



C.N 4272

./ 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 June 30, 2026.

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.

August 26, 2026

WIPO GEOGRAPHICAL DISTRIBUTION REPORT (June 30, 2026)

This report provides data on geographical distribution as at June 30, 2026 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 approved by the WIPO Coordination Committee in 1975, 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

1,120



Overall number of posts funded by the regular budget

629 (56.3%)



Posts subject to Geographical Distribution

491 (43.7%)



Posts NOT subject to Geographical Distribution

194 WIPO Member States

121 WIPO Member States represented on all posts

114 WIPO Member States represented on posts subject to Geographical Distribution

By nationality and grade (all types of appointments)

Region/Country/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Africa (53)	0	1	0	6	11	17	22	13	0	70
Algeria				1	1	3	3	1		9
Benin						1				1
Burundi							1			1
Cameroon					1	1	1			3
Democratic Republic of the Congo							1			1
Egypt				1	2	1		3		7
Ethiopia				1						1
Gambia						1				1
Ghana		1		1			1	2		5
Kenya				1	1	2	2			6
Lesotho							1			1
Libya						1		1		2
Malawi					1					1
Mauritania				1						1
Mauritius							2			2
Morocco						1		1		2
Mozambique							1			1
Niger								1		1
Nigeria					1		1	1		3
Rwanda						3				3
Senegal							1	1		2
South Africa					2	1	1	1		5
Sudan							1			1
Togo							1			1
Tunisia					1	2				3
Uganda							3			3
Zambia					1		1			2
Zimbabwe								1		1
Unrepresented countries										
Angola										
Botswana										
Burkina Faso										
Cabo Verde										
Central African Republic										
Chad										
Comoros										
Congo										
Côte d'Ivoire										
Djibouti										
Equatorial Guinea										
Eritrea										
Eswatini										
Gabon										
Guinea										
Guinea-Bissau										
Liberia										
Madagascar										
Mali										
Namibia										
São Tomé and Príncipe										
Seychelles										
Sierra Leone										
Somalia										
United Republic of Tanzania										
Asia and the Pacific (39)	2	1	3	13	22	35	35	27	5	143
Australia			1	1	1	4	2	2		11
Bangladesh					3	2				5
Bhutan							1			1
Cambodia					1					1
China	1		1	3	5	5	12	8	2	37
India				1	2	6	5	4	1	19
Indonesia	1					1	2			4
Japan		1	1	2	1	5	5	4		19
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				2	1		4	2		9
Republic of Korea				2	3	2	2	4	1	14
Singapore				1		1			1	3
Sri Lanka						1	1			2
Thailand				1	1			1		3
Viet Nam								2		2

Table 1.**Posts subject to Geographical Distribution - by Geographical Region under the 1975 Accord**

By nationality and grade (all types of appointments)

Region/Country/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Unrepresented countries										
Afghanistan										
Brunei Darussalam										
Cook Islands										
Democratic People's Republic of Korea										
Fiji										
Kiribati										
Lao People's Democratic Republic										
Maldives										
Marshall Islands										
Micronesia (Federated States of)										
Niue										
Papua New Guinea										
Republic of Naoera										
Samoa										
Solomon Islands										
Timor-Leste										
Tonga										
Tuvalu										
Vanuatu										
Eastern and Central Europe and Central Asia (28)	0	0	0	2	7	24	19	16	2	70
Albania						2	1	1		4
Armenia							1	2		3
Azerbaijan						2				2
Belarus					1	1				2
Bosnia and Herzegovina							1			1
Bulgaria					1		1			2
Croatia					1					1
Czech Republic						1				1
Georgia						1				1
Hungary				1	1		1			3
Kazakhstan								1	1	2
Kyrgyzstan						1	1			2
Latvia						1				1
Lithuania							1			1
Montenegro								1		1
North Macedonia						3	1			4
Poland						3	1	2		6
Republic of Moldova							3	1		4
Romania					1	4	1			6
Russian Federation				1	1	1	4	3		10
Serbia					1					1
Slovakia						1				1
Ukraine						3	1	3	1	8
Uzbekistan							1	2		3
Unrepresented countries										
Tajikistan										
Turkmenistan										
Estonia										
Slovenia										
Latin America and the Caribbean (33)	0	1	2	3	10	17	18	7	1	59
Antigua and Barbuda								1		1
Argentina				1	1	2	3	1		8
Brazil			1	1		3	5		1	11
Chile			1		1	2				4
Colombia		1			3	1	2	3		10
Costa Rica							2			2
Cuba					1					1
Ecuador							2			2
Guatemala						1				1
Haiti								2		2
Jamaica					1	1				2
Mexico						3	1			4
Nicaragua				1						1
Peru					2	2	1			5
Trinidad and Tobago							1			1
Uruguay						2				2
Venezuela (Bolivarian Republic of)					1		1			2

