

# WIPO Workforce 2025

## Workforce

- 1 Workforce at a glance
- 2 Workforce distribution by sector
- 3 Workforce distribution by contract type
- 4a Core workforce comparison by year
- 4b Flexible workforce comparison by year
- 4c Overall workforce comparison by year
- 5 Fellows (2020-2025)
- 6 Interns (2020-2025)

## Representation

- 7 Representation
- 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 in Core Workforce

## Talent sourcing

- 12 Positions by grade advertised in 2025
- 13 Applications received in 2025
- 14 Applications by region and gender
- 15 Appointments by region in 2024
- 16 Applicants from unrepresented Member States
- 17 Retirements
- 18 Separations

## Development

- 19 Training in 2024
- 20 2025 performance cycle

## Conflict management

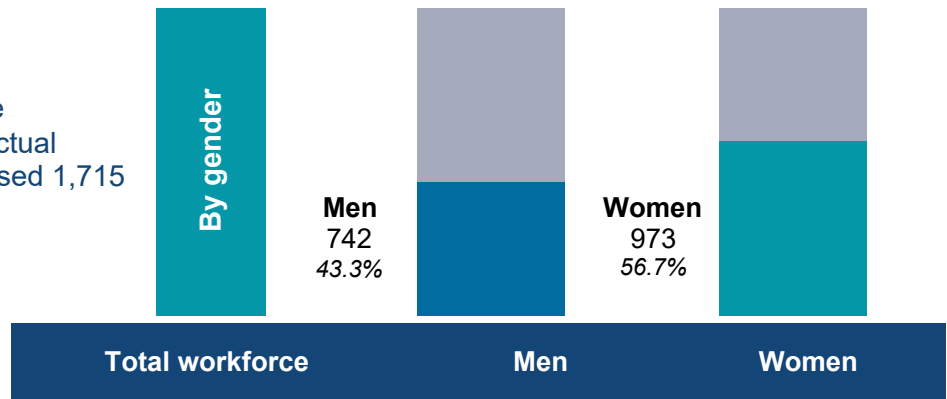
- 21 Conflict management

## Endnotes

- 22 Endnotes  
*Notes for each page can be accessed via tooltips or in the Endnotes page.*

## 1. Workforce at a glance

As of December 31, 2025, the workforce of the World Intellectual Property Organization comprised 1,715 people



**Core workforce <sup>1</sup>**      **1,032**      **467**      **565**  
*% of total workforce*      60.2%      27.2%      32.9%

Category	Total	Men	Women
Executive <sup>2</sup>	9	6	3
Director	65	37	28
Professional	560	282	278
National Professional Officer (NPO)	8	3	5
General Service	390	139	251



**Flexible workforce <sup>3</sup>**      **683**      **275**      **408**  
*% of total workforce*      39.8%      16.0%      23.8%

Category	Total	Men	Women
Professional <sup>4</sup>	64	32	32
General Service <sup>4</sup>	17	3	14
Project Posts <sup>5</sup>	18	10	8
FITs <sup>6</sup>	17	10	7
UNDP JPOs <sup>8</sup>	4	0	4
Affiliate Personnel <sup>9</sup>			
Young experts	18	5	13
Fellows	124	35	89
Interns	20	4	16
Individual Contractors (ICS)	170	54	116
Others <sup>10</sup>	231	122	109



## 2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	229	128	101
	188	128	60
	417	256	161
Brands and Designs Sector	129	45	84
	82	35	47
	211	80	131
Copyright and Creative Industries Sector	24	13	11
	36	9	27
	60	22	38
Global Challenges and Partnerships Sector	38	12	26
	32	9	23
	70	21	49
Infrastructure and Platforms Sector	64	41	23
	52	16	36
	116	57	59
IP and Innovation Ecosystems Sector	77	30	47
	95	22	73
	172	52	120
Patents and Technology Sector	310	129	181
	63	18	45
	373	147	226
Regional and National Development Sector	86	36	50
	66	16	50
	152	52	100
Sector of the Director General	74	32	42
	69	22	47
	144	55	89

- Core workforce
- Flexible workforce
- Total



### 3. Workforce distribution by contract type

Total	Men	Women
<b>Permanent</b> 447	199	248
<b>Continuing</b> 298	130	168
<b>Fixed-term</b> 287	138	149
<b>Temporary</b> 81	35	46
<b>Fixed-term project posts</b> 17	10	7
<b>Fixed-term FITs</b> 15	9	6
<b>Temporary FITs</b> 2	1	1
<b>UNDP JPOs</b> 4	0	4
<b>Temporary project posts</b> 1	0	1
<b>Affiliate Personnel</b>		
<b>Young experts</b> 18	5	13
<b>Fellows</b> 124	35	89
<b>Interns</b> 20	4	16
<b>Individual Contractors (ICS)</b> 170	54	116
<b>Others</b> 231	122	109
<b>TOTAL</b>	<b>1,715</b>	<b>973</b>



