



WIPO Workforce 2021

Workforce

- 1 Workforce at a glance
- 2 Workforce distribution by sector
- 3 Workforce by contract
- 4 Workforce comparison by year
- 5 Fellows (2009-2021)
- 6 Interns (2009-2021)

Diversity

- 7 Diversity
- 8 Member States represented among WIPO staff
- 9 Geographical representation of staff by region
- 10 Geographical representation of staff by region, contract type and gender
- 11 Representation of men and women by grade, category and age
- 12 Staff on part-time employment

Talent sourcing

- 13 Vacancy announcements by grade in 2020
- 14 Applications received in 2020
- 15 Applications by region and gender
- 16 Appointments by region in 2020
- 17 Applicants from unrepresented Member States
- 18 Progress of candidates through selection phases
- 19 Upcoming retirements
- 20 Separations

Development

- 21 Training in 2020
- 22 2020 performance evaluation

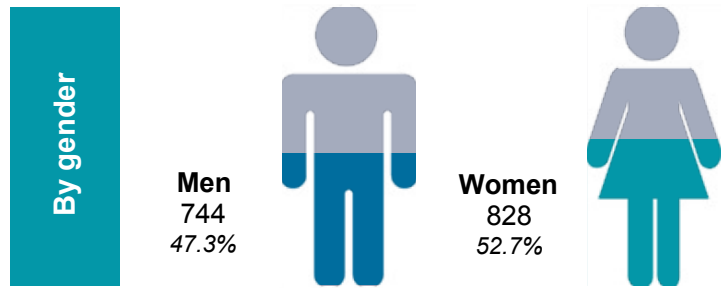
Conflict management

- 23 Conflict management



1. Workforce at a glance

As of 30 June 2021, the workforce of the World Intellectual Property Organization amounted to 1,572.



	Total workforce	Men	Women
--	-----------------	-----	-------



Core Workforce ¹ % of total workforce

1,083
68.9%

498
31.7%

585
37.2%

Executive ²	9	6	3
Director	72	48	24
Professional	528	268	260
National Professional Officer (NPO)	5	1	4
General Service	469	175	294



Flexible Workforce ³ % of total workforce

489
31.1%

246
15.6%

243
15.5%

Professional ⁴	38	23	15
National Professional Officer (NPO) ⁴	2	2	0
General Service ⁴	23	4	19
Reserves + FITs ⁵	35	18	17
UN Staff on Loan ⁶	2	0	2
UNDP JPOs ⁷	5	1	4
Monthly translator/reviser	9	3	6
Fellows	64	24	40
Interns	15	4	11
Other non-staff ⁸	296	167	129

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 Services (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. Includes Individual Contractor Services (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.



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	218	111	107
	164	110	54
	382	221	161
Brands and Designs Sector	151	64	87
	84	42	42
	235	106	129
Copyright and Creative Industries Sector	38	14	24
	30	10	20
	68	24	44
Director General	83	33	50
	34	12	22
	117	45	72
Global Challenges and Partnerships Sector	39	16	23
	17	6	11
	56	22	34
Infrastructure and Platforms Sector	57	35	22
	29	14	15
	86	49	37
IP and Innovation Ecosystems Sector	69	30	39
	44	13	31
	113	43	70
Patents and Technology Sector	338	150	188
	55	27	28
	393	177	216
Regional and National Development Sector	90	45	45
	32	12	20
	122	57	65

- Core workforce
- Flexible workforce
- Total



3. Workforce by contract

Total	Men	Women
Permanent 603	272	331
Continuing 160	79	81
Fixed-term 320	147	173
Temporary 63	29	34
Reserves + FITs fixed-term 33	18	15
Reserves + FITs temporary 2	0	2
UN Staff on Loan 2	0	2
UNDP JPOs 5	1	4
Monthly translator/reviser 9	3	6
Fellows 64	24	40
Interns 15	4	11
Other type of contract 296	167	129
TOTAL	1,572	828



