

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)

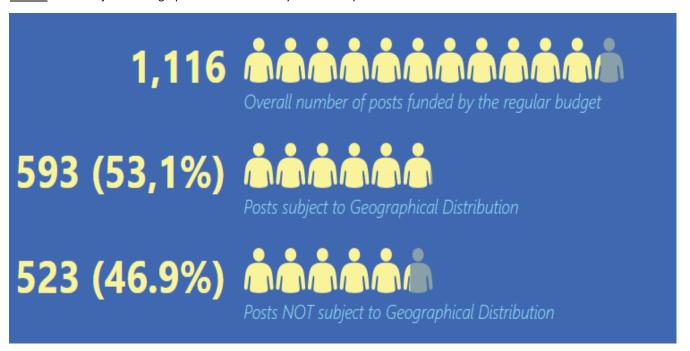
This report provides data on geographical distribution as at December 31, 2024 to WIPO Member States. The data generated is based on Staff Regulation 4.2, which defines the posts subject of geographical distribution, and the Principles of Geographical Distribution agreed upon by Member States, which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

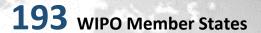
Table 1. Posts subject to Geographical Distribution - by Geographical Region

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





121 WIPO Member States represented on all posts

113 WIPO Member States represented on posts subject to Geographical Distribution

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
Africa (53)	0	1	0	6	13	15	15	13	2	65
Algeria		•		1	1	1	1	2	_	6
Brundi							1			1
Cameroon					1	2	1		1	5
Democratic Rep. of the Congo					'		1		'	1
					3	1	ı	1		5
Egypt Ethiopia				1	3	1		'		1
Ghana		1		I	1		1	3		6
		ı		4		2		3		
Kenya				1	1	2	1			5
Lesotho						1				1
Libyan Arab Jamahiriya					4	1		1		2
Malawi					1					1
Mauritania				1						1
Mauritius							1			1
Morocco					1	1		1		3
Mozambique							1			1
Niger								1		1
Nigeria					1		1	1		3
Rwanda						2				2
Senegal							1	1		2
South Africa				1	1	1	1	1		5
Togo							1			1
Tunisia					2	1	1			4
Uganda							2			2
United Republic of Tanzania						1				1
Zambia						1				1
Zimbabwe				1				1	1	3
Unrepresented countries										
Angola										
Botswana										
Burkina Faso										
Benin										
Cabo Verde										
Central African Republic										
Chad										
Comoros										
Congo										
Côte d'Ivoire										
Djibouti										
Equatorial Guinea										
Eritrea										
Eswatini										
Gabon										
Gambia										
Guinea										
Guinea-Bissau										
Liberia										
Madagascar										
Mali										
Namibia										
Sao Tome and Principe										
Seychelles										
Sierra Leone										
Somalia										
Sudan										

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	'			3	3	'	1	U		1
India					1	6	5	2		14
					ı	1	2			4
Indonesia	1	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
						3				
Republic of Moldova							3	1		4
Romania					2	2	2			6
Russian Federation				1	1	1	2	2		7
Serbia				1	1		2	2		1
Serbia Slovakia				1		1	2			1
Serbia				1			2	4		1

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	DDG	ADG	DZ	וט	гэ	F4	FJ	ΓZ	F	Granu Total
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
					4	2				
Jamaica Mexico					1	2	2			3 4
						2	2			
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										
	_	_	_	_	4	_		_		45
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							,			1
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
Officed States of Afficia				Э	/	9		3		3/

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) В Ε F Α Distribution of Distribution of Total (Number Desirable Percent of **Actual number** Geographical one-quarter Three-quarters Range contribution² of posts of posts)3 Regions (-10/+10(December of posts of posts B+C 2024) per cent) 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** 8.43 23.64 41.86 65.50 59 - 73 **Europe and Central Asia** Latin America and the 3.79 23.64 18.82 42.46 38 - 47 57 Caribbean 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

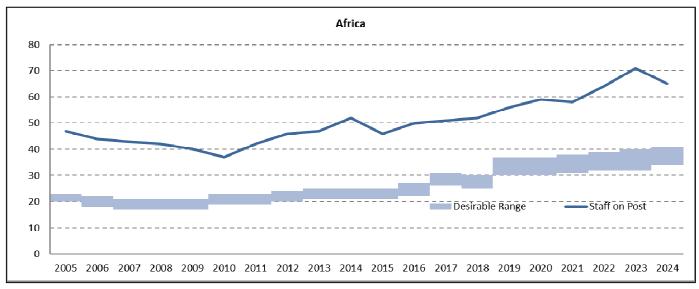
^{1 =} Based on Principles agreed upon by Member States, see document WO/CC/IX/2 entitled Geographical Distribution.

