



C. N 4219

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The International Bureau of the World Intellectual Property Organization (WIPO) presents its compliments and has the honor to transmit to Member States the WIPO Geographical Distribution Report (herewith attached) as at December 31, 2024.

The International Bureau of WIPO trusts that this information may be of assistance to the Ministries of Foreign Affairs, the Intellectual Property Offices and Permanent Missions to the United Nations Office in Geneva.

May 21, 2025

WIPO GEOGRAPHICAL DISTRIBUTION REPORT (December 31, 2024)

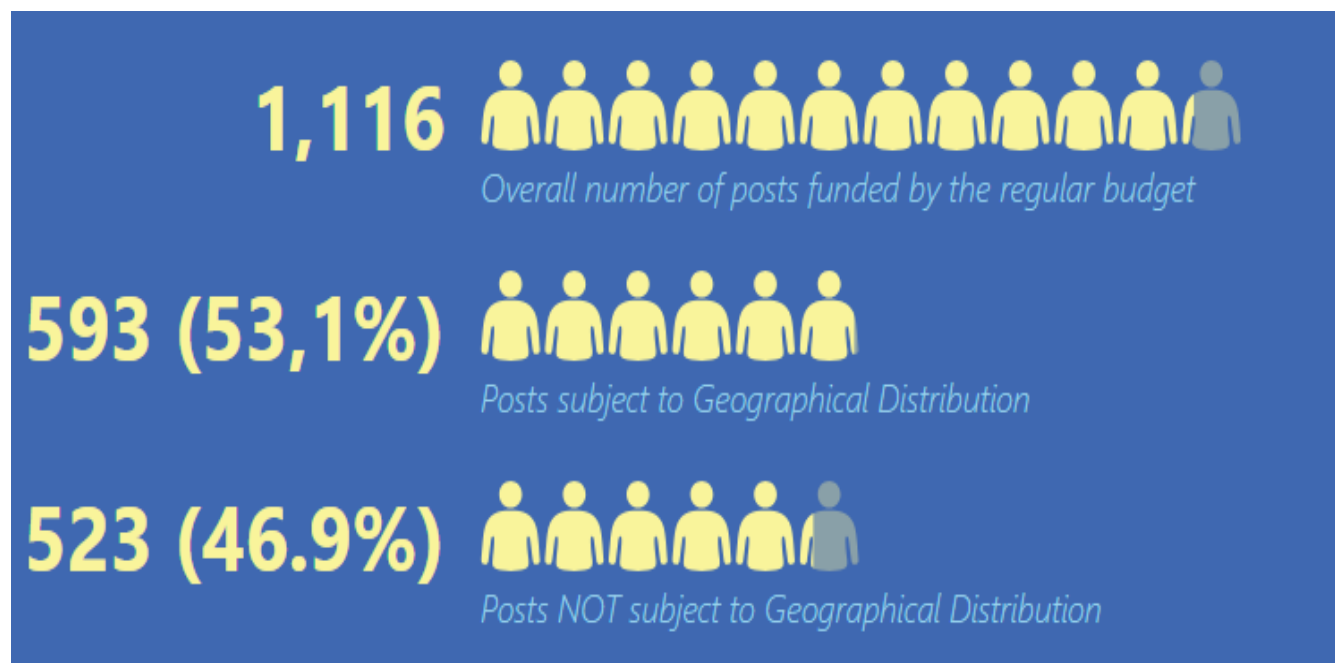
This report provides data on geographical distribution as at December 31, 2024 to WIPO Member States. The data generated is based on Staff Regulation 4.2, which defines the posts subject of geographical distribution, and the Principles of Geographical Distribution agreed upon by Member States, which (i) established the formula for the regional apportionment of posts subject of geographical distribution, and (ii) specified the seven geographical regions for such apportionment.

