

Shaping WIPO's Future Workforce 2018



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Data are as at June 30, 2018, unless otherwise stated.

Shaping WIPO's Future

WIPO's workforce, of which the bulk and core are its staff, is the human capital of the Organization. Staff are the Organization's greatest asset. Characterized by rich diversity and inclusion, near-parity in representation of men and women, a dynamic inter-generational mix and flexibility in its configuration, WIPO's workforce is shaping the Organization's future, strengthening its role as the global champion of innovation and creativity.

The data in this brochure shows a breakdown of the workforce by category, sector, funding and type of staff appointment. Organizational performance is principally measured through the productivity data of the Patent Cooperation Treaty and Madrid registration systems. Various indicators of broad geographical representation and gender balance demonstrate the Organization's commitment to enhancing staff diversity and inclusion. Efforts at talent sourcing are also measured, while information on learning activities and development programs catering to existing staff is provided. Finally, the brochure provides data relating to WIPO's internal justice system as part of organizational conflict management.

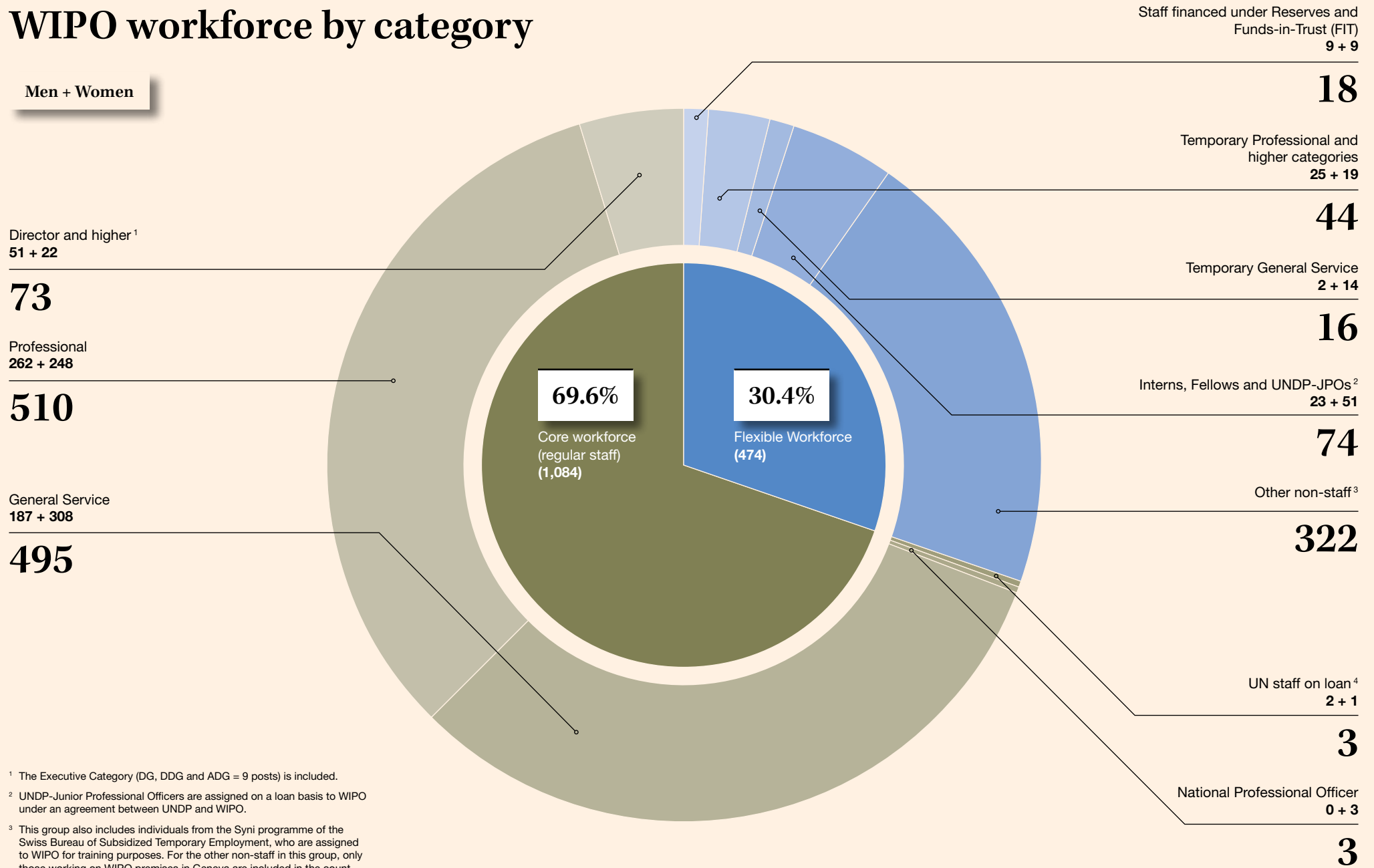
Workforce at a glance

70/30

flexibility

WIPO workforce by category

Men + Women



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.

⁴ 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.

Table 2

Staff by contract / funding type

- Regular budget funded
- Other funding sources

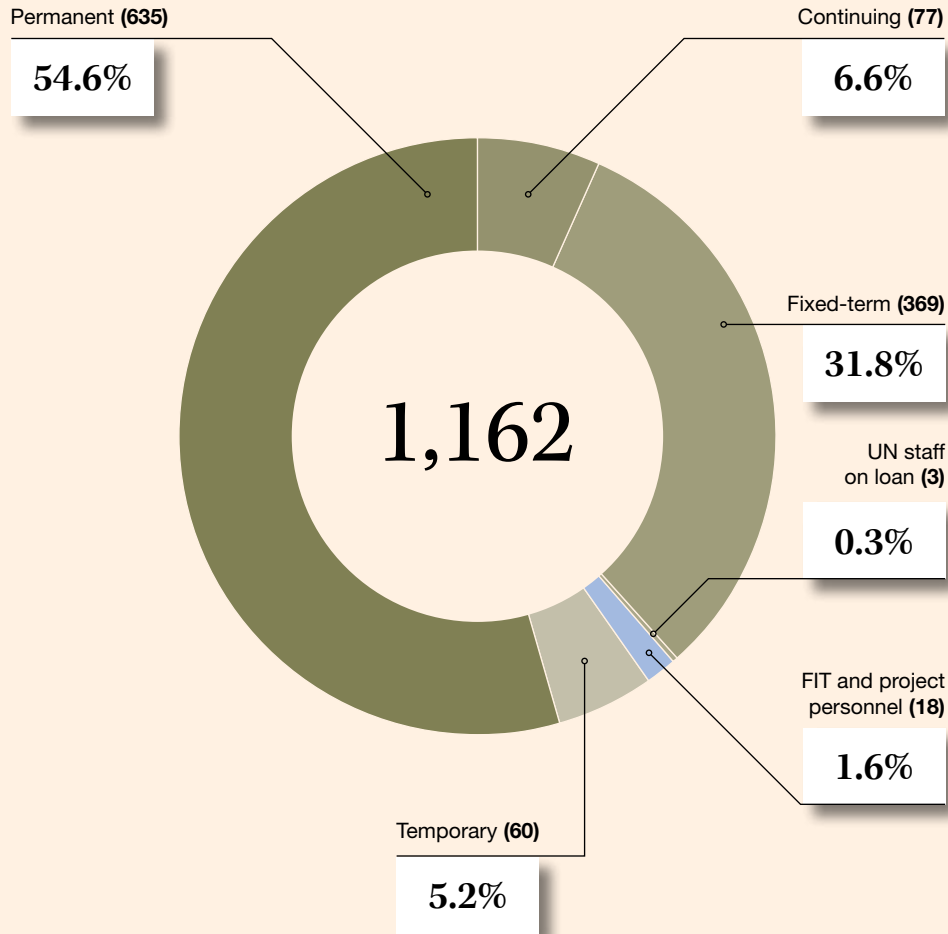
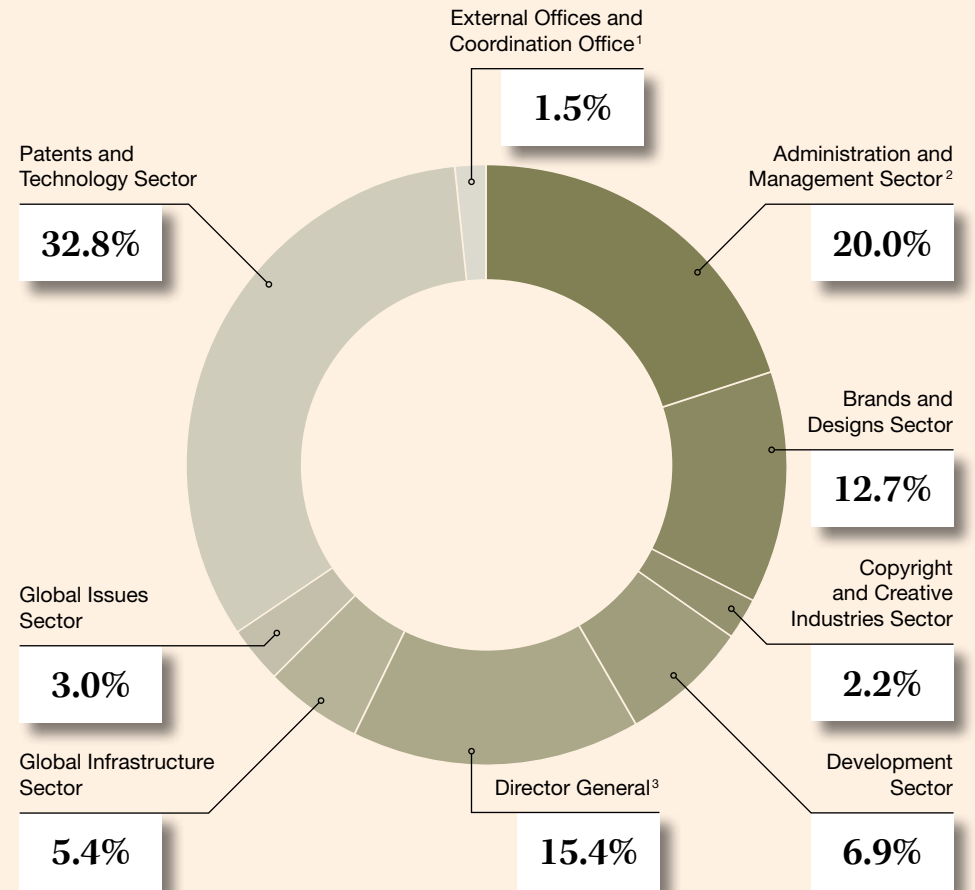


Table 3

Staff distribution by sector*



¹ Not a standalone 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).

