



WIPO Workforce 2025

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 (2020-2024)
- 6 Interns (2020-2024)

Representation

- 7 Representation
- 8 Member States represented among WIPO staff
- 9 Geographical representation of staff by region
- 10 Geographical representation of staff by region, contract type and gender
- 11 Representation of men and women by grade in Core Workforce

Talent sourcing

- 12 Positions by grade advertised in 2024
- 13 Applications received in 2024
- 14 Applications by region and gender
- 15 Appointments by region in 2024
- 16 Applicants from unrepresented Member States
- 17 Retirements
- 18 Separations

Development

- 19 Training in 2024
- 20 2024 performance evaluation

Conflict management

- 21 Conflict management

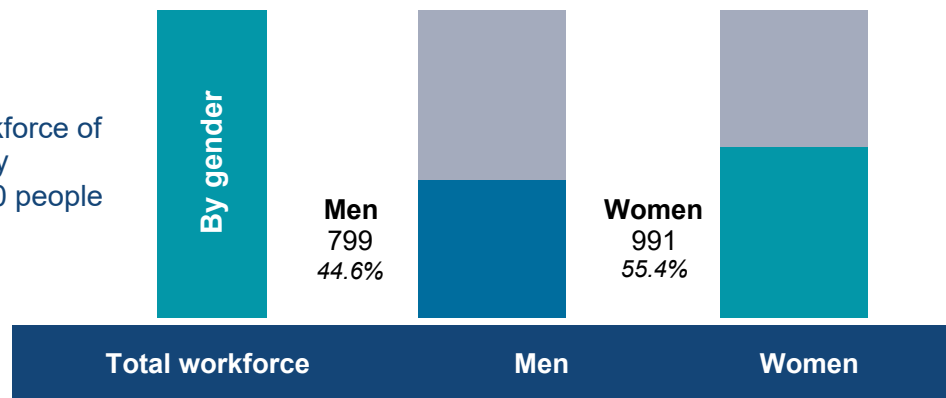
Endnotes

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



1. Workforce at a glance

As of June 30, 2025, the workforce of the World Intellectual Property Organization comprised 1,790 people



Core workforce ¹

% of total workforce

1,032
57.7%

469
26.2%

563
31.5%

Executive ²	9	6	3
Director	61	38	23
Professional	560	280	280
National Professional Officer (NPO)	6	3	3
General Service	396	142	254



Flexible workforce ³

% of total workforce

758
42.3%

330
18.4%

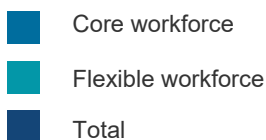
428
23.9%

Professional ⁴	55	28	27
National Professional Officer (NPO) ⁴	1	0	1
General Service ⁴	18	3	15
Project Posts ⁵	20	13	7
FITs ⁶	21	13	8
UN Staff on Loan ⁷	1	1	0
UNDP JPOs ⁸	6	1	5
Affiliate Personnel ⁹			
Monthly translator/reviser	1	0	1
Young experts	20	5	15
Fellows	124	32	92
Interns	18	4	14
Individual Contractors (ICS)	164	56	108
Others ¹⁰	309	174	135



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	224	127	97
	245	173	72
	469	300	169
Brands and Designs Sector	130	46	84
	86	36	50
	216	82	134
Copyright and Creative Industries Sector	34	17	17
	56	15	41
	90	32	58
Global Challenges and Partnerships Sector	39	13	26
	27	8	19
	66	21	45
Infrastructure and Platforms Sector	57	37	20
	36	15	21
	93	52	41
IP and Innovation Ecosystems Sector	80	32	48
	88	22	66
	168	54	114
Patents and Technology Sector	305	127	178
	54	9	45
	359	136	223
Regional and National Development Sector	87	37	50
	97	26	71
	184	63	121
Sector of the Director General	76	33	43
	69	26	43
	145	59	86





