

Staff @ WIPO: Serving the Global IP System

Workforce 2019



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One year shy of turning half a century, WIPO's workforce continues to provide the dynamic energy that fuels the Organization in fulfilling its mission of leading the development of a balanced and effective international IP system that enables innovation and creativity for the benefit of all. It continues to be a richly diverse workforce. Product of many cultures and varied backgrounds and coming from the four corners of the world, WIPO's workforce constitutes a fitting and solid support for advancing the Global IP system.

This brochure provides transparency on WIPO staff metrics: their distribution by work sector, geographical representation, gender balance, talent sourcing, acquisition, development, and turnover, performance and productivity as well as conflict management. While the workforce, both staff and non-staff personnel, evolves, adapts to and manages change, its general mandate remains the same – to translate strategic priorities into actions, actions into deliverables and deliverables into results to achieve sustainable organizational performance.

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Conflict management

50

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Workforce at a glance

70/30

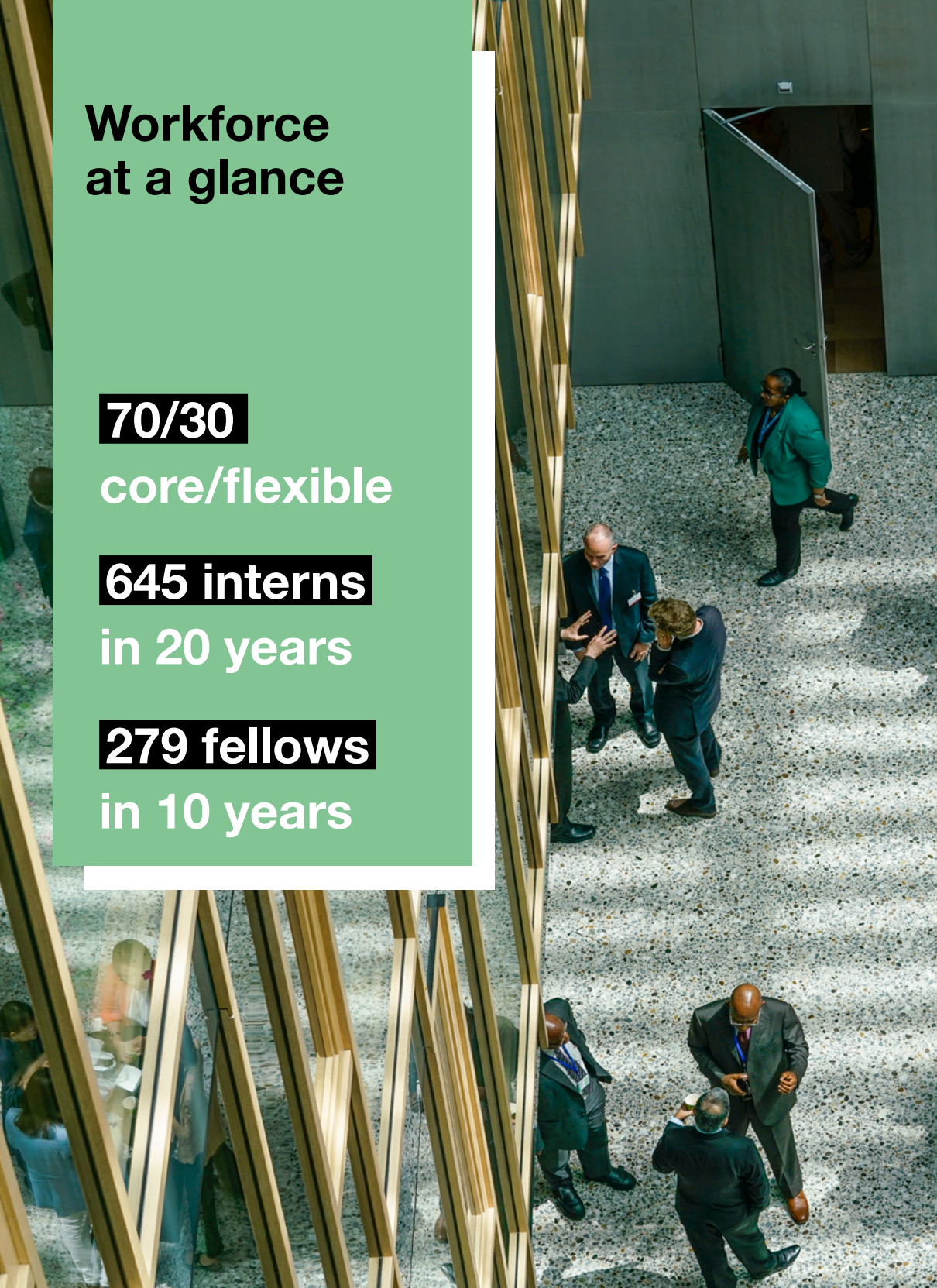
core/flexible

645 interns

in 20 years

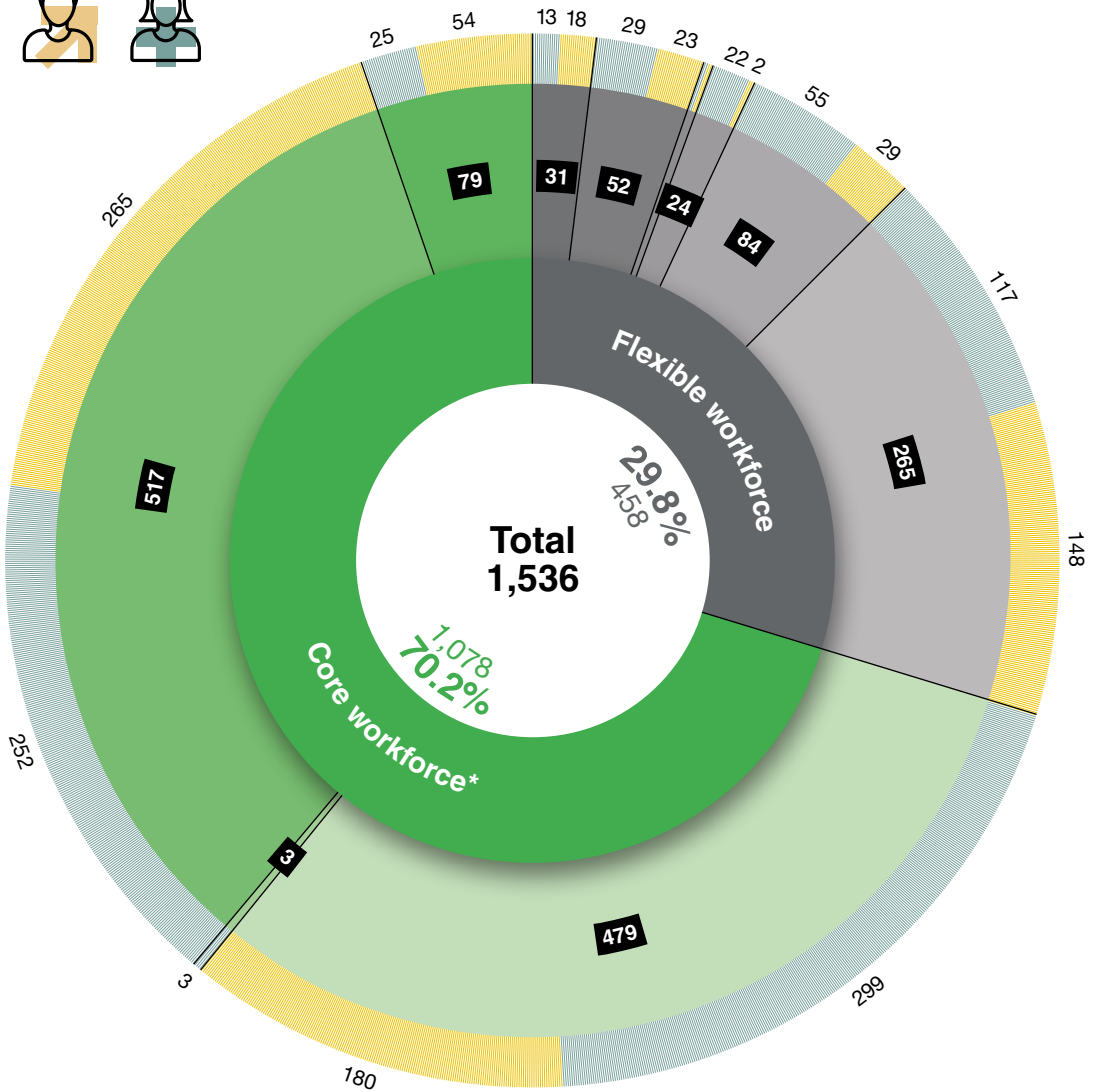
279 fellows

in 10 years





WIPO workforce by category



* Staff members holding a fixed-term, continuing or permanent appointment on regular budget funding

Director and higher¹



Professional



National Professional Officer


3



3

General Service



 =10  =10

Staff financed under Reserves and Funds-in-Trust (FIT)



Temporary Professional and higher categories



Temporary National Professional Officer

2



1

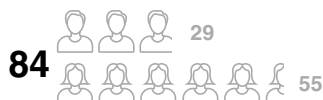


1

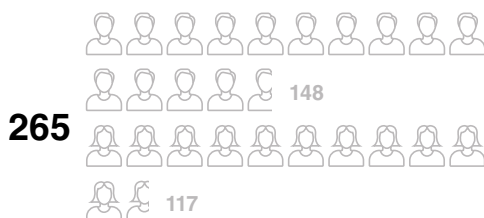
Temporary General Service



Interns, fellows and UNDP-JPOs²



Other non-staff³



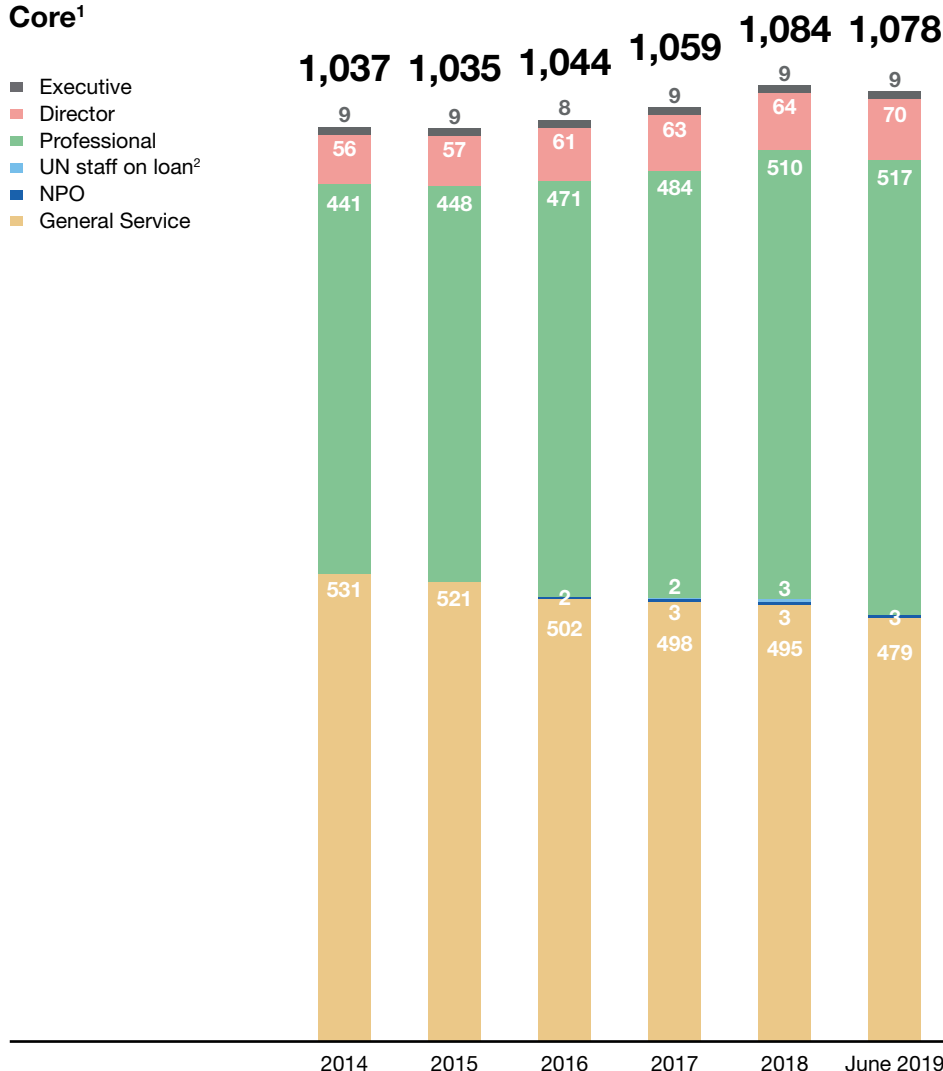
¹ The Executive Category (DG, DDG and ADG = 9 posts) is included.

² UNDP-Junior Professional Officers are assigned on a loan basis to WIPO under an agreement between UNDP and WIPO.

³ This group also includes individuals from the Syni programme of the Swiss Bureau of Subsidized Temporary Employment, who are assigned to WIPO for training purposes. For the other non-staff in this group, only those working on WIPO premises in Geneva are included in the count.

