



WIPO Workforce 2024

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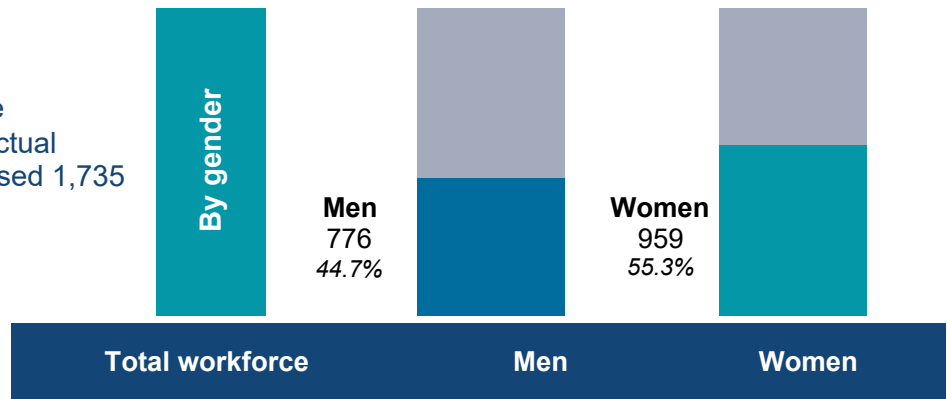
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 1. Workforce at a glance

As of December 31, 2024, the workforce of the World Intellectual Property Organization comprised 1,735 people



Core workforce ¹
% of total workforce

Total workforce	Men	Women
1,043 (60.1%)	474 (27.3%)	569 (32.8%)

Executive ²	9	6	3
Director	63	40	23
Professional	550	275	275
National Professional Officer (NPO)	6	3	3
General Service	415	150	265



Flexible workforce ³
% of total workforce

Total workforce	Men	Women
692 (39.9%)	302 (17.4%)	390 (22.5%)

Professional ⁴	57	23	34
National Professional Officer (NPO) ⁴	1	0	1
General Service ⁴	15	4	11
Reserves + FITs ⁵	41	23	18
UNDP JPOs ⁷	5	0	5
Young experts ⁸	20	8	12
Fellows	124	39	85
Interns	17	7	10
Other non-staff ⁹	412	198	214



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	227	129	98
	214	145	69
	441	274	167
Brands and Designs Sector	131	48	83
	80	33	47
	211	81	130
Copyright and Creative Industries Sector	36	19	17
	43	16	27
	79	35	44
Global Challenges and Partnerships Sector	41	14	27
	31	7	24
	72	21	51
Infrastructure and Platforms Sector	56	36	20
	35	17	18
	91	53	38
IP and Innovation Ecosystems Sector	81	33	48
	80	24	56
	161	57	104
Patents and Technology Sector	307	128	179
	51	12	39
	358	140	218
Regional and National Development Sector	85	35	50
	98	29	69
	183	64	119
Sector of the Director General	80	32	48
	59	19	40
	139	51	88

- Core workforce
- Flexible workforce
- Total



3. Workforce distribution by contract type

Total	Men	Women
Permanent 485	217	268
Continuing 300	130	170
Fixed-term 258	127	131
Temporary 73	27	46
Fixed-term reserves + FITs 40	23	17
Temporary reserves + FITs 1	0	1
UNDP JPOs 5	0	5
Young experts 20	8	12
Fellows 124	39	85
Interns 17	7	10
Other types of contract 412	198	214
TOTAL	1,735	959