Table 1. Posts subject to Geographical Distribution - by Geographical Region

Table 2. Posts subject to Geographical Distribution - Ranges

Table 3. Posts subject to Geographical Distribution - Evolution by Geographical Region

Table 4. Posts subject to Geographical Distribution - by WIPO Groups



by nationality and grade (All types of appointments)

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Table 1.**Posts subject to Geographical Distribution - by Geographical Region**

by nationality and grade (All types of appointments)

Region/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Asia and the Pacific (38)	2	1	2	14	22	29	31	22	1	124
Australia			1	1	1	5	1	1		10
Bangladesh					3	2				5
Bhutan								1		1
Cambodia					1					1
China	1			5	5	1	12	6		30
Dem. People's Rep of Korea							1			1
India					1	6	5	2		14
Indonesia	1					1	2			4
Japan		1	1	2	2	3	4	5		18
Malaysia					1	2				3
Mongolia					1	1	1			3
Myanmar					1	2				3
Nepal						1				1
New Zealand				1	1					2
Pakistan						1				1
Philippines				1	1		3	3		8
Republic of Korea				2	3	2	1	2		10
Singapore				1		1				2
Sri Lanka						1	1			2
Thailand				1	1			1	1	4
Viet Nam								1		1
Unrepresented countries										
Afghanistan										
Brunei Darussalam										
Cook Islands										
Fiji										
Kiribati										
Lao People's Democratic Republic										
Maldives										
Marshall Islands										
Nauru										
Niue										
Papua New Guinea										
Samoa										
Solomon Islands										
Timor-Leste										
Tonga										
Tuvalu										
Vanuatu										
Eastern and Central Europe and Central Asia (28)	0	0	0	2	9	19	15	11	0	56
Albania						2	1			3
Armenia								2		2
Azerbaijan						2				2
Belarus					1		1			2
Bosnia and Herzegovina							1			1
Bulgaria					2		1			3
Croatia					1					1
Czech Republic						1				1
Georgia						1				1
Hungary				1	1		1			3
Kyrgyzstan						1				1
Latvia						1				1
North Macedonia						2	1			3
Poland						3	1	1		5
Republic of Moldova							3	1		4
Romania					2	2	2			6
Russian Federation				1	1	1	2	2		7
Serbia					1					1
Slovakia						1				1
Ukraine						2		4		6
Uzbekistan							1	1		2

Table 1.**Posts subject to Geographical Distribution - by Geographical Region**

by nationality and grade (All types of appointments)

Region/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Unrepresented countries										
Lithuania										
Kazakhstan										
Tajikistan										
Turkmenistan										
Estonia										
Montenegro										
Slovenia										
Latin America and the Caribbean (33)	0	1	1	3	10	19	16	5	1	57
Argentina				1	1	1	1			4
Barbados							1			1
Brazil			1	1		3	2			7
Chile			1		1	1				3
Colombia		1			1	1	2	3		8
Costa Rica							2			2
Cuba			1		1					2
Ecuador						2	1			3
El Salvador					1					1
Grenada						1				1
Guatemala						1				1
Haiti								2		2
Jamaica					1	2				3
Mexico						2	2			4
Nicaragua					1					1
Peru					2	2	1			5
Trinidad and Tobago						1	1		1	3
Uruguay						2	1			3
Venezuela (Bolivarian Republic of)					1		2			3
Unrepresented countries										
Antigua and Barbuda										
Bahamas										
Belize										
Bolivia (Plurinational State of)										
Dominica										
Dominican Republic										
Guyana										
Honduras										
Panama										
Paraguay										
Saint Kitts and Nevis										
Saint Lucia										
Saint Vincent and the Grenadines										
Suriname										
Middle East (15)	0	0	0	3	1	3	5	3		15
Cyprus						1	1			2
Iran (Islamic Republic of)						1	1			2
Israel				1						1
Jordan						1				1
Lebanon				1	1					2
Syrian Arab Republic							1	2		3
The Republic of Türkiye				1			1	1		3
Yemen							1			1
Unrepresented countries										
Bahrain										
Iraq										
Kuwait										
Oman										
Qatar										
Saudi Arabia										
United Arab Emirates										
North America (2)	1	0	1	6	11	19	14	5	0	57
Canada				1	4	10	3	2		20
United States of America	1		1	5	7	9	11	3		37

