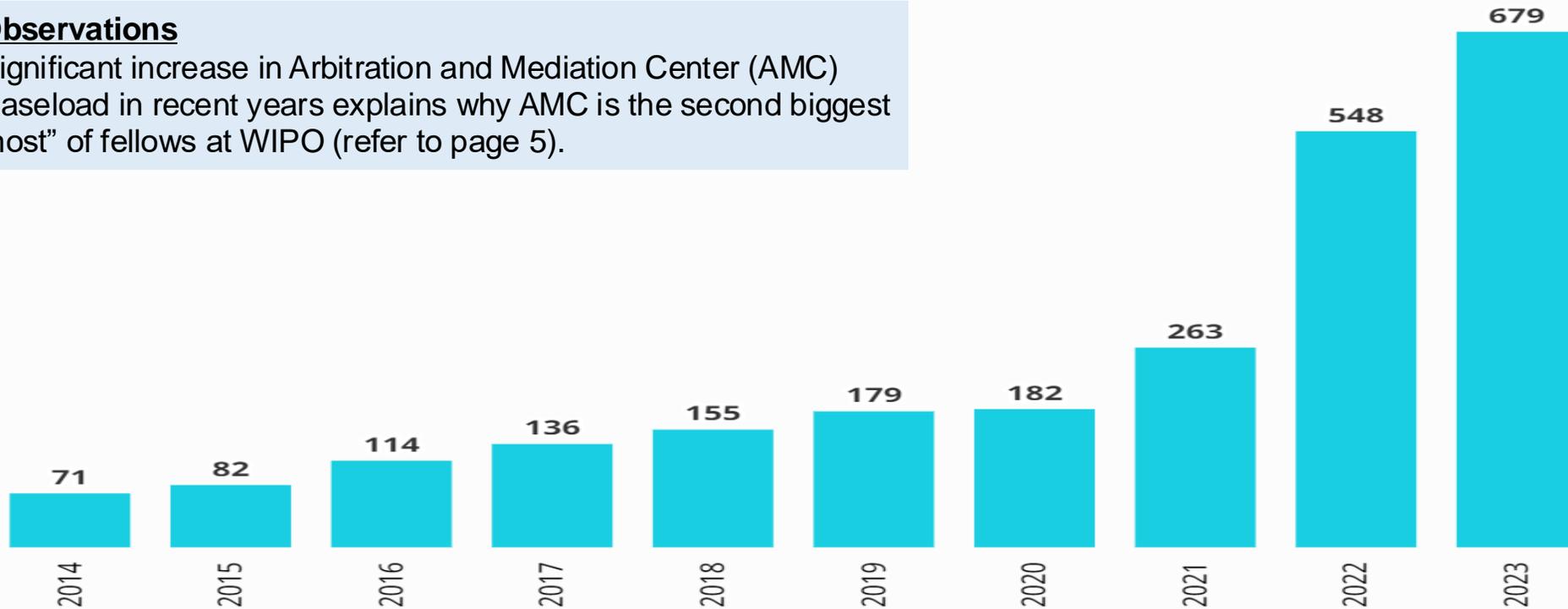


Figure 5 indicates the WIPO Arbitration and Mediation caseload from 2014 – 2024.

Source: [WIPO Caseload Summary](#).

*Data only available from 2014.

History of Fellows Representation per the Top 10 Filing Countries 2009 - July 2024