4a. Core workforce comparison by year

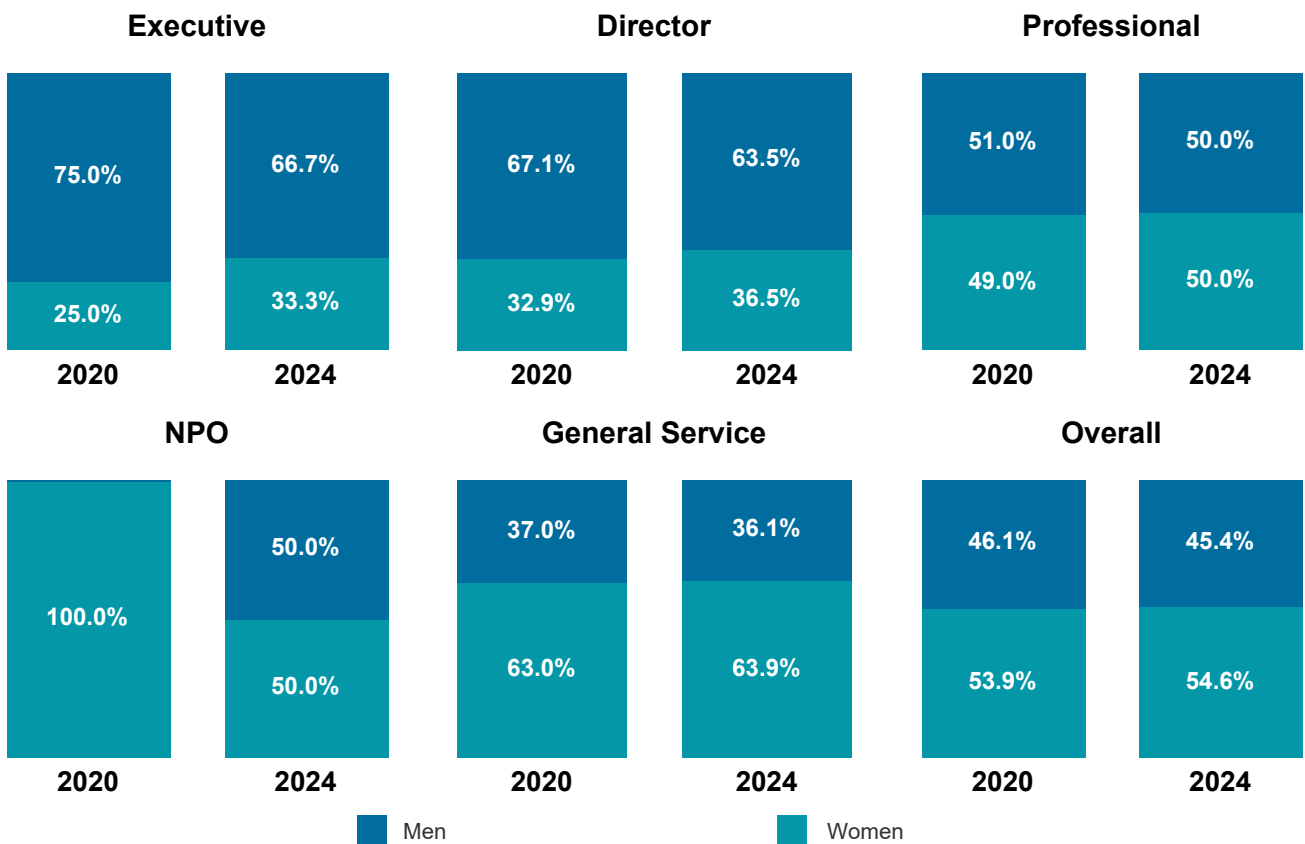


Core workforce

	2020	2021	2022	2023	2024
Executive	8 ¹	9	9	9	9
Director	76	70	71	64	63
Professional	531	530	538	536	550
National Professional Officer (NPO)	4	5	5	6	6
General Service	473	460	446	430	415
	1,092	1,074	1,069	1,045	1,043



