



WIPO Workforce 2026

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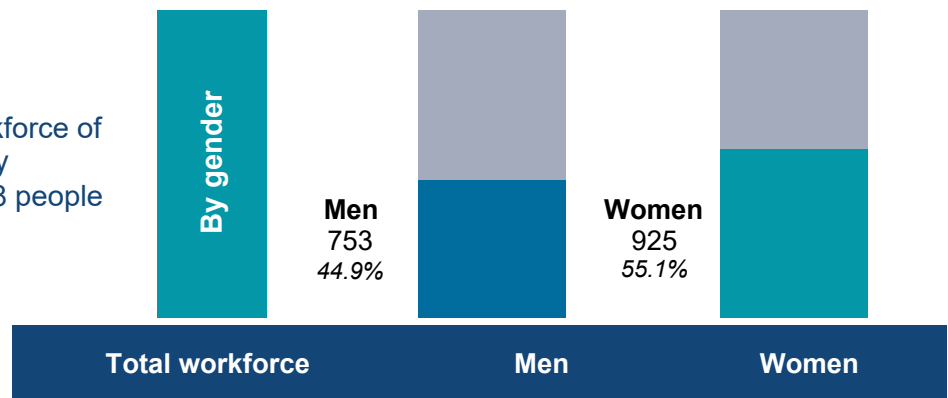
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1. Workforce at a glance

As of June 30, 2026, the workforce of the World Intellectual Property Organization comprised 1,678 people



Core workforce ¹ % of total workforce

	Total workforce	Men	Women
Core workforce ¹	1,043	478	565
	62.2%	28.5%	33.7%
Executive ²	9	6	3
Director	62	34	28
Professional	585	295	290
National Professional Officer (NPO)	9	4	5
General Service	378	139	239



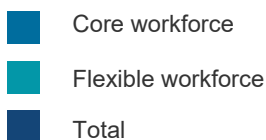
Flexible workforce ³ % of total workforce

	Total workforce	Men	Women
Flexible workforce ³	635	275	360
	37.8%	16.4%	21.5%
Professional ⁴	64	31	33
General Service ⁴	13	3	10
Project Posts ⁵	11	6	5
FITs ⁶	18	10	8
UN Staff on Loan ⁷	2	0	2
UNDP JPOs ⁸	6	1	5
Affiliate Personnel ⁹			
Monthly translator/reviser	1	0	1
Young experts	16	3	13
Fellows	129	38	91
Interns	18	5	13
Individual Contractors (ICS)	142	53	89
Others ¹⁰	215	125	90



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	233	133	100
	173	125	48
	406	258	148
Brands and Designs Sector	126	46	80
	76	31	45
	202	77	125
Copyright and Creative Industries Sector	21	10	11
	32	12	20
	53	22	31
Global Challenges and Partnerships Sector	40	14	26
	36	10	26
	76	24	52
Infrastructure and Platforms Sector	66	42	24
	55	20	35
	121	62	59
IP and Innovation Ecosystems Sector	77	30	47
	88	16	72
	165	46	119
Patents and Technology Sector	312	130	182
	52	21	31
	364	151	213
Regional and National Development Sector	88	36	52
	62	18	44
	150	54	96
Sector of the Director General	80	37	43
	61	22	39
	141	59	82





3. Workforce distribution by contract type

Total	Men	Women
Permanent 425	190	235
Continuing 296	130	166
Fixed-term 322	158	164
Temporary 77	34	43
Fixed-term project posts 11	6	5
Fixed-term FITs 16	9	7
Temporary FITs 2	1	1
UN Staff on Loan 2	0	2
UNDP JPOs 6	1	5
Affiliate Personnel		
Monthly translator/reviser 1	0	1
Young experts 16	3	13
Fellows 129	38	91
Interns 18	5	13
Individual Contractors (ICS) 142	53	89
Others 215	125	90
TOTAL	1,678	925



