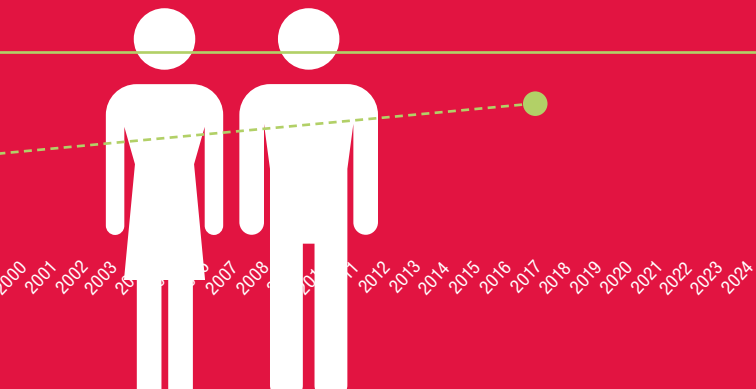


# Bend the trend



**Make gender parity  
a reality at the WIPO  
Assemblies by 2030**

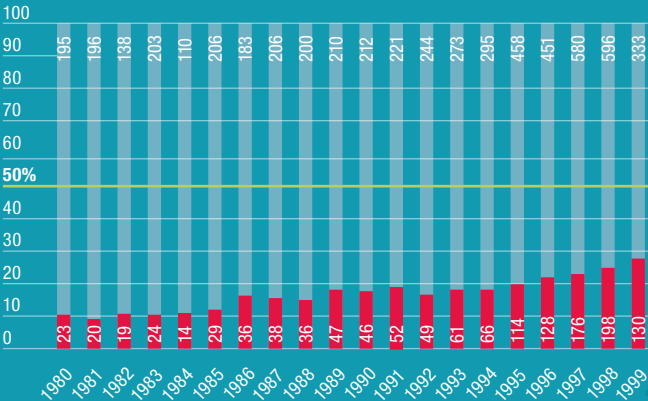
**You can take action  
to bend the trend and  
make gender parity  
a reality sooner.**



It has taken more than 36 years to get to 36% participation of women delegates at the WIPO Assemblies.

Following this trend, it will take us until 2035 to reach parity.

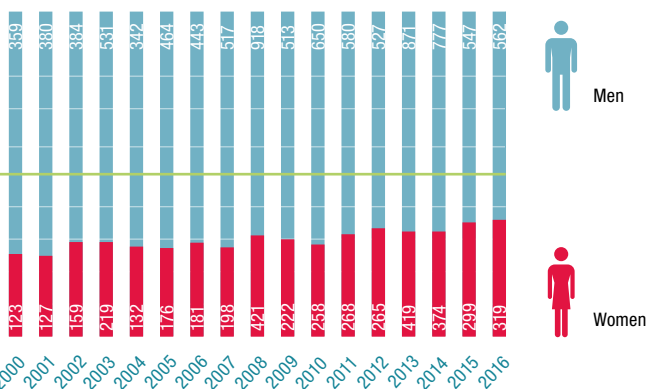
WIPO Assemblies participants from Member States by gender (1980-2016)



# You can take action to bend the trend...

## Actions you can take:


1. **Institute quotas or targets** to your own national delegations to ensure at least 30% of your delegates to conferences and meetings are women, with a gradual increase to 50%
2. **Establish enforcement mechanisms** to complement targets or quotas to ensure compliance, such as “comply or explain” rule
3. **Expand leadership opportunities** (such as Chairs and Co-Chairs) through the practice of co-leadership of one woman and one man or alternate Chairs of the opposite gender
4. **Target training and capacity-building** activities at women delegates to increase women’s participation in leadership and technical positions
5. **Raise awareness and train** both women and men delegates on issues related to gender equality to build greater support for women’s participation



**...and make gender parity a reality sooner.**

**The equal representation of women in decision-making is key to achieving the 2030 Agenda for Sustainable Development, including Sustainable Development Goal 5 on achieving gender equality and empowering all women and girls.**

**To find out more,** see “Shaping the international agenda: Raising women’s voices in intergovernmental forums” by UN Women and International Gender Champions, March 2017.



World Intellectual Property Organization  
34, chemin des Colombettes  
P.O. Box 18  
CH-1211 Geneva 20  
Switzerland

Tel: +41 22 338 91 11  
Fax: +41 22 733 54 28

For contact details of WIPO's  
External Offices visit:  
[www.wipo.int/about-wipo/en/offices/](http://www.wipo.int/about-wipo/en/offices/)