



WIPO Workforce 2022

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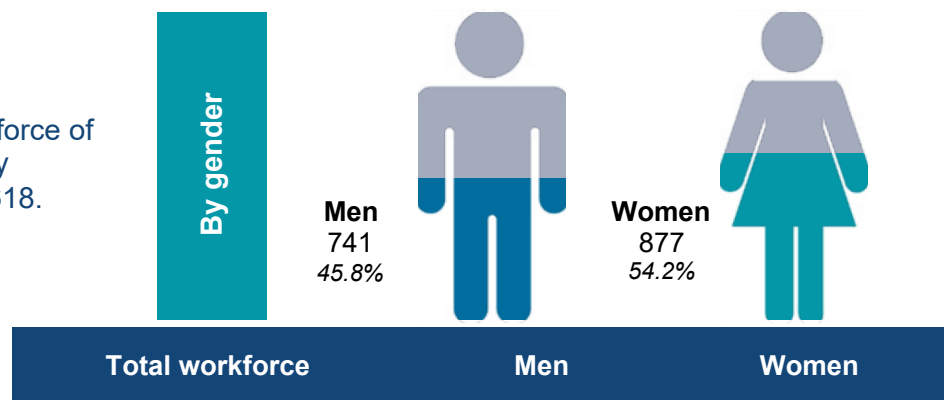
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1. Workforce at a glance

As of 30 June 2022, the workforce of the World Intellectual Property Organization amounted to 1,618.



Core Workforce ¹

% of total workforce

1,067
65.9%

490
30.3%

577
35.7%

Executive ²

9

6

3

Director

72

49

23

Professional

531

265

266

National Professional Officer (NPO)

5

1

4

General Service

450

169

281



Flexible Workforce ³

% of total workforce

551
34.1%

251
15.5%

300
18.5%

Director

1

0

1

Professional ⁴

39

20

19

National Professional Officer (NPO) ⁴

1

1

0

General Service ⁴

23

4

19

Reserves + FITs ⁵

35

14

21

UN Staff on Loan ⁶

3

1

2

UNDP JPOs ⁷

4

0

4

Monthly translator/reviser

9

4

5

Young Experts ⁸

11

5

6

Fellows

87

28

59

Interns

22

3

19

Other non-staff ⁹

316

171

145



2. Workforce distribution by Sector

	Total	Men	Women
Administration, Finance and Management Sector	213	108	105
	157	105	52
	370	213	157
Brands and Designs Sector	145	59	86
	86	37	49
	231	96	135
Copyright and Creative Industries Sector	31	11	20
	44	13	31
	75	24	51
Director General	96	37	59
	38	11	27
	134	48	86
Global Challenges and Partnerships Sector	41	18	23
	20	4	16
	61	22	39
Infrastructure and Platforms Sector	58	35	23
	30	14	16
	88	49	39
IP and Innovation Ecosystems Sector	52	25	27
	59	19	40
	111	44	67
Patents and Technology Sector	339	152	187
	60	27	33
	399	179	220
Regional and National Development Sector	92	45	47
	57	21	36
	149	66	83

- Core workforce
- Flexible workforce
- Total



3. Workforce by contract

Total	Men	Women
Permanent 570	257	313
Continuing 197	98	99
Fixed-term 300	135	165
Temporary 64	25	39
Reserves + FITs fixed-term 33	14	19
Reserves + FITs temporary 2	0	2
UN Staff on Loan 3	1	2
UNDP JPOs 4	0	4
Monthly translator/reviser 9	4	5
Young Experts 11	5	6
Fellows 87	28	59
Interns 22	3	19
Other type of contract 316	171	145
TOTAL	1,618	877



