



WIPO Workforce 2023

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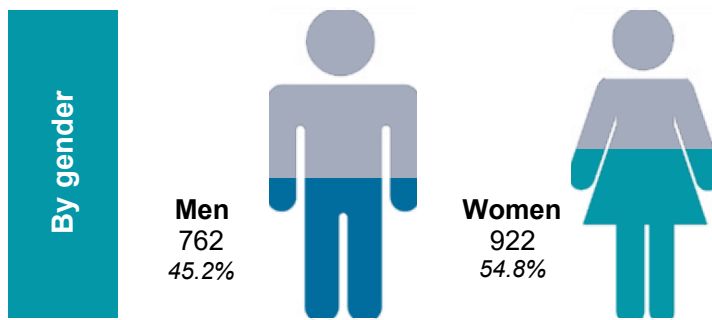
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1. Workforce at a glance

As of June 30, 2023, the workforce of the World Intellectual Property Organization comprised 1,684 people



Total workforce	Men	Women
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Core workforce ¹
% of total workforce

1,050
62.4%

481
28.6%

569
33.8%

Executive ²	9	6	3
Director	66	44	22
Professional	535	268	267
National Professional Officer (NPO)	5	1	4
General Service	435	162	273



Flexible workforce ³
% of total workforce

634
37.6%

281
16.7%

353
21.0%

Director	2	1	1
Professional ⁴	55	18	37
National Professional Officer (NPO) ⁴	1	0	1
General Service ⁴	18	4	14
Reserves + FITs ⁵	38	20	18
UN Staff on Loan ⁶	4	2	2
UNDP JPOs ⁷	7	4	3
Monthly translator/reviser	6	4	2
Young experts ⁸	22	11	11
Fellows	94	29	65
Interns	24	5	19
Other non-staff ⁹	363	183	180



2. Workforce distribution by sector

	Total	Men	Women
Administration, Finance and Management Sector	226	115	111
	176	125	51
	402	240	162
Brands and Designs Sector	138	55	83
	81	29	52
	219	84	135
Copyright and Creative Industries Sector	38	15	23
	44	12	32
	82	27	55
Director General	75	29	46
	53	17	36
	128	46	82
Global Challenges and Partnerships Sector	41	16	25
	33	10	23
	74	26	48
Infrastructure and Platforms Sector	54	36	18
	33	15	18
	87	51	36
IP and Innovation Ecosystems Sector	73	31	42
	77	20	57
	150	51	99
Patents and Technology Sector	318	142	176
	60	30	30
	378	172	206
Regional and National Development Sector	87	42	45
	77	23	54
	164	65	99

- Core workforce
- Flexible workforce
- Total



3. Workforce distribution by contract type

Total	Men	Women
Permanent 533	236	297
Continuing 210	104	106
Fixed-term 307	141	166
Temporary 76	23	53
Fixed-term reserves + FITs 36	20	16
Temporary reserves + FITs 2	0	2
UN Staff on Loan 4	2	2
UNDP JPOs 7	4	3
Monthly translator/reviser 6	4	2
Young experts 22	11	11
Fellows 94	29	65
Interns 24	5	19
Other type of contract 363	183	180
TOTAL	1,684	922