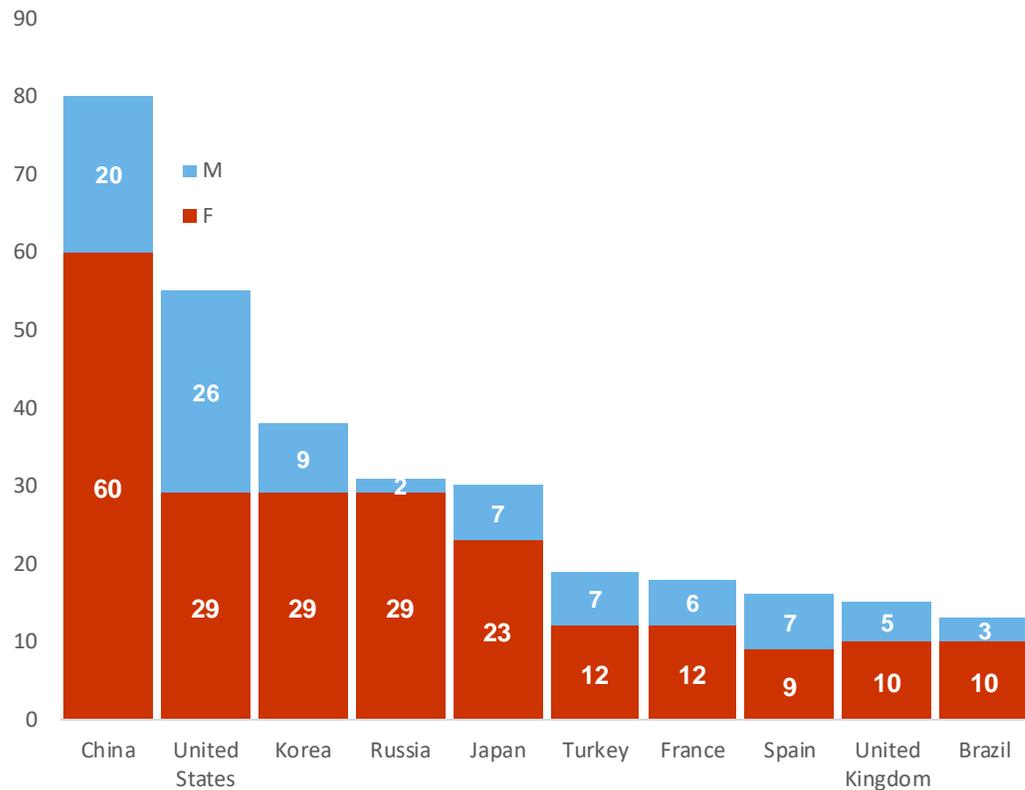


Figure indicates the top 10 countries with the highest number of fellows recruited between 2009 and 1 July 2024.

Country (Top 10 in terms of Fellows)	Period: 2009 - 1 July 2024			
	Number of Fellows	Ranking in terms of Fellows	Ranking in terms of Patent applications	Ranking in terms of Trademark applications
China	80	1	1	1
United States of America	55	2	2	2
Republic of Korea	38	3	4	8
Russian Federation	31	4	7	6
Japan	30	5	3	3
Turkey	19	6	22	7
France	18	7	12	5
Spain	16	8	31	18
United Kingdom	15	9	11	12
Brazil	13	10	10	10

Countries not included in Top 10 in terms of fellows, but being in Top 10 in terms of Patent or Trademark applications				
Australia	12	11	9	15
Germany	9	12	5	9
India	8	14	6	4
Canada	7	17	8	13

