



WIPO Workforce 2023

Workforce

- 1 Workforce at a glance
- 2 Workforce distribution by sector
- 3 Workforce distribution by contract type
- 4a Core workforce comparison by year
- 4b Flexible workforce comparison by year
- 4c Overall workforce comparison by year
- 5 Fellows (2009-2023)
- 6 Interns (2009-2023)

Talent sourcing

- 13 Vacancy announcements by grade in 2023
- 14 Applications received in 2023
- 15 Applications by region and gender
- 16 Appointments by region in 2022
- 17 Applicants from unrepresented Member States
- 18 Progress of candidates through selection phases
- 19 Retirements
- 20 Separations

Diversity

- 7 Diversity
- 8 Member States represented among WIPO staff
- 9 Geographical representation of staff by region and gender
- 10 Geographical representation of staff by region, contract type and gender
- 11a Representation of men and women by grade
- 11b Representation of men and women by category and age
- 12 Staff in part-time employment

Learning and development

- 21 Training in 2022
- 22 2022 performance evaluation

Conflict management

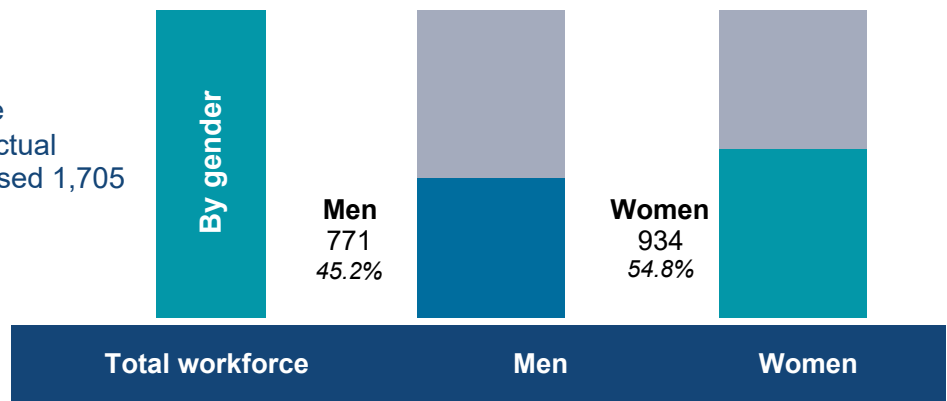
- 23 Conflict management

Endnotes

- 24 **Endnotes**
Notes for each page can be accessed via tooltips or in the Endnotes page.

1. Workforce at a glance

As of December 31, 2023, the workforce of the World Intellectual Property Organization comprised 1,705 people



Core workforce ¹
% of total workforce

Total workforce	Men	Women
1,045	477	568
61.3%	28.0%	33.3%

Executive ²	9	6	3
Director	64	43	21
Professional	536	268	268
National Professional Officer (NPO)	6	2	4
General Service	430	158	272



Flexible workforce ³
% of total workforce

Total workforce	Men	Women
660	294	366
38.7%	17.2%	21.5%

Professional ⁴	56	21	35
National Professional Officer (NPO) ⁴	1	0	1
General Service ⁴	18	4	14
Reserves + FITs ⁵	36	20	16
UN Staff on Loan ⁶	2	1	1
UNDP JPOs ⁷	7	4	3
Young experts ⁸	22	11	11
Fellows	102	25	77
Interns	24	4	20
Other non-staff ⁹	392	204	188



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	226	117	109
	192	134	58
	418	251	167
Brands and Designs Sector	140	55	85
	80	30	50
	220	85	135
Copyright and Creative Industries Sector	36	15	21
	45	15	30
	81	30	51
Director General	78	31	47
	45	15	30
	123	46	77
Global Challenges and Partnerships Sector	42	15	27
	32	10	22
	74	25	49
Infrastructure and Platforms Sector	55	36	19
	32	13	19
	87	49	38
IP and Innovation Ecosystems Sector	71	31	40
	80	22	58
	151	53	98
Patents and Technology Sector	309	137	172
	66	26	40
	375	163	212
Regional and National Development Sector	88	40	48
	88	29	59
	176	69	107

- Core workforce
- Flexible workforce
- Total



3. Workforce distribution by contract type

Total	Men	Women
Permanent 516	229	287
Continuing 224	109	115
Fixed-term 305	139	166
Temporary 75	25	50
Fixed-term reserves + FITs 34	20	14
Temporary reserves + FITs 2	0	2
UN Staff on Loan 2	1	1
UNDP JPOs 7	4	3
Young experts 22	11	11
Fellows 102	25	77
Interns 24	4	20
Other types of contract 392	204	188
TOTAL	1,705	934



