



C.N 4177

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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, 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.

DT

March 27, 2024

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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.

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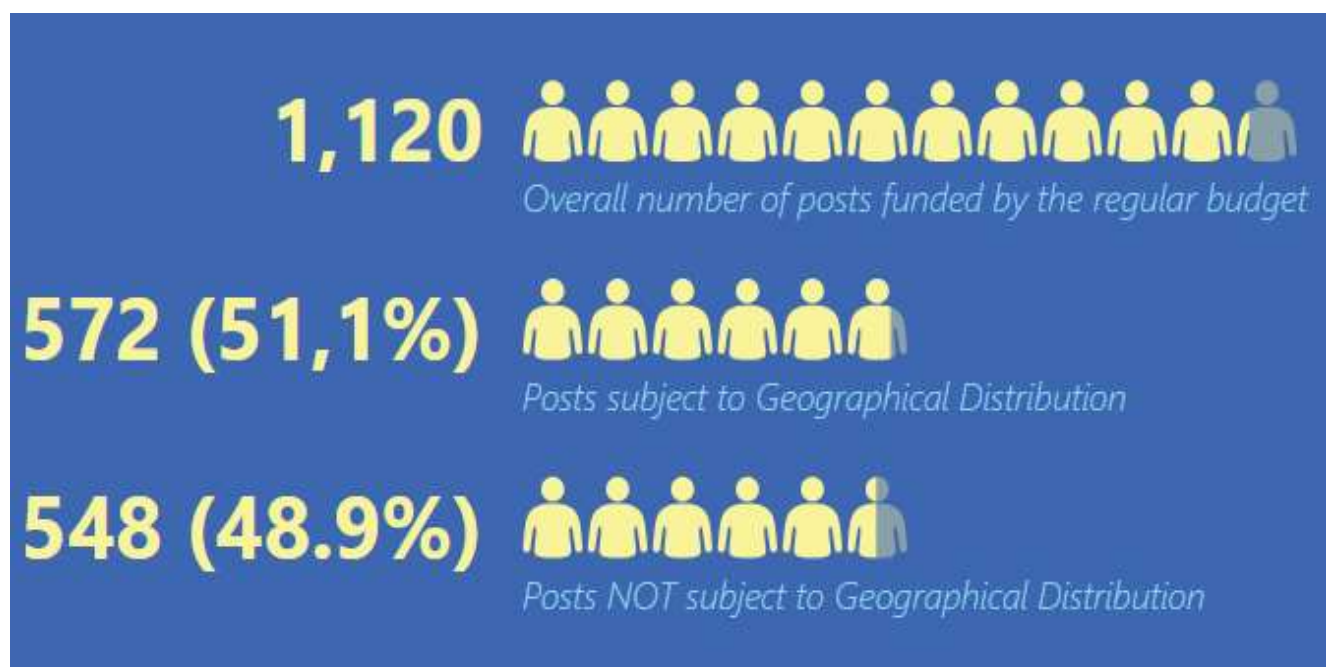


Table 1.

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

by nationality and grade (All types of appointments)

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		3		6
Brundi							1			1
Cameroon					1	2	1	1	1	6
Democratic Rep. of the Congo					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	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
Slovakia						1				1
Ukraine						1		1		2
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
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										
Middle East (15)	0	0	0	3	1	4	5	3		16
Cyprus						1	1			2
Iran (Islamic Republic of)						1	1			2
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										
North America (2)	1	0	1	6	12	18	13	4	0	55
Canada				1	4	10	3			18
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 contribution²	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)

The following graphs show the evolution of the distribution of staff by geographical region since 2000, compared to the desirable ranges established by the Principles of Geographical Distribution agreed by WIPO Member States in 1975.