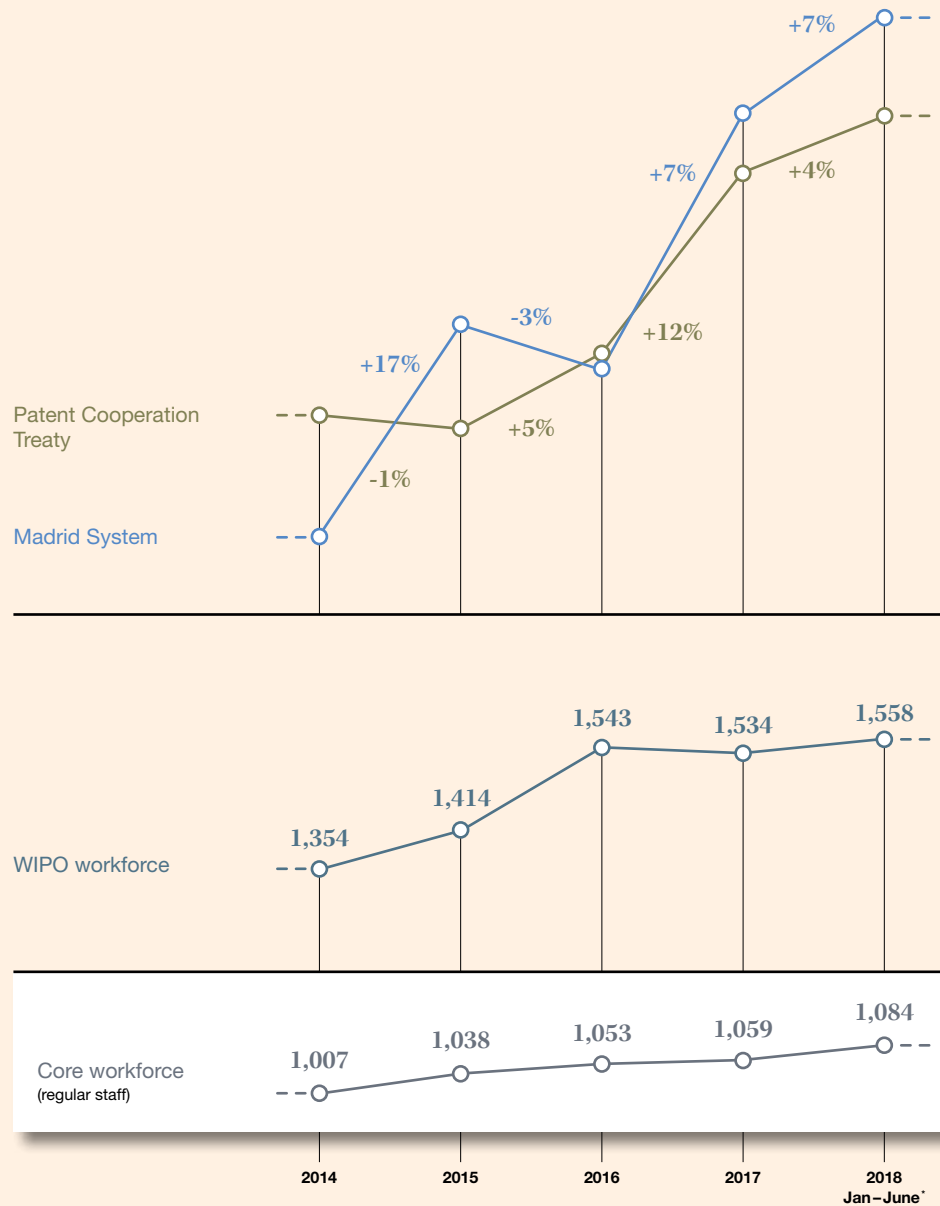
² Office of the Assistant Director General, Information and Communication, Technology Department, Conference and General Services Division, Language Division, Procurement and Travel Division, Department of Program Planning and Finance, Security and Information Assurance Division and Premises Infrastructure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

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

* Regular budget, permanent, continuing, fixed-term and temporary appointments

Table 4

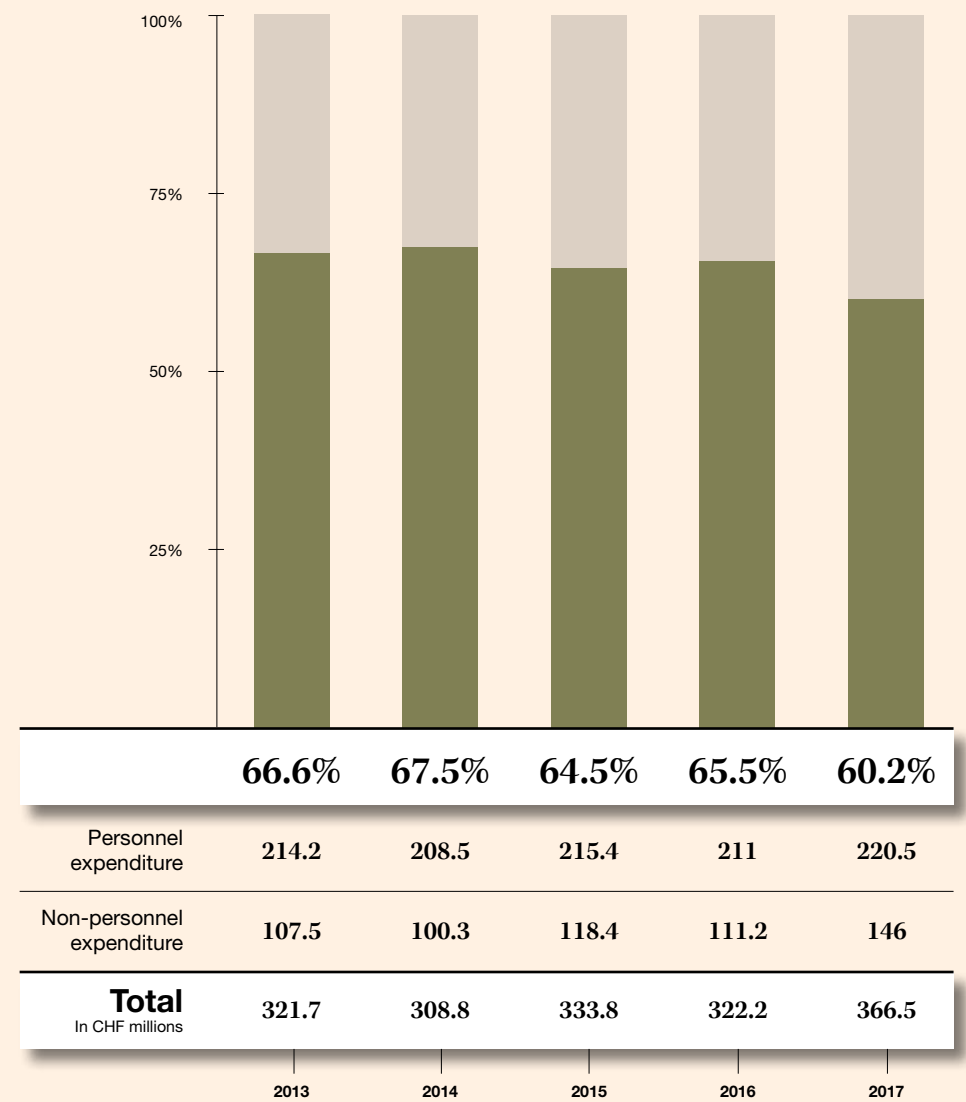
Productivity



* Data covering the first six months of 2018 may not be representative of the entire year.