4a. Core workforce comparison by year

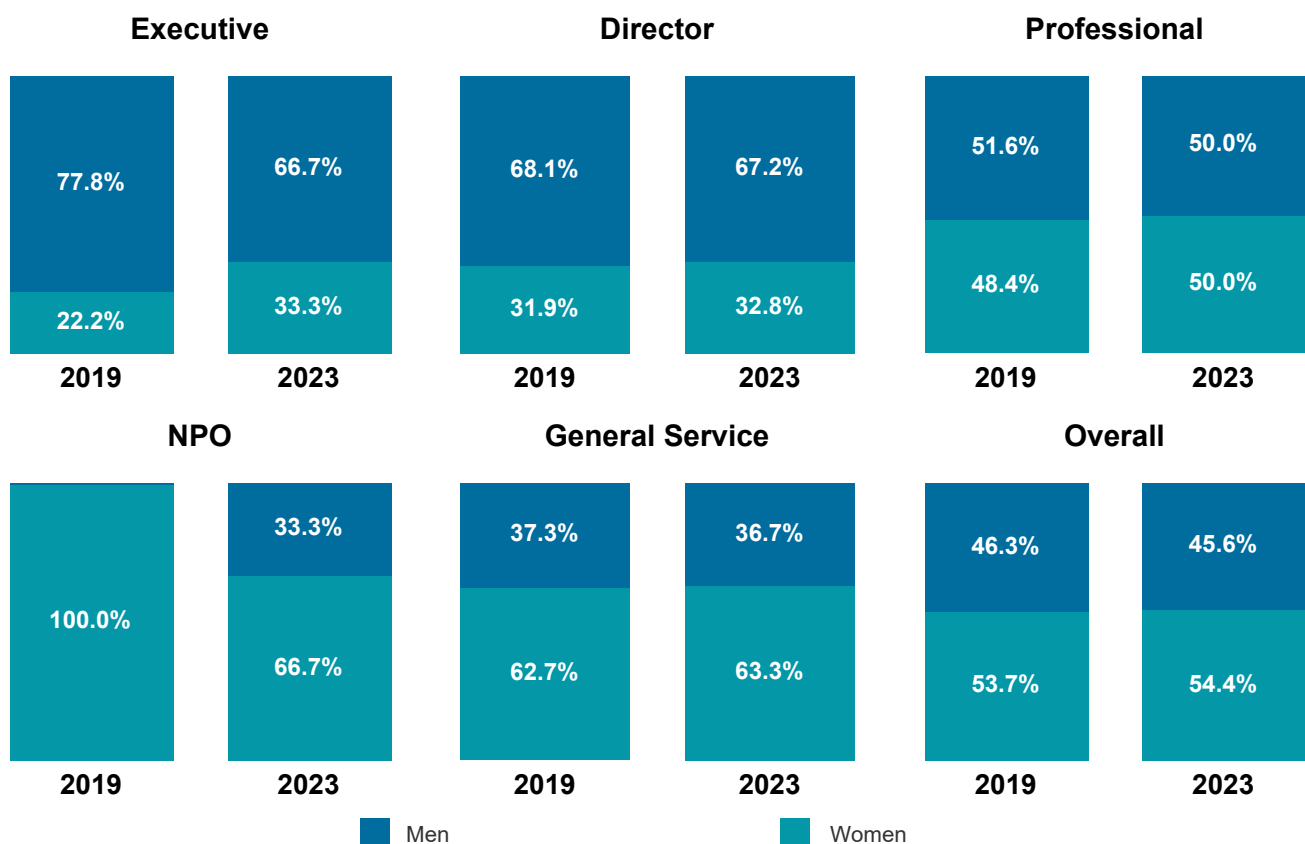


Core workforce

	2019	2020	2021	2022	2023
Executive	9	8 ¹	9	9	9
Director	73	76	70	71	64
Professional	516	531	530	538	536
National Professional Officer (NPO)	4	4	5	5	6
General Service	488	473	460	446	430
	1,090	1,092	1,074	1,069	1,045