Core workforce gender parity, from 2020 to 2024





4b. Flexible workforce comparison by year

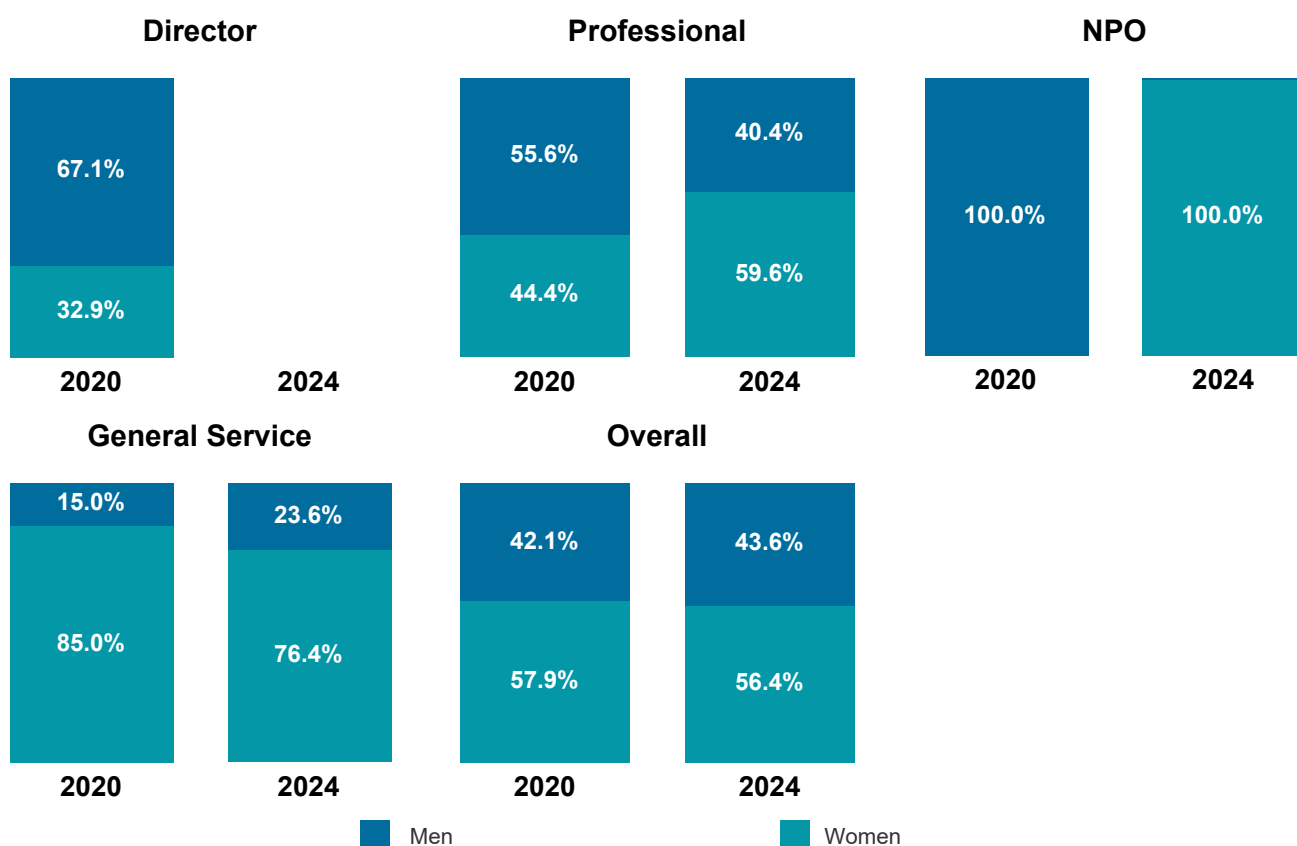


Flexible workforce

	2020	2021	2022	2023	2024
Director	0	1	1	0	0
Professional	36	40	42	56	57
National Professional Officer (NPO)	1	1	1	1	1
General Service	18	23	14	18	15
Reserves + FITs	33	32	35	36	41
UN Staff on Loan ¹	1	2	4	2	0
UNDP JPOs	5	5	5	7	5
Monthly translators/revisers	7	0	0	0	0
Young experts	0	0	11	22	20
Fellows	70	84	97	102	124
Interns	16	17	20	24	17
Other non-staff	259	309	336	392	412
	446	514	566	660	692



Flexible workforce gender parity, from 2020 to 2024





4c. Overall workforce comparison by year

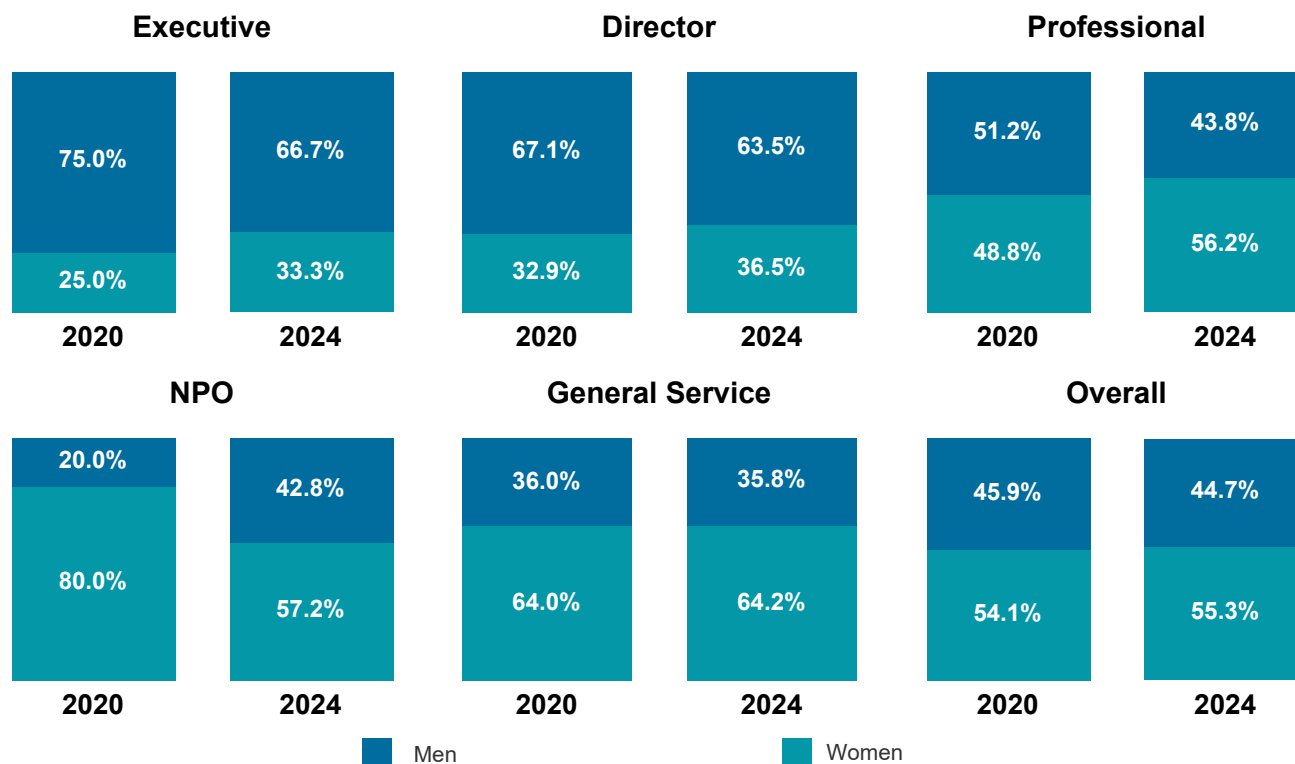


Overall workforce

	2020	2021	2022	2023	2024
Executive	8 ¹	9	9	9	9
Director	76	71	72	64	63
Professional	567	570	580	592	607
National Professional Officer (NPO)	5	6	6	7	7
General Service	491	483	460	448	430
Reserves + FITs	33	32	35	36	41
UN Staff on Loan ²	1	2	4	2	0
UNDP JPOs	5	5	5	7	5
Monthly translators/revisers	7	0	0	0	0
Young experts	0	0	11	22	20
Fellows	70	84	97	102	124
Interns	16	17	20	24	17
Other non-staff	259	309	336	392	412
	1,538	1,588	1,635	1,705	1,735



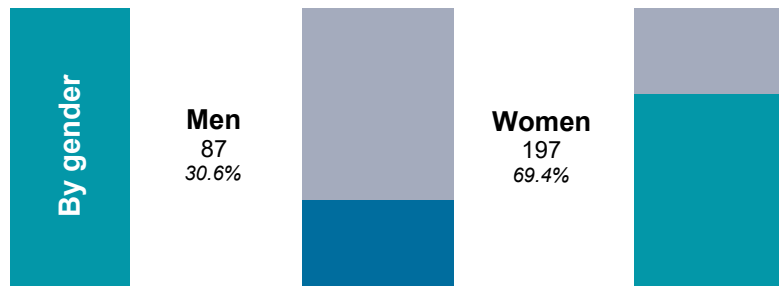
Overall workforce gender parity, from 2020 to 2024





5. Fellows (2020-2024)

Between 2020 and 2024, WIPO welcomed a total of 284 fellows.