3. Workforce distribution by contract type

Total	Men	Women
Permanent 467	209	258
Continuing 299	130	169
Fixed-term 266	130	136
Temporary 74	31	43
Fixed-term project posts 20	13	7
Fixed-term FITs 19	12	7
Temporary FITs 2	1	1
UN Staff on Loan 1	1	0
UNDP JPOs 6	1	5
Monthly translator/reviser 1	0	1
Affiliate Personnel		
Monthly translator/reviser 1	5	15
Young experts 20	32	92
Fellows 124	4	14
Interns 18	56	108
Individual Contractors (ICS) 164	174	135
Others 309		
TOTAL	1,790	991



4a. Core workforce comparison by year

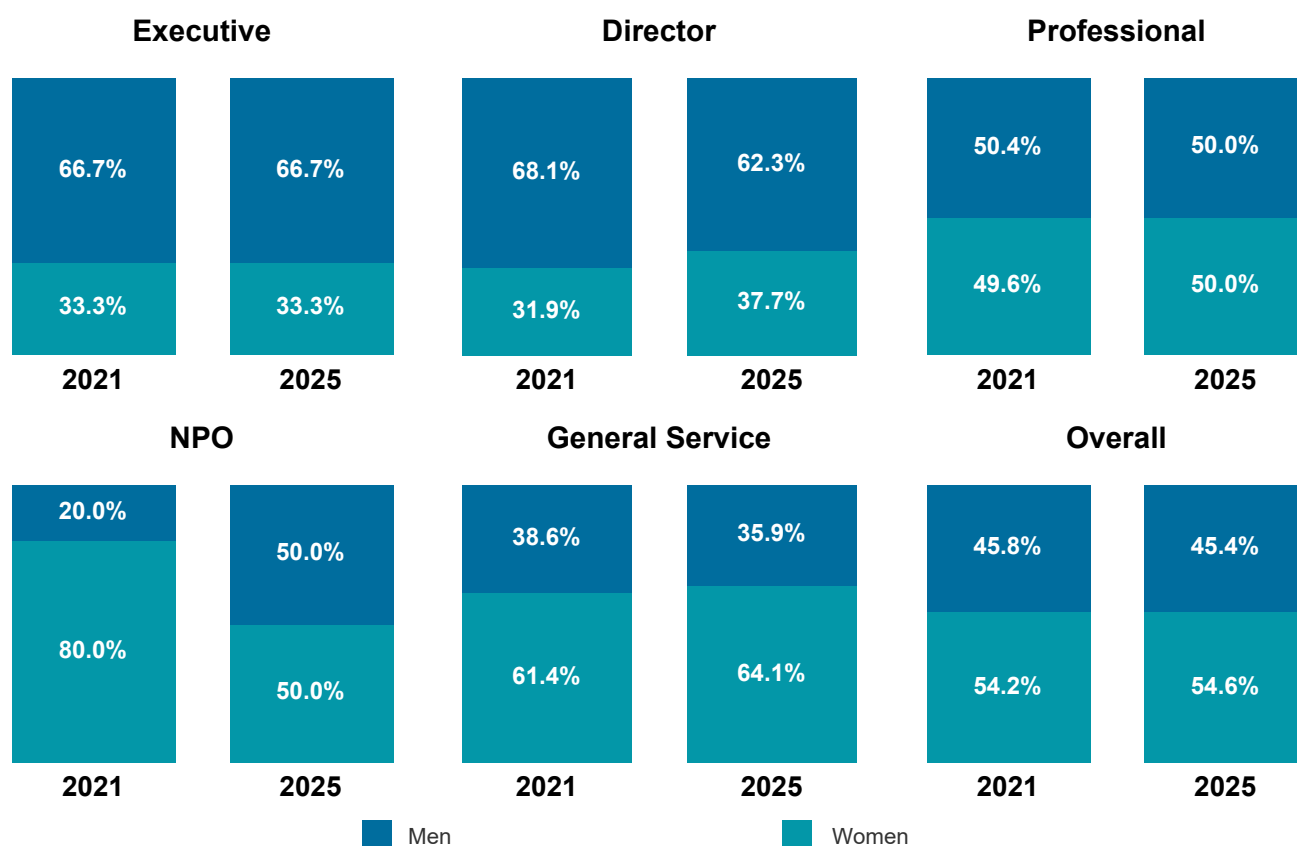


Core workforce

	2021	2022	2023	2024	2025
Executive	9	9	9	9	9
Director	70	71	64	63	61
Professional	530	538	536	550	560
National Professional Officer (NPO)	5	5	6	6	6
General Service	460	446	430	415	396
	1,074	1,069	1,045	1,043	1,032