Table 1.**Posts subject to Geographical Distribution - by Geographical Region**

by nationality and grade (All types of appointments)

Region/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Western Europe (24)	1	1	5	19	25	72	73	21	2	219
Austria			1		1	2	1			5
Belgium			1		1	4		2		8
Denmark				1	1	1				3
Finland						1				1
France	1		1	3	9	26	26	6		72
Germany			1	1	4	7	7	2		22
Greece						3				3
Ireland						2	1	1		4
Italy				2	1	6	13	1		23
Netherlands				1			1	3		5
Norway				1						1
Portugal						2				2
Spain				1	2	4	7	4	1	19
Sweden						1				1
Switzerland			1	2	1	1	6	1	1	13
United Kingdom		1		7	5	12	11	1		37
Unrepresented countries										
Andorra										
Holy See										
Iceland										
Liechtenstein										
Luxembourg										
Malta										
Monaco										
San Marino										
Grand Total	4	4	9	53	91	176	169	80	6	593

Table 2.
Posts subject to Geographical Distribution - Ranges

Geographical Distribution of Posts (as of December 31, 2024)¹						
(Fixed-Term, Continuing Permanent and Temporary)						
Geographical Regions	A Percent of contribution²	B Distribution of one-quarter of posts	C Distribution of Three-quarters of posts	D Total (Number of posts)³ B + C	E Desirable Range (– 10 / + 10 per cent)	F Actual number of posts (December 2024)
Africa	2.73	23.64	13.55	37.19	34 - 41	65
Asia and the Pacific	17.86	23.64	88.68	112.32	102 - 124	124
Eastern and Central Europe and Central Asia	8.43	23.64	41.86	65.50	59 - 73	56
Latin America and the Caribbean	3.79	23.64	18.82	42.46	38 - 47	57
Middle East	2.03	23.64	10.08	33.72	31 - 37	15
North America	9.06	23.64	44.98	68.62	62 - 76	57
Western Europe	56.1	23.64	278.55	302.19	274 - 334	219
	100.0	165.5	496.5	662.0		593

1 = Based on Principles agreed upon by Member States, see document WO/CC/IX/2 entitled Geographical Distribution.
2 = Based on the payable contributions by Member States for each region (source: Finance Division).
3 = Only Professional and higher categories (except the Director General, language and editor posts).

Table 3.
Posts subject to Geographical Distribution - Evolution by Geographical Region
(2005-2024)

The following graphs show the evolution of the distribution of staff by geographical region since 2005, compared to the desirable ranges established by the Principles of Geographical Distribution agreed upon by WIPO Member States