Workforce comparison per year

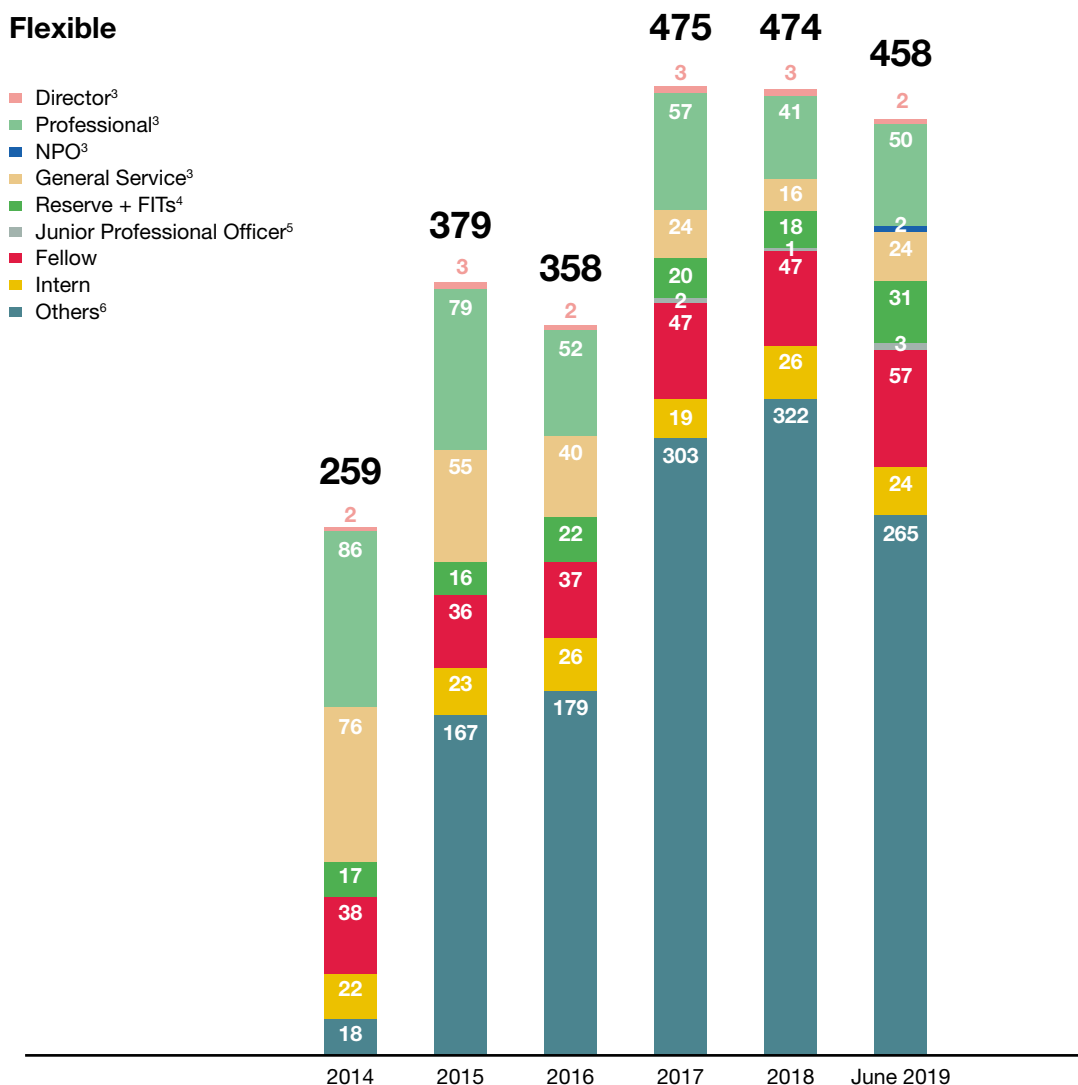
Core¹



¹ Staff members holding a fixed-term, continuing or permanent appointment on regular budget funding

² These are UN staff on loan to WIPO 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.

Flexible



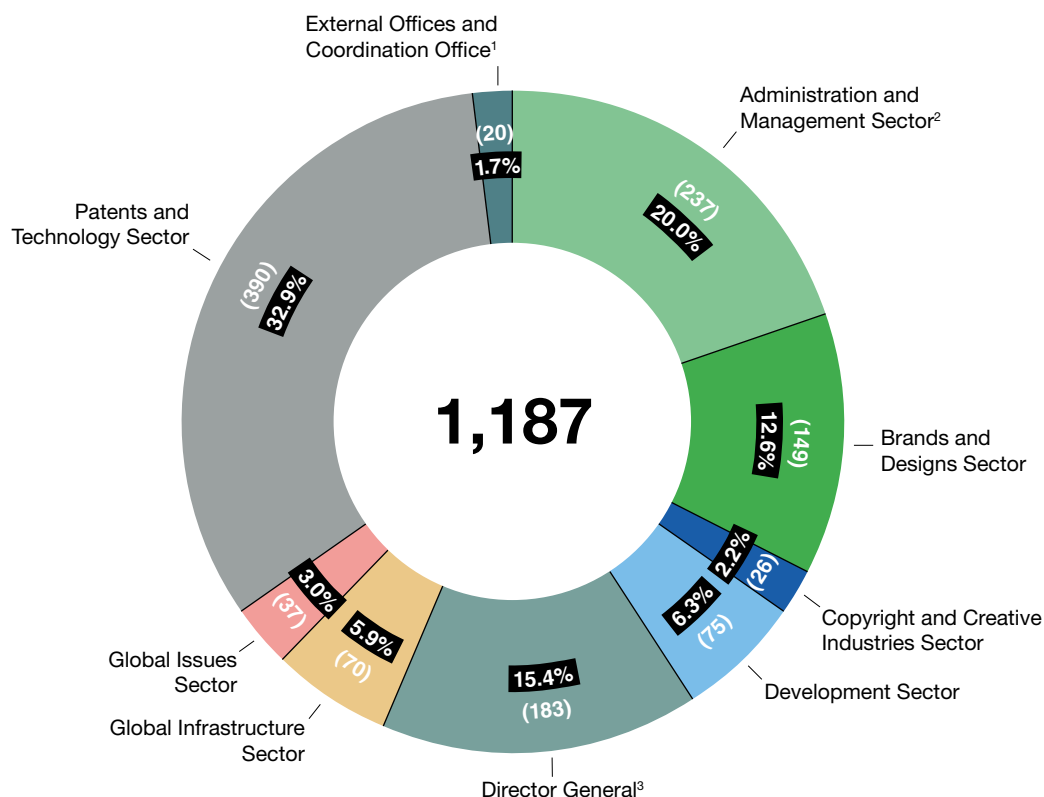
³ Temporary appointments

⁴ This group also includes individuals from the Syni programme of the Swiss Bureau of Subsidized Temporary Employment, who are assigned to WIPO for training purposes. For the other non-staff in this group, only those working on WIPO premises in Geneva are included in the count.

⁵ These are UNDP-JPOs who are assigned on a loan basis to WIPO under an agreement between UNDP and WIPO.

⁶ This covers individual contractors, agency workers and external providers who are working on WIPO premises in Geneva. This group also includes individuals from the Syni programme of the Swiss Bureau of Subsidized Temporary Employment, who are assigned to WIPO for training purposes.

Staff distribution per sector*



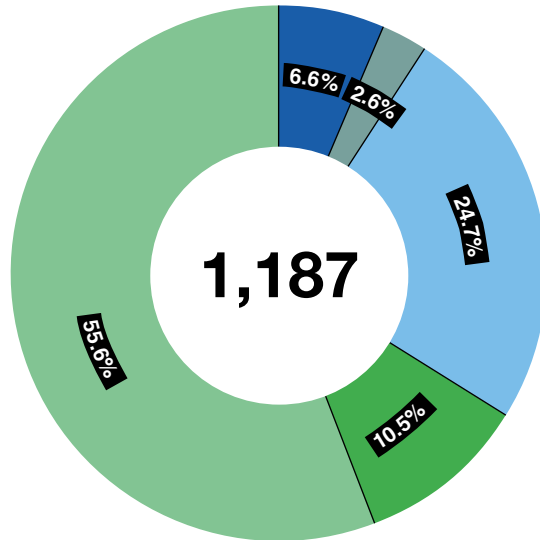
¹ Not a stand-alone sector although shown separately; these offices fall under either the Office of the Director General, the Brands and Designs Sector, the Global Issues Sector or the Global Infrastructure Sector (there is no double-counting)

² Office of the Assistant Director General, Information and Communication Technology Department, Conference and General Services Division, Language Division, Procurement and Travel Division, Department of Program Planning and Finance, Security and Information Assurance Division and Premises Infrastructure Division

³ Director General Front Office, Office of the Director General, Office of the Legal Counsel, Human Resources Management Department, Economics and Statistics Division, Internal Oversight Division, Office of the Ombudsperson, Department for Transition and Developed Countries, WIPO Ethics Office

* Regular budget, Funds-in-Trust, Project and UN staff on loan holding a fixed-term, continuing, permanent or temporary appointment

Staff by contract / funding type



Permanent

660
(55.6%)



Continuing

125
(10.5%)



Temporary

78
(6.6%)



Fixed-Term

293
(24.7%)



FIT and Project Personnel

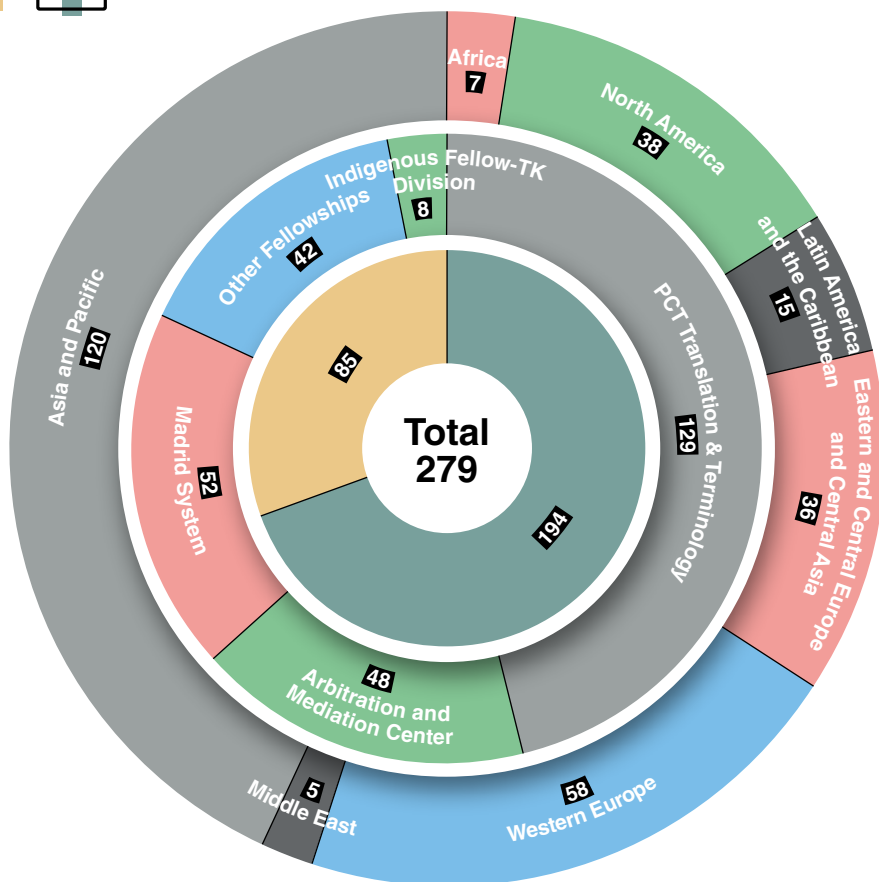
31
(2.6%)



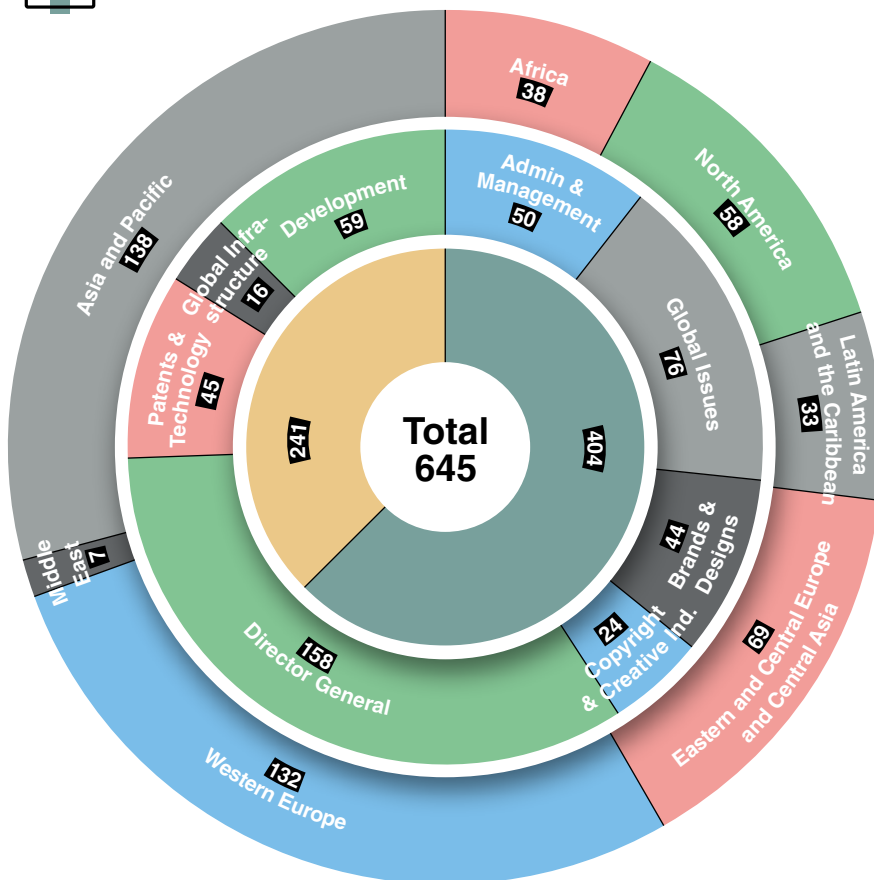
Fellows and interns distribution

per sector, region and gender

Fellows (2009 – 2019)

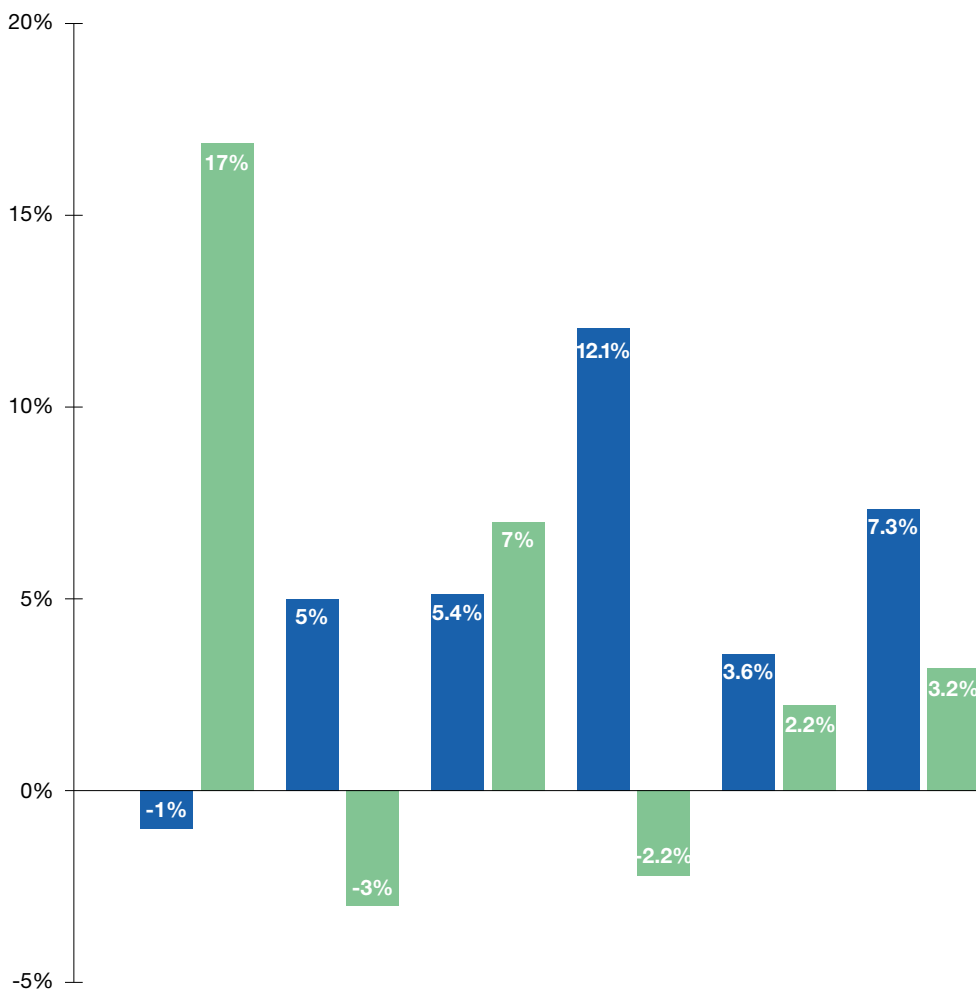


Interns (1999 – 2019)



