



C.N 4252

./. 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, 2025.

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.

DT

January 13, 2026

WIPO GEOGRAPHICAL DISTRIBUTION REPORT (June 30, 2025)

This report provides data on geographical distribution as at June 30, 2025 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.

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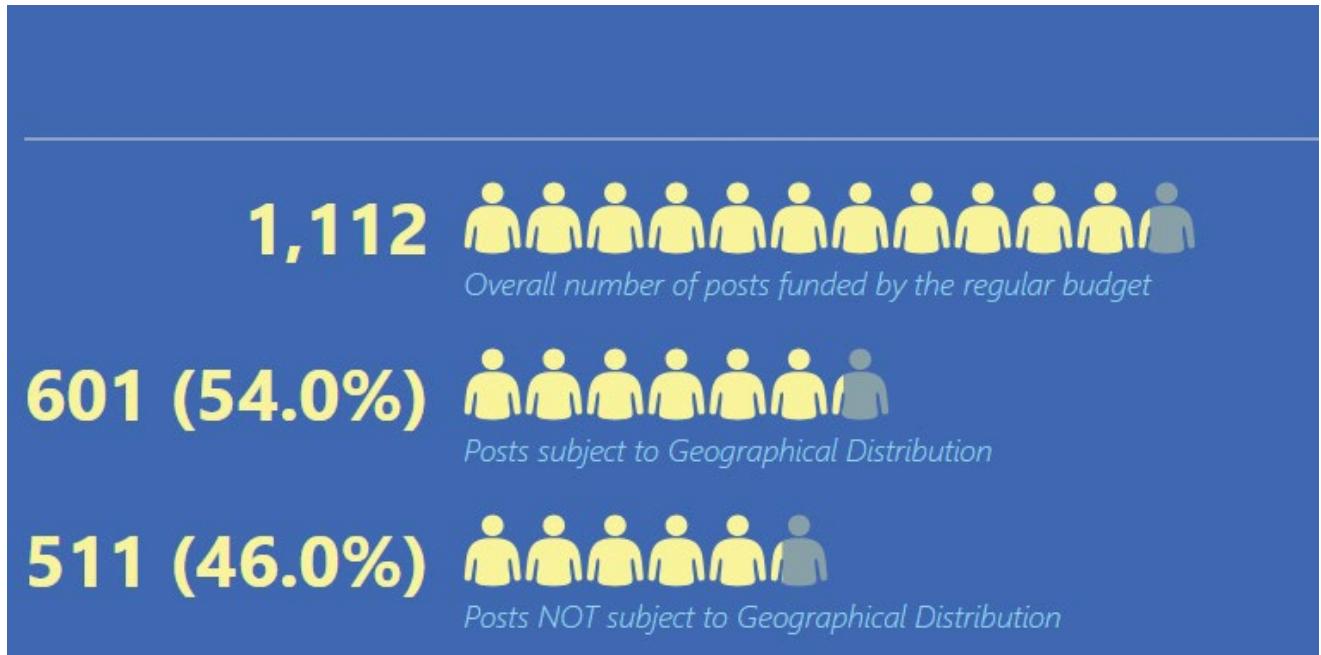


Table 1.

Posts subject to Geographical Distribution - by Geographical Region under the 1975 Accord

by nationality and grade (All types of appointments)

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

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	13	22	31	33	24	1	129
Australia			1	1	1	5	1	1		10
Bangladesh					3	2				5
Bhutan							1			1
Cambodia					1					1
China	1			4	5	2	13	8		33
Dem. People's Rep of Korea							1			1
India					2	6	5	3		16
Indonesia	1					1	1			3
Japan		1	1	2	1	3	4	5		17
Malaysia					1	2				3
Mongolia					1	1	1			3
Myanmar					1	2				3
Nepal						1				1
New Zealand				1	1	1				3
Pakistan						1				1
Philippines					1	1		3	2	7
Republic of Korea				2	3	2	2	3		12
Singapore				1		1				2
Sri Lanka						1	1			2
Thailand				1	1				1	3
Viet Nam								2		2
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	21	16	11	0	59
Albania					1	1				2
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
Montenegro								1		1
North Macedonia						2	1			3
Poland						3	1	2		6
Republic of Moldova							3	1		4
Romania					2	3	1			6
Russian Federation			1	1	1	4	1			8
Serbia					1					1
Slovakia						1				1
Ukraine						3	1	3		7
Uzbekistan							1	1		2