4a. Core workforce comparison by year

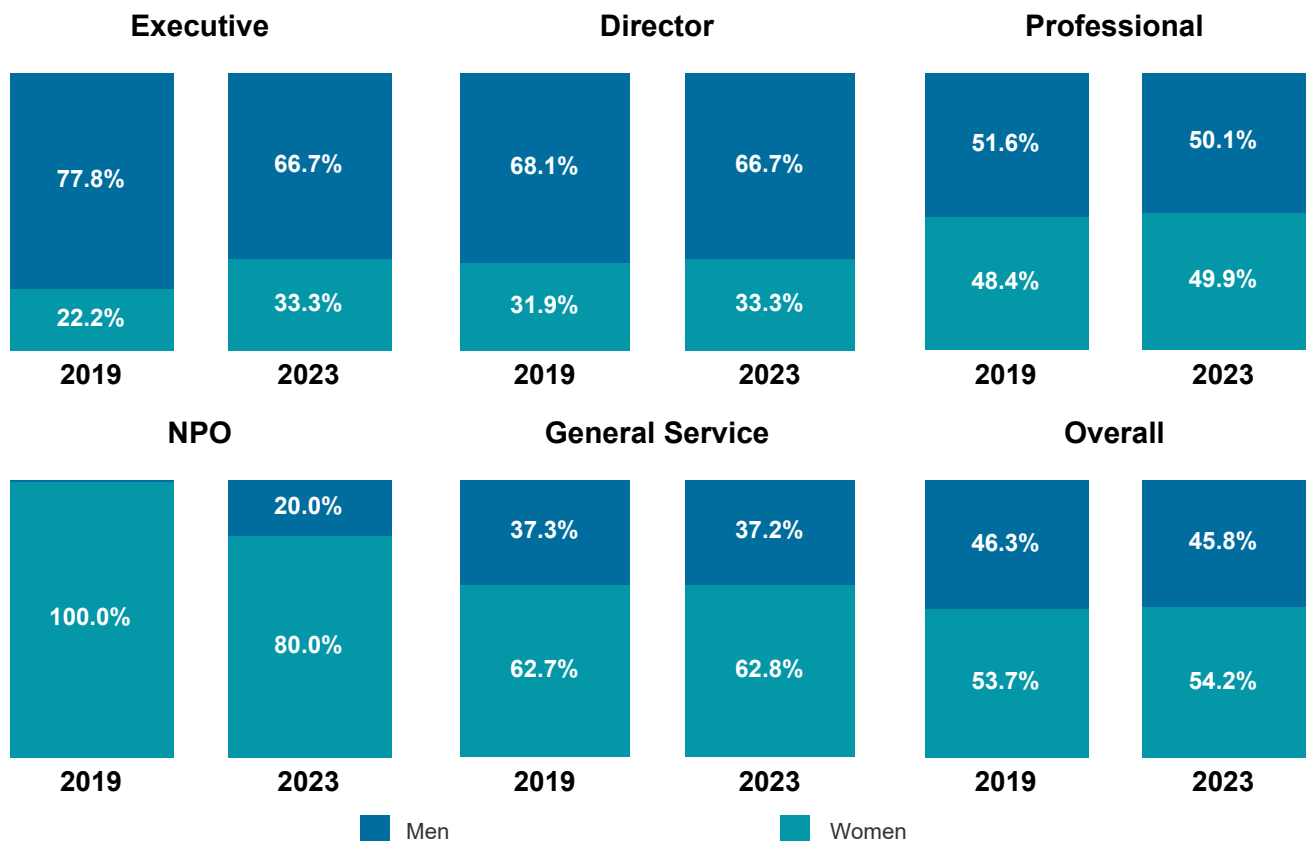


Core workforce

	2019	2020	2021	2022	June 2023
Executive	9	8 ¹	9	9	9
Director	73	76	70	71	66
Professional	516	531	530	538	535
National Professional Officer (NPO)	4	4	5	5	5
General Service	488	473	460	446	435
UN Staff on Loan ²	0	0	0	0	0
	1,090	1,092	1,074	1,069	1,050



