

Committee on Development and Intellectual Property (CDIP)

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REPORT ON WOMEN AND IP: GENDER MAINSTREAMING, CAPACITY BUILDING AND ASSISTANCE TO MEMBER STATES

Prepared by the Secretariat

1. The Committee on Development and Intellectual Property (CDIP) at its twenty-second session, held from November 19 to 23, 2018, while discussing the topic “Women and IP” under the agenda item IP and Development, decided to adopt a Proposal by the Delegation of Mexico (contained in the Annex of the [Summary by the Chair](#)), which, *inter alia*, requested the Secretariat to undertake a series of actions and decided “to revisit the issue of “Women and IP” at its 26th session for the way forward”.

2. This document, together with document CDIP/26/7, seeks to facilitate the Committee’s revisiting of the issue of “Women and IP” at the present session. While document CDIP/26/7 responds to requests 1 and 2 of the Proposal by Mexico, this document reports on the actions taken by the Secretariat to implement requests 3, 4 and 5, related to gender mainstreaming in WIPO, capacity building and assistance to Member States on the issue of women and IP. The reporting period covers the years 2019 and 2020.

I. SECRETARIAT’S IMPLEMENTATION OF PROPOSAL BY MEXICO

3. In the following, a description of the Secretariat’s actions in implementation of requests 3 to 5 of the Proposal by Mexico is provided.

Request 3: *Continue gender mainstreaming in WIPO programs and policies, including the implementation of WIPO's Policy on Gender Equality, in accordance with Staff Regulations and Rules.*

4. In pursuit of greater gender equality in the use of the IP systems, WIPO has embraced a two-pronged approach that combines gender-specific and gender mainstreaming activities. This approach, which has been developed in accordance with good practices and lessons learned at the international level, is anchored in WIPO's Policy on Gender Equality, and expands across all areas of WIPO's work, both programmatic and non-programmatic.
5. On one hand, gender mainstreaming is the strategy for implementing greater equality for women in relation to men chosen by the United Nations system and the international community. It consists in assessing any planned action, policy or program, to determine their implications for women and men. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that all benefit equally, and inequality is not perpetuated. On the other hand, gender-specific actions target one group (generally either men or women) to bridge disparities, sensitize and engage, with the purpose of lifting up that group from its position of disadvantage and providing equal opportunities for everyone to enjoy.
6. This two-pronged approach is reflected in the Sustainable Development Goals (SDGs), where gender equality is addressed as an explicit priority in a stand-alone goal (*SDG 5: Achieve gender equality and empower all women and girls*) and is mainstreamed across all other goals (eleven of them include indicators directly related to gender equality). In this way, the SDGs recognize the crosscutting nature of gender equality as both an enabler and accelerator for the objectives of the 2030 Agenda.
7. Since the introduction of its Policy on Gender Equality in 2014, WIPO has worked on both approaches synergistically. Examples of this double engagement will be presented in the next pages.
8. WIPO's Policy on Gender Equality governs and provides a general direction to these efforts. It recognizes that WIPO has both internal (to its personnel) and external (to its partners and stakeholders) opportunities and obligations related to gender equality, and needs to operate with coherence between the two levels.
9. The implementation of the Policy has been promoted and coordinated by a Gender and Diversity Specialist, sitting in the Human Resources Management Department. The Gender and Diversity Specialist works across all WIPO sectors with program managers to support the design and implementation of gender-specific initiatives and support gender mainstreaming in the remaining ones.
10. Since 2014, WIPO has also developed a network of Gender Focal Points. Gender Focal Points are volunteers who support the Gender and Diversity Specialist within each sector on gender equality and inclusion issues. This is done in addition to their daily tasks and responsibilities. Gender Focal Points receive regular training to develop and strengthen their capacities.
11. The Policy has served well WIPO since the start of its implementation. An evaluation carried out in 2019 highlighted its main achievements, in particular: raising awareness on the relevance of gender equality and women's empowerment in IP; the creation of a dedicated internal architecture to carry out gender equality activities; and an increased engagement with Member States and the rest of the UN system on this issue, to name only a few.

12. The progress achieved by WIPO is exemplified by its performance in the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP). The UN-SWAP is an accountability mechanism approved by the UN System Chief Executives Board for Coordination (CEB) that measures progress in gender mainstreaming in organizational functions.¹ It consists of an indicator framework, against which UN entities report annually. The first UN-SWAP cycle started in 2012. By its end in 2017, WIPO had improved compliance by 40 percentage points, from 7 to 47 percent. A second cycle – with different thresholds and indicators – started in 2018. Thanks to the work put in place during the first cycle, WIPO quickly doubled its compliance rate, moving from 24 percent in 2018 to 47 percent in 2020.