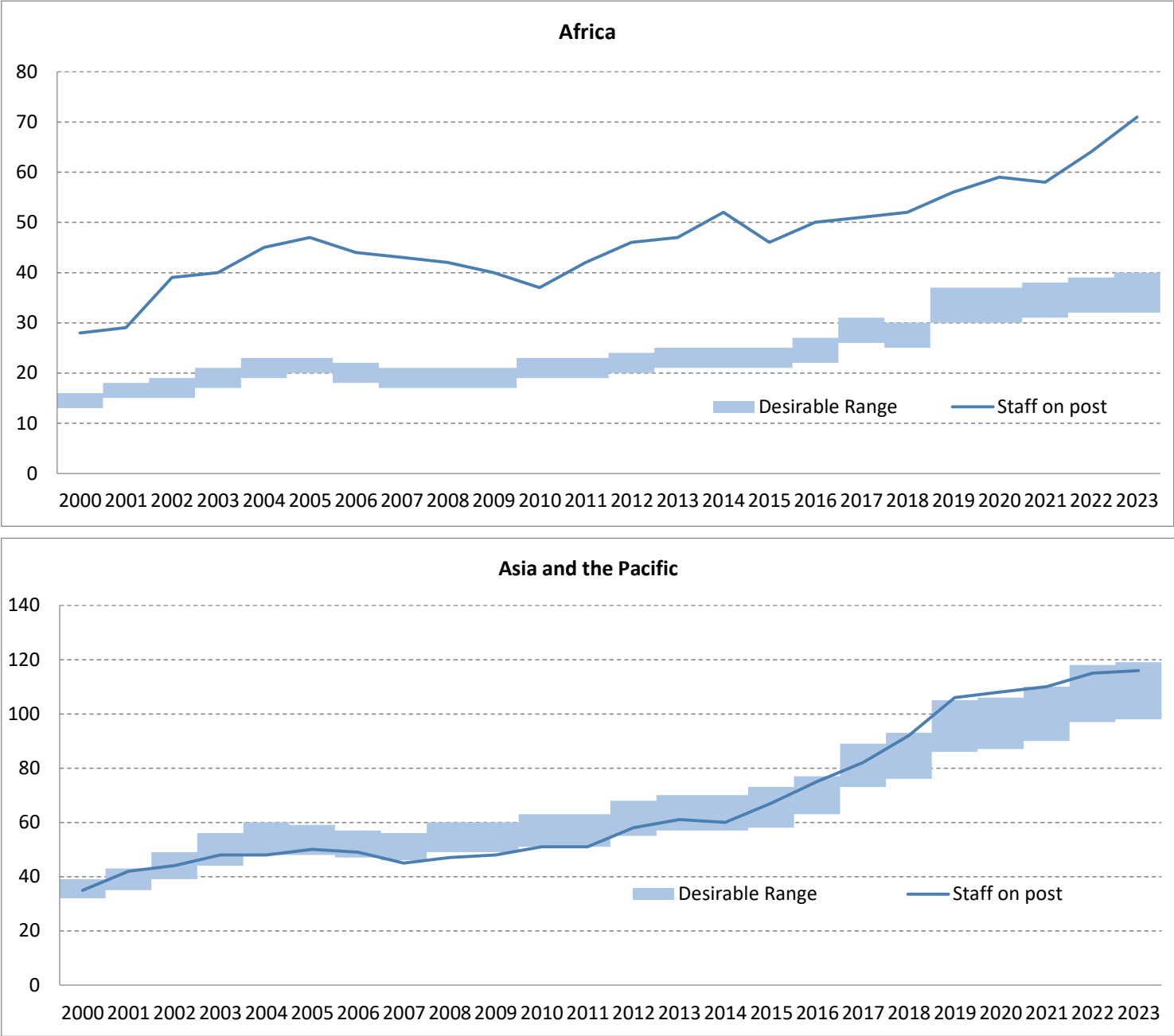


Table 3.
Posts subject to Geographical Distribution - Evolution by Geographical Region (2000-2023)

The following graphs show the evolution of the distribution of staff by geographical region since 2000, compared to the desirable ranges established by the Principles of Geographical Distribution agreed by WIPO Member States in 1975.