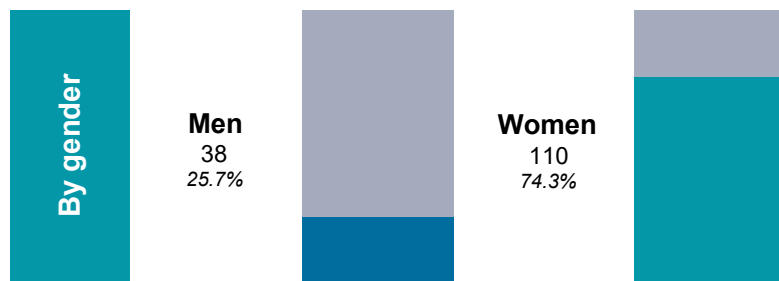


By WIPO programs

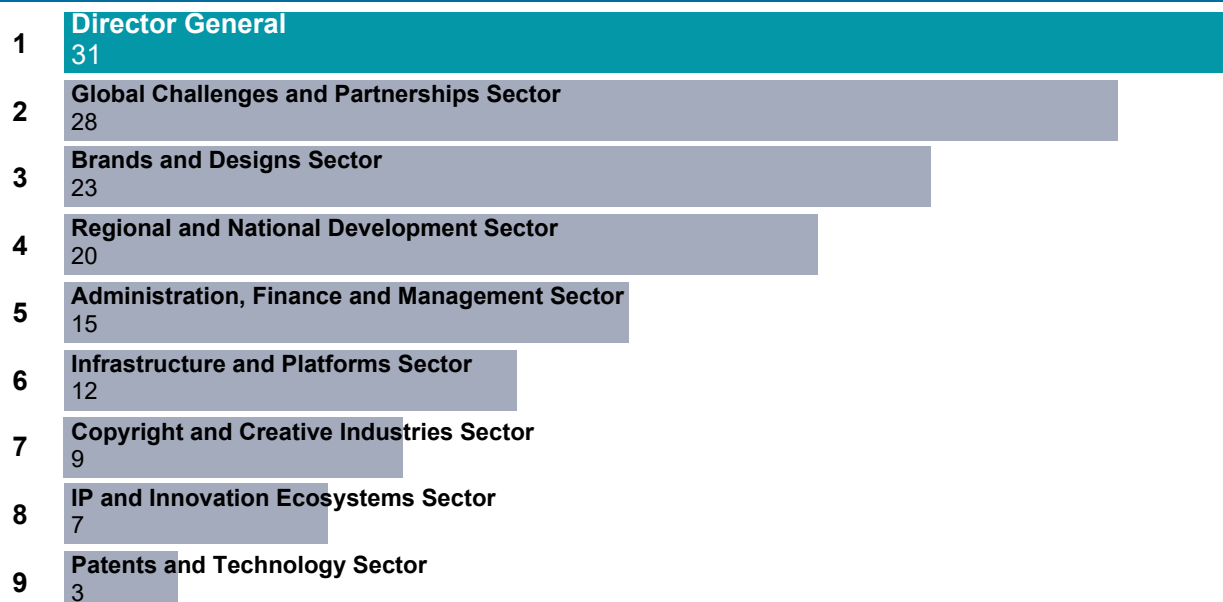


6. Interns (2020-2024)

Between 2020 and 2024, WIPO welcomed a total of 148 interns.



By WIPO Sector¹





7. Representation

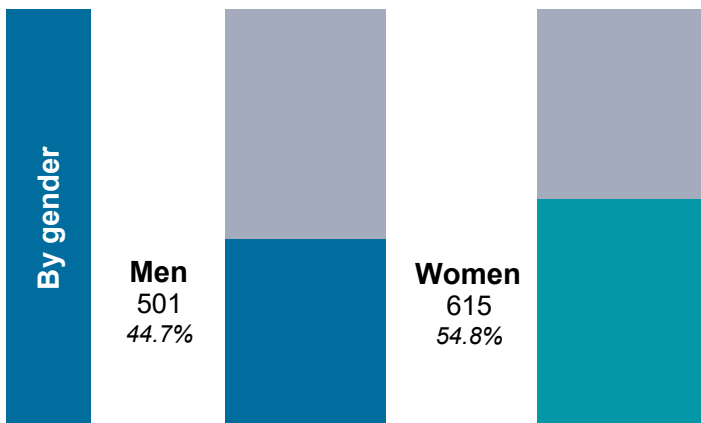
Professional and higher categories, and General Service on regular budget funding