Core workforce gender parity, from 2019 to 2023





4b. Flexible workforce comparison by year

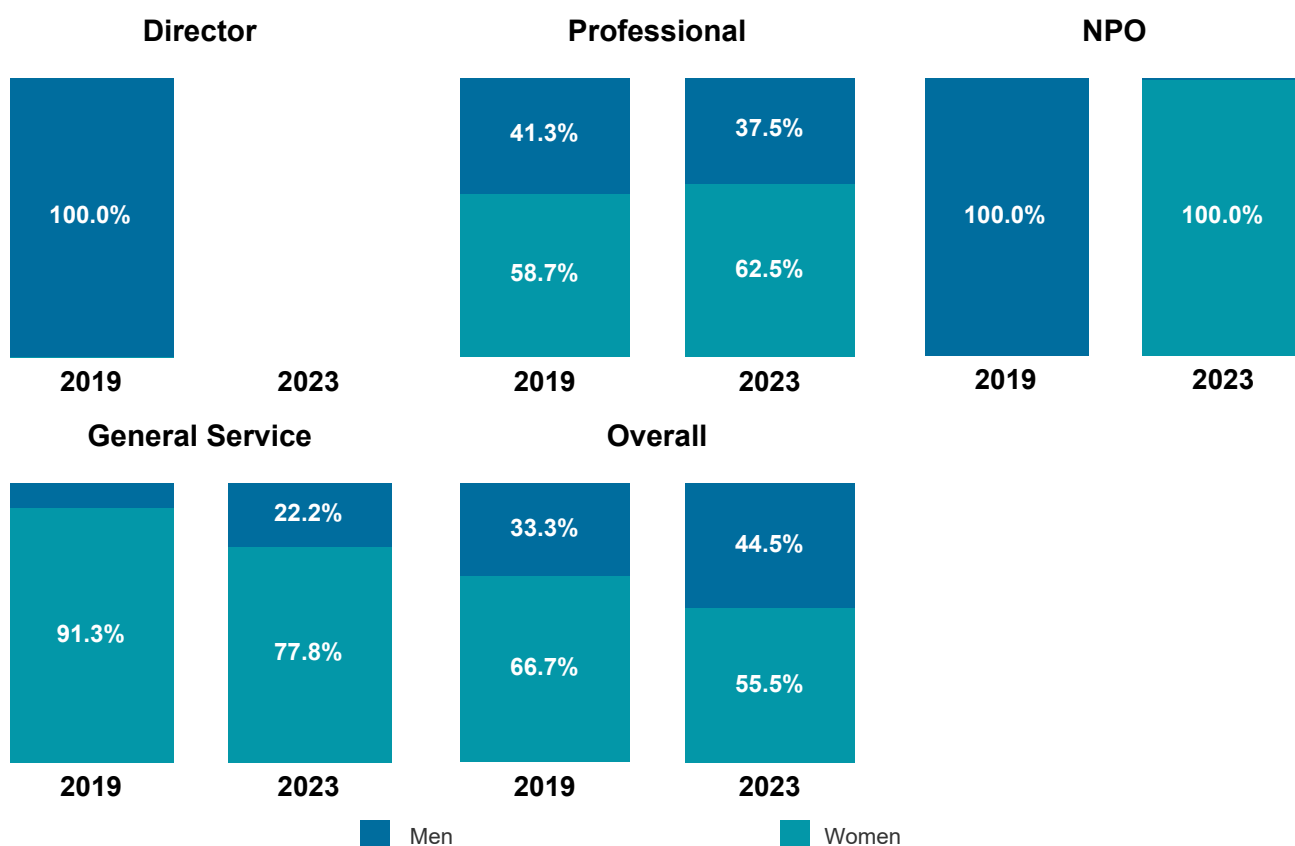


Flexible workforce

	2019	2020	2021	2022	2023
Director	2	0	1	1	0
Professional	46	36	40	42	56
National Professional Officer (NPO)	1	1	1	1	1
General Service	21	18	23	14	18
Reserves + FITs	29	33	32	35	36
UN Staff on Loan ¹	0	1	2	4	2
UNDP JPOs	4	5	5	5	7
Monthly translators/revisers	0	7	0	0	0
Young experts	0	0	0	11	22
Fellows	71	70	84	97	102
Interns	25	16	17	20	24
Other non-staff	164	259	309	336	392
Total	363	446	514	566	660



Flexible workforce gender parity, from 2019 to 2023





4c. Overall workforce comparison by year

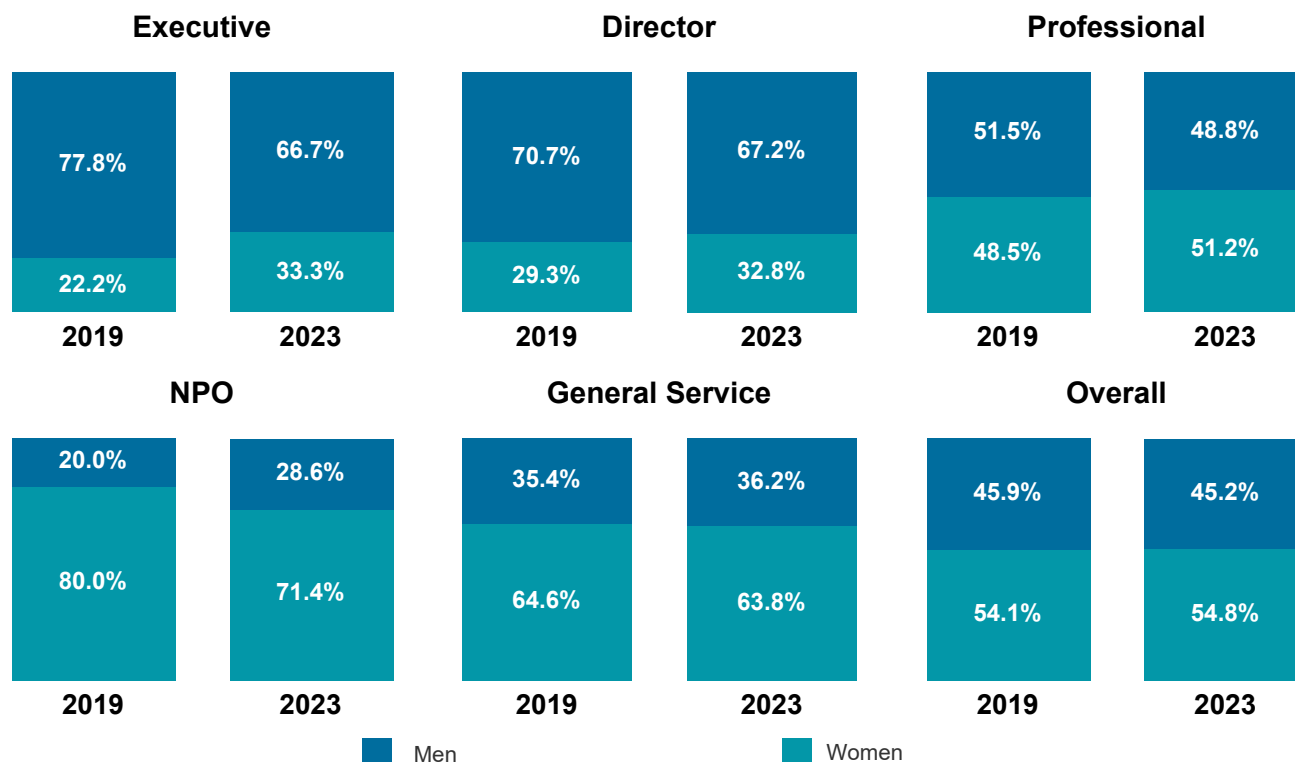


Overall workforce

	2019	2020	2021	2022	2023
Executive	9	8 ¹	9	9	9
Director	75	76	71	72	64
Professional	562	567	570	580	592
National Professional Officer (NPO)	5	5	6	6	7
General Service	509	491	483	460	448
Reserves + FITs	29	33	32	35	36
UN Staff on Loan ²	0	1	2	4	2
UNDP JPOs	4	5	5	5	7
Monthly translators/revisers	0	7	0	0	0
Young experts	0	0	0	11	22
Fellows	71	70	84	97	102
Interns	25	16	17	20	24
Other non-staff	164	259	309	336	392
	1,453	1,538	1,588	1,635	1,705



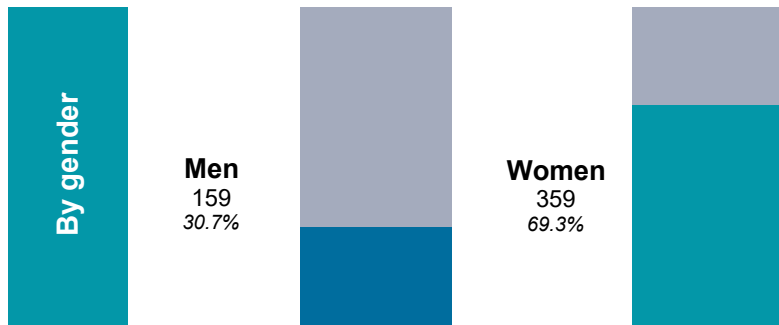
Overall workforce gender parity, from 2019 to 2023





5. Fellows (2009-2023)

Between 2009 and 2023, WIPO welcomed a total of 518 fellows.



