



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.

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

**1,112**   
*Overall number of posts funded by the regular budget*

**601 (54.0%)**   
*Posts subject to Geographical Distribution*

**511 (46.0%)**   
*Posts NOT subject to Geographical Distribution*

**193** WIPO Member States

**124** WIPO Member States represented on all posts

**115** WIPO Member States represented on posts subject to Geographical Distribution

### Table 1.

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

by nationality and grade (All types of appointments)

[illegible]

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
<b>Asia and the Pacific (38)</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>13</b>	<b>22</b>	<b>31</b>	<b>33</b>	<b>24</b>	<b>1</b>	<b>129</b>
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
<b>Unrepresented countries</b>										
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										
<b>Eastern and Central Europe and Central Asia (28)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>21</b>	<b>16</b>	<b>11</b>	<b>0</b>	<b>59</b>
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

**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
<b>Unrepresented countries</b>										
Lithuania										
Kazakhstan										
Tajikistan										
Turkmenistan										
Estonia										
Slovenia										
<b>Latin America and the Caribbean (33)</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>11</b>	<b>17</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>55</b>
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
<b>Unrepresented countries</b>										
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										
<b>Middle East (15)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>18</b>
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
<b>Unrepresented countries</b>										
Bahrain										
Iraq										
Kuwait										
Qatar										
Saudi Arabia										
United Arab Emirates										
<b>North America (2)</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>11</b>	<b>19</b>	<b>14</b>	<b>6</b>	<b>0</b>	<b>58</b>
Canada				1	4	10	4	2		21
United States of America	1		1	5	7	9	10	4		37

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
<b>Western Europe (24)</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>19</b>	<b>25</b>	<b>73</b>	<b>73</b>	<b>18</b>	<b>1</b>	<b>216</b>
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
<b>Unrepresented countries</b>										
Andorra										
Holy See										
Iceland										
Liechtenstein										
Luxembourg										
Malta										
Monaco										
San Marino										
Sweden										
<b>Grand Total</b>	<b>4</b>	<b>4</b>	<b>9</b>	<b>52</b>	<b>93</b>	<b>178</b>	<b>175</b>	<b>83</b>	<b>3</b>	<b>601</b>

**Table 2.**  
**Posts subject to Geographical Distribution - Ranges**

<b>Geographical Distribution of Posts (as of June 30, 2025)<sup>1</sup></b> (Fixed-Term, Continuing Permanent and Temporary)						
<b>Geographical Regions</b>	<b>A Percent of contribution<sup>2</sup></b>	<b>B Distribution of one-quarter of posts</b>	<b>C Distribution of Three-quarters of posts</b>	<b>D Total (Number of posts)<sup>3</sup> B + C</b>	<b>E Desirable Range (– 10 / + 10 per cent)</b>	<b>F Actual number of posts (June 2024)</b>
<b>Africa</b>	2.73	23.64	13.46	37.10	<b>33 - 41</b>	<b>66</b>
<b>Asia and the Pacific</b>	17.86	23.64	88.68	112.32	<b>101 - 124</b>	<b>129</b>
<b>Eastern and Central Europe and Central Asia</b>	8.43	23.64	41.86	65.50	<b>59 - 72</b>	<b>59</b>
<b>Latin America and the Caribbean</b>	3.79	23.64	18.67	42.31	<b>38 - 47</b>	<b>55</b>
<b>Middle East</b>	2.03	23.64	10.08	33.72	<b>30 - 37</b>	<b>18</b>
<b>North America</b>	9.06	23.64	44.98	68.62	<b>62 - 76</b>	<b>58</b>
<b>Western Europe</b>	56.1	23.64	278.55	302.19	<b>272 - 333</b>	<b>216</b>
	<b>100.0</b>	<b>165.5</b>	<b>496.3</b>	<b>661.8</b>		<b>601</b>

<sup>1</sup> = Based on Principles agreed upon by Member States in 1975; see document WO/CC/IX/2, dated June 30, 1975.  
<sup>2</sup> = Based on the payable contributions by Member States for each region (source: Finance Division).  
<sup>3</sup> = 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)**

