



WIPO Workforce 2022

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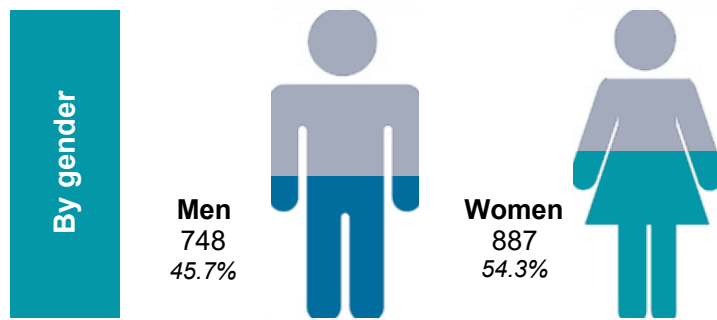
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1. Workforce at a glance

As of December 31, 2022, the workforce of the World Intellectual Property Organization comprised 1,635 people



Total workforce	Men	Women
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Core workforce ¹	1,069	490	579
<i>% of total workforce</i>	65.4%	30.0%	35.4%

Executive ²	9	6	3
Director	71	48	23
Professional	538	270	268
National Professional Officer (NPO)	5	1	4
General Service	446	165	281



Flexible workforce ³	566	258	308
<i>% of total workforce</i>	34.6%	15.8%	18.8%

Director	1	0	1
Professional ⁴	42	18	24
National Professional Officer (NPO) ⁴	1	0	1
General Service ⁴	14	2	12
Reserves + FITs ⁵	35	16	19
UN Staff on Loan ⁶	4	2	2
UNDP JPOs ⁷	5	1	4
Young experts ⁸	11	5	6
Fellows	97	29	68
Interns	20	3	17
Other non-staff ⁹	336	182	154



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	214	107	107
	153	109	44
	367	216	151
Brands and Designs Sector	144	57	87
	88	38	50
	232	95	137
Copyright and Creative Industries Sector	30	11	19
	43	12	31
	73	23	50
Director General	92	37	55
	39	12	27
	131	49	82
Global Challenges and Partnerships Sector	42	17	25
	23	3	20
	65	20	45
Infrastructure and Platforms Sector	60	38	22
	29	16	13
	89	54	35
IP and Innovation Ecosystems Sector	59	28	31
	70	20	50
	129	48	81
Patents and Technology Sector	337	151	186
	59	27	32
	396	178	218
Regional and National Development Sector	91	44	47
	62	21	41
	153	65	88

- Core workforce
- Flexible workforce
- Total



3. Workforce distribution by contract type

Total	Men	Women
Permanent 557	250	307
Continuing 196	96	100
Fixed-term 316	144	172
Temporary 58	20	38
Fixed-term reserves + FITs 33	16	17
Temporary reserves + FITs 2	0	2
UN Staff on Loan 4	2	2
UNDP JPOs 5	1	4
Young experts 11	5	6
Fellows 97	29	68
Interns 20	3	17
Other type of contract 336	182	154
TOTAL	1,635	887



4a. Core workforce comparison by year



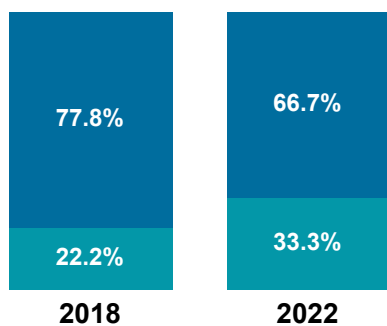
Core workforce

	2018	2019	2020	2021	2022
Executive	9	9	8 ¹	9	9
Director	64	73	76	70	71
Professional	510	516	531	530	538
National Professional Officer (NPO)	3	4	4	5	5
General Service	495	488	473	460	446
UN Staff on Loan ²	3	0	0	0	0
	1,084	1,090	1,092	1,074	1,069