Core workforce gender parity, from 2019 to 2023





4b. Flexible workforce comparison by year

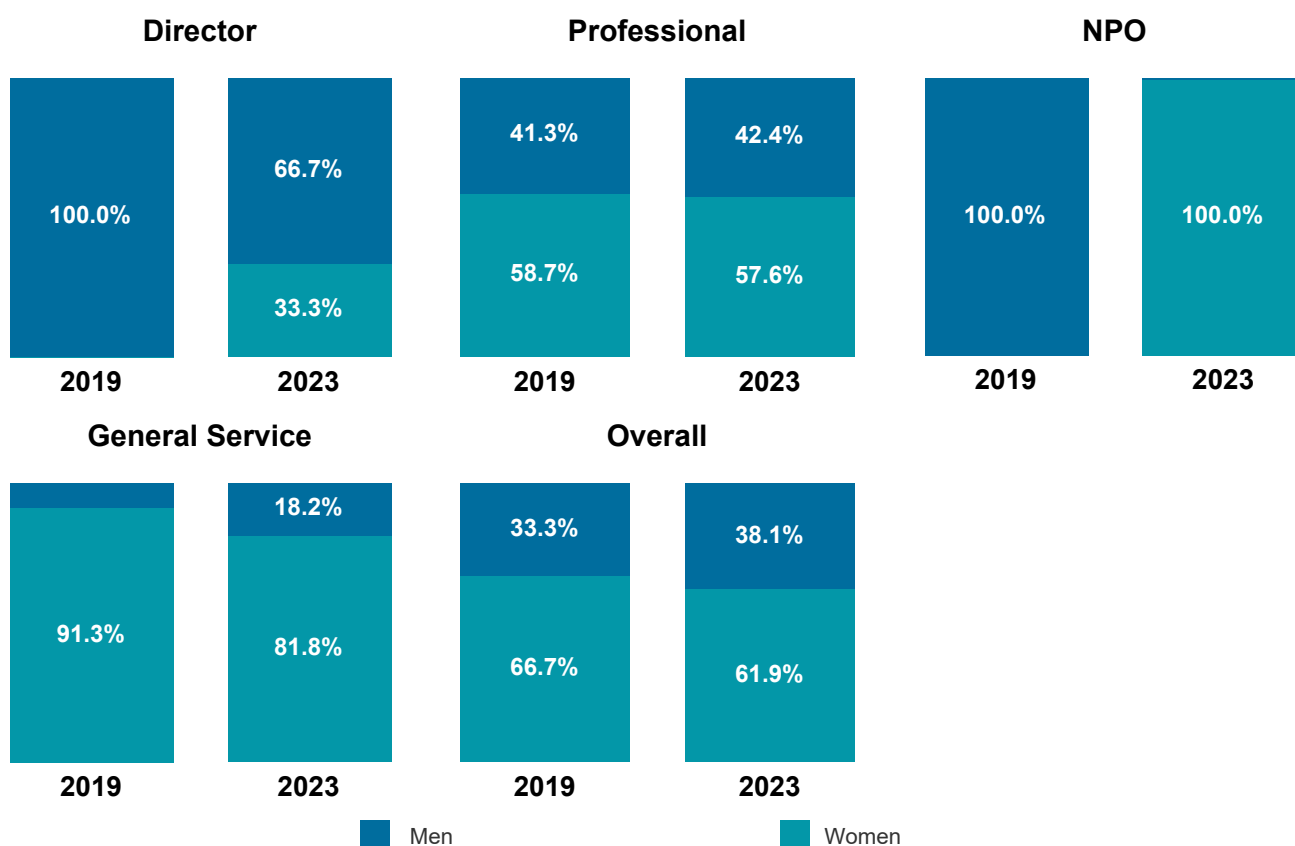


Flexible workforce

	2019	2020	2021	2022	June 2023
Director	2	0	1	1	2
Professional	46	36	40	42	55
National Professional Officer (NPO)	1	1	1	1	1
General Service	21	18	23	14	18
Reserves + FITs	29	33	32	35	38
UN Staff on Loan ¹	0	1	2	4	4
UNDP JPOs	4	5	5	5	7
Monthly translators/revisers	0	7	0	0	6
Young experts	0	0	0	11	22
Fellows	71	70	84	97	94
Interns	25	16	17	20	24
Other non-staff	164	259	309	336	363
Total	363	446	514	566	634