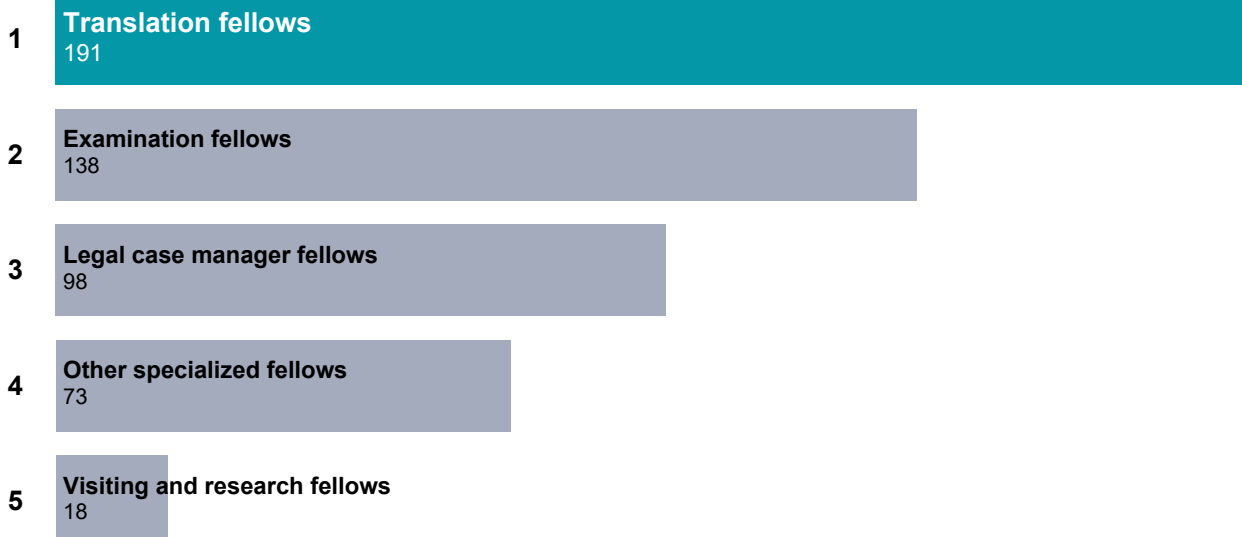
By WIPO regions



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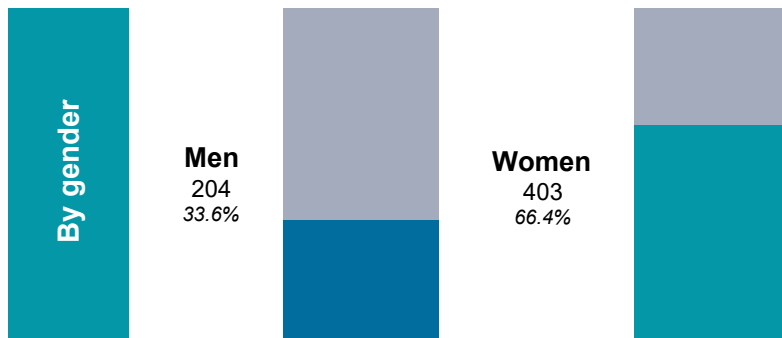
By WIPO programs





6. Interns (2009-2023)

Between 2009 and 2023, WIPO welcomed a total of 607 interns.



By WIPO regions



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By WIPO Sector





7. Diversity

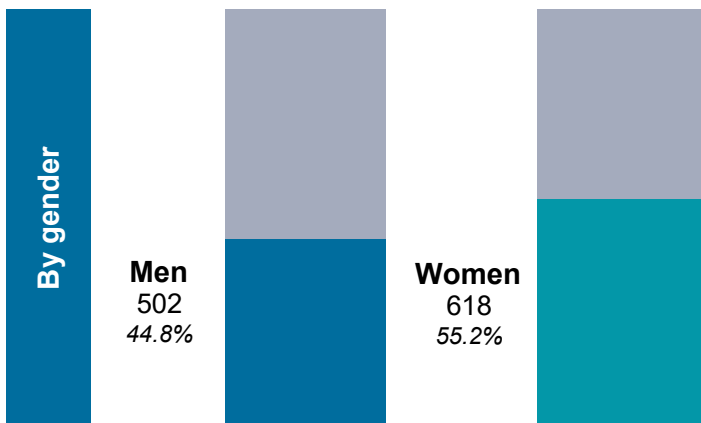
Professional and higher categories, and General Service on regular budget funding



122
nationalities

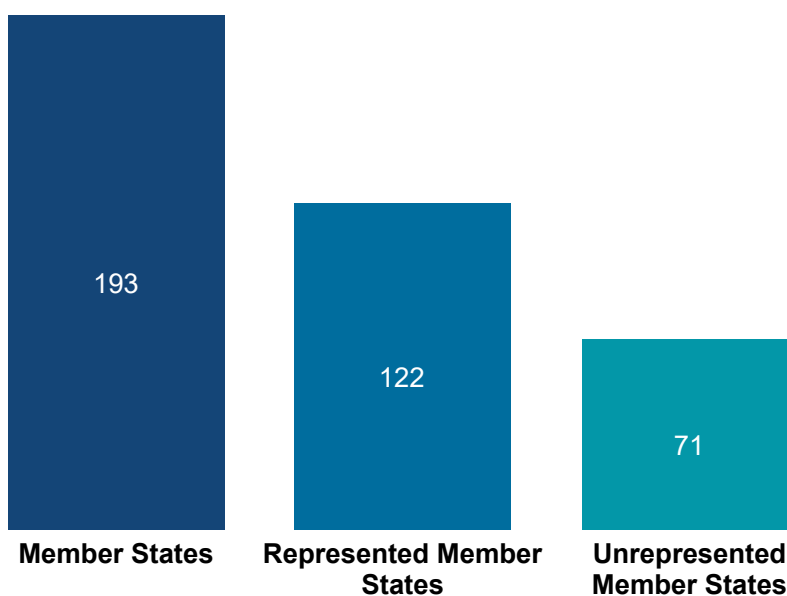


49.7
average age



8. Member States represented among WIPO staff

A total of 122 WIPO Member States are represented among WIPO staff.