4a. Core workforce comparison by year

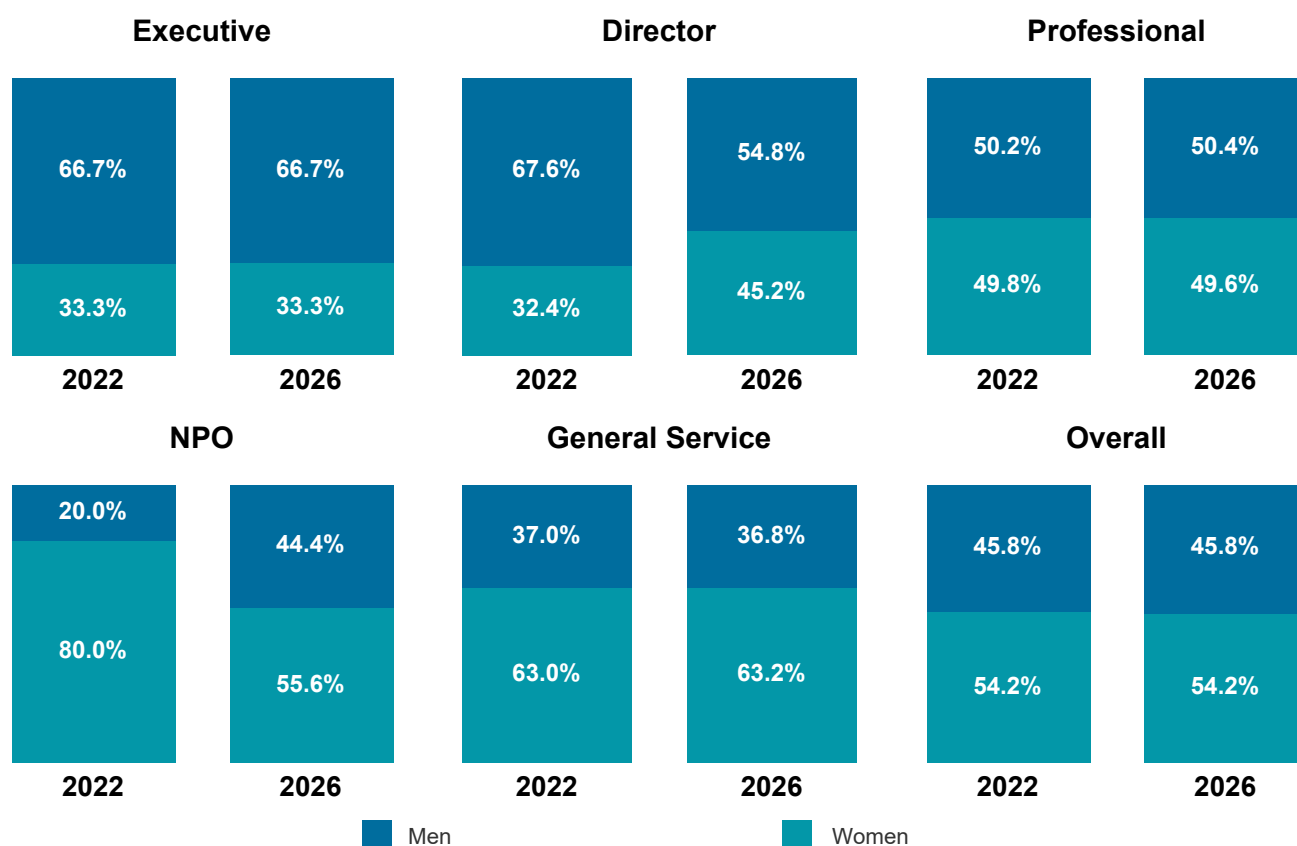


Core workforce

	2022	2023	2024	2025	2026
Executive	9	9	9	9	9
Director	71	64	63	65	62
Professional	538	536	550	560	585
National Professional Officer (NPO)	5	6	6	8	9
General Service	446	430	415	390	378
	1,069	1,045	1,043	1,032	1,043