Flexible workforce gender parity, from 2019 to 2023





4c. Overall workforce comparison by year

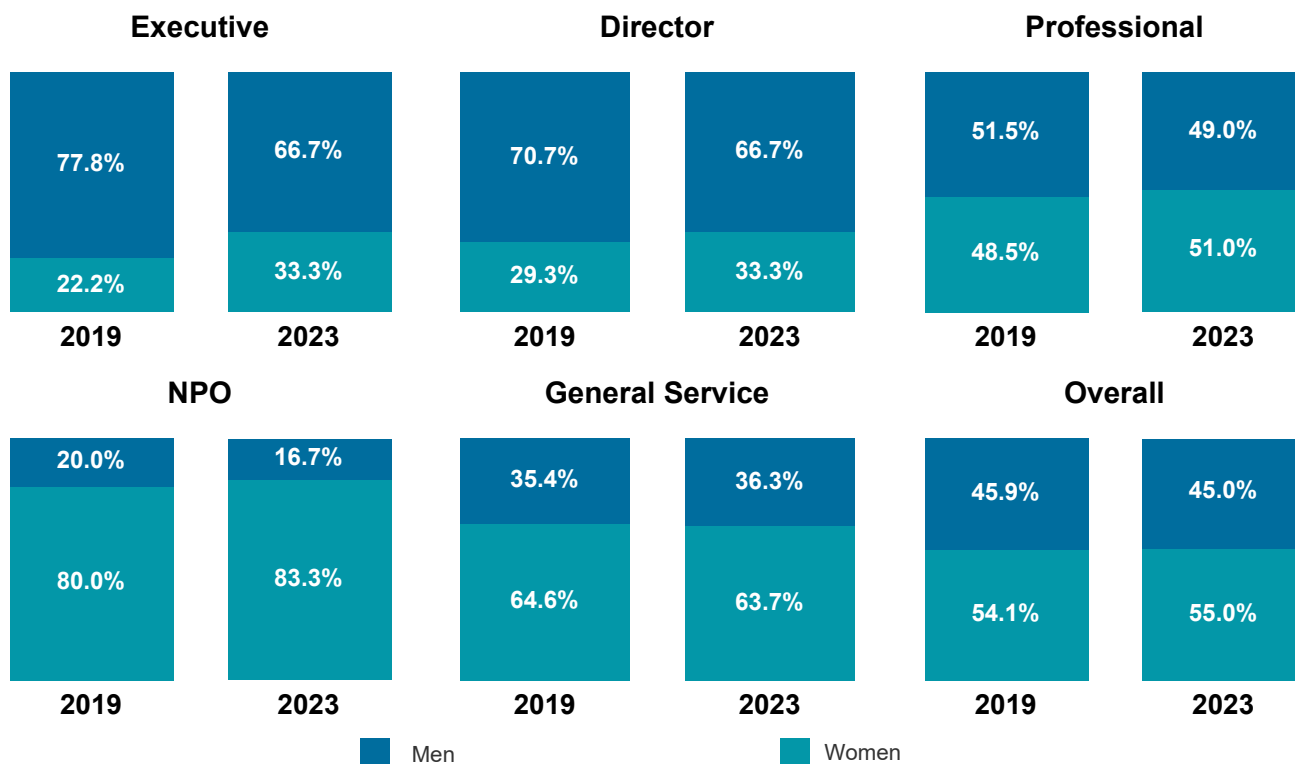


Overall workforce

	2019	2020	2021	2022	June 2023
Executive	9	8 ¹	9	9	9
Director	75	76	71	72	68
Professional	562	567	570	580	590
National Professional Officer (NPO)	5	5	6	6	6
General Service	509	491	483	460	453
Reserves + FITs	29	33	32	35	38
UN Staff on Loan ²	0	1	2	4	4
UNDP JPOs	4	5	5	5	7
Monthly translators/revisers	0	7	0	0	6
Young experts	0	0	0	11	22
Fellows	71	70	84	97	94
Interns	25	16	17	20	24
Other non-staff	164	259	309	336	363
	1,453	1,538	1,588	1,635	1,684



Overall workforce gender parity, from 2019 to 2023





5. Fellows (2009-2022)

Between 2009 and 2022, WIPO welcomed a total of 466 fellows.

By gender

Men
148
31.8%



Women
318
68.2%



By WIPO regions



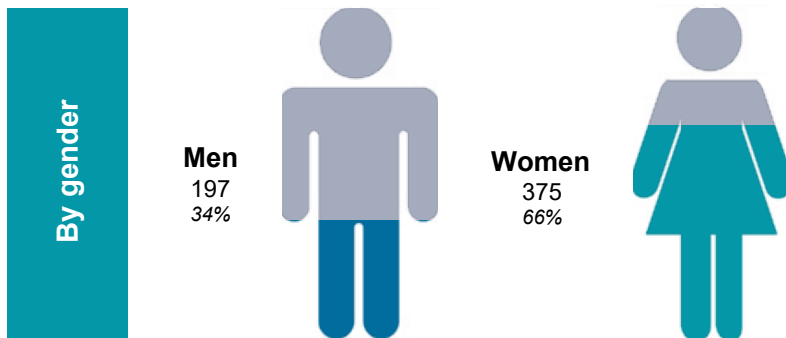
By WIPO programs

- Translation fellows**
177
- Examination fellows**
127
- Legal case manager fellows**
89
- Other specialized fellows**
56
- Visiting and research fellows**
17



6. Interns (2009-2022)

Between 2009 and 2022, WIPO welcomed a total of 572 interns.



By WIPO regions



By WIPO Sector

- Director General**
186
- Global Challenges and Partnerships Sector**
92
- Regional and National Development Sector**
69
- Brands and Designs Sector**
61
- Administration, Finance and Management Sector**
56
- Patents and Technology Sector**
50
- Copyright and Creative Industries Sector**
31
- Infrastructure and Platforms Sector**
24
- IP and Innovation Ecosystems Sector**
3



7. Diversity

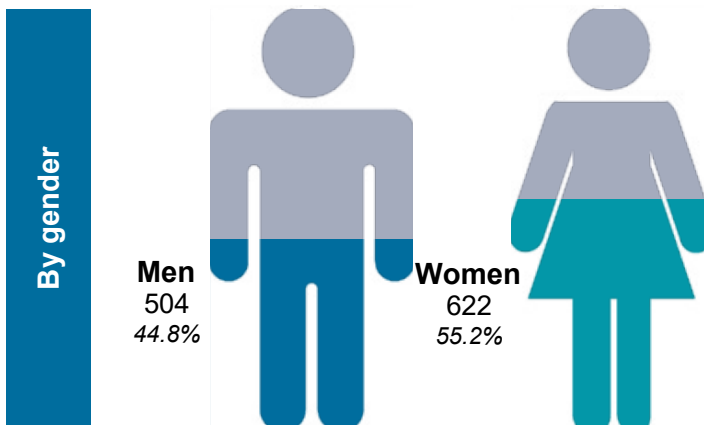
Professional and higher categories, and General Service on regular budget funding



