

C.N 4177

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, 2023.

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.

March 27, 2024

WIPO GEOGRAPHICAL DISTRIBUTION REPORT (December 31, 2023)

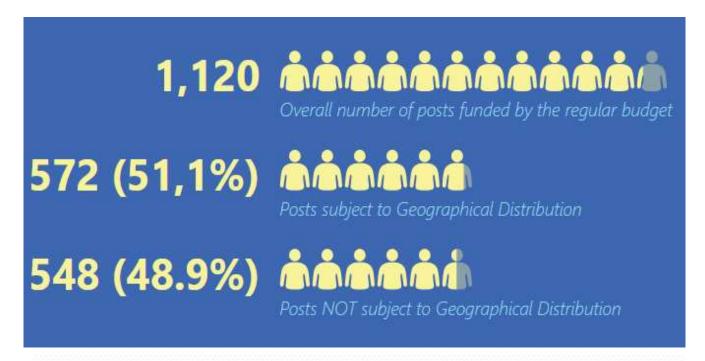
This report provides data on geographical distribution as at December 31, 2023 to WIPO Member States. The data generated is based on Staff Regulation 4.2, which defines the posts subject of geographical distribution, and the Principles of Geographical Distribution approved by the WIPO Coordination Committee 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 under the 1975 Accord

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



193 WIPO Member States

122 WIPO Member States represented on all posts

112 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)

Region/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Africa Group (53)	0	1	1	6	12	18	16	13	4	71
Algeria		- '	•	1	1	1	10	3	_	6
Brundi				1	<u> </u>	<u> </u>	1	3		1
Cameroon					1	2	1	1	1	6
Democratic Rep. of the Congo								l I	Į.	
					1	1	1			3
Egypt			1	1	2	2		1		7
Ethiopia					1					1
Ghana		1			1	_	1	2	1	6
Kenya				1		2	2	1	1	7
Lesotho						1				1
Libyan Arab Jamahiriya						1				1
Malawi					1					1
Mauritania				1						1
Mauritius							1			1
Morocco					1	1		1		3
Mozambique							1			1
Niger								1		1
Nigeria					1			1		2
Rwanda						2				2
Senegal						1	2			3
South Africa				1		1	1	1		4
Togo							1			1
Tunisia					2	1	1			4
Uganda							2		1	3
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 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	15	23	27	27	18	1	116
Australia			1	1	1	5	1	1		10
Bangladesh					3	2				5
Bhutan								1		1
Cambodia					2					2
China	1			5	5	1	10	4		26
Dem. People's Rep of Korea							1			1
India					1	4	5	4		14
Indonesia	1					1	1			3
Japan		1	1	2	2	4	4	3		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				2
Philippines				1	1		3	1		6
Republic of Korea				2	3	2		1		8
Singapore				1		_				1
Sri Lanka						1	1			2
Thailand				1	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	8	19	14	10	0	53
Albania						2				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
Lithuania							1			1
North Macedonia						2	1			3
Poland						2	1	1		4
Republic of Moldova							2	2		4
Romania					2	3	2			7
Russian Federation				1	1	1	2	4		9
Serbia				1	1	1		4		1
Slovakia						1				1
Ukraine						1		1		2
										4
Uzbekistan							1			1