Core workforce gender parity, from 2022 to 2026





4b. Flexible workforce comparison by year

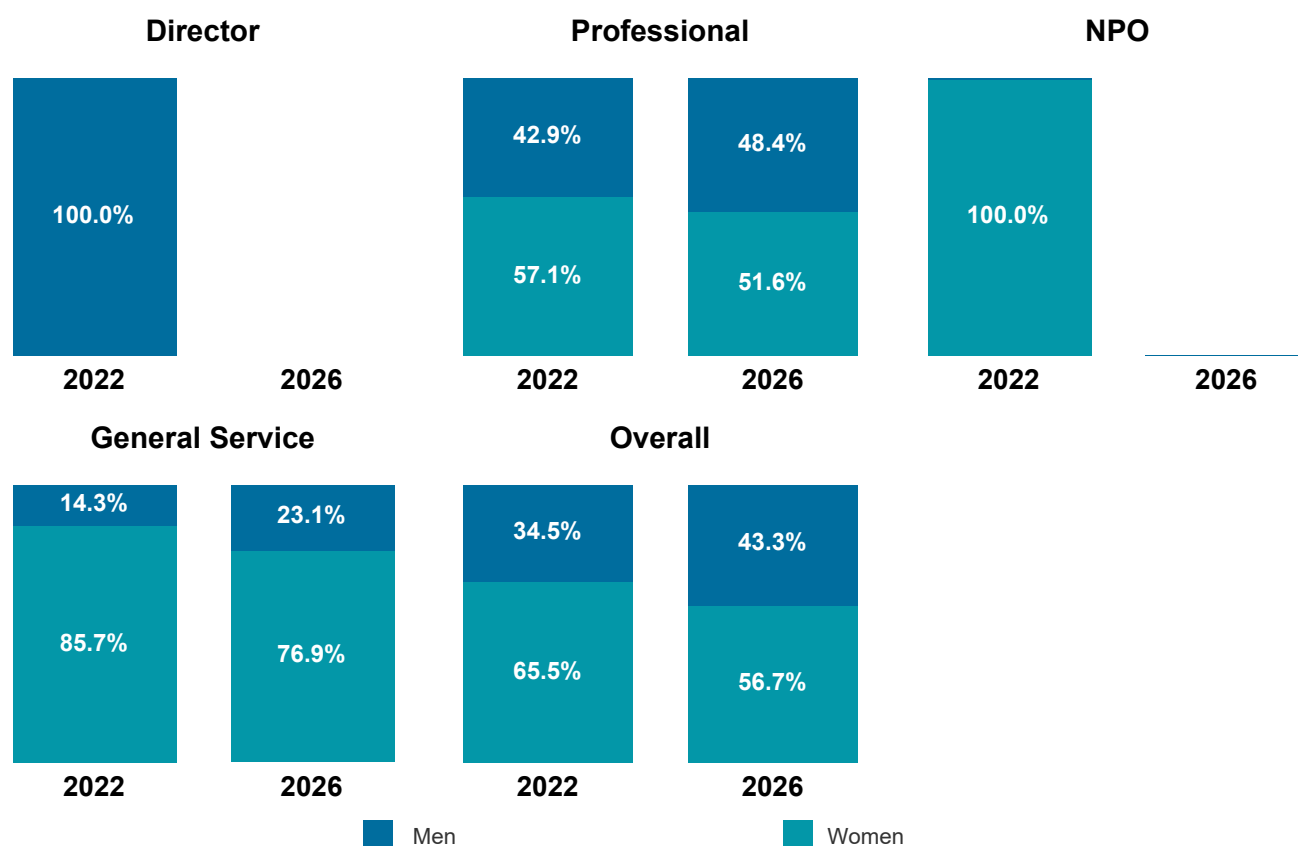


Flexible workforce

	2022	2023	2024	2025	2026
Director	1	0	0	0	0
Professional	42	56	57	64	64
National Professional Officer (NPO)	1	1	1	0	0
General Service	14	18	15	17	13
Project Posts	0	0	0	18	11
FITs	35	36	41	17	18
UN Staff on Loan	4	2	0	0	2
UNDP JPOs	5	7	5	4	6
Affiliate Personnel					
Monthly translator/reviser	0	0	0	0	1
Young experts	11	22	20	18	16
Fellows	97	102	124	124	129
Interns	20	24	17	20	18
Individual Contractors (ICS)	0	0	0	170	142
Others	336	392	412	231	215
	566	660	692	683	635