Table 1.
Posts subject to Geographical Distribution - by Geographical Region under the 1975 Accord
By nationality and grade (all types of appointments)

Region/Country/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Unrepresented countries										
Bahamas										
Barbados										
Belize										
Bolivia (Plurinational State of)										
Dominica										
Dominican Republic										
El Salvador										
Grenada										
Guyana										
Honduras										
Panama										
Paraguay										
Saint Kitts and Nevis										
Saint Lucia										
Saint Vincent and the Grenadines										
Suriname										
Middle East (15)	0	0	0	4	0	4	5	5	0	18
Cyprus						1	1			2
Iran (Islamic Republic of)						1	2			3
Israel				1						1
Jordan						1				1
Lebanon				2						2
Oman								1		1
Syrian Arab Republic						1	1	2		4
Türkiye				1			1	2		4
Unrepresented countries										
Bahrain										
Iraq										
Kuwait										
Qatar										
Saudi Arabia										
United Arab Emirates										
Yemen										
North America (2)	1	0	1	6	9	23	11	6	0	57
Canada				1	3	11	3	2		20
United States of America	1		1	5	6	12	8	4		37
Western Europe (24)	1	1	5	17	26	75	68	18	1	212
Austria			1		1	2	1			5
Belgium			1		3	3				7
Denmark				1	1	1				3
Finland						1				1
France	1		1	4	8	25	22	9		70
Germany			1	1	4	9	9	1		25
Greece						3	1	1		5
Ireland						2		1		3
Italy				2	1	8	10	1		22
Netherlands				1			1	2		4
Norway				1			1			2
Portugal						2				2
Spain				1	2	6	9	2	1	21
Switzerland			1	2	1	2	6			12
United Kingdom		1		4	5	11	8	1		30
Unrepresented countries										
Andorra										
Holy See										
Iceland										
Liechtenstein										
Luxembourg										
Malta										
Monaco										
San Marino										
Sweden										
Grand Total	4	4	11	51	85	195	178	92	9	629

Geographical Distribution of Posts (as of June 30, 2026)¹

(Fixed-Term, Continuing Permanent and Temporary)

Geographical Regions	A Percent of contribution ²	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 (June 2026)
Africa	2.72	23.71	13.55	37.26	34 - 41	70
Asia and the Pacific	17.88	23.71	89.05	112.76	101 - 124	142
Eastern and Central Europe and Central Asia	8.42	23.71	41.93	65.64	59 - 72	70
Latin America and the Caribbean	3.79	23.71	18.88	42.59	38 - 47	59
Middle East	2.03	23.71	10.11	33.82	30 - 37	19
North America	9.06	23.71	45.12	68.83	62 - 76	57
Western Europe	56.1	23.71	279.39	303.10	272 - 333	212
	100.0	166.0	498.0	664.0		629

¹ = Based on Principles agreed upon by Member States in 1975; see document WO/CC/IX/2, dated June 30, 1975.

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 (2006 - 2026)

The following graphs show the evolution of the distribution of staff by geographical region since 2006, compared to the desirable ranges established by the Principles of Geographical Distribution agreed by WIPO Member States in 1975.