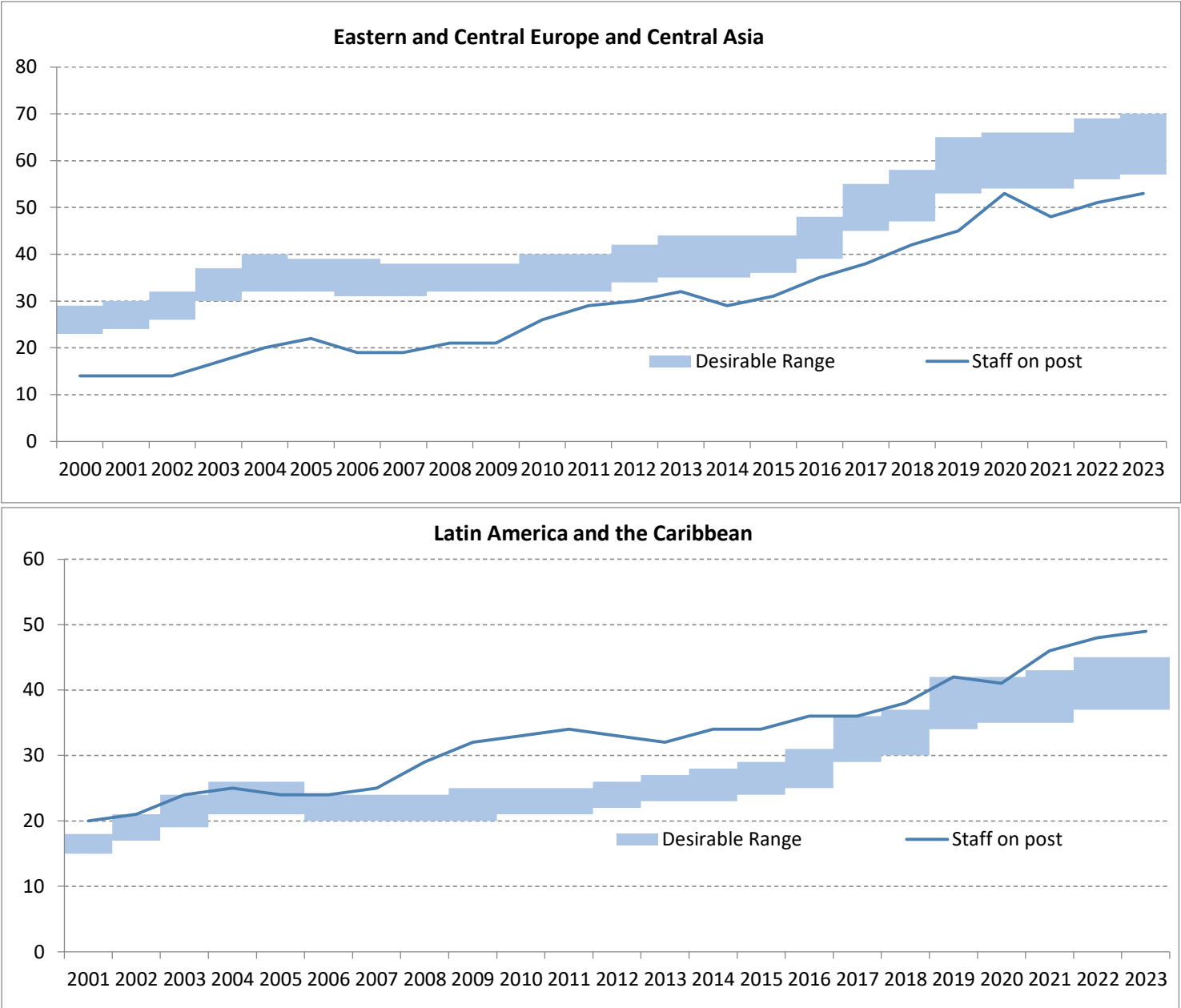


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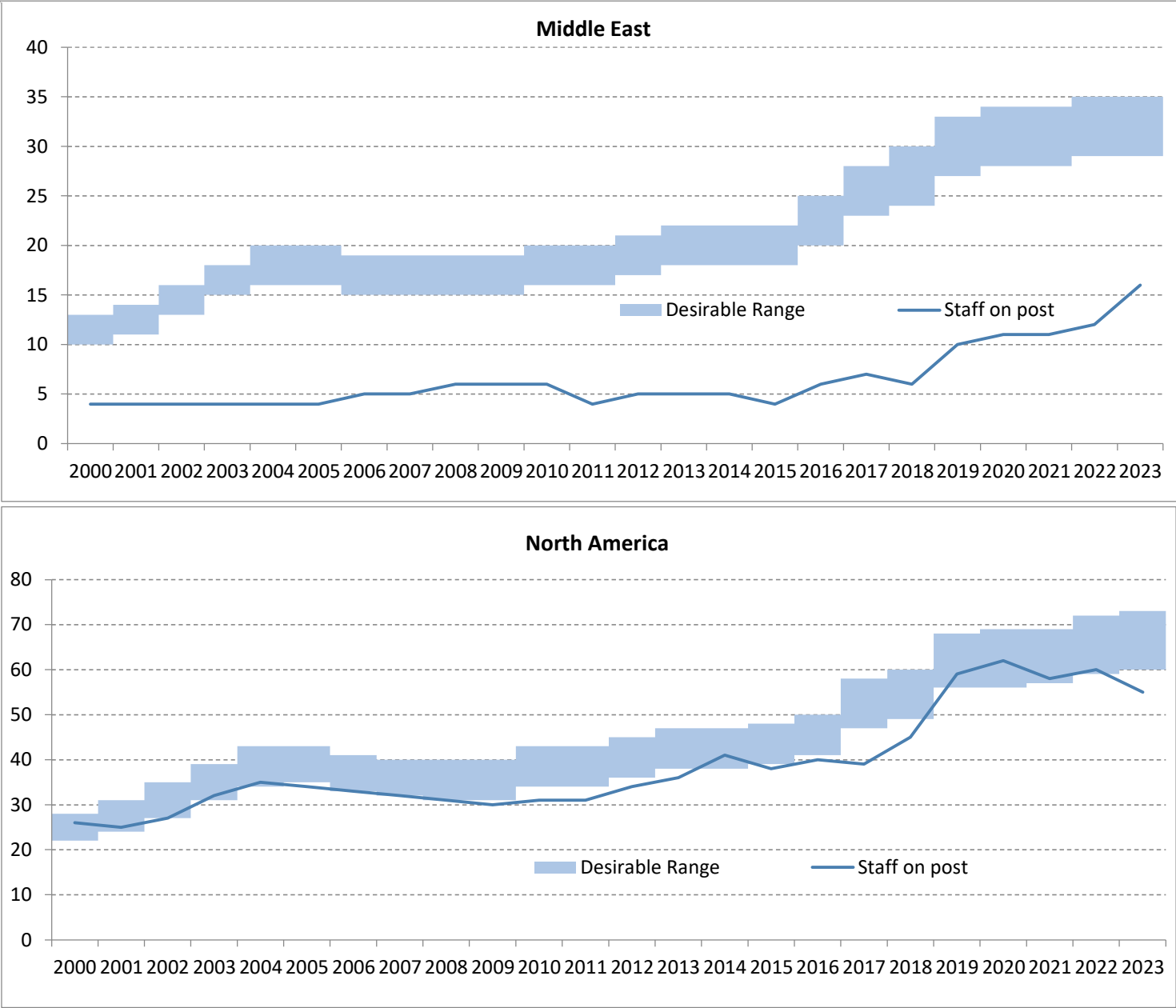


Table 3.
Posts subject to Geographical Distribution - Evolution by Geographical Region (2000-2023)

The following graphs show the evolution of the distribution of staff by geographical region since 2000, compared to the desirable ranges established by the Principles of Geographical Distribution agreed by WIPO Member States in 1975.