## 4a. Core workforce comparison by year

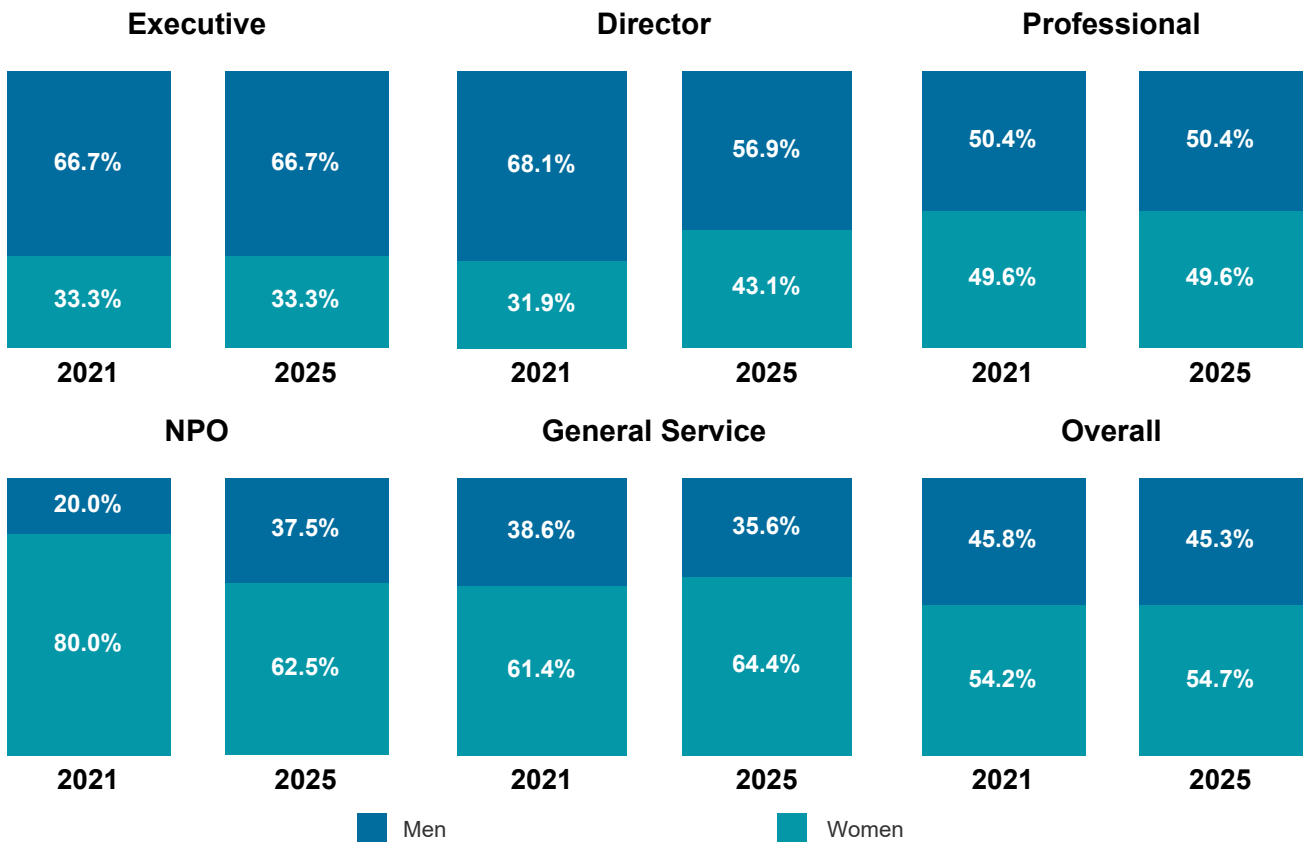


### Core workforce

	2021	2022	2023	2024	2025
Executive	9	9	9	9	9
Director	70	71	64	63	65
Professional	530	538	536	550	560
National Professional Officer (NPO)	5	5	6	6	8
General Service	460	446	430	415	390
	1,074	1,069	1,045	1,043	1,032