Table 5

Staff costs



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

Source: WIPO's financial systems

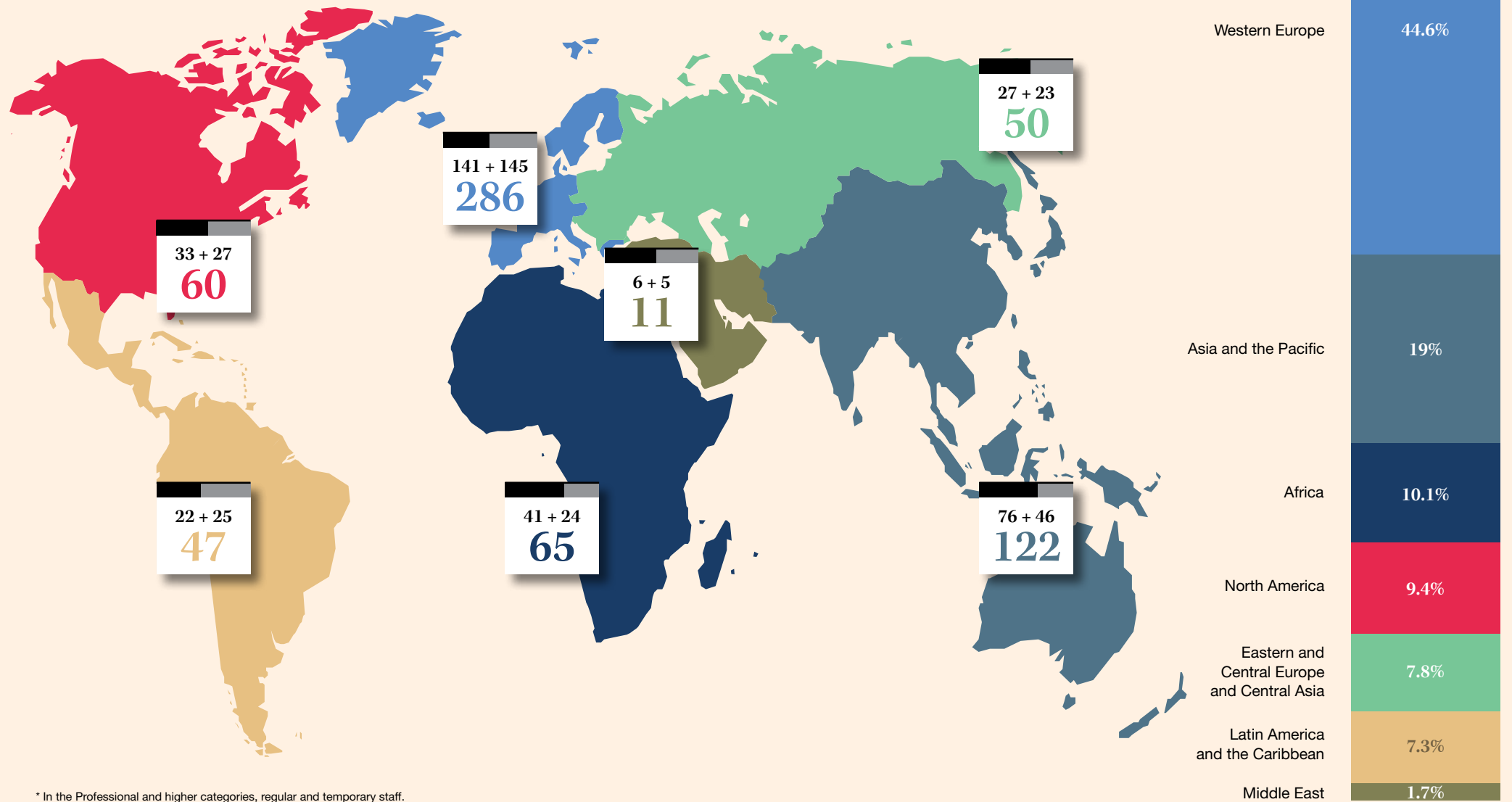
Diversity

118 nationalities 48 average age 46/54 men-women



Geographical representation of staff by region*

■ Men ■ Women

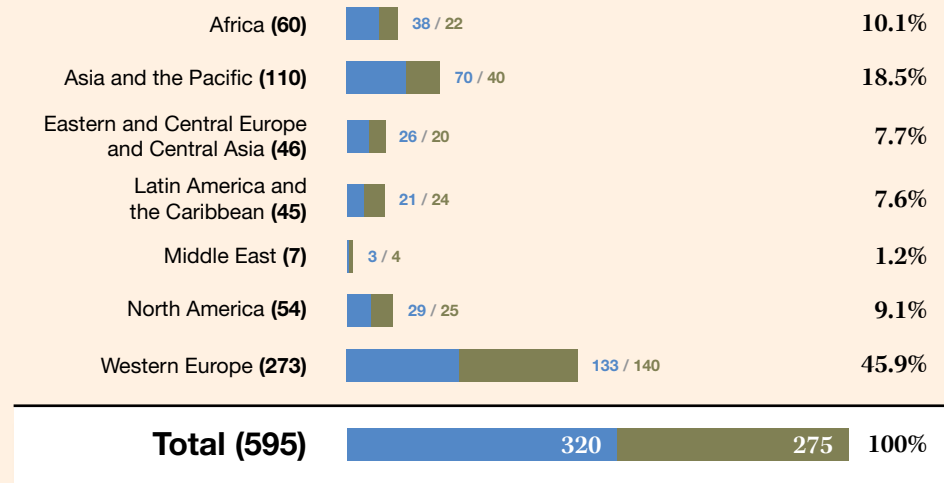


* In the Professional and higher categories, regular and temporary staff.

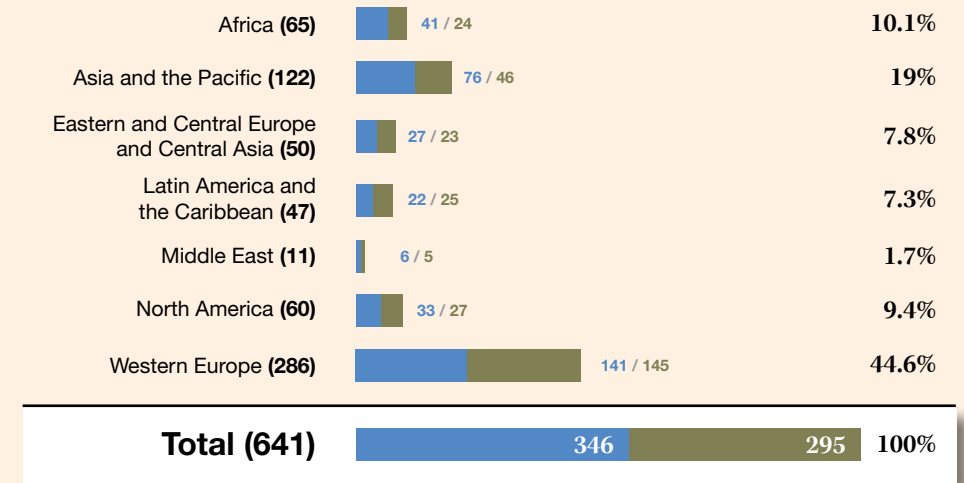
Geographical representation of staff by region (details)

■ Men
■ Women

Fixed-term, continuing, permanent appointments



All appointments per regions



Temporary appointments

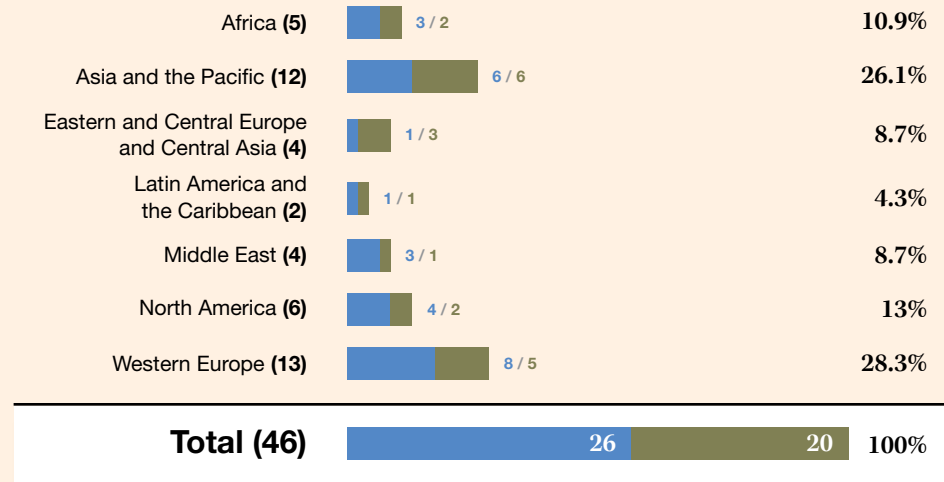
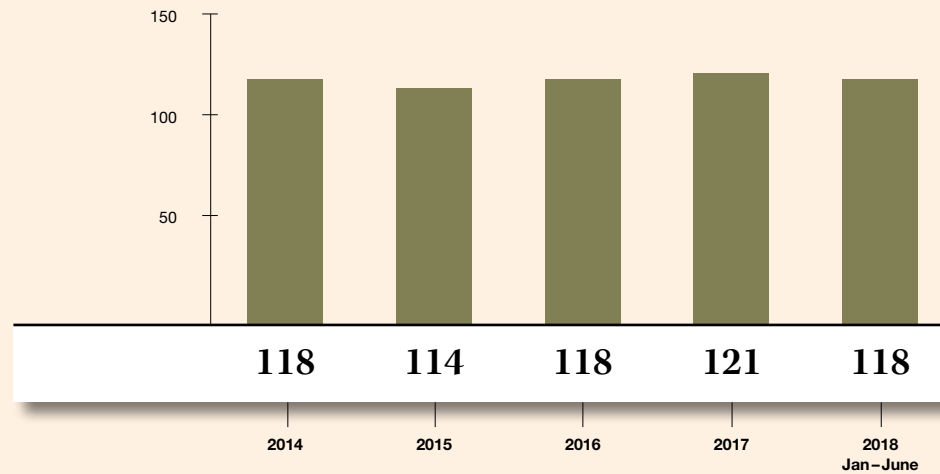


