



WIPO Workforce 2021

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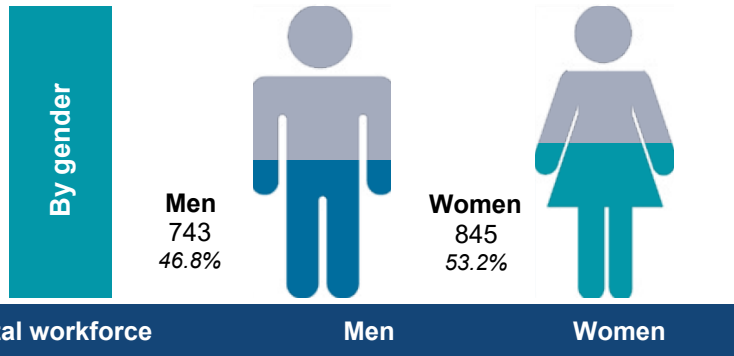
Conflict management

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1. Workforce at a glance

As of 31 December 2021, the workforce of the World Intellectual Property Organization amounted to 1,588.



Core Workforce ¹ % of total workforce

1,074
67.6%

492
31.0%

582
36.6%

Executive ²

9

6

3

Director

70

47

23

Professional

530

266

264

National Professional Officer (NPO)

5

1

4

General Service

460

172

288



Flexible Workforce ³ % of total workforce

514
32.4%

251
15.8%

263
16.6%

Director

1

0

1

Professional ⁴

40

22

18

National Professional Officer (NPO) ⁴

1

1

0

General Service ⁴

23

3

20

Reserves + FITs ⁵

32

16

16

UN Staff on Loan ⁶

2

1

1

UNDP JPOs ⁷

5

1

4

Fellows

84

32

52

Interns

17

3

14

Other non-staff ⁸

309

172

137

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. 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.



2. Workforce distribution by Sector

	Total	Men	Women
Administration, Finance and Management Sector	210	109	101
	141	100	41
	351	209	142
Brands and Designs Sector	151	62	89
	89	47	42
	240	109	131
Copyright and Creative Industries Sector	28	10	18
	40	14	26
	68	24	44
Director General	110	42	68
	41	11	30
	151	53	98
Global Challenges and Partnerships Sector	38	17	21
	20	4	16
	58	21	37
Infrastructure and Platforms Sector	60	36	24
	32	16	16
	92	52	40
IP and Innovation Ecosystems Sector	47	21	26
	41	13	28
	88	34	54
Patents and Technology Sector	345	153	192
	69	31	38
	414	184	230
Regional and National Development Sector	85	42	43
	41	15	26
	126	57	69

- Core workforce
- Flexible workforce
- Total



3. Workforce by contract

Total	Men	Women
Permanent 590	267	323
Continuing 198	97	101
Fixed-term 287	129	158
Temporary 65	26	39
Reserves + FITs fixed-term 29	15	14
Reserves + FITs temporary 2	0	2
UN Staff on Loan 2	1	1
UNDP JPOs 5	1	4
Fellows 84	32	52
Interns 17	3	14
Other type of contract 309	172	137
TOTAL	1,588	845



4. Workforce comparison by year



Core workforce

	2016	2017	2018	2019	2020	Dec 21
Executive	8	9	9	9	8 ¹	9
Director	61	63	64	73	76	70
Professional	471	484	510	516	531	530
National Professional Officer (NPO)	2	3	3	4	4	5
General Service	502	498	495	488	473	460
UN Staff on Loan ²	0	2	3	0	0	0
	1,044	1,059	1,084	1,090	1,092	1,074



Flexible workforce

	2016	2017	2018	2019	2020	Dec 21
Director	2	3	3	2	0	1
Professional	52	57	41	46	36	40
National Professional Officer (NPO)	0	0	0	1	1	1
General Service	40	24	16	21	18	23
Reserves + FITs	22	20	18	29	33	32
UN Staff on Loan ²	0	0	0	0	1	2
UNDP JPOs	0	2	1	4	5	5
Monthly translator/reviser	0	0	0	0	7	0
Fellows	37	47	47	71	70	84
Interns	26	19	26	25	16	17
Other non-staff	179	303	322	164	259	309
	358	475	474	363	446	514

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.