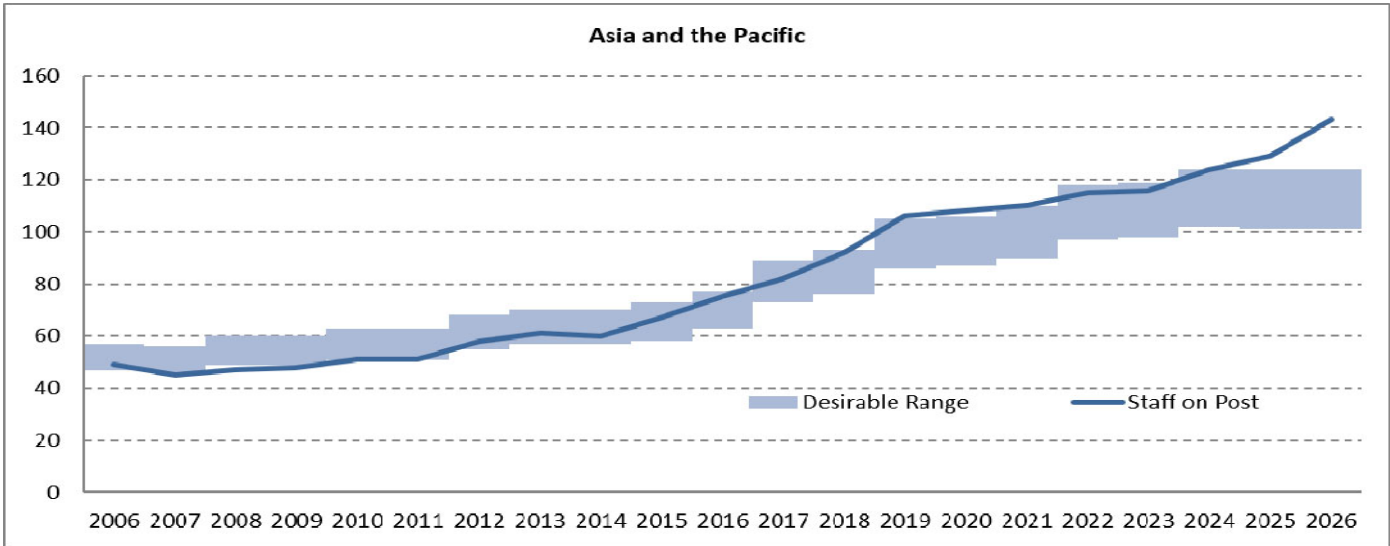
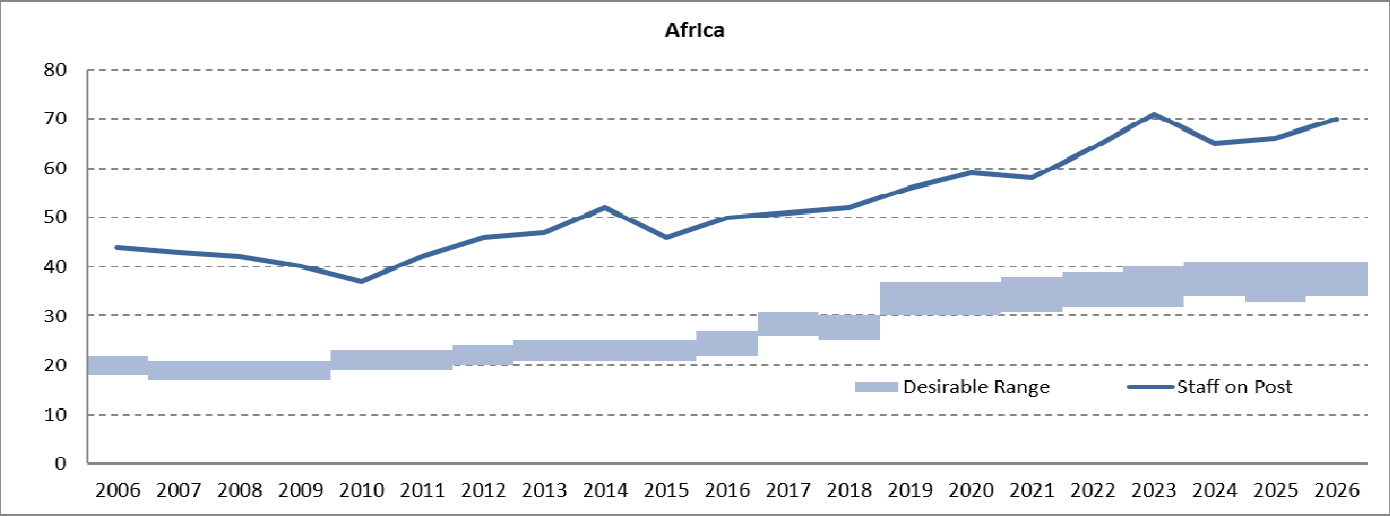