Core workforce gender parity, from 2021 to 2025





4b. Flexible workforce comparison by year

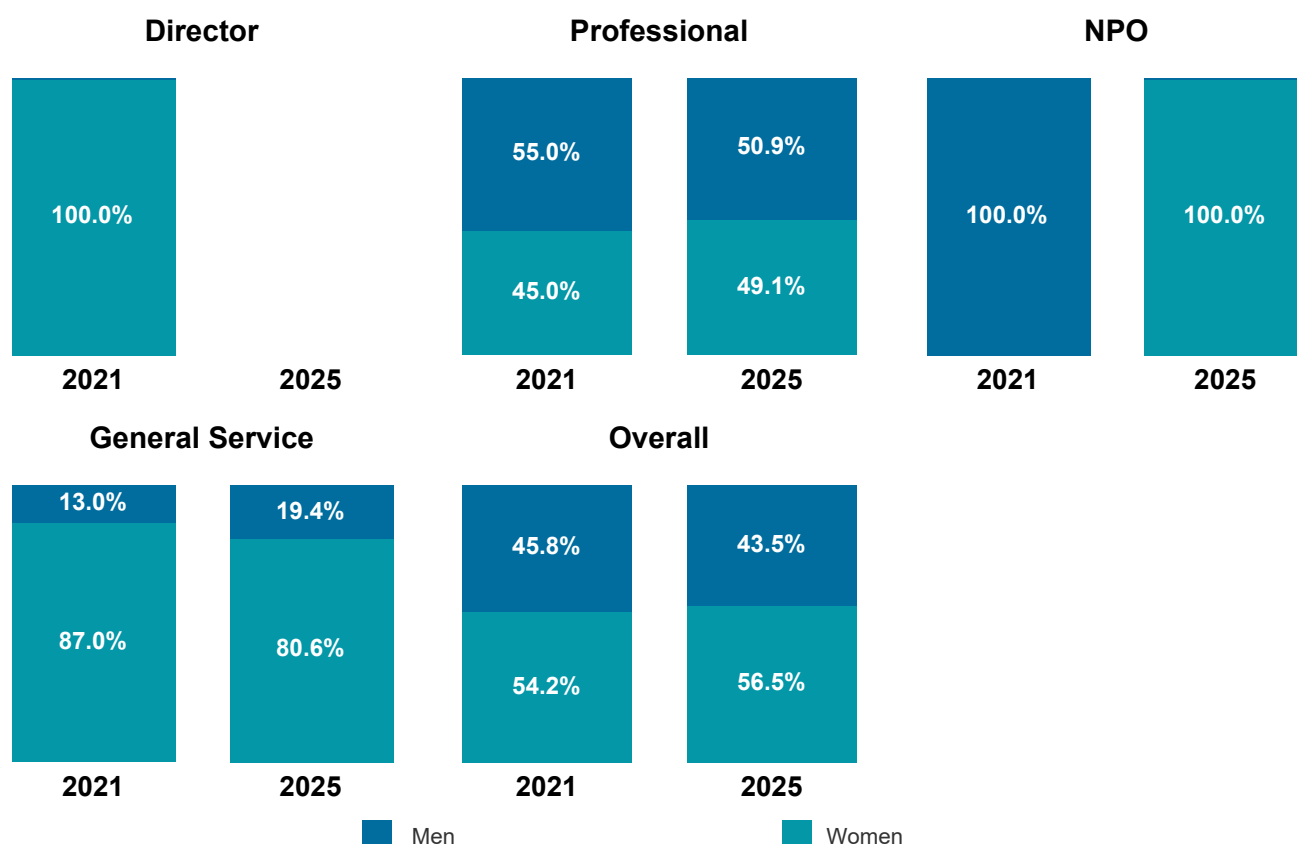


Flexible workforce

	2021	2022	2023	2024	2025
Director	1	1	0	0	0
Professional	40	42	56	57	55
National Professional Officer (NPO)	1	1	1	1	1
General Service	23	14	18	15	18
Project Posts	0	0	0	0	20
FITs	32	35	36	41	21
UN Staff on Loan	2	4	2	0	1
UNDP JPOs	5	5	7	6	6
Affiliate Personnel					
Monthly translators/revisers	0	0	0	0	1
Young experts	0	11	22	20	20
Fellows	84	97	102	124	124
Interns	17	20	24	17	18
Individual Contractors (ICS)	0	0	0	0	164
Others	309	336	392	412	309
	514	566	660	693	758