### Core workforce gender parity, from 2021 to 2025





## 4b. Flexible workforce comparison by year

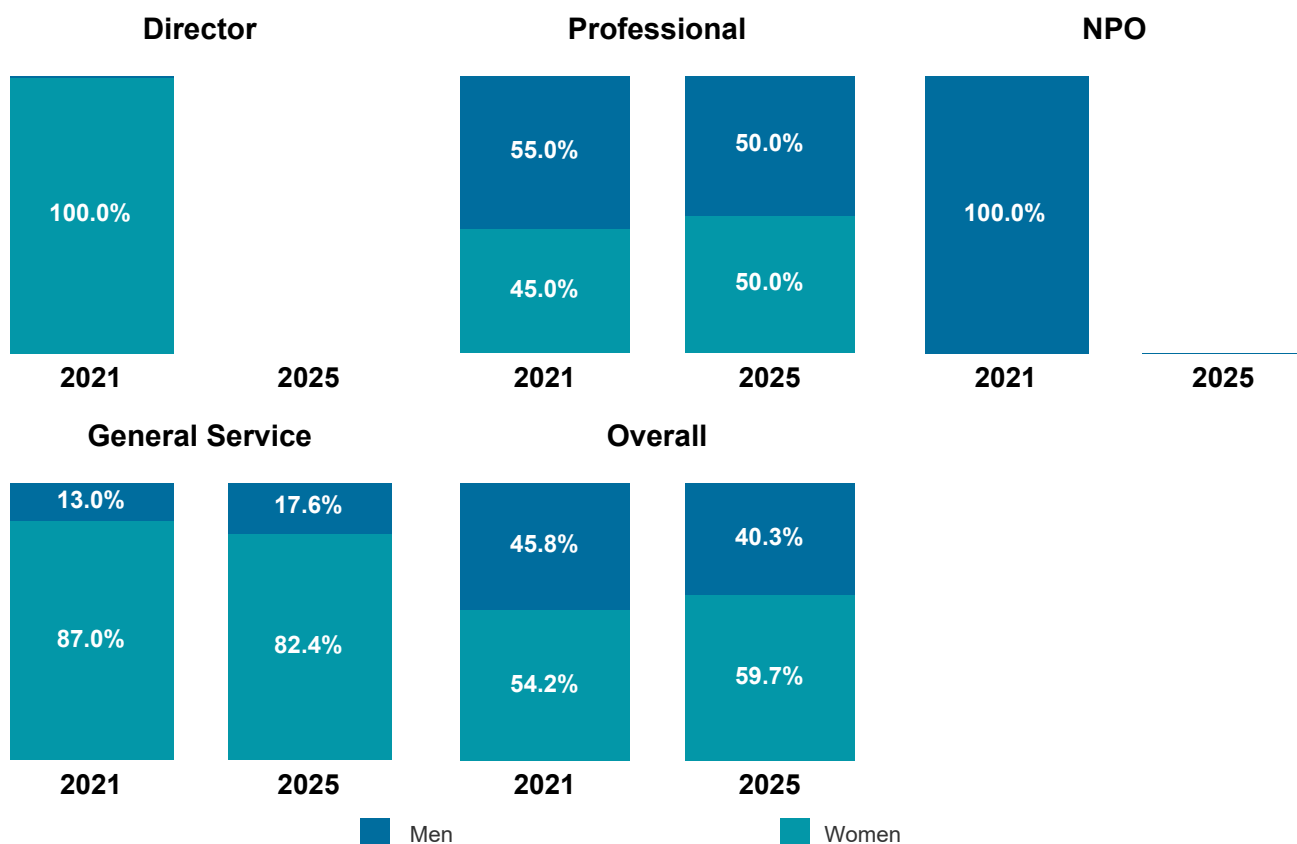


### Flexible workforce

	2021	2022	2023	2024	2025
Director	1	1	0	0	0
Professional	40	42	56	57	64
National Professional Officer (NPO)	1	1	1	1	0
General Service	23	14	18	15	17
Project Posts	0	0	0	0	18
FITs	32	35	36	41	17
UN Staff on Loan	2	4	2	0	0
UNDP JPOs	5	5	7	5	4
<b>Affiliate Personnel</b>					
Young experts	0	11	22	20	18
Fellows	84	97	102	124	124
Interns	17	20	24	17	20
Individual Contractors (ICS)	0	0	0	0	170
<b>Others</b>	309	336	392	412	231
	514	566	660	692	683