4. Workforce comparison by year



Core workforce

	2016	2017	2018	2019	2020	June 21
Executive	8	9	9	9	8 ¹	9
Director	61	63	64	73	76	72
Professional	471	484	510	516	531	528
National Professional Officer (NPO)	2	3	3	4	4	5
General Service	502	498	495	488	473	469
UN Staff on Loan ²	0	2	3	0	0	0
	1,044	1,059	1,084	1,090	1,092	1,083



Flexible workforce

	2016	2017	2018	2019	2020	June 21
Director	2	3	3	2	0	0
Professional	52	57	41	46	36	38
National Professional Officer (NPO)	0	0	0	1	1	2
General Service	40	24	16	21	18	23
Reserves + FITs	22	20	18	29	33	35
UN Staff on Loan ²	0	0	0	0	1	2
UNDP JPOs	0	2	1	4	5	5
Monthly translator/reviser	0	0	0	0	7	9
Fellows	37	47	47	71	70	64
Interns	26	19	26	25	16	15
Other non-staff	179	303	322	164	259	296
	358	475	474	363	446	489

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 are included in the Flexible Workforce as from end 2020.



5. Fellows (2009-2021)

Between 2009 and 2021, WIPO welcomed a total of 368 fellows.

By gender

Men
119
32.3%



Women
249
67.7%



By WIPO regions



© 2021 Mapbox © OpenStreetMap



By WIPO programs

- 1 Translation Fellows**
149
- 2 Examination Fellows**
104
- 3 Legal Case Manager Fellows**
71
- 4 Other specialised Fellows**
33
- 5 Visiting and Research Fellows**
12



6. Interns (2009-2021)

Between 2009 and 2021, WIPO welcomed a total of 530 interns.