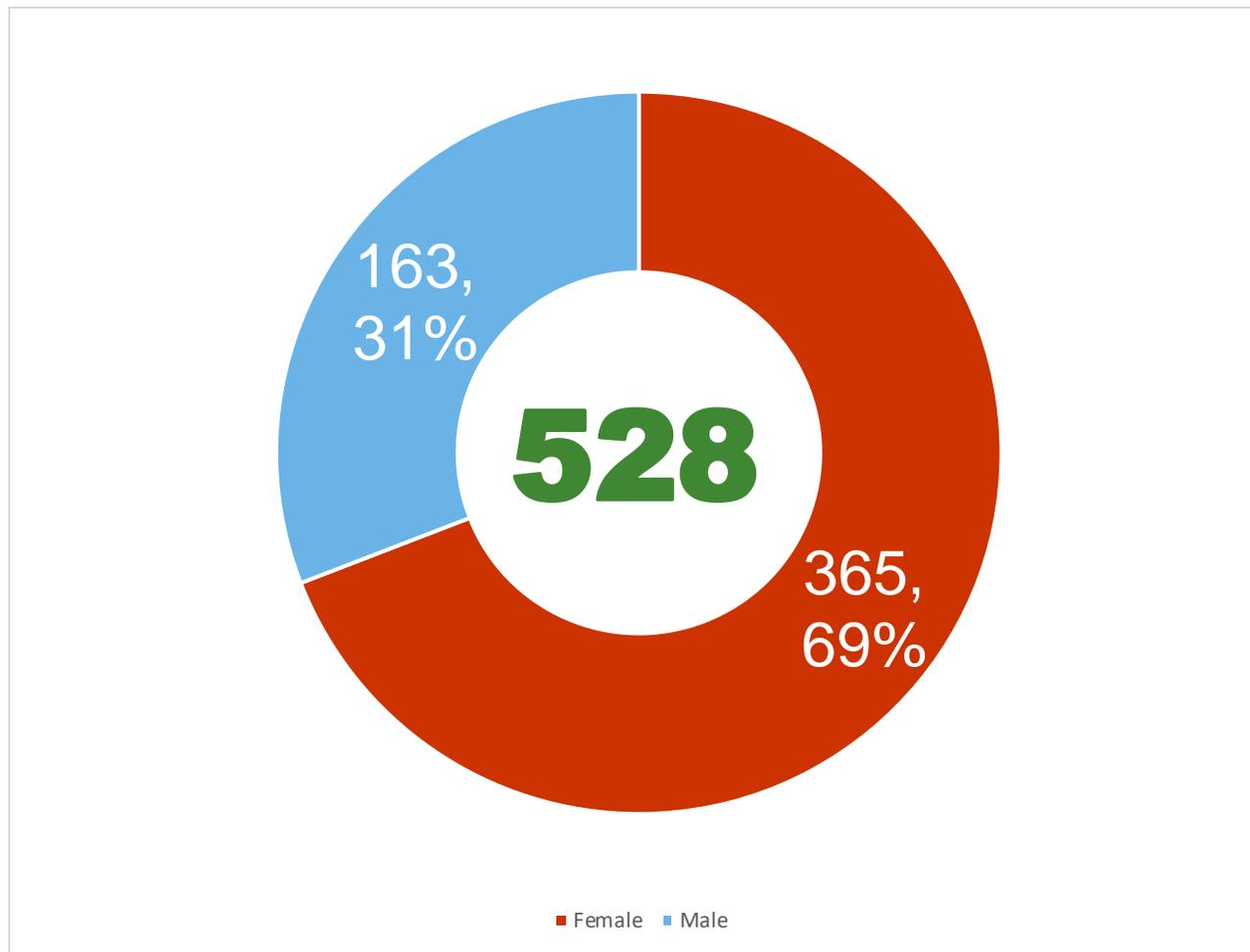
Figure shows the correlation between top 10 countries with the highest number of fellows recruited between 2009 and 1 July 2024 and ranking of these countries in terms of patent and trademark filings. Figure also shows countries that are in Top 10 ranking with respect to either patent or trademark filings, but which are not in the Top 10 in terms of recruited fellows.



Observations

Generally, the Geographic Representation of Fellows correlates with the Patent and Trademark application activity of respective countries. Some countries, like India, Germany, and Canada, rank in the top 10 for Patent and/or Trademark applications; however, they are proportionately less represented through WIPO fellowships. On the other hand, countries like Turkey and Spain are better represented in the fellowships compared to their proportion of filing activity.

Gender Analysis of Fellows Recruited - 2009 -1 July 2024



Observations

A significant number of females (almost 2.2 times higher than males) have been recruited from 2009 to 1 July 2024. There is an opportunity to rebalance the gender split in future recruitments of fellows.

Sector Leads to share insights on the root causes of the skewed gender split in recruitment of fellows.

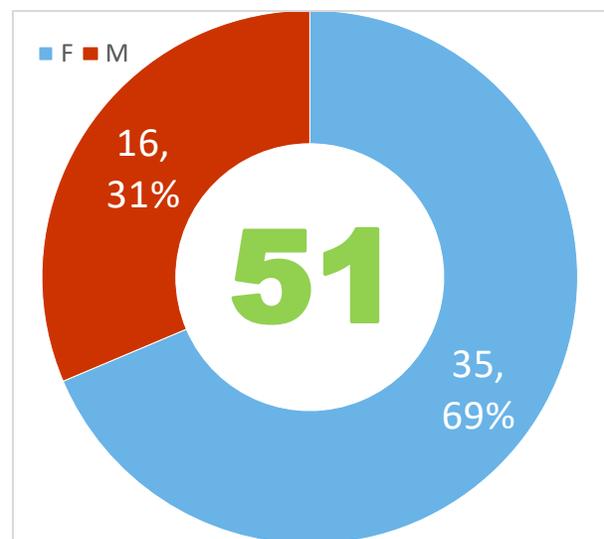
Figure indicates gender representation in the WIPO Fellowship Program cumulatively from 2009 to 1 July 2024.