^{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)



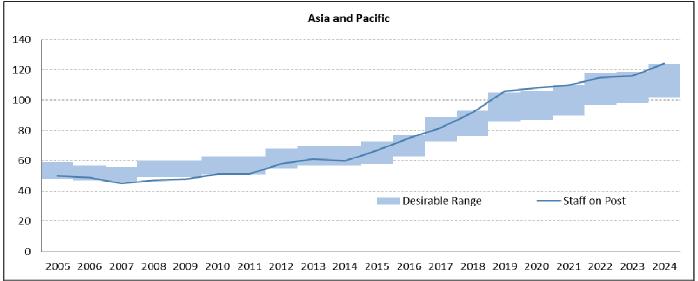
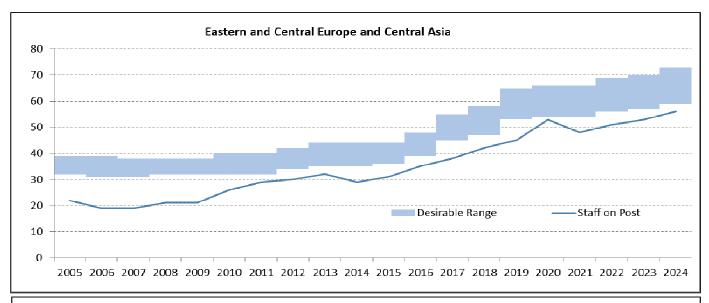


Table 3.

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



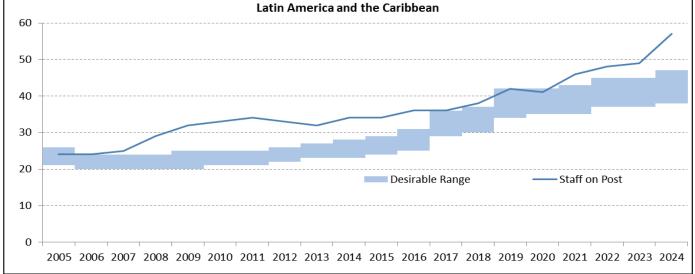
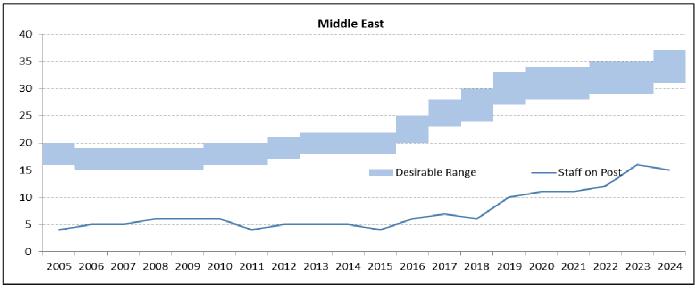


Table 3.

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



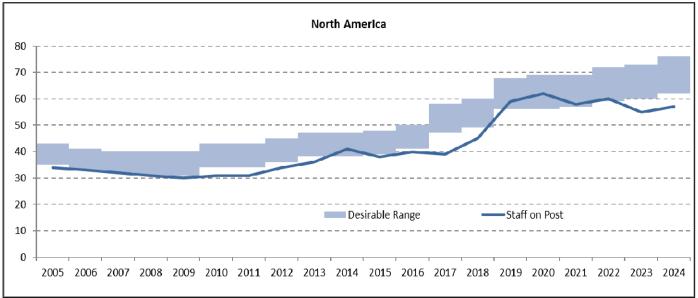


Table 3.

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

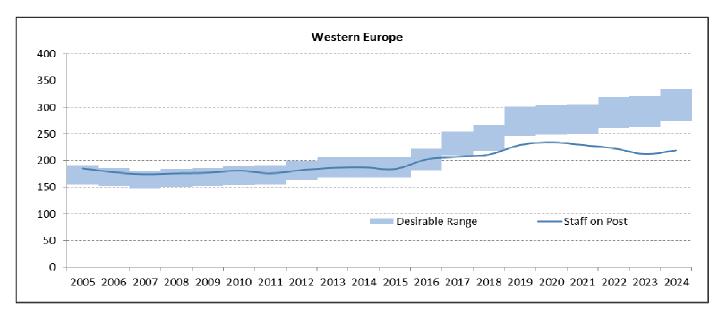


Table 4.