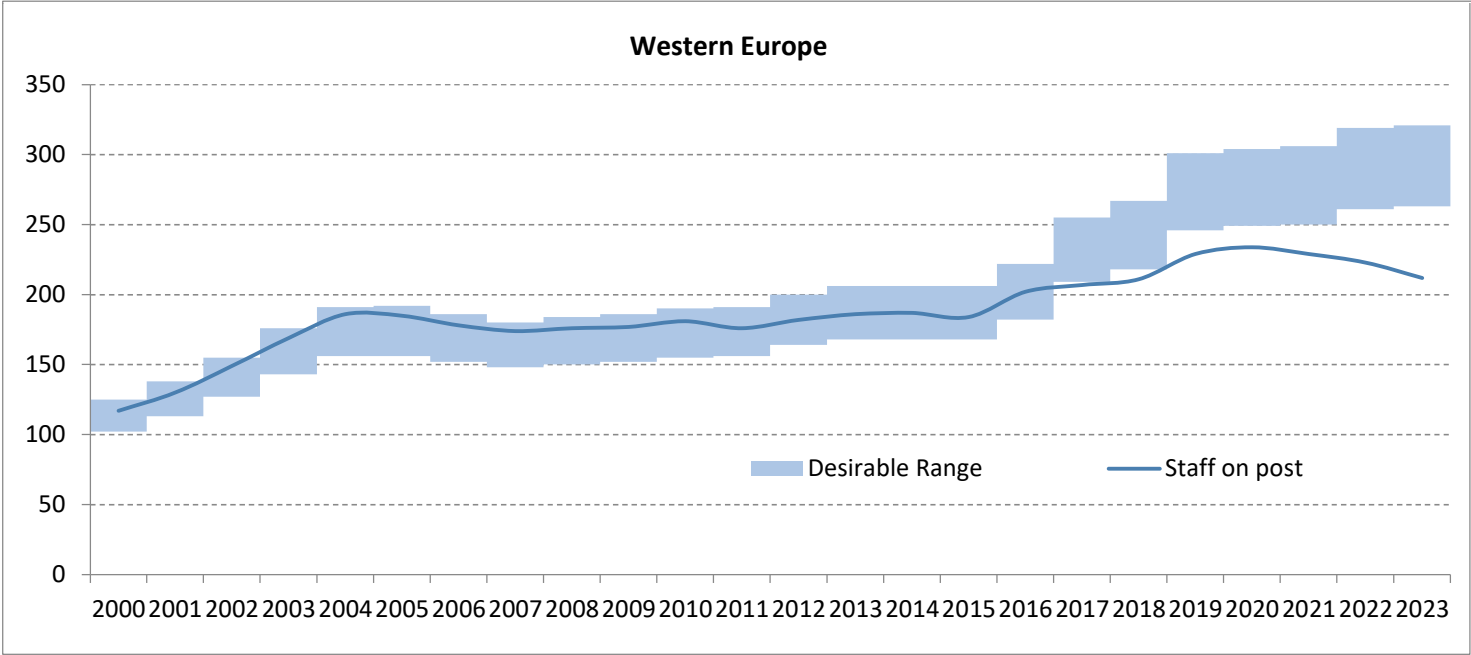


Table 4.
Posts subject to Geographical Distribution - by WIPO Groups
by nationality and grade (All types of appointments)

Group/Countries/Grade	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Grand Total
Africa Group (53)		1	1	6	12	18	16	13	4	71
Algeria				1	1	1		3		6
Burundi							1			1
Cameroon					1	2	1	1	1	6
Democratic Rep. of the Congo					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 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	0	7	15	20	15	12	1	71
Bangladesh					3	2				5
Bhutan								1		1
Cambodia					2					2
Dem. People's Rep of Korea							1			1
India					1	4	5	4		14
Indonesia	1					1	1			3
Iran (Islamic Republic of)						1	1			2
Jordan						1				1
Lebanon				1	1			1		3
Malaysia					1	2				3
Mongolia					1	1	1			3
Myanmar					1	2				3
Nepal						1				1
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
Syrian Arab Republic						1	1	2		4
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	1	5	4	6	0	17
Armenia								2		2
Azerbaijan						2				2
Belarus						1	1			2
Kyrgyzstan						1				1
Russian Federation				1	1	1	2	4		9
Uzbekistan							1			1
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	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					1
Slovakia						1				1
Ukraine						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						2				2
Spain				1	3	2	6	4		16
Sweden						1				1
Switzerland			1	2		2	5	3	1	14
Türkiye				1			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