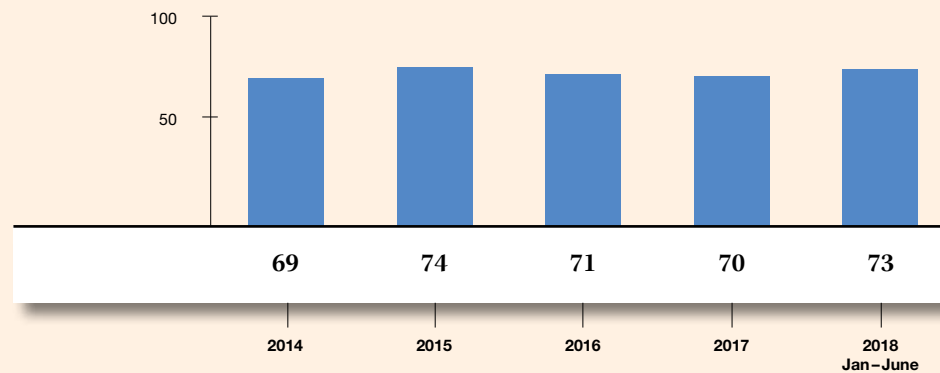
Table 7

Member States represented among staff

■ Represented Member States



■ Unrepresented Member States

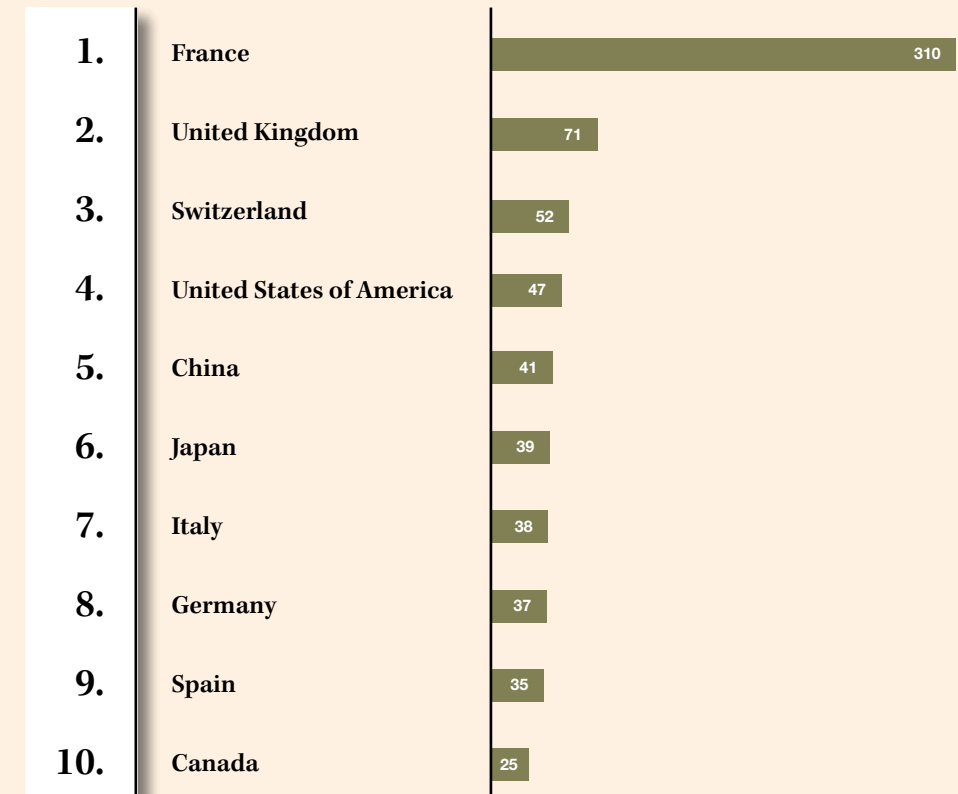


List of unrepresented Member States:

Afghanistan, Albania, 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, Guyana, Holy See, Iraq, Kiribati, Kuwait, Lao People's Democratic Republic, Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Mauritania, Monaco, Montenegro, Mozambique, 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, Sudan, Tajikistan, Thailand, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Uzbekistan, Vanuatu and Yemen.

Table 8

Top 10 represented countries*



* All Staff

Table 9

Gender by grade

■ Men (493)
■ Women (578)

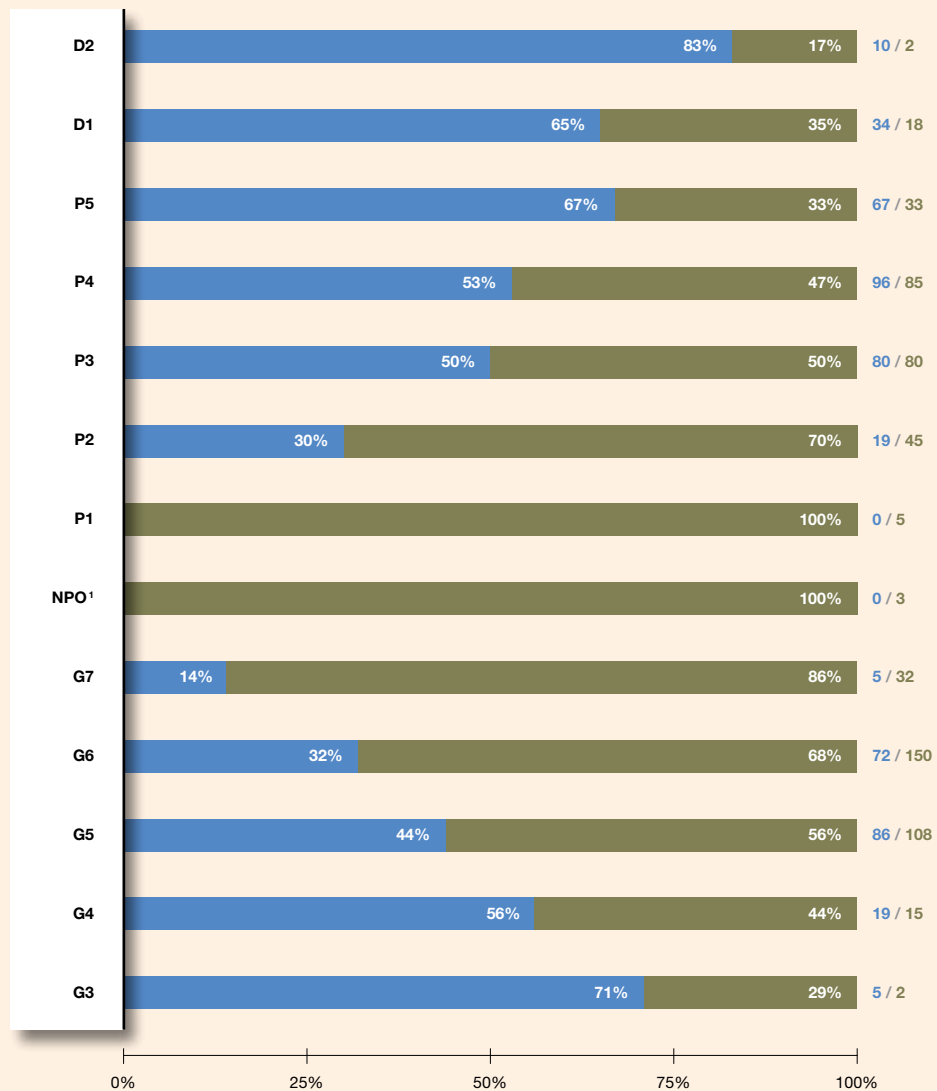


Table 10

Gender by category

■ Men (493)
■ Women (575)

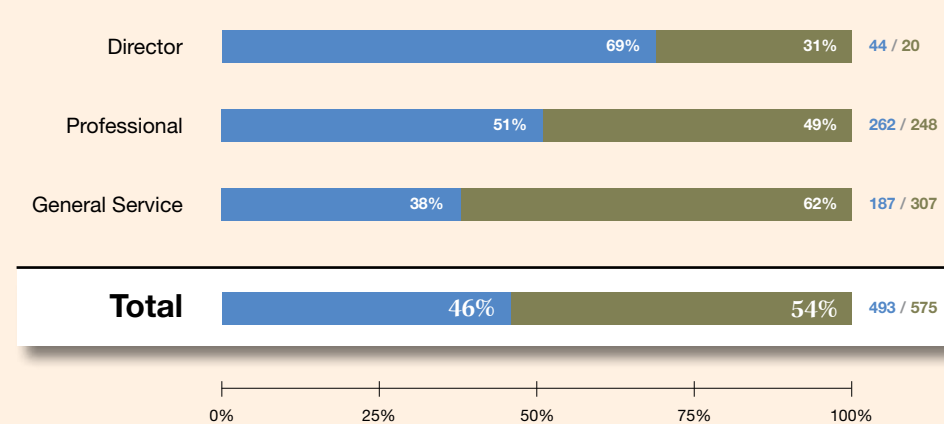
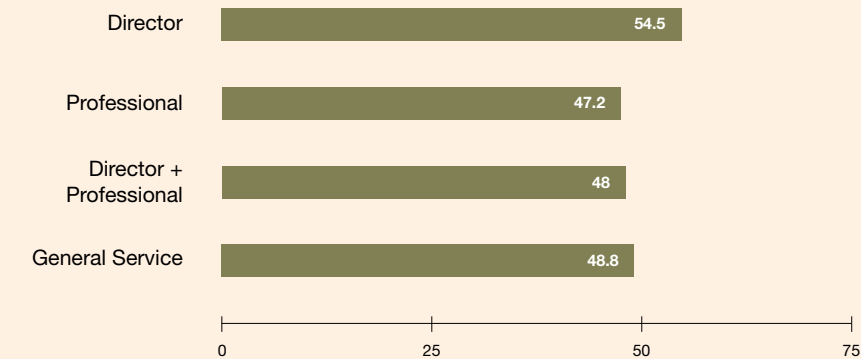


Table 11

Average age by category



¹ National Professional Officers.