122
nationalities

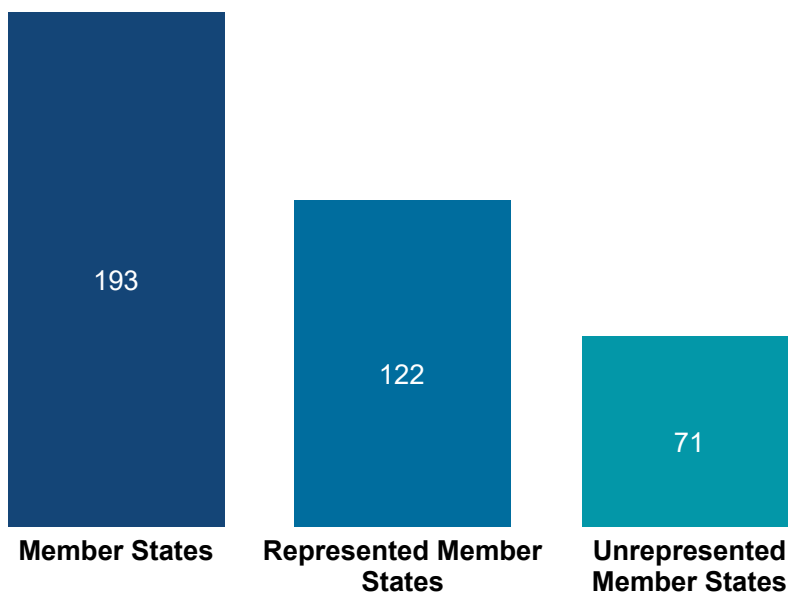


49.7
average age



8. Member States represented among WIPO staff

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



Year	Represented Member States	Unrepresented Member States	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
2023	122	71	193



9. Geographical representation of staff by region

Professional and higher categories on regular budget funding



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Total	Men	Women
Western Europe 274 41.2%	129	145
Asia and the Pacific 133 19.8%	73	60
Africa 73 11.0%	41	32
North America 65 9.7%	32	33
Eastern and Central Europe and Central Asia 58 9.5%	30	28
Latin America and the Caribbean 54 8.5%	23	31
Middle East 16 2.5%	10	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



	Africa	Asia and the Pacific	Eastern and Central Europe and Central Asia	Latin America and the Caribbean	Middle East	North America	Western Europe
Men	40	68	30	20	10	29	122
Women	24	53	24	26	3	31	135



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
Men	1	5	0	3	0	3	7
Women	8	7	4	5	3	2	10