121
nationalities

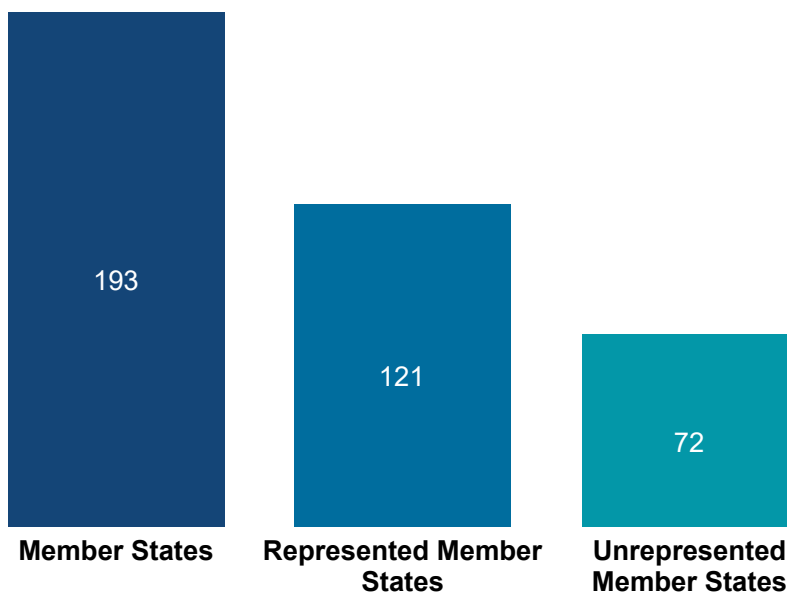


50.1
average age



8. Member States represented among WIPO staff

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



Year	Member States	Represented Member States	Unrepresented Member States
2016	189	118	71
2017	191	121	70
2018	191	118	73
2019	192	123	69
2020	193	122	71
2021	193	121	72
2022	193	121	72
2023	193	122	71
2024	193	121	72



9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



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Total	Men	Women
Western Europe 270 39.8%	132	138
Asia and the Pacific 134 19.7%	70	64
Africa 71 10.5%	41	30
North America 66 9.7%	33	33
Eastern and Central Europe and Central Asia 61 9.0%	32	29
Latin America and the Caribbean 61 9.0%	25	36
Middle East 16 2.4%	11	5
Total 679	344	335



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	38	66	31	23	10	32	121
Women	27	57	26	31	3	33	124
Total	65	123	57	54	13	65	245



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	3	4	1	2	1	1	11
Women	3	7	3	5	2	0	14
Total	6	11	4	7	3	1	25



11. Representation of men and women by grade in Core Workforce

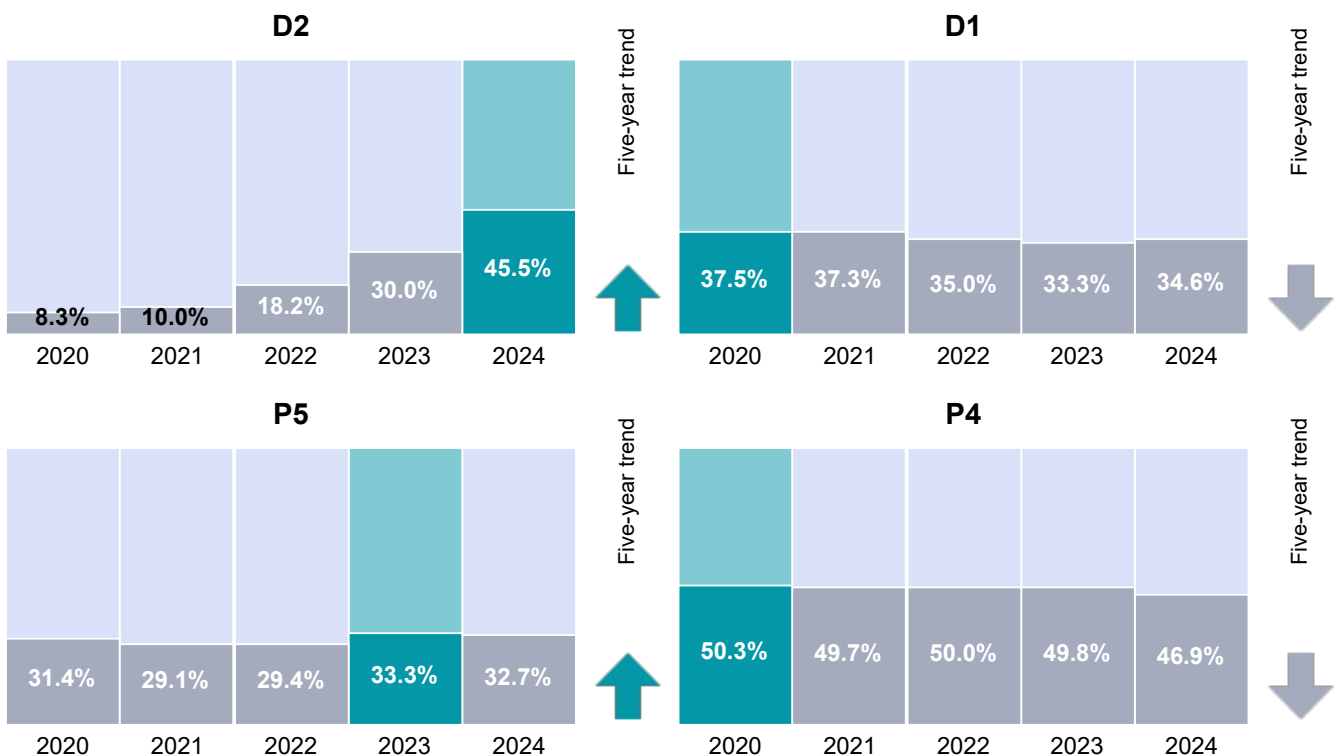


By grade

Grade	Total	Men	Women
D2	11	6	5
D1	52	34	18
P5	102	68	34
P4	207	110	97
P3	179	79	100
P2	60	16	44
P1	1	1	0
NPO	6	3	3
G7	23	5	18
G6	207	69	138
G5	162	66	96
G4	19	8	11
G3	4	2	2