13. Furthermore, WIPO has established and consistently monitored gender parity targets at the P4 and above levels. The targets established for the 2020/2021 biennium are as follows:

Grades	Target
D2	24%
D1	37%
P5	43%
P4	50%

14. As of December 2020, WIPO had already achieved the targets for P4 and D1 levels, ahead of the 2021 deadline. These improvements have been supported by targeted action in recruitment.

15. WIPO has consistently integrated gender equality considerations in the preparation and revision of internal policies and Office Instructions. For example, in the field of inclusive language, WIPO no longer applies the generic masculine in Staff Regulations and Rules. Furthermore, in the field of work-life balance, several changes have expanded and made more flexible the entitlements for parents. For example, to name a few, adoption leave may now be taken in separate periods during the first year following the adopted child's arrival at the staff member's home, and all temporary staff members are entitled to sixteen weeks of maternity leave, regardless of length of service. In addition, the parental leave for both new mothers and fathers who participate in WIPO's Fellowship Program has been extended so that mothers are now eligible for three months of maternity leave with full pay, while fathers are eligible for up to three weeks of paternity leave with full pay.

16. Despite the good progress highlighted above, gaps remain, as the change processes that support gender equality bear results over a long timeframe. In this framework, the evaluation conducted in 2019 recommended that the Policy on Gender Equality be revised to take into account the new needs of the Organization related to gender equality and the evolution of the approaches to gender equality at the international level and within the UN system. For this reason, the Policy will be revised in 2021. It will continue to reflect WIPO's dual commitment to the issue, which is both internal (related to gender parity and to an inclusive organizational culture for its personnel) and external (based on exchanges of knowledge, lessons learned and good practices with stakeholders and partners on IP).

Request 4: *Continue through WIPO Academy to empower women through its range of IP training and capacity-building programs.*

17. The WIPO Academy strengthened its efforts to ensure that the gender gap in IP knowledge is closed. It continued encouraging the participation of women in its IP training and capacity-building activities, obtaining positive results. In 2019, 64,137 female participants

¹ The UN-SWAP operationalizes the UN System-wide Policy on Gender Equality and the Empowerment of Women adopted in 2006 by the CEB.

attended WIPO Academy courses, which represented 53% of the total number of students. In 2020, that number increased to 81,201 (54% of the total). This data confirms the upward trend in women's participation in Academy courses since inception in 1998. The following table provides information disaggregated by program:

Academy Program	Female participation 2019	Female participation 2020
Professional Development Program	239 (54%)	85 (46%)
WIPO Summer Schools	409 (58%)	735 (57%)
WIPO Joint Master's Degrees and IP Colloquiums	132 (57%)	123 (56%)
Distance Learning	63,357 (53%)	80,258 (54%)
Overall Female Participants	64,137 (53%)	81,201 (54%)

18. Further, the below initiatives are specifically designed to support women in the field of IP:

(i) The second WIPO Training Course on Intellectual Property for the laureates of the L'Oréal-UNESCO *For Women in Science Programme*². Launched in March 2018 as the first women-only IP training program conducted by WIPO, it aims to provide women scientists with IP knowledge relevant for protecting and adding value to their scientific research.

(ii) Advanced International Certificate Course on IP Asset Management, in collaboration with the Fund-in-Trust Korea (FIT-KREDU). The objective of the course is to provide women scientists the opportunity to deepen their understanding and practical knowledge of IP asset management.

(iii) In the context of the International Women's Day, scholarships are offered to 30 female applicants from developing countries for its advanced DL courses.

Request 5: *Assist Member States, as requested, on the implementation of measures and programs aimed to encourage women and girl's involvement in IP.*

19. WIPO's assistance to Member States encompasses programs and activities aimed to (i) encourage women and girls' involvement in IP on a variety of fields, (ii) the preparation of studies and research pieces, through the collection and analysis of qualitative and quantitative data, including sex-disaggregated data, and (iii) the gender analysis of IP policies and strategies.

20. In addition, in all of its activities, WIPO always endeavors to ensure a balanced participation of women, promoting gender parity at different levels (for example, in the selection of panelists/speakers and experts, and by encouraging women participation in all activities). This takes the form of proactive efforts with partners and organizers to explicitly invite female representatives.