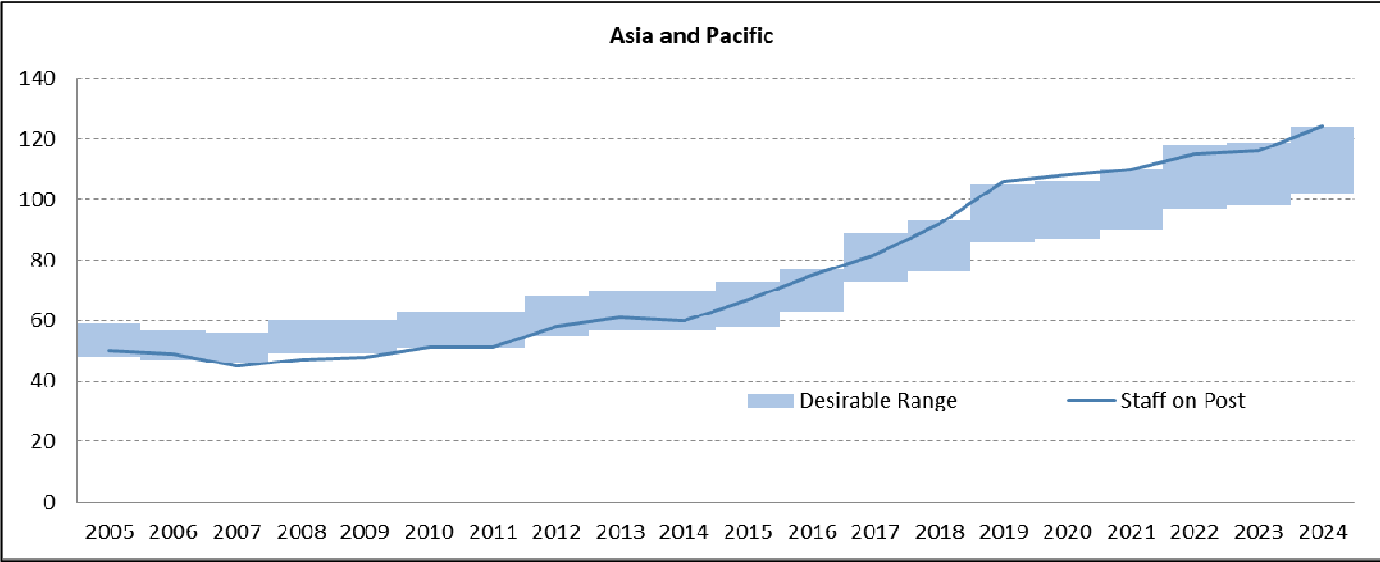
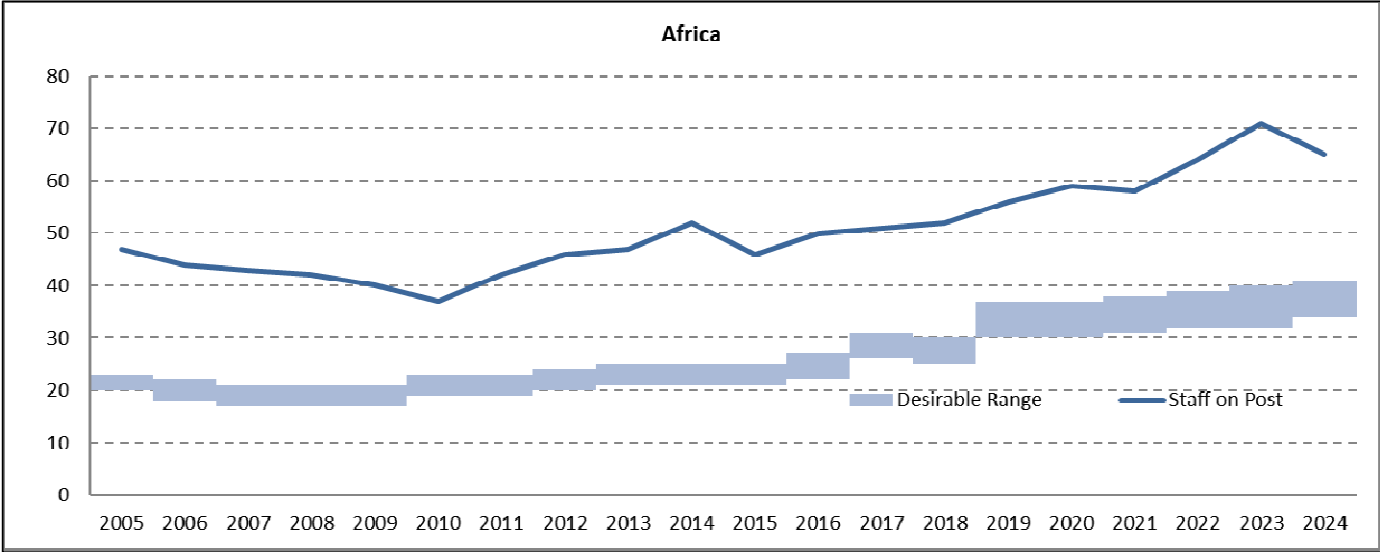