Gender parity by grade, from 2020 to 2024





12. Positions by grade advertised in 2024

Fixed-term appointment

Temporary appointment

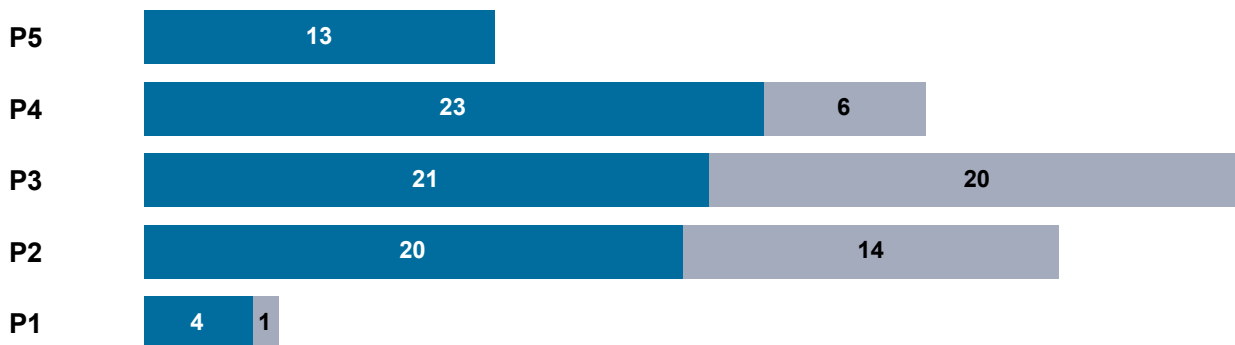
Total



Director



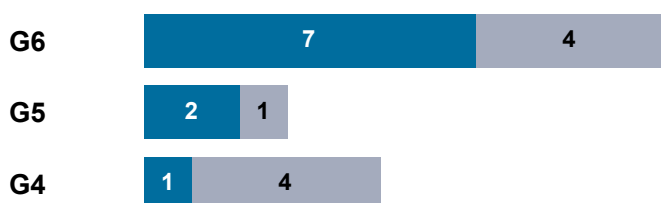
Professional



National Professional Officer



General Service



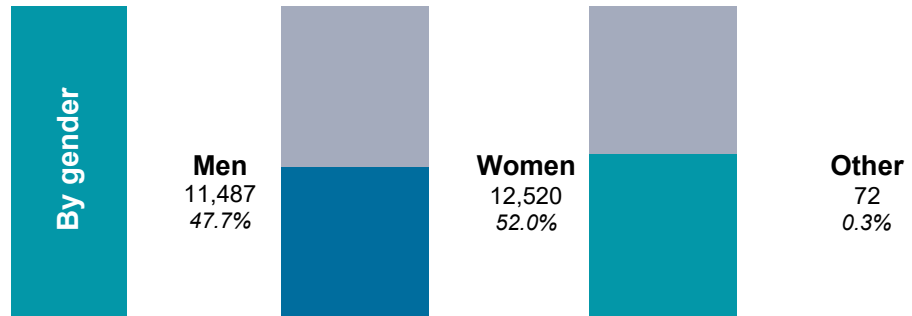
Fixed-term vacancies





13. Applications received in 2024

Number of job applications received in 2024: 24,079



	Men	Women	Other	Total
Director				
D2	165	94	1	260
D1	995	699	3	1,697
	1,160	793	4	1,957

	Men	Women	Other	Total
Professional				
P5	991	619	3	1,613
P4	2,467	1,890	25	4,382
P3	2,679	3,150	22	5,851
P2	2,880	3,937	12	6,829
P1	488	781	1	1,270
	9,505	10,377	63	19,945

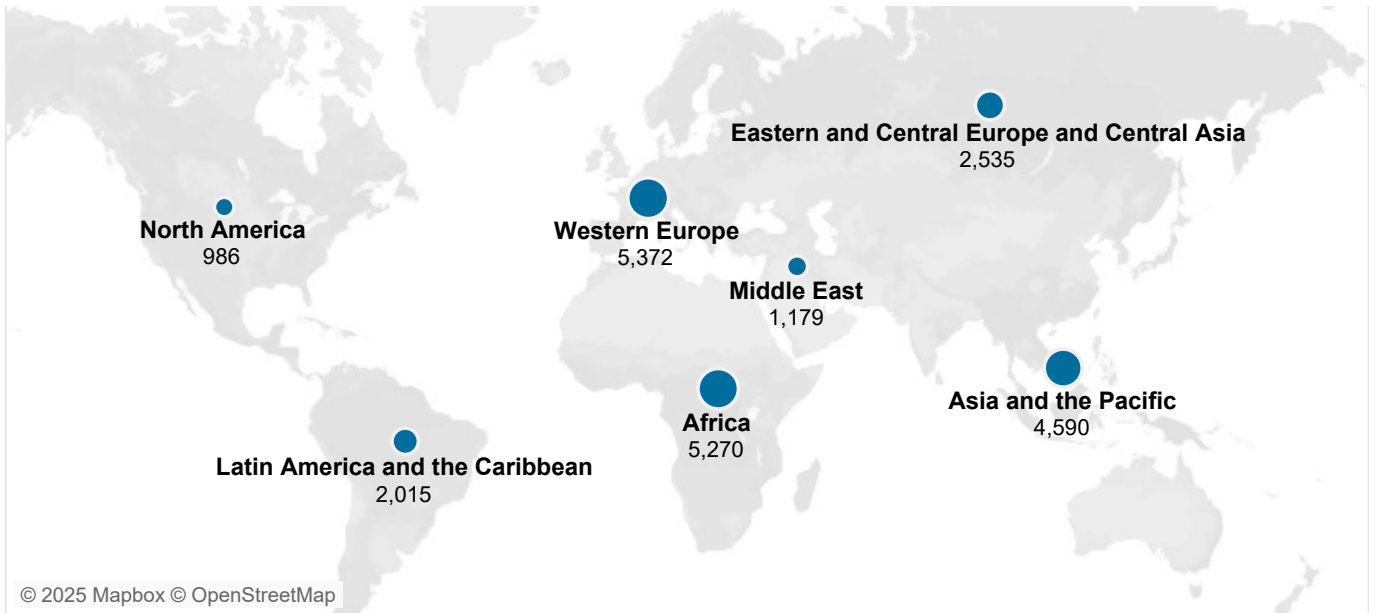
	Men	Women	Other	Total
National Professional Officer				
NOE	0	0	0	0
NOD	20	25	0	45
NOB	0	0	0	0
	20	25	0	45