4a. Core workforce comparison by year

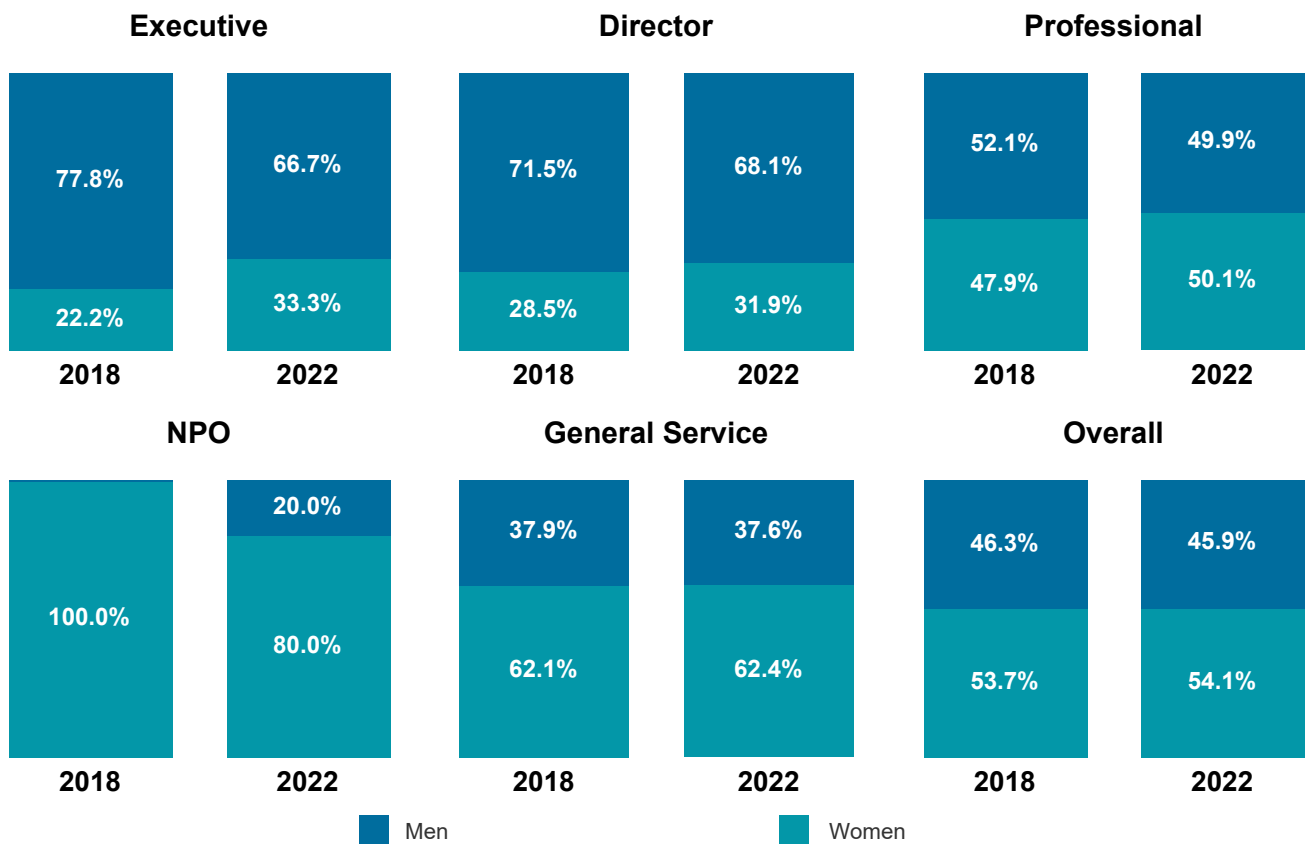


Core workforce

	2018	2019	2020	2021	June 22
Executive	9	9	8 ¹	9	9
Director	64	73	76	70	72
Professional	510	516	531	530	531
National Professional Officer (NPO)	3	4	4	5	5
General Service	495	488	473	460	450
UN Staff on Loan ²	3	0	0	0	0
	1,084	1,090	1,092	1,074	1,067



Core workforce gender parity, 2018 to 2022





4b. Flexible workforce comparison by year

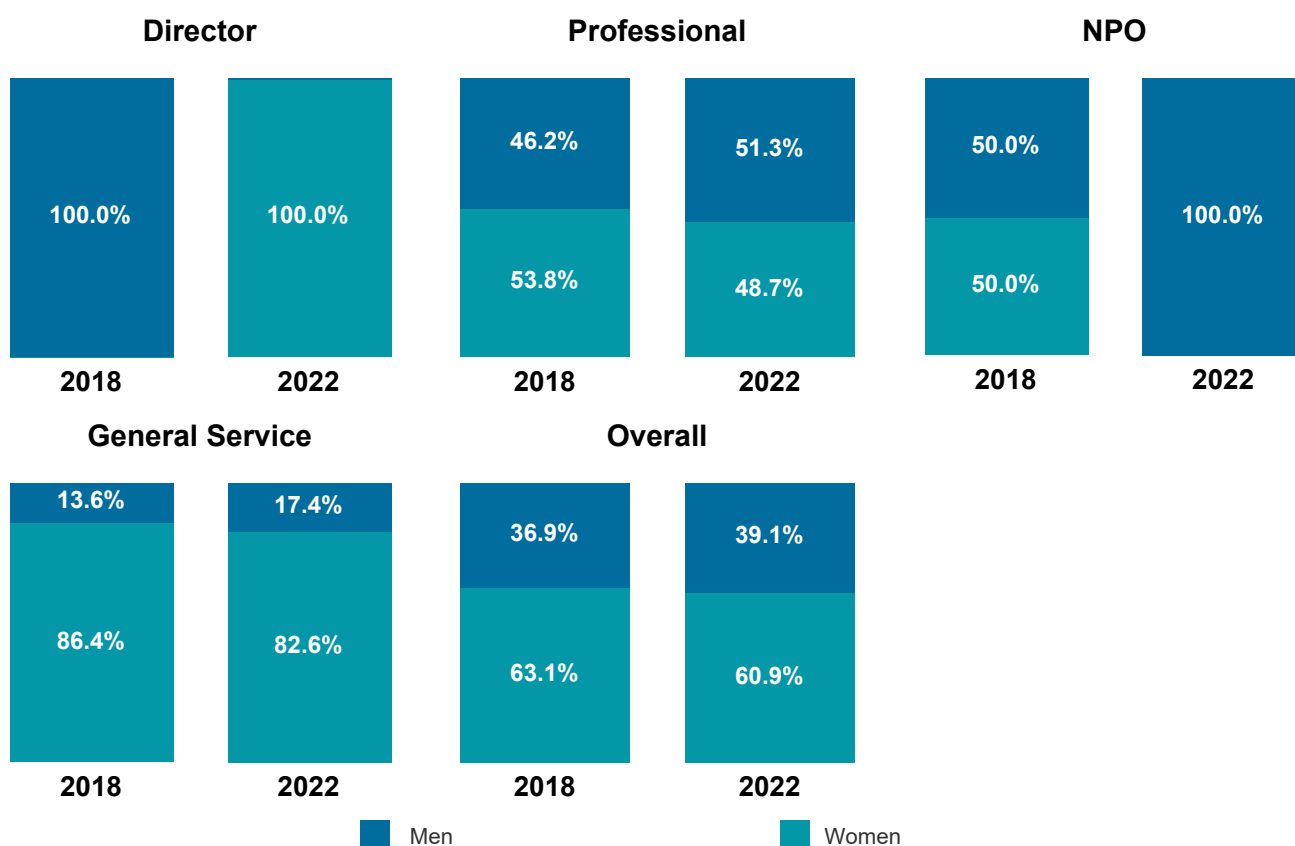


Flexible workforce

	2018	2019	2020	2021	June 22
Director	3	2	0	1	1
Professional	41	46	36	40	39
National Professional Officer (NPO)	0	1	1	1	1
General Service	16	21	18	23	23
Reserves + FITs	18	29	33	32	35
UN Staff on Loan ²	0	0	1	2	3
UNDP JPOs	1	4	5	5	4
Monthly translator/reviser	0	0	7	0	9
Young Experts	0	0	0	0	11
Fellows	47	71	70	84	87
Interns	26	25	16	17	22
Other non-staff	322	164	259	309	316
Total	474	363	446	514	551