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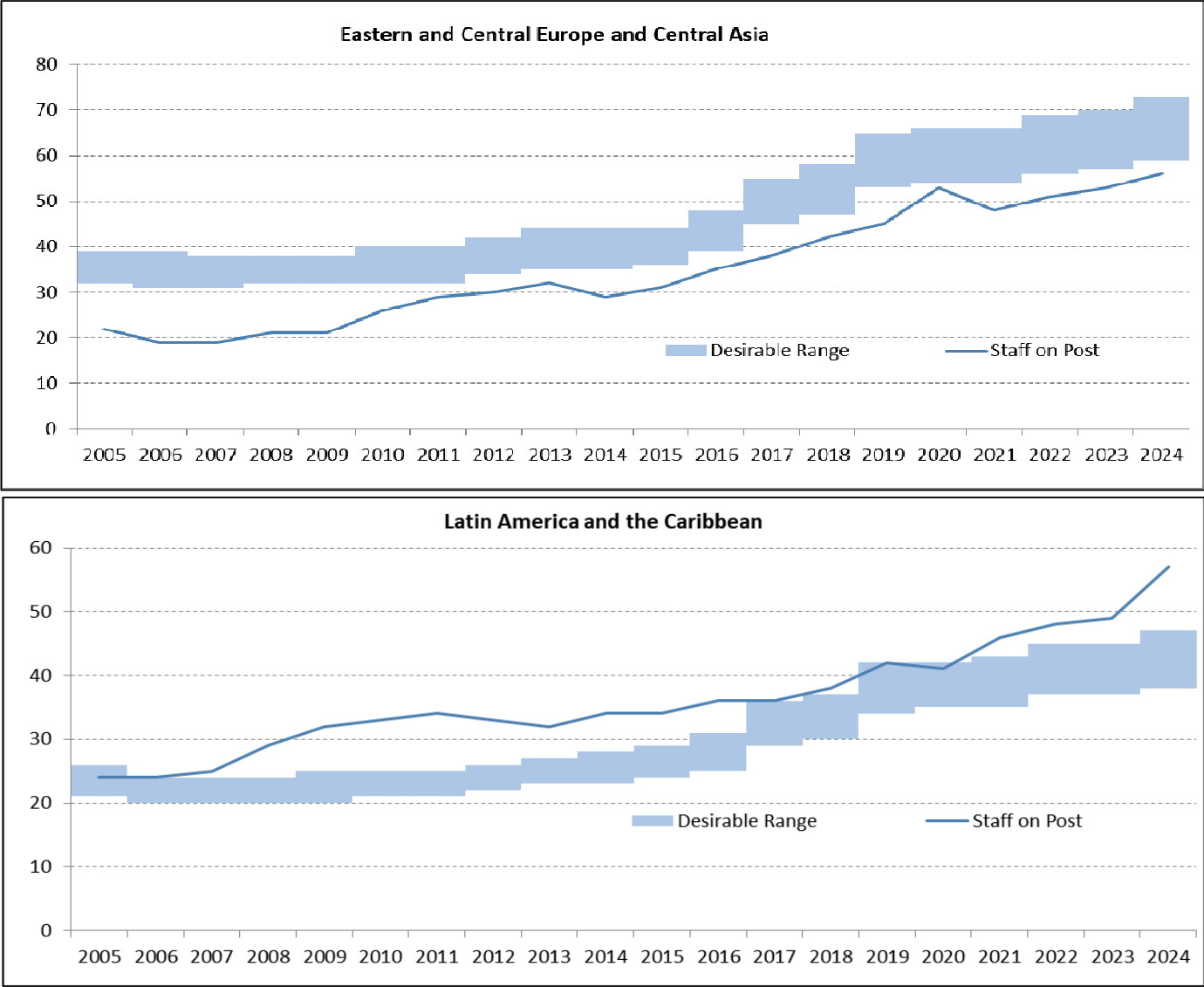