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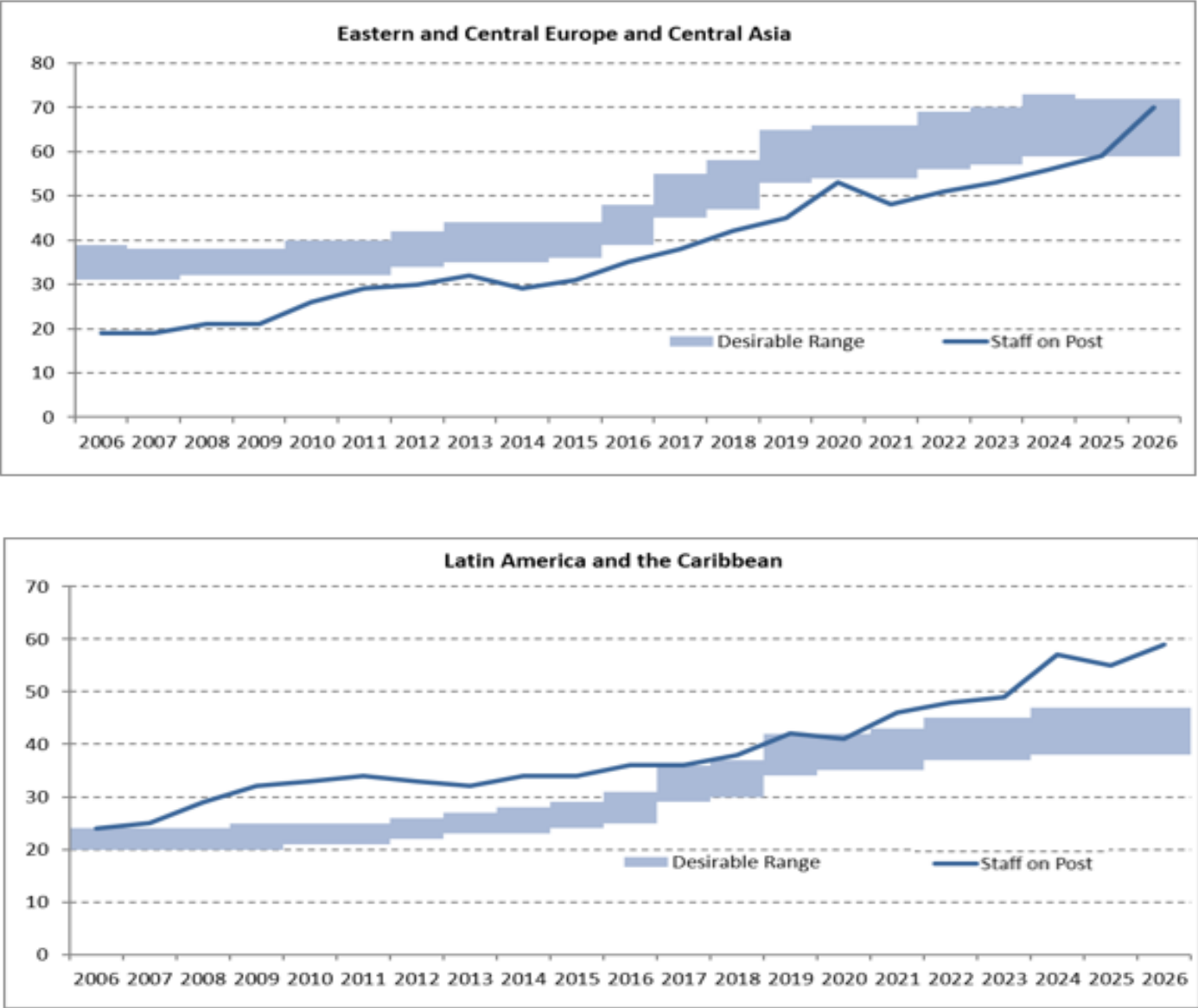