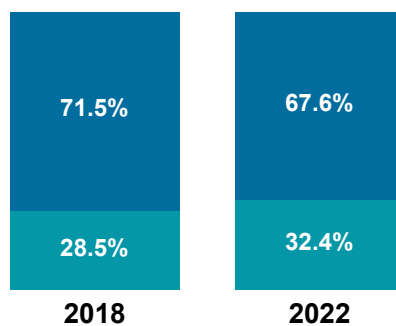


Core workforce gender parity, from 2018 to 2022

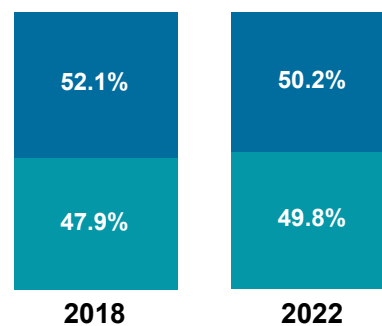
Executive



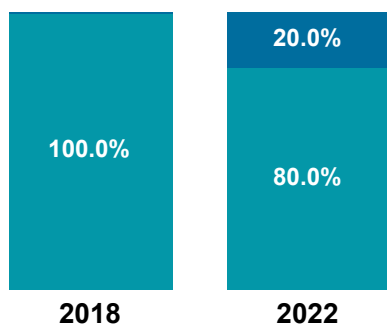
Director



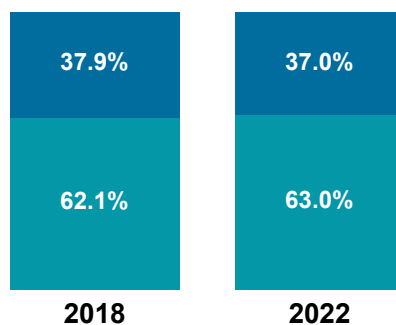
Professional



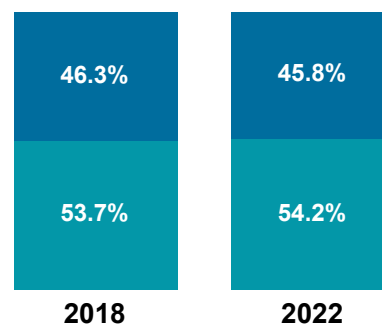
NPO



General Service



Overall



Men

Women



4b. Flexible workforce comparison by year

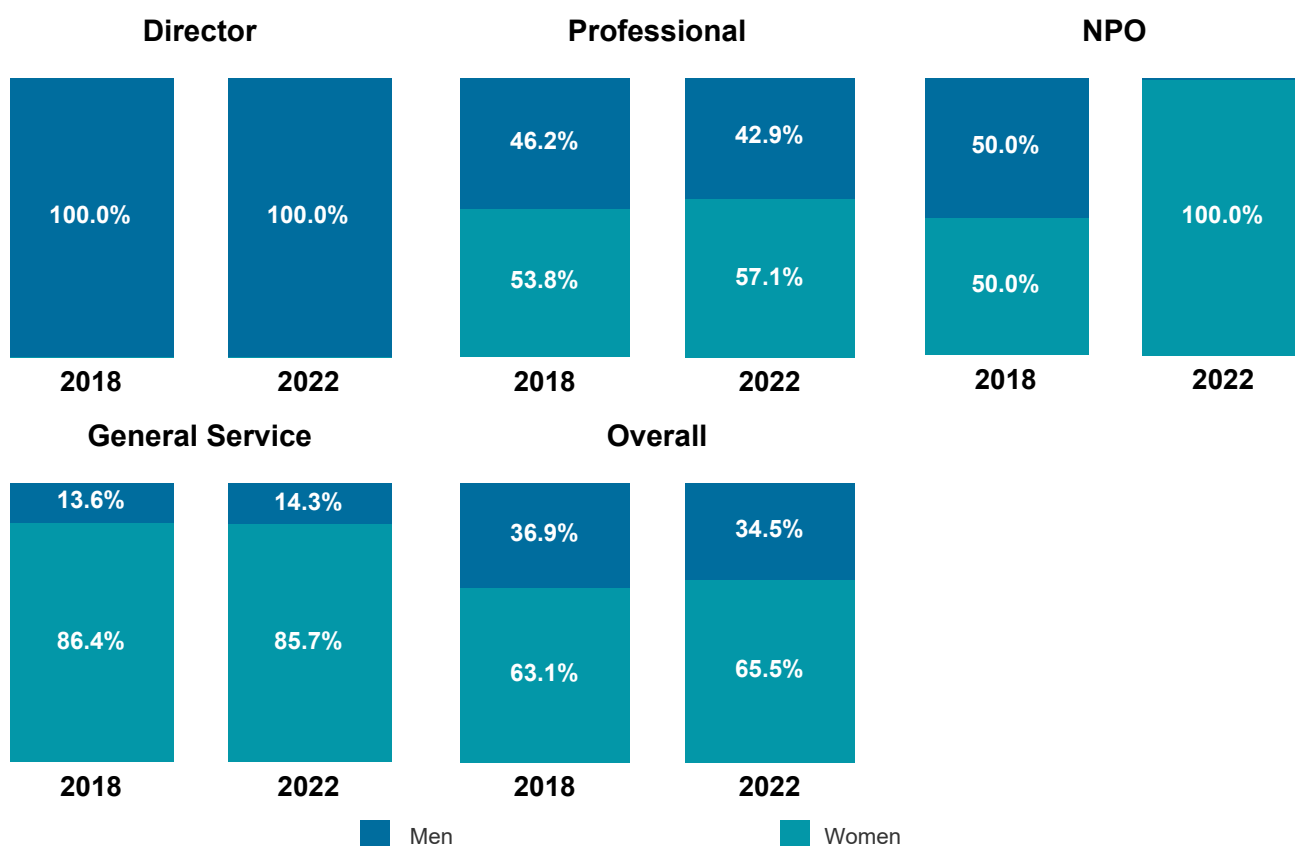


Flexible workforce

	2018	2019	2020	2021	2022
Director	3	2	0	1	1
Professional	41	46	36	40	42
National Professional Officer (NPO)	0	1	1	1	1
General Service	16	21	18	23	14
Reserves + FITs	18	29	33	32	35
UN Staff on Loan ¹	0	0	1	2	4
UNDP JPOs	1	4	5	5	5
Monthly translators/revisers	0	0	7	0	0
Young experts	0	0	0	0	11
Fellows	47	71	70	84	97
Interns	26	25	16	17	20
Other non-staff	322	164	259	309	336
Total	474	363	446	514	566



