



WIPO High-Level Forum on Utilizing the Intellectual Property System for Economic, Social and Cultural Development

HUMAN RESOURCES DEVELOPMENT: INITIATIVES FOR DEVELOPING AND MANAGING HUMAN RESOURCES TO ENHANCE IP ADMINISTRATION

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Fostering Creativity and Innovation for Economic Growth and Development in Africa

OUTLINE

- **Role of Modern IP Offices**
- **Role of Regional Office**
- **Anatomy of ARIPO Functions**
- **Difficulties in Building Technical IP Skills Base**
- **ARIPO Initiatives in HR Development**
- **Master's Degree on IP (WIPO/ARIPO/JPO/AU)**
- **IP Australia RPET Program**
- **WIPO/ARIPO/JPO Patent Drafting Course**
- **Value & Growth Strategic Plan 2016-2020**
- **Organizational Structure, Job Mapping & Staff Placement**
- **Competency Based Recruitment**
- **Rewards and Recognition Program**
- **Introduction of Online Services**
- **Conclusions**



ROLE OF MODERN IP OFFICES

- **Granting and registration of IP rights**
- **Settlement of IP related disputes**
- **Management and dissemination of IP information**
- **IP awareness on IP**
- **Cooperation on IP matters**
- **Training of experts on IP**



ROLE OF REGIONAL OFFICE

- **Promoting development and harmonization of IP laws, policies and strategies**
- **Administration of IP Rights on behalf of Member States**
- **IP advocacy for integrating IP in development programs & policies**
- **Participation in norm-setting Forums and debates on emerging issues on IP**
- **Capacity building and awareness creation on IP**
- **Coordination of initiatives for the benefit of Member States including ICT infrastructural development**
- **Dissemination of technological information**



ANATOMY OF ARIPO FUNCTIONS

IP ADVOCACY AND NORM SETTING

Policy and
Legislative
developments

Review of laws of
Member States

Contract
Management, Risk
and Compliance

Studies on Global
IP Trends

PROVIDING PREMIER IP SERVICES

Industrial Property
Registrations

Search Services

IP Statistics

Technical
Assistance to
Member States

-Examination of
national
applications

-Technical
Missions

CAPACITY BUILDING CAPACITY AND AWARENESS CREATION

Academic Programmes

Professional
Development
Programmes (skills
enhancement) – PDPs

General Training
Programmes (IP
knowledge and
awareness) – GTPs

Development of
Educational Materials

Increase of IP
knowledge and
Utilization

Research Studies,
Attachments and
Internships

DEVELOPMENT OF THE IP ECOSYSTEM THROUGH PARTNERSHIPS

Improvements of
National IP
Administration

Building key
relationship with IP
Generators from
Universities and
Research and Institutes

Promoting innovative
culture within the
Universities and
Research Institutions

Development of
Copyright Policies and
providing effective
coordination

Copyright awareness
growth for the creative
industries

Proactive IP Marketing
Resource Mobilization

DEVELOPMENT OF IP MANAGEMENT TOOLS

Polite+

TMview

Traditional
knowledge/folklore
database/
Registers

Copyright database

Regional database



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DIFFICULTIES IN BUILDING TECHNICAL IP SKILLS BASE

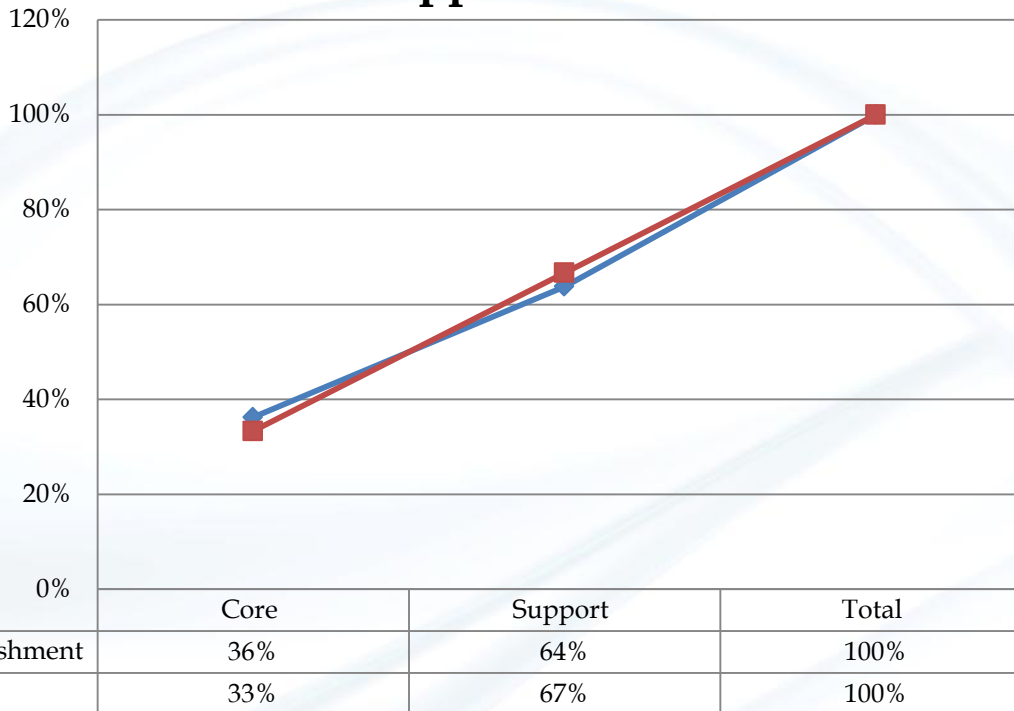
- **No formal University-level specific training for Examiners**
- **Few training opportunities for Examiners (African examiners trained by EPO, WIPO, UKIPO and IP Australia)**
- **Fewer Institutions offering IP courses at University level**
- **Lack of resources for the establishment of sustainable partnerships with Universities and other Institutions for the development of Examination skills**
- **High cost of training Examiners**
- **Few Offices offering Substantive examination**
- **Few experienced examiners available**