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
Unrepresented countries										
Kazakhstan										
Tajikistan										
Turkmenistan										
Estonia										
Montenegro										
Slovenia										
Latin America and the Caribbean (33)	0	1	1	3	9	18	11	6	0	49
	U		ı						U	
Argentina				1	1	1	1	1		5
Brazil				2		2	2			6
Chile					1	1		_		2
Colombia		1			1	1		2		5
Costa Rica							2			2
Cuba			1		1					2
Ecuador						2		1		3
El Salvador					1					1
Grenada						1				1
Guatemala						1				1
Haiti								1		1
Jamaica						2				2
Mexico						2	2	1		5
Nicaragua					1					1
Peru					2	2	1			5
Trinidad and Tobago					_	1	· ·			1
Uruguay						2	1			3
Venezuela (Bolivarian Republic of)					1		2			3
Unrepresented countries					- '					3
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										
Middle East (15)	0	0	0	3	1	4	5	3		16
	U		U			1	1	J		2
Cyprus							1			2
Iran (Islamic Republic of)						1	1			
Israel				1						1
Jordan						1				1
Lebanon				1	1			1		3
Syrian Arab Republic						1	1	2		4
Türkiye				1			1			2
Yemen							1			1
Unrepresented countries										
Bahrain										
Iraq										
Kuwait										
Oman										
Qatar										
Saudi Arabia										
United Arab Emirates										
	4	^	4	_	40	40	40	4	^	
North America (2)	1	0	1	6	12	18	13	4	0	55
('onodo				1	4	10	3			18
Canada United States of America	1		1	5	8	8	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
Western Europe (24)	1	1	5	19	27	70	67	20	2	212
Austria			1		1	2	1			5
Belgium			1		1	4		2		8
Denmark				1	1	1				3
Finland					1	1				2
France	1		1	4	7	25	25	5	1	69
Germany			1	1	4	7	7	1		21
Greece						3				3
Ireland						2	1	1		4
Italy				2	1	5	12	2		22
Netherlands					1		1	1		3
Norway				1						1
Portugal						2				2
Spain				1	3	2	6	4		16
Sweden						1				1
Switzerland			1	2		2	5	3	1	14
United Kingdom		1		7	7	13	9	1		38
Unrepresented countries										
Andorra										
Holy See										
Iceland										
Liechtenstein										
Luxembourg										
Malta										
Monaco										
San Marino										
Grand Total	4	4	10	54	92	174	153	74	7	572

Table 2.
Posts subject to Geographical Distribution - Ranges

Geographical Distribution of Posts (as at December 31, 2023)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 2023)
Africa	2.73	22.86	13.10	35.96	32 - 40	71
Asia and the Pacific	17.84	22.86	85.63	108.49	98 - 119	116
Eastern and Central Europe and Central Asia	8.43	22.86	40.46	63.32	57 - 70	53
Latin America and the Caribbean	3.79	22.86	18.19	41.05	37 - 45	49
Middle East	2.03	22.86	9.74	32.60	29 - 36	16
North America	9.06	22.86	43.19	66.35	60 - 73	55
Western Europe	56.11	22.86	269.33	292.19	263 - 321	212
	100.0	160.0	479.6	640.0		572

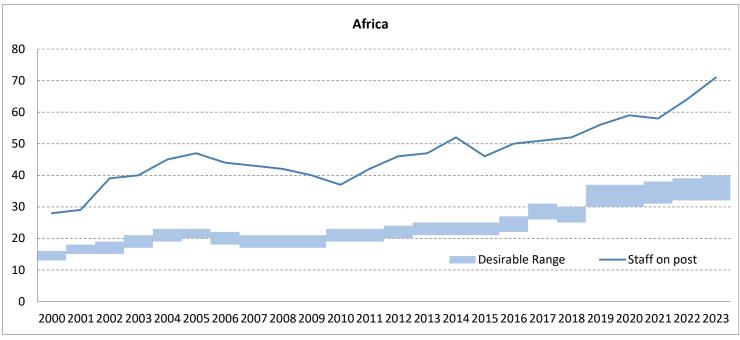
^{1 =} Based on Principles agreed upon by Member States in 1975; see document WO/CC/IX/2, dated June 30, 1975.

^{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 (2000-2023)



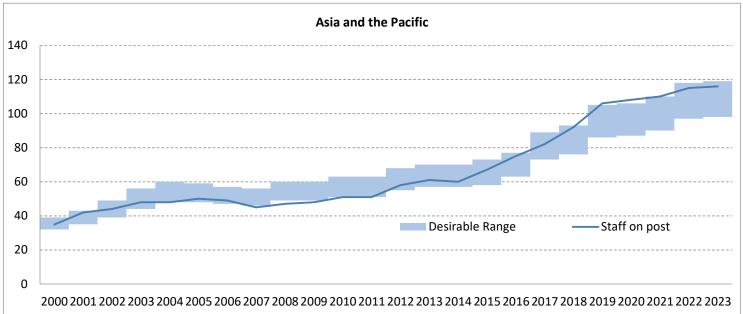


Table 3.

