

Committee on Development and Intellectual Property (CDIP)

Thirtieth Session
Geneva, April 24 to 28, 2023

EVALUATION REPORT OF THE PROJECT ON INCREASING THE ROLE OF WOMEN IN INNOVATION AND ENTREPRENEURSHIP: ENCOURAGING WOMEN IN DEVELOPING COUNTRIES TO USE THE INTELLECTUAL PROPERTY SYSTEM

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1. The Annex to this document contains an external independent Evaluation Report on the Project on Increasing the Role of Women in Innovation and Entrepreneurship, undertaken by Ms. Anita Leutgeb, evaluation & research FOR DEVELOPMENT, Vienna.

2. *The CDIP is invited to take note of the information contained in the Annex to this document.*

[Annex follows]

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List of acronyms used

| | |
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| CDIP | Committee on Development and Intellectual Property |
| DA | Development Agenda |
| IP | Intellectual Property |
| LDCs | Least Developed Countries |
| STEM | Science, Technology, Engineering, and Mathematics |
| TA | Technical Assistance |
| TISC | Technology and Innovation Support Centers |
| URSB | Uganda Registration Services Bureau |
| WIPO | World Intellectual Property Organization |
| WIRC | Women Innovation Resource Centers |

EXECUTIVE SUMMARY

1. This report is an independent evaluation of the Development Agenda (DA) Project (Project Code: DA_1_10_12_19_31_01) on Increasing the Role of Women in Innovation and Entrepreneurship: Encouraging Women in Developing Countries to Use the Intellectual Property System, proposed by Canada, Mexico and the United States of America. The project was approved by the Committee on Development and Intellectual Property (CDIP) during its 21st session, held in May 2018. The project duration was from January 2019 until December 2022.

2. This project aimed to strengthen the innovative capacity of the participating countries (Mexico, Uganda, Oman, and Pakistan), focusing on increasing the participation of women inventors and innovators in the national innovation system by supporting them in using the Intellectual property (IP) system more effectively. It aimed at assisting and supporting women inventors and innovators to broaden their awareness, knowledge and use of the IP system. Key outputs included: gaining a better understanding of the extent and scope of problems faced by women inventors and innovators and identifying possible solutions; establishing a national baseline in the four pilot countries; developing training materials; increasing the capacity of selected institutions to provide IP support services to women; establishing a network of lawyers and mentors who agree to provide free support services; and developing a toolkit that can be used for conducting a similar project in the future.

3. The aim of this evaluation was to learn from experiences during project implementation and to provide evidence-based evaluative information to support the CDIP's decision-making process. This included assessing the project management and design, including monitoring and reporting tools, as well as measuring and reporting on the results achieved, and assessing the likelihood of their sustainability. The evaluation utilized a combination of methods, including a document review and interviews with five staff members from the WIPO Headquarters, three National Focal Points, three representatives of the Permanent Missions and IP Offices that had proposed the project, six mentors, seven mentees and one consultant.

Key findings

Project design and management

4. **Finding 1-3:** The project document was found to be sufficient in guiding the overall implementation and assessment of progress. The project monitoring tools were appropriate for reporting to Member States at the CDIP on the overall progress of the project, notably, through the Project Progress reports. The project also collected feedback from participants of trainings and of the mentorship program. The activities of this project were managed by the IP for Business Division, IP and Innovation Ecosystems Sector, under the oversight and guidance of the Development Agenda Coordination Division (DACD). The project manager had some challenges in carrying out the task as she had to do it in addition to her regular workload, since the project did not envisage additional human resources.

5. **Finding 4-5:** The project implementation was affected by the COVID-19 pandemic, which made it necessary to switch to online formats of events, trainings, and consultations. On the other hand, this allowed to increase the number of participants in certain events, and reduce costs. Keeping the interest and motivation of stakeholders in the pilot countries, however, was challenging. It was mitigated by an increased communication between the project management and the national focal points.

Effectiveness

6. **Finding 6-7:** A comparison between planned and implemented activities showed that the activities were carried out as outlined in the proposal, with the exception of two activities: (i) an awareness-raising event under Output 3 was implemented only in three pilot countries, since the fourth country chose not to participate; (ii) trainings for the identified centers to provide support to women inventors and innovators (Activity 2 under Output 5) were not carried out.