LABOUR INTENSITY V LOW SKILLS IN IP OFFICES

- **More support staff as compared to core staff, hampering effective service delivery**

ARIPO
Core vs Support Staff



- **Multi-task officers**
- **Excessive pressure on limited staff**
- **Backlogs and poor service delivery**

Establishment of **ARIPO ACADEMY (2006)**

✳ **Functions:** Promote IP knowledge & development in Africa

- Organize Training Programs on IP
- Develop IP modules and Training Courses
- Promote Relevant research on IP in Africa
- Forge partnerships on IP research

✳ **Main Initiatives:**

- Master Degree Program on IP
- Training & Professional Development on IP
- Awareness Creation: Seminars, Conferences



MASTER DREGREE ON INTELLECTUAL PROPERTY

1. WIPO/ARIPO/JPO & Africa University MIP

- **Date of Establishment: 2008**
- **Editions: 9**
- **Nr. of participants: 315**
- **Nr. of graduates: 251**

2. ARIPO & Nkwame Nkrumah University (Ghana) MIP

- **Starting: 2018**

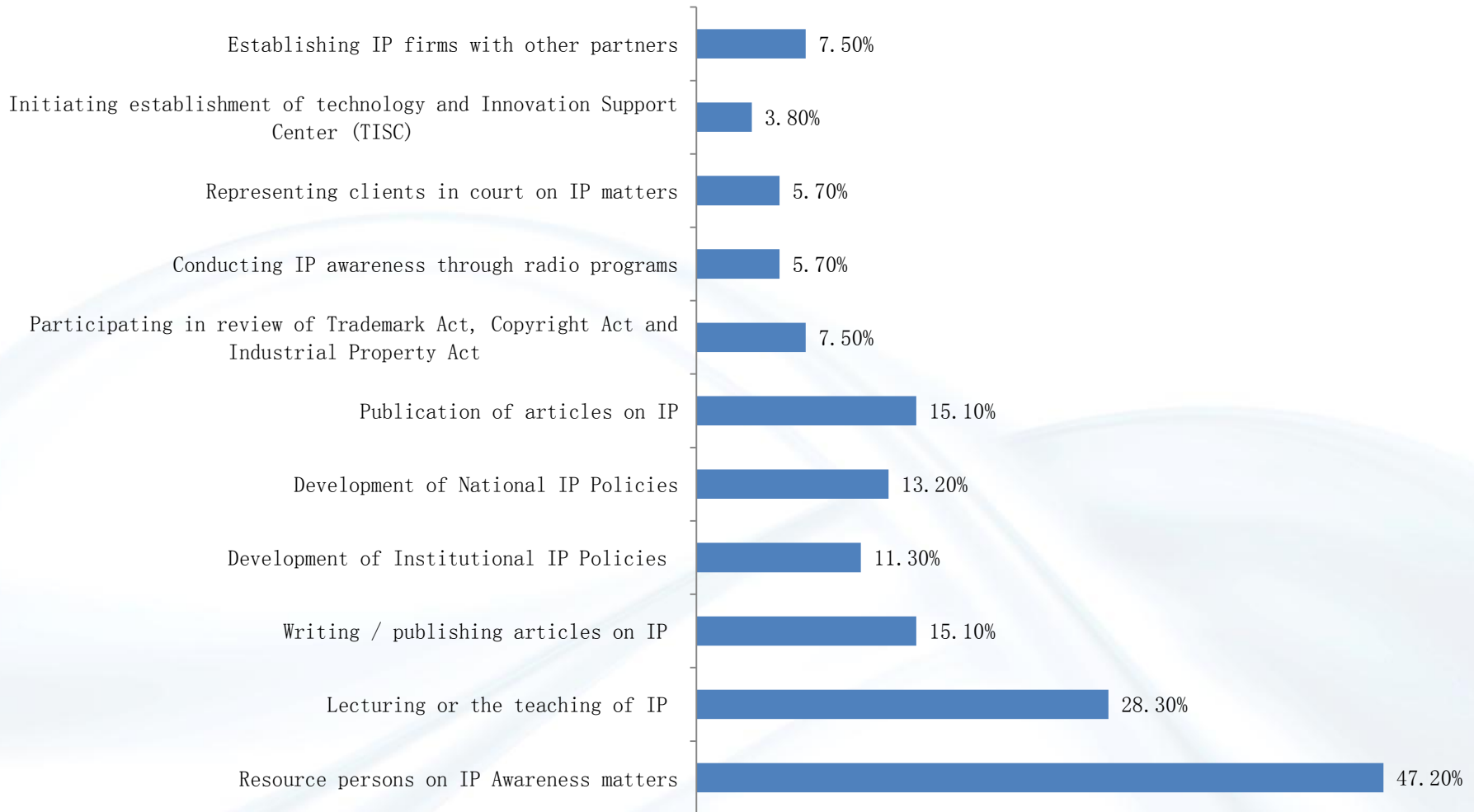
3. ARIPO & University of Dar es Salaam (Tanzania) MIP