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Region/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Unrepresented countries										
Lithuania										
Kazakhstan										
Tajikistan										
Turkmenistan										
Estonia										
Slovenia										
Latin America and the Caribbean (33)	0	1	1	3	11	17	16	5	1	55
Argentina				1	1	1	2			5
Barbados							1			1
Brazil			1			3	2			6
Chile			1		1	1				3
Colombia		1			1	1	2	3		8
Costa Rica							2			2
Cuba			1		1					2
Ecuador							2			2
El Salvador					1					1
Grenada						1				1
Guatemala						1				1
Haiti								2		2
Jamaica				2	1					3
Mexico					3	1				4
Nicaragua					1					1
Peru				2	2	1				5
Trinidad and Tobago						1	1		1	3
Uruguay					2					2
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	7	4	0	18
Cyprus					1	1				2
Iran (Islamic Republic of)						1	2			3
Israel				1						1
Jordan						1				1
Lebanon				1	1					2
Oman								1		1
Syrian Arab Republic						2	2			4
The Republic of Türkiye				1		1	1			3
Yemen							1			1
Unrepresented countries										
Bahrain										
Iraq										
Kuwait										
Qatar										
Saudi Arabia										
United Arab Emirates										
North America (2)	1	0	1	6	11	19	14	6	0	58
Canada				1	4	10	4	2		21
United States of America	1		1	5	7	9	10	4		37

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Region/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Western Europe (24)	1	1	5	19	25	73	73	18	1	216
Austria			1		1	2	1			5
Belgium			1		2	4		1		8
Denmark				1	1	1				3
Finland						1				1
France	1		1	4	8	27	25	6		72
Germany			1	1	4	8	8	3		25
Greece						2	1			3
Ireland						2	1			3
Italy				2	1	6	13	1		23
Netherlands				1			1	2		4
Norway				1						1
Portugal						2				2
Spain				1	2	5	8	3	1	20
Switzerland			1	2	1	2	5	1		12
United Kingdom		1		6	5	11	10	1		34
Unrepresented countries										
Andorra										
Holy See										
Iceland										
Liechtenstein										
Luxembourg										
Malta										
Monaco										
San Marino										
Sweden										
Grand Total	4	4	9	52	93	178	175	83	3	601

Table 2.
Posts subject to Geographical Distribution - Ranges

Geographical Regions	Geographical Distribution of Posts (as of June 30, 2025) ¹					
	(Fixed-Term, Continuing Permanent and Temporary)	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)
Africa	2.73	23.64	13.46	37.10	33 - 41	66
Asia and the Pacific	17.86	23.64	88.68	112.32	101 - 124	129
Eastern and Central Europe and Central Asia	8.43	23.64	41.86	65.50	59 - 72	59
Latin America and the Caribbean	3.79	23.64	18.67	42.31	38 - 47	55
Middle East	2.03	23.64	10.08	33.72	30 - 37	18
North America	9.06	23.64	44.98	68.62	62 - 76	58
Western Europe	56.1	23.64	278.55	302.19	272 - 333	216
	100.0	165.5	496.3	661.8		601

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 (2006-2025)**

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.



Table 3.**Posts subject to Geographical Distribution - Evolution by Geographical Region (2006-2025)**