Flexible workforce gender parity, from 2022 to 2026





4c. Overall workforce comparison by year

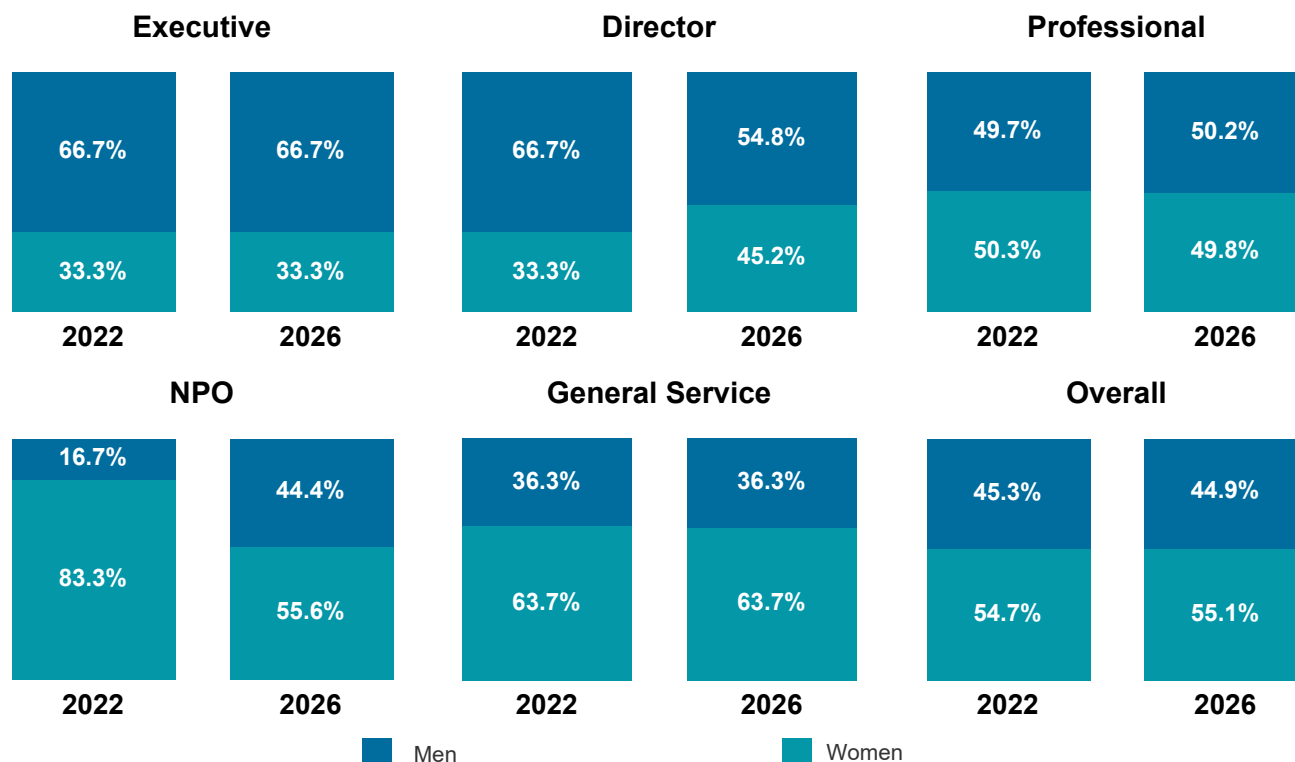


Overall workforce

	2022	2023	2024	2025	2026
Executive	9	9	9	9	9
Director	72	64	63	65	62
Professional	580	592	607	624	649
National Professional Officer (NPO)	6	7	7	8	9
General Service	460	448	430	407	391
Project Posts	0	0	0	18	11
FITs	35	36	41	17	18
UN Staff on Loan	4	2	0	0	2
UNDP JPOs	5	7	5	4	6
Monthly translator/reviser	0	0	0	0	1
Affiliate Personnel					
Monthly translator/reviser	0	0	0	0	1
Young experts	11	22	20	18	16
Fellows	97	102	124	124	129
Interns	20	24	17	20	18
Individual Contractors (ICS)	0	0	0	170	142
Others	336	392	412	231	215
	1,635	1,705	1,735	1,715	1,678



Overall workforce gender parity, from 2022 to 2026





5. Fellows (2020-2025)

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

By gender

Men
103
29.6%

Women
245
70.4%



By WIPO programs



6. Interns (2020-2025)