Flexible workforce gender parity, from 2018 to 2022





4c. Overall workforce comparison by year

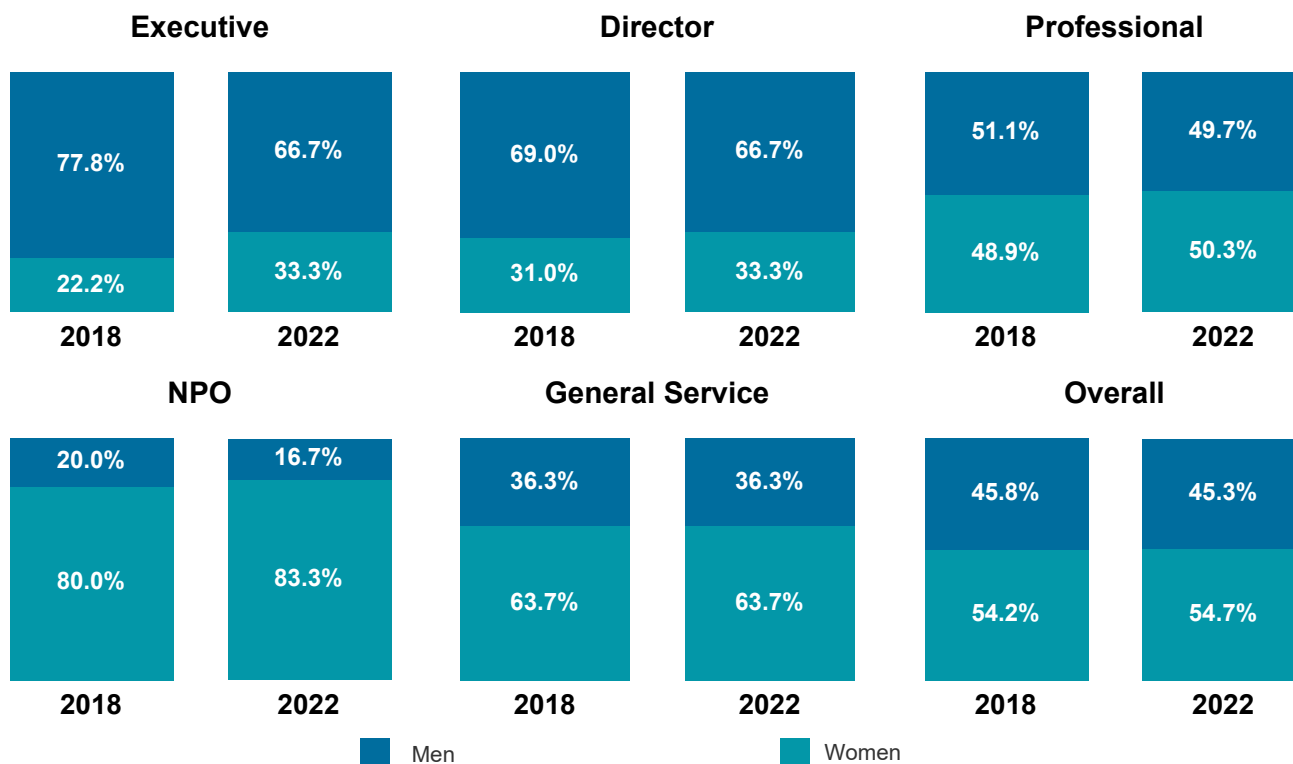


Overall workforce

	2018	2019	2020	2021	2022
Executive	9	9	8 ¹	9	9
Director	67	75	76	71	72
Professional	551	562	567	570	580
National Professional Officer (NPO)	3	5	5	6	6
General Service	511	509	491	483	460
Reserves + FITs	18	29	33	32	35
UN Staff on Loan ²	3	0	1	2	4
UNDP JPOs	1	4	5	5	5
Monthly translators/revisers	0	0	7	0	0
Young experts	0	0	0	0	11
Fellows	47	71	70	84	97