7. **Findings 8-14:** The project succeeded in contributing to a better understanding by stakeholders of the extent and scope of problems faced by women inventors and innovators, as well as to identifying of possible solutions. The awareness was raised through a number of documents produced by the project, such as:

- (a) a literature review that identified key influencing factors and barriers for becoming successful women inventors and innovators;
- (b) a report that identified five challenges contributing to the IP gender gap, as well as proposed solutions and policies targeted at each of them;
- (c) a collection of individual stories of women inventors and innovators on their experiences in protecting and bringing their invention to market;
- (d) national baseline reports in four participating pilot countries, identifying challenges and obstacles faced by women in their access to and use of the IP system.

8. **Finding 14:** While presenting the findings of the national assessment reports, the recommendations included therein and possible networks of potential providers of support were discussed. There was a common understanding on the need to increase awareness and capacity building in the patent system in general and in the use of databases and claim drafting in particular. Hence, from June 1 to 2, 2021, a virtual workshop on using the patent system by women inventors was organized, with 97% of the workshop participants finding the workshop useful for understanding the patent system and how to use it.

9. **Finding 15-19:** Between November 2021 and February 2022, an international mentorship program to support women inventors and innovators was carried out. Through the program, 30 women inventors in Oman, Pakistan and Uganda received guidance from international mentors (IP professionals) on understanding IP and its applicability to their inventions (e.g. which type of IP right is adequate in case of each participant), preparing for IP protection and developing an IP plan. Most mentees were very satisfied with the opportunity to participate in the program, with the knowledge they gained and with the level of support they received from their mentors. Both mentees and mentors interviewed would have found the program even more effective if the mentoring had addressed the aspect of commercialization and on how to draft claims more in-depth. Overall, all mentees and mentors, as well as other stakeholders interviewed for this evaluation, considered the mentorship program as successful and recommended the expansion of the program with a few suggested changes.

10. **Finding 20:** The envisaged Women Innovation Resource Centers were not realized. However, in each pilot country, a focal point/institution/center to support women inventors and innovators was identified. Support services for women were integrated into existing services within IP Offices of most pilot countries, contributing to increasing the likelihood of sustainability. The focal points in the pilot countries reported that the project made them more aware and committed to support women's needs. The project did not manage to carry out the originally planned trainings for these institutions.

11. **Finding 21:** Each pilot country identified potential women mentors (at the time of this evaluation, there were 24 in Uganda, 11 in Pakistan, and more than 100 in Mexico). However, the mentees were not aware of a local network of mentors that provided advice on a *pro bono* basis. Mentees from Pakistan reported on trainings organized by their IP Office where they could access after their participation in the mentorship program. The IP Office of Pakistan reported that the roster of mentors will soon be accessible from their website. Mexico acknowledged the important role the project played for the creation of a support network for women.

12. **Finding 22:** Pakistan identified 11 legal practitioners willing to provide *pro bono* assistance to women inventors. The assessment report of Oman included a tentative list of seven attorneys. The IP Office of Pakistan recently created a helpdesk/helpline for women to give advice on the technical and legal aspects of IP. At the time of this evaluation, the IP Office was designing a feature on the website where attorneys, willing to provide legal assistance and advice to women inventors on a voluntary basis, could apply.

13. **Finding 23-26:** Among external stakeholders, there was little awareness on the outputs developed by the project, except for the national assessment reports and the mentorship program. Most countries found the report helpful to understand the gender disparities and challenges of inventors and innovators and to base decisions and follow-up actions on it. The guidance documents for mentees and mentors during the four sessions were found to be useful and well-prepared, with the suggestion to put more focus on commercialization if the program was to be rolled out further. Other documents developed in the context of the project have the potential for further use if WIPO manages to make them known to internal and external stakeholders and if a follow-up on various recommendations of the project's outputs is carried out.

Sustainability

14. **Findings 26-29:** The likelihood of the continuation of the benefits created by the project will depend on several factors, such as the decision whether to roll out the mentorship program or not, or whether national focal points continue to offer specific support for women. The evaluation found a good level of engagement of Pakistan and Mexico beyond the project activities. The publication of documents, produced in the context of the project, on the project's website is an important step to facilitate that these outputs are taken up within and beyond WIPO. The evaluation could not identify a proper follow-up action plan, but nonetheless, a few suggestions for follow-up measures were included in the completion report.