Posts subject to Geographical Distribution - Evolution by Geographical Region (2000-2023)

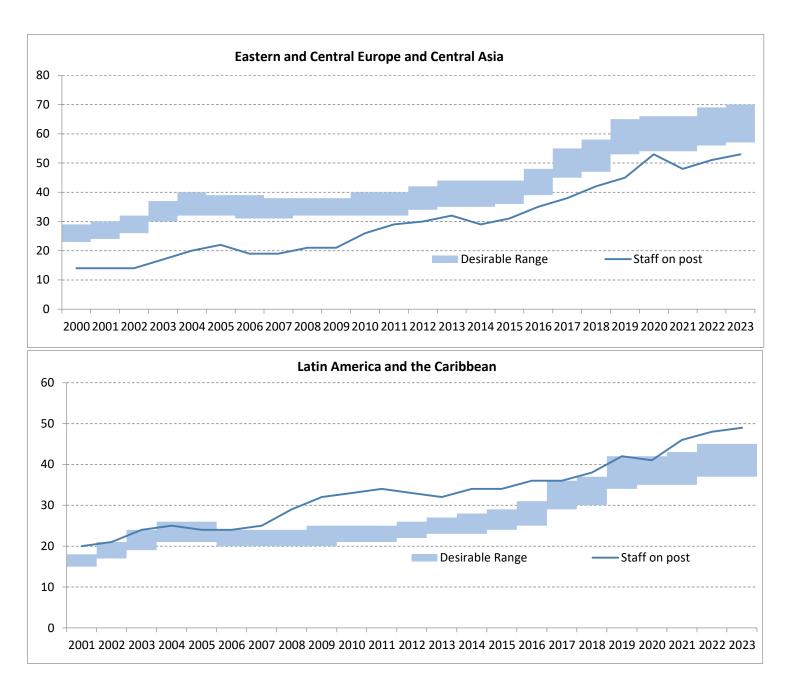
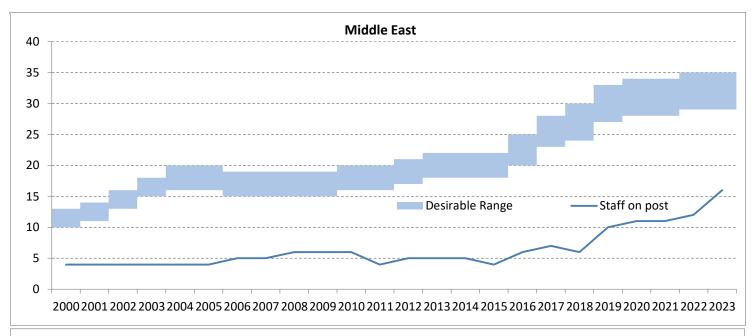


Table 3.

Posts subject to Geographical Distribution - Evolution by Geographical Region (2000-2023)



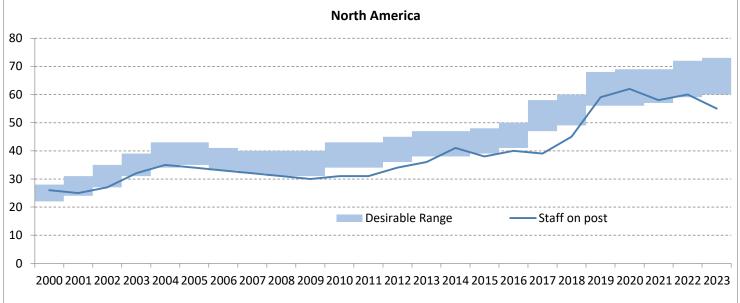


Table 3.

Posts subject to Geographical Distribution - Evolution by Geographical Region (2000-2023)

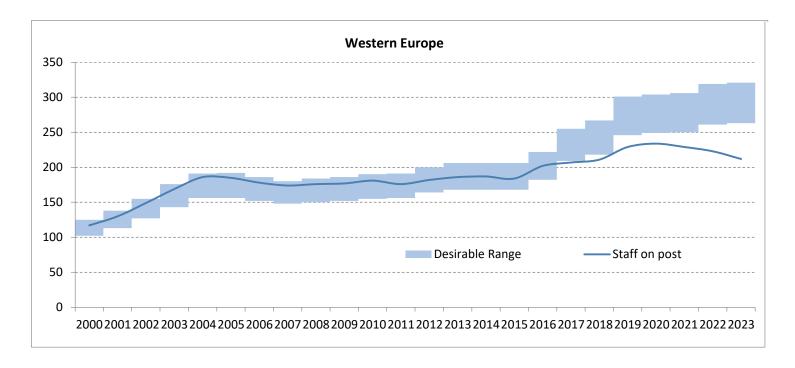


Table 4.