21. WIPO's work on gender equality in IP supports the implementation of many SDGs in addition to SDG 5, in particular decent work and economic growth (SDG 8), poverty eradication (SDG 1), reduced inequalities (SDG 10), and industry, innovation and infrastructure (SDG 9).

22. Through the webpage "[Gender equality and IP](#)", WIPO continues to provide up-to-date information on the activities that it promotes and delivers related to gender equality, diversity

² UNESCO and L'Oréal Foundation established the *For Women in Science Programme* in 1988. It aims to recognize prominent women scientists pursuing promising research in the sciences to overcome today's global challenges. The program has recognized over 100 Laureates, including multiple Nobel Prize winners.

and inclusion. The webpage features stories of inspiring inventors and creators, the most recent research pieces published and the latest global data related to the gender innovation gap in IP. Engaging videos on data on women and IP have recently been produced and used for sensitization objectives.

23. When providing assistance to Member States, WIPO uses a tailored approach based on the needs, opportunities and strengths of each partner. In the following sections, the main efforts of the Organization are presented in two clusters: the first one covers initiatives carried out under different themes, benefiting a wide array of Member States; the second one focuses on the specific strategies followed within each region.

A. THEMATIC COOPERATION

24. Data on the participation of women and other groups in the IP system is crucial to provide policy makers with a comprehensive understanding of gaps so that effective solutions can be designed and put in place. For example, in 2020, only 16.5 percent of PCT applicants were women. However, data on the use of the IP system at large by women continues to be scarce, limiting the effectiveness of policy responses. There is a growing recognition by country-level and global actors alike that this data gap needs to be bridged. Since 2016, WIPO has been part of these efforts, engaging with different partners. These have encompassed both economic and methodological research and targeted support to IP Offices in the collection and analysis of sex-disaggregated data and the formulation and monitoring of gender-sensitive indicators. For more information on the Secretariat's work on comparable and disaggregated international data related to gender equality in IP, please see document CDIP/26/7.

25. In the area of Traditional Knowledge, WIPO's work has aimed at strengthening the capacity of women entrepreneurs from indigenous peoples and local communities (IPLCs) to: i) make strategic and effective use of IP rights in support of their businesses; ii) encourage innovation and creativity related to traditional knowledge (TK) and traditional cultural expressions (TCEs); and iii) lead to sustainable prosperity for IPLC entrepreneurs and their communities. In line with these objectives, WIPO provides capacity-building services and practical assistance in the context of its *Indigenous and Local Community Entrepreneurship Program*. The *WIPO Training, Mentoring and Match-Making Program for Indigenous Women Entrepreneurs* was launched in 2019. Twenty-four indigenous women entrepreneurs were selected from hundreds of applicants, including artisans, designers, performing artists, researchers, healers or small-scale farmers. The participants benefited from a week-long training in Geneva in November 2019, which was followed by a mentoring phase in 2020. The mentoring phase was extended to June 2021 due to the difficulty some of the participants were experiencing completing their projects in the context of the COVID-19 pandemic. To date, eight of the participants have been or are in the process of registering trademarks or collective marks as an outcome of the program.

26. WIPO also contributes to build the capacity of indigenous women to gain practical training on IP rights through webinars and other events: for example, the webinar on "Intellectual Property Opportunities for Women Entrepreneurs in Africa", co-hosted by WIPO and the International Trade Centre (ITC)'s *SheTrades Initiative*, and held on October 14, 2020; or webinars on "E-commerce and Intellectual Property for Indigenous Peoples and Local Community Entrepreneurs", held on September 11 and November 20, 2020. The latter were delivered mainly by women speakers, which particularly benefit women given their position as leaders in many SMEs and their key role in perpetuating traditions in indigenous communities.

27. The *WIPO-PRV International Training Program on IP and Genetic Resources in Support of Innovation* is another example of gender mainstreaming in training. As a matter of fact, it integrates a specific module on gender equality, diversity and inclusion and requests

participants to consider these issues while implementing their change projects in communities, countries and regions.

28. Since January 2019, WIPO is also implementing the Development Agenda Project on *Increasing the Role of Women in Innovation and Entrepreneurship: Encouraging Women in Developing Countries to Use the Intellectual Property System*, which aims to increase the participation of women inventors and innovators in the national innovation system by supporting them to make better use of the IP system. The project is being implemented in the following beneficiary countries: Mexico, Oman, Pakistan and Uganda. For further information on the progress of implementation, please refer to document CDIP/26/2.