Implementation of Development Agenda (DA) Recommendations

15. **Findings 30-34:** The project contributed to the implementation of the DA Recommendations 1, 10, 12, 19, and 31. It was development-oriented, with the inclusion of Mexico, Oman, Pakistan and Uganda as pilot countries. Besides the fact that the participating countries chose themselves which institution should host the focal point for the project, the evaluation did not find any activities that were specifically tailored to adapt to the country contexts (Finding 31). The project raised awareness of stakeholders on the extent of the gender gap and on the type of support women inventor and innovators need (Finding 32-33). Several stakeholders considered the project as a foundation for WIPO's further work on IP and gender within the last few years (Finding 33). The project contributed to the DA Recommendation 31 through the provision of information on licensing, patents and trademarks. It increased the target institutions, as well as women inventors' and innovators' understanding and use of IP as an instrument for business development (Finding 34).

Conclusions and recommendations

16. **Conclusion 1 (Ref: Findings 7-13).** Through this project, WIPO created considerable knowledge on understanding the challenges that women face in managing the IP and effectively using the IP system. In addition to the challenges and gaps identified, various documents produced under this project included recommendations and potential solutions to tackle these challenges. Some of these documents were general in nature, but the national assessment reports provided country-specific knowledge.

17. **Conclusion 2 (Ref: Findings 15-19).** The mentorship program successfully provided mentees with knowledge on the importance of protecting their innovation/invention. It is an element of the project worth replicating. Nonetheless, mentees and mentors provided suggestions on how to improve the program. All mentees, especially single entrepreneurs, were grateful for the possibility of the program, however, they reported difficulties in accessing technical and financial support for protecting their inventions. The toolkit provides a summary of the methodology used, which certainly could be used for similar projects by making necessary adjustments based on learnings from this project.

18. **Conclusion 3 (Ref: Finding 24).** This project was considered a good starting point by stakeholders. However, as the participation of women in IP is still small in many countries, there was an agreement by stakeholders that more needs to be done to address the gender gap. It was also recognized that IP alone cannot address the more structural problem of the under-representation of girls and women in science, technology, engineering and math (STEM) related careers.

19. **Conclusion 4 (Ref: Finding 3).** For the project manager, it was difficult to manage the project on top of her regular workload, since the project did not envisage additional human resources.

20. **Recommendation 1 (Ref: Conclusion 1, Findings 7-13).** It is recommended to WIPO to make use of the wealth of knowledge produced by the project for the development of further support projects. In particular, a systematic follow-up on the recommendations and solutions included in the national assessment reports, the literature review, the closing report of the mentorship program, the good practices report, and the feedback results from the training sessions should be carried out. All these recommendations could be combined in one document for internal discussion and prioritization. The national assessment reports are a good practice, which should be replicated early on in the project to base activities on the gaps and recommendations identified.

21. **Recommendation 2 (Ref: Conclusion 2, Findings 15-19).** It is recommended that WIPO considers the mainstreaming of the mentorship program. In addition to considering recommendations provided in a report that summarized feedback on the mentorship program, the following aspects should be taken into account:

- (a) Extending the total number of mentoring hours.
- (b) Extending the number of mentoring languages to be more inclusive.
- (c) Offering two options of programs depending on the phase of the innovation (rather at the idea stage or at the commercialization stage).
- (d) Expanding the scope of the program to address more in-depth commercialization, trademarks, drafting application documents, entering licensing agreements and enforcement, and international filing.
- (e) Offering some online lectures for self-paced learning, in addition to the one-on-one sessions with the mentor (possibly using existing courses of the WIPO Academy).

- (f) Creating an online group where mentees can exchange. Some mentees might be more advanced than others, they can help each other to progress and learn from each other (as peer mentors). This could be a sort of community of practice or a more informal virtual group using an existing social media tool.
- (g) Clarifying the type of support available for mentees.
- (h) Mexico created its own mentorship program. It is recommended to learn from their experiences when preparing for a new program.
- (i) A greater engagement of WIPO or clearer guidance of national focal points in the selection of mentees to improve the matching.
- (j) Possibilities on how women can access both technical and financial support (maybe by finding sponsorships), as both need to be secured to participate effectively in the IP system.

22. **Recommendation 3 (Ref: Conclusion 3, Finding 24).** It is recommended that WIPO continues to support projects in the area of gender and IP but also on addressing more of the underlying structural issues on the underrepresentation of girls and women in STEM-related careers.