Productivity¹

■ Madrid System
■ Patent Cooperation Treaty System



	2014	2015	2016*	2017*	2018	2019**
Core workforce	1,037	1,035	1,044	1,059	1,084	1,078
WIPO workforce	1,296	1,414	1,402	1,534	1,558	1,536

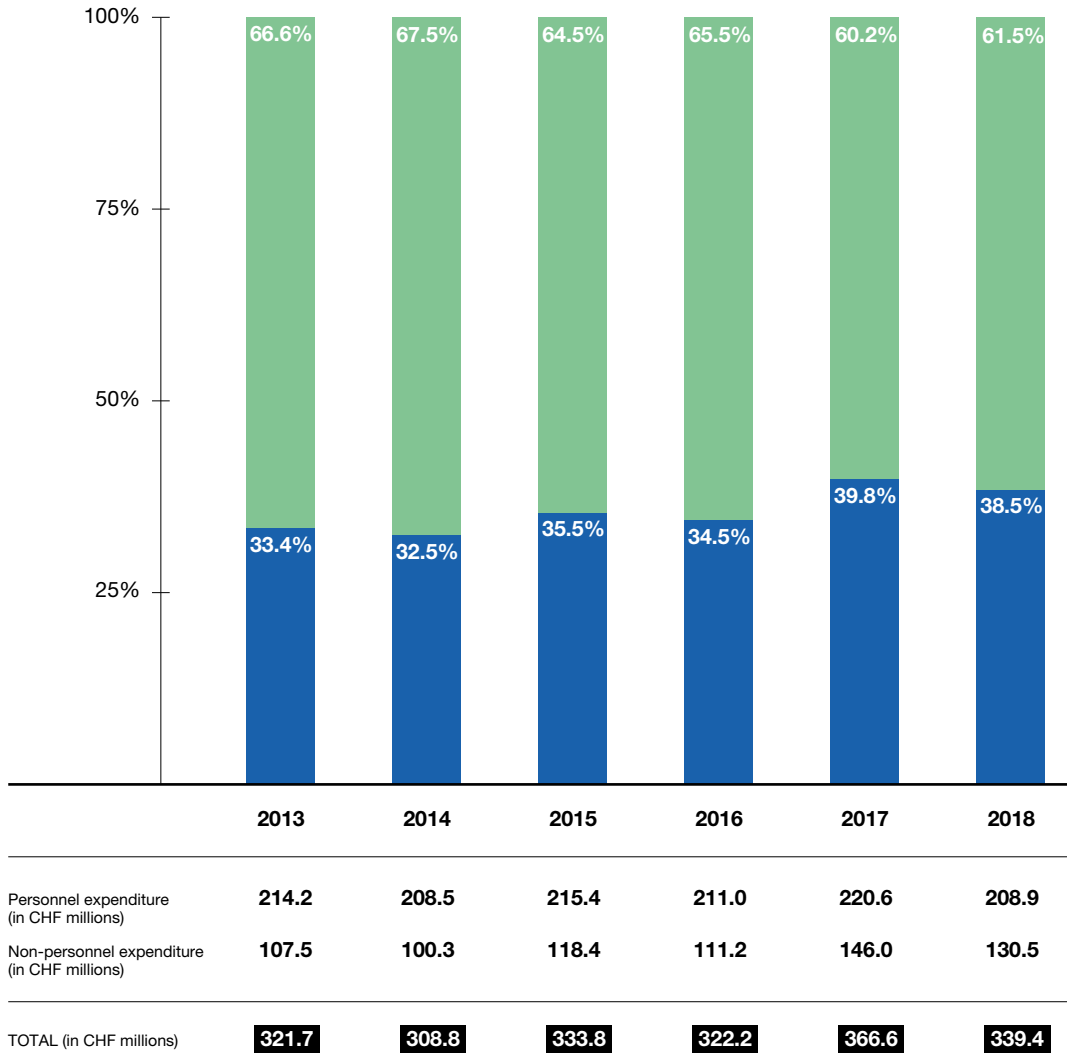
¹ The productivity of the Madrid and PCT operations are determined by the total number of output produced (i.e. estimated workload for the Madrid System and number of published PCT applications, respectively) divided by the number of personnel working in the examination of the respective systems.

* The methodology for determining the productivity of the Madrid System has been recently redefined and applied retroactively for 2016 and 2017 data.

** Data covering the first six months of 2019 which may not be representative of the entire year.

Staff costs

- Personnel expenditure
- Non-personnel expenditure



Figures on a budgetary basis (i.e., before IPSAS adjustments).

Source: WIPO's financial system

Diversity

123

nationalities

46/54

men/women

48.8

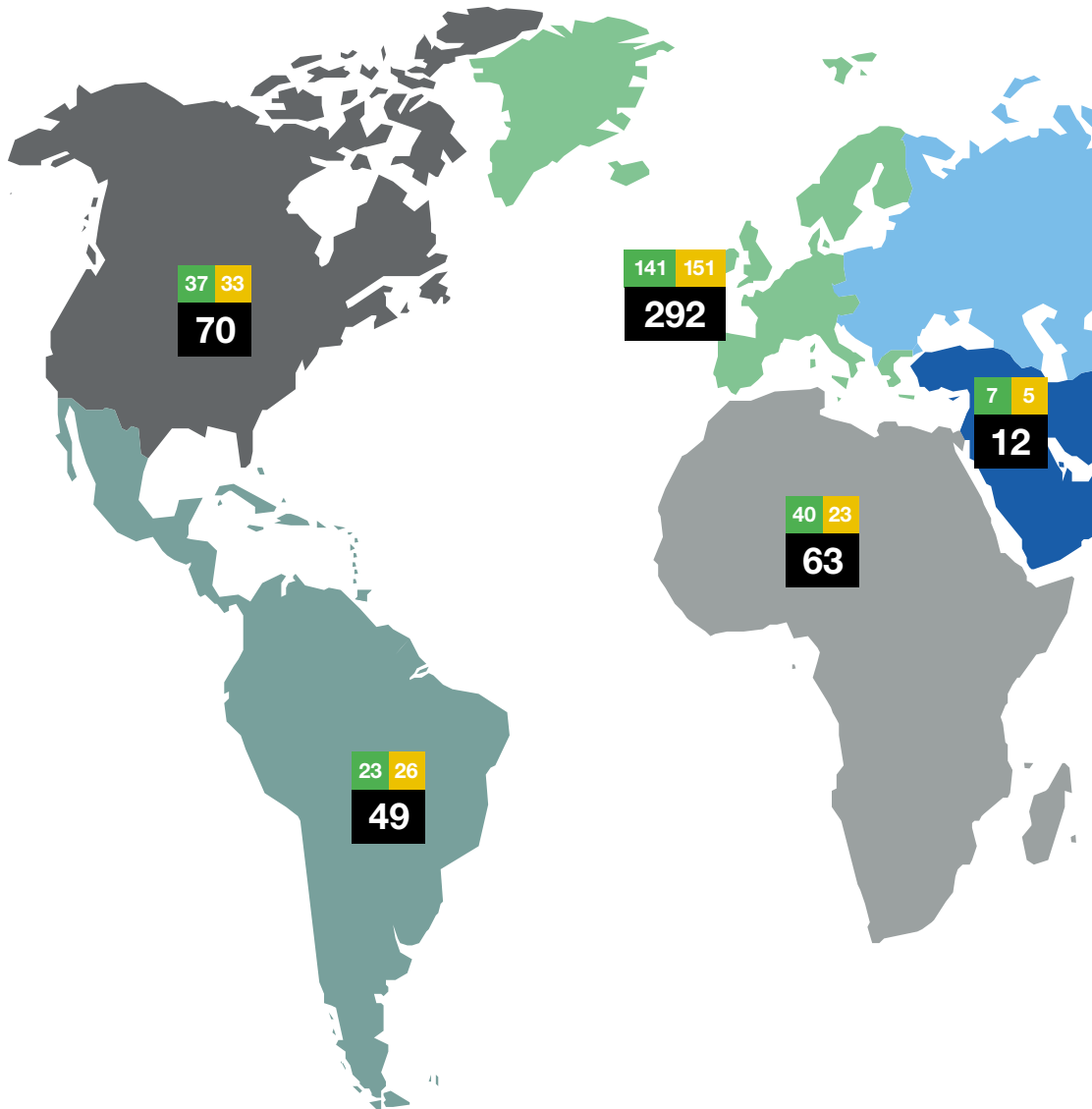
average age



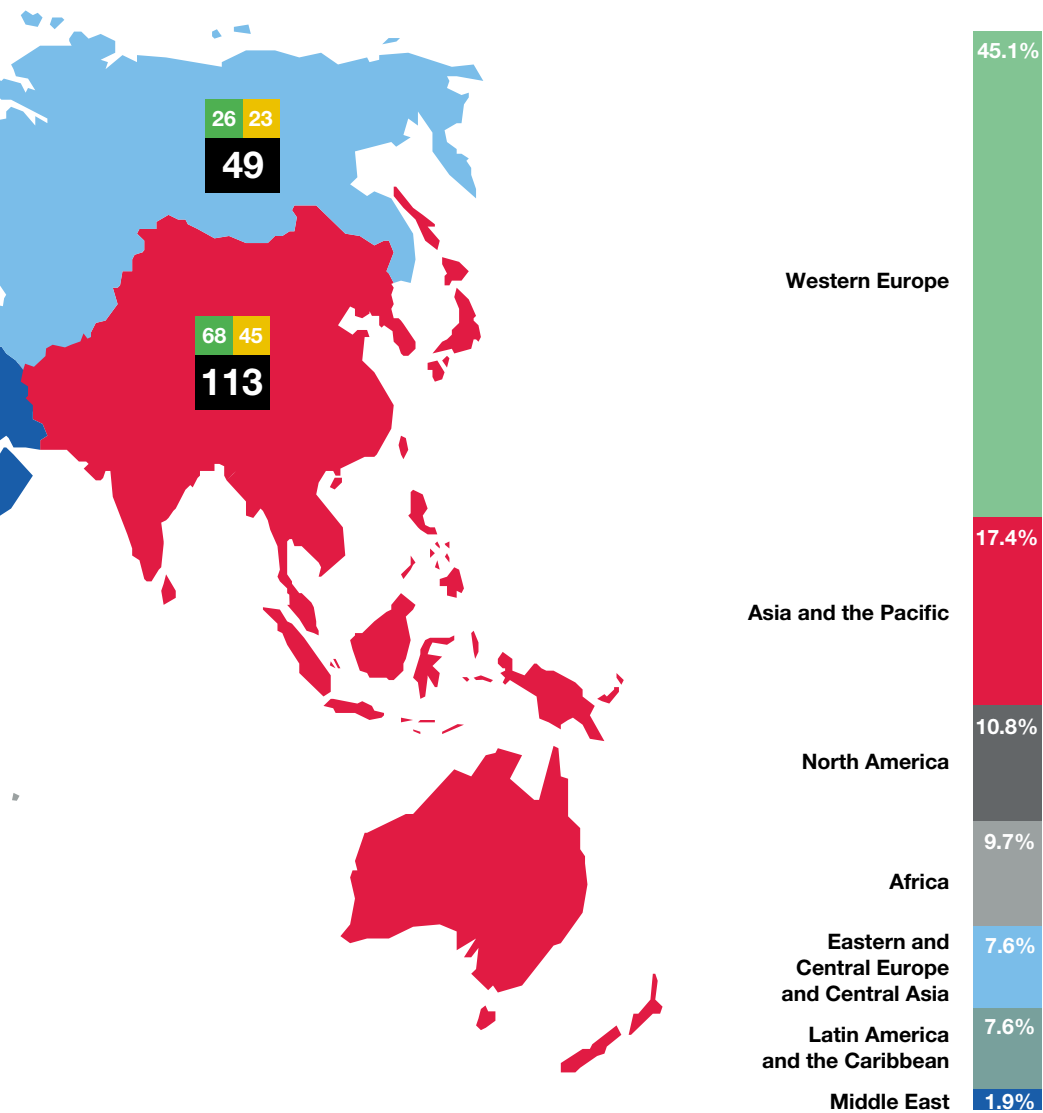


78

Geographical representation of staff by region*



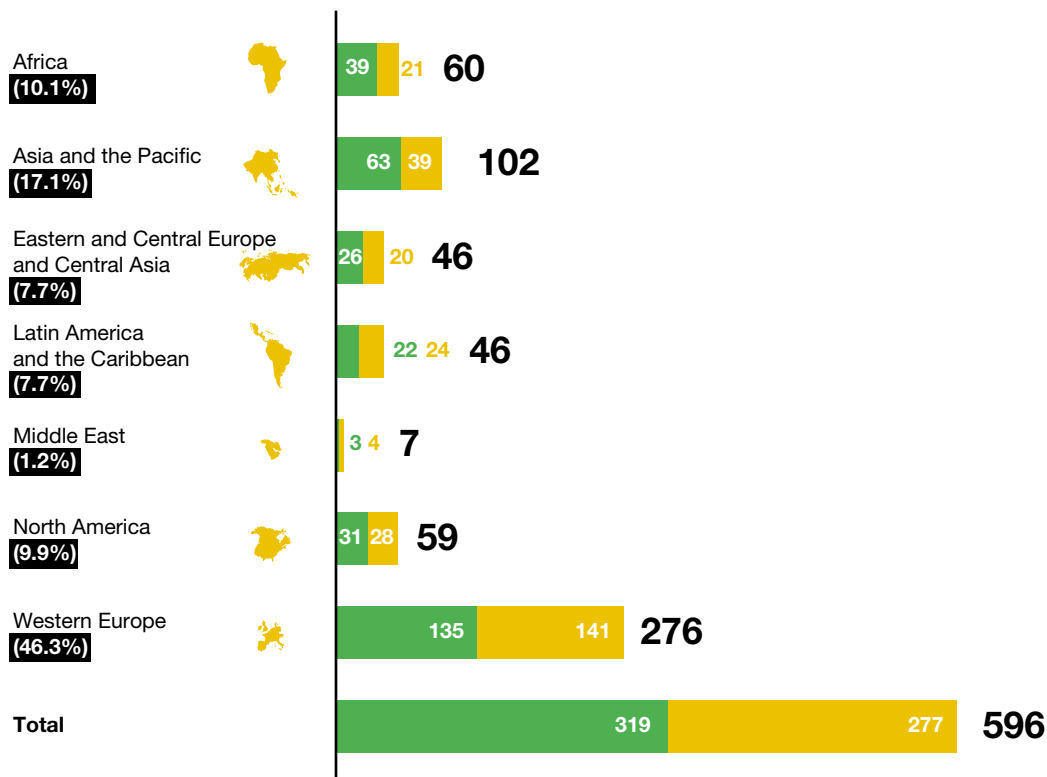
* In the Professional and higher categories, regular and temporary staff