By gender

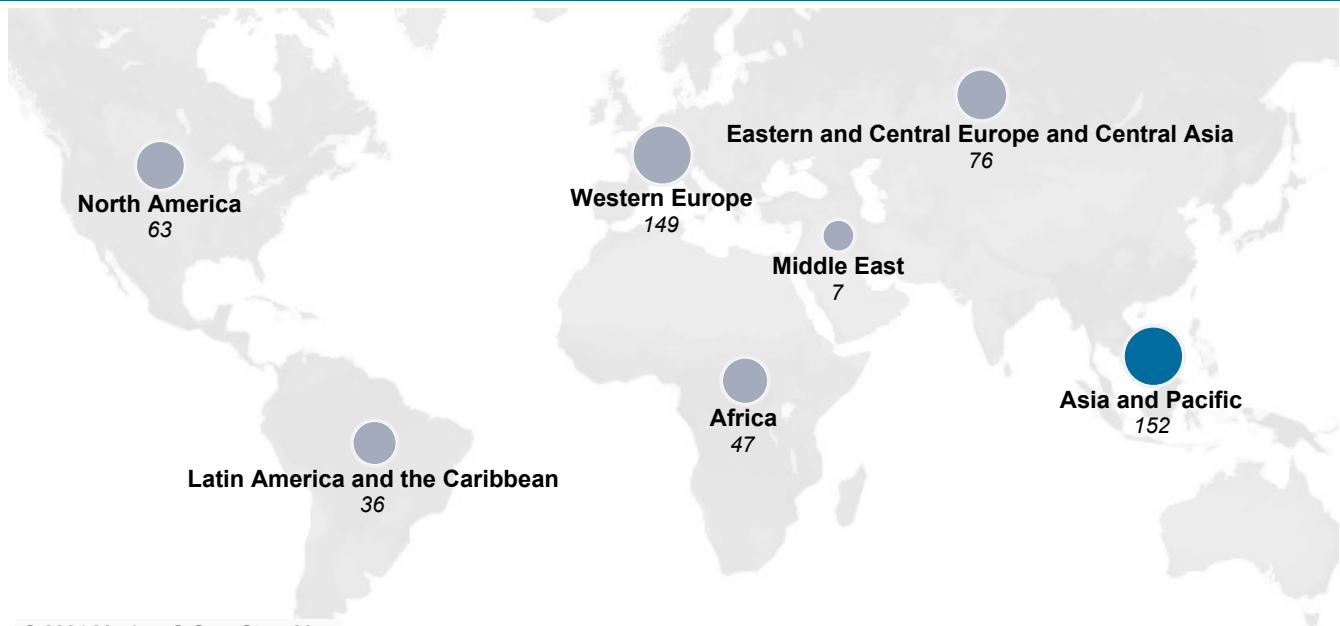
Men
191
36%



Women
339
64%



By WIPO regions



© 2021 Mapbox © OpenStreetMap



By WIPO programs

- Director General**
177
- Global Challenges and Partnerships Sector**
83
- Regional and National Development Sector**
66
- Administration, Finance and Management Sector**
53
- Brands and Designs Sector**
52
- Patents and Technology Sector**
50
- Copyright and Creative Industries Sector**
28
- Infrastructure and Platforms Sector**
20
- IP and Innovation Ecosystems Sector**
1



7. Diversity

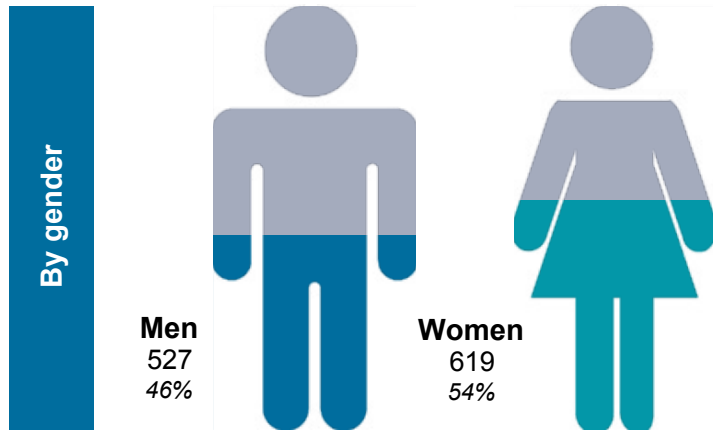
Professional and higher categories, and General Service on regular budget



121
nationalities

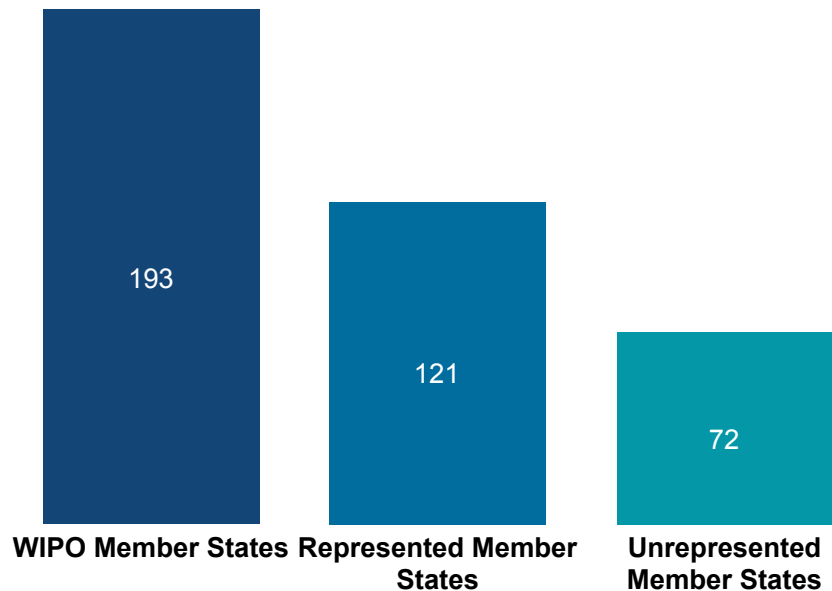


49.2
average age



8. Member States represented among WIPO staff

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



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

List of unrepresented Member States as at June 2021: Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Barbados, Belize Botswana, Brunei Darussalam, Burkina Faso, Burundi, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Cook Islands, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gambia (the), Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Republic, Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Montenegro, Namibia, Nauru, Niger, Niue, Oman, Panama, Papua New Guinea, Paraguay, Qatar, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, Somalia, Suriname, Tajikistan, Thailand, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Vanuatu and Yemen.