Flexible workforce gender parity, 2018 to 2022





4c. Overall workforce comparison by year

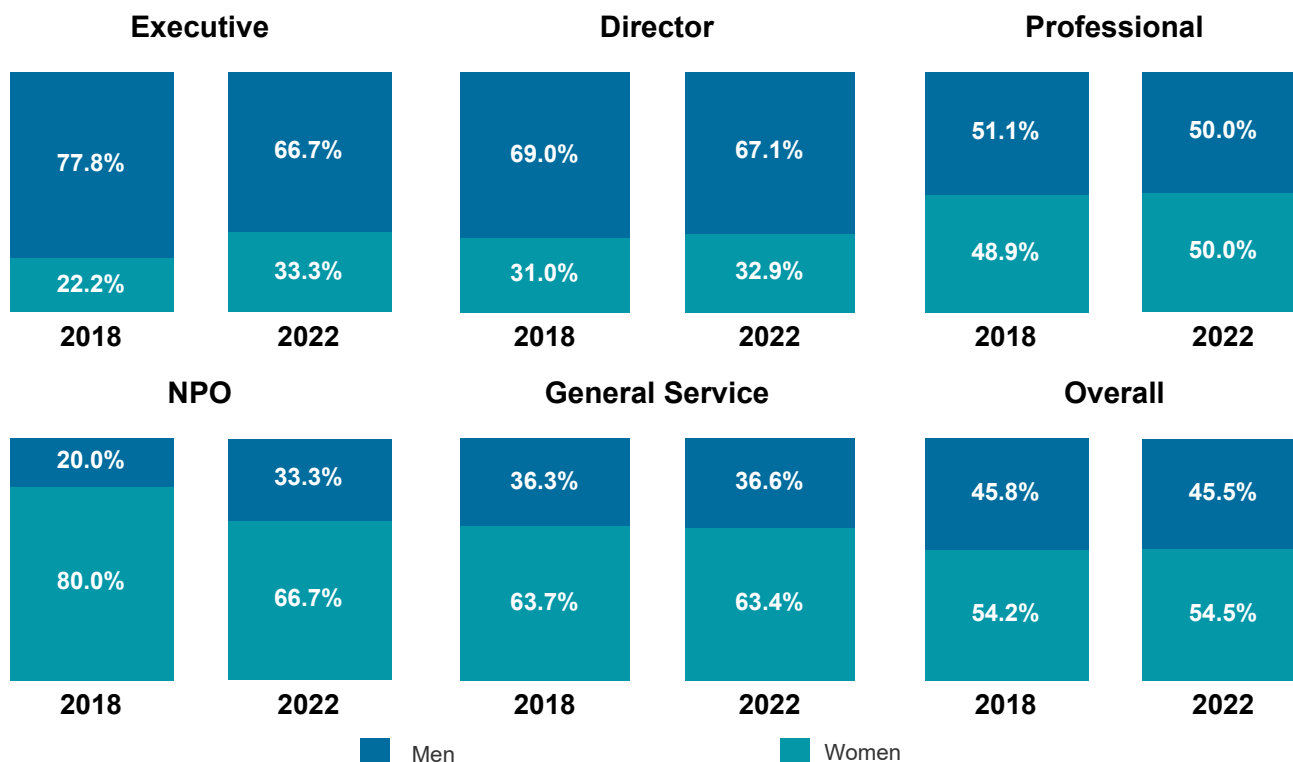


Overall workforce

	2018	2019	2020	2021	June 22
Executive	9	9	8 ¹	9	9
Director	67	75	76	71	73
Professional	551	562	567	570	570
National Professional Officer (NPO)	3	5	5	6	6
General Service	511	509	491	483	473
Reserves + FITs	18	29	33	32	35
UN Staff on Loan ²	3	0	1	2	3
UNDP JPOs	1	4	5	5	4
Monthly translator/reviser	0	0	7	0	9
Young Experts	0	0	0	0	11
Fellows	47	71	70	84	87
Interns	26	25	16	17	22
Other non-staff	322	164	259	309	316
	1,558	1,453	1,538	1,588	1,618



Overall workforce gender parity, 2018 to 2022





5. Fellows (2009-2021)

Between 2009 and 2021, WIPO welcomed a total of 409 fellows.

By gender

Men
132
32.3%



Women
277
67.7%



By WIPO regions



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By WIPO programs

- Translation Fellows**
161
- Examination Fellows**
112
- Legal Case Manager Fellows**
79
- Other specialised Fellows**
44
- Visiting and Research Fellows**
13



6. Interns (2009-2021)

Between 2009 and 2021, WIPO welcomed a total of 544 interns.