Interns	26	25	16	17	20
Other non-staff	322	164	259	309	336
	1,558	1,453	1,538	1,588	1,635



Overall workforce gender parity, from 2018 to 2022





5. Fellows (2009-2022)

Between 2009 and 2022, WIPO welcomed a total of 466 fellows.

By gender

Men
148
31.8%



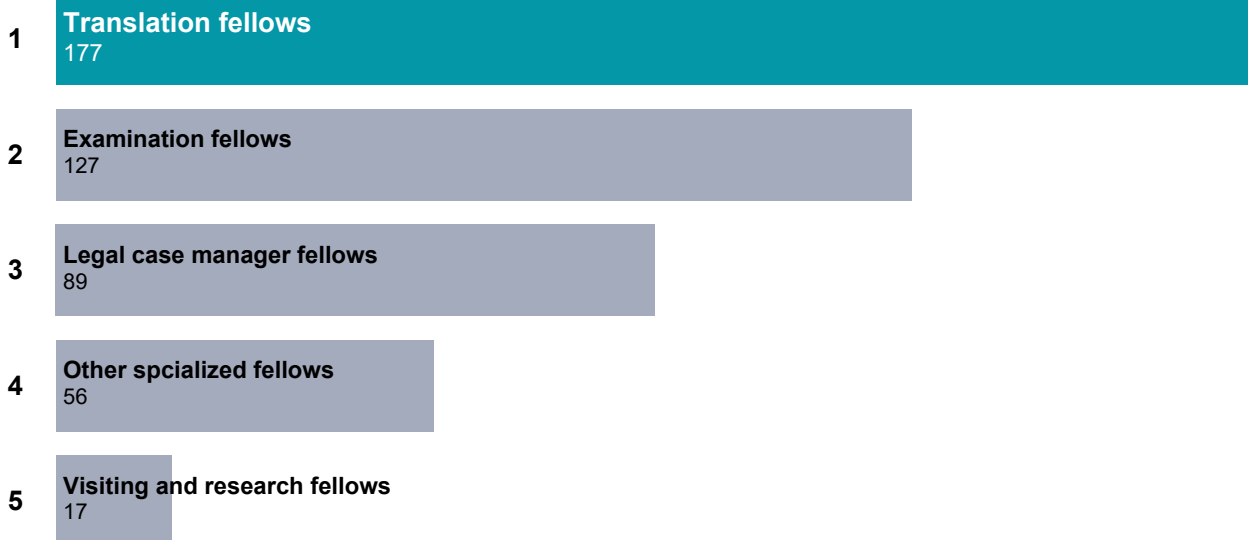
Women
318
68.2%



By WIPO regions



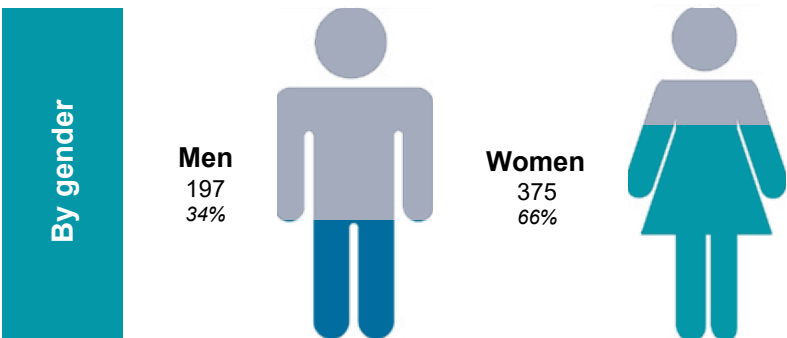
By WIPO programs





6. Interns (2009-2022)

Between 2009 and 2022, WIPO welcomed a total of 572 interns.