29. Lastly, WIPO actively collaborates with the rest of the UN system on gender equality in innovation, including through events. For example, together with the International Telecommunication Union (ITU), WIPO hosted a side event in New York in the margins of the 63rd Session of the Commission on the Status of Women (CSW) on Gender and Science, Technology and Innovation (March 11 to 12, 2019). The purpose of the event was to promote awareness of the importance of gender equality in STI, and present the work of UN agencies members of the IATT³. In the margins of the Fourth STI Forum (May 14 and 15, 2019), ITU, WIPO and UNESCO organized an Exhibition on Women and Science, Technology and Innovation⁴. The exhibition showcased portraits and stories of exceptional women from around the world who have made significant achievements advancing STI to serve as role models for women and girls. In addition, WIPO is a member of the Inter-Agency Network on Women and Gender Equality (IANWGE), which serves as a forum to coordinate normative and operational work, promote the exchange of good practices and gender analysis of new/emerging issues.

B. REGIONAL COOPERATION

a) Africa

30. Efforts to support women in IP are present in the context of the Branding Projects in Botswana and Ghana, initiated in implementation of the countries' respective National IP Strategies, and undertaken with the support of FIT Japan. Both countries have traditional baskets crafted from plant-derived fibers, primarily made by women. The objective of the project is to assist the indigenous basket weavers of two communities in Ghana and Botswana, namely Bolgatanga and Chobe, to effectively use IP in enhancing their business competitiveness. The projects are in their final stages in both countries: the Chobe basket weavers have adopted a collective mark, which will be launched later this year, while the Bolgatanga stakeholders are in consultations regarding a suitable mark.

31. Further, a gender sensitive approach was adopted to the sponsorship of applicants to the *WIPO/Africa University MIP Program*: out of 17 applicants selected in 2019, 9 were women. The same number was selected for 2020 out of 17 applicants.

³ Interagency Task Team.

⁴ Science, Technology and Innovation.

b) Arab countries

32. The assistance provided by WIPO in support of Arab women innovators and creators focuses on providing advice to Member States on gender mainstreaming in the formulation of National IP Strategies, and organizing different activities specifically addressing women and IP issues. The main ones held during the reporting period are:

- (i) Panel Discussion on “Intellectual Property and Women Entrepreneurs”, in the national workshop on *Effective Intellectual Property Asset Management by Small and Medium-Sized Enterprises (SMEs)*, in March 2019.
- (ii) *Regional Meeting on Intellectual Property and Women Entrepreneurship in the Arab Region*, hosted by the Hashemite Kingdom of Jordan, in September 2019.
- (iii) Briefing Session for Focal Points in Arab Permanent Missions / Permanent Delegations / Observer Missions in Geneva titled: *Gender in Intellectual Property (IP): Recent Trends and Developments and Overview of Gender and IP in the Arab Region*, in September 2020.

33. The abovementioned activities contributed to promoting the use of IP by Arab women inventors, creators and entrepreneurs, exchanging experiences and best practices among them, as well as highlighting recent gender-related IP trends in the Arab region.

c) Asia and the Pacific

34. In the context of the recent Evaluation undertaken on the Division for Asia and the Pacific Framework for Technical Cooperation, work is underway to strengthen the existing monitoring and feedback mechanisms and to make gender mainstreaming an integral part of the projects’ design, implementation, monitoring, and evaluation. As part of these efforts, the gender dimension is being mainstreamed across the indicators, tools and data collection methods of all projects. Further, sex-disaggregated data will be made available, where possible, by using surveys and interviews, which will allow staff to better take into consideration gender equality related needs in the design and implementation of their activities and projects. These actions are expected to help identify challenges and opportunities to contribute to the reduction of gender inequalities.

d) Latin America and the Caribbean

35. In this region, WIPO’s gender-related activities are governed by the *Regional Program on Intellectual Property (IP), Innovation and Gender Equality*, which aims to (i) link the existent or foreseen gender-oriented public policies to the IP ecosystem, in order to encourage gender equality and empower women by promoting their innovative potential; and (ii) include gender sensitive managerial practices in the work of IP Offices of Latin America.

36. This program was launched in 2017 to support the implementation of WIPO’s Policy on Gender Equality. Since then, four Regional Meetings on IP, Innovation and Gender Equality have been held (Colombia in 2017, Uruguay in 2018, Peru in 2019 and in an online format hosted by Chile in 2020). During the last meeting in 2020, participating IP Offices shared the progress related to: (i) fostering the development of gender-related institutional policies by the IP Offices; (ii) developing a gender-responsive managerial environment; (iii) sharing best practices of the IP Offices in encouraging the use of the IP system among women; (iv) identification of internal practices of the IP Offices with regards to the management of information and establishment of gender indicators; and (v) establishing a network of gender responsive IP Offices.