Talent sourcing

12,508

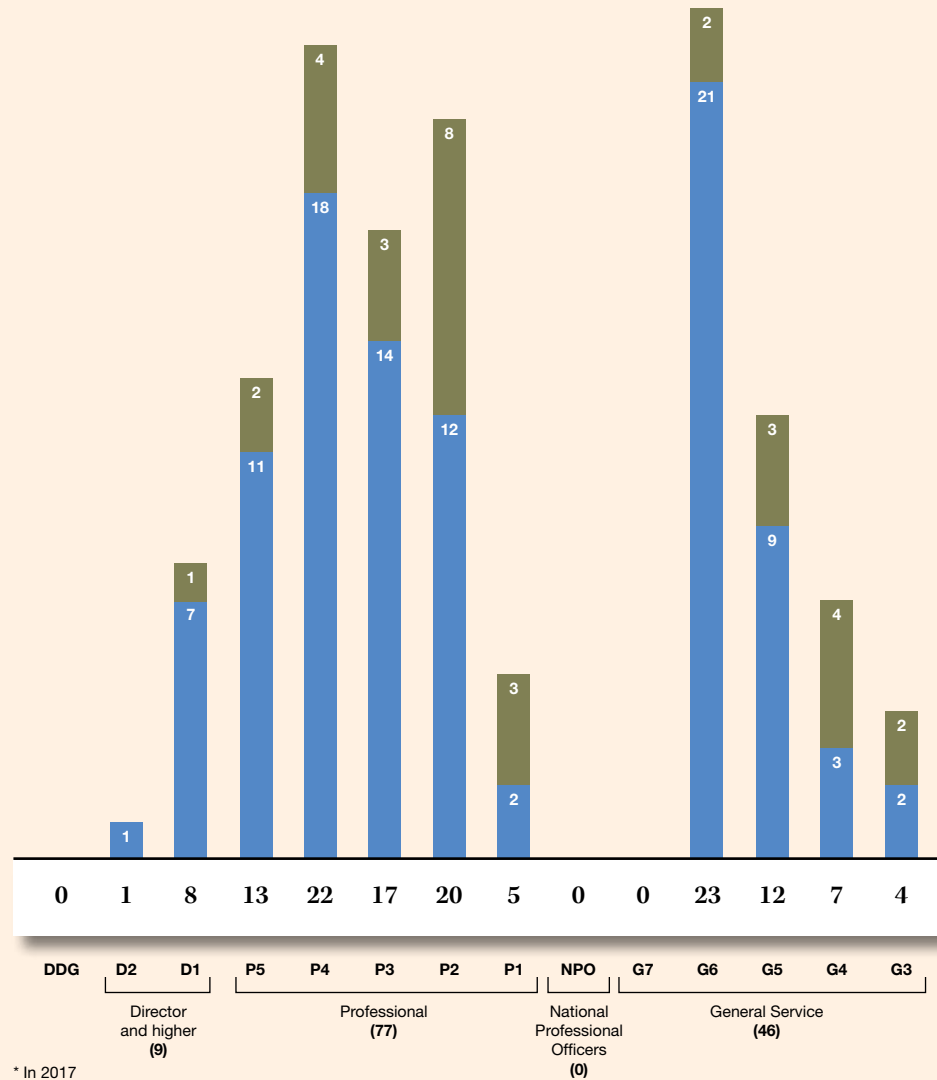
Total number of applications
in 2017



Table 12

Vacancy announcements by grade*

- 2017 fixed-term vacancies (100)
- 2017 temporary vacancies (32)

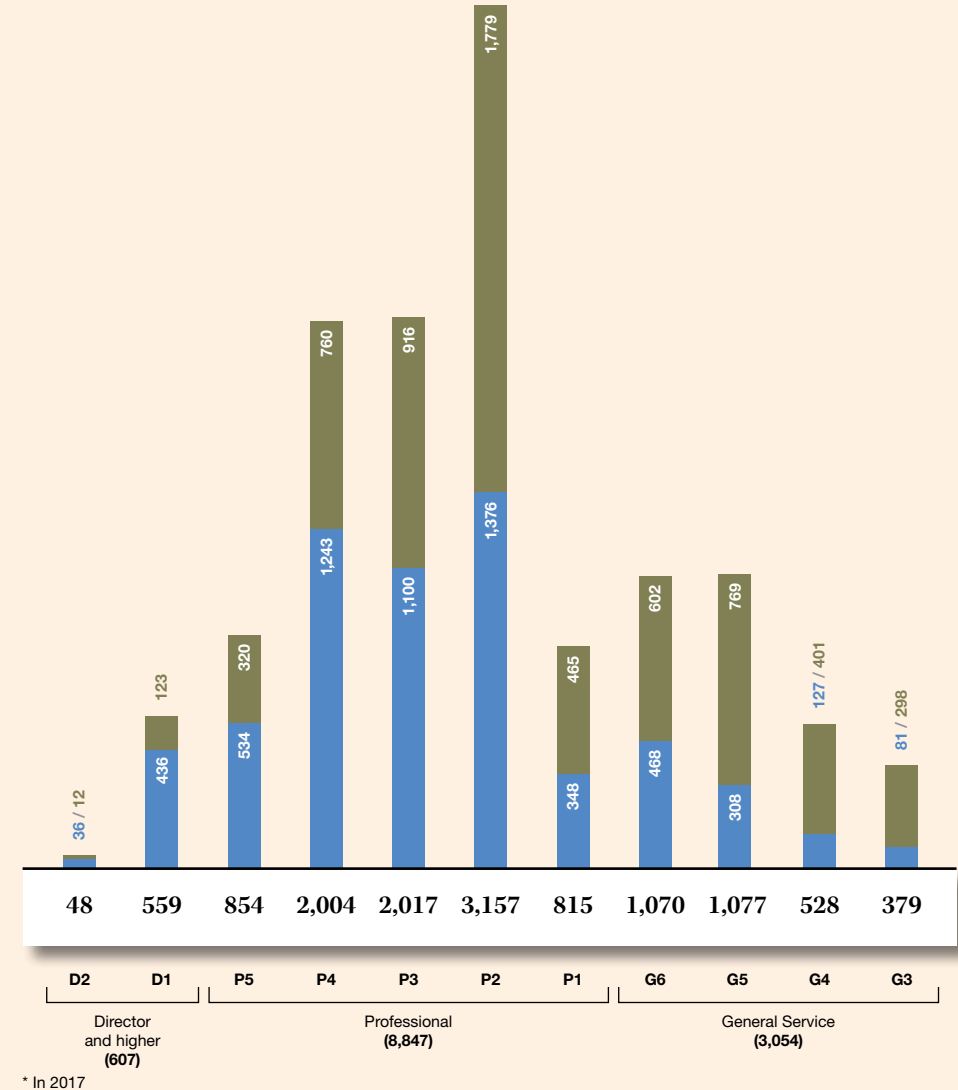


* In 2017

Table 13

Applications received by category*

- Men (6,057)
- Women (6,445)