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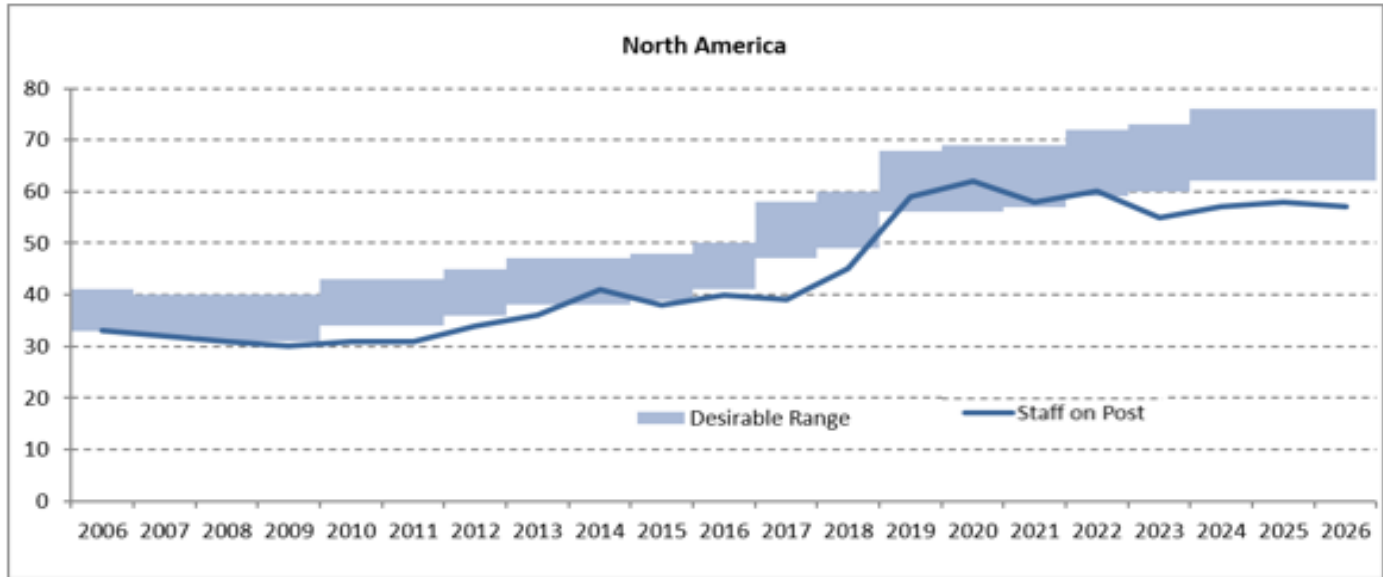
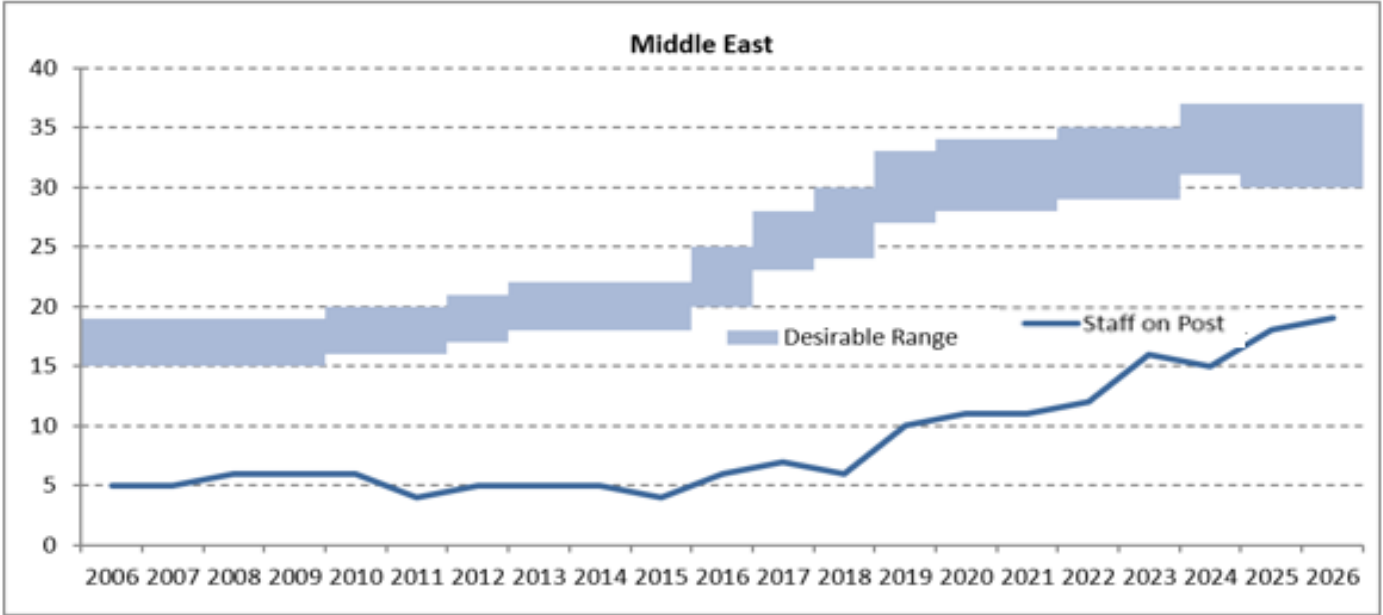
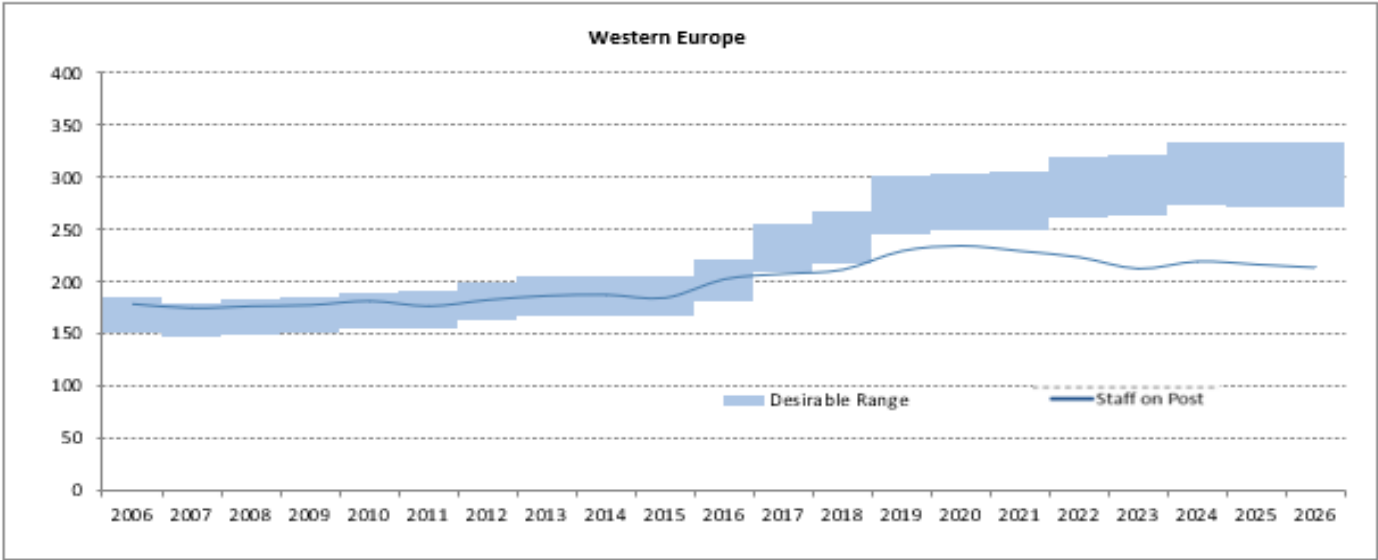