By gender

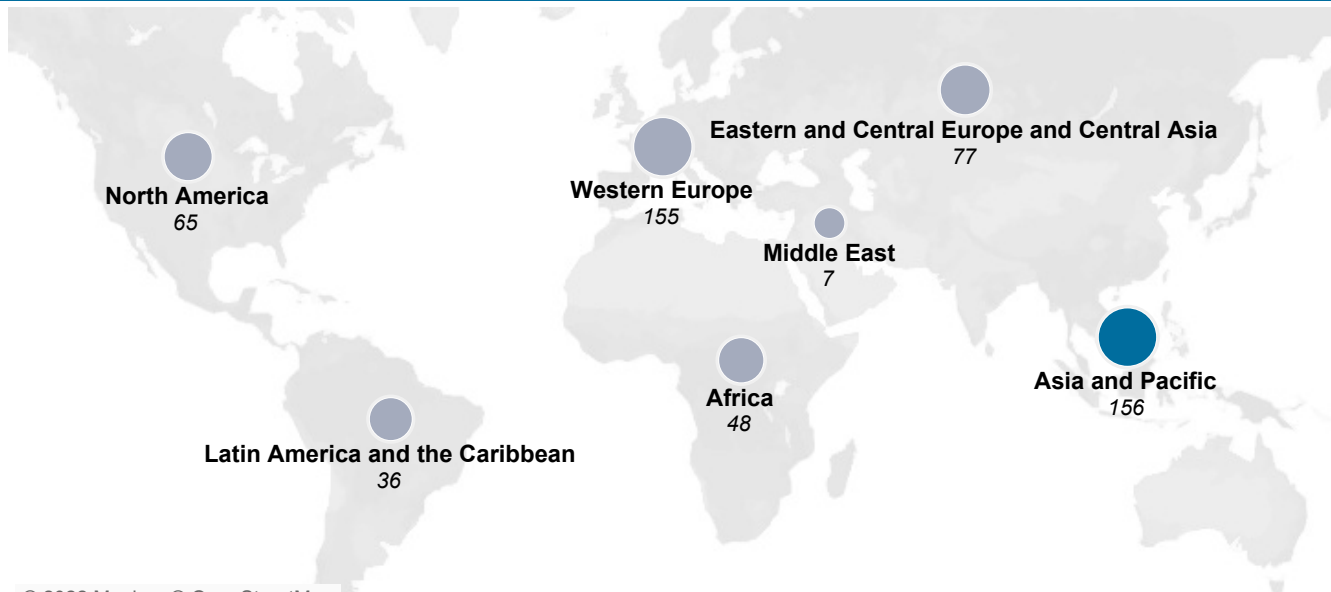
Men
193
35%



Women
351
65%



By WIPO regions



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By WIPO Sector

- Director General**
181
- Global Challenges and Partnerships Sector**
86
- Regional and National Development Sector**
66
- Brands and Designs Sector**
56
- Administration, Finance and Management Sector**
54
- Patents and Technology Sector**
50
- Copyright and Creative Industries Sector**
28
- Infrastructure and Platforms Sector**
21
- IP and Innovation Ecosystems Sector**
2



7. Diversity

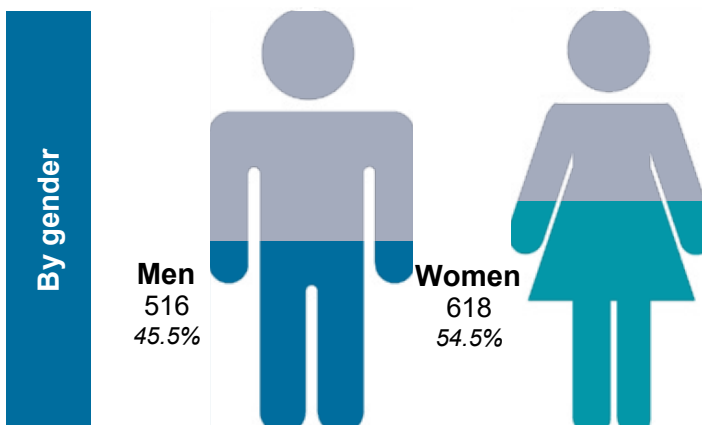
Professional and higher categories, and General Service on regular budget