Flexible workforce gender parity, from 2021 to 2025





4c. Overall workforce comparison by year

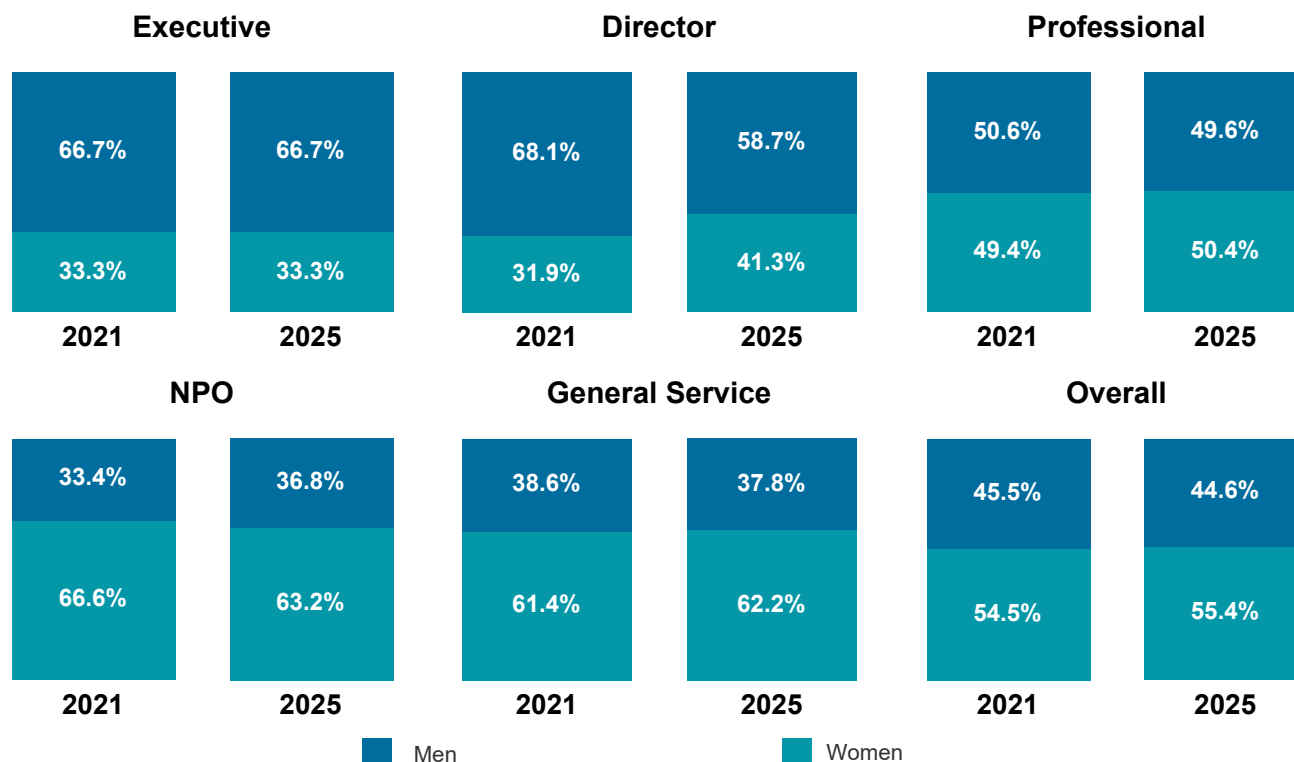


Overall workforce

	2021	2022	2023	2024	2025
Executive	9	9	9	9	9
Director	71	72	64	63	61
Professional	570	580	592	607	615
National Professional Officer (NPO)	6	6	7	7	7
General Service	483	460	448	430	414
Project Posts	0	0	0	0	20
FITs	32	35	36	41	21
UN Staff on Loan	2	4	2	0	1
UNDP JPOs	5	5	7	6	6
Others	309	336	392	412	309
Affiliate Personnel					
Monthly translators/revisers	0	0	0	0	1
Young experts	0	11	22	20	20
Fellows	84	97	102	124	124
Interns	17	20	24	17	18
Individual Contractors (ICS)	0	0	0	0	164
Others	309	336	392	412	309
	1,588	1,635	1,705	1,736	1,790