23. **Recommendation 4 (Ref: Conclusion 4, Findings 3).** For future CDIP projects, it is recommended to ensure that the project manager has the necessary resources and support within the organization to manage such a project.

I. INTRODUCTION

24. This report is an independent evaluation of the DA Project (Project Code: DA_1_10_12_19_31_01) on Increasing the Role of Women in Innovation and Entrepreneurship: Encouraging Women in Developing Countries to Use the Intellectual Property System, proposed by Canada, Mexico and the United States of America. The project was approved by the CDIP during its 21st session, held in May 2018. The project duration was from January 2019 until December 2022.

II. DESCRIPTION OF THE PROJECT

25. **Objectives:** This project aimed at strengthening the innovative capacity of participating countries, focusing on increasing the participation of women inventors and innovators in the national innovation system, by supporting them in using the IP system more effectively to protect and commercialize their inventions through:

- (a) Gaining a better understanding of the problems faced by women inventors and innovators in using the IP system for creating IP based businesses and identifying possible solutions;
- (b) Identifying mechanisms for providing more targeted support to women inventors and innovators to enable them to make more effective use of the IP system;
- (c) Creating Women Innovator Resource Centers (“WIRCs”) that would provide relevant IP and related support services to women inventors and innovators in an “all-women” environment. Such services could include patent search, locating partners, allocating mentors, preliminary legal advice, conducting outreach to universities and research centers, as well as schools to promote STEM and the relevance of IP to these fields;
- (d) Establishing or expanding a network of women inventors and entrepreneurs that will provide continuous support to inventors and innovators in the country or region. Organizing regular national and/or regional networking events for women inventors and innovators;
- (e) Establishing or expanding Women’s IP mentorship programs that would provide mentoring to new inventors and innovators in the country or region, as well as conducting outreach to schools and universities;
- (f) Establishing or expanding a legal support program for women inventors in order to assist them with protecting their IP in the country or region; and
- (g) At the end of the pilot, creating a toolkit and/or a compilation of best practices/lessons learned in order to assist other countries to establish or expand women innovator support programs.

26. **Outputs:** The project document set out the following eight main outputs of the project:

- (1) Better understanding of the extent and scope of problems faced by women inventors and innovators and possible solutions identified;
- (2) Established national baseline in four participating countries;
- (3) Increased awareness of stakeholders on the role of the IP system in protecting and commercializing inventions;
- (4) Developed materials for training for women inventors and innovators;
- (5) Increased capacity to provide IP support services to women;
- (6) Network of leading women inventors and entrepreneurs, established in the selected countries: core group within the network identified to function as mentors;

- (7) Established network of leading lawyers in the selected countries who agree to provide free legal support services;
- (8) Developed toolkit that can be used for conducting a similar project in other countries.

27. Within WIPO, this project was managed by the IP for Business Division, IP and Innovation Ecosystems Sector.

III. OVERVIEW OF EVALUATION CRITERIA AND METHODOLOGY

28. The aim of the evaluation was to learn from experience gained during project implementation, assess the project's performance, including project design and management, coordination, coherence, implementation, and results achieved. The evaluation also aimed to provide evidence-based evaluation information to support the decision-making process of the CDIP.

29. The evaluation was organized around nine evaluation questions split into four areas: Project Design and Management; Effectiveness; Sustainability; and Implementation of the DA Recommendations. These questions are responded to in the section "Key findings".

30. The evaluation utilized a combination of methods. In addition to a review of all relevant documentation and available monitoring data, interviews were conducted with five staff members from the WIPO Headquarters, three National Focal Points, three representatives of the Permanent Missions and IP Offices that had proposed the project, six mentors, seven mentees and one consultant.

IV. KEY FINDINGS

This section is organized on the basis of the four evaluation areas. Each evaluation question is answered under the headings of each area.

A. Project Design and Management

Appropriateness of the initial project document as a guide for project implementation and assessment of results achieved.

31. **Finding 1:** The project document provided a description of the delivery strategy, activities and schedule, budget and monitoring indicators. The project document was found to be sufficient in guiding the overall implementation and assessment of the implementation progress. The other project documents were found to be of satisfactory quality and detail.

The project monitoring, self-evaluation and reporting tools and analysis of whether they were useful and adequate to provide the project team and key stakeholders with relevant information for decision-making purposes.