121
nationalities

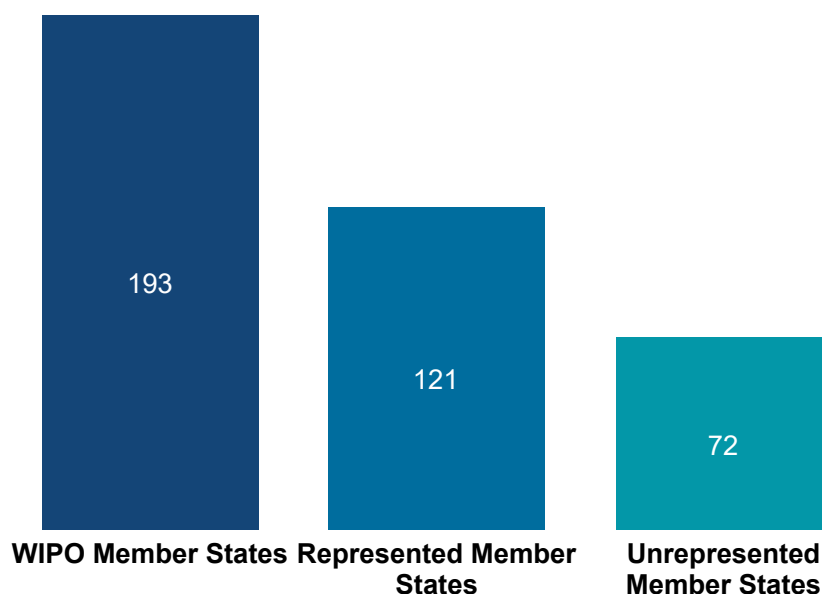


49.6
average age



8. Member States represented among WIPO staff

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

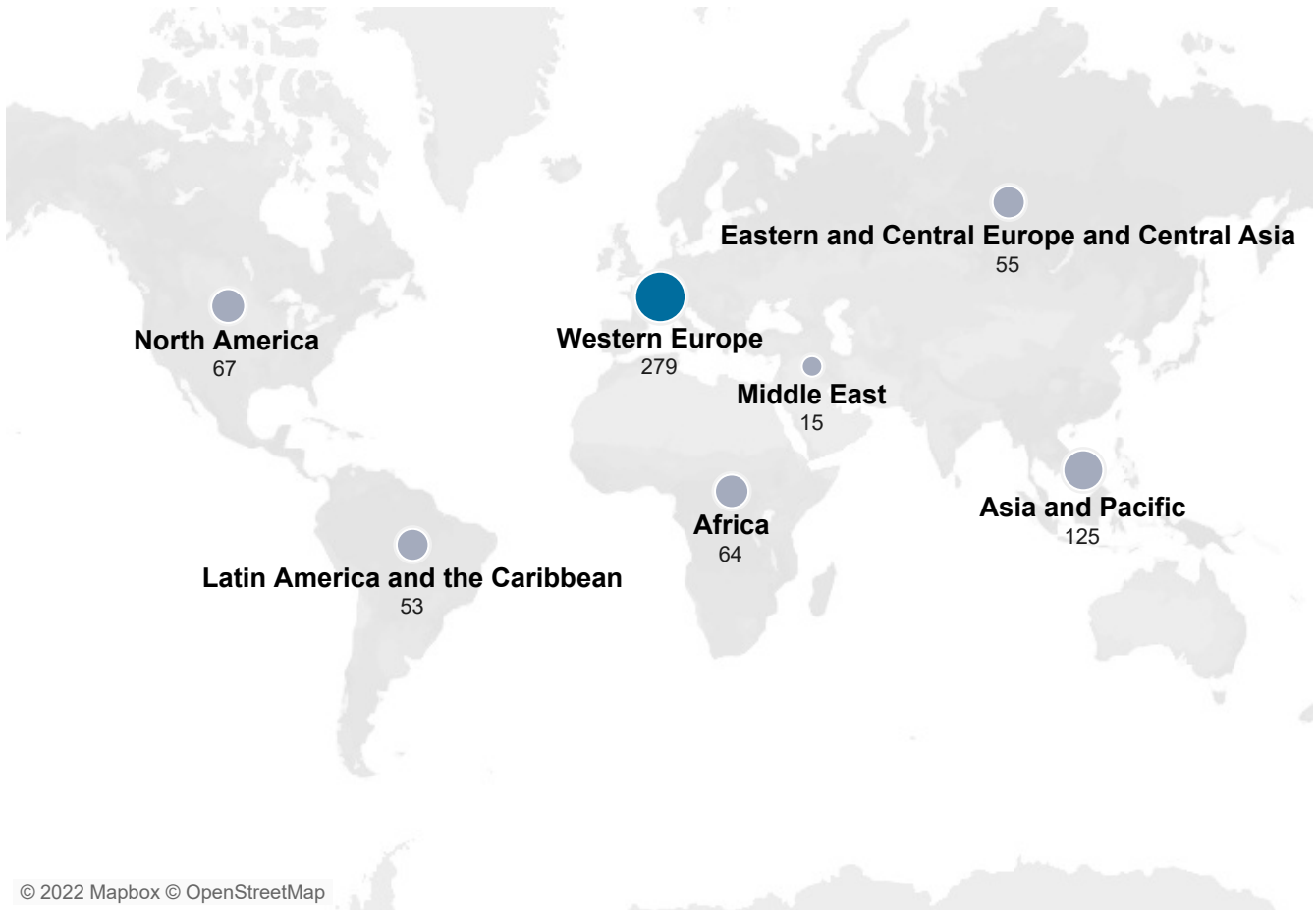


Year	Represented Member States	Unrepresented Member States	WIPO Member States
2016	118	71	189
2017	121	70	191
2018	118	73	191
2019	123	69	192
2020	122	71	193
2021	121	72	193
2022	121	72	193



9. Geographical representation of staff by region

Professional and higher categories on regular budget



Total	Men	Women
Western Europe 279 42.9%	136	143
Asia and Pacific 125 19.0%	71	54
North America 67 10.3%	34	33
Africa 64 10.0%	39	25
Eastern and Central Europe and Central Asia 55 9.3%	29	26
Latin America and the Caribbean 53 8.5%	23	30
Middle East 15 2.4%	10	5



10. Geographical representation of staff by region, contract type and gender

Professional and higher categories on regular budget



Fixed-term, continuing and permanent staff



	Africa	Asia and Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	39	66	28	21	9	31	127
Women	23	50	23	26	4	30	140



Temporary staff



	Africa	Asia and Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	0	5	1	2	1	3	9
Women	2	4	3	4	1	3	3