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

Group/Countries/Grade DDG **ADG P5** P4 **P3 Grand Total** 16 Africa Group (53) 12 13 1 18 6 4 71 Algeria 1 1 3 6 Burundi 1 1 Cameroon 1 2 1 1 6 Democratic Rep. of the Congo 1 1 1 3 2 Egypt 1 1 2 1 7 Ethiopia Ghana 1 1 2 1 1 6 Kenya 1 2 2 1 7 Lesotho 1 1 Libyan Arab Jamahiriya 1 1 Malawi 1 1 1 Mauritania 1 Mauritius Morocco 1 1 3 Mozambique 1 1 Niger 1 Nigeria 1 1 2 Rwanda 2 2 Senegal 2 3 South Africa 1 1 1 1 4 Togo 1 1 Tunisia 2 1 1 4 Uganda 2 1 3 United Republic of Tanzania 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 4. Posts subject to Geographical Distribution - by WIPO Groups by nationality and grade (All types of appointments)

Sampladosh Multam	Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	Р3	P2	P1	Grand Total
Shutan	Asia and the Pacific Group (46)	1	0	0	7	15	20	15	12	1	71
2 2 1 1 1 1 1 1 1 1						3	2				-
									1		
India						2					
1											
ran (Islambiric Republic of) cordan c	India					1			4		
1	Indonesia	1						-			
1	Iran (Islamic Republic of)						1	1			2
1	Jordan						1				
1	Lebanon				1	1			1		
1 2 3 3 4 1 2 4 1 1 4 1 4 1 4 4 4	Malaysia					1	2				3
Separation	Mongolia					1	1	1			3
1	Myanmar					1	2				3
Philippines phili	Nepal						1				1
2 3 2 1 8 8 8 1 1 1 1 2 2 3 2 1 8 8 8 8 8 8 8 8 8	Pakistan				1		1				2
2 3 2 1 8 8 8 1 1 1 1 2 2 3 2 1 8 8 8 8 8 8 8 8 8	Philippines				1	1		3	1		6
1					2	3	2		1		8
	Singapore										1
Syrian Arab Republic	Sri Lanka						1	1			
The late of the									2		
Internation	Thailand				1	1				1	
Marcon M											
Unpage U								1			
Mighanistan											
Struct S											
Cook Islands											
Ciribati											
Kiribati											
All Companies											
Maldives Aarshall Islands Aauru Aliue Papua New Guinea Samoa Solomon Islands Fimor-Leste Forga For											
Marshall Islands Vauru Vauru Vauru Vauru Vauru Varyapa New Guinea Varyapa New Guinea Valama Valama Valama Varyapa Vary											
Naturu											
Name											
Papua New Guinea Samoa Samoa Samoa Solomon Islands Timor-Leste Tonga Tuvalu Vanuatu Sahrain Taq Kuwait Doman Datar Saudi Arabia Jinted Arab Emirates Group of Central Asian, Caucasus and Castern European Countries (9) Selarus Varygryzstan Russian Federation Jarpersented countries Jarpersented countries Agazekhstan Jajikistan											
Samoa Solomon Islands Filmor-Leste Fonga Fuvalu Fuv											
Solomon Islands											
Timor-Leste Tonga Tuvalu Tonga Tonga Tonga Tuvalu Tonga	Samoa										
Tonga Tuvalu //anuatu //	Solomon Islands										
Tuvalu	Timor-Leste										
Annuatu	Tonga										
Sahrain Sahr	Tuvalu										
Common	Vanuatu										
Comman C	Bahrain										
Comman C	Iraq										
Comman C	Kuwait										
Saudi Arabia United Arab Emirates Group of Central Asian, Caucasus and Eastern European Countries (9) Azerbaijan Selarus Skyrgyzstan Russian Federation United Arab Emirates 0 0 0 1 1 5 4 6 0 17 2 2 2 2 2 3 2 4 4 9 5 2 5 2 7 3 7 4 6 0 17 7 5 4 6 0 17 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	Oman										
Saudi Arabia United Arab Emirates Group of Central Asian, Caucasus and Eastern European Countries (9) Azerbaijan Selarus Skyrgyzstan Russian Federation United Arab Emirates 0 0 0 1 1 5 4 6 0 17 2 2 2 2 2 3 2 4 4 9 5 2 5 2 7 3 7 4 6 0 17 7 5 4 6 0 17 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	Qatar										
United Arab Emirates Caroup of Central Asian, Caucasus and Eastern European Countries (9)	Saudi Arabia										
Group of Central Asian, Caucasus and Eastern European Countries (9) O 0 0 1 1 5 4 6 0 17 Armenia Azerbaijan Belarus Grygyzstan Russian Federation Juzbekistan Juzbekistan Grajikistan	United Arab Emirates										
Eastern European Countries (9) 0 0 0 1 1 5 4 6 0 17 Armenia 2 2 2 Belarus 2 2 Kyrgyzstan 1 1 1 2 4 9 Uzbekistan 1 1 1 2 4 9 Unrepresented countries (9) 0 0 0 1 1 1 5 4 6 0 17 Armenia 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2											
Armenia 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		n	n	n	1	1	5	4	6	O	17
Azerbaijan 2 2 Belarus 1 1 2 Kyrgyzstan 1 1 1 1 Russian Federation 1 1 1 2 4 9 Jzbekistan 1 1 1 1 1 1 Jnrepresented countries 6 7 6 6 6 7 6 7	• • • • • • • • • • • • • • • • • • • •				<u> </u>			7			
Belarus 1 1 2 Kyrgyzstan 1 1 1 Russian Federation 1 1 1 2 4 9 Jzbekistan 1							2				
Kyrgyzstan 1 1 1 1 1 1 2 4 9 9 1								1			
Russian Federation 1 1 2 4 9 Jzbekistan 1 1 1 1 Jnrepresented countries 5 5 5 5 5 5 5 6 5 6 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 7											
July bekistan 1 1 June presented countries 5 1 Kazakhstan 5 1 Fajikistan 5 1					4	1			4		
Unrepresented countries Kazakhstan Fajikistan					1		1		4		
Kazakhstan Sajkistan Sajki								1			1
Tajikistan											
Furkmenistan	Tajikistan										
	Turkmenistan										