Geographical representation of staff by region

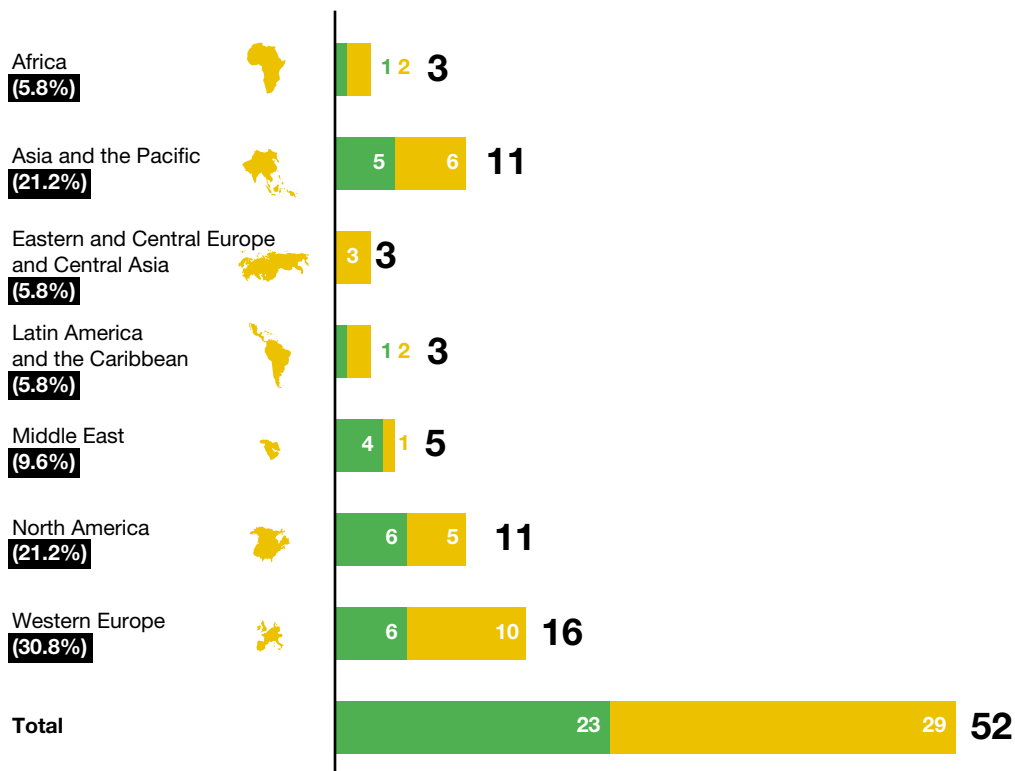


Fixed-term, continuing, permanent appointments



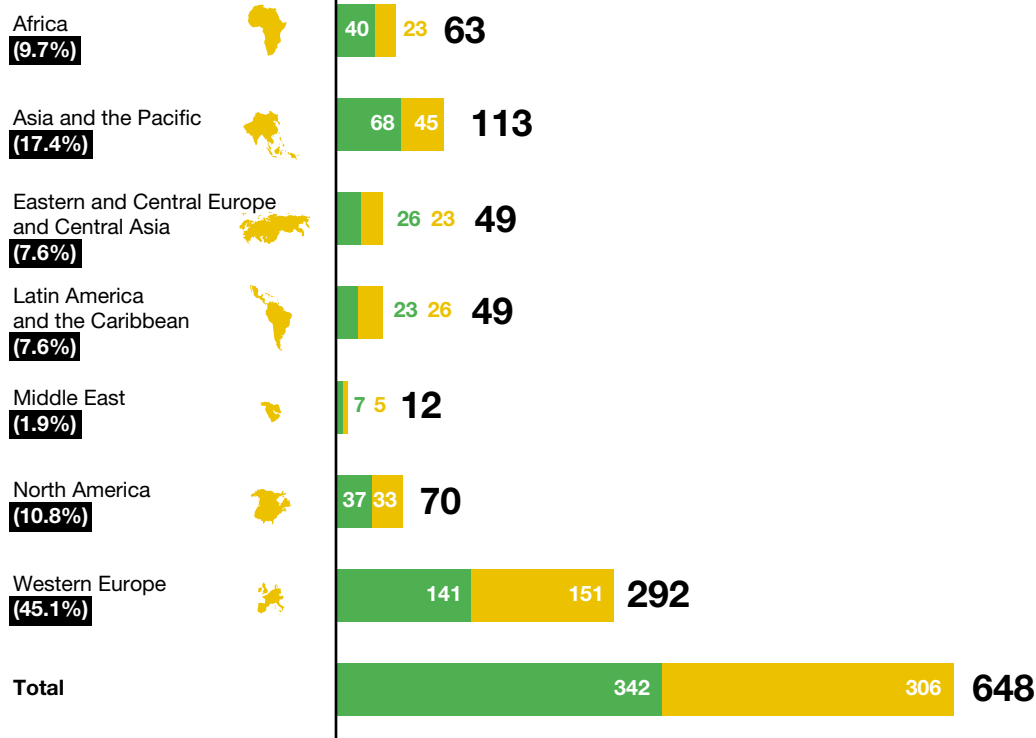


Temporary appointments





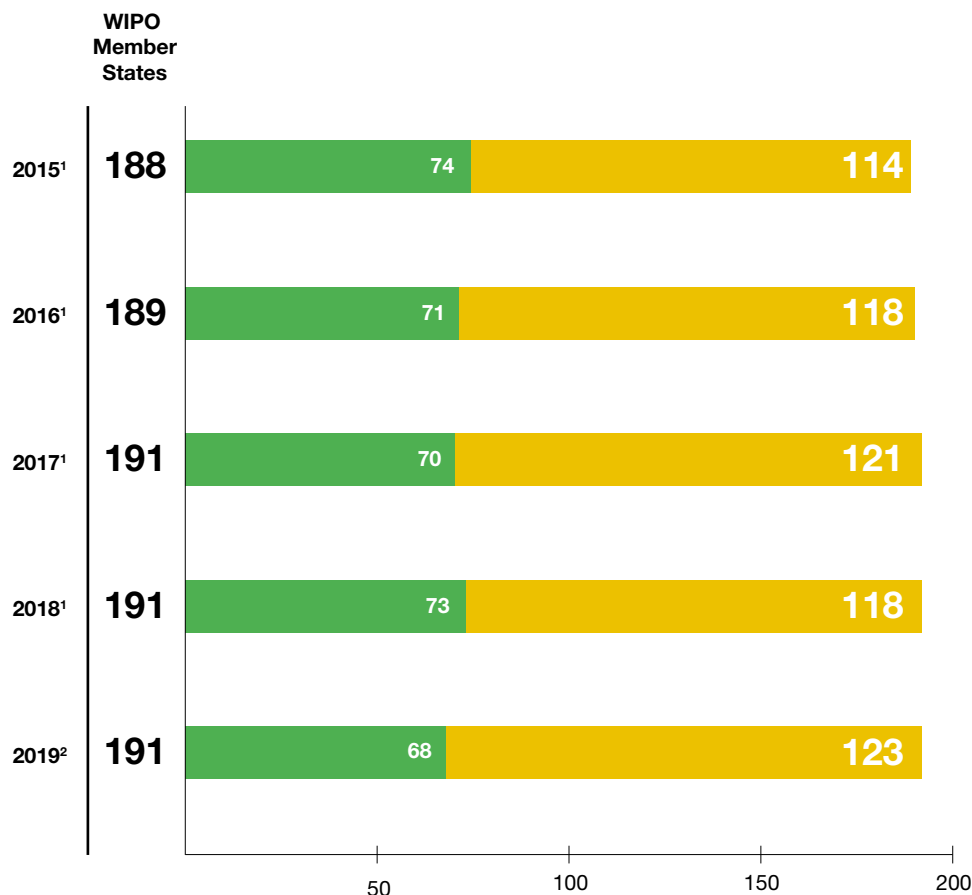
Overall appointments



Member States represented among WIPO's staff

(2015 – June 2019)

■ Represented Member States
■ Unrepresented Member States



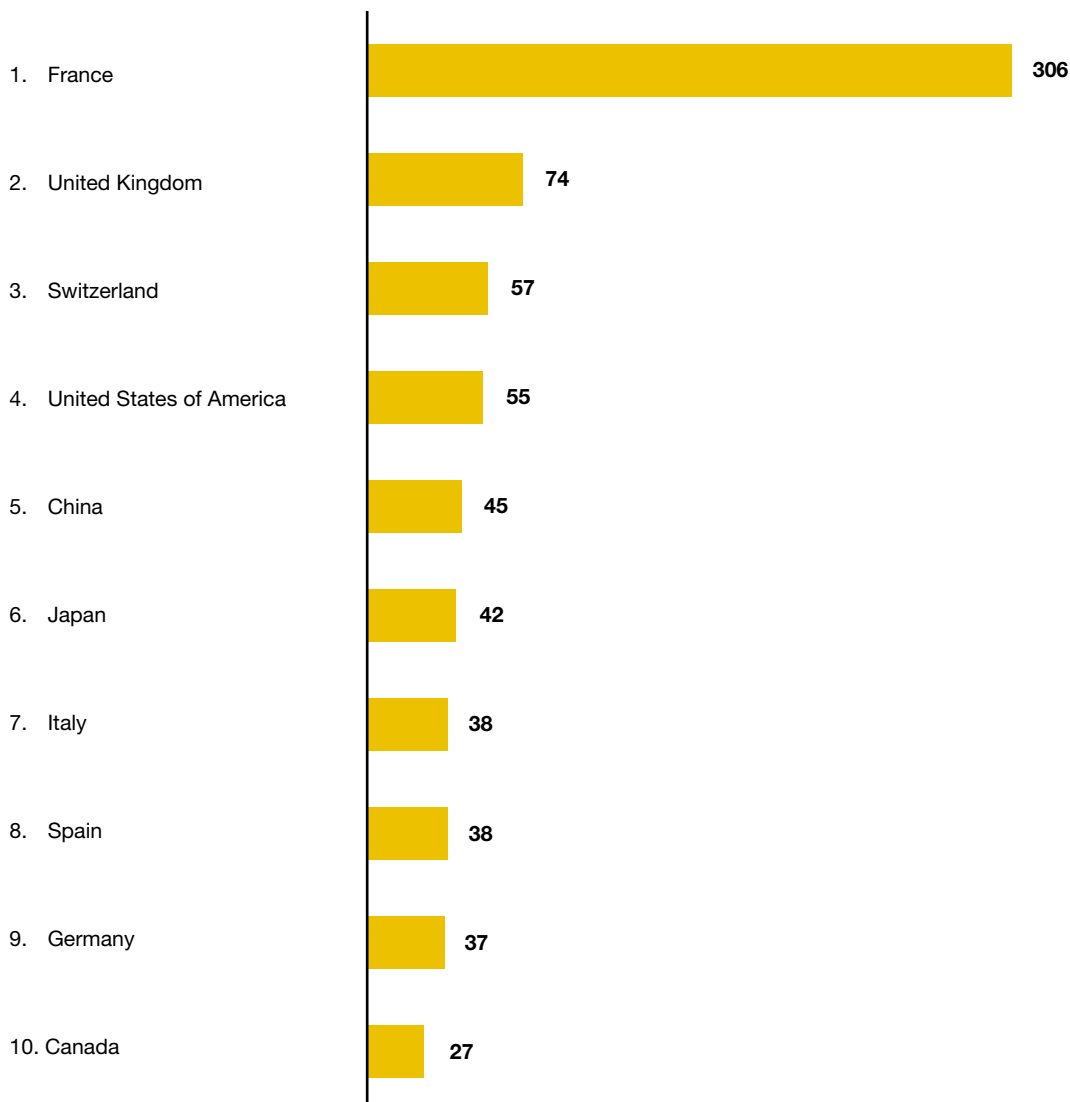
List of unrepresented Member States as at June 2019:

Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Barbados, Belize, Botswana, Brunei Darussalam, Burundi, Cabo Verde, Central African Republic, Chad, Comoros, Cook Islands, Congo, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gambia, Guinea, Guinea-Bissau, Guyana, Holy See, Iraq, Kiribati, Kuwait, Lao People's Democratic Republic, Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Montenegro, Namibia, 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, Somalia, Tajikistan, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Vanuatu and Yemen.