### Flexible workforce gender parity, from 2021 to 2025





### 4c. Overall workforce comparison by year

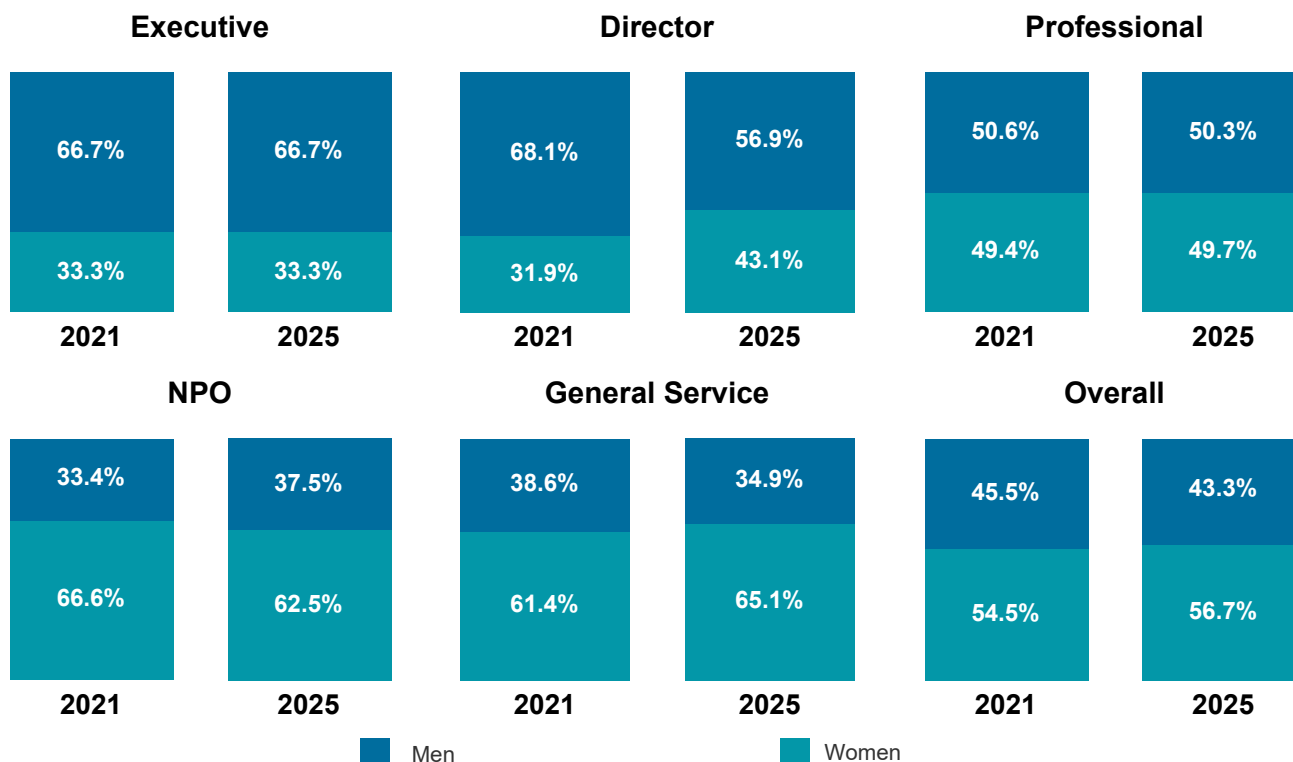


#### Overall workforce

	2021	2022	2023	2024	2025
<b>Executive</b>	9	9	9	9	9
<b>Director</b>	71	72	64	63	65
<b>Professional</b>	570	580	592	607	624
<b>National Professional Officer (NPO)</b>	6	6	7	7	8
<b>General Service</b>	483	460	448	430	407
<b>Project Posts</b>	0	0	0	0	18
<b>FITs</b>	32	35	36	41	17
<b>UN Staff on Loan</b>	2	4	2	0	0
<b>UNDP JPOs</b>	5	5	7	5	4
<b>Affiliate Personnel</b>					
<b>Young experts</b>	0	11	22	20	18
<b>Fellows</b>	84	97	102	124	124
<b>Interns</b>	17	20	24	17	20
<b>Individual Contractors (ICS)</b>	0	0	0	0	170
<b>Others</b>	309	336	392	412	231
	<b>1,588</b>	<b>1,635</b>	<b>1,705</b>	<b>1,735</b>	<b>1,715</b>



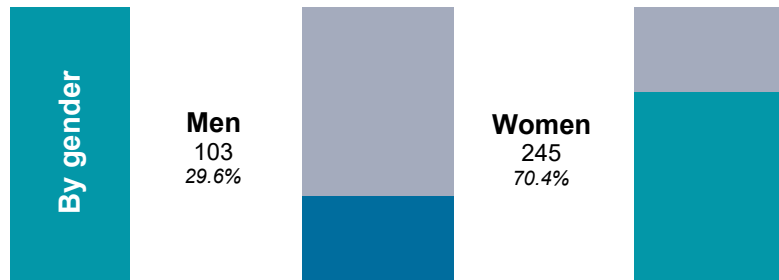
#### Overall workforce gender parity, from 2021 to 2025





## 5. Fellows (2020-2025)

Between 2020 and 2025, WIPO welcomed a total of 348 fellows.



### By WIPO programs

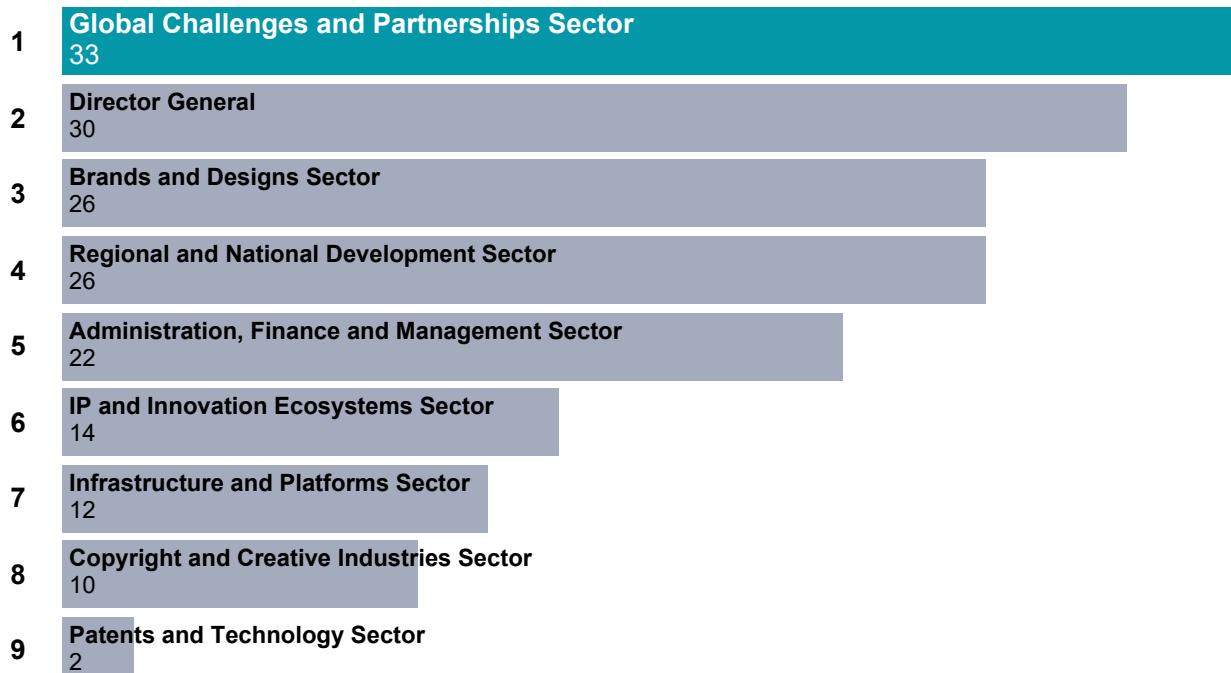


## 6. Interns (2020-2025)

Between 2020 and 2025, WIPO welcomed a total of 175 interns.