- **Starting 2019**



TRACER STUDY MIP GRADUATES

IP-related activities MIP graduates have been involved in since graduating



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IP AUSTRALIA/ARIPO RPET PROGRAM

- **Regional Patent Examination Training (RPET) - 2013**
- **Partnership by ASEAN and IP Australia with support from WIPO**
- **In depth training program focusing on PCT search and examination**
- **ARIPO has trained 4 Examiners under the IP Australia RPET Program since 2013**
- **RPET is now being localized to ARIPO with first intake in 2018**
- **RPET presents an opportunity for the development of skills both for the Secretariat and the Member States**



WIPO/ARIPO/JPO PATENT DRAFTING PROGRAMMES

- **WIPO/ARIPO/JPO Initiative – 2009**
- **Editions: 7**
- **Participants: 161**
- **Origin: Members and Observer States of ARIPO**
- **Objective: *Provide participants with tools and skills for the drafting of patent specifications and claim design and interpretation. The course enhances the capacity of patent drafting in African Countries with the ultimate goal of increasing the level and quality of patenting in the region.***



VALUE AND GROWTH STRATEGIC PLAN 2016-2020

- **V&G** is a transformation programme aiming at changing the face of the Organization with regards to performance and culture
- **V&G** entrenches a culture of High Performance Leadership - all individuals have the duty to take charge, clarifying for themselves what needs to be done and why, with leaders then providing guidance on how such performance should transpire
- **V&G** seeks to achieve the following:
 - *Alignment of individual objectives with expected results of the Organization;*
 - *Systematic and proactive staff development; and*
 - *Continuous dialogue between management and staff to generate common understanding and engagement*
- **Successful implementation of the plan yielding results since**



- **Organizational Restructuring & establishment 3 Divisions**
- **IP Operations**
- **IP Development**
- **Corporate Services**
- **Placement of Staff in new Structure**
- **New Recruitments**

Focus of the mapping was to ensure that individuals are aligned with the mission, vision and strategy to contribute to the attainment organizational goals

- **Employee engagement survey undertaken: 74% staff engagement (*highly engaged workforce*)**



COMPETENCY BASED RECRUITMENT

- **System introduced in 2016 – V&G Strategy**
- **Deliberate steps to address the skills imbalances at the Secretariat**
- **Robust staff recruitment and selection approaches to ensure that the Organization secures the best talent**
- **Greater focus placed on the recruitment and training of Examiners**
- **Streamlined recruitment processes that include interviews, practical tests, psychometric tests**



REWARDS AND RECOGNITION PROGRAM

Purpose: Rewarding and recognizing top performers among staff and entrenching a high performance culture

Criteria: Winners chosen on the basis of their job performance according to pre-determined categories

Awards: Employees may win a monthly award or an annual award



INTRODUCTION OF ONLINE SERVICES

Polite +: From 2015

ARIPO ONLINE SERVICE

Sign in Sign Up

E-SERVICE
IP DIGITAL LIBRARY
JOURNAL
INFORMATION

Quick Search
Find patents online with basic keyword, inventor or numbers.

Journal
View and download online published by

E-Forms
Download standard forms you need for acquisition of IP rights.

User Guide
Learn how to use e-Service Library, and

Publication Server
Search contents of the ARIPO Journal.

Online Filing
File an application and follow-on documents through e-Service.

Most Popular Form

Most Popular Journal

Notice

CHANGED BUSINESS PROCESSES AND CULTURE

KOICA
WORLD FRIENDS KOREA

- Accessible to public
- State of the Art Searches
- E-filing
- Online payment(e-payment)
- Access IP Journals
- IP Forms
- Fees
- Information on IP ARIPO Services
- Regional Databases

<http://regionalip.aripo.org>



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CONCLUSIONS

- **Modern IP Offices require skills to deal with functions that go beyond mere IP Administration**
- **There are challenges in African countries to cope with pressures exerted to the IP Offices due to lack of skilled personnel**
- **Training is crucial to capacitate African IP Offices**
- **Partnerships can fast-track development of capacities in IP Offices**
- **Improvement of Business Process including through automation can assist IP offices to leap-frog stages of development**





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