By WIPO regions



By WIPO Sector

- Director General**
186
- Global Challenges and Partnerships Sector**
92
- Regional and National Development Sector**
69
- Brands and Designs Sector**
61
- Administration, Finance and Management Sector**
56
- Patents and Technology Sector**
50
- Copyright and Creative Industries Sector**
31
- Infrastructure and Platforms Sector**
24
- IP and Innovation Ecosystems Sector**
3



7. Diversity

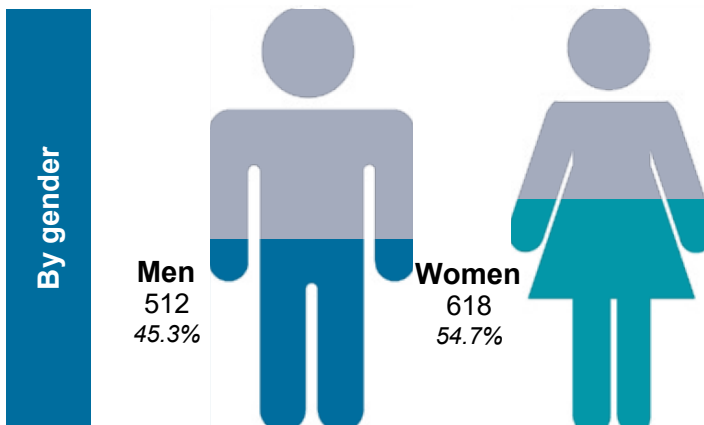
Professional and higher categories, and General Service on regular budget funding



121
nationalities

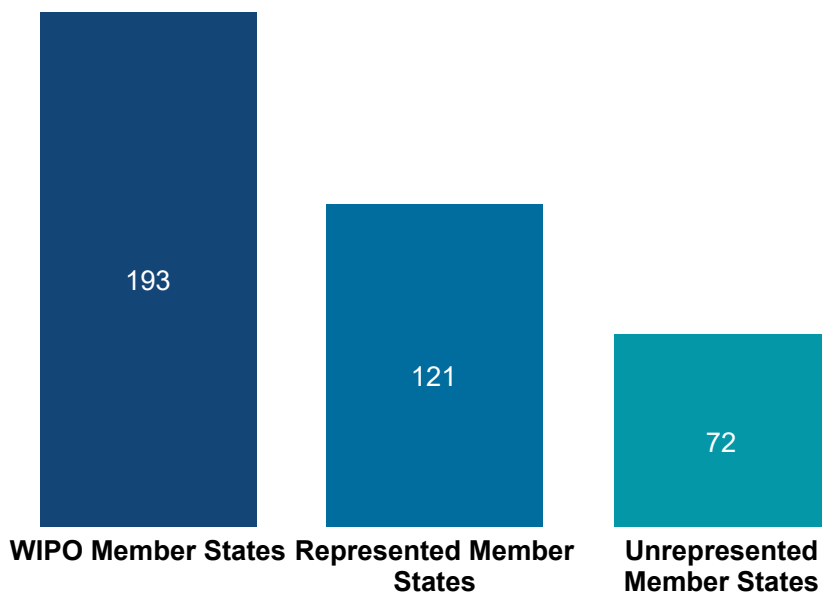


50.2
average age



8. Member States represented among WIPO staff

A total of 121 WIPO Member States are 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
2022	121	72	193



9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



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Total	Men	Women
Western Europe 277 42.0%	135	142
Asia and the Pacific 128 19.2%	70	58
North America 69 10.4%	42	27
Africa 69 10.6%	35	34
Eastern and Central Europe and Central Asia 57 9.4%	29	28
Latin America and the Caribbean 53 8.4%	22	31
Middle East 14 2.2%	10	4



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	41	67	28	20	9	32	128
Women	24	52	24	26	3	32	137



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	1	3	1	2	1	3	7
Women	3	6	4	5	1	2	5