	Men	Women	Other	Total
General Service				
G6	481	650	2	1,133
G5	97	235	0	332
G4	224	440	3	667
G3	0	0	0	0
	802	1,325	5	2,132



14. Applications by region and gender

Professional and higher categories



Region	Men	Women	Other	Total
Africa	3,056	2,199	15	5,270
Asia and the Pacific	2,031	2,545	14	4,590
Eastern and Central Europe and Central Asia	980	1,543	12	2,535
Latin America and the Caribbean	922	1,091	2	2,015
Middle East	661	516	2	1,179
North America	479	495	12	986
Western Europe	2,556	2,806	10	5,372
Total	10,685	11,195	67	21,947

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



15. Appointments by region in 2024

Professional and higher categories



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Region	Men	Women	Total
Africa	3	2	5
Asia and the Pacific	6	9	15
Eastern and Central Europe and Central Asia	5	3	8
Latin America and the Caribbean	3	5	8
Middle East	0	2	2
North America	3	4	7
Western Europe	7	9	16
Total	27	34	61

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



16. Applicants from unrepresented Member States (72)

Professional and higher categories



Breakdown by gender

Category	2022	2023	2024
Male applicants from unrepresented Member States	524	424	661
as % of all male applicants	7.2%	5.7%	6.2%
Female applicants from unrepresented Member States	467	449	656
as % of all female applicants	7.5%	6.3%	5.9%
Other applicants from unrepresented Member States	10	0	6
as % of all other applicants	23.3%	0.0%	9.0%



17. Retirement

Based on retirement at the age of 65 years

Grade	Gender	2025	2026	2027	2028	2029
Director	Men	3	3	3	3	7
	Women	0	1	2	1	2
	Total	3	4	5	4	9
Professional	Men	4	5	8	8	10
	Women	3	3	7	11	7
	Total	7	8	15	19	17
General Service	Men	1	3	8	7	9
	Women	3	3	4	6	9
	Total	4	6	12	13	18
Total		14	18	32	36	44

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.

18. Separations

Category	2020	2021	2022	2023	2024
Retirement	21	19	20	50	36
Resignation	10	9	15	8	15
Termination	26	10	10	2	1
Expiration of appointment	10	10	27	7	11
Death	4	2	2	1	0
Termination following disability	5	4	1	1	0
Inter-agency transfer	3	2	0	1	4
Total	79	56	75	70	67