9. Geographical representation of staff by region

Professional and higher categories on regular budget



Total	Men	Women
Western Europe 285 44.0%	139	146
Asia and Pacific 122 18.7%	71	51
North America 72 11.1%	40	32
Africa 64 10.0%	41	23
Eastern and Central Europe and Central Asia 53 8.9%	28	25
Latin America and the Caribbean 45 7.3%	21	24
Middle East 13 2.3%	8	5



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

Professional and higher categories on regular budget



Fixed term, continuing and permanent staff



	Africa	Asia and Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	39	67	28	20	7	32	130
Women	22	47	22	23	4	30	143



Temporary staff



	Africa	Asia and Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	2	4	0	1	1	8	9
Women	1	4	3	1	1	2	3



11. Representation of men and women by grade, category and age



By grade

Grade	Total	Men	Women
D2	10	9	1
D1	62	39	23
P5	101	71	30
P4	192	96	96
P3	171	84	87
P2	62	16	46
P1	2	1	1
NPO	5	1	4
G7	30	5	25
G6	231	79	152
G5	171	74	97
G4	33	15	18
G3	4	2	2



By category and average age

Category	Total	Men	Women
Director <i>average age</i>	72 55.4	48 55.6	24 54.8
Professional <i>average age</i>	528 48.7	268 49.0	260 48.3
National Professional Officer (NPO) <i>average age</i>	5 43.2	1 45.0	4 42.8
General Service <i>average age</i>	469 50.4	175 51.4	294 49.7



12. Staff on part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% full-time equivalent) 1,007		512	495
Part-time (90% full-time equivalent) 26		1	25
Part-time (80% full-time equivalent) 74		3	71
Part-time (50% full-time equivalent) 9		0	9



Temporary staff

	Total	Men	Women
Full-time (100% full-time equivalent) 64		29	35
Part-time (80% full-time equivalent) 1		0	1