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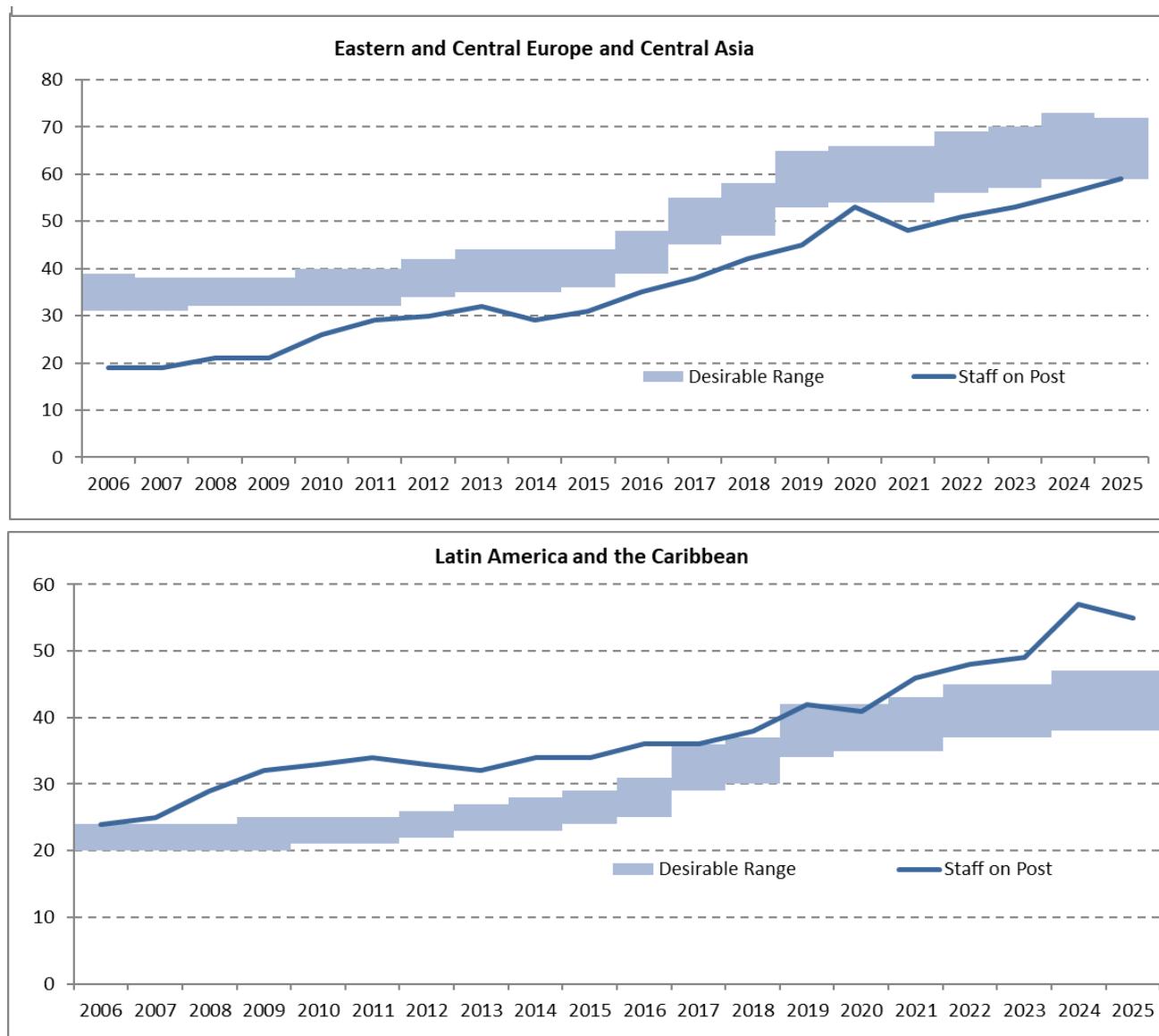


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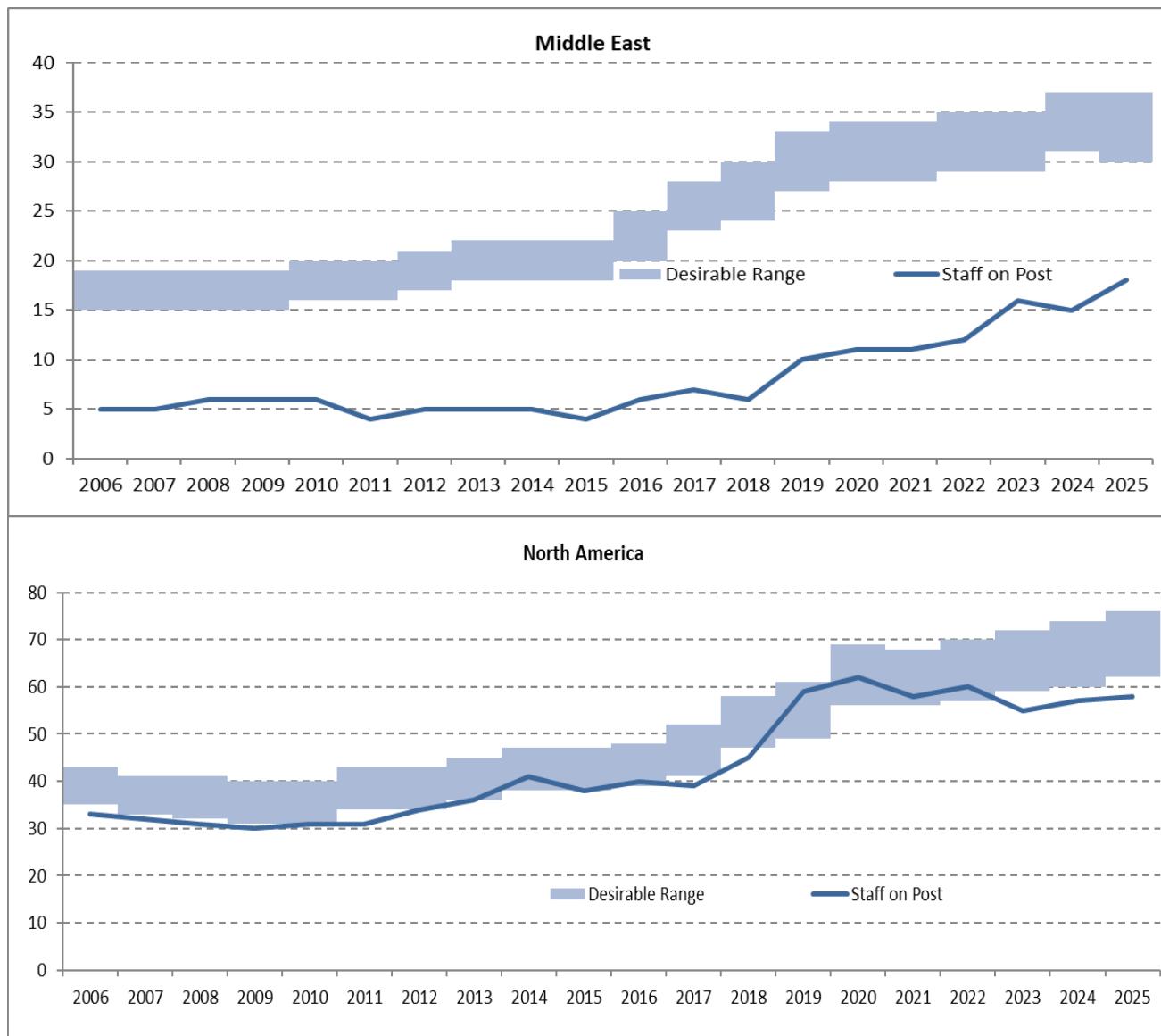