### By WIPO Sector<sup>1</sup>





## 7. Representation

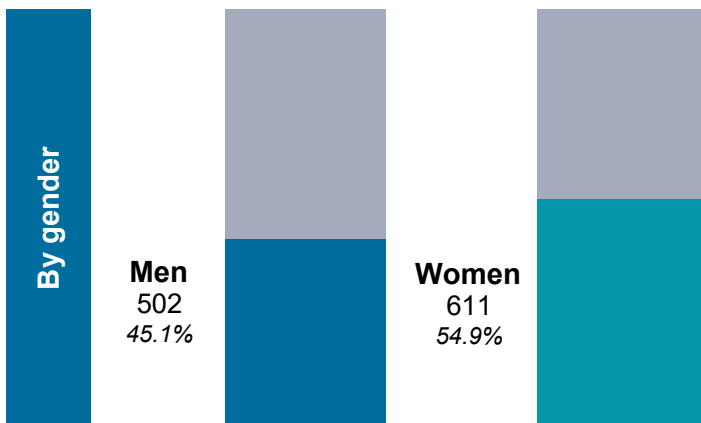
Professional and higher categories, and General Service on regular budget funding



**120**  
nationalities

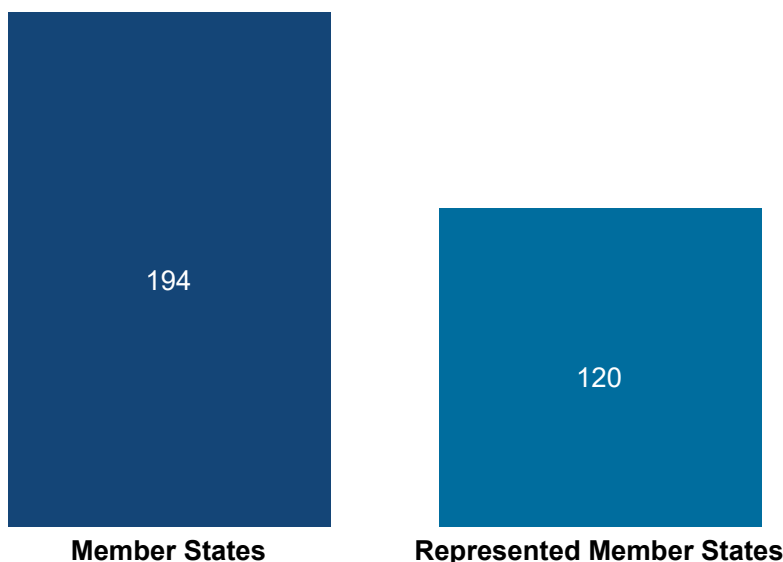


**50.6**  
average age



## 8. Member States represented among WIPO staff

A total of 120 WIPO Member States are represented among WIPO staff.



Year	Member States	Represented Member States
2016	189	118
2017	191	121
2018	191	118
2019	192	123
2020	193	122
2021	193	121
2022	193	121
2023	193	122
2024	193	121
2025	194	120



## 9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



© 2026 Mapbox © OpenStreetMap

Total	Men	Women
<b>Western Europe</b> 264 37.8%	132	132
<b>Asia and the Pacific</b> 144 20.6%	74	70
<b>Eastern and Central Europe and Central Asia</b> 71 10.2%	35	36
<b>Africa</b> 71 10.2%	42	29
<b>North America</b> 68 9.7%	36	32
<b>Latin America and the Caribbean</b> 61 8.7%	26	35
<b>Middle East</b> 19 2.7%	12	7
<b>Total</b> 698	<b>357</b>	<b>341</b>



## 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



© 2026 Mapbox © OpenStreetMap

	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe	Total
<b>Men</b>	37	67	33	23	10	33	122	325
<b>Women</b>	26	65	32	29	5	32	120	309
<b>Total</b>	63	132	65	52	15	65	242	634



### Temporary staff



© 2026 Mapbox © OpenStreetMap

	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe	Total
<b>Men</b>	5	7	2	3	2	3	10	32
<b>Women</b>	3	5	4	6	2	0	12	32
<b>Total</b>	8	12	6	9	4	3	22	64