11a. Representation of men and women by grade

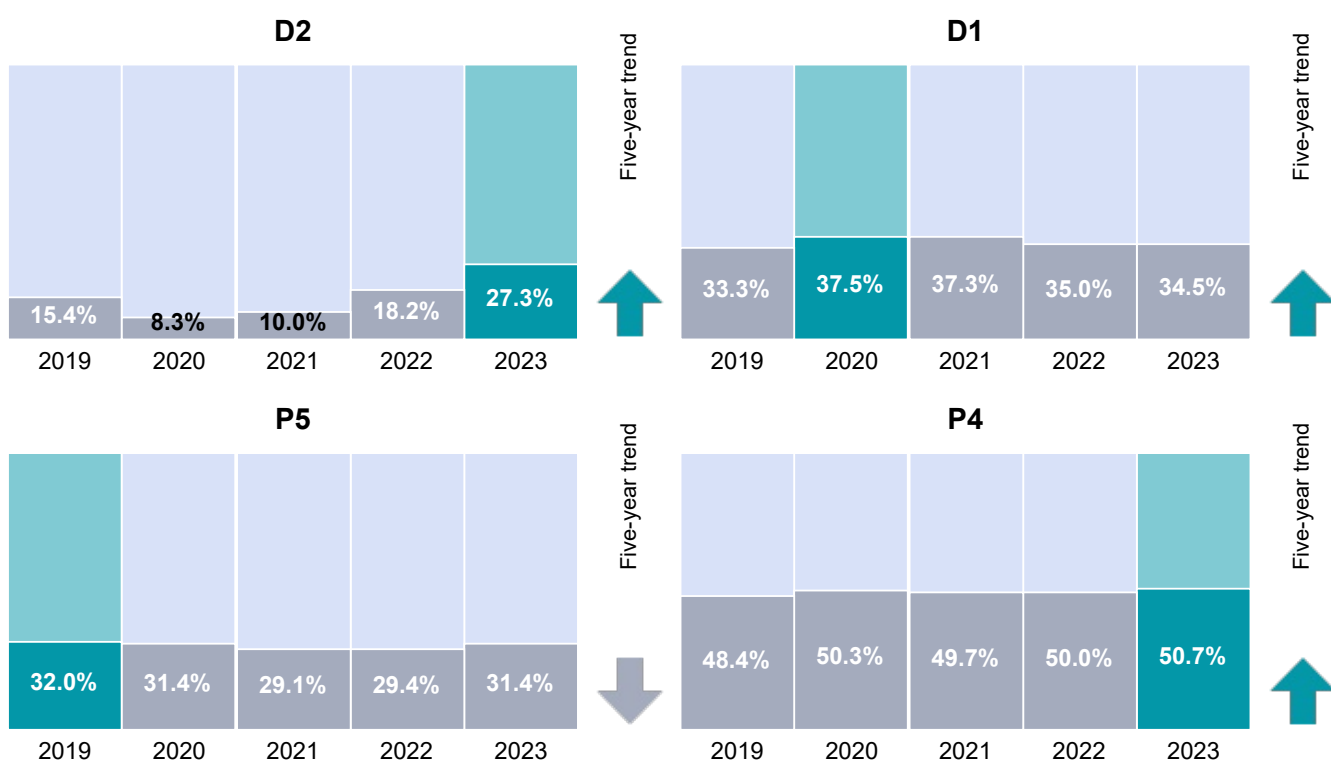


By grade

Grade	Total	Men	Women
D2	11	8	3
D1	55	36	19
P5	101	69	32
P4	209	103	106
P3	164	78	86
P2	58	16	42
P1	3	2	1
NPO	5	1	4
G7	25	5	20
G6	218	74	144
G5	162	71	91
G4	26	10	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>	66 56.7	44 57.1	22 56.0
Professional <i>average age</i>	535 48.9	268 48.9	267 48.8
National Professional Officer (NPO) <i>average age</i>	5 45.0	1 47.0	4 44.5
General Service <i>average age</i>	435 51.5	162 52.6	273 50.8



12. Staff in part-time employment



Fixed-term, continuing and permanent staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 1,012		498	514
Part-time (90% of full-time equivalent) 18		1	17
Part-time (80% of full-time equivalent) 49		2	47
Part-time (50% of full-time equivalent) 7		0	7



Temporary staff

	Total	Men	Women
Full-time (100% of full-time equivalent) 77		23	54
Part-time (80% of full-time equivalent) 1		0	1



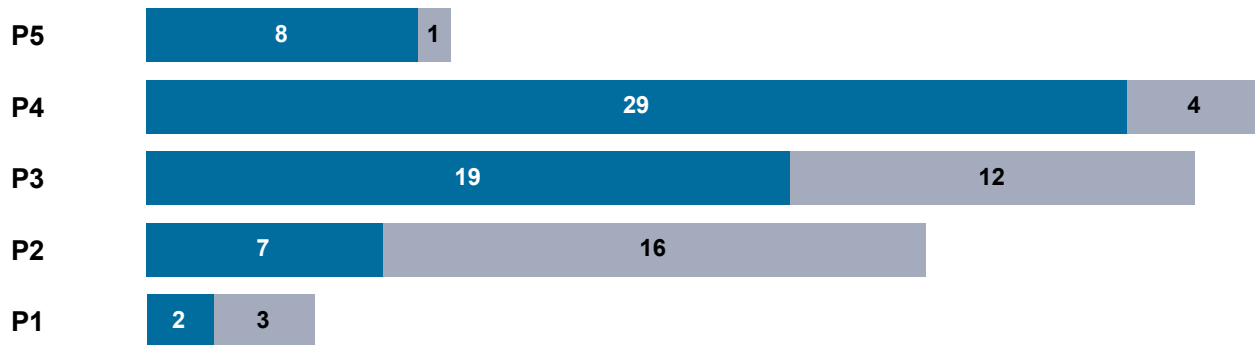
13. Vacancy announcements by grade in 2022