Table 4.

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

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	14	10	4	0	36
Albania						2				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
Latvia					•	1	•			1
Lithuania							1			1
North Macedonia						2	1			3
Poland						2	1	1		4
Republic of Moldova							2	2		4
Romania					2	3	2			7
Serbia					1	3				1
Slovakia					1	1				1
Ukraine						1		4		2
						1		1		2
Unrepresented countries										
Estonia										
Montenegro										
Slovenia										
China	1	0	0	5	5	1	10	4		26
China	1			5	5	1	10	4		26
Group B (32)	2	2	8	31	43	98	87	29	2	302
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			18
Cyprus						1	1			2
Denmark				1	1	1				3
Finland					1	1				2
France	1		1	4	7	25	25	5	1	69
Germany			1	1	4	7	7	1		21
Greece						3	•	•		3
Ireland						2	1	1		4
Israel				1			· ·			1
Italy				2	1	5	12	2		22
Japan		1	1	2	2	4	4	3		17
Netherlands		'	'		1		1	1		3
New Zealand				1	1		,	1		3
Norway				1	'			,		1
Portugal				1		2				2
				4	2		6	4		
Spain Sweden				1	3	1	6	4		16 1
Switzerland			1	2		2	5	3	1	14
			ı					3	ı	
Türkiye				1	-	40	1			2
United Kingdom		1		7	7	13	9	1		38
United States of America	1		1	5	8	8	10	4		37
Unrepresented countries										
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	1	3	9	18	11	6	0	49
Argentina				1	1	1	1	1		5
Brazil				2		2	2			6
Chile					1	1				2
Colombia		1			1	1		2		5
Costa Rica							2			2
Cuba			1		1					2
Ecuador						2		1		3
El Salvador					1					1
Grenada						1				1
Guatemala						1				1
Haiti								1		1
Jamaica						2				2
Mexico						2	2	1		5
Nicaragua					1					1
Peru					2	2	1			5
Trinidad and Tobago						1				1
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	10	54	92	174	153	74	7	572