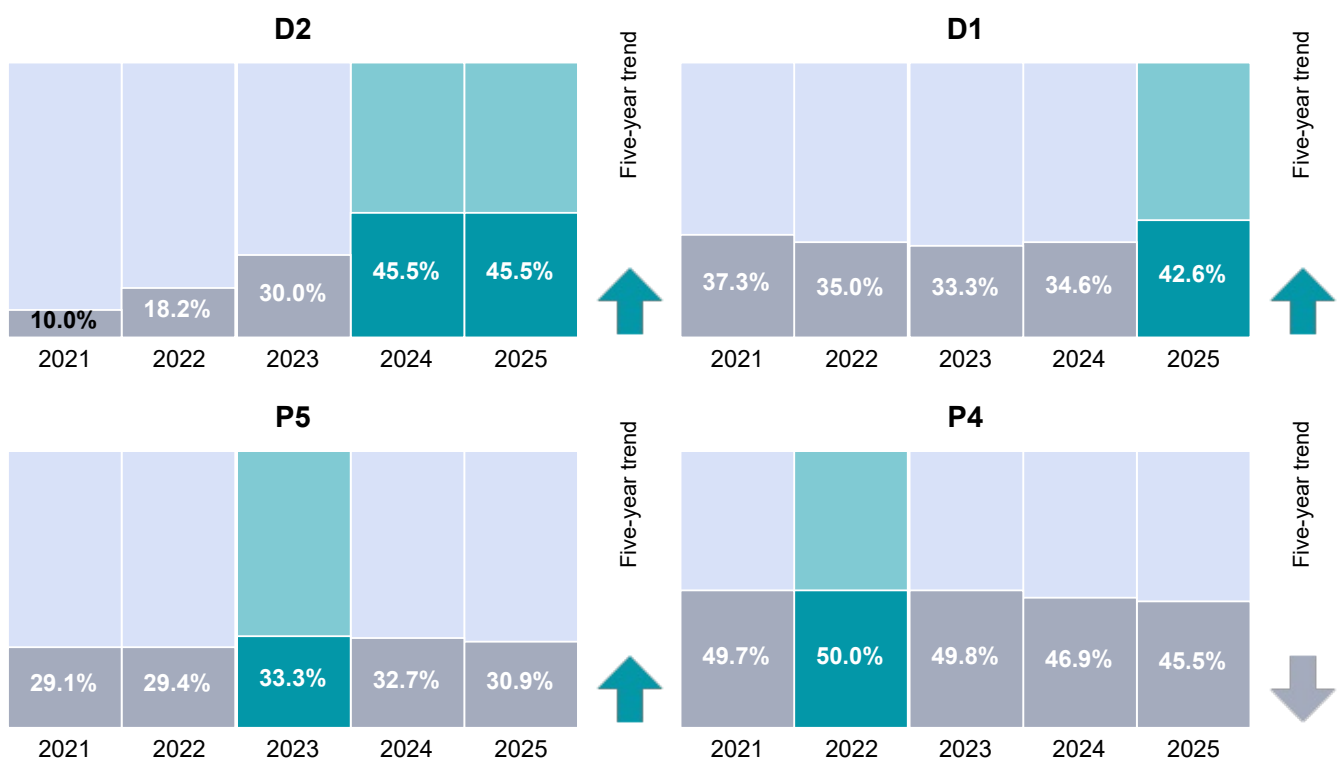


# 11. Representation of men and women by grade in Core Workforce

## By grade

Grade	Total	Men	Women
D2	11	6	5
D1	54	31	23
P5	97	67	30
P4	220	120	100
P3	175	77	98
P2	64	17	47
P1	4	1	3
NPO	8	3	5
G7	21	4	17
G6	194	65	129
G5	151	60	91
G4	21	8	13
G3	3	2	1

## Gender parity by grade, from 2021 to 2025





## 12. Positions by grade advertised in 2025

Fixed-term appointment

Temporary appointment

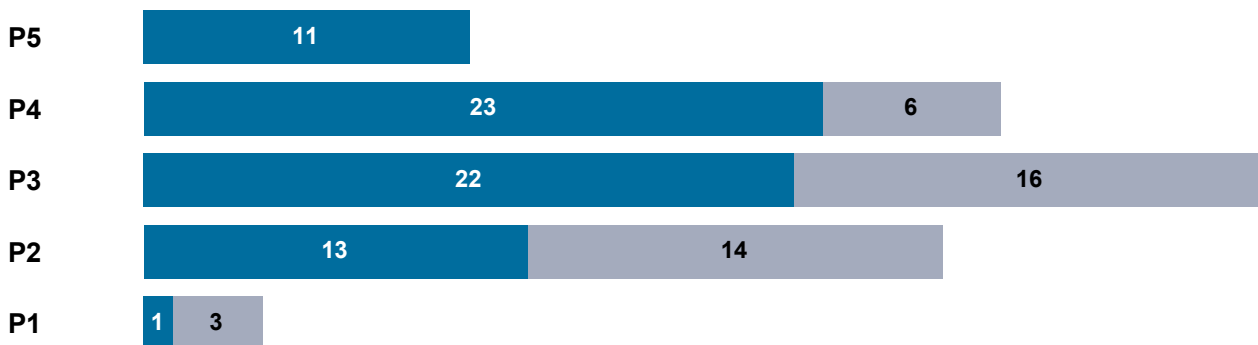
Total



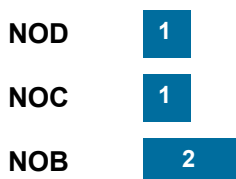
### Director



### Professional



### National Professional Officer



### General Service



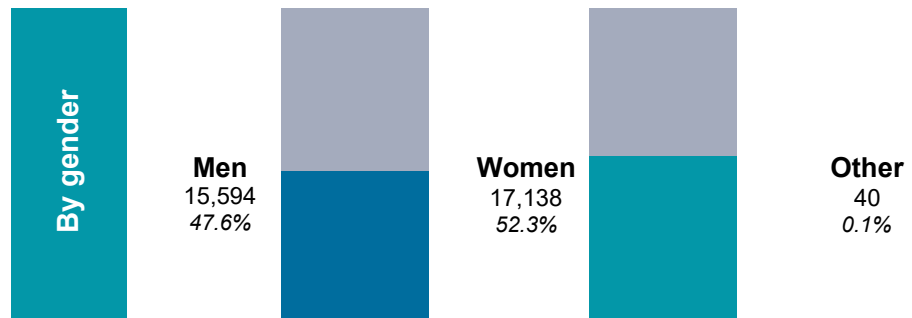
Fixed-term vacancies

Temporary vacancies



### 13. Applications received in 2025

Number of job applications received in 2025: 32,772



	Men	Women	Other	Total
<b>Director</b>				
D2	0	0	0	0
D1	749	554	4	1,307
	<b>749</b>	<b>554</b>	<b>4</b>	<b>1,307</b>