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

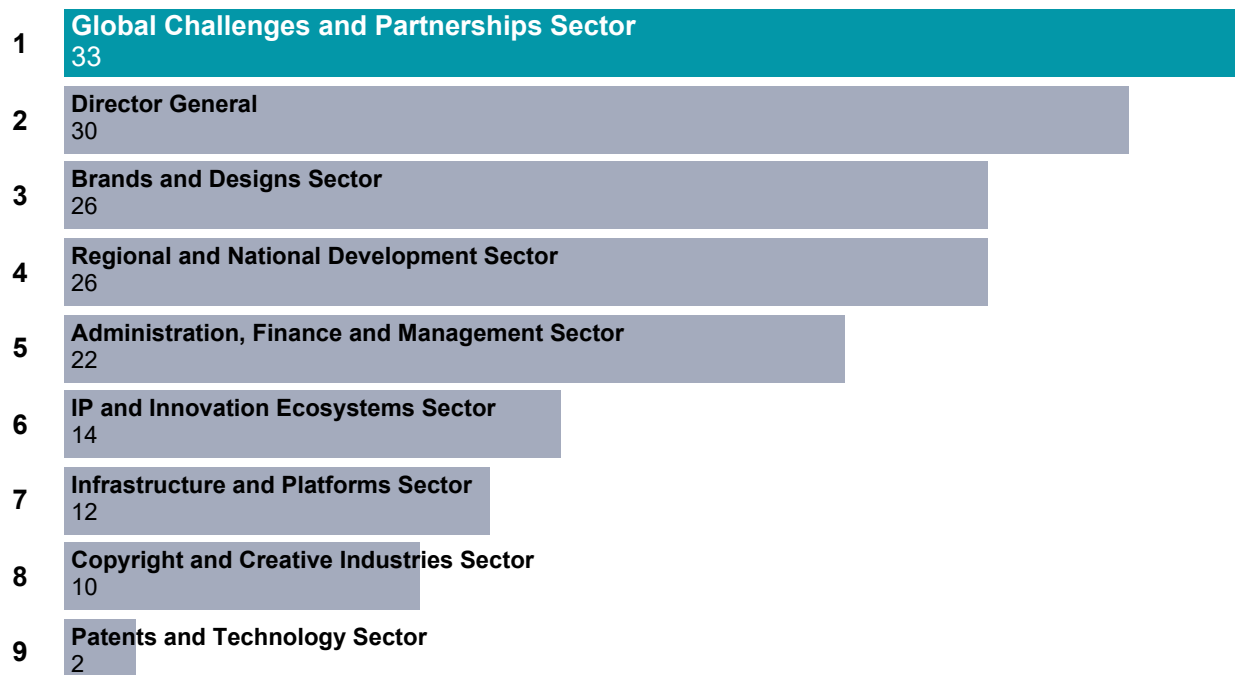
By gender

Men
40
22.9%

Women
135
77.1%



By WIPO Sector¹





7. Representation

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



121
nationalities



50.1
average age

By gender

Men
512
45.7%

Women
608
54.3%



8. Member States represented among WIPO staff

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

194

Member States

121

Represented Member States

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
2026	194	121



9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



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Total	Men	Women
Western Europe 263 36.5%	132	131
Asia and the Pacific 156 21.7%	78	78
Eastern and Central Europe and Central Asia 77 10.7%	35	42
Africa 75 10.4%	43	32
North America 66 9.2%	35	31
Latin America and the Caribbean 64 8.9%	31	33
Middle East 19 2.6%	12	7
Total 720	366	354