¹ as at December 31

² as at June 2019

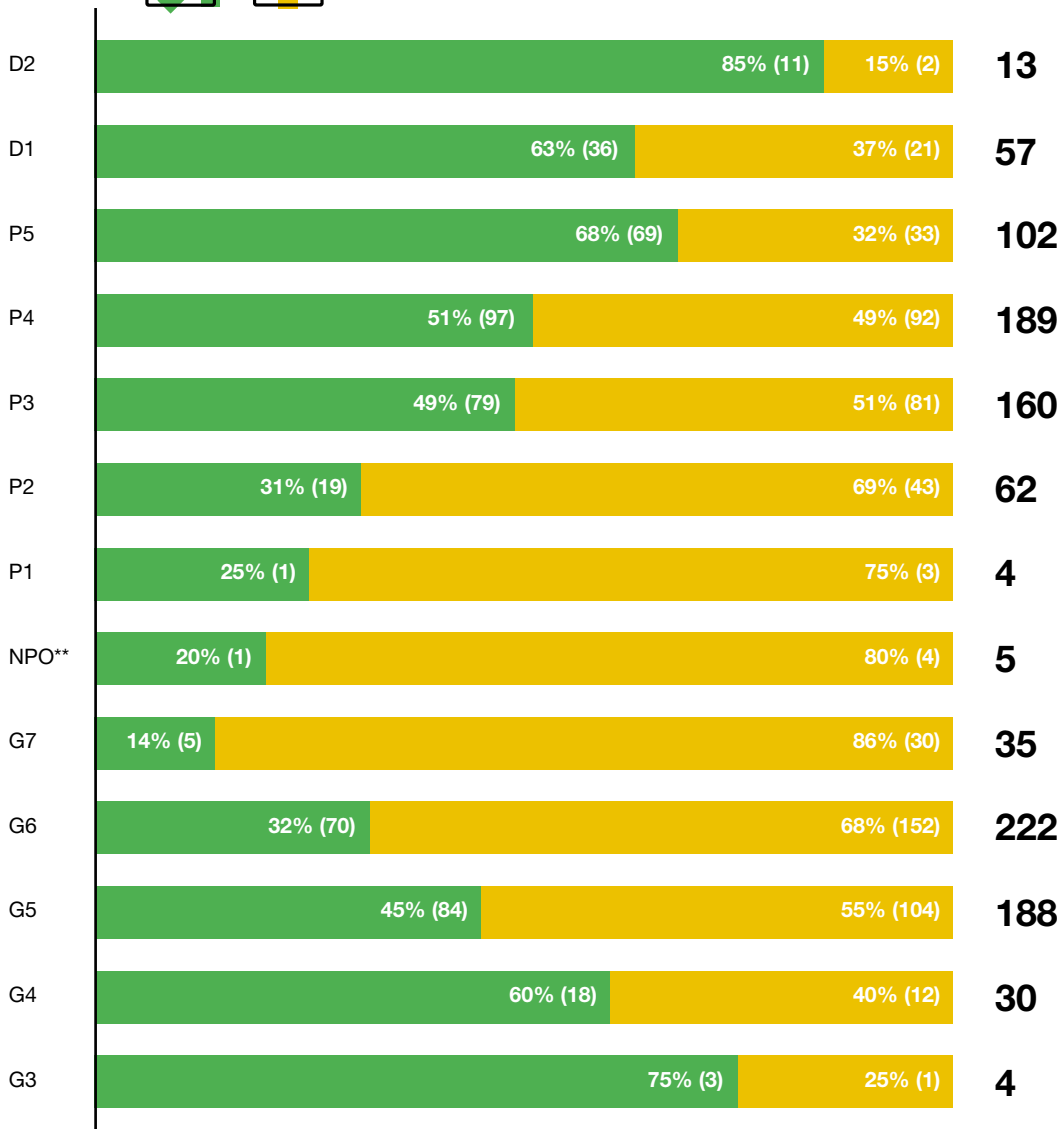
Top 10 represented countries*



* All staff including locally-recruited General Service staff



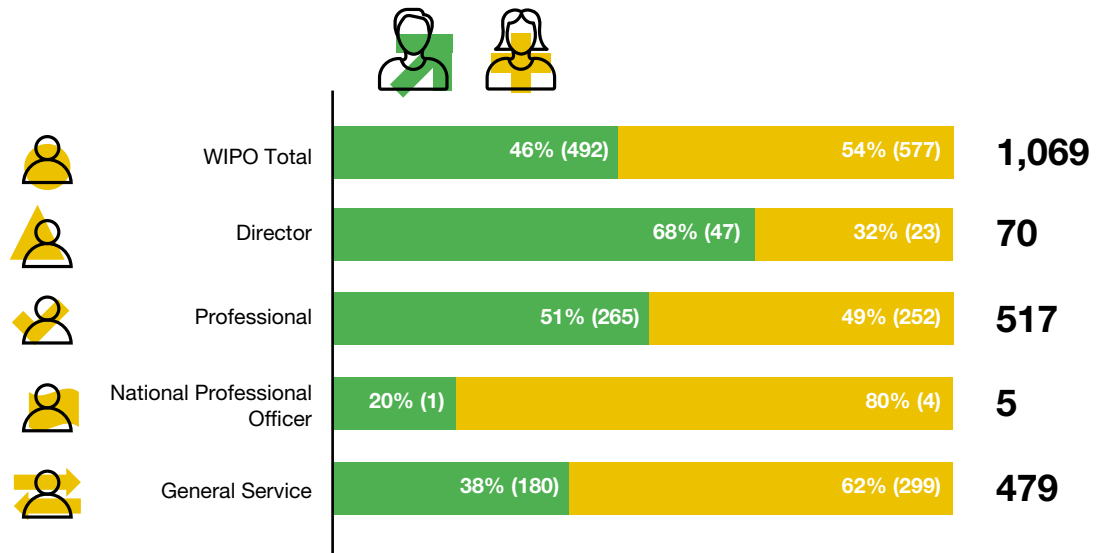
Gender by grade*



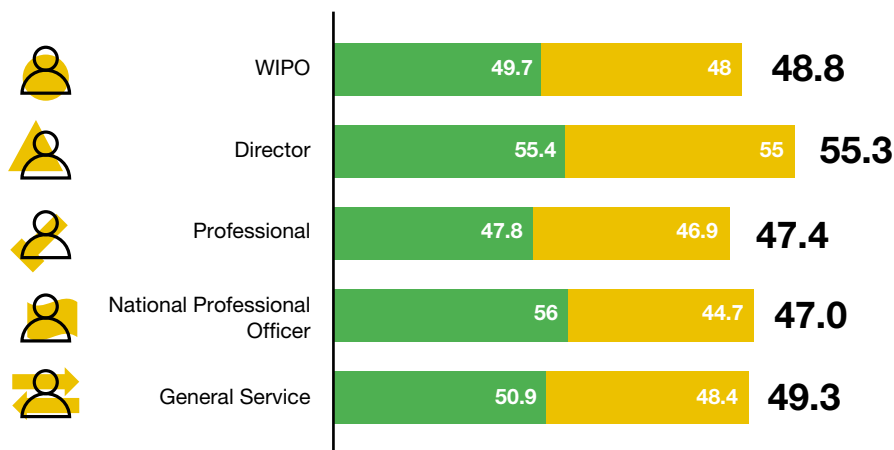
* The Executive Category (DG, DDG and ADG = 9 posts), temporary staff and staff financed under Reserves and Funds-in-Trust are not included.

** National Professional Officer

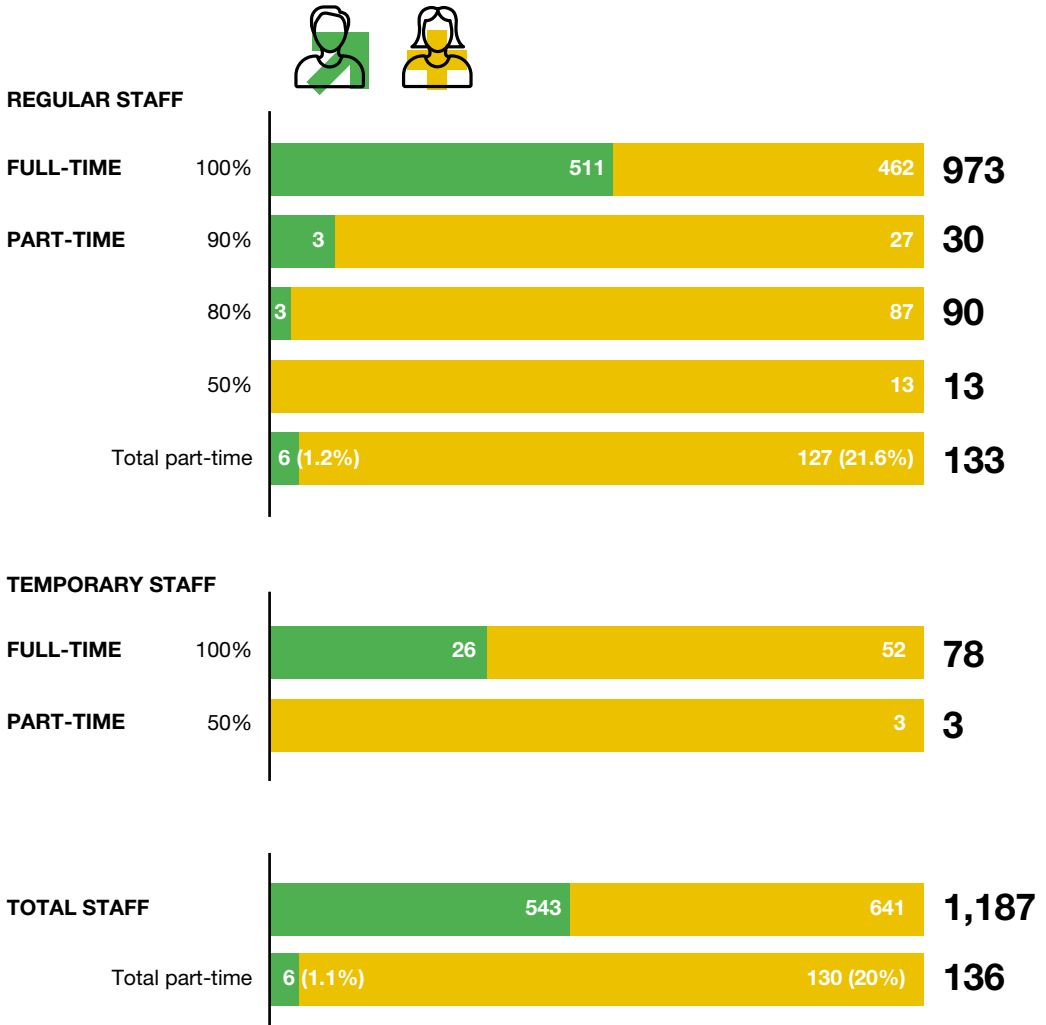
Gender by category



Average age by category



Staff on part-time employment





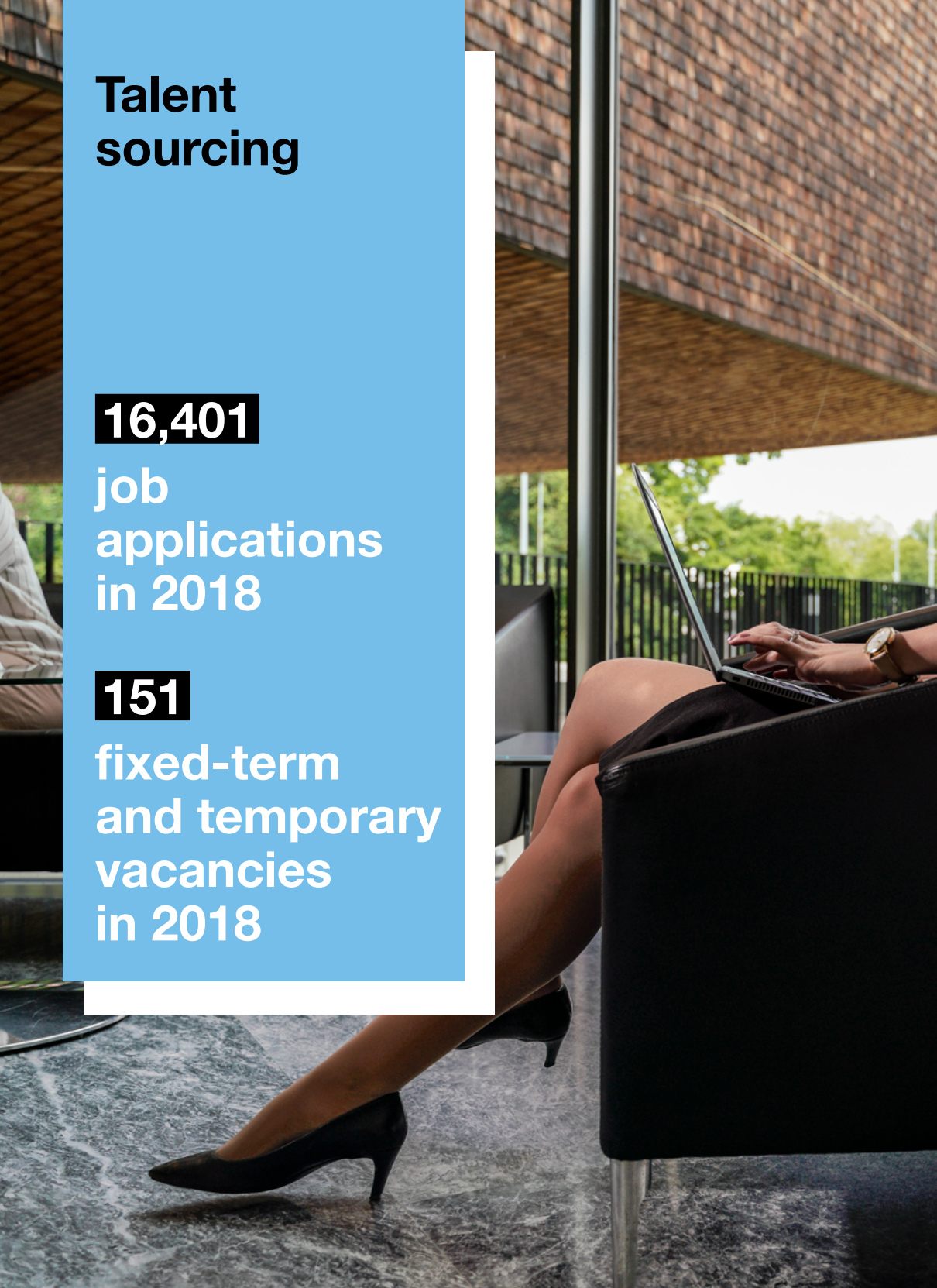
Talent sourcing

16,401

job
applications
in 2018

151

fixed-term
and temporary
vacancies
in 2018

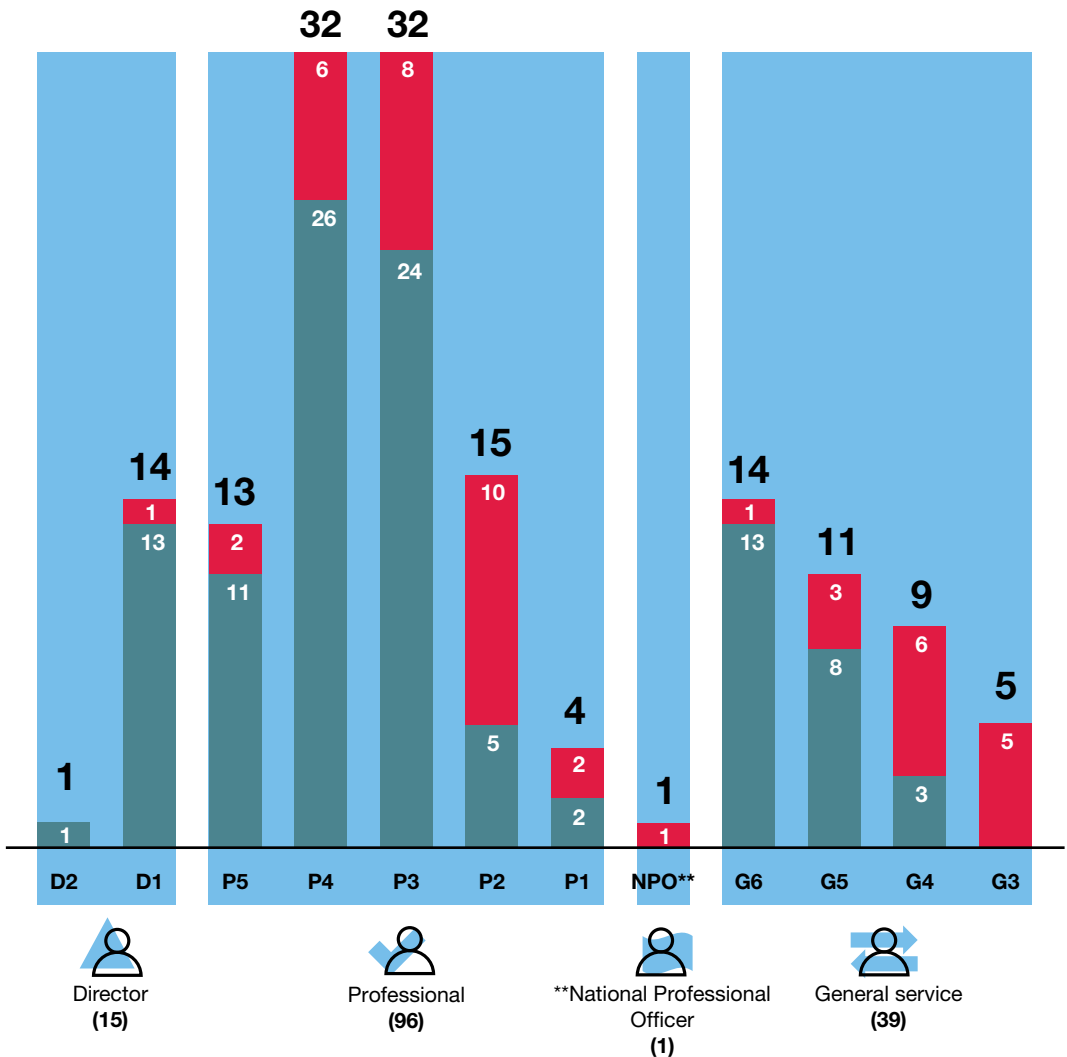




Vacancy announcements by grade*

■ 2018 Temporary vacancies (45)
■ 2018 Fixed-term vacancies (106)