11a. Representation of men and women by grade

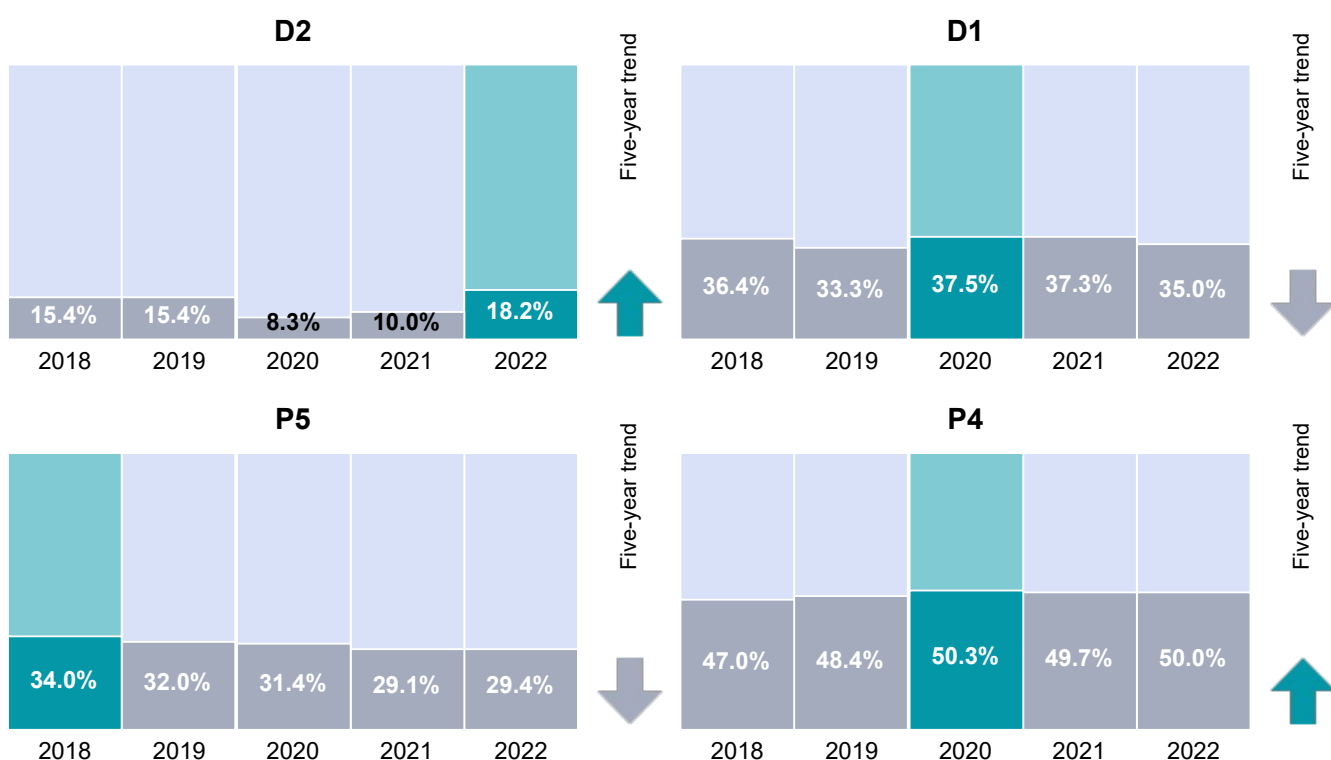


By grade

Grade	Total	Men	Women
D2	11	9	2
D1	60	39	21
P5	102	72	30
P4	204	102	102
P3	168	80	88
P2	62	15	47
P1	2	1	1
NPO	5	1	4
G7	26	5	21
G6	224	76	148
G5	166	71	95
G4	26	11	15
G3	4	2	2



Gender parity by grade, from 2018 to 2022





11b. Representation of men and women by category and age



By category and average age

Category	Total	Men	Women
Director <i>average age</i>	71 56.8	48 57.3	23 55.7
Professional <i>average age</i>	538 49.3	270 49.7	268 48.9
National Professional Officer (NPO) <i>average age</i>	5 44.6	1 46.0	4 44.3
General Service <i>average age</i>	446 51.6	165 52.7	281 50.9



12. Staff in part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 1,018		502	516
Part-time (90% of full-time equivalent) 20		1	19
Part-time (80% of full-time equivalent) 56		3	53
Part-time (50% of full-time equivalent) 8		0	8



Temporary staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 59		20	39
Part-time (80% of full-time equivalent) 1		0	1



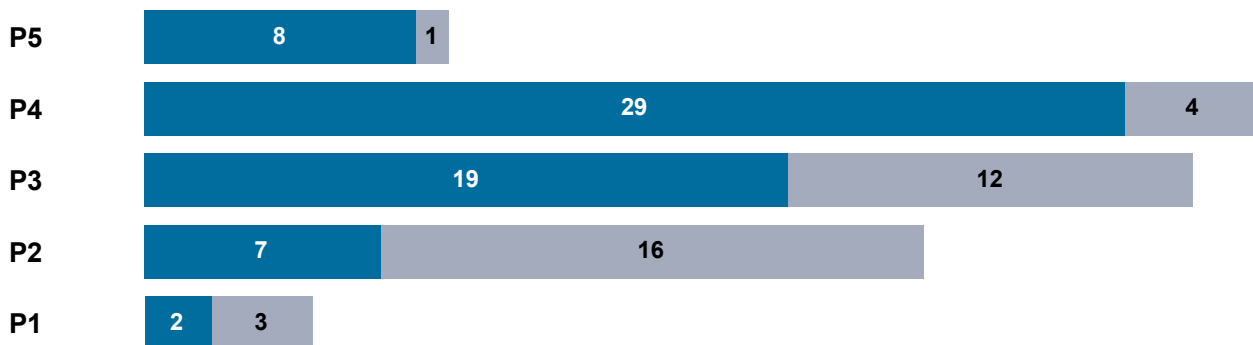
13. Vacancy announcements by grade in 2022