11a. Representation of men and women by grade

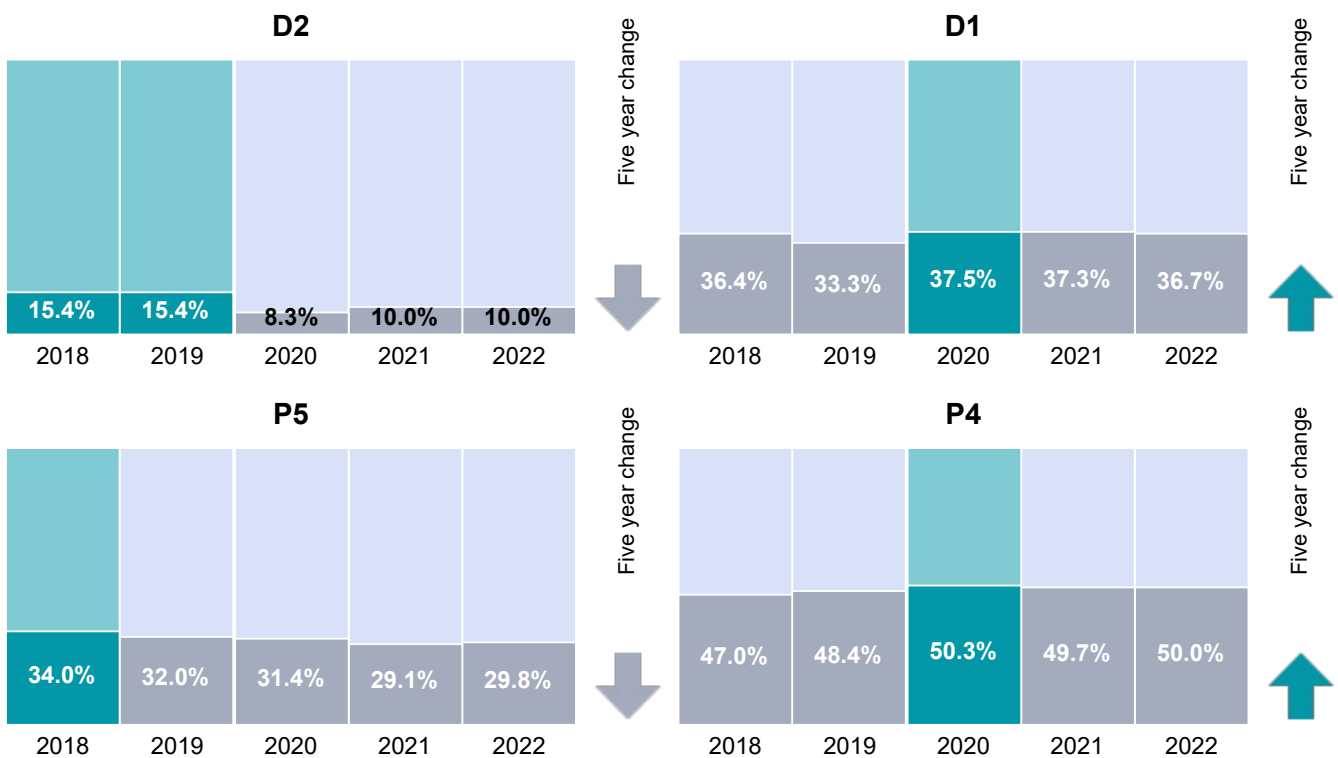


By grade

Grade	Total	Men	Women
D2	10	9	1
D1	62	40	22
P5	104	73	31
P4	194	97	97
P3	171	81	90
P2	60	13	47
P1	2	1	1
NPO	5	1	4
G7	27	5	22
G6	225	77	148
G5	165	71	94
G4	29	14	15
G3	4	2	2



Gender parity trend by grade, 2018 to 2022





11b. Representation of men and women by category and age



By category and average age

Category	Total	Men	Women
Director <i>average age</i>	72 56.0	49 56.2	23 55.3
Professional <i>average age</i>	531 49.0	265 49.4	266 48.5
National Professional Officer (NPO) <i>average age</i>	5 44.2	1 46.0	4 43.8
General Service <i>average age</i>	450 50.9	169 52.1	281 50.2



12. Staff on part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% full-time equivalent) 1,012		500	512
Part-time (90% full-time equivalent) 19		1	18
Part-time (80% full-time equivalent) 60		3	57
Part-time (50% full-time equivalent) 9		0	9



Temporary staff

	Total	Men	Women
Full-time (100% full-time equivalent) 65		25	40
Part-time (80% full-time equivalent) 1		0	1



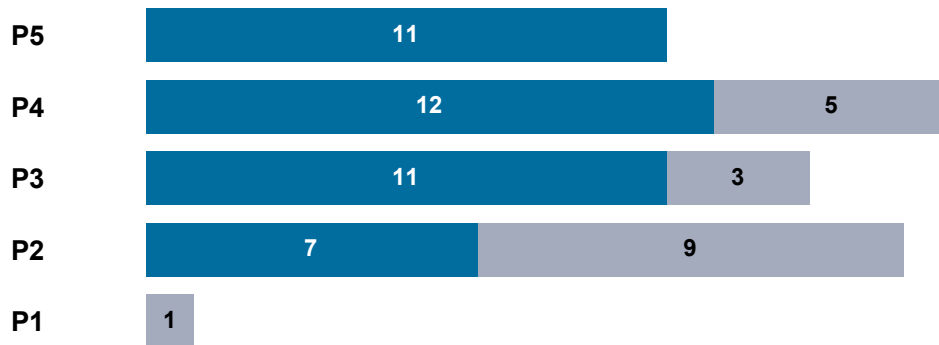
13. Vacancy announcements by grade in 2021



Director



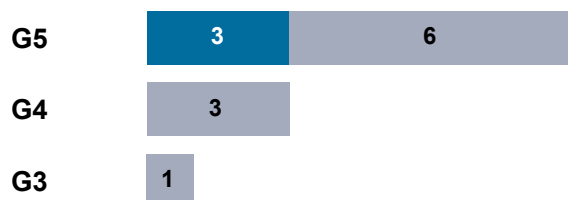
Professional



National Professional Officer



General Service



■ Fixed-term vacancies

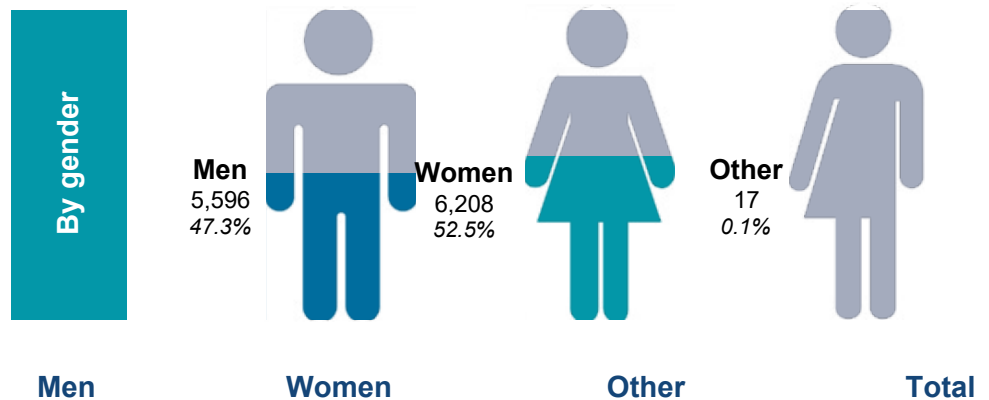
■ Temporary vacancies

Note: In view of the transition to a new Administration and the subsequent restructuring of Sectors, a number of vacancies were cancelled.