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

- 1 Translation Fellows**
161
- 2 Examination Fellows**
112
- 3 Legal Case Manager Fellows**
79
- 4 Other specialised Fellows**
44
- 5 Visiting and Research Fellows**
13



6. Interns (2009-2021)

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

By gender

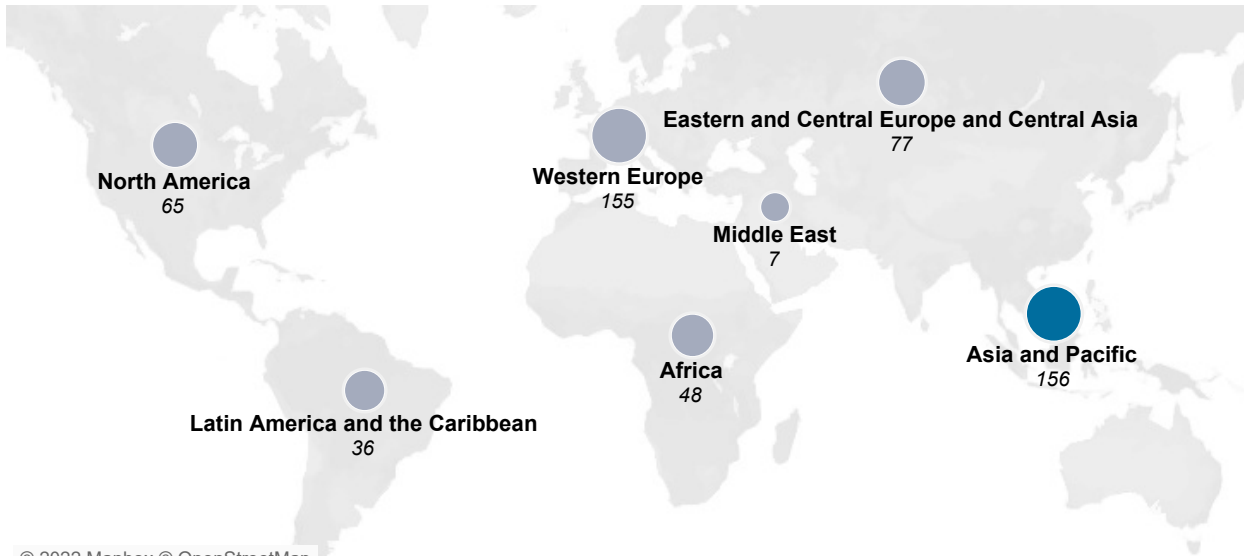
Men
193
35%



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

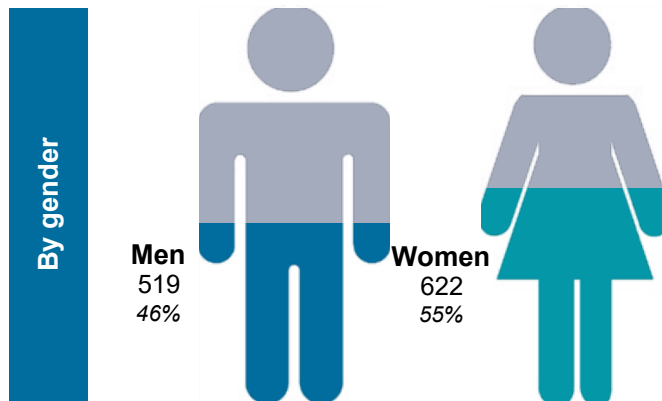
Professional and higher categories, and General Service on regular budget