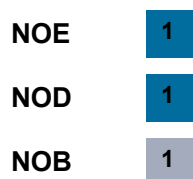
Director



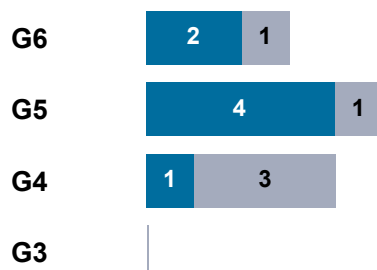
Professional



National Professional Officer



General Service



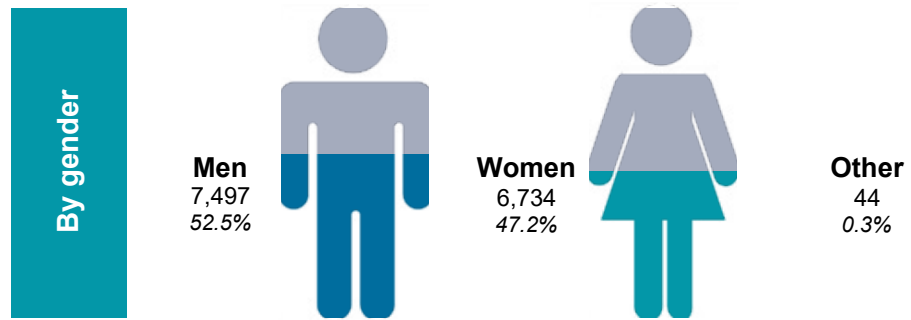
Fixed-term vacancies
 Temporary vacancies

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 2022

Number of job applications received in 2022: 14,275



	Men	Women	Other	Total
Director				
D2	253	187	0	440
D1	358	178	2	538
	611	365	2	978
Professional				
P5	860	497	4	1,361
P4	2,187	1,247	10	3,444
P3	1,782	1,672	15	3,469
P2	1,245	1,837	12	3,094
P1	499	558	0	1,057
	6,573	5,811	41	12,425
National Professional Officer				
NOE	23	24	0	47
NOD	7	2	0	9
NOB	28	37	0	65
	58	63	0	121
General Service				
G6	11	18	0	29
G5	144	260	1	405
G4	100	217	0	317
G3	0	0	0	0
	255	495	1	751

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	2,048	1,246	5	3,299
Asia and the Pacific	1,480	1,313	13	2,806
Eastern and Central Europe and Central Asia	804	1,187	5	1,996
Latin America and the Caribbean	495	622	0	1,117
Middle East	301	208	0	509
North America	347	248	15	610
Western Europe	1,767	1,415	5	3,187
Total	7,242	6,239	43	13,524

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



16. Appointments by region in 2022

Professional and higher categories



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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
Male applicants from unrepresented Member States	2,356	924	524
as % of all male applicants	15.3%	7.3%	7.2%
Female applicants from unrepresented Member States	1,263	693	467
as % of all female applicants	10.6%	6.4%	7.5%
Other applicants from unrepresented Member States	0	5	10
as % of all other applicants	0.0%	12.5%	23.3%



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. Upcoming retirements

Based on retirement at the age of 65 years

Grade	Gender	2023	2024	2025	2026
Director	Men	2	4	3	5
	Women	2	1	0	4
	Total	4	5	3	9
Professional	Men	4	1	4	5
	Women	3	5	4	4
	Total	7	6	8	9
General Service	Men	1	2	1	4
	Women	2	4	5	4
	Total	3	6	6	8
Total		14	17	17	26

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	2017	2018	2019	2020	2021	2022
Retirement	19	30	21	21	19	20
Resignation	13	4	12	10	9	15
Termination	14	2	2	26	10	10
Expiration of appointment	7	6	47	10	10	27
Death	0	0	0	4	2	2
Termination following disability	0	4	6	5	4	1
Inter-agency transfer	1	3	1	3	2	0
Total	54	49	89	79	56	75