14. Applications received in 2021

Number of job applications received in 2021: 11,821



Director

	Men	Women	Other	Total
D2	133	71	0	204
D1	411	196	0	607
	544	267	0	811

Professional

	Men	Women	Other	Total
P5	978	681	3	1,662
P4	1,277	877	5	2,159
P3	988	1,131	2	2,121
P2	1,215	1,848	6	3,069
P1	86	125	1	212
	4,544	4,662	17	9,223

National Professional Officer

	Men	Women	Other	Total
NOE	25	26	0	51
	25	26	0	51

General Service

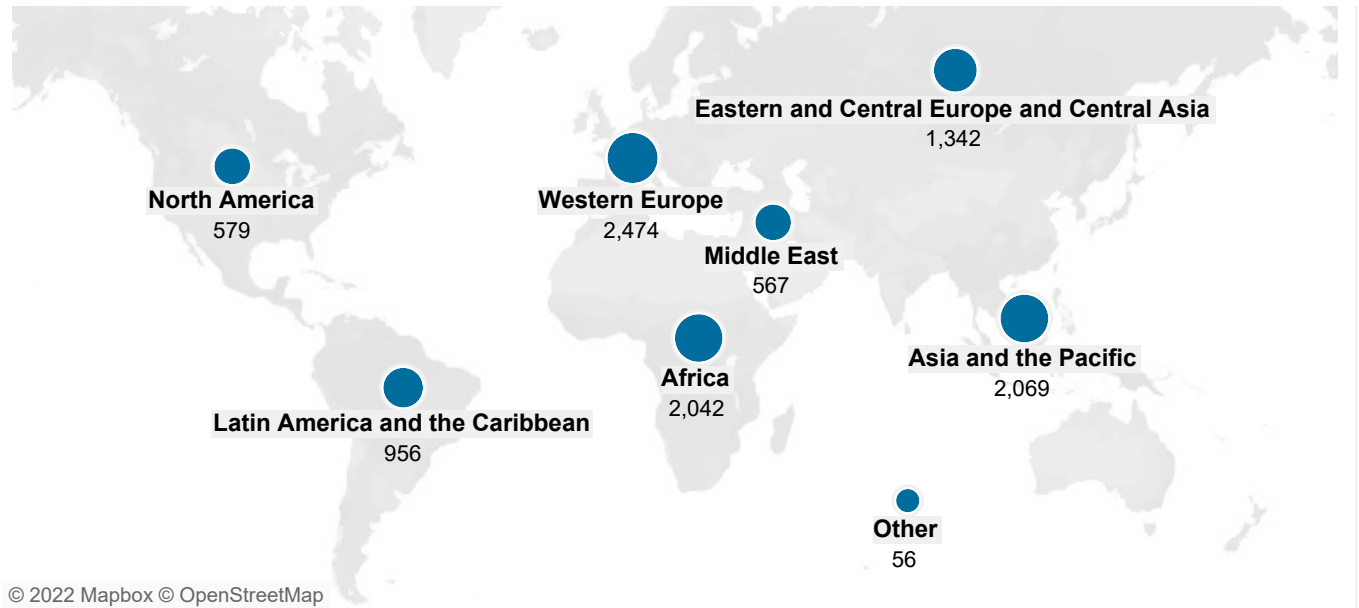
	Men	Women	Other	Total
G5	312	765	0	1,077
G4	106	315	0	421
G3	65	173	0	238
	483	1,253	0	1,736

Note: In view of the transition to a new Administration and the subsequent restructuring of Sectors, a number of vacancies were cancelled.



15. Applications by region and gender

Professional and higher categories



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Region	Men	Women	Other	Total
Africa	1,198	841	3	2,042
Asia and the Pacific	1,097	969	3	2,069
Eastern and Central Europe and Central Asia	516	821	5	1,342
Latin America and the Caribbean	437	519	0	956
Middle East	309	257	1	567
North America	314	263	2	579
Western Europe	1,221	1,250	3	2,474
Other	21	35	0	56
Total	5,113	4,955	17	10,085

Note: excluding appointments to posts under Funds-In-Trust.



16. Appointments by region in 2021

Professional and higher categories

Total appointment decisions made for fixed-term posts: 45



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Region	Men	Women	Total
Africa	3	5	8
Asia and the Pacific	3	6	9
Eastern and Central Europe and Central Asia	3	0	3
Latin America and the Caribbean	1	4	5
Middle East	2	1	3
North America	2	2	4
Western Europe	8	5	13
Other	0	0	0

Note: excluding appointments to posts under Funds-In-Trust.



17. Applicants from unrepresented Member States

Professional and higher categories

2016/2017 **1,360 applicants**
7.4% of total applicants

2018/2019 **3,619 applicants**
13.3% of total applicants

2020/2021 **1,622 applicants**
6.9% of total applicants



Breakdown by gender

Category	2016/17	2018/19	2020/21
Male applicants from unrepresented Member States	665	2,356	924
as % of all male applicants	6.6%	15.3%	7.3%
Female applicants from unrepresented Member States	695	1,263	693
as % of all female applicants	8.4%	10.6%	6.4%
Other applicants from unrepresented Member States	0	0	5
as % of all other applicants	0.0%	0.0%	12.5%



18. Progress of candidates through selection phases

Fixed-term vacancies, P4 to D2

Male applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	6	0	0	1
	2018-2019	11	10	4	2
	2020-2021	14	13	4	1
D1	2016-2017	53	31	19	8
	2018-2019	91	63	39	17
	2020-2021	38	21	9	1
P5	2016-2017	71	33	20	10
	2018-2019	58	44	16	6
	2020-2021	84	45	26	8
P4	2016-2017	139	61	38	14
	2018-2019	191	112	53	21
	2020-2021	101	67	35	18

Female applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	1	0	0	0
	2018-2019	2	2	2	0
	2020-2021	9	6	3	1
D1	2016-2017	30	24	19	3
	2018-2019	61	33	16	6
	2020-2021	26	12	9	6
P5	2016-2017	54	32	20	2
	2018-2019	47	27	17	7
	2020-2021	64	27	11	5
P4	2016-2017	108	62	38	12
	2018-2019	138	80	44	21
	2020-2021	93	45	22	13



19. Upcoming retirements

Based on retirement at the age of 65 years

Grade	Gender	2023	2024	2025	2026
Director	Men	5	3	3	5
	Women	3	1	0	4
	Total	8	4	3	9
Professional	Men	9	3	7	7
	Women	2	5	6	4
	Total	11	8	13	11
General Service	Men	2	3	2	5
	Women	2	4	6	7
	Total	4	7	8	12
Total		23	19	24	32

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.