121 nationalities

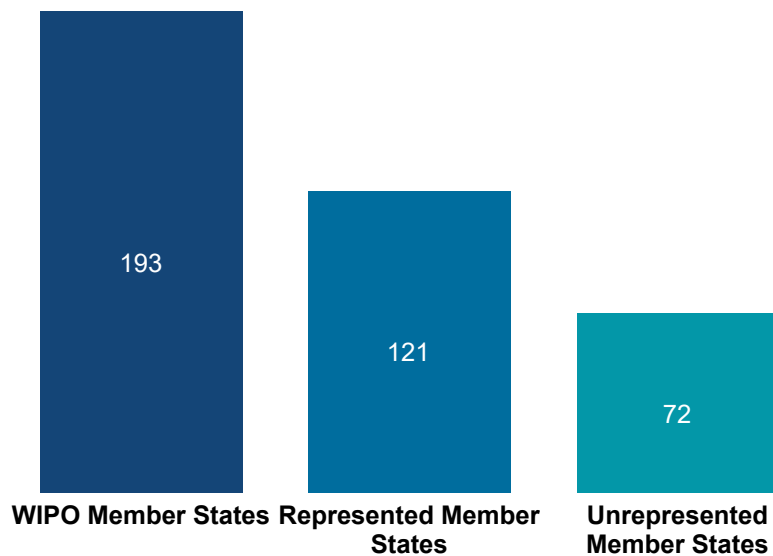


49.6 average age



8. Member States represented among WIPO staff

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

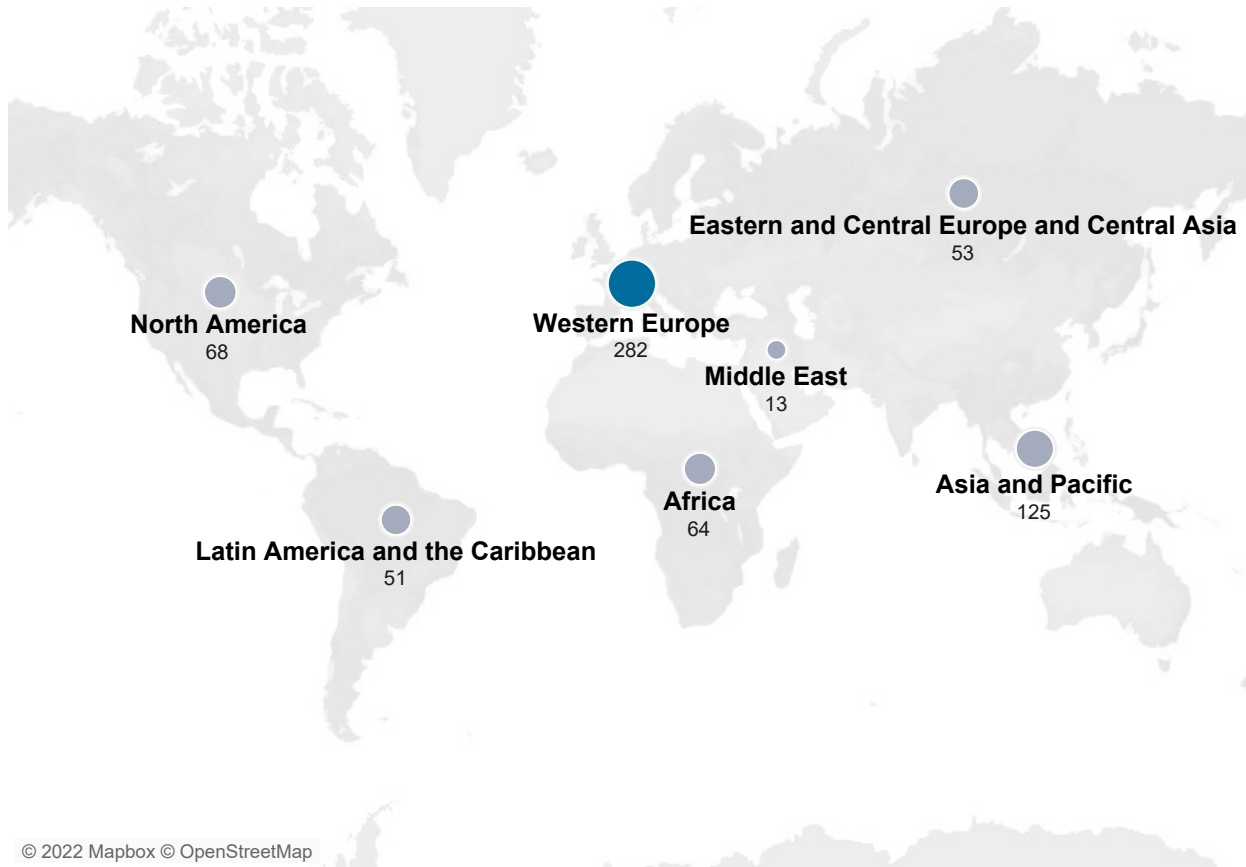


Year	Represented Member States	Unrepresented Member States	
		States	WIPO Member States
2016	118	71	189
2017	121	70	191
2018	118	73	191
2019	123	69	192
2020	122	71	193
2021	121	72	193