Total: 151

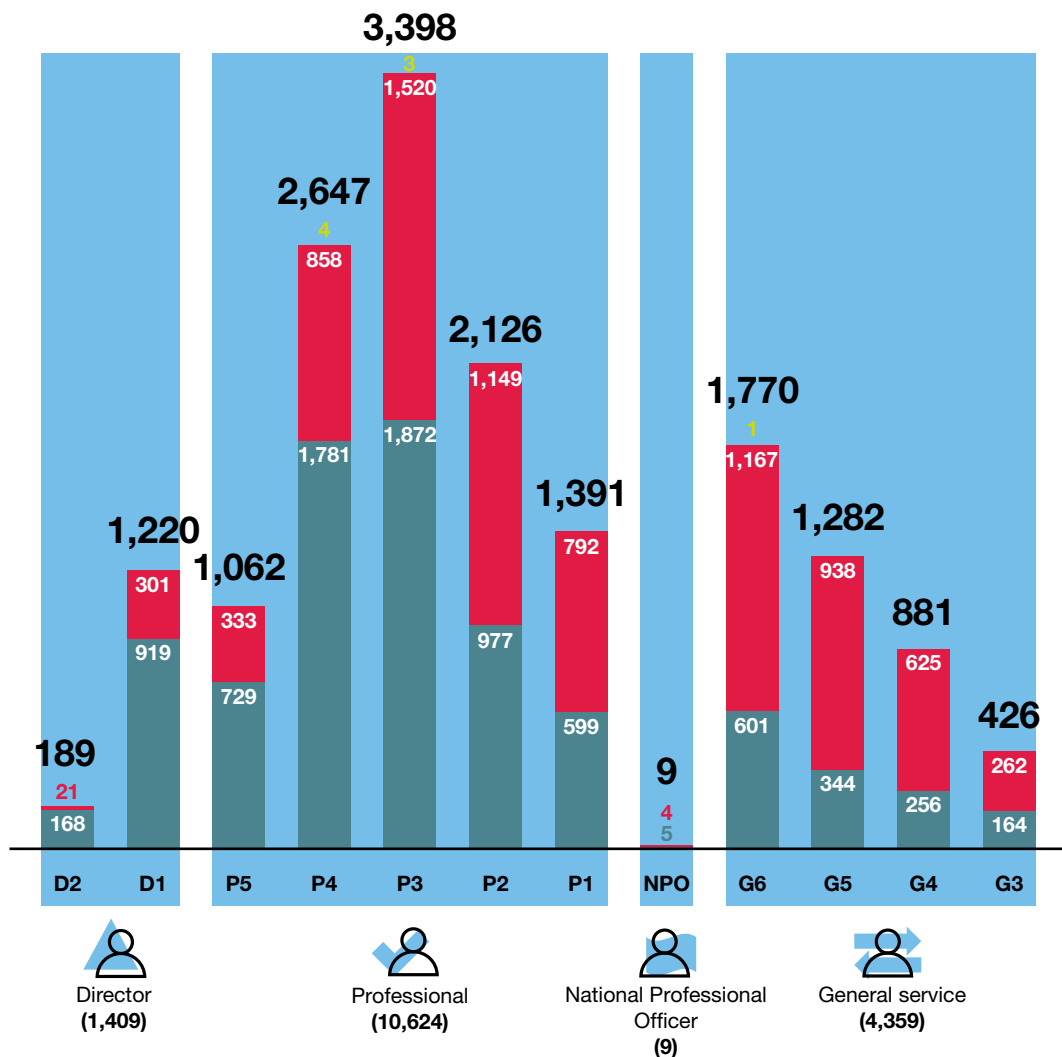


Applications received by category*

Total of applications received: 16,401



■ Gender not specified



Applications and appointments by region*



Applications received**



■ Gender not specified

Africa
(17.2%)



1,319 757 1 2,077

Asia and the Pacific
(15.3%)



1,123 722 1,845

Eastern and Central Europe
and Central Asia
(12.2%)



605 864 1 1,470

Latin America
and the Caribbean
(8.0%)



503 464 967

Middle East
(13.3%)



1,140 462 1,602

North America
(5.5%)



419 247 666

Western Europe
(28.1%)



1,969 1,409 5 3,383

No specified nationality
(0.27%)

18 14 32

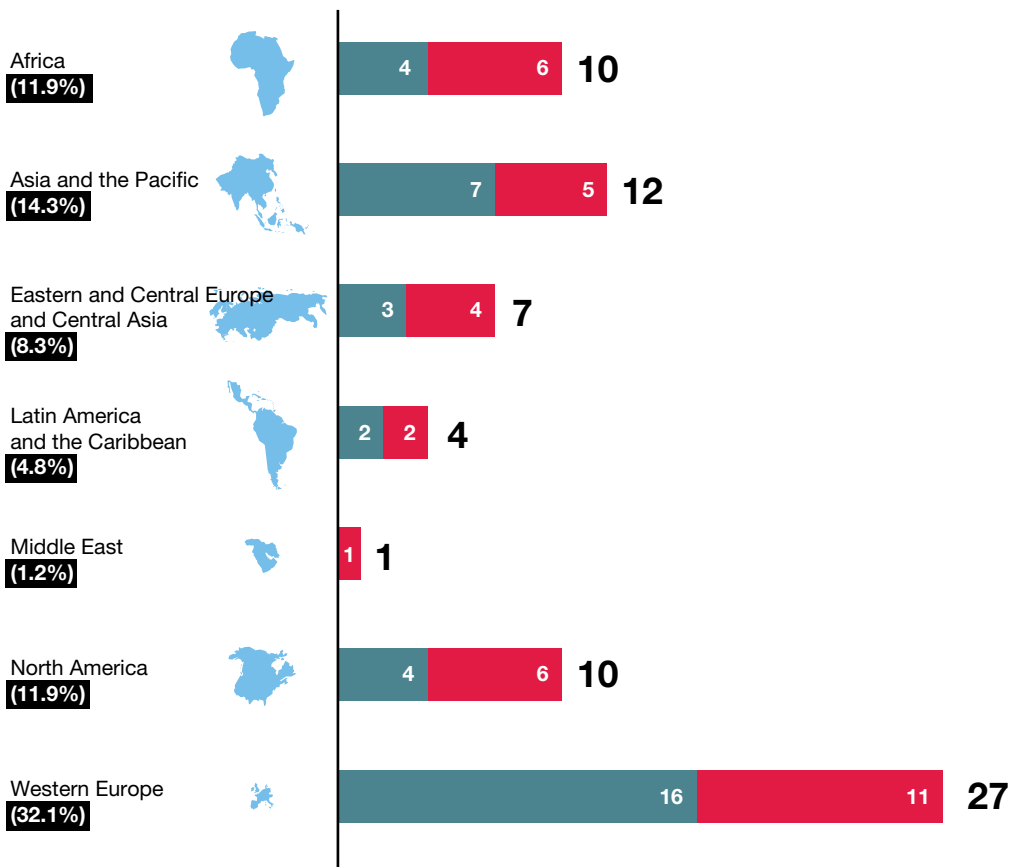
* In 2018

** For vacancies in the Professional and higher categories published between January 1 and December 31, 2018.

Note: Excluding appointments to posts under Funds-In-Trust



Appointment decisions made*



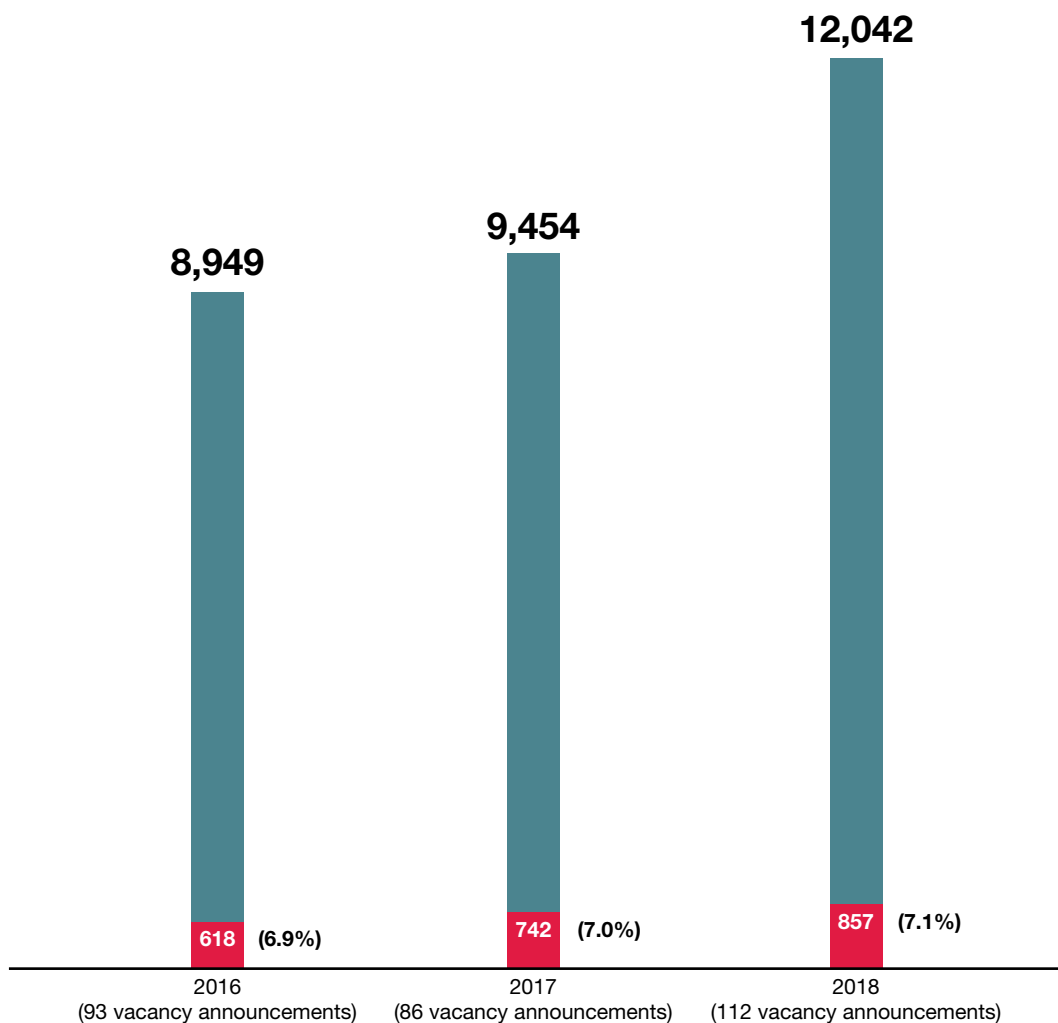
* To vacancies for fixed-term posts in the Professional and higher categories published between January 1 and December 31, 2018.

Note: Excluding appointments to posts under Funds-In-Trust

Applicants from unrepresented Member States

in the Professional and higher categories

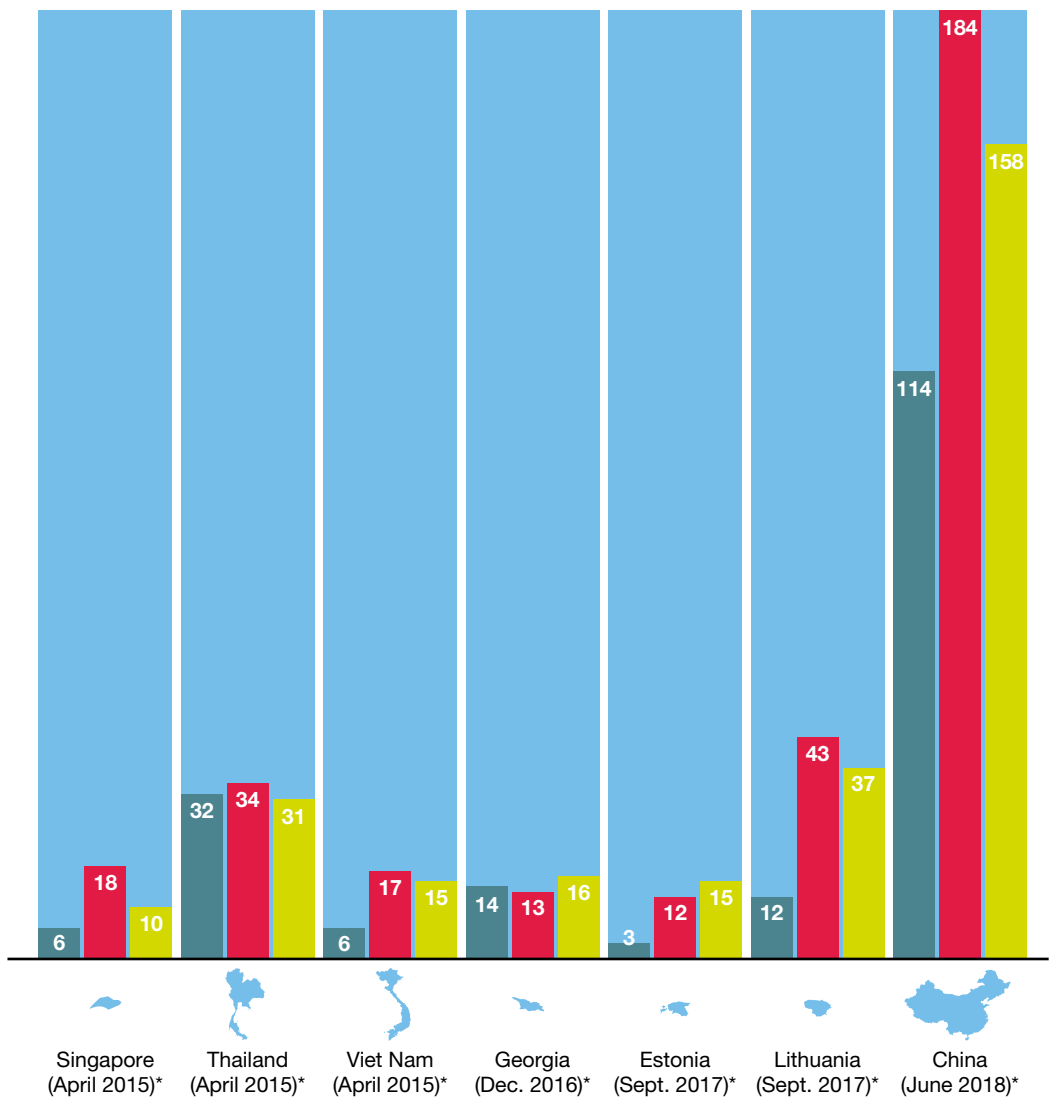
■ All applicants
■ Applicants from unrepresented Member States