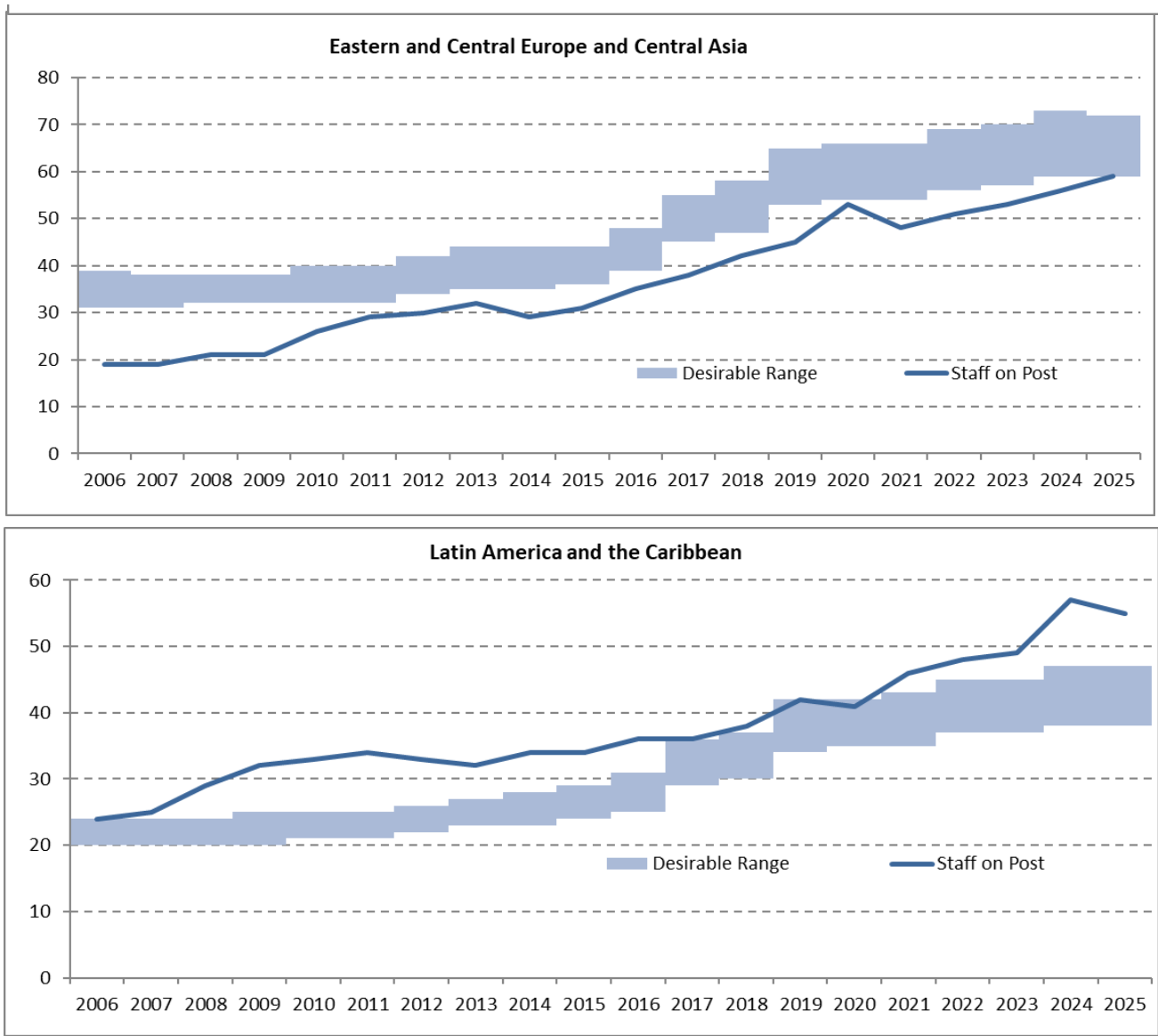
The following graphs show the evolution of the distribution of staff by geographical region since 2006, compared to the desirable ranges established by the Principles of Geographical Distribution agreed by WIPO Member States in 1975.