Overall workforce gender parity, from 2021 to 2025





5. Fellows (2020-2024)

Between 2020 and 2024, WIPO welcomed a total of 284 fellows.

By gender

Men
87
30.6%

Women
197
69.4%



By WIPO programs



6. Interns (2020-2024)

Between 2020 and 2024, WIPO welcomed a total of 148 interns.

By gender

Men
38
25.7%

Women
110
74.3%



By WIPO Sector¹





7. Representation

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



127
nationalities



50.1
average age

By gender

Men
514
46.4%

Women
613
55.4%



8. Member States represented among WIPO staff

A total of 124 WIPO Member States are represented among WIPO staff.

194

Member States

124

Represented Member States

Year	Member States	Represented Member States
2016	189	118
2017	191	121
2018	191	118
2019	192	123
2020	193	122
2021	193	121
2022	193	121
2023	193	122
2024	193	121
2025	194	124



9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



© 2025 Mapbox © OpenStreetMap

Total	Men	Women
Western Europe 265 38.7%	132	133
Asia and the Pacific 138 20.1%	74	64
Africa 73 10.7%	44	29
North America 67 9.8%	34	33
Eastern and Central Europe and Central Asia 64 9.3%	32	32
Latin America and the Caribbean 59 8.6%	24	35
Middle East 19 2.8%	12	7
Total 685	352	333



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



	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe	Total
Men	38	69	31	23	10	31	122	324
Women	27	59	29	31	4	33	123	306
Total	65	128	60	54	14	64	245	630



Temporary staff



	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe	Total
Men	6	5	1	1	2	3	10	28
Women	2	5	3	4	3	0	10	27
Total	8	10	4	5	5	3	20	55