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



	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe	Total
Men	40	72	33	26	10	32	122	335
Women	28	71	37	29	5	31	120	321
Total	68	143	70	55	15	63	242	656



Temporary staff



	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe	Total
Men	3	6	2	5	2	3	10	31
Women	4	7	5	4	2	0	11	33
Total	7	13	7	9	4	3	21	64



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

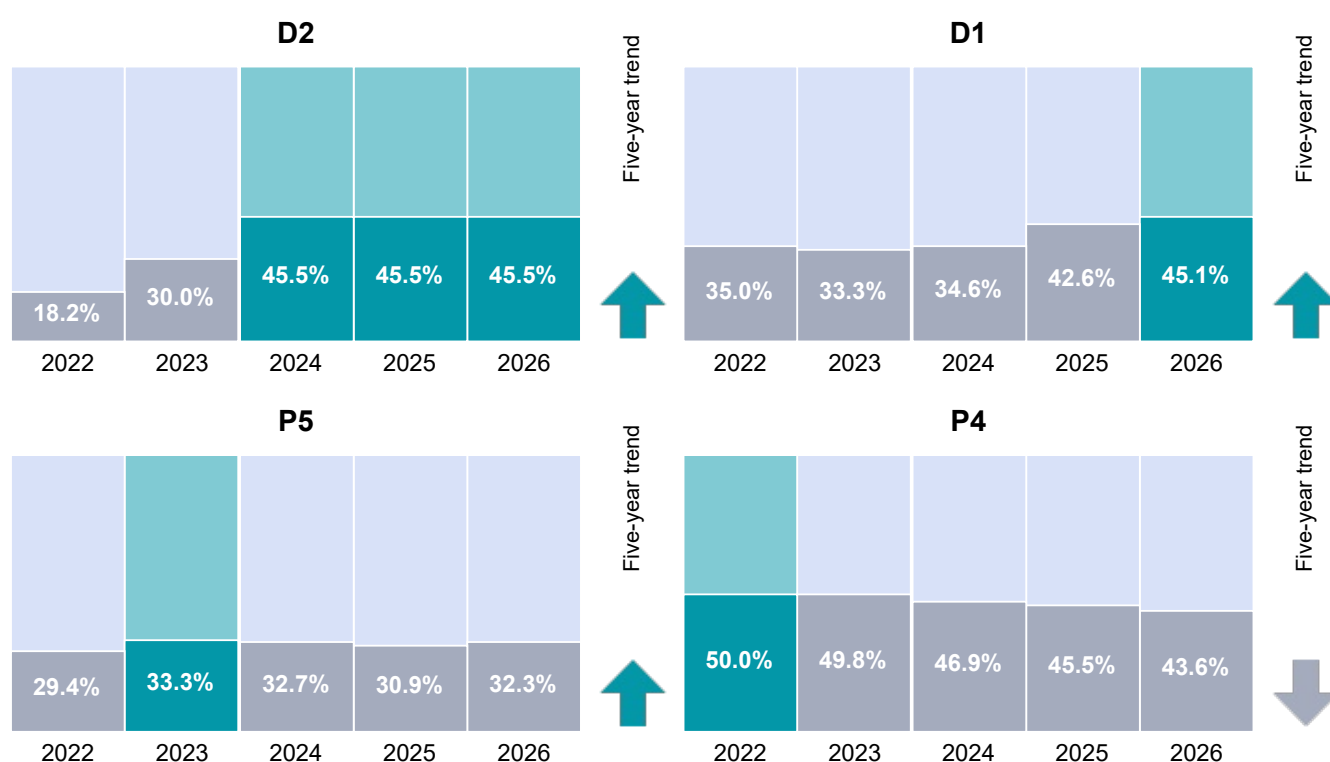


By grade

Grade	Total	Men	Women
D2	11	6	5
D1	51	28	23
P5	96	65	31
P4	225	127	98
P3	186	81	105
P2	72	20	52
P1	6	2	4
NPO	9	4	5
G7	20	3	17
G6	189	67	122
G5	146	58	88
G4	20	9	11
G3	3	2	1