Career Trajectory of Fellows – based on IOD searches

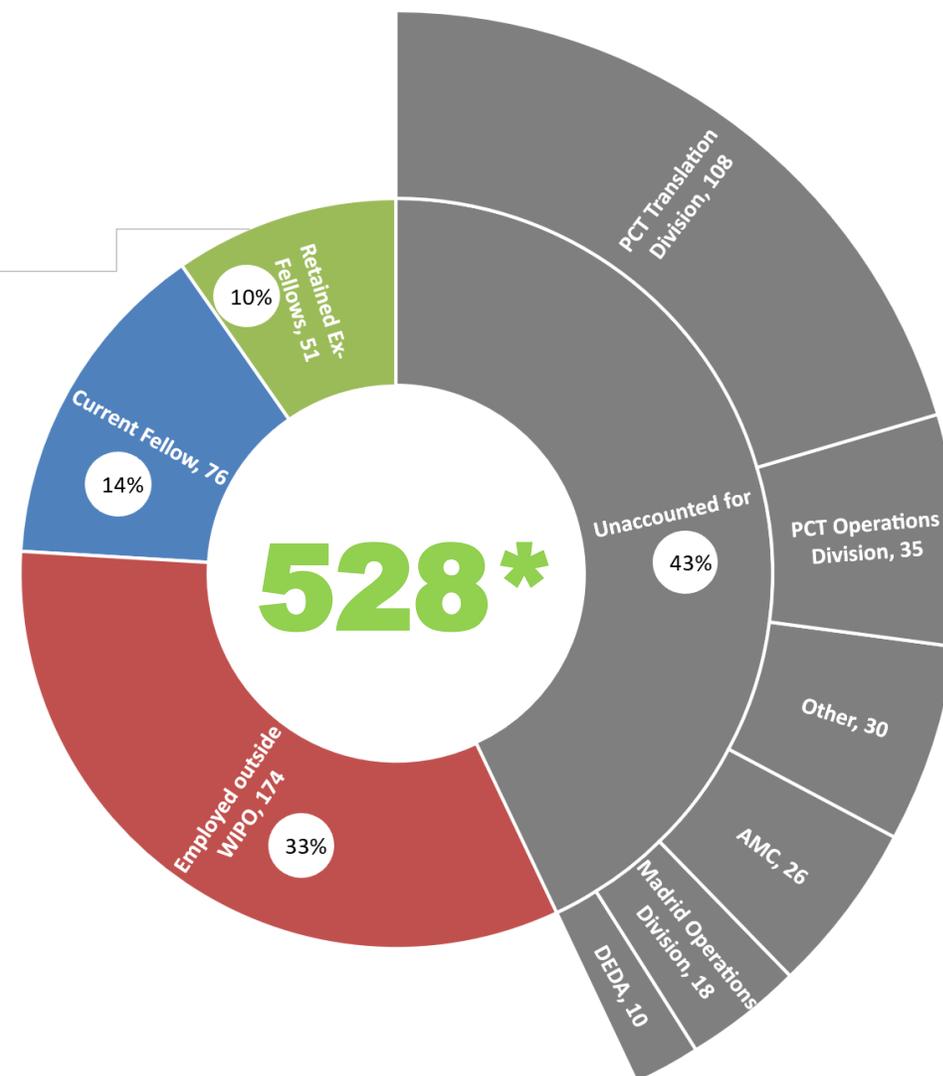
Observation

- ❖ WIPO retained 10% of the fellows who are currently WIPO staff members.
- ❖ The gender proportion for retained fellows is the same as that of fellows recruited from 2009 to July 1, 2024 (F: 69%, M: 31%, refer to slide 10).
- ❖ IOD could not trace the career trajectory of 43% of fellows (via LinkedIn, WIPO Conference participants list, and Google Search), which would significantly affect the impact assessment.

SUBSTANTIVE SECTORS SHOULD TRACE THE CAREER TRAJECTORIES OF FELLOWS TO ASSESS THE IMPACT OF WIPO FELLOWSHIPS IN FUTURE EVALUATIONS.



Retained ex-fellows who are currently WIPO staff members



* Actual number of fellows is 522, as 6 fellows participated in the fellowship program twice.

Conclusion and Recommendations

Based on the pre-evaluation assessment, IOD will not undertake a fully-fledged evaluation in 2024 but will make the following recommendations:

- Divisions are encouraged to track ex-fellows' career path, which will provide critical insights into the strengths and areas of improvement within the fellowship experience.
- Consider balancing gender representation for countries with significant disproportion of female and male candidates.



Acknowledgement

IOD wishes to thank all relevant colleagues for their assistance, cooperation, and interest during this assignment.

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