	Men	Women	Other	Total
<b>Professional</b>				
P5	1,371	768	2	2,141
P4	3,163	2,171	12	5,346
P3	3,525	3,598	11	7,134
P2	3,669	5,016	6	8,691
P1	1,072	1,350	0	2,422
	<b>12,800</b>	<b>12,903</b>	<b>31</b>	<b>25,734</b>

	Men	Women	Other	Total
<b>National Professional Officer</b>				
NOD	12	22	0	34
NOB	64	102	0	166
NOC	26	24	0	50
	<b>102</b>	<b>148</b>	<b>0</b>	<b>250</b>

	Men	Women	Other	Total
<b>General Service</b>				
G6	1,001	1,360	1	2,362
G5	406	949	1	1,356
G4	435	1,020	2	1,457
G3	101	204	1	306
	<b>1,943</b>	<b>3,533</b>	<b>5</b>	<b>5,481</b>



## 14. Applications by region and gender

Professional and higher categories



Region	Men	Women	Other	Total
Africa	4,359	2,758	5	7,122
Asia and the Pacific	2,600	3,200	10	5,810
Eastern and Central Europe and Central Asia	1,130	1,748	9	2,887
Latin America and the Caribbean	1,006	1,136	0	2,142
Middle East	786	629	1	1,416
North America	647	645	1	1,293
Western Europe	3,021	3,341	9	6,371
<b>Total</b>	<b>13,549</b>	<b>13,457</b>	<b>35</b>	<b>27,041</b>

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



## 15. Appointments by region in 2024

Professional and higher categories



Region	Men	Women	Total
Africa	7	8	15
Asia and the Pacific	12	20	32
Eastern and Central Europe and Central Asia	4	10	14
Latin America and the Caribbean	8	9	17
Middle East	1	3	4
North America	4	2	6
Western Europe	9	11	20
<b>Total</b>	<b>45</b>	<b>63</b>	<b>108</b>

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



## 16. Applicants from unrepresented Member States

Professional and higher categories



### Breakdown by gender

Category	2023	2024	2025
Male applicants from unrepresented Member States	424	661	1,244
as % of all male applicants	5.7%	6.2%	9.2%
Female applicants from unrepresented Member States	449	656	965
as % of all female applicants	6.3%	5.9%	7.2%
Other applicants from unrepresented Member States	0	6	1
as % of all other applicants	0.0%	9.0%	2.9%



## 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
	<b>Total</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>9</b>
Professional	Men	4	5	8	8	10
	Women	3	3	7	11	7
	<b>Total</b>	<b>7</b>	<b>8</b>	<b>15</b>	<b>19</b>	<b>17</b>
General Service	Men	1	3	8	7	9
	Women	3	3	4	6	9
	<b>Total</b>	<b>4</b>	<b>6</b>	<b>12</b>	<b>13</b>	<b>18</b>
<b>Total</b>		<b>14</b>	<b>18</b>	<b>32</b>	<b>36</b>	<b>44</b>

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	2021	2022	2023	2024	2025
Retirement	19	20	50	36	43
Resignation	9	15	8	15	8
Termination	10	10	2	1	2
Expiration of appointment	10	27	7	11	8
Death	2	2	1	0	0
Termination following disability	4	1	1	0	1
Inter-agency transfer	2	0	1	4	3
<b>Total</b>	<b>56</b>	<b>75</b>	<b>70</b>	<b>67</b>	<b>65</b>