Year	Member States	Represented Member States	Unrepresented Member States
2016	189	118	71
2017	191	121	70
2018	191	118	73
2019	192	123	69
2020	193	122	71
2021	193	121	72
2022	193	121	72
2023	193	122	71



9. Geographical representation of staff by region and gender

Professional and higher categories on regular budget funding



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Total	Men	Women
Western Europe 265 39.4%	127	138
Asia and the Pacific 133 19.8%	73	60
Africa 77 11.5%	43	34
North America 64 9.5%	32	32
Eastern and Central Europe and Central Asia 60 8.9%	32	28
Latin America and the Caribbean 56 8.3%	22	34
Middle East 17 2.5%	11	6



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

Professional and higher categories on regular budget funding



Fixed-term, continuing and permanent staff



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	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	41	69	32	19	10	30	118
Women	26	53	25	28	3	31	130



Temporary staff



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	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	2	4	0	3	1	2	9
Women	8	7	3	6	3	1	8



11a. Representation of men and women by grade

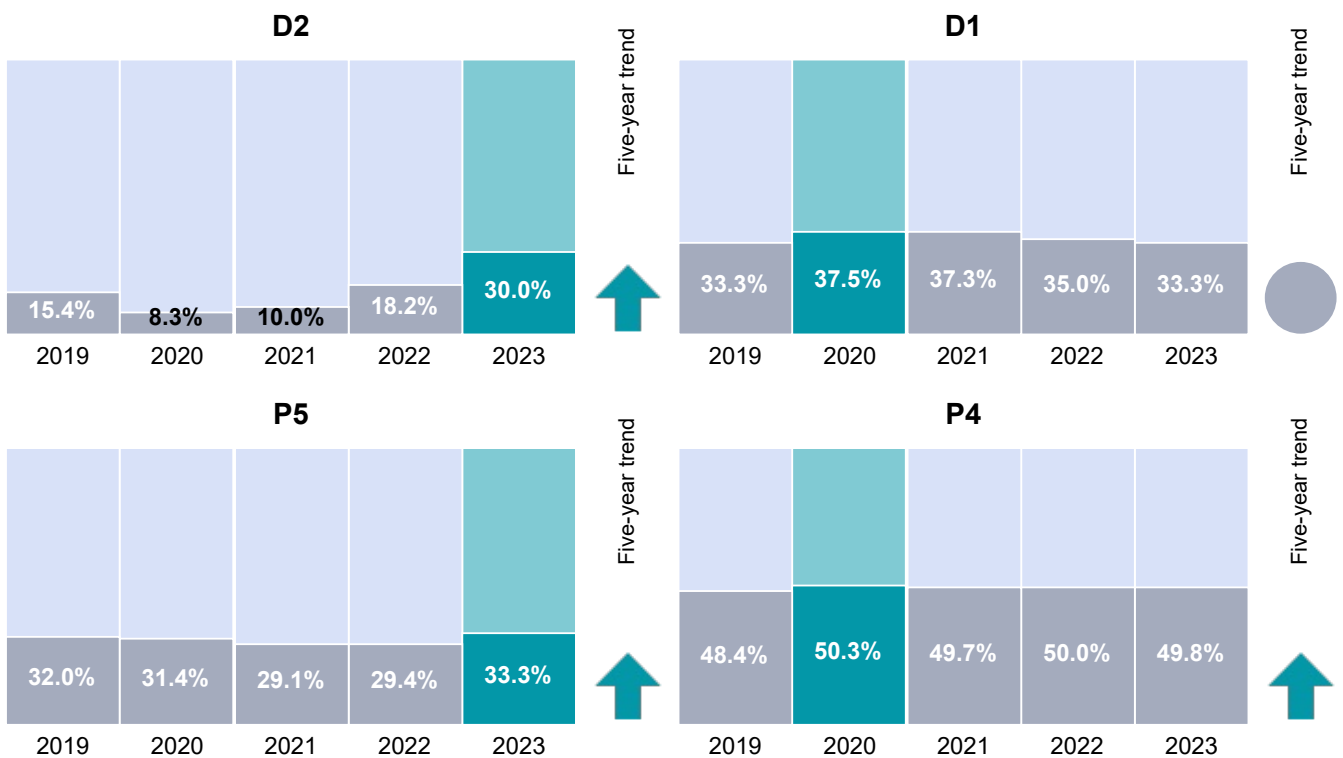


By grade

Grade	Total	Men	Women
D2	10	7	3
D1	54	36	18
P5	102	68	34
P4	211	106	105
P3	168	80	88
P2	53	12	41
P1	2	2	0
NPO	6	2	4
G7	25	5	20
G6	215	73	142
G5	162	70	92
G4	24	8	16
G3	4	2	2



Gender parity by grade, from 2019 to 2023





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



By category and average age

Category	Total	Men	Women
Director <i>average age</i>	64 56.8	43 57.2	21 55.9
Professional <i>average age</i>	536 49.0	268 49.1	268 49.0
National Professional Officer (NPO) <i>average age</i>	6 47.7	2 52.5	4 45.3
General Service <i>average age</i>	430 52.0	158 53.2	272 51.3



12. Staff in part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 1,008		494	514
Part-time (90% of full-time equivalent) 17		1	16
Part-time (80% of full-time equivalent) 46		2	44
Part-time (50% of full-time equivalent) 8		0	8