Gender parity by grade, from 2021 to 2026





12. Positions by grade advertised in 2025

Fixed-term appointment



Temporary appointment



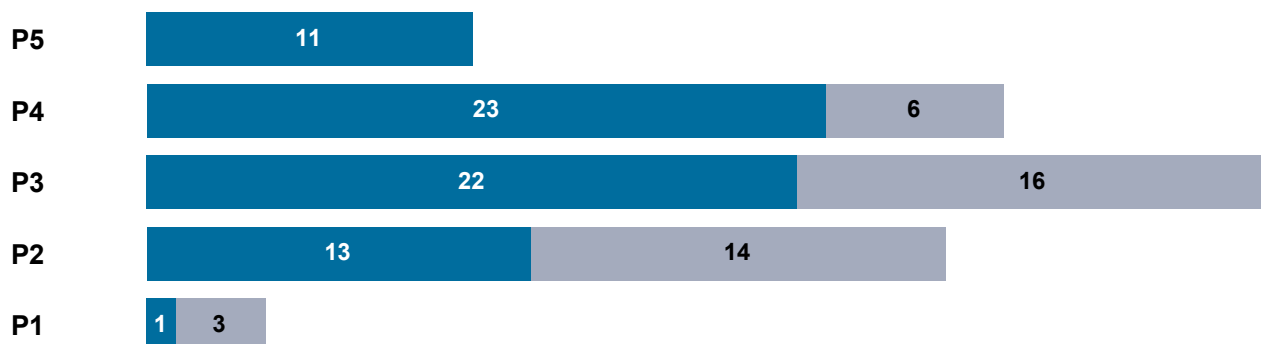
Total



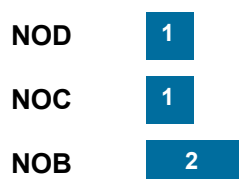
Director



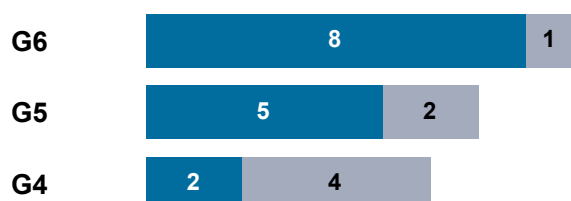
Professional



National Professional Officer



General Service



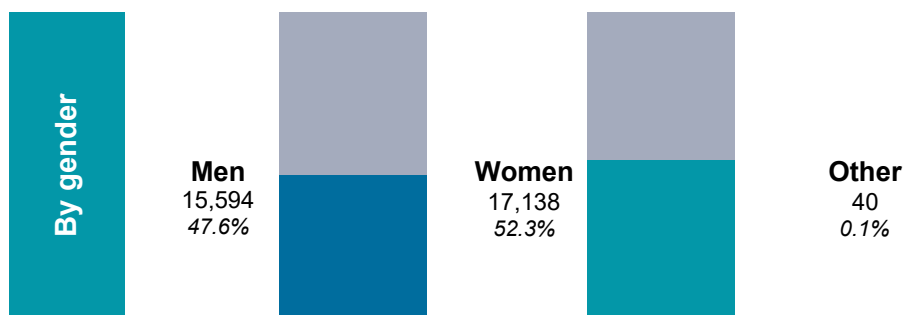
■ Fixed-term vacancies

■ Temporary vacancies



13. Applications received in 2025

Number of job applications received in 2025: 32,772



	Men	Women	Other	Total
Director				
D2	0	0	0	0
D1	749	554	4	1,307
	749	554	4	1,307