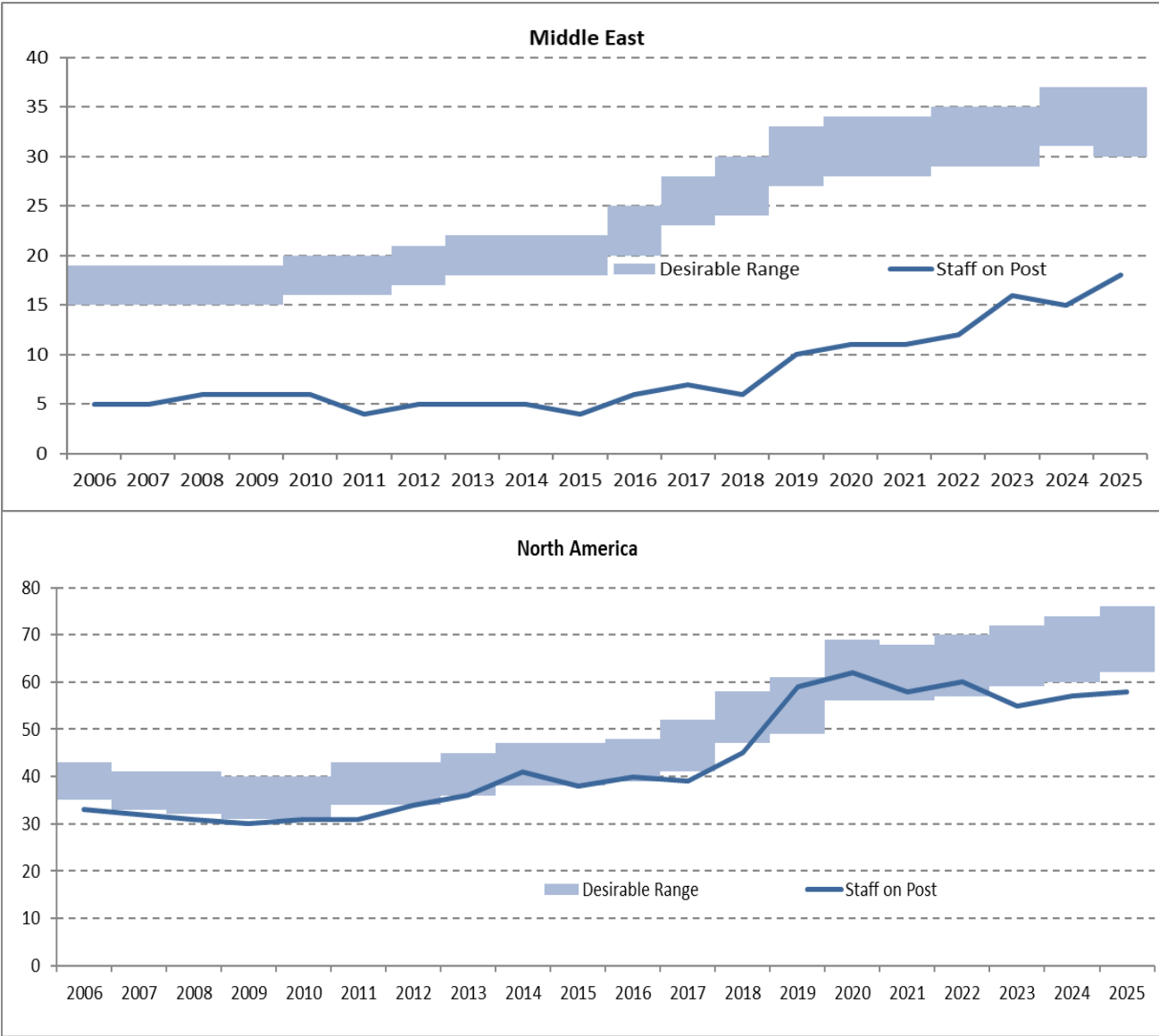
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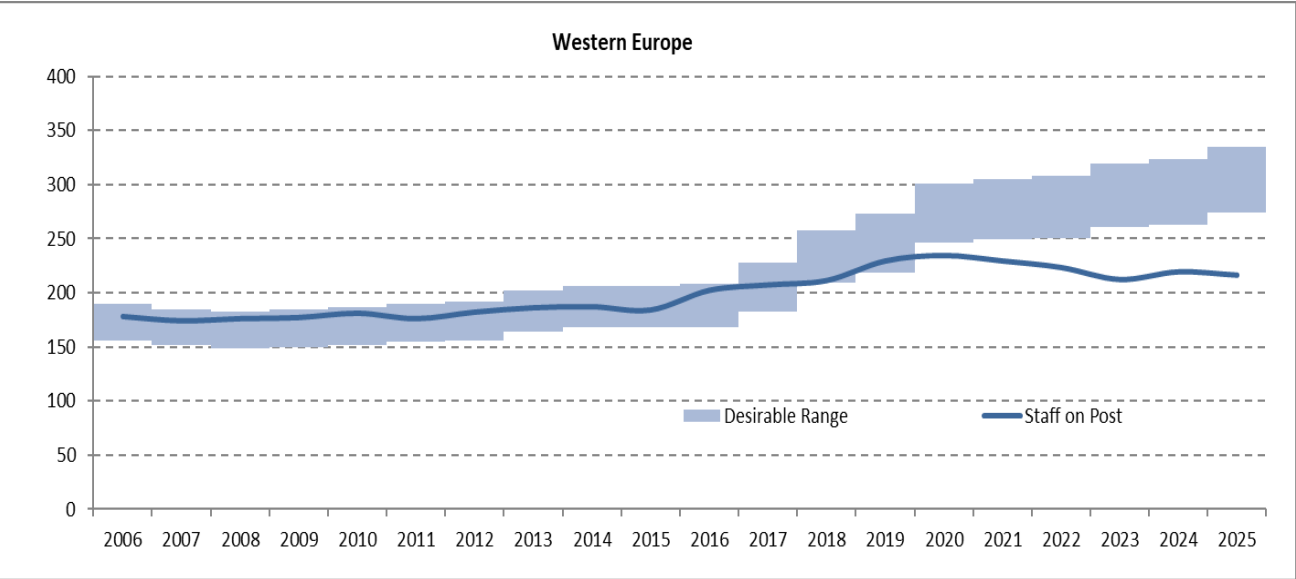
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The following graphs show the evolution of the distribution of staff by geographical region since 2006, compared to the desirable ranges established by the Principles of Geographical Distribution agreed by WIPO Member States in 1975.



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

[illegible]

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**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
<b>Group of Latin America and the Caribbean (GRULAC) (33)</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>11</b>	<b>17</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>55</b>
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
<b>Unrepresented countries</b>										
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										
<b>Grand Total</b>	<b>4</b>	<b>4</b>	<b>11</b>	<b>50</b>	<b>93</b>	<b>178</b>	<b>175</b>	<b>83</b>	<b>3</b>	<b>601</b>