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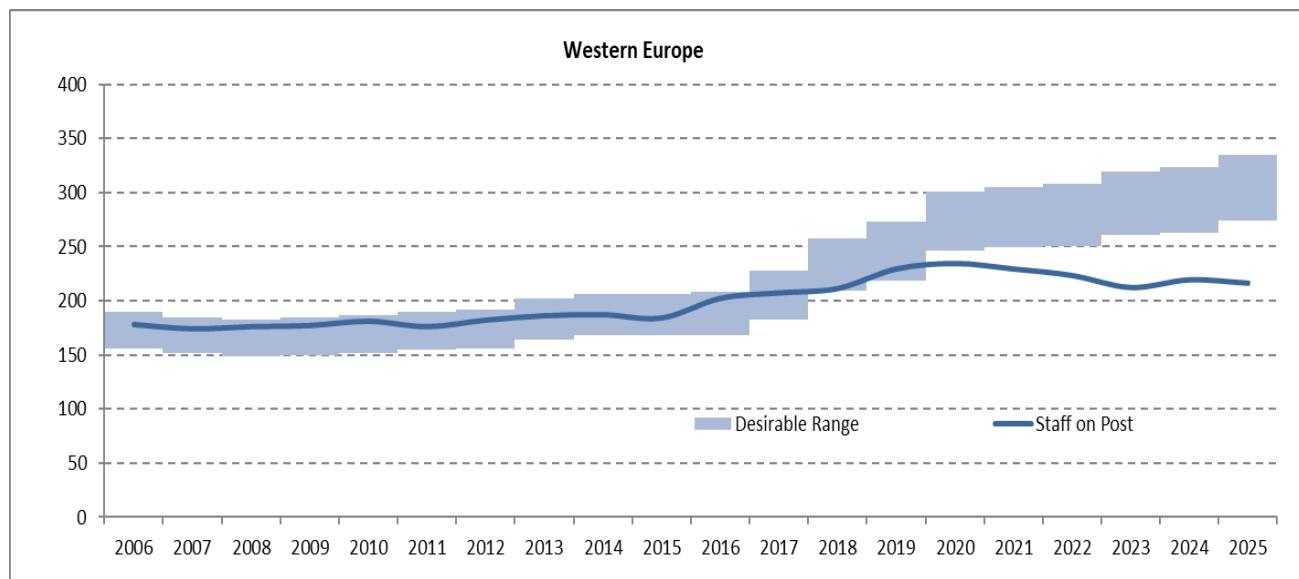


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Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Group of Latin America and the Caribbean (GRULAC) (33)	0	1	3	1	11	17	16	5	1	55
Argentina				1	1	1	2			5
Barbados							1			1
Brazil			1			3	2			6
Chile			1		1	1				3
Colombia		1			1	1	2	3		8
Costa Rica							2			2
Cuba			1		1					2
Ecuador							2			2
El Salvador					1					1
Grenada						1				1
Guatemala						1				1
Haiti								2		2
Jamaica					2	1				3
Mexico						3	1			4
Nicaragua					1					1
Peru					2	2	1			5
Trinidad and Tobago						1	1		1	3
Uruguay						2				2
Venezuela (Bolivarian Republic of)					1		2			3
Unrepresented countries										
Antigua and Barbuda										
Bahamas										
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Dominica										
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Guyana										
Honduras										
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Saint Kitts and Nevis										
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Suriname										
Grand Total	4	4	11	50	93	178	175	83	3	601