13. Vacancy announcements by grade in 2020

Fixed Term Appointment



Temporary Appointment



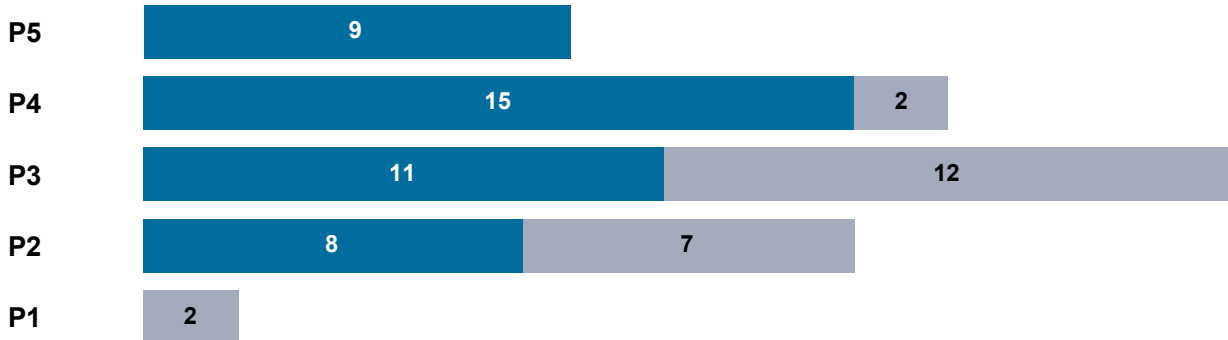
Total



Director



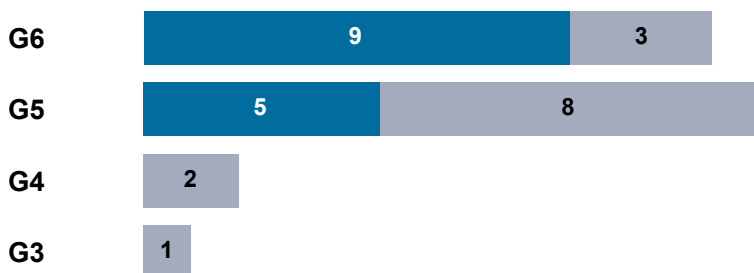
Professional



National Professional Officer



General Service



Fixed-term vacancies

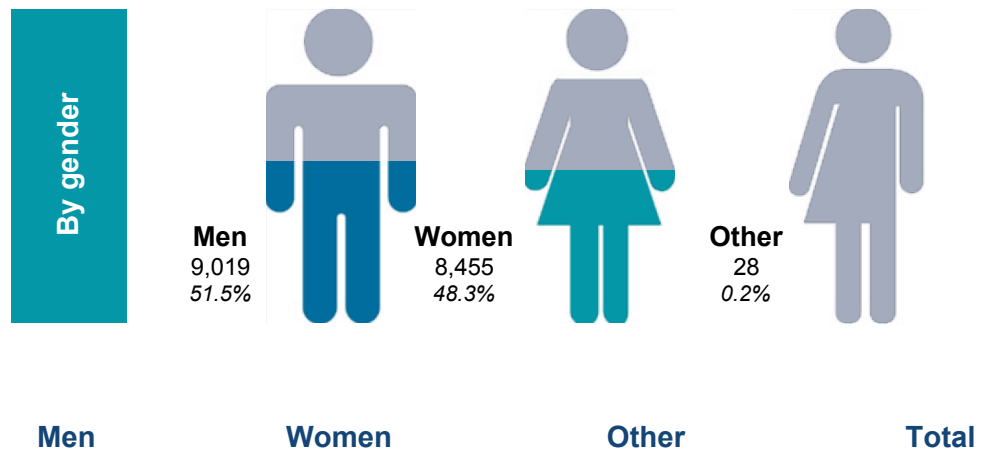
Temporary vacancies

Note: In view of the transition to a new Administration and the subsequent restructuring of Sectors, a number of vacancies were cancelled.



14. Applications received in 2020

Number of job applications received in 2020: 17,502



Director

	Men	Women	Other	Total
D2	158	65	1	224
D1	491	140	2	633
	649	205	3	857

Professional

	Men	Women	Other	Total
P5	1,078	380	0	1,458
P4	1,655	922	4	2,581
P3	2,282	1,784	10	4,076
P2	1,584	2,230	4	3,818
P1	176	273	2	451
	6,775	5,589	20	12,384

National Professional Officer

	Men	Women	Other	Total
NOE	19	8	0	27
NOD	49	39	0	88
	68	47	0	115

General Service

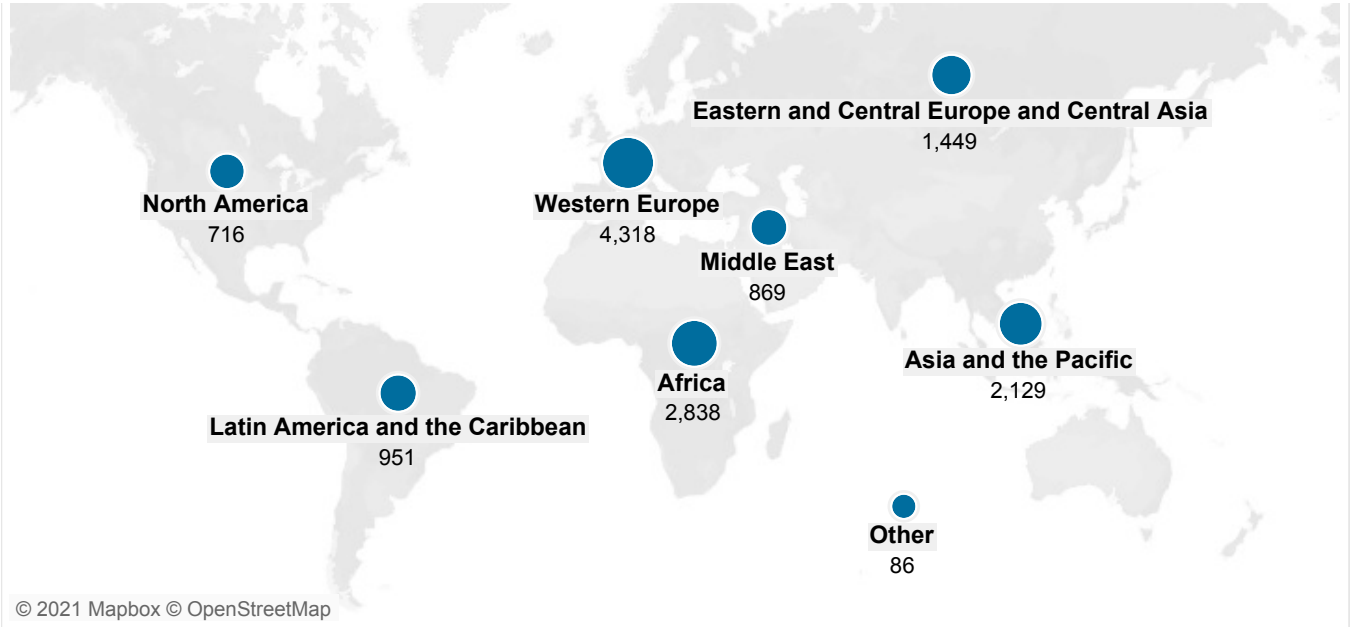
	Men	Women	Other	Total
G6	705	1,048	0	1,753
G5	679	1,306	4	1,989
G4	96	128	0	224
G3	47	132	1	180
	1,527	2,614	5	4,146