20. Separations

Category	2016	2017	2018	2019	2020	2021
Retirement	20	19	30	21	21	19
Resignation	7	13	4	12	10	9
Termination	16	14	2	2	26	10
Expiration of appointment	3	7	6	47	10	10
Death	1	0	0	0	0	4
Termination following Disability	0	0	4	6	5	4
Inter-Agency transfer	1	1	3	1	3	2
Total	48	54	49	89	75	58

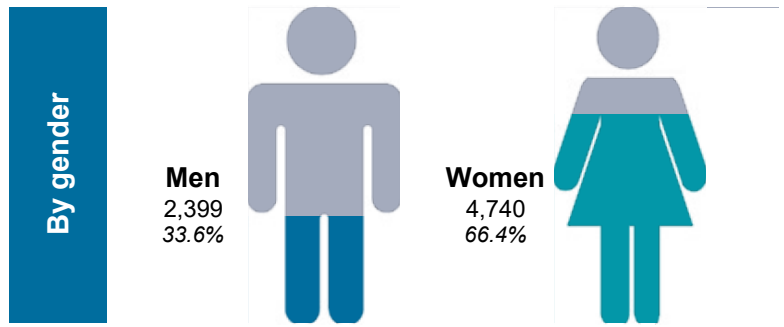


21. Training in 2021

Total number of training participants:
7,139

Total number of training days provided:
3,988

Average training days per staff member:
2.7



Training categories and days in 2021

- 1 **Languages**
1,402
- 2 **Information technology**
470
- 3 **Management**
445
- 4 **Registration systems**
342
- 5 **Pre-retirement training**
284
- 6 **Intellectual property**
280
- 7 **Health/safety/security**
198
- 8 **Induction programs**
125
- 9 **Technical training**
123
- 10 **Communication**
120
- 11 **Other ¹**
112
- 12 **Ethics and integrity**
50
- 13 **Diversity (including gender equality)**
37

Note: 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.



22. 2021 performance evaluation

1,013 performance evaluations for 2021 have been completed as at June 30, 2022.

Ratings

Outstanding performance

143
13.0%

Effective performance

870
79.4%

Improvement in performance needed

0
0.0%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

45
4.1%

PMSDS not completed

38
3.5%

Note: staff members on an initial fixed-term appointment are subject to a one-year probation period and thus are not subject to the Performance Management and Staff Development System (PMSDS).



23. Conflict management



Cases filed by staff

	2016	2017	2018	2019	2020	2021
Requests for Review of Administrative Decisions	11	23	25 ³	15	5	9
Grievances ¹	3	2	7	2	1	0
Rebuttals of Performance Appraisals	3	0	5	1	0	1
Internal Appeals to WIPO Appeal Board	12	18	16 ⁴	27	9	2
Complaints to ILO Administrative Tribunal	10 ²	5	11 ⁵	12	8	8 ⁶
Total	39	48	64	57	23	20



Cases filed by subject matter in 2021

Other appointment-related

5

Harassment

4

Benefits/Entitlements

3

Non-renewal

3

Miscellaneous

2

Disciplinary matters

1

Performance Management

1

Termination

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 International Labour Organization (ILO) Administrative Tribunal).



24. 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) or Funds-in-Trust (FITs).
6. 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.
7. UNDP JPOs are assigned on a loan basis to WIPO under an agreement between UNDP and WIPO.
8. In 2022 WIPO is pioneering a 'Young Experts Program' to train the next generation of global IP leaders to help build innovation ecosystems around the world.
9. Includes Individual Contractor (ICS), 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.

4a. Core workforce comparison by year

1. The Assistant Director General of the Administration and Management Sector ended his mandate on September 30, 2020. A new ADG for the sector took up his duties on January 1, 2021.
2. UN Staff on Loan are included in the Flexible Workforce as from end 2020.

4b. Flexible workforce comparison by year

2. UN Staff on Loan are included in the Flexible Workforce as from end 2020.

4c. Overall workforce comparison by year

1. The Assistant Director General of the Administration and Management Sector ended his mandate on September 30, 2020. A new ADG for the sector took up his duties on January 1, 2021.
2. UN Staff on Loan are included in the Flexible Workforce as from end 2020.

7. Member States represented among WIPO staff

List of unrepresented Member States as at December 2021: Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Barbados, Belize Botswana, Brunei Darussalam, Burkina Faso, Burundi, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Cook Islands, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gambia (the), Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Republic, Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Montenegro, Namibia, Nauru, 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, Solomon Islands, Somalia, Suriname, Tajikistan, Thailand, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Vanuatu and Yemen.



24. Endnotes

21. Training in 2021

1. Includes training on the Enterprise Resource Planning/Administrative Integrated Management System

22. 2021 performance evaluation

1. Cancelled, for example owing to the absence of a staff member or supervisor.

23. Conflict management

1. Figures on "Grievances" reflect the number of staff members who filed formal harassment complaints during each reporting period. The same staff member may have filed more than one complaint.
2. One case includes 44 complaints filed before the ILOAT by (current or former) staff members regarding their former contractual status.
3. 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.
4. One case includes 44 appeals filed before the WAB by (current or former) staff members regarding their former contractual status.
5. One case includes 253 complaints filed before the ILOAT by staff serving in Geneva in the Professional and higher categories, against the reduction of the post adjustment multiplier.
6. One case includes 12 complaints filed before the ILOAT by (current or former) staff members regarding their former contractual status.