11. Representation of men and women by grade in Core Workforce

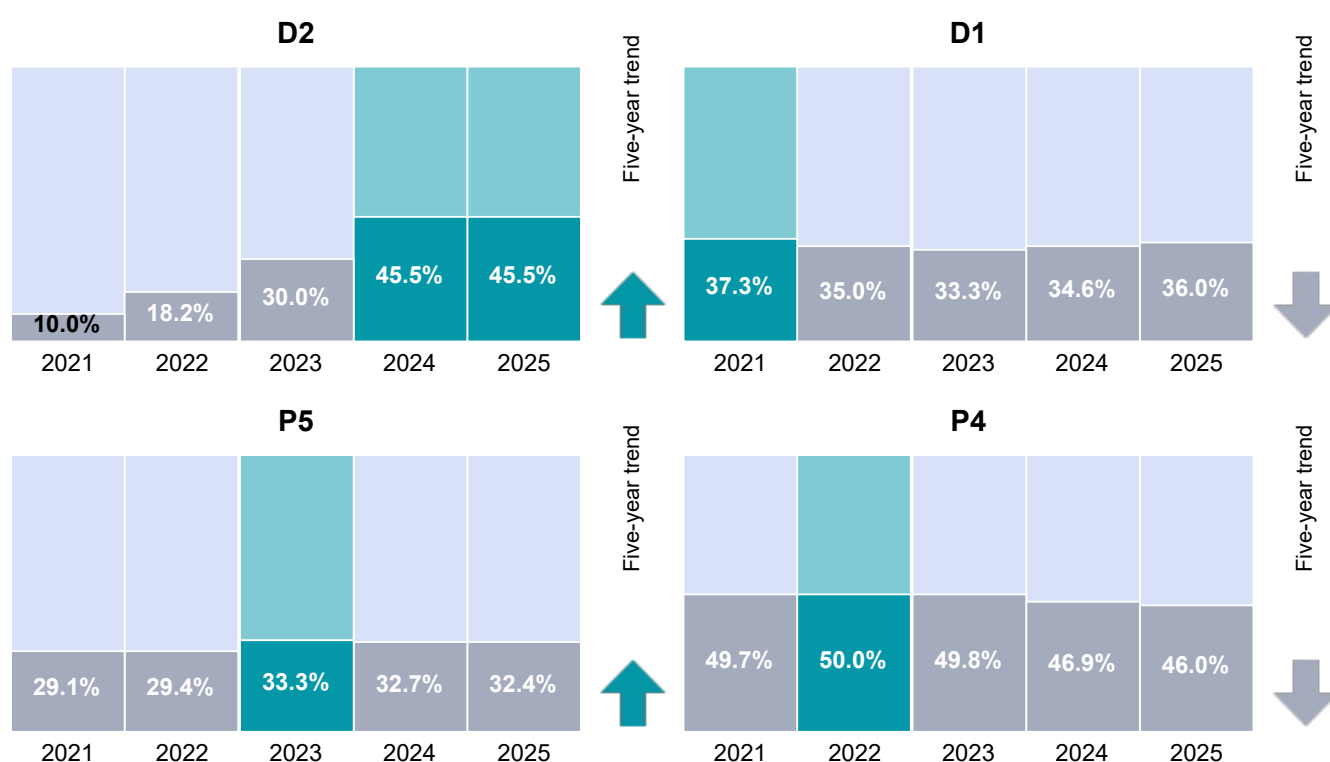


By grade

Grade	Total	Men	Women
D2	11	6	5
D1	50	32	18
P5	102	69	33
P4	211	114	97
P3	181	79	102
P2	65	17	48
P1	1	1	0
NPO	6	3	3
G7	22	4	18
G6	192	64	128
G5	159	64	95
G4	20	8	12
G3	3	2	1