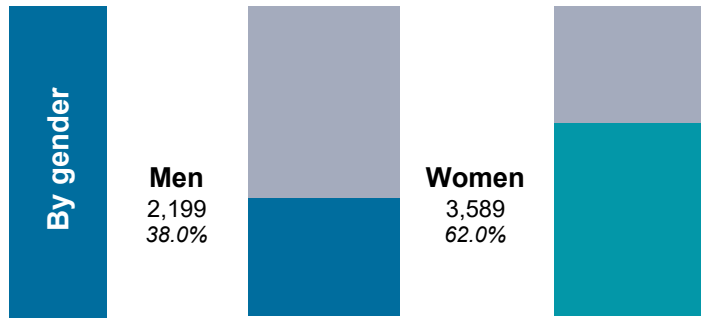


## 19. Training in 2024

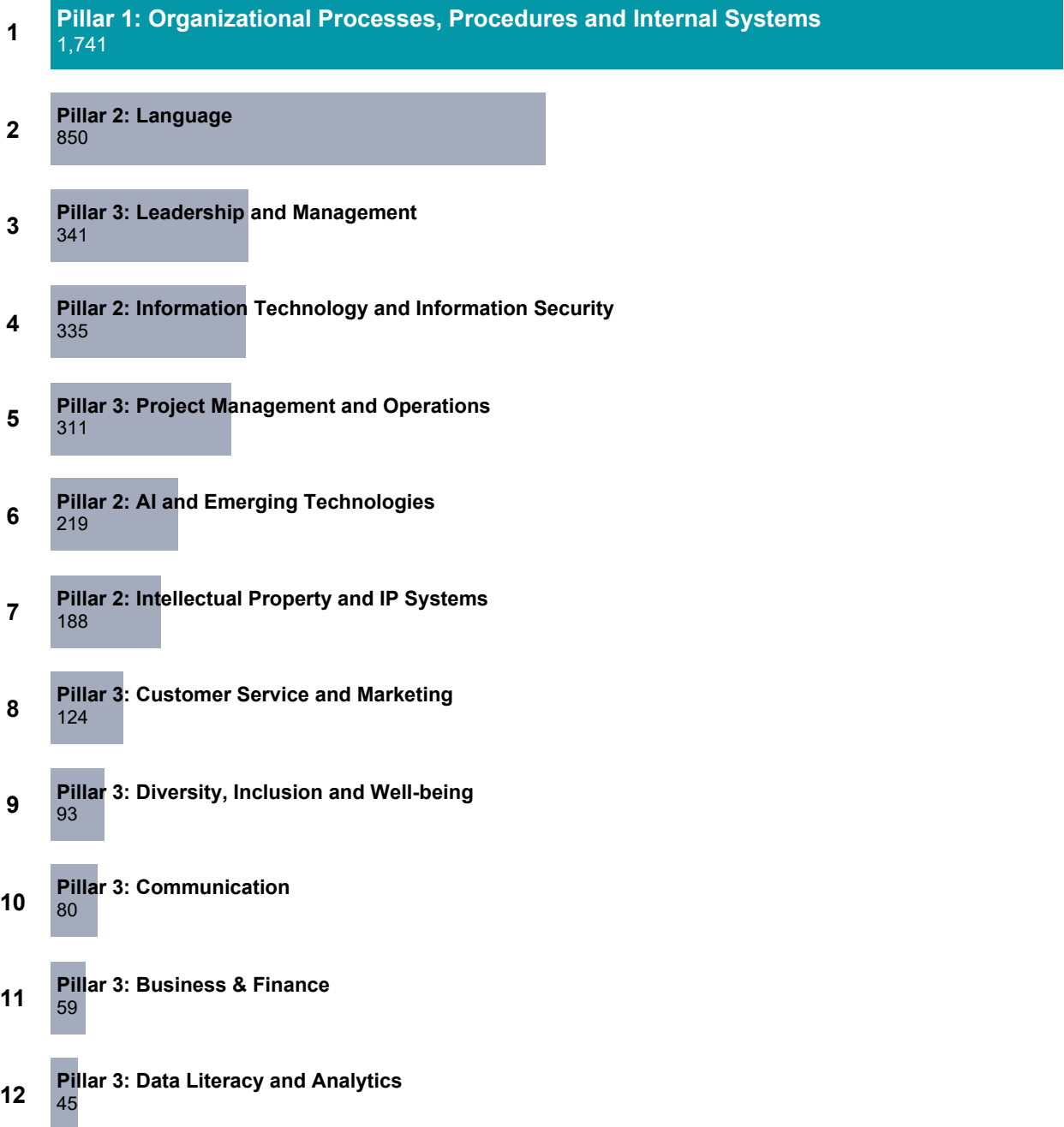
Total number of training participants:  
5,788

Total number of training days provided:  
4,386

Average training days per staff member:  
3.9



### Training categories and days in 2024



Note: 1. Pillar 1 – Mandatory/Essential Training; Pillar 2 – Technical/Substantive Training; Pillar 3 – Soft Skills - Training. 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. 2025 performance cycle

1,058 staff members were subject to the 2025 performance cycle.

### Ratings

#### Outstanding performance

125  
11.8%

#### Highly effective performance

471  
44.5%

#### Effective performance

394  
37.2%

#### Improvement in performance needed

2  
0.2%

#### Unsatisfactory performance

0  
0.0%

#### PMSDS cancelled <sup>1</sup>

26  
2.5%

#### PMSDS not completed

40  
3.8%

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	2025
Requests for review of administrative decisions	15	5	9	9 <sup>4</sup>	2	4	15 <sup>7</sup>
Grievances <sup>1</sup>	2 <sup>2</sup>	1	0	1	3	8 <sup>6</sup>	2
Rebuttals of performance appraisals	1	0	1	0	2	0	0
Internal appeals to WIPO Appeal Board	27	9	2	6	1	3	3
Complaints to ILO Administrative Tribunal	12	8	8 <sup>3</sup>	4	7 <sup>5</sup>	1	4 <sup>8</sup>
<b>Total</b>	<b>57</b>	<b>23</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>16</b>	<b>24</b>



### Cases filed by subject matter in 2024

**Benefits/entitlements**

8

**Harassment**

3

**Disciplinary matters**

3

**Other appointment-related**

3

**Miscellaneous**

2

**Selection**

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).
6. Staff holding appointments under the Funds-in-Trust (FITs).
7. 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.
8. UNDP JPOs are assigned on a loan basis to WIPO under an agreement between UNDP and WIPO.
9. "Affiliate personnel" include Young Experts, Fellows, Interns, Individual Contractors as well as Translators and Interpreters (under International Association of Conference Translators and International Association of Conference Interpreters contracts).
10. "Others" include 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.

### 6. Interns (2020-2025)

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.

### 7. Member States represented among WIPO staff

List of unrepresented Member States as at December 2025: 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, Federated States of Micronesia, Fiji, Gabon, Guinea, Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Rep., Liberia, Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Namibia, Nauru, Niue, 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.



## 22. Endnotes

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. 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.
6. One case was filed anonymously on behalf of more than one complainant.
7. Two staff members submitted three requests for review each, while one staff member submitted two.
8. One staff member submitted three complaints.