Professional

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
	12,800	12,903	31	25,734

National Professional Officer

NOD	12	22	0	34
NOB	64	102	0	166
NOC	26	24	0	50
	102	148	0	250

General Service

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
	1,943	3,533	5	5,481



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
Total	13,549	13,457	35	27,041

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



15. Appointments by region in 2025

Professional and higher categories



Region	Men	Women	Total
Africa	10	4	14
Asia and the Pacific	15	16	31
Eastern and Central Europe and Central Asia	3	8	11
Latin America and the Caribbean	7	3	10
Middle East	0	2	2
North America	3	1	4
Western Europe	8	9	17
Total	46	43	89

Note: Appointment decisions made to Fixed-Term and Temporary Appointment positions for P and above advertised in 2025 (Excluding Funds-in-Trust, Project Posts and Language Posts). As of 30.06.2026



16. Applicants from unrepresented Member States

Professional and higher categories

2023

873 applicants
5.9% of total applicants

2024

1,323 applicants
6.0% of total applicants

2025

2,210 applicants
8.2% of total applicants



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	2026	2027	2028	2029
Director	Men	3	3	3	7
	Women	1	2	1	2
	Total	4	5	4	9
Professional	Men	5	8	8	10
	Women	3	7	11	7
	Total	8	15	19	17
General Service	Men	3	8	7	9
	Women	3	4	6	9
	Total	6	12	13	18
Total		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	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
Total	56	75	70	67	65

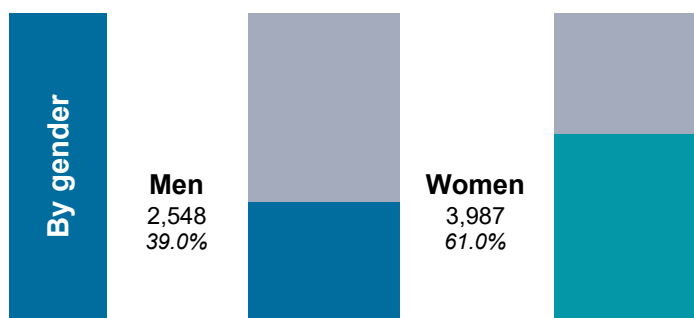


19. Training in 2025

Total number of training participants:
6,535

Total number of training days provided:
4,013

Average training days per staff member:
3.6



Training categories and days in 2025

- Pillar 2: Language**
1,210
- Pillar 3: Communication; Teamwork; Others**
1,181
- Pillar 3: Leadership and Management**
743
- Pillar 2: Information Technology and Information Security**
290
- Pillar 1: Organizational Processes, Procedures and Internal Systems**
153
- Pillar 3: Customer Service and Marketing**
138
- Pillar 2: AI and Emerging Technologies**
101
- Pillar 3: Strategy, Business & Operations**
92
- Pillar 3: Data Literacy and Analytics**
37
- Pillar 2: Intellectual Property and IP Systems**
35
- Pillar 3: Project Management**
18
- Pillar 3: Diversity, Inclusion and Well-being**
16

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 ¹

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 ⁴	2	4	15 ⁷
Grievances ¹	2 ²	1	0	1	3	8 ⁶	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 ³	4	7 ⁵	1	4 ⁸
Total	57	23	20	20	15	16	24



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" covers individuals engaged by WIPO to perform work or services for a limited period of time or for a period of time tied to a specific project and whose contractual relationship is not governed by a letter of appointment subject to the WIPO Staff Regulations and Rules, and this category includes Young Experts, Fellows, Interns, Individual Contractors (ICS) as well as Translators and Interpreters (under international Association of Conference Translators and International Association of Conference Interpreters contracts). It should be noted that affiliate personnel figures for the ICS reflect the number of individuals engaged rather than full-time equivalents (FTEs).
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, Suriname, Tajikistan, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Vanuatu and Yemen.



22. Endnotes

20. 2025 performance cycle

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.