32. **Finding 2:** The project monitoring and reporting tools were appropriate for reporting to Member States of the CDIP on the overall progress of the project, notably, through the Project Progress Reports. The project also collected feedback from participants of trainings and of the mentorship program.

The extent to which other entities within the Secretariat have contributed and enabled an effective and efficient project implementation.

33. **Finding 3:** The activities of this project were managed by staff from the IP for Business Division, IP and Innovation Ecosystems Sector under the oversight/guidance of the DACD. The project manager established a good working relationship with the focal point for gender issues within the Secretariat at that time. The project manager faced some challenges in carrying out the project tasks as she had to do them in addition to her regular workload with limited support.

The extent to which the risks identified in the initial project document have materialized or been mitigated.

34. **Finding 4:** The initial project document identified two risks for the project. The project documentation described a mitigation response, as listed below. The level of support in some pilot countries was not as much as anticipated. Risk number 2 arose with the onset of the COVID-19 pandemic and was successfully tackled by switching to online formats for activities. Moreover, the project encountered difficulties in communicating and implementing most of the activities in one of the participating countries. A few activities were implemented with some delays, without affecting the overall timeframe of the project.

| Identified risk | Mitigation response |
|---|--|
| <p>Risk 1:</p> <p>Sustained collaboration with national authorities and focal points is key in determining the level of support provided from the pilot countries, smooth running of activities and timely implementation of the project.</p> | <p>Risk mitigation strategy:</p> <p>The project manager regularly followed up with national focal points and tried to keep them engaged in the implementation of activities.</p> |
| <p>Risk 2:</p> <p>Conditions in a selected pilot country may impede the project implementation.</p> | <p>Risk mitigation strategy:</p> <p>Implementation of online activities and increased communication.</p> |

Table 1: Risks and risk mitigation

The project's ability to respond to emerging trends, technologies and other external forces.

35. **Finding 5:** The project implementation had to respond to the external challenge of the COVID-19 pandemic. In March 2020, the whole world was hit by the pandemic and related lockdown measures and travel restrictions. This was at the time when the project was to move to the national implementation of activities. The project had to carry out all activities remotely. It caused some delays in the project implementation and led to a revision of the delivery strategy of some activities, in particular, face-to-face consultations and events, which had to be carried out online. Keeping the motivation and interest of stakeholders on the ground became more difficult. Despite these challenges, the overall timeline of the project was not affected, on the contrary, moving some activities online increased the number of participants in certain events and reduced costs.

B. Effectiveness of the Project

36. **Finding 6:** The project envisaged two types of activities. A first group of four different activities to create a foundation (Output 1) and a second group of activities that focused on the pilot countries (Output 2-8). A comparison between planned and implemented activities showed that the activities were carried out as outlined in the proposal with two exceptions:

(a) Awareness raising events foreseen under Output 3 (Increased awareness of stakeholders on the role of the IP system in protecting and commercializing inventions) were carried out in three out of the four pilot countries. The exception was Mexico, which chose not to participate in the activity.

(b) Activity 2 under Output 5 (Undertake capacity building programs through trainings for the identified centers to provide support to women inventors and innovators) was not carried out. The project did not manage to define and implement the training partially due to the pandemic but also due to the challenges in building an ongoing working relationship with the focal points.

37. **Finding 7:** As mentioned above, the COVID-19 impacted the delivery of certain activities at the planned time and format. All trainings, events, and consultations were carried out online instead of face-to-face.

The effectiveness of the project in gaining a better understanding of the extent and scope of problems faced by women inventors and innovators and possible solutions gained.

38. **Finding 8:** The project succeeded in contributing to a better understanding by stakeholders of the extent and scope of problems faced by women inventors and innovators, as well as identifying possible solutions. The awareness was raised through a number of documents produced by the project, which are described in detail below.