Gender parity by grade, from 2021 to 2025





12. Positions by grade advertised in 2024

Fixed-term appointment



Temporary appointment



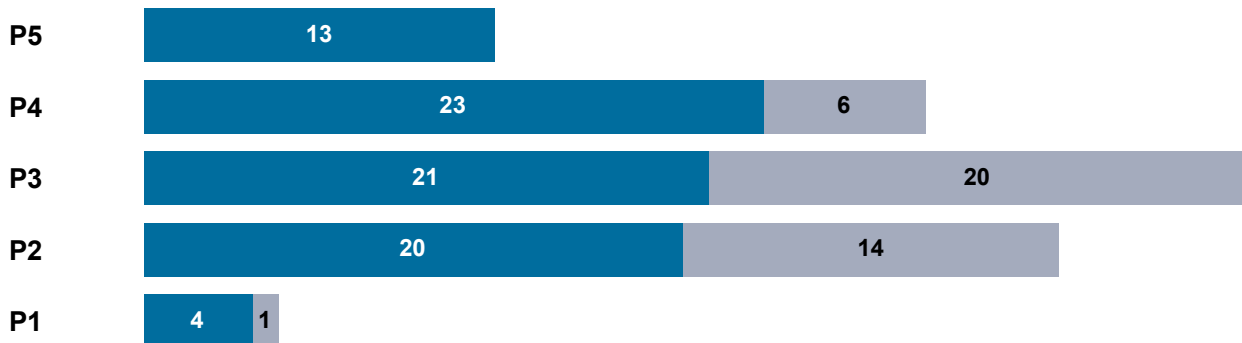
Total



Director



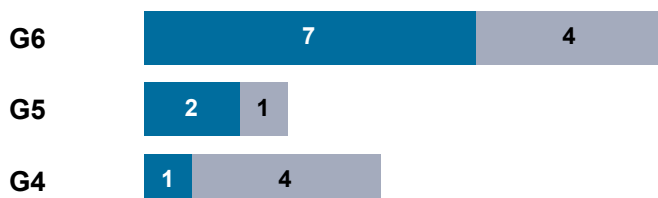
Professional



National Professional Officer



General Service



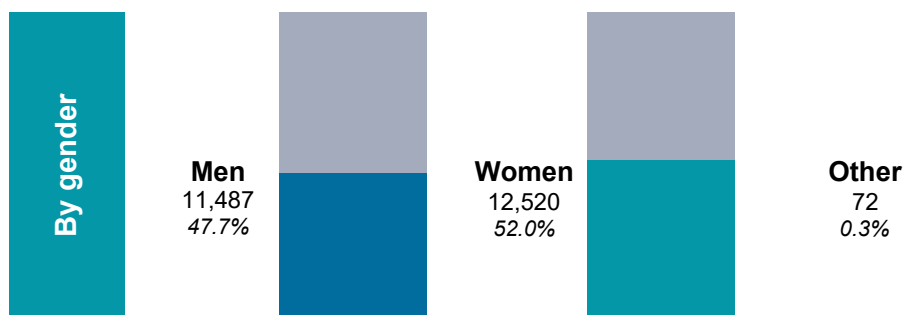
Fixed-term vacancies

Temporary vacancies



13. Applications received in 2024

Number of job applications received in 2024: 24,079



	Men	Women	Other	Total
Director				
D2	165	94	1	260
D1	995	699	3	1,697
	1,160	793	4	1,957

Professional

	Men	Women	Other	Total
P5	991	619	3	1,613
P4	2,467	1,890	25	4,382
P3	2,679	3,150	22	5,851
P2	2,880	3,937	12	6,829
P1	488	781	1	1,270
	9,505	10,377	63	19,945

National Professional Officer

	Men	Women	Other	Total
NOE	0	0	0	0
NOD	20	25	0	45
NOB	0	0	0	0
	20	25	0	45

General Service

	Men	Women	Other	Total
G6	481	650	2	1,133
G5	97	235	0	332
G4	224	440	3	667
G3	0	0	0	0
	802	1,325	5	2,132



14. Applications by region and gender

Professional and higher categories



Region	Men	Women	Other	Total
Africa	3,056	2,199	15	5,270
Asia and the Pacific	2,031	2,545	14	4,590
Eastern and Central Europe and Central Asia	980	1,543	12	2,535
Latin America and the Caribbean	922	1,091	2	2,015
Middle East	661	516	2	1,179
North America	479	495	12	986
Western Europe	2,556	2,806	10	5,372
Total	10,685	11,195	67	21,947

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



15. Appointments by region in 2024

Professional and higher categories



Region	Men	Women	Total
Africa	4	8	12
Asia and the Pacific	9	20	29
Eastern and Central Europe and Central Asia	2	8	10
Latin America and the Caribbean	4	7	11
Middle East	1	2	3
North America	0	4	4
Western Europe	10	4	14
Total	30	53	83

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



16. Applicants from unrepresented Member States

Professional and higher categories

2022

1,001 applicants
7.4% of total applicants

2023

873 applicants
5.9% of total applicants

2024

1,323 applicants
6.0% of total applicants



Breakdown by gender

Category	2022	2023	2024
Male applicants from unrepresented Member States	524	424	661
as % of all male applicants	7.2%	5.7%	6.2%
Female applicants from unrepresented Member States	467	449	656
as % of all female applicants	7.5%	6.3%	5.9%
Other applicants from unrepresented Member States	10	0	6
as % of all other applicants	23.3%	0.0%	9.0%



17. Retirement

Based on retirement at the age of 65 years

Grade	Gender	2025	2026	2027	2028	2029
Director	Men	3	3	3	3	7
	Women	0	1	2	1	2
	Total	3	4	5	4	9
Professional	Men	4	5	8	8	10
	Women	3	3	7	11	7
	Total	7	8	15	19	17
General Service	Men	1	3	8	7	9
	Women	3	3	4	6	9
	Total	4	6	12	13	18
Total		14	18	32	36	44

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.