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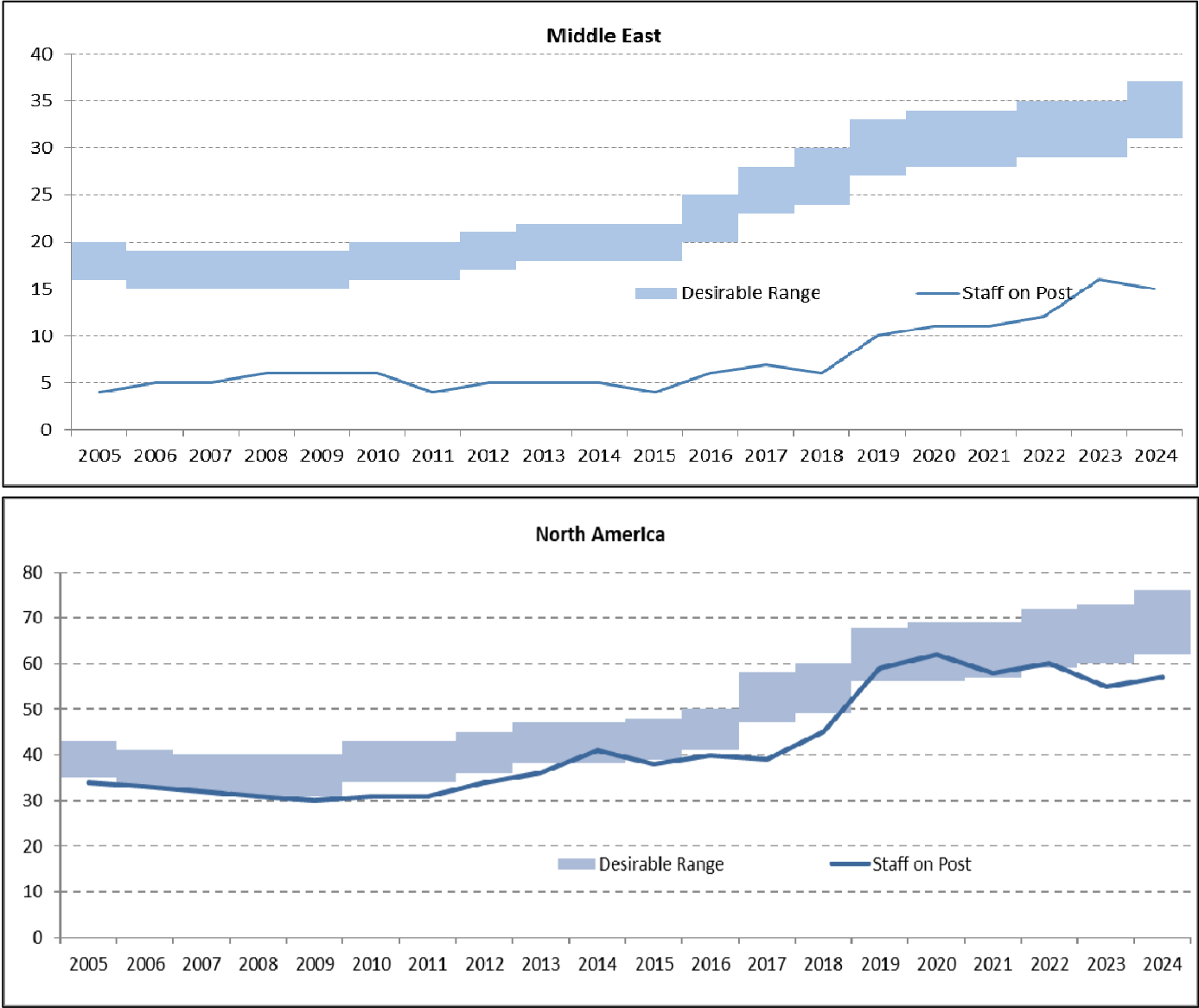