Applications to fixed-term vacancies

from nationals of countries that hosted outreach missions

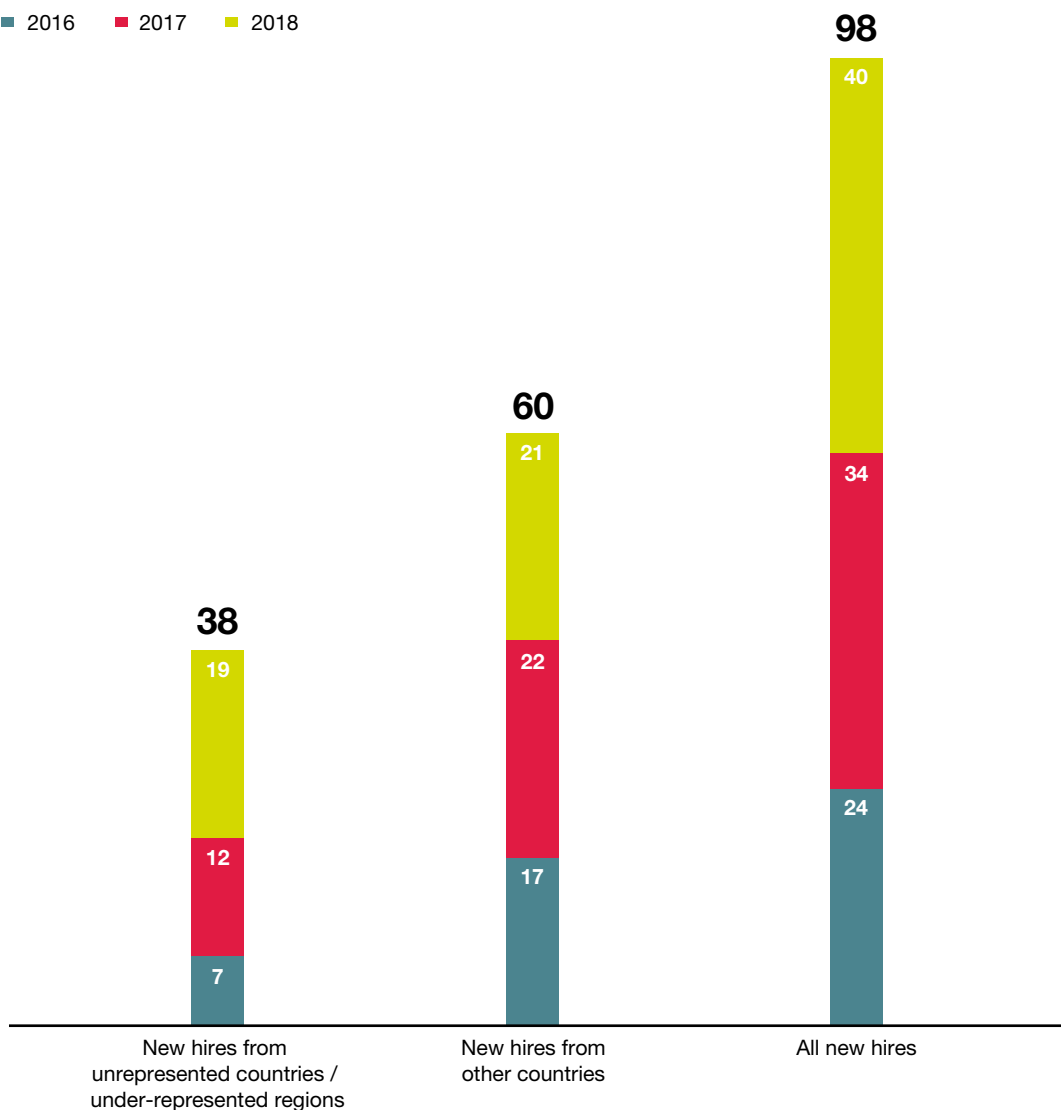
■ 2016 ■ 2017 ■ 2018



* Dates of the outreach missions

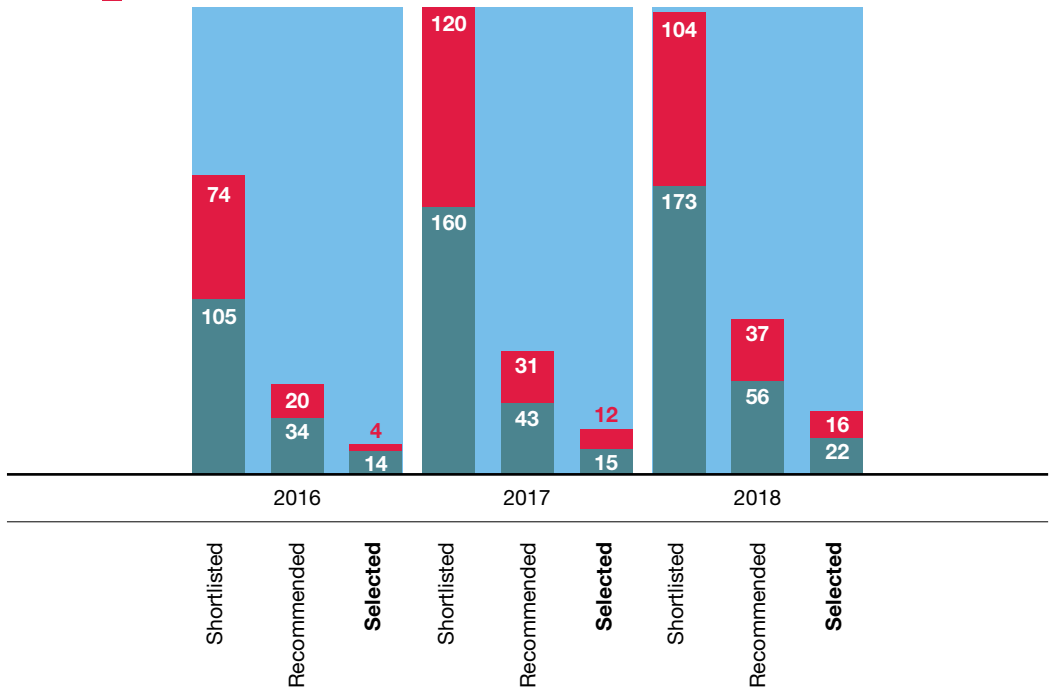
Appointments to fixed-term posts in the Professional and higher categories

■ 2016 ■ 2017 ■ 2018

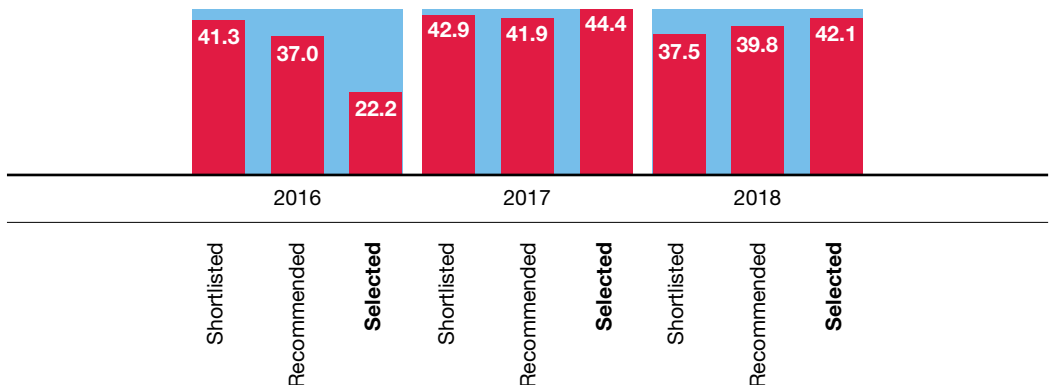


Breakdown of candidates by gender

(fixed-term vacancies, P4 to D2)



Percentage of women breakdown



Expected retirements



Director
(32)

Men
Women



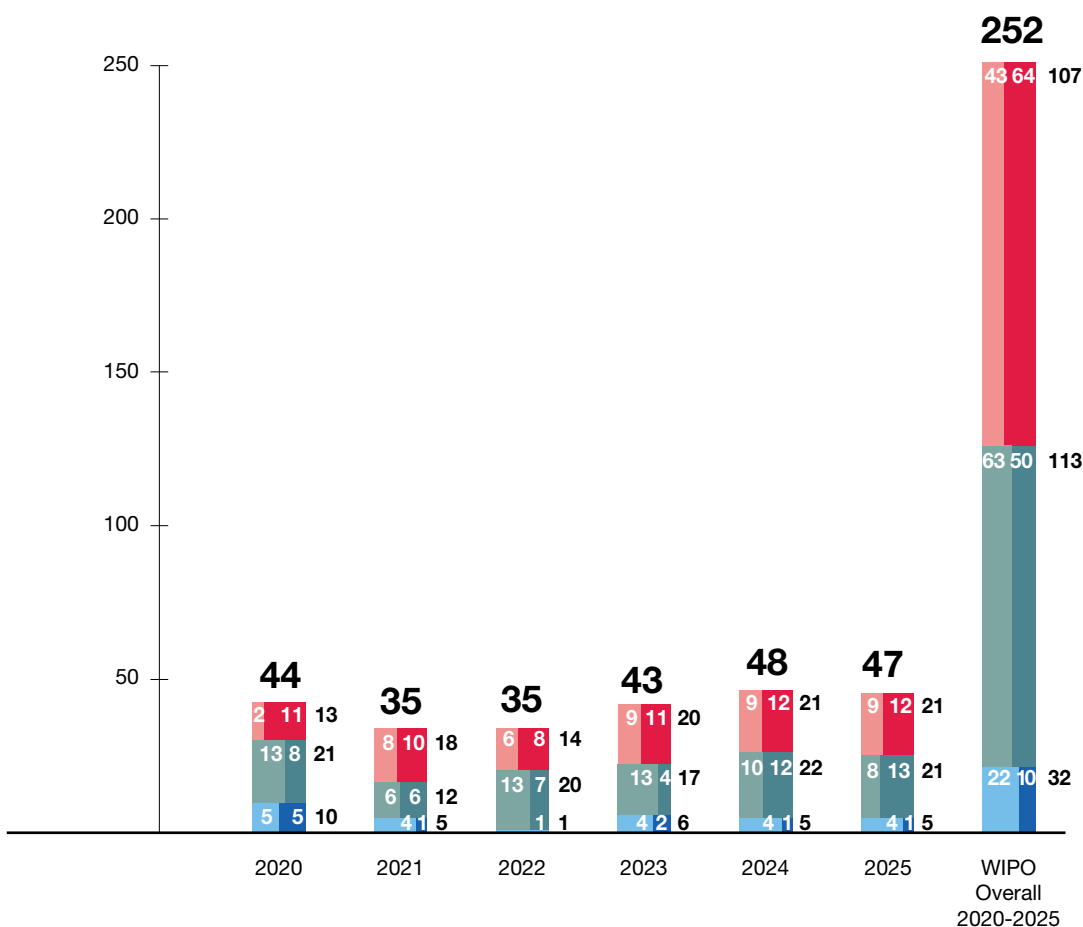
Professional
(107)

Men
Women



General Service
(113)

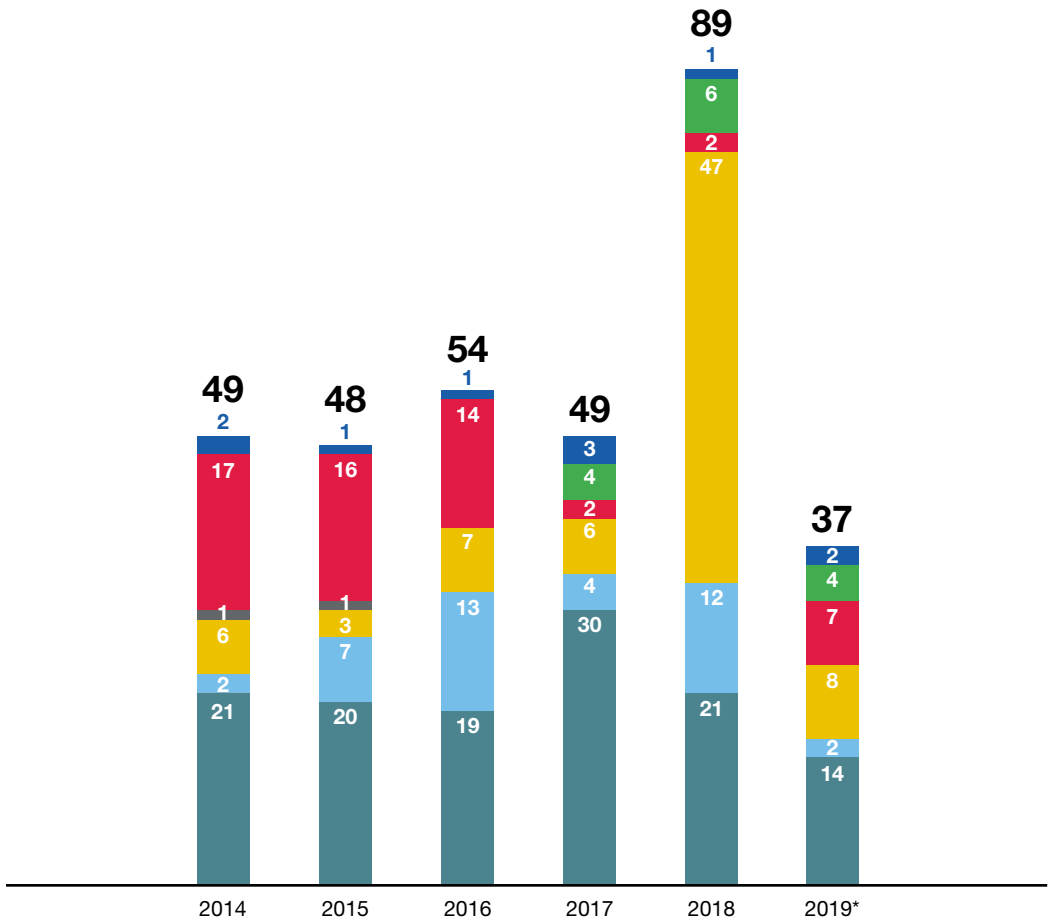
Men
Women



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

Separations

- Inter-agency transfer
- Termination following disability
- Termination (other)
- Death
- Expiration of appointment
- Resignation
- Abandonment of post
- Retirement