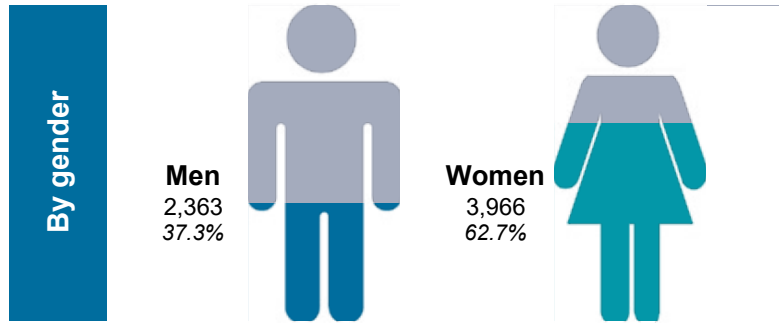


21. Training in 2022

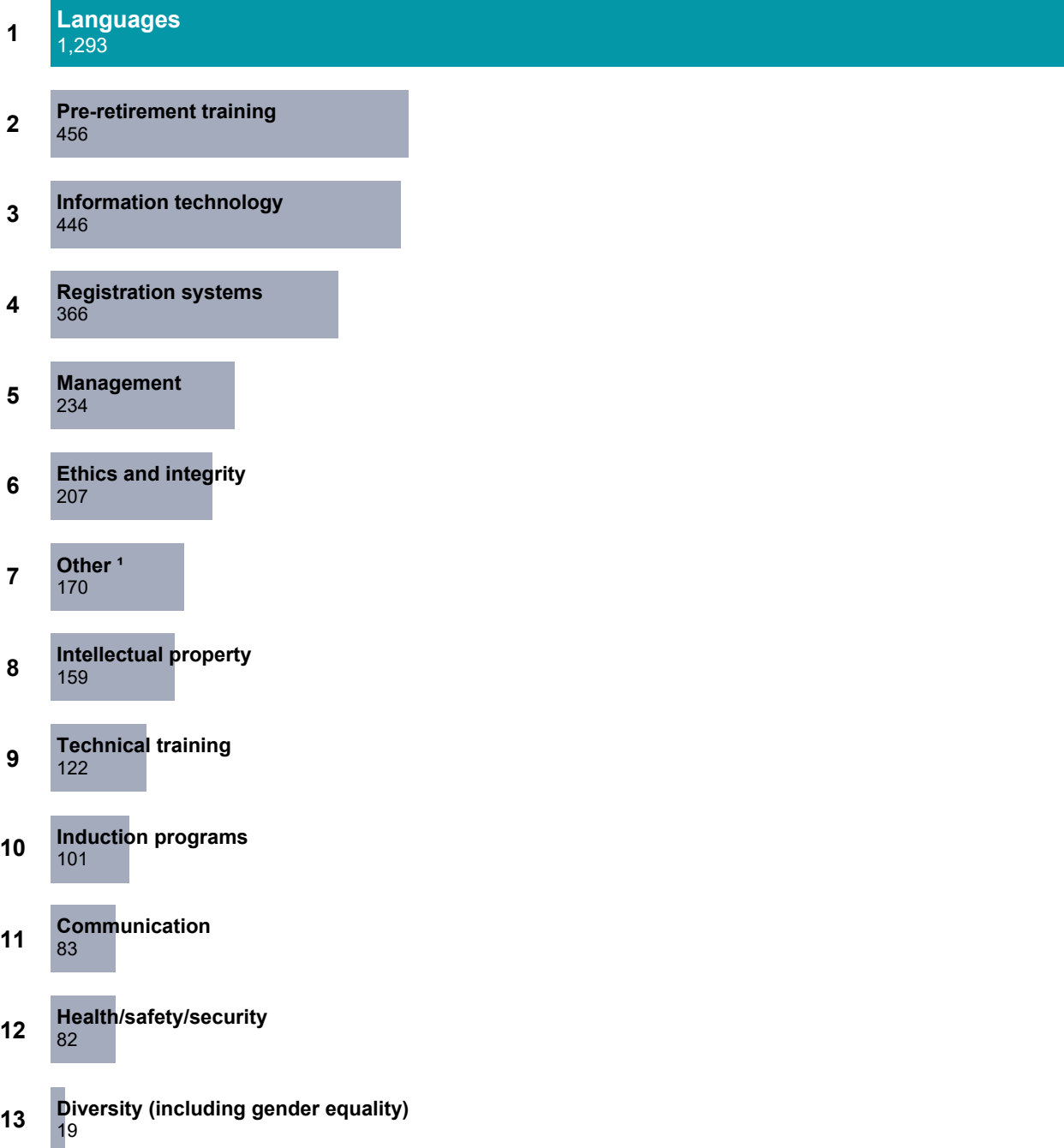
Total number of training participants:
6,329

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

	2017	2018	2019	2020	2021	2022
Requests for review of administrative decisions	23	25 ³	15	5	9	9
Grievances ¹	2	7	2	1	0	1
Rebuttals of performance appraisals	0	5	1	0	1	0
Internal appeals to WIPO Appeal Board	18	16 ⁴	27	9	2	6
Complaints to ILO Administrative Tribunal	5	11 ⁵	12	8	8 ⁶	4
Total	48	64	57	23	20	20



Cases filed by subject matter in 2022

Other appointment-related

5

Benefits/entitlements

5

Miscellaneous

3

Termination

2

Harassment

1

Non-renewal

1

Performance management

1

Classification

1

Selection

1



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 have been included in the flexible workforce since the end of 2020.

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 June 2023 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, Guinea, Guinea-Bissau, Guyana, Holy See, Iceland, Iraq, Kiribati, Kuwait, Lao People's Democratic Rep., Liechtenstein, Luxembourg, Malaysia, 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, Singapore, Slovakia, 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. The figures for "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 with ILOAT by (current or former) staff members regarding their former contractual status.
3. One case includes 319 requests for review filed by staff in the Professional and higher categories serving in Geneva regarding 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 with ILOAT by staff in the professional and higher categories serving in Geneva regarding the reduction of the post adjustment multiplier.
6. One case includes 12 complaints filed with ILOAT by (current or former) staff members regarding their former contractual status.
7. One case includes a "class action" submitted by 14 staff members.