18. Separations

Category	2020	2021	2022	2023	2024
Retirement	21	19	20	50	36
Resignation	10	9	15	8	15
Termination	26	10	10	2	1
Expiration of appointment	10	10	27	7	11
Death	4	2	2	1	0
Termination following disability	5	4	1	1	0
Inter-agency transfer	3	2	0	1	4
Total	79	56	75	70	67

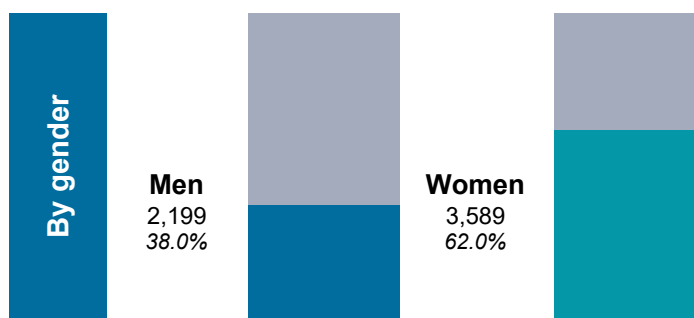


19. Training in 2024

Total number of training participants:
5,788

Total number of training days provided:
4,386

Average training days per staff member:
3.9



Training categories and days in 2024

- Pillar 1: Organizational Processes, Procedures and Internal Systems**
1,741
- Pillar 2: Language**
850
- Pillar 3: Leadership and Management**
341
- Pillar 2: Information Technology and Information Security**
335
- Pillar 3: Project Management and Operations**
311
- Pillar 2: AI and Emerging Technologies**
219
- Pillar 2: Intellectual Property and IP Systems**
188
- Pillar 3: Customer Service and Marketing**
124
- Pillar 3: Diversity, Inclusion and Well-being**
93
- Pillar 3: Communication**
80
- Pillar 3: Business & Finance**
59
- Pillar 3: Data Literacy and Analytics**
45

Note: 1. Pillar 1 – Mandatory/Essential Training; Pillar 2 – Technical/Substantive Training; Pillar 3 – Soft Skills - Training. 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.



20. 2024 performance evaluation

1,028 performance evaluations for 2024 have been completed as at June 30, 2025.

Ratings

Outstanding performance

120
11.7%

Highly effective performance

419
40.8%

Effective performance

371
36.1%

Improvement in performance needed

2
0.2%

Unsatisfactory performance

0
0.0%

PMSDS cancelled ¹

12
1.2%

PMSDS not completed

104
10.1%

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).



21. Conflict management



Cases filed by staff

	2019	2020	2021	2022	2023	2024
Requests for review of administrative decisions	15	5	9	9 ⁴	2	4
Grievances ¹	2 ²	1	0	1	3 ⁵	8 ⁷
Rebuttals of performance appraisals	1	0	1	0	2	0
Internal appeals to WIPO Appeal Board	27	9	2	6	1	3
Complaints to ILO Administrative Tribunal	12	8	8 ³	4	7 ⁶	1
Total	57	23	20	20	15	16



Cases filed by subject matter in 2024

Harassment
8

Organizational design
3

Benefits/entitlements
3

Classification
1

Other appointment-related
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 ILOAT).



22. 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).
6. Staff holding appointments under the Funds-in-Trust (FITs).
7. 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.
8. UNDP JPOs are assigned on a loan basis to WIPO under an agreement between UNDP and WIPO.
9. "Affiliate personnel" include Young Experts, Fellows, Interns, Individual Contractors as well as Translators and Interpreters (under International Association of Conference Translators and International Association of Conference Interpreters contracts).
10. "Others" include 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.

6. Interns (2020-2024)

Since 2009, WIPO Sectors have undergone numerous changes, including restructurings as well as the creation of the new IP and Innovation Ecosystems Sector in 2021, which impact the apportionment of interns by Sector.

7. Member States represented among WIPO staff

List of unrepresented Member States as at June 2025: Andorra, Angola, Antigua and Barbuda, Bahamas, Bahrain, Belize, Botswana, Brunei Darussalam, Burkina Faso, Cabo Verde, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Cook Islands, Djibouti, Dominica, Dominican Republic, Equatorial Guinea, Eritrea, Estonia, Eswatini, Fiji, Gabon, Guinea, Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Rep., Liberia, Liechtenstein, Luxembourg, Maldives, Mali, Malta, Marshall Islands, Monaco, Namibia, Nauru, Niue, 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.

The accession of the Federated States of Micronesia to the Convention Establishing the World Intellectual Property Organization will enter into force as of September 19, 2025.



22. Endnotes

20. 2024 performance evaluation

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

21. 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.
7. One case was filed anonymously on behalf of more than one complainant.