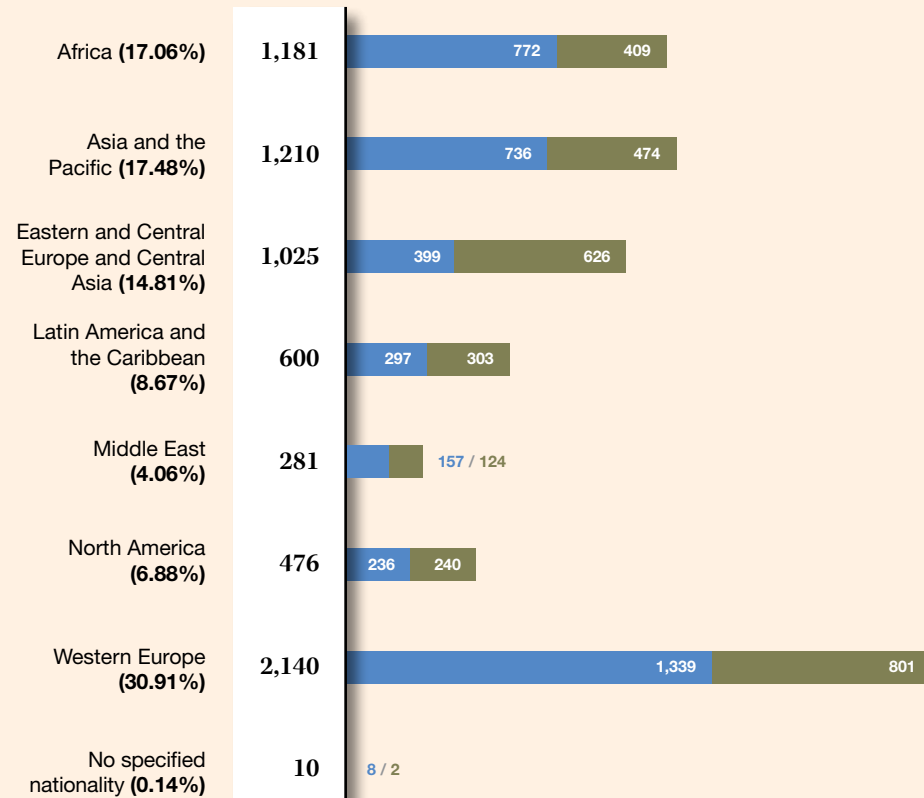
* In 2017

Table 14

Applications and appointments by region*

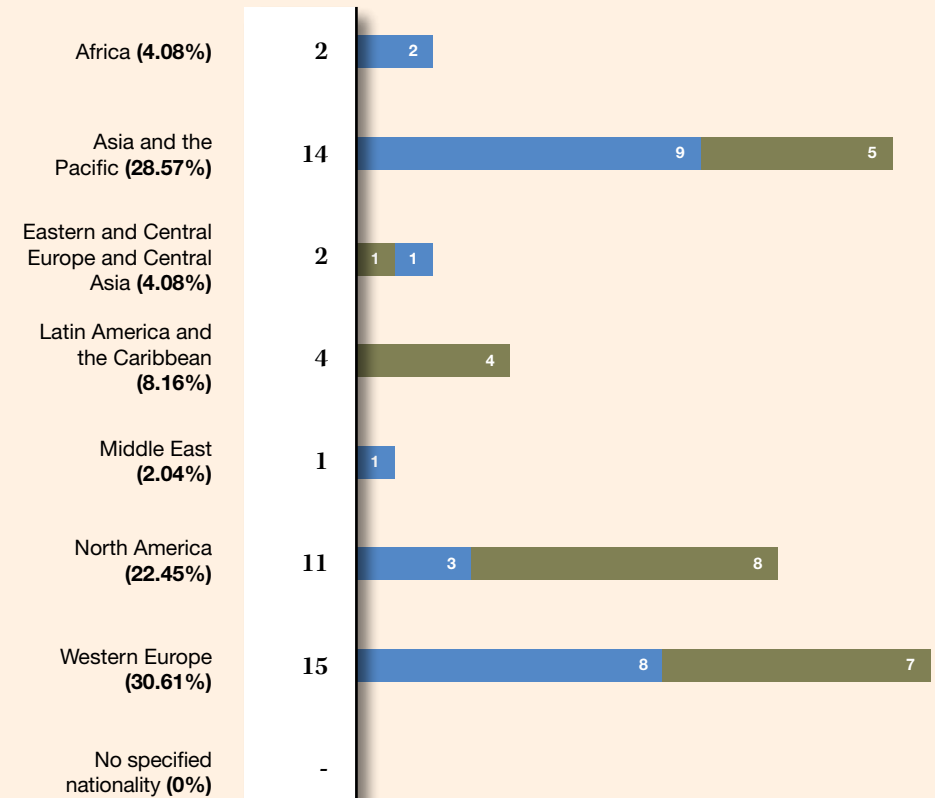
Applications received¹

- Men (3,939)
- Women (2,979)



Appointments made¹

- Men (24)
- Women (25)



¹ Externally advertised vacancies in the Professional and higher categories.


* Fixed-term positions in the Professional and higher categories in 2017.

¹ Excluding appointments to posts under Funds-In-Trust.

Table 15

Expected retirements

- Executive (5)
- Director (24)
- Professional (84)
- General Service (80)

Men  Women

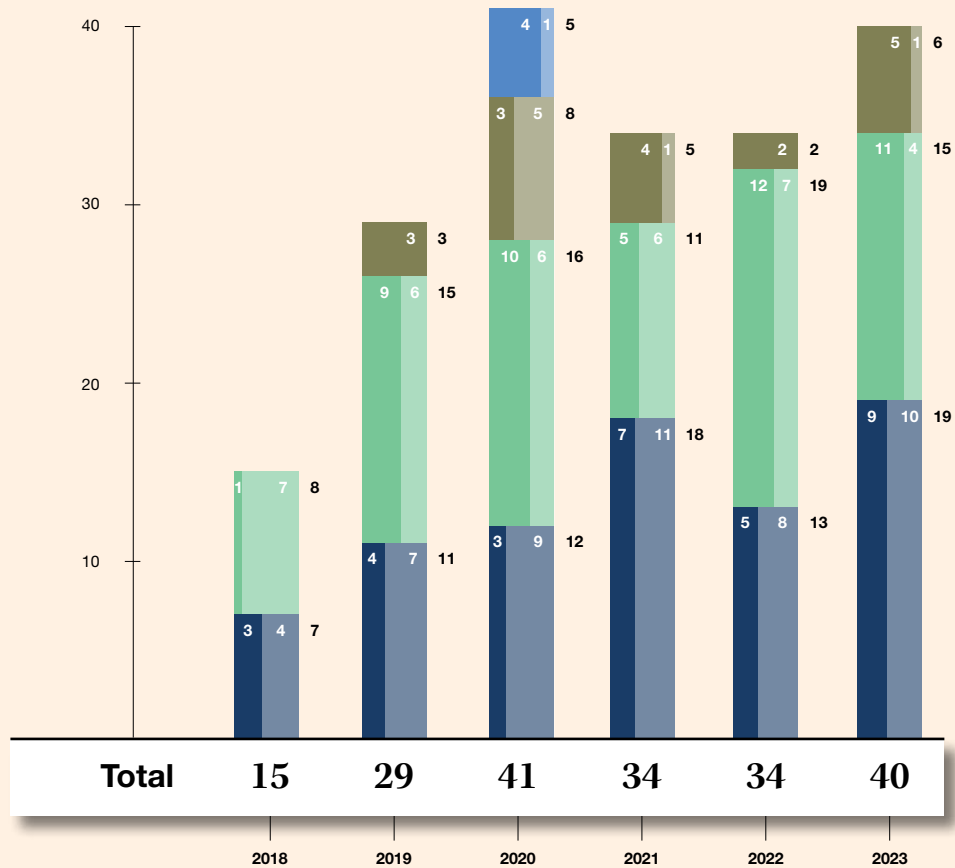
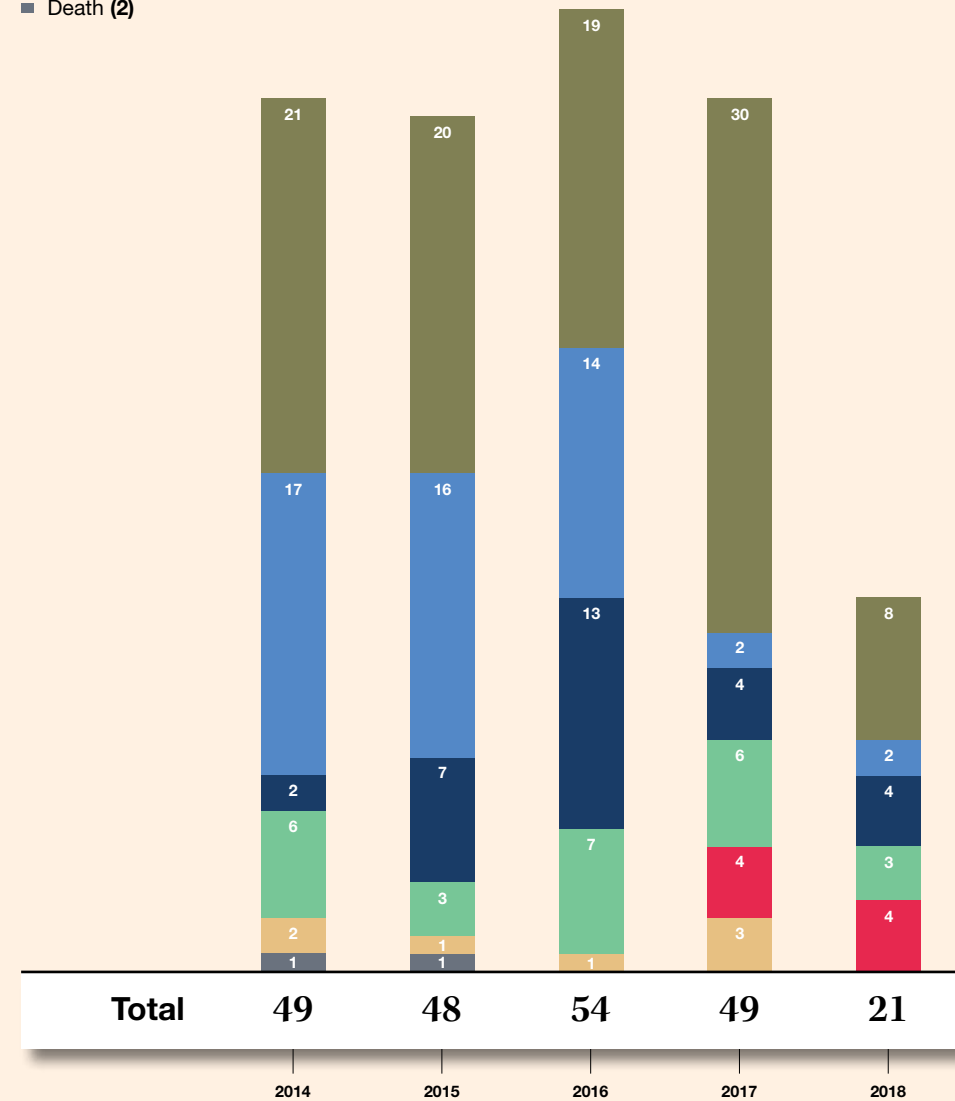


Table 16

Separations

- Retirement (98)
- Termination of appointment (51)
- Resignation (30)
- Expiration of appointment (25)
- Disability (8)
- Inter-Agency Transfer (7)
- Death (2)