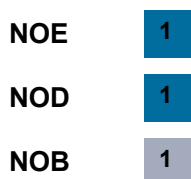
Director



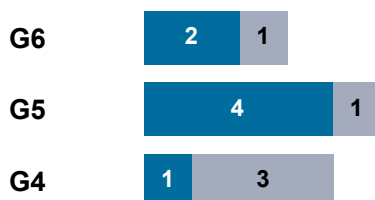
Professional



National Professional Officer



General Service



■ Fixed-term vacancies

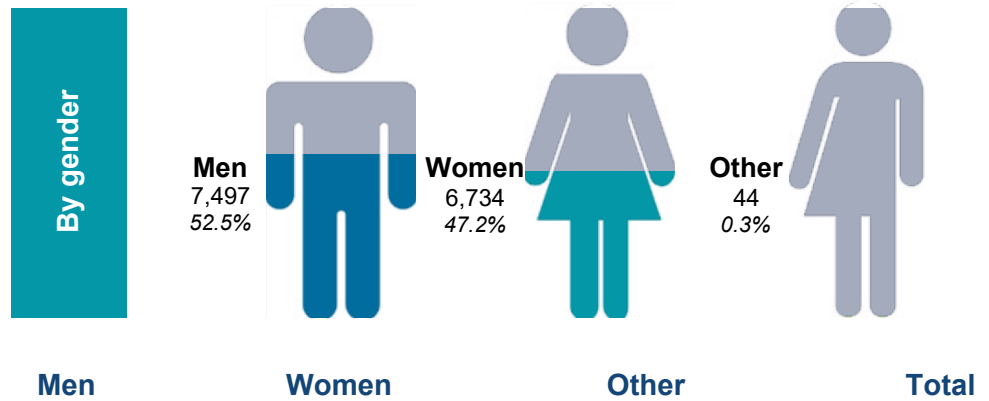
■ Temporary vacancies

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 2022

Number of job applications received in 2022: 14,275



Director

	Men	Women	Other	Total
D2	253	187	0	440
D1	358	178	2	538
	611	365	2	978

Professional

	Men	Women	Other	Total
P5	860	497	4	1,361
P4	2,187	1,247	10	3,444
P3	1,782	1,672	15	3,469
P2	1,245	1,837	12	3,094
P1	499	558	0	1,057
	6,573	5,811	41	12,425

National Professional Officer

	Men	Women	Other	Total
NOE	23	24	0	47
NOD	7	2	0	9
NOB	28	37	0	65
	58	63	0	121

General Service

	Men	Women	Other	Total
G6	11	18	0	29
G5	144	260	1	405
G4	100	217	0	317
	255	495	1	751

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



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Region	Men	Women	Other	Total
Africa	2,048	1,246	5	3,299
Asia and the Pacific	1,480	1,313	13	2,806
Eastern and Central Europe and Central Asia	804	1,187	5	1,996
Latin America and the Caribbean	495	622	0	1,117
Middle East	301	208	0	509
North America	347	248	15	610
Western Europe	1,767	1,415	5	3,187
Total	7,242	6,239	43	13,524

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



16. Appointments by region in 2021

Professional and higher categories

Total appointment decisions made for fixed-term posts: 45



Region	Men	Women	Total
Africa	3	5	8
Asia and the Pacific	3	6	9
Eastern and Central Europe and Central Asia	3	0	3
Latin America and the Caribbean	1	4	5
Middle East	2	1	3
North America	2	2	4
Western Europe	8	5	13
Other	0	0	0

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
Male applicants from unrepresented Member States	2,356	924	524
as % of all male applicants	15.3%	7.3%	7.2%
Female applicants from unrepresented Member States	1,263	693	467
as % of all female applicants	10.6%	6.4%	7.5%
Other applicants from unrepresented Member States	0	5	10
as % of all other applicants	0.0%	12.5%	23.3%



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
	2020-2021	14	13	4	2
D1	2016-2017	53	31	19	8
	2018-2019	91	63	39	17
	2020-2021	38	21	9	1
P5	2016-2017	71	33	20	10
	2018-2019	58	44	16	6
	2020-2021	84	45	26	8
P4	2016-2017	139	61	38	14
	2018-2019	191	112	53	21
	2020-2021	101	67	35	18