Note: In view of the transition to a new Administration and the subsequent restructuring of Sectors, a number of vacancies were cancelled.



15. Applications by region and gender

Professional and higher categories



Region	Men	Women	Other	Total
Africa	1,905	925	8	2,838
Asia and the Pacific	1,279	847	3	2,129
Eastern and Central Europe and Central Asia	571	875	3	1,449
Latin America and the Caribbean	470	481	0	951
Middle East	499	370	0	869
North America	404	309	3	716
Western Europe	2,312	2,000	6	4,318
Other	52	34	0	86
Total	7,492	5,841	23	13,356

Note: excluding appointments to posts under Funds-In-Trust.



16. Appointments by region in 2020

Professional and higher categories

Total appointment decisions made for fixed-term posts: 45



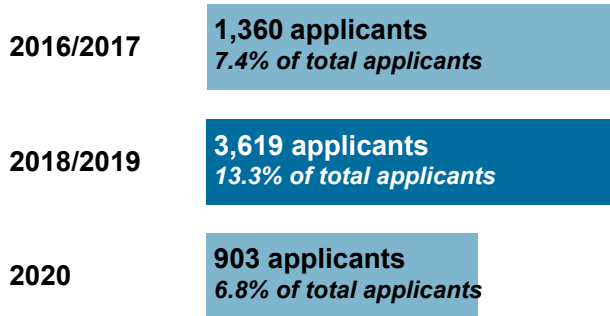
Region	Men	Women	Total
Africa	1	2	3
Asia and the Pacific	5	5	10
Eastern and Central Europe and Central Asia	3	3	6
Latin America and the Caribbean	0	1	1
Middle East	3	0	3
North America	2	0	2
Western Europe	9	11	20
Other	0	0	0
Total	23	22	45

Note: excluding appointments to posts under Funds-In-Trust.



17. Applicants from unrepresented Member States

Professional and higher categories



Breakdown by gender

Category	2016/17	2018/19	2020
Male applicants from unrepresented Member States as % of all male applicants	565 6.6%	2,356 15.3%	665 7.5%
Female applicants from unrepresented Member States as % of all female applicants	695 8.4%	1,263 10.6%	512 8.8%
Other applicants from unrepresented Member States as % of all other applicants	0 0.0%	0 0.0%	1 4.3%



18. Progress of candidates through selection phases

Fixed-term vacancies, P4 to D2

Male applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	6	0	0	1
	2018-2019	11	10	4	2
	2020	3	3	1	1
D1	2016-2017	53	31	19	8
	2018-2019	91	63	39	17
	2020	9	5	3	0
P5	2016-2017	71	33	20	10
	2018-2019	58	44	16	6
	2020	38	21	10	5
P4	2016-2017	139	61	38	14
	2018-2019	191	112	53	21
	2020	62	33	15	11