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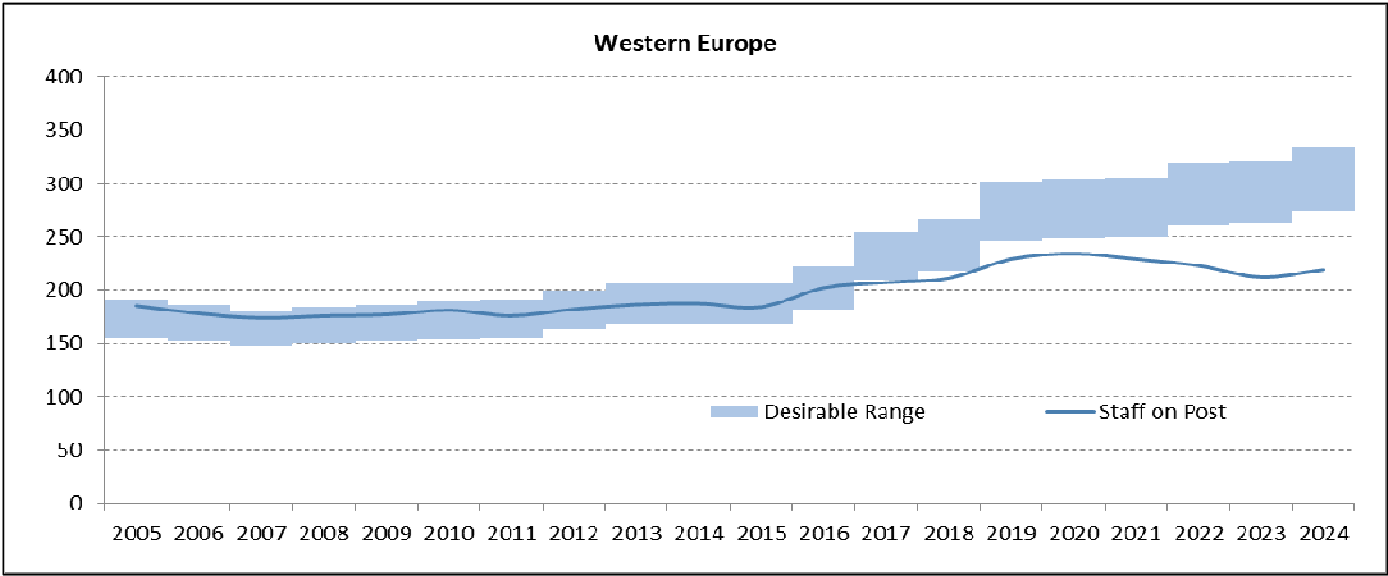


Table 4.

Posts subject to Geographical Distribution - by WIPO Groups

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 by nationality and grade (All types of appointments)

Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Group of Latin America and the Caribbean (GRULAC) (33)	0	1	3	2	10	19	16	5	1	57
Argentina				1	1	1	1			4
Barbados							1			1
Brazil			1	1		3	2			7
Chile			1		1	1				3
Colombia		1			1	1	2	3		8
Costa Rica							2			2
Cuba			1		1					2
Ecuador						2	1			3
El Salvador					1					1
Grenada						1				1
Guatemala						1				1
Haiti								2		2
Jamaica					1	2				3
Mexico						2	2			4
Nicaragua					1					1
Peru					2	2	1			5
Trinidad and Tobago						1	1		1	3
Uruguay						2	1			3
Venezuela (Bolivarian Republic of)					1		2			3
Unrepresented countries										
Antigua and Barbuda										
Bahamas										
Barbados										
Belize										
Bolivia (Plurinational State of)										
Dominica										
Dominican Republic										
Guyana										
Honduras										
Panama										
Paraguay										
Saint Kitts and Nevis										
Saint Lucia										
Saint Vincent and the Grenadines										
Suriname										
Grand Total	4	4	17	60	99	171	164	69	5	593