Posts subject to Geographical Distribution - by WIPO Groups by nationality and grade (All types of appointments)

Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Africa Group (53)		1	0	6	13	15	15	13	2	65
Algeria		•	•	1	1	1	1	2	_	6
Burundi					'	'	1			1
Cameroon					1	2	1		1	5
Democratic Rep. of the Congo					'		1		- '	1
Egypt					3	1	'	1		5
Ethiopia				1	3	'		'		1
Ghana		1			1		1	3		6
Kenya				1	1	2	1	3		5
Lesotho				1	-	1	'			1
						1		1		2
Libyan Arab Jamahiriya Malawi					1	ı		Į.		1
Mauritania				4	ı					1
				1						
Mauritius							1			1
Morocco					1	1		1		3
Mozambique							1			1
Niger								1		1
Nigeria					1		1	1		3
Rwanda						2				2
Senegal							1	1		2
South Africa				1	1	1	1	1		5
Togo							1			1
Tunisia					2	1	1			4
Uganda							2			2
United Republic of Tanzania						1				1
Zambia						1				1
Zimbabwe				1				1	1	3
Unrepresented countries										
Angola										
Botswana										
Burkina Faso										
Benin										
Cabo Verde										
Central African Republic										
Chad										
Comoros										
Congo										
Côte d'Ivoire										
Djibouti										
Equatorial Guinea										
Eritrea										
Eswatini										
Gabon										
Gambia										
Guinea										
Guinea-Bissau										
Liberia										
Madagascar										
Mali										
Namibia										
Sao Tome and Principe										
Seychelles										
Sierra Leone										
Somalia										
Sudan										
Oddan										

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

by nationality and grade (All types of appointments)

Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Asia and the Pacific Group (46)	1	0	6	14	22	17	12	1	0	73
Bangladesh	•	•		3	2	.,	12	•		5
Bhutan				3			1			1
Cambodia				1			1			1
Dem. People's Rep of Korea				1		1				1
India				1	6	5	2			14
Indonesia	1			1	1	2				4
Iran (Islamic Republic of)	1				1	1				2
Jordan					1	1				1
Lebanon			1	1	'					2
			ı	1	2					
Malaysia					2	1				3
Mongolia				1	1	1				3
Myanmar				1	2					3
Nepal					1					1
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
Syrian Arab Republic						1	2			3
Thailand			1	1			1	1		4
Viet Nam							1			1
Yemen						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										
Bahrain										
Iraq										
Kuwait										
Oman										
Qatar										
Saudi Arabia										
United Arab Emirates										
Group of Central Asian, Caucasus and										
Eastern European Countries (9)	0	0	0	1	2	4	4	5	0	16
Armenia								2		2
Azerbaijan						2				2
Belarus					1		1			2
Kyrgyzstan						1				1
Russian Federation				1	1	1	2	2		7
Uzbekistan						,	1	1		2
Unrepresented countries										_
Kazakhstan										
Tajikistan										
Turkmenistan										

Table 4. Posts subject to Geographical Distribution - by WIPO Groups by nationality and grade (All types of appointments)

Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Group of Central European and										
Baltic Countries (19)	0	0	0	1	7	15	11	6	0	40
Albania	-					2	1			3
Bosnia and Herzegovina							1			1
Bulgaria					2		1			3
Croatia					1		-			1
Czech Republic					-	1				1
Georgia						1				1
Hungary				1	1		1			3
Latvia				•	•	1	•			1
North Macedonia						2	1			3
Poland						3	1	1		5
Republic of Moldova							3	1		4
Romania					2	2	2			6
Serbia					1					1
Slovakia					-	1				1
Ukraine						2		4		6
Unrepresented countries						_				
Estonia										
Lithuania										
Montenegro										
Slovenia										
China	1	0	0	5	5	1	12	6		30
China	1	U	U	5	5	1	12	6		30
		_	_						_	
Group B (32)	2	2	8	31	40	100	94	33	2	312
Australia			1	1	1	5	1	1		10
Austria			1		1	2	1			5
Belgium			1		1	4		2		8
Canada				1	4	10	3	2		20
Cyprus				_	4	1	1			2
Denmark				1	1	1				3
Finland	4					1	00			1
France	1		11	3	9	26	26	6		72
Germany			1	1	4	7	7	2		22
Greece						3				3
Ireland						2	1	1		4
Israel				1		_	40			1
Italy				2	1	6	13	1		23
Japan Natharlanda		1	1	2	2	3	4	5		18
Netherlands				1	4		1	3		5
New Zealand				1	1					2
Norway				1		2				2
Portugal Spain				4		4	7	4	4	19
Spain Sweden				1	2	1	/	4	1	19 1
Sweden Switzerland			1	2	1	1	6	1	1	13
Türkiye			1		ı	1	1		ı	3
		1		7	F	12	11	1		37
United Kingdom United States of America	1	ı	1	5	5 7	9	11	3		37
Unrepresented countries	ı			3	/	9	11	3		3/
Andorra										
Holy See										
Iceland										
Liechtenstein										
Luxembourg										
Malta										
Monaco										
San Marino										

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