Female applicants

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



19. Upcoming retirements

Based on retirement at the age of 65 years

Grade	Gender	2023	2024	2025	2026
Director	Men	5	3	3	5
	Women	2	1	0	4
	Total	7	4	3	9
Professional	Men	10	2	5	6
	Women	5	5	4	4
	Total	15	7	9	10
General Service	Men	3	2	1	4
	Women	5	4	5	6
	Total	8	6	6	10
Total		30	17	18	29

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	2017	2018	2019	2020	2021	2022
Retirement	19	30	21	21	19	20
Resignation	13	4	12	10	9	15
Termination	14	2	2	26	10	10
Expiration of appointment	7	6	47	10	10	27
Death	0	0	0	4	2	2
Termination following disability	0	4	6	5	4	1
Inter-agency transfer	1	3	1	3	2	0
Total	54	49	89	79	56	75

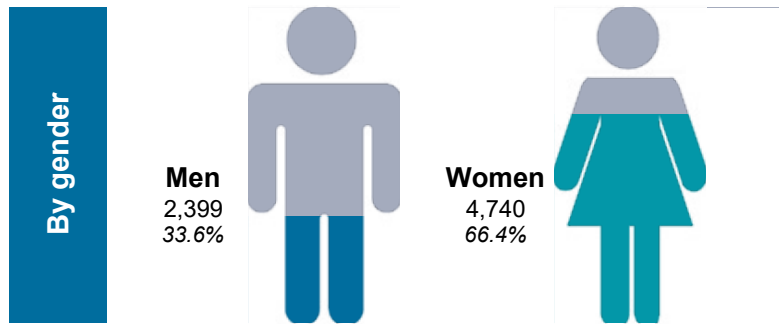


21. Training in 2021

Total number of training participants:
7,139

Total number of training days provided:
3,988

Average training days per staff member:
2.7



Training categories and days in 2021

- 1 **Languages**
1,402
- 2 **Information technology**
470
- 3 **Management**
445
- 4 **Registration systems**
342
- 5 **Pre-retirement training**
284
- 6 **Intellectual property**
280
- 7 **Health/safety/security**
198
- 8 **Induction programs**
125
- 9 **Technical training**
123
- 10 **Communication**
120
- 11 **Other ¹**
112
- 12 **Ethics and integrity**
50
- 13 **Diversity (including gender equality)**
37

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



22. 2021 performance evaluation

1,013 performance evaluations for 2021 have been completed as at June 30, 2022.

Ratings

Outstanding performance

143
13.0%

Effective performance

870
79.4%

Improvement in performance needed

0
0.0%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

45
4.1%

PMSDS not completed

38
3.5%

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

	2017	2018	2019	2020	2021	2022
Requests for review of administrative decisions	23	25 ³	15	5	9	9
Grievances ¹	2	7	2	1	0	1
Rebuttals of performance appraisals	0	5	1	0	1	0
Internal appeals to WIPO Appeal Board	18	16 ⁴	27	9	2	6
Complaints to ILO Administrative Tribunal	5	11 ⁵	12	8	8 ⁶	4
Total	48	64	57	23	20	20



Cases filed by subject matter in 2022

Other appointment-related

5

Benefits/entitlements

5

Miscellaneous

3

Termination

2

Harassment

1

Non-renewal

1

Performance management

1

Classification

1

Selection

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

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.

7. Member States represented among WIPO staff

List of unrepresented Member States as at December 2022 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, 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, 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, Sudan, Suriname, Tajikistan, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Vanuatu and Yemen.



24. Endnotes

21. Training in 2021

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

22. 2021 performance evaluation

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

23. Conflict management

1. The figures for "Grievances" reflect the number of staff members who filed formal harassment complaints during each reporting period. The same staff member may have filed more than one complaint.
2. One case includes 44 complaints filed with ILOAT by (current or former) staff members regarding their former contractual status.
3. One case includes 319 requests for review filed by staff in the Professional and higher categories serving in Geneva regarding the reduction of the post adjustment multiplier.
4. One case includes 44 appeals filed before the WAB by (current or former) staff members regarding their former contractual status.
5. One case includes 253 complaints filed with ILOAT by staff in the professional and higher categories serving in Geneva regarding the reduction of the post adjustment multiplier.
6. One case includes 12 complaints filed with ILOAT by (current or former) staff members regarding their former contractual status.
7. One case includes a "class action" submitted by 14 staff members.