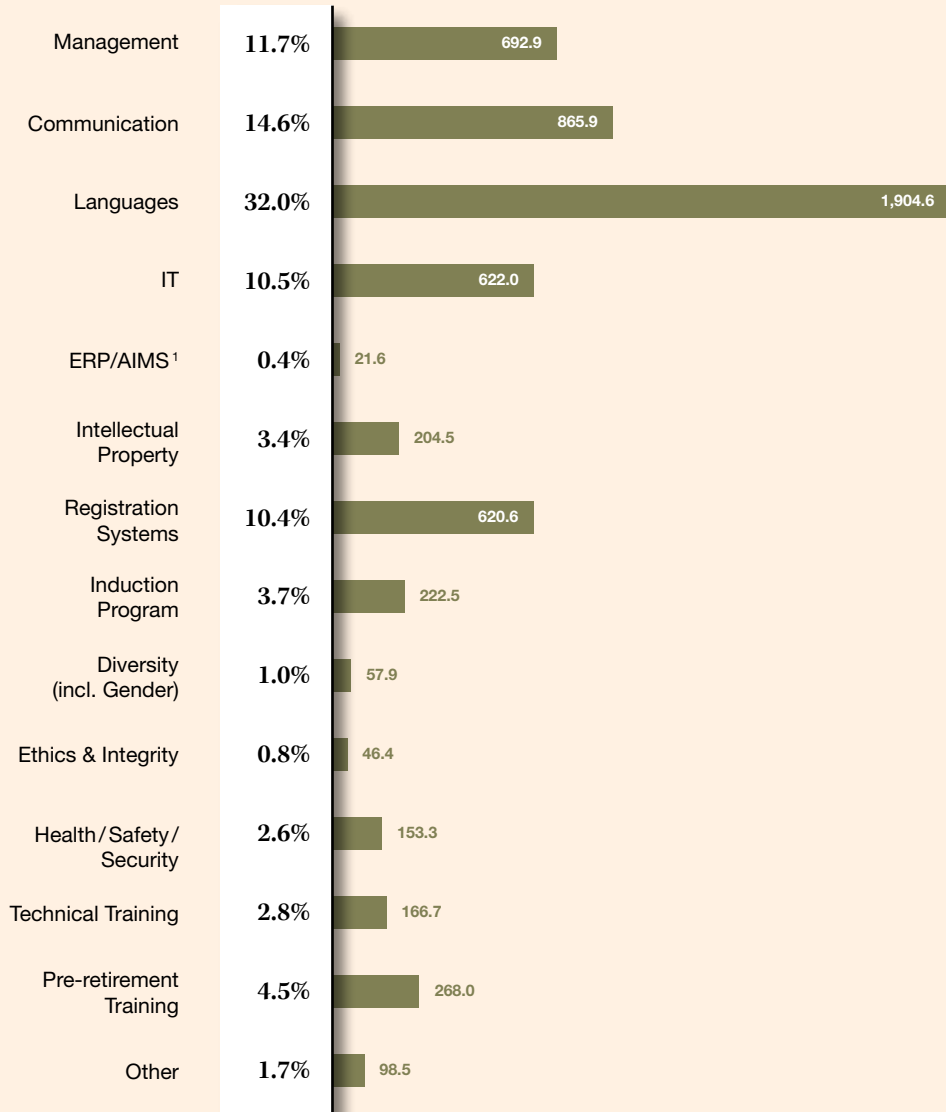
Development



6,000
training days for staff

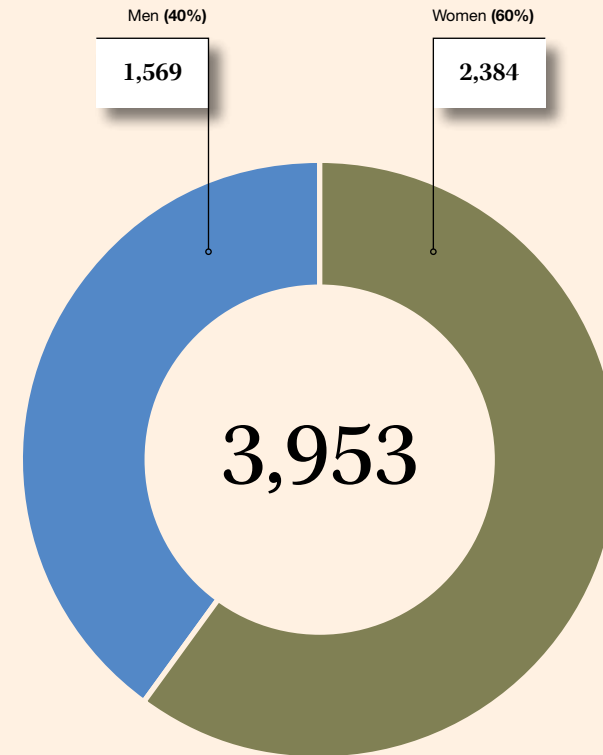
Training categories*

Number of days (5,945.4)



Total number of participants

■ Men
■ Women



3,953

4.8
Average training days
per staff member

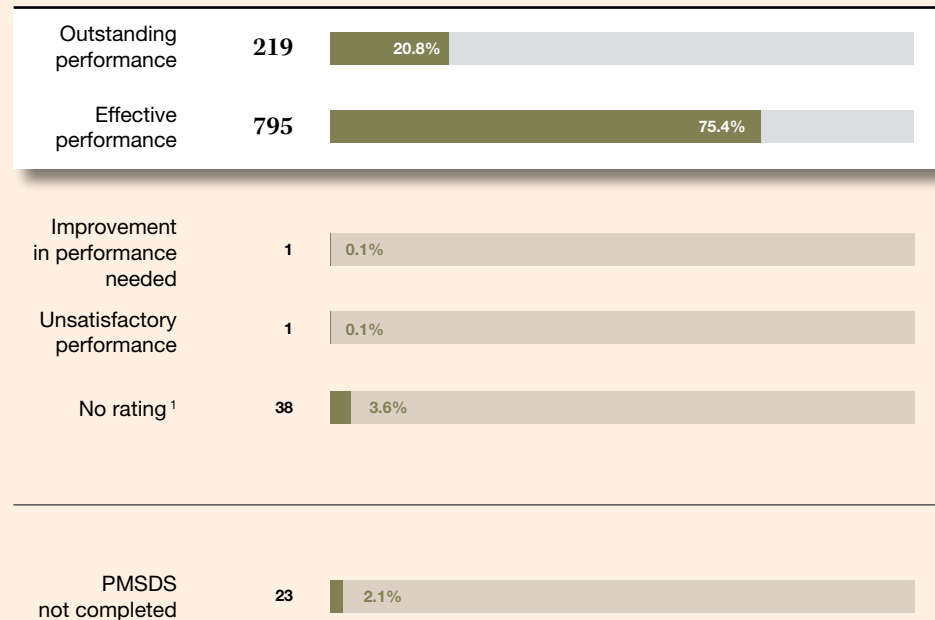
* In 2017.

¹ ERP/AIMS: Enterprise Resource Planning / Administrative Integrated Management System.

Table 18

Performance evaluation*

Ratings



* Status of 2017 cycle as at June 2018.

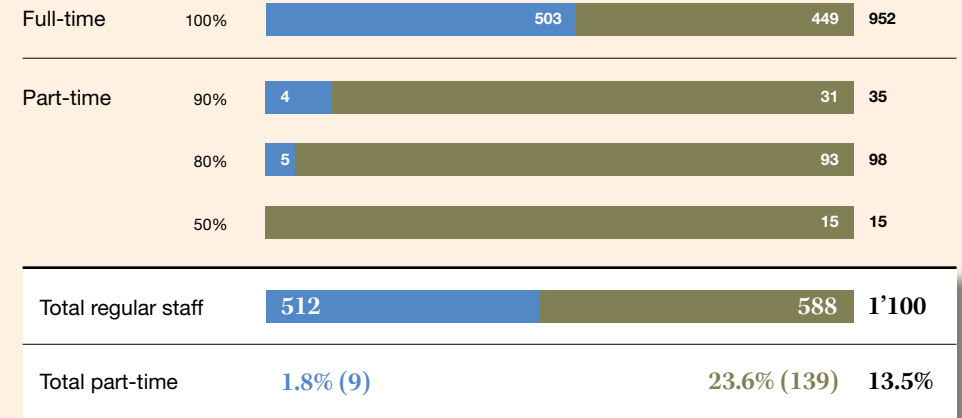
¹ These comprise those who, due to absences, do not have an evaluation rating for 2017.