Temporary staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 76		25	51
Part-time (80% of full-time equivalent) 1		0	1



13. Vacancy announcements by grade in 2023

Fixed-term appointment

Temporary appointment

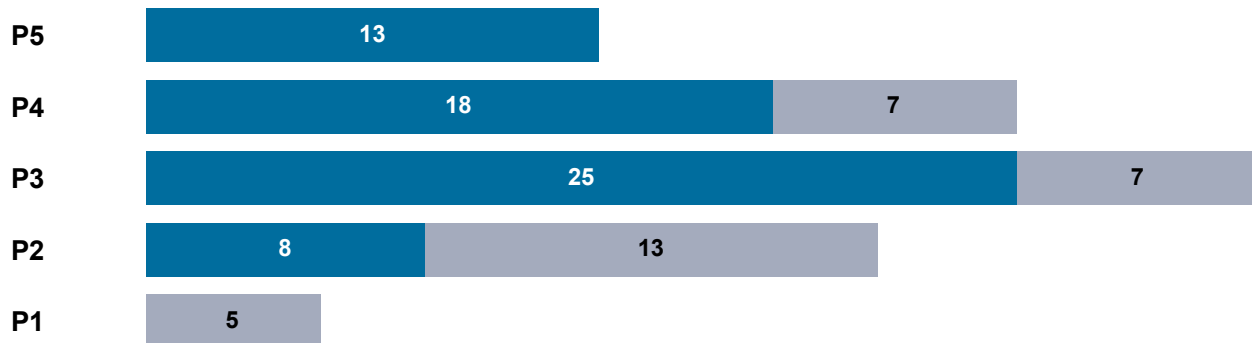
Total



Director



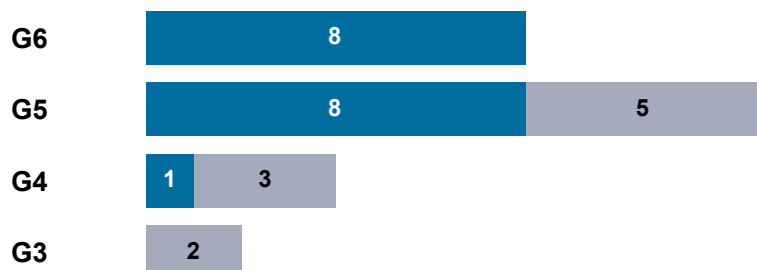
Professional



National Professional Officer



General Service



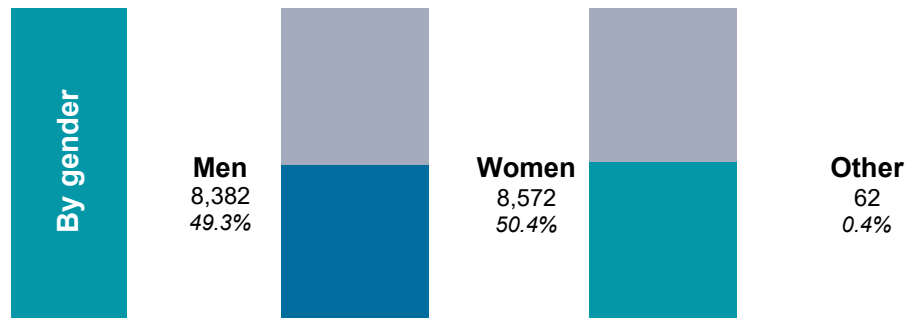
Fixed-term vacancies

Temporary vacancies



14. Applications received in 2023

Number of job applications received in 2023: 17,016



	Men	Women	Other	Total
Director				
D2	66	45	1	112
D1	268	230	0	498
	334	275	1	610

Professional

P5	1,083	691	9	1,783
P4	2,121	1,428	16	3,565
P3	2,209	2,211	18	4,438
P2	1,419	2,104	12	3,535
P1	293	444	1	738
	7,125	6,878	56	14,059

