Closing the gender gap in IP: WIPO’s response

Sara Callegari
Gender and Diversity Specialist
Outline

- The Gender IP Gap: statistics
- WIPO’s response
In 2020, 16.5 % of PCT applicants were women.
The number of women using the PCT system keeps increasing, however the rate is slow.

Progress is there, but slow:
- In 25 years, the % of women PCT applicants hasn’t even doubled.
- Some years have seen no progress.
- At this rate, WIPO estimates that it will take almost 40 years to reach parity (2058).
Women’s participation has increased in most regions

Percentage of women inventors, by region

- **Africa**: 0% in 2010, 5% in 2015, 10% in 2020
- **Europe**: 0% in 2010, 5% in 2015, 10% in 2020
- **Oceania**: 0% in 2010, 5% in 2015, 10% in 2020
- **World**: 0% in 2010, 5% in 2015, 10% in 2020
- **North America**: 0% in 2010, 5% in 2015, 10% in 2020
- **Asia**: 0% in 2010, 5% in 2015, 10% in 2020
- **LAC**: 0% in 2010, 5% in 2015, 10% in 2020

**Legend:**
- **Women inventors 2010**
- **Women inventors 2015**
- **Women inventors 2020**
Most women using the PCT system work in universities or public research organizations.

![Bar chart showing the comparison of female inventor shares in Business, Individual, PRO, and University settings for 2019 and 2020. The chart indicates a higher share of female inventors in University settings compared to Business and Individual settings. The PRO setting shows a significantly higher share of female inventors in 2020 compared to 2019.]
Companies are the most important generators of patent applications (2020)
WIPO’s response
A multitude of factors determine the gender gap in IP

- Prejudices, preconceptions, stereotypes
- Inadequate understanding of gender gap in IP
- Limited understanding of value of IP
- Unequal access to IP services
- Accessibility of networks
- “Double burden”
- Other
In its response, WIPO collaborates with many different partners:

- Governments
- IP Offices
- IP Practitioners
- CSOs
- Universities and research centers
- Companies
WIPO’s response: increase representation and normalize imagine of women as inventors/creators

- Dissemination of inspiring stories of women inventors and creators
- Balanced representation among inventors/creators
- Stories that feature unique challenges

Prejudices, preconceptions, stereotypes
WIPO’s response: produce, analyze and disseminate qualitative and quantitative data to support evidence-based policy/programs

- Data:
  - Worldwide gender-name dictionary
  - Sex-disaggregation of PCT applications data
- Global and country level studies on determinants of inclusion/exclusion
- Sharing sessions for Member States/the IP community

Inadequate understanding of gender gap in IP

Governments, IP Offices, Universities, Companies
WIPO’s response: increase awareness of IP for business for everyone

- Awareness raising sessions on value of IP
- Capacity building sessions for prospective inventors/creators
- Dedicated WIPO Academy courses

Limited understanding of value of IP

Governments, IP Offices
WIPO’s response: ensure IP services are as inclusive as possible

- Gender analysis of accessibility of IP services and outreach efforts
- Capacity building workshops:
  - Gender-sensitive plans for IP Offices
  - Inclusive practices by IP Offices

Unequal access to IP services

IP Offices, IP Practitioners,
Aligning external response and internal practices

Make WIPO a more gender-responsive organization

- Unconscious bias and inclusive leadership training
- Gender parity targets
- Guidelines for gender-inclusive language
- Gender-sensitive evaluations
Thank you

For more info please visit