9. Geographical representation of staff by region

Professional and higher categories on regular budget



Total	Men	Women
Western Europe 282 43.5%	138	144
Asia and Pacific 125 19.1%	71	54
North America 68 10.5%	37	31
Africa 64 10.0%	39	25
Eastern and Central Europe and Central Asia 53 9.0%	28	25
Latin America and the Caribbean 51 8.2%	22	29
Middle East 13 2.1%	8	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



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	Africa	Asia and Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	38	67	27	21	7	30	130
Women	23	50	23	24	4	28	142



Temporary staff



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	Africa	Asia and Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	1	4	1	1	1	7	8
Women	2	4	2	5	1	3	2



11. Representation of men and women by grade, category and age



By grade

Grade	Total	Men	Women
D2	11	9	2
D1	60	39	21
P5	102	73	29
P4	189	94	95
P3	174	81	93
P2	62	16	46
P1	2	1	1
NPO	5	1	4
G7	30	5	25
G6	227	78	149
G5	169	73	96
G4	30	14	16
G3	4	2	2



By category and average age

Category	Total	Men	Women
Director <i>average age</i>	70 56.0	47 56.3	23 55.3
Professional <i>average age</i>	530 49.1	266 49.5	264 48.7
National Professional Officer (NPO) <i>average age</i>	5 43.8	1 45.0	4 43.5
General Service <i>average age</i>	460 51.0	172 52.0	288 50.3



12. Staff on part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% full-time equivalent) 1,003		504	499
Part-time (90% full-time equivalent) 24		1	23
Part-time (80% full-time equivalent) 69		3	66
Part-time (50% full-time equivalent) 8		0	8



Temporary staff

	Total	Men	Women
Full-time (100% full-time equivalent) 66		26	40
Part-time (80% full-time equivalent) 1		0	1