National Professional Officer

NOB	18	20	0	38
	18	20	0	38

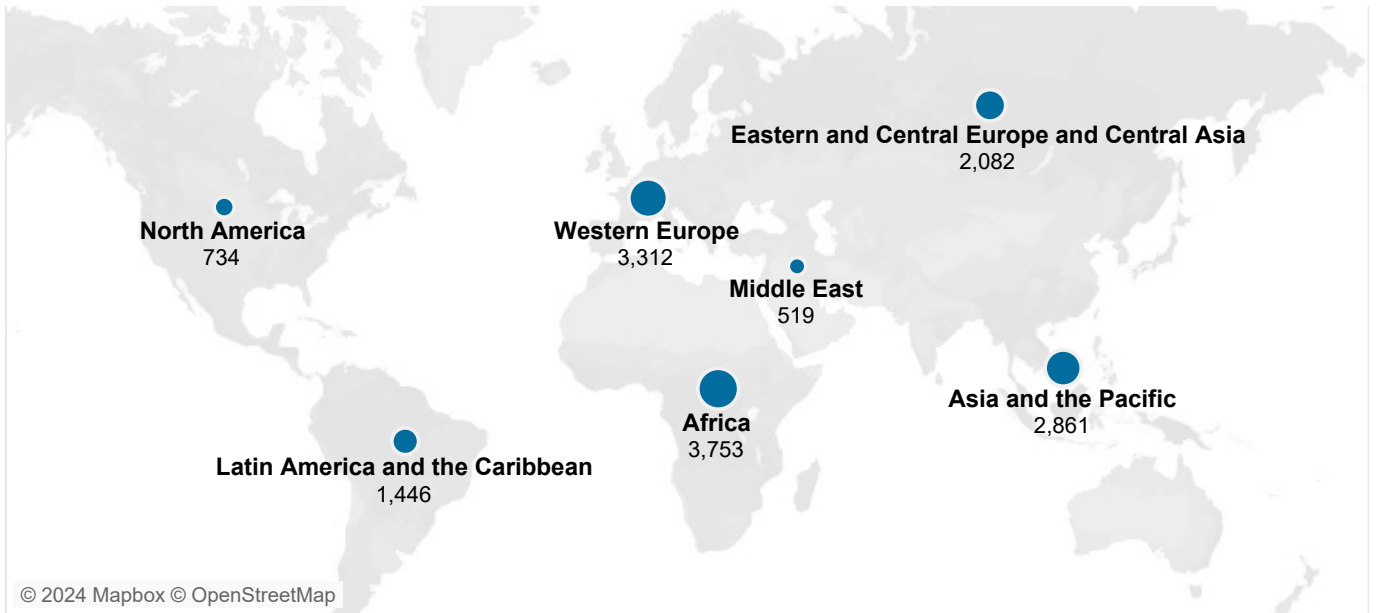
General Service

G6	241	351	2	594
G5	336	708	1	1,045
G4	159	336	2	497
G3	169	4	0	173
	905	1,399	5	2,309



15. Applications by region and gender

Professional and higher categories



Region	Men	Women	Other	Total
Africa	2,264	1,478	11	3,753
Asia and the Pacific	1,428	1,420	13	2,861
Eastern and Central Europe and Central Asia	792	1,286	4	2,082
Latin America and the Caribbean	656	790	0	1,446
Middle East	274	245	0	519
North America	371	341	22	734
Western Europe	1,692	1,613	7	3,312
Total	7,477	7,173	57	14,707

Note: Appointments to posts under Funds-In-Trust are not included.



16. Appointments by region in 2022

Professional and higher categories

Total appointment decisions made for fixed-term posts: 56



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Region	Men	Women	Total
Africa	7	3	10
Asia and the Pacific	8	4	12
Eastern and Central Europe and Central Asia	2	2	4
Latin America and the Caribbean	1	3	4
Middle East	0	0	0
North America	1	3	4
Western Europe	11	11	22
Grand Total	30	26	56

Note: Appointments to posts under Funds-In-Trust are not included.



17. Applicants from unrepresented Member States

Professional and higher categories



Breakdown by gender

Category	2018/19	2020/21	2022/23
Male applicants from unrepresented Member States	2,356	924	948
as % of all male applicants	15.3%	7.3%	6.4%
Female applicants from unrepresented Member States	1,263	693	916
as % of all female applicants	10.6%	6.4%	6.8%
Other applicants from unrepresented Member States	0	5	10
as % of all other applicants	0.0%	12.5%	10.0%



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
	2022	7	4	1	0
D1	2016-2017	53	31	19	8
	2018-2019	91	63	39	17
	2020-2021	38	21	9	1
	2022	15	5	1	0
P5	2016-2017	71	33	20	10
	2018-2019	58	44	16	6
	2020-2021	84	45	26	8
	2022	53	25	8	3
P4	2016-2017	139	61	38	14
	2018-2019	191	112	53	21
	2020-2021	101	67	35	18
	2022	129	53	25	14

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
	2022	7	2	2	2
D1	2016-2017	30	24	19	3
	2018-2019	61	33	16	6
	2020-2021	26	12	9	6
	2022	13	7	5	0
P5	2016-2017	54	32	20	2
	2018-2019	47	27	17	7
	2020-2021	64	27	11	5
	2022	39	12	6	2
P4	2016-2017	108	62	38	12
	2018-2019	138	80	44	21
	2020-2021	93	45	22	13
	2022	104	42	23	10



19. Retirements

Based on retirement at the age of 65 years

Grade	Gender	2024	2025	2026	2027	2028
Director	Men	5	3	3	3	3
	Women	1	0	1	2	1
	Total	6	3	4	5	4
General Service	Men	3	1	3	8	8
	Women	5	4	4	5	5
	Total	8	5	7	13	13
Professional	Men	1	4	5	8	8
	Women	6	4	3	7	12
	Total	7	8	8	15	20
Total		21	16	19	33	37

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	2019	2020	2021	2022	2023
Retirement	21	21	19	20	50
Resignation	12	10	9	15	8
Termination	2	26	10	10	2
Expiration of appointment	47	10	10	27	7
Death	0	4	2	2	1
Termination following disability	6	5	4	1	1
Inter-agency transfer	1	3	2	0	1
Total	89	79	56	75	70

