WIPO High-Level Forum on Utilizing the Intellectual Property System for Economic, Social and Cultural Development

HUMAN RESOURCES DEVELOPMENT: INITIATIVES FOR DEVELOPING AND MANAGING HUMAN RESOURCES TO ENHANCE IP ADMINISTRATION

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Tokyo, Japan
February 22 and 23, 2018
ROLE OF MODERN IP OFFICES

- Granting and registration of IP rights
- Settlement of IP related disputes
- Management and dissemination of IP information
- IP awareness on IP
- Cooperation on IP matters
- Training of experts on IP
ROLE OF REGIONAL OFFICE

- Promoting development and harmonization of IP laws, policies and strategies
- Administration of IP Rights on behalf of Member States
- IP advocacy for integrating IP in development programs & policies
- Participation in norm-setting Forums and debates on emerging issues on IP
- Capacity building and awareness creation on IP
- Coordination of initiatives for the benefit of Member States including ICT infrastructural development
- Dissemination of technological information
DIFFICULTIES IN BUILDING TECHNICAL IP SKILLS BASE

- No formal University-level specific training for Examiners
- Few training opportunities for Examiners (African examiners trained by EPO, WIPO, UKIPO and IP Australia)
- Fewer Institutions offering IP courses at University level
- Lack of resources for the establishment of sustainable partnerships with Universities and other Institutions for the development of Examination skills
- High cost of training Examiners
- Few Offices offering Substantive examination
- Few experienced examiners available
LABOUR INTENSITY V LOW SKILLS IN IP OFFICES

- More support staff as compared to core staff, hampering effective service delivery

ARIPO Core vs Support Staff

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<thead>
<tr>
<th></th>
<th>Core</th>
<th>Support</th>
<th>Total</th>
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<tbody>
<tr>
<td>Establishment</td>
<td>36%</td>
<td>64%</td>
<td>100%</td>
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<tr>
<td>Actual</td>
<td>33%</td>
<td>67%</td>
<td>100%</td>
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- Multi-task officers
- Excessive pressure on limited staff
- Backlogs and poor service delivery

Fostering Creativity and Innovation for Economic Growth and Development in Africa
Establishment of ARIPO ACADEMY (2006)

🌟 **Functions:** Promote IP knowledge & development in Africa
- Organize Training Programs on IP
- Develop IP modules and Training Courses
- Promote Relevant research on IP in Africa
- Forge partnerships on IP research

🌟 **Main Initiatives:**
- Master Degree Program on IP
- Training & Professional Development on IP
- Awareness Creation: Seminars, Conferences
1. WIPO/ARIPO/JPO & Africa University MIP
   - Date of Establishment: 2008
   - Editions: 9
   - Nr. of participants: 315
   - Nr. of graduates: 251

2. ARIPO & Nkwame Nkrumah University (Ghana) MIP
   - Starting: 2018

3. ARIPO & University of Dar es Salaam (Tanzania) MIP
   - Starting 2019
IP-related activities MIP graduates have been involved in since graduating

- Resource persons on IP Awareness matters: 47.20%
- Lecturing or the teaching of IP: 28.30%
- Writing / publishing articles on IP: 15.10%
- Development of Institutional IP Policies: 15.10%
- Development of National IP Policies: 13.20%
- Publication of articles on IP: 15.10%
- Participating in review of Trademark Act, Copyright Act and Industrial Property Act: 7.50%
- Conducting IP awareness through radio programs: 5.70%
- Representing clients in court on IP matters: 5.70%
- Initiating establishment of technology and Innovation Support Center (TISC): 3.80%
- Establishing IP firms with other partners: 7.50%
IP AUSTRALIA/ARIPO RPET PROGRAM

- Regional Patent Examination Training (RPET) - 2013
- Partnership by ASEAN and IP Australia with support from WIPO
- In depth training program focusing on PCT search and examination
- ARIPO has trained 4 Examiners under the IP Australia RPET Program since 2013
- RPET is now being localized to ARIPO with first intake in 2018
- RPET presents an opportunity for the development of skills both for the Secretariat and the Member States
WIPO/ARIPO/JPO PATENT DRAFTING PROGRAMMES

• WIPO/ARIPO/JPO Initiative – 2009
• Editions: 7
• Participants: 161
• Origin: Members and Observer States of ARIPO
• Objective: Provide participants with tools and skills for the drafting of patent specifications and claim design and interpretation. The course enhances the capacity of patent drafting in African Countries with the ultimate goal of increasing the level and quality of patenting in the region.
VALUE AND GROWTH STRATEGIC PLAN 2016-2020

• **V&G** is a transformation programme aiming at changing the face of the Organization with regards to performance and culture

• **V&G** entrenches a culture of High Performance Leadership - all individuals have the duty to take charge, clarifying for themselves what needs to be done and why, with leaders then providing guidance on how such performance should transpire

• **V&G** seeks to achieve the following:
  – Alignment of individual objectives with expected results of the Organization;
  – Systematic and proactive staff development; and
  – Continuous dialogue between management and staff to generate common understanding and engagement

• Successful implementation of the plan yielding results since 2016
• Organizational Restructuring & establishment of 3 Divisions
• IP Operations
• IP Development
• Corporate Services
• Placement of Staff in new Structure
• New Recruitments

Focus of the mapping was to ensure that individuals are aligned with the mission, vision and strategy to contribute to the attainment of organizational goals.

• Employee engagement survey undertaken: 74% staff engagement (highly engaged workforce)
COMPETENCY BASED RECRUITMENT

- System introduced in 2016 – V&G Strategy
- Deliberate steps to address the skills imbalances at the Secretariat
- Robust staff recruitment and selection approaches to ensure that the Organization secures the best talent
- Greater focus placed on the recruitment and training of Examiners
- Streamlined recruitment processes that include interviews, practical tests, psychometric tests
REWARDS AND RECOGNITION PROGRAM

**Purpose**: Rewarding and recognizing top performers among staff and entrenching a high performance culture

**Criteria**: Winners chosen on the basis of their job performance according to pre-determined categories

**Awards**: Employees may win a monthly award or an annual award
INTRODUCTION OF ONLINE SERVICES

Polite +: From 2015

- Accessible to public
- State of the Art Searches
- E-filing
- Online payment (e-payment)
- Access IP Journals
- IP Forms
- Fees
- Information on IP ARIPO Services
- Regional Databases

http://regionalip.aripo.org

Fostering Creativity and Innovation for Economic Growth and Development in Africa
CONCLUSIONS

• Modern IP Offices require skills to deal with functions that go beyond mere IP Administration
• There are challenges in African countries to cope with pressures exerted to the IP Offices due to lack of skilled personnel
• Training is crucial to capacitate African IP Offices
• Partnerships can fast-track development of capacities in IP Offices
• Improvement of Business Process including through automation can assist IP offices to leap-frog stages of development
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