37. Cascading from this last point, the IP Offices of Chile, Colombia, Costa Rica and Peru are currently working on the establishment of the Network of Latin American IP Offices on Gender and IP. The conceptual map and guiding principles as well as a prototype of the Network have been delivered under the support of WIPO. Discussions are now focusing on the scope, outreach and governance of the future Network.

e) Least Developed Countries (LDCs)

38. IP and Gender Equality is presented as a standalone topic during programs and meetings. In particular, during the WIPO-PRV-Sida Advanced International Training Program on *Intellectual Property for Least Developed Countries*, which takes place at least twice a year, a presentation on “*IP and Gender Equality*” is always delivered, followed by interactive discussions. The presentation aims to spread awareness on IP and gender equality issues and to encourage national initiatives in the area in LDCs.

39. Furthermore, IP and Gender Equality is integrated into the Project-based Approach of Training Programs. A key implementation modality of the Division’s training programs is the formulation and implementation of national projects by the participants, who are encouraged to integrate gender and diversity considerations during all phases of project implementation. Through this approach, engagement has been established with institutions, for example in Tanzania and Uganda, working on gender and IP issues, particularly at the community level.

40. The Division for LDCs also organizes activities with the specific aim of fostering women’s involvement in the field of IP, such as the National Meeting on *Harnessing Intellectual Property for the Benefit of Women’s Entrepreneurship*, organized in Dar es Salaam, Republic of Tanzania, in June 2019. The two-day workshop was attended by 34 women owners of SMEs in areas such as fruit processing, candle production, textiles, and wine production. It concluded that there was a need to carry out a needs assessment exercise to ascertain the specific needs and priorities of women entrepreneurs in the area of IP in Tanzania; and to develop an IP training manual in Kiswahili on IP registration and use. Both of these initiatives are currently underway.

41. Lastly, the gender dimension is also taken into consideration within the WIPO Program on Transfer of Appropriate Technology, which aims at identifying appropriate technologies for specific development needs through the use of technical, scientific and patent information. The gender equality approach is present both in terms of encouraging gender-equitable participation in the national institutions established by the Program, such as National Expert Groups, and in the context of the application of the technologies that are transferred technologies. For instance, in Nepal, the identified technology for biomass briquetting utilizes biomass from agricultural residue to produce high-quality briquettes as an alternative to wood. This clean, green alternative fuel reduces indoor air pollution. This is particularly relevant during cooking, which tends to be an activity still predominantly carried out by women, by increasing health and wellbeing.

II. THE WAY FORWARD

42. WIPO will continue to strengthen its efforts to achieve greater gender equality in the field of IP. To this end, new initiatives are underway, such as:

- (i) Programs to acquire skills and knowledge, and build the confidence, to develop, protect and commercialize inventive ideas for innovative products, using IP tools and business strategies. The new Academy short course *Women Leaders in IP and Invention Program: Bespoke Training Course in partnership with KIPO and the Korean Women Inventors Association (KWIA)* will specifically be dedicated to women in developing countries, with a view to building foundational capacity for

shaping policy conditions and social atmosphere that promotes the engagement in IP and innovation.

- (ii) Training on the experiences and challenges of women exporters. A substantive module on this matter will be added to the Executive Course (DL-730) on *IP and Exports*, which addresses common challenges faced by exporters and export agency workers within the Latin American and Caribbean region.
- (iii) Training program on *Empowering Women in STEM⁵ Careers through the use of the IP System and National Online Trainings on Gender Perspectives for IP Office Staff of selected Latin American countries*, currently under development.
- (iv) Given the success and high interest by indigenous women entrepreneurs in the *WIPO Training, Mentoring and Match-Making Program for Indigenous Women Entrepreneurs* that was launched in 2019, a new edition of the Program is scheduled for 2021-2022.
- (v) In March and April 2021, the webinar series “Designing a gender equality plan: Tools for Intellectual Property and/or Copyright Offices/Directorates in Latin America” targeted fifteen IP Offices in Latin American and Caribbean countries providing knowledge related to gender equality and inclusion, the gender-sensitive policy cycle and tools and techniques to make IP services more gender-responsive. Given the strong participation and interest in this activity, the Secretariat is currently preparing a new “advanced” webinar series to build on the first one and thus strengthen gender-responsive initiatives by IP Offices in the region.

43. *The Committee is invited to take note of the information contained in this document.*

[End of document]

⁵ Science, Technology, Engineering and Mathematics.