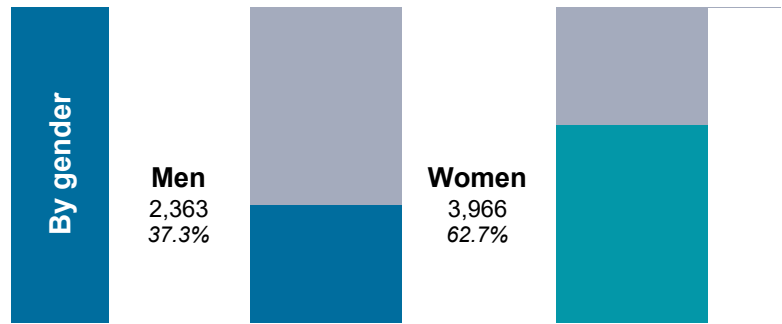


21. Training in 2022

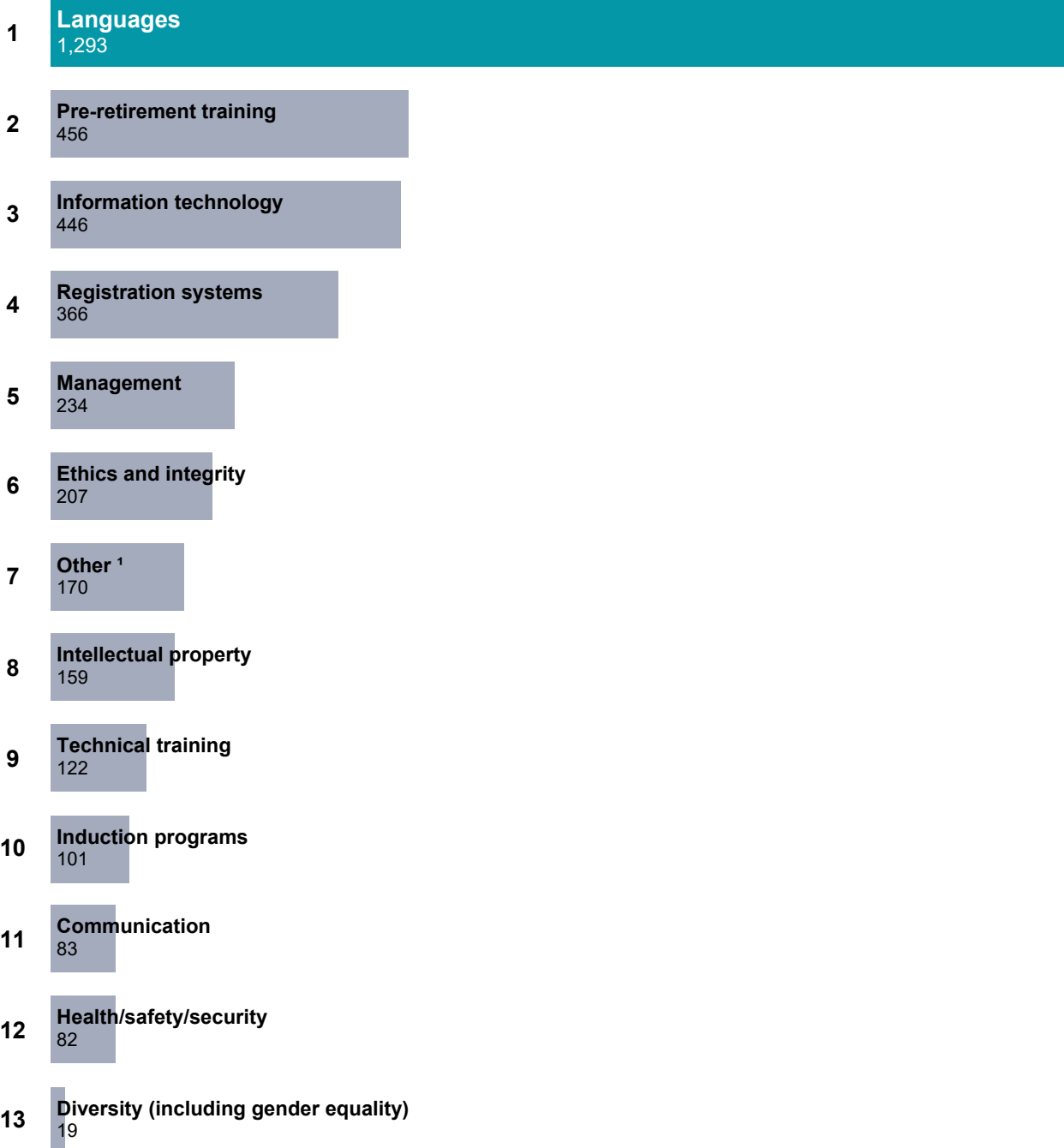
Total number of training participants:
6,329

Total number of training days provided:
3,738

Average training days per staff member:
2.4



Training categories and days in 2022



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. 2022 performance evaluation

1,074 performance evaluations for 2022 have been completed as at June 30, 2023.

Ratings

Outstanding performance

143
13.3%

Effective performance

853
79.4%

Improvement in performance needed

1
0.1%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

41
3.8%

PMSDS not completed

36
3.4%

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



23. Conflict management



Cases filed by staff

	2019	2020	2021	2022	2023
Requests for review of administrative decisions	15	5	9	9 ⁴	2
Grievances ¹	2 ²	1	0	1	3 ⁵
Rebuttals of performance appraisals	1	0	1	0	2
Internal appeals to WIPO Appeal Board	27	9	2	6	1
Complaints to ILO Administrative Tribunal	12	8	8 ³	4	7 ⁶
Total	57	23	20	20	15



Cases filed by subject matter in 2023

Harassment

4

Performance management

3

Miscellaneous

3

Selection

2

Non-renewal

2

Benefits/entitlements

1

Note: A single case may 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 Administrative Tribunal of the International Labour Organization (ILO)).



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. Since 2022, WIPO pioneered 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 Services (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.

4b. Flexible workforce comparison by year

1. UN staff on Loan have been included in the flexible workforce since the end of 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 have been included in the flexible workforce since the end of 2020.

7. Member States represented among WIPO staff

List of unrepresented Member States as at December 2023 Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Barbados, Belize, Botswana, Brunei Darussalam, Burkina Faso, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Cook Islands, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gabon, Gambia, Guinea, Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Rep., Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Montenegro, Namibia, Nauru, Niue, Oman, Panama, Papua New Guinea, Paraguay, Qatar, Saint Kitts and Nevis, Saint Lucia, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, Somalia, St Vincent and the Grenadines, Sudan, Suriname, Tajikistan, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates and Vanuatu.



24. Endnotes

21. Training in 2022

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

22. 2022 performance evaluation

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

23. Conflict management

1. From January 1, 2022, the Internal Oversight Division became the intake office for workplace-related conflict and grievance complaints. Upon completion of the investigative process in relation to the complaint, a report is submitted to the Director General. From 2022 onwards, "Grievances" refer to cases transmitted to the Director General during the reporting period.
2. This figure reflects the number of staff members who filed formal harassment complaints.
3. One case includes 12 complaints filed before the ILOAT by (current or former) staff members regarding their former contractual status.
4. One request for review was submitted by 14 staff members.
5. This figure includes complaints by staff members and other personnel. Grievances may be filed, in addition to staff members, by fellows, interns, individual contractors and agency workers.
6. Two cases include complaints filed before the ILOAT by multiple (current or former) staff members: the first case was submitted by three complainants and the second by six complainants.