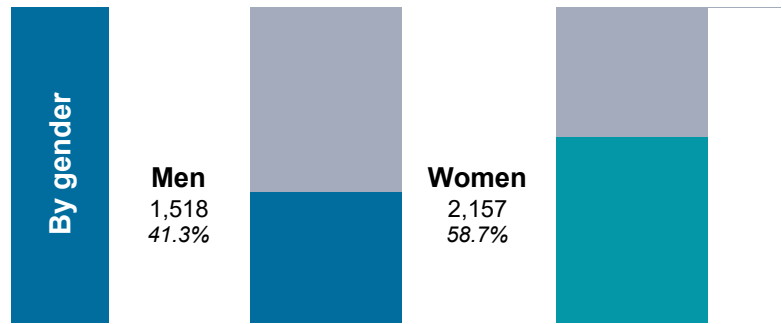


19. Training in 2023

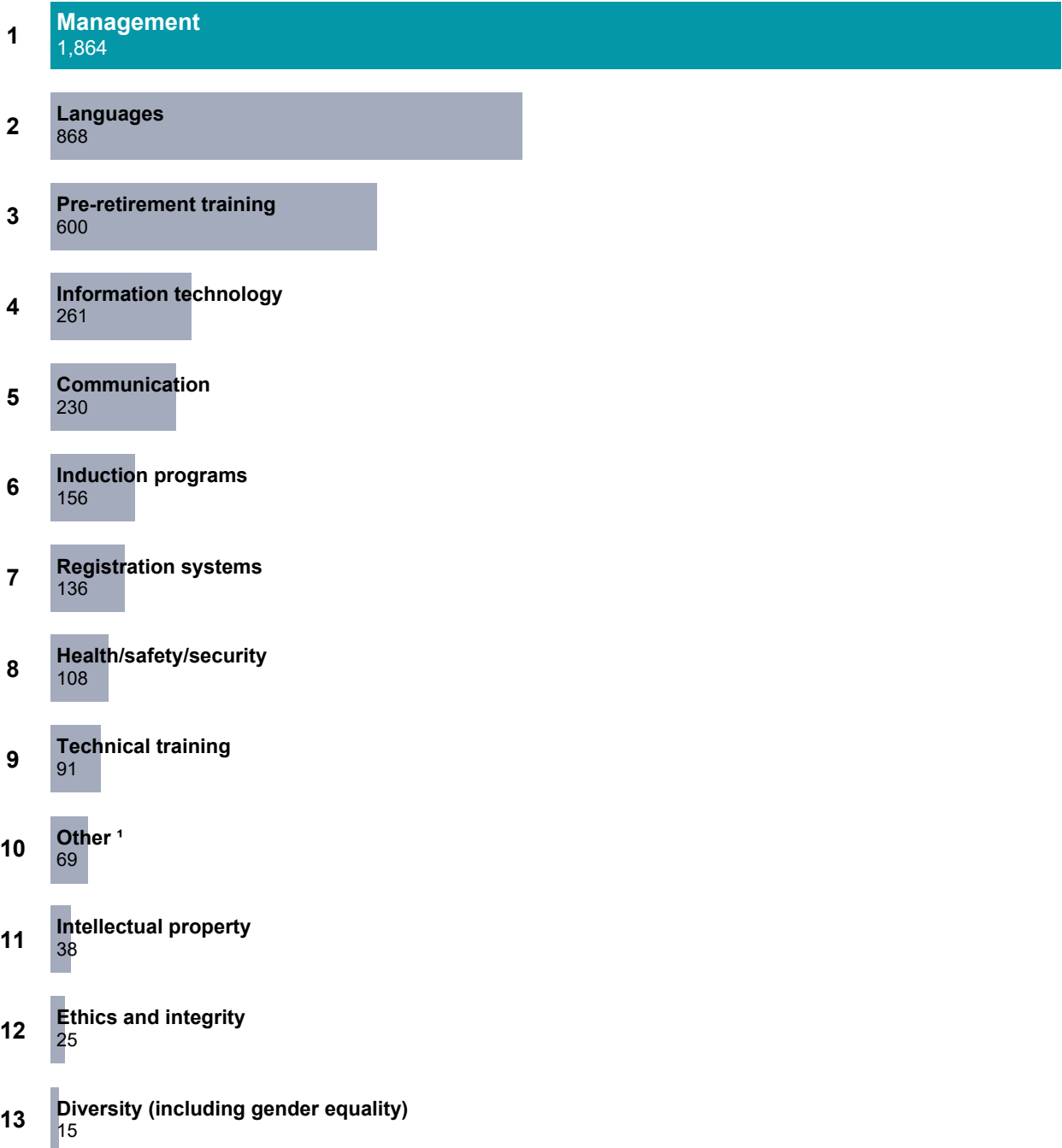
Total number of training participants:
3,675

Total number of training days provided:
4,461

Average training days per staff member:
3.9



Training categories and days in 2023



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.



20. 2023 performance evaluation

1,070 performance evaluations for 2023 have been completed as at June 30, 2024.

Ratings

Outstanding performance

164
15.3%

Effective performance

806
75.3%

Improvement in performance needed

2
0.2%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

39
3.6%

PMSDS not completed

59
5.5%

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).



21. Conflict management



Cases filed by staff

	2019	2020	2021	2022	2023	2024
Requests for review of administrative decisions	15	5	9	9 ⁴	2	4
Grievances ¹	2 ²	1	0	1	3 ⁵	8 ⁷
Rebuttals of performance appraisals	1	0	1	0	2	0
Internal appeals to WIPO Appeal Board	27	9	2	6	1	3
Complaints to ILO Administrative Tribunal	12	8	8 ³	4	7 ⁶	1
Total	57	23	20	20	15	16



Harassment

8

Organizational design

3

Benefits/entitlements

3

Classification

1

Other appointment-related

1

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 ILOAT).



22. 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.

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.

6. Interns (2020-2024)

Since 2009, WIPO Sectors have undergone numerous changes, including restructurings as well as the creation of the new IP and Innovation Ecosystems Sector in 2021, which impact the apportionment of interns by Sector.



22. Endnotes

7. Member States represented among WIPO staff

List of unrepresented Member States as at December 2024: Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Belize, Botswana, Brunei Darussalam, Burkina Faso, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Cook Islands, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gabon, Gambia, Guinea, Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Rep., Liberia, 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, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, Somalia, St Vincent and the Grenadines, Sudan, Suriname, Tajikistan, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates and Vanuatu.

19. Training in 2023

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

20. 2023 performance evaluation

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

21. Conflict management

1. From January 1, 2022, the Internal Oversight Division became the intake office for workplace-related conflict and grievance complaints. Upon completion of the investigative process in relation to the complaint, a report is submitted to the Director General. From 2022 onwards, "Grievances" refer to cases transmitted to the Director General during the reporting period.
2. This figure reflects the number of staff members who filed formal harassment complaints.
3. One case includes 12 complaints filed before the ILOAT by (current or former) staff members regarding their former contractual status.
4. One request for review was submitted by 14 staff members.
5. This figure includes complaints by staff members and other personnel. Grievances may be filed, in addition to staff members, by fellows, interns, individual contractors and agency workers.
6. Two cases include complaints filed before the ILOAT by multiple (current or former) staff members: the first case was submitted by three complainants and the second by six complainants.