13. Vacancy announcements by grade in 2021

Fixed-Term Appointment

Temporary Appointment

Total



52



29

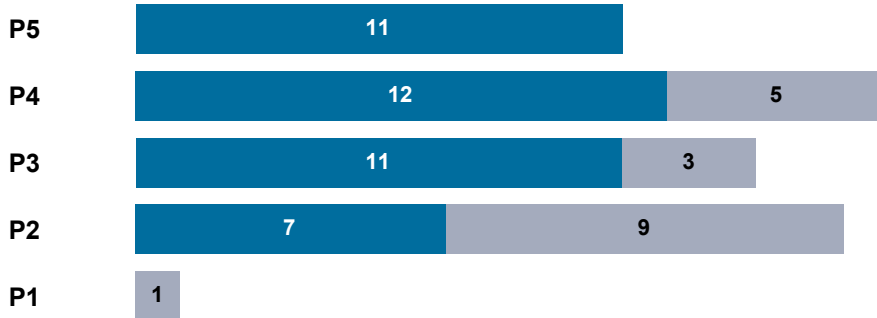


81

Director



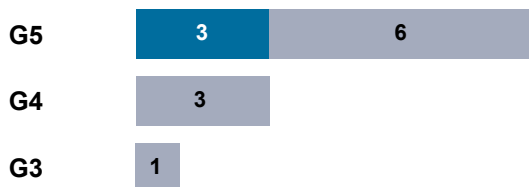
Professional



National Professional Officer



General Service



Fixed-term vacancies

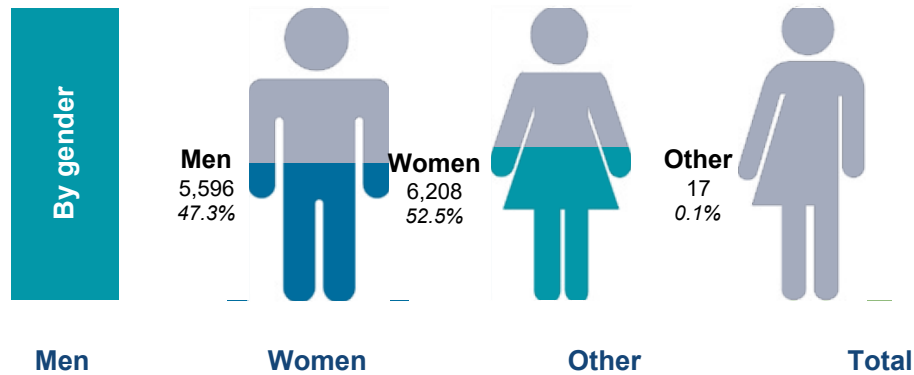
Temporary vacancies

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



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 2020

Professional and higher categories

Total appointment decisions made for fixed-term posts: 45



Region	Men	Women	Total
Africa	1	2	3
Asia and the Pacific	5	5	10
Eastern and Central Europe and Central Asia	3	3	6
Latin America and the Caribbean	0	1	1
Middle East	3	0	3
North America	2	0	2
Western Europe	9	11	20
Other	0	0	0
Total	23	22	45

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 as % of all male applicants	665 6.6%	2,356 15.3%	924 7.3%
Female applicants from unrepresented Member States as % of all female applicants	695 8.4%	1,263 10.6%	693 6.4%
Other applicants from unrepresented Member States as % of all other applicants	0 0.0%	0 0.0%	5 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	3	3	1	1
D1	2016-2017	53	31	19	8
	2018-2019	91	63	39	17
	2020	9	5	3	0
P5	2016-2017	71	33	20	10
	2018-2019	58	44	16	6
	2020	38	21	10	5
P4	2016-2017	139	61	38	14
	2018-2019	191	112	53	21
	2020	62	33	15	11

Female applicants

		Shortlisted	Interviewed	Recommended	Selected
D2	2016-2017	1	0	0	0
	2018-2019	2	2	2	0
	2020	1	1	0	0
D1	2016-2017	30	24	19	3
	2018-2019	61	33	16	6
	2020	11	5	4	2
P5	2016-2017	54	32	20	2
	2018-2019	47	27	17	7
	2020	12	4	2	0
P4	2016-2017	108	62	38	12
	2018-2019	138	80	44	21
	2020	36	21	10	5



19. Upcoming retirements

Based on retirement at the age of 65 years

Grade	Gender	2021	2022	2023	2024	2025	2026
Director	Men	0	0	5	3	3	5
	Women	0	0	3	1	0	4
	Total	0	0	8	4	3	9
Professional	Men	1	0	9	3	9	7
	Women	1	1	2	5	7	4
	Total	2	1	11	8	16	11
General Service	Men	1	0	2	4	2	5
	Women	2	1	3	4	6	7
	Total	3	1	5	8	8	12
Total		5	2	24	20	27	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

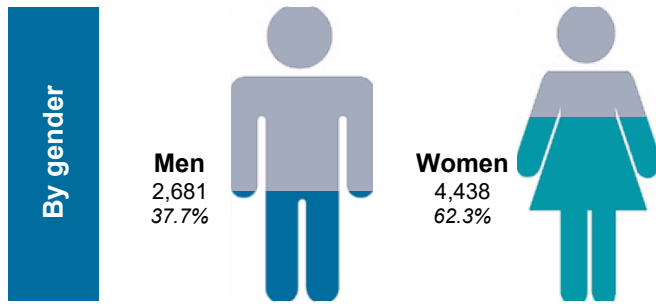


21. Training in 2020

Total number of training participants:
7,119

Total number of training days provided:
3,965

Average training days per staff member:
2.7



Training categories and days in 2020

1	Languages 1,771
2	Management 562
3	Intellectual property 347
4	Information technology 302
5	Communication 255
6	Registration systems 239
7	Ethics and integrity 229
8	Health/safety/security 116
9	Induction programs 54
10	Diversity (including gender equality) 43
11	Technical training 35
12	Other ¹ 12
13	Pre-retirement training 0

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.

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



22. 2020 performance evaluation

1,012 performance evaluations for 2020 have been completed as at June 30, 2021.

Ratings

Outstanding performance

263
24.4%

Effective performance

746
69.1%

Improvement in performance needed

3
0.3%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

63
5.8%

PMSDS not completed

4
0.4%

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).

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



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).

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.