* As at June

Development

6,266

total number
of participants

5,435

training days
for staff

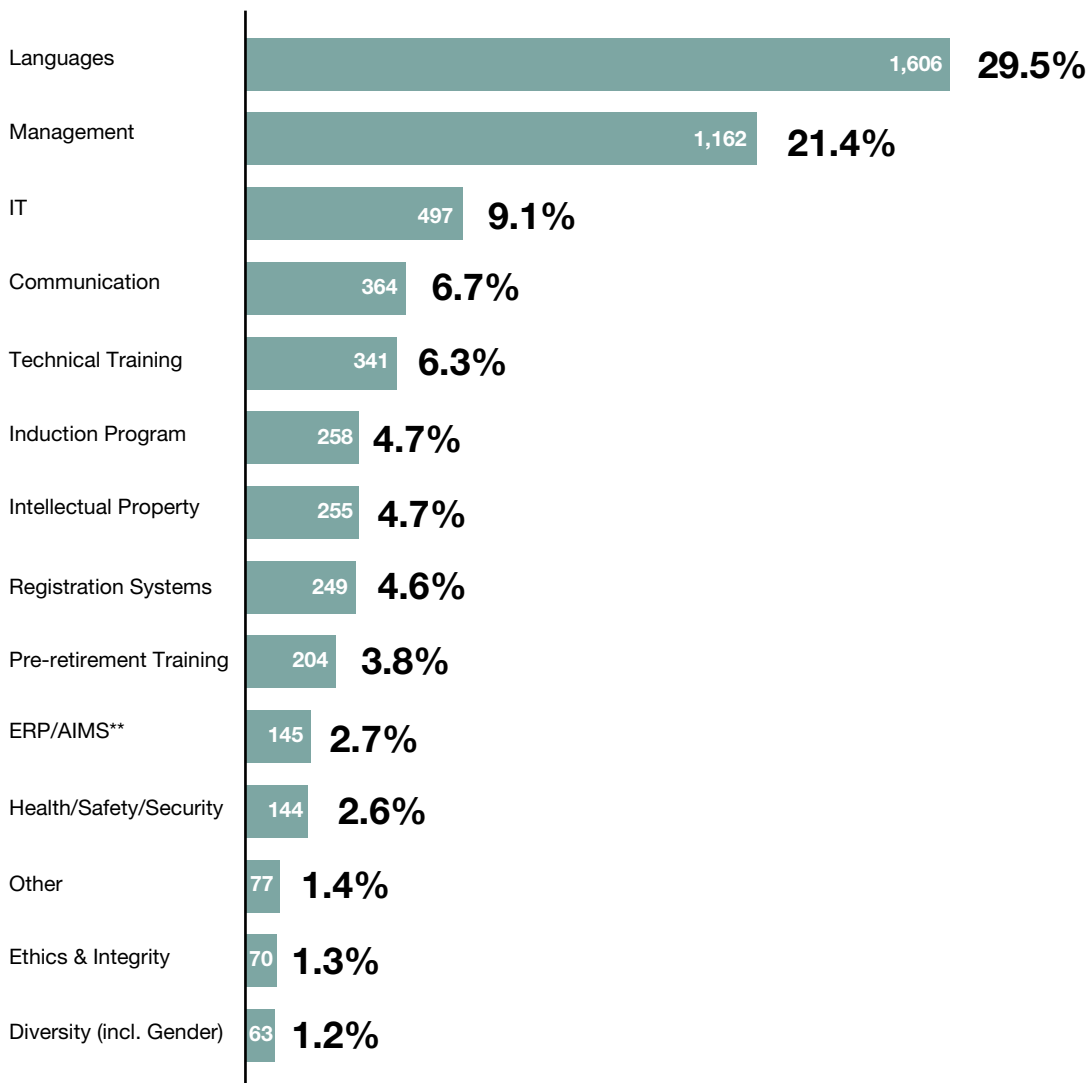




Training categories*

5,435

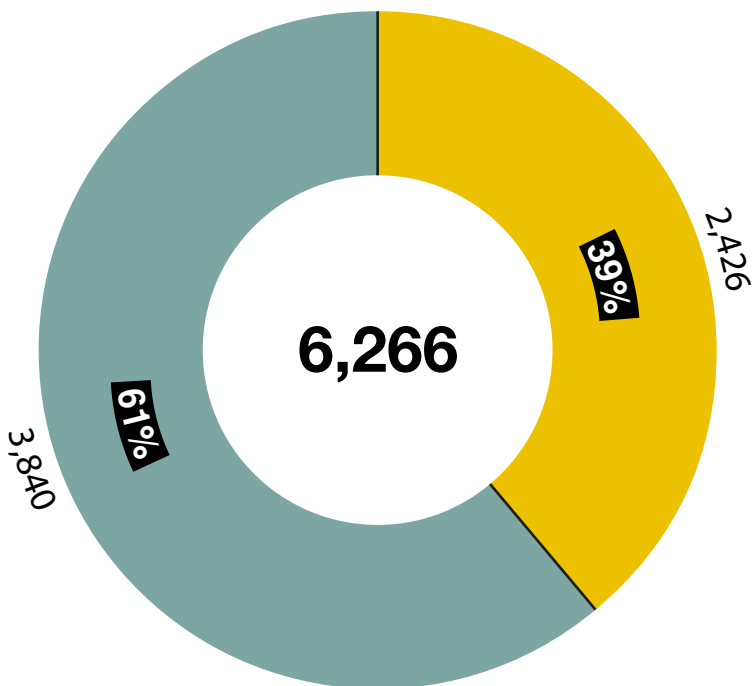
Number of days



* In 2018

** ERP/AIMS: Enterprise Resource Planning / Administrative Integrated Management System

Total number of participants

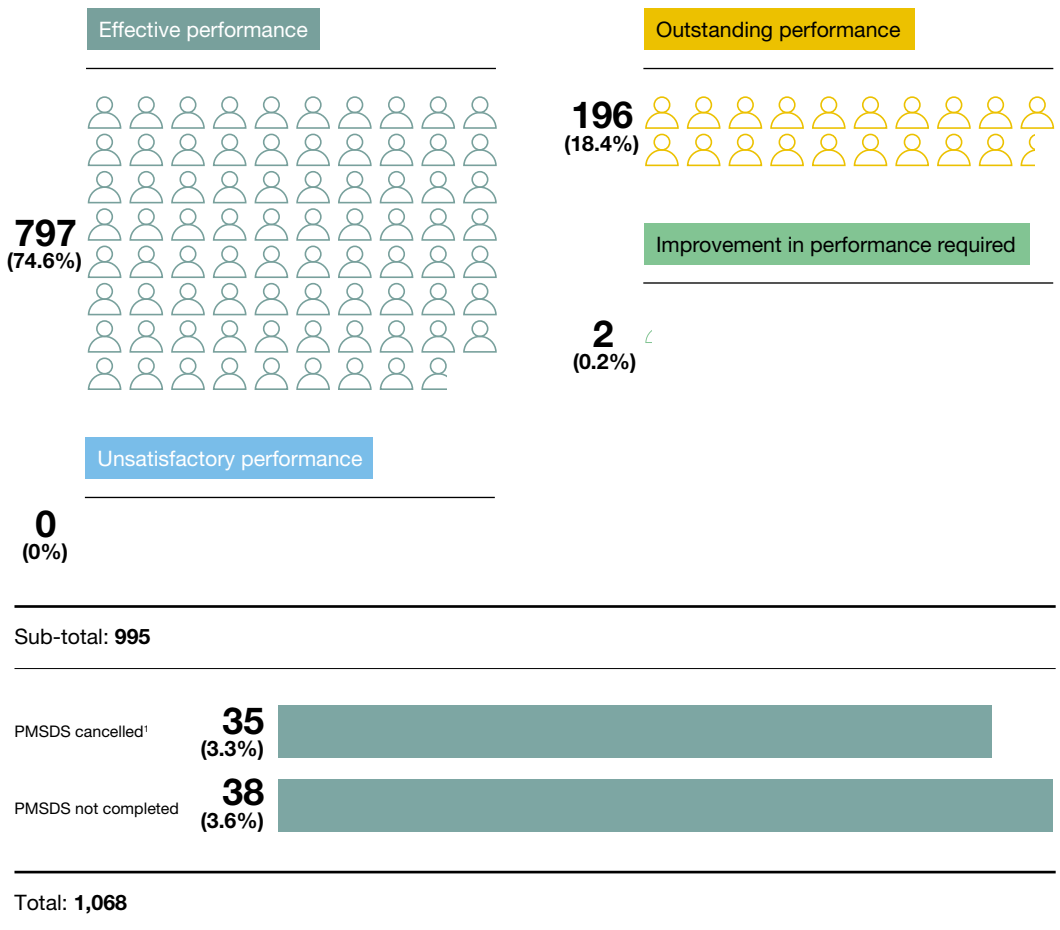


4.0

Average training days
per staff member in 2018

Performance evaluation*

Ratings



* Status of 2018 cycle as at June 2019

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



Conflict management

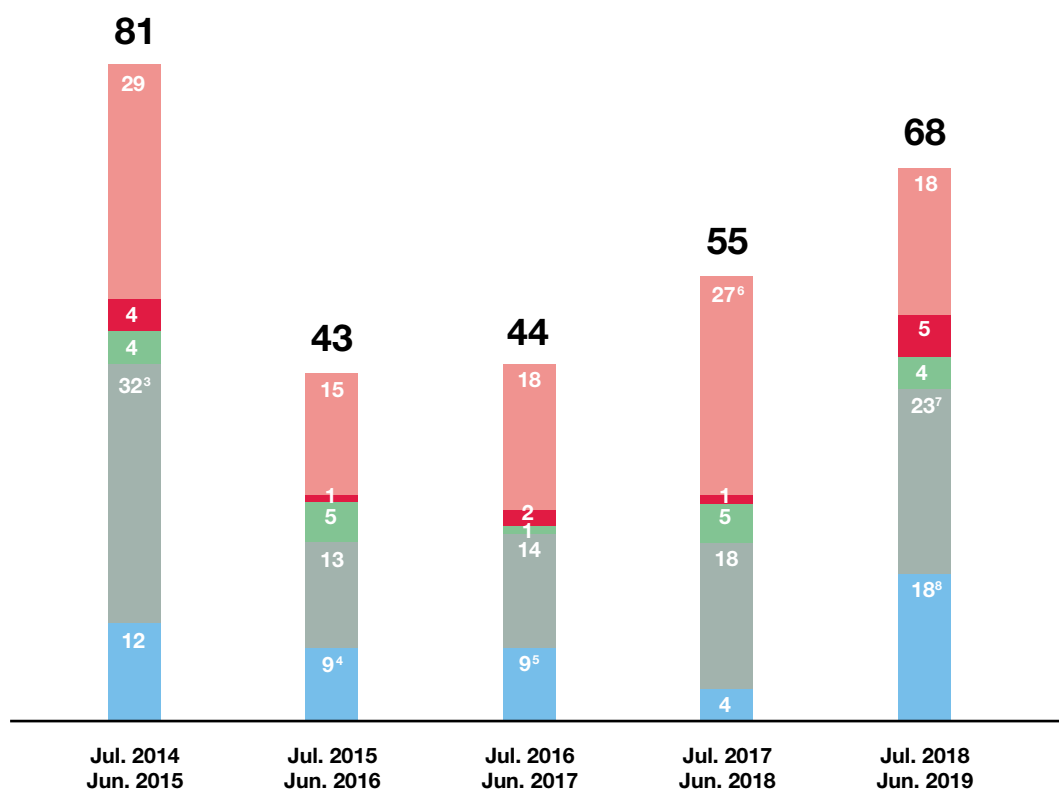




Cases filed by staff

between July 2014 and June 2019¹

- Requests for review of administrative decisions
- Rebuttals of performance appraisals
- Grievances²
- Internal appeals to WIPO Appeal Board
- Complaints to ILO Administrative Tribunal



¹ 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).

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

³ One case includes 78 appeals filed by (current or former) staff members regarding their former contractual status.

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

⁵ One case includes 4 complaints filed by (current or former) staff members regarding their former contractual status.

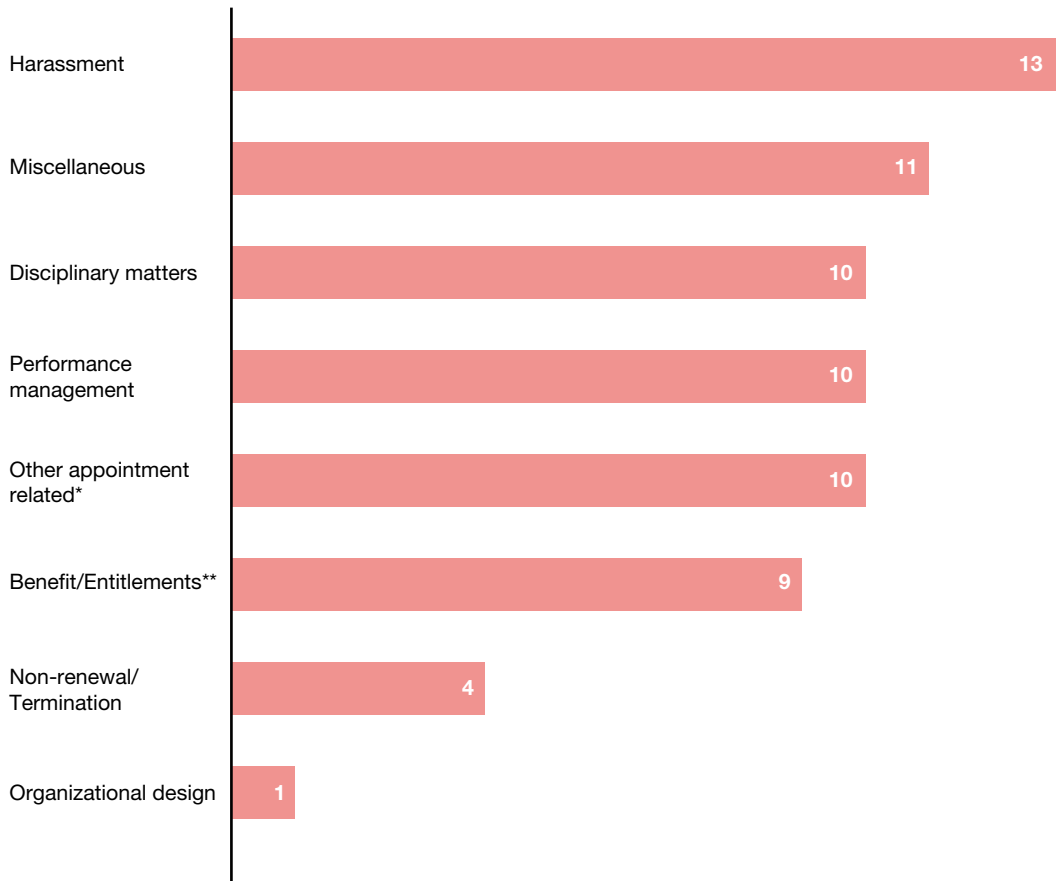
⁶ One case includes 319 requests for review filed by staff serving in Geneva in the Professional and higher categories, against the reduction of the post adjustment multiplier.

⁷ One case includes 44 appeals filed by (current or former) staff members regarding their former contractual status.

⁸ One case includes 253 complaints filed by staff serving in Geneva in the Professional and higher categories, against the reduction of the post adjustment multiplier.

Cases filed per subject matter

between July 2018 and June 2019



* One case includes 44 WAB appeals filed by (current or former) staff members regarding their former contractual status

** One case includes 253 ILOAT complaints against the reduction of the Geneva post adjustment multiplier

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