Female applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	1	0	0	0
	2018-2019	2	2	2	0
	2020	1	1	0	0
D1	2016-2017	30	24	19	3
	2018-2019	61	33	16	6
	2020	11	5	4	2
P5	2016-2017	54	32	20	2
	2018-2019	47	27	17	7
	2020	12	4	2	0
P4	2016-2017	108	62	38	12
	2018-2019	138	80	44	21
	2020	36	21	10	5



19. Upcoming retirements

Based on retirement at the age of 65 years

Grade	Gender	2021	2022	2023	2024	2025	2026
Director and Higher	Men	1	0	4	3	3	6
	Women	0	0	4	1	0	4
	Total	1	0	8	4	3	10
Professional	Men	2	0	11	4	9	7
	Women	3	0	3	5	7	4
	Total	5	0	14	9	16	11
General Service	Men	0	1	2	5	3	5
	Women	0	0	4	5	9	7
	Total	0	1	6	10	12	12
Total		6	1	28	23	31	33

Note: effective January 1, 2020, staff members whose mandatory retirement age is 60 or 62 may opt to retire at age 65.

↔ 20. Separations

Category	2015	2016	2017	2018	2019	2020
Retirement	20	19	30	21	21	17
Resignation	7	13	4	12	10	9
Termination	16	14	2	2	26	6
Expiration of appointment	3	7	6	47	10	4
Death	1	0	0	0	0	4
Termination following Disability	0	0	4	6	5	4
Inter-Agency transfer	1	1	3	1	3	2
Total	48	54	49	89	75	46

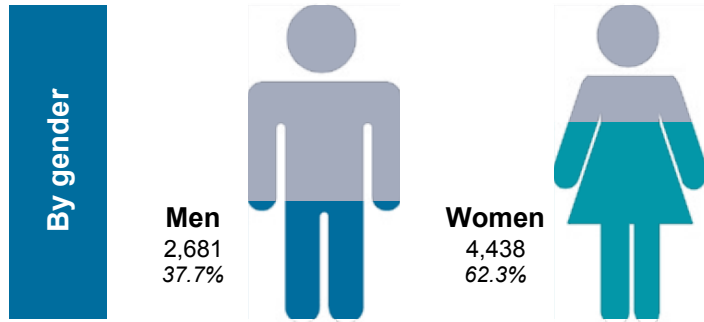


21. Training in 2020

Total number of training participants:
7,119

Total number of training days provided:
3,965

Average training days per staff member:
2.7



Training categories and days in 2020



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.

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



22. 2020 performance evaluation

1,012 performance evaluations for 2020 have been completed as at June 30, 2021.

Ratings

Outstanding performance

263
24.4%

Effective performance

746
69.1%

Improvement in performance needed

3
0.3%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

63
5.8%

PMSDS not completed

4
0.4%

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

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



23. Conflict management



Cases filed by staff

	2016	2017	2018	2019	2020
Requests for Review of Administrative Decisions	11	23	25 ¹	15	5
Grievances ²	3	2	7	2	1
Rebuttals of Performance Appraisals	3	0	5	1	0
Internal Appeals to WIPO Appeal Board	12	18	16 ³	27	9
Complaints to ILO Administrative Tribunal	10 ⁴	5	11 ⁵	12	8
Total	39	48	64	57	23



Cases filed by subject matter in 2020

Appointment related

5

Harassment

5

Miscellaneous

5

Disciplinary matters

2

Selection

2

Benefits/Entitlements

1

Classification

1

Performance Management

1

Termination

1

Non-renewal

0

Organizational Design

0

Promotion

0

Transfer

0

Note: A single case could 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 International Labour Organization (ILO) Administrative Tribunal).

1. One case includes 319 requests for review filed by staff serving in Geneva in the Professional and higher categories, against the reduction of the post adjustment multiplier.

2. Figures on "Grievances" reflect the number of staff members who filed formal harassment complaints during each reporting period.

3. One case includes 44 appeals filed before the WAB by (current or former) staff members regarding their former contractual status.

4. One case includes 44 complaints filed before the ILOAT by (current or former) staff members regarding their former contractual status.

5. One case includes 253 complaints filed before the ILOAT by staff serving in Geneva in the Professional and higher categories, against the reduction of the post adjustment multiplier.