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By nationality and grade (all types of appointments)

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

By nationality and grade (all types of appointments)

[illegible]

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Posts subject to Geographical Distribution - by WIPO Groups

By nationality and grade (all types of appointments)

[illegible]

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

By nationality and grade (all types of appointments)

Group/Country/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Group of Latin America and the Caribbean (GRULAC) (33)	0	1	2	3	10	17	18	7	1	59
Antigua and Barbuda								1		1
Argentina				1	1	2	3	1		8
Brazil			1	1		3	5		1	11
Chile			1		1	2				4
Colombia		1			3	1	2	3		10
Costa Rica							2			2
Cuba					1					1
Ecuador							2			2
Guatemala						1				1
Haiti								2		2
Jamaica					1	1				2
Mexico						3	1			4
Nicaragua				1						1
Peru					2	2	1			5
Trinidad and Tobago							1			1
Uruguay						2				2
Venezuela (Bolivarian Republic of)					1		1			2
Unrepresented countries										
Bahamas										
Barbados										
Belize										
Bolivia (Plurinational State of)										
Dominica										
Dominican Republic										
El Salvador										
Grenada										
Guyana										
Honduras										
Panama										
Paraguay										
Saint Kitts and Nevis										
Saint Lucia										
Saint Vincent and the Grenadines										
Suriname										
Grand Total	4	4	11	51	85	195	178	92	9	629