Table 19

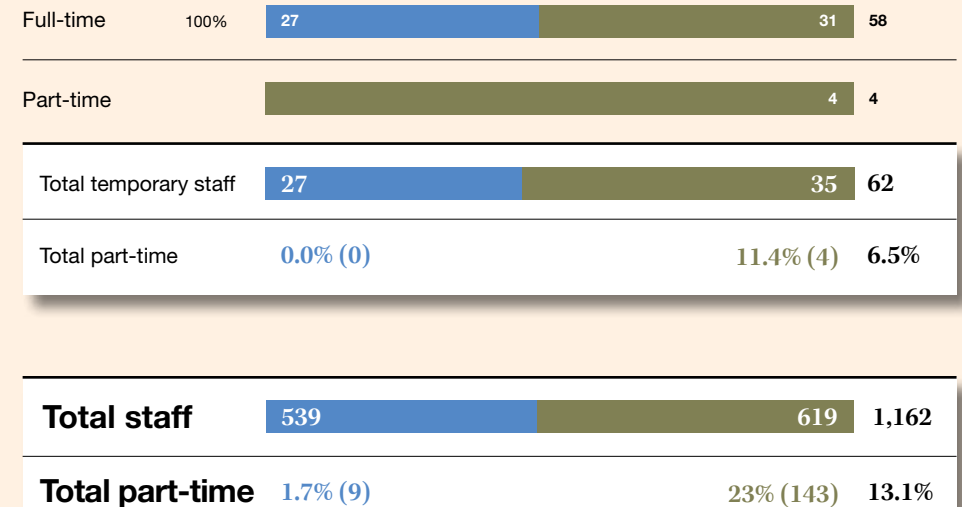
Staff on part-time work schedules

■ Men
■ Women

Regular staff



Temporary staff



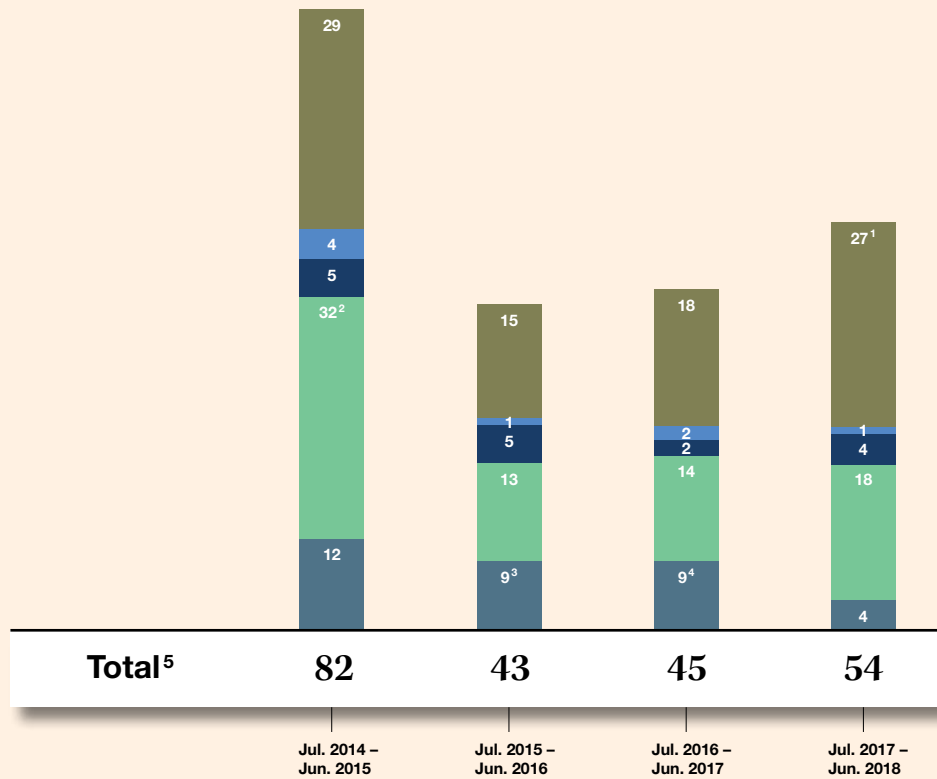
Conflict management



Table 20

Cases filed by staff between July 2014 and June 2018

- Requests for review of administrative decisions (83)
- Rebuttals of performance appraisals (8)
- Grievances (harassment) (15)
- Internal appeals to WIPO Appeal Board (78)
- Complaints to ILO Administrative Tribunal (33)



¹ One case includes 318 requests for review filed by staff serving in Geneva in the Professional and higher categories, against the pay cut resulting from the reduction of the post adjustment multiplier.

² One case includes 78 appeals filed by (current or former) staff members regarding their former contractual status.

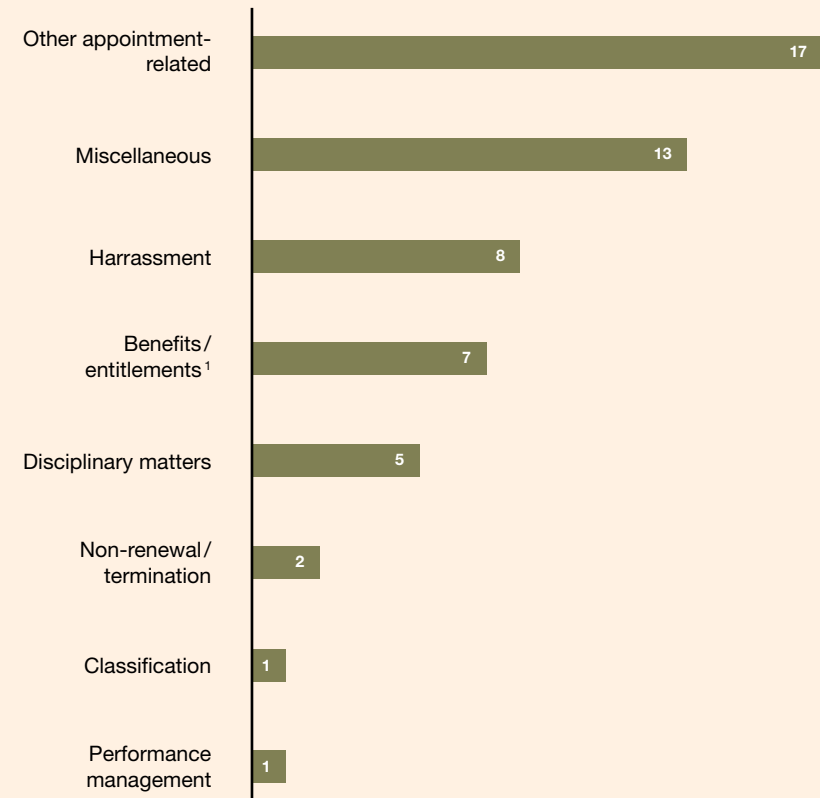
³ One case includes 44 complaints filed by (current or former) staff members regarding their former contractual status.

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

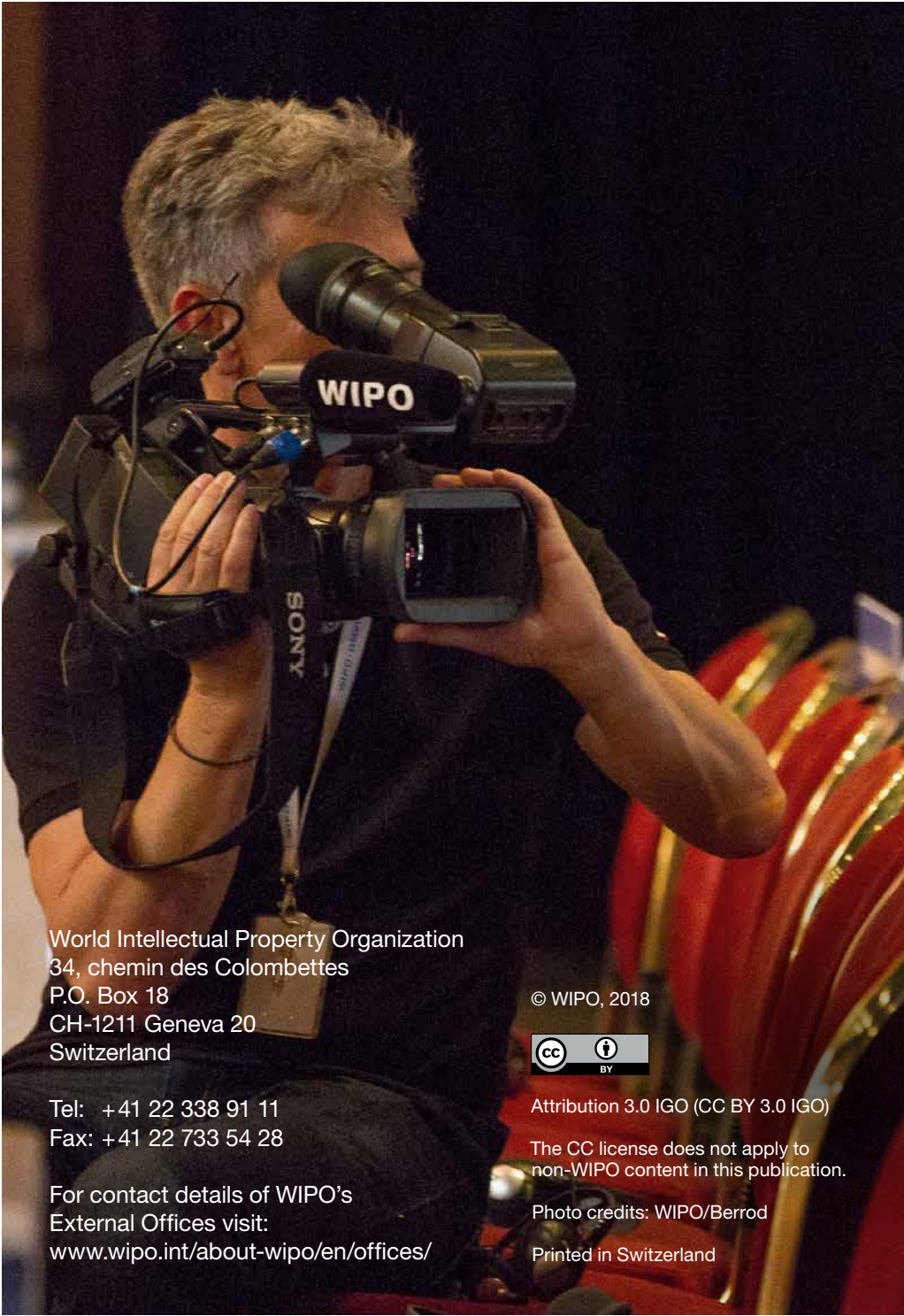
⁵ A single case could be recorded more than once during the same period or during different periods, as it goes through the internal justice system (e.g., a request for review, a rebuttal or a grievance may become an appeal to the WIPO Appeal Board, then a complaint to the ILOAT).

Table 21

Cases filed per subject matter between July 2017 and June 2018



¹ One case includes the 318 requests for review against the pay cut (see Table 20, footnote 1).



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