39. **Finding 9:** By the end of June 2019, a review of the existing literature on the situation of women inventors, innovators and entrepreneurs was completed. The report was based on a review of academic work available in English that focused on women inventors and innovators. The literature review titled “Challenges for Women Inventors and Innovators in Using the Intellectual Property System - A Literature Review”¹ identified key influencing factors and barriers for becoming successful women inventors and innovators, trying to shed light on lower female patenting rates, including an underrepresentation in STEM degrees, lack of strong professional social networks, lack of access to funding, lack of understanding of the importance of IP registration, to name a few. To address these challenges, the report included 32 recommendations under eight topics addressed to WIPO and its Member States:

- (i) Improve the collection of sex-disaggregated data;
- (ii) Encourage increased female entry into patent-intensive STEM fields and careers;
- (iii) Increase women’s access to critical resources, especially funding;
- (iv) Address socio-cultural issues and bias that inhibit women’s innovative potential;
- (v) Support networking, collaboration and learning for women;
- (vi) Reduce the complexity and cost of the patenting process and strengthen national capacity to serve women inventors and innovators;
- (vii) Improve enforcement of rights in developing countries, including in female-dominated areas;

¹ The report is available at:
dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/CDIP_26_INF_2/EN/Literature%20review.pdf

- (viii) Support proactive policies and more research.

Under each of these larger topics several more specific measures were recommended.

40. **Finding 10:** The project proposal envisaged the production of a catalogue of best practices, models and examples of programs and initiatives designed to support women inventors and innovators in the access to or use of the IP system (Output 1). This was changed to a report, titled Policy Approaches to Close the Intellectual Property Gender Gap – Practices to Support Access to the Intellectual Property System for Female Innovators, Creators and Entrepreneurs² that identified five challenges contributing to the IP gender gap and proposed solutions and policies targeted for each of them. As explained in the introduction of the report, “the goal of finding policies that were sufficiently established and tested to be called ‘best practices’ proved too ambitious.” One of the solutions identified was to provide women with mentoring and networking opportunities, which were, in fact, part of the project design. The report was published in 2019.

41. **Finding 11:** The collection of individual stories of women inventors and innovators on their experiences in protecting and bringing their invention and innovative outputs to market took longer than foreseen. Women in these stories across Africa, Asia, South America, and the Middle East describe their interactions with the IP ecosystem and the difficulties they faced applying for or receiving patents due to a lack of resources or knowledge about IP rights. The first expert collating the stories left the assignment and a new one had to be found. The stories were eventually completed in December 2021. Some of the stories will be published on the project website.³

42. **Finding 12:** The second output of the project aimed at establishing national baseline reports in four participating pilot countries, identifying challenges and obstacles faced by women in their access to and use of the IP system. All national reports were completed by the end of 2020. Each report included case studies of women inventors, their challenges and an institution where a support service could be housed. It also included a list of inventors and entrepreneurs who expressed their willingness to mentor, as well as local attorneys who were available to provide *pro bono* support. In all four countries, Oman,⁴ Pakistan,⁵ Uganda,⁶ and Mexico,⁷ the findings of the reports were officially presented and discussed with stakeholders. Because of the restrictions caused by the COVID-19 pandemic, the events were held online. The IP Office in Mexico would have wished to see a more in-depth analysis on the reasons for the difficulties women face to finance their inventions. Hence, the IP Office in Mexico did more research and prepared a complementary assessment report with their own resources.

43. **Finding 13:** The project produced a guide on IP for Startups “Enterprising Ideas – A guide to Intellectual Property for Startups”⁸ (Output 4), which was published in June 2021 and translated into all UN languages and Japanese. It contains case studies of successful women entrepreneurs. The guide was presented to the CDIP at its 28th session. In addition, an infographic⁹ that highlighted the main elements of the guide was completed and made available

² The report is available at:

dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/CDIP_26_INF_3/EN/Good%20practices_Mar%2016.pdf

³ The website can be accessed at: www.wipo.int/women-inventors/en/index.html

⁴ The study is available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Oman/EN/Oman.pdf

⁵ The report is available at:

dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Pakistan/EN/Pakistan.pdf

⁶ The report is available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Uganda/EN/Uganda.pdf

⁷ The report is available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Mexico/EN/Mexico.pdf

⁸ See document CDIP/28/INF/4, available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=571475

⁹ It is available at: www.wipo.int/sme/en/enterprising-ideas

on the WIPO website. The guide consists of seven chapters, which present foundational knowledge related to IP, to consider when launching a successful company from “What is Intellectual Property?” to issues to be considered in an IP audit. Each chapter is complemented with practical examples and steps to follow.

The effectiveness of the project in identifying mechanisms for providing more targeted support to women inventors and innovators to enable them to make more effective use of the IP system.

44. **Finding 14:** Through the national assessment reports (see finding 12), the need for support and support institutions/individuals for women inventors and innovators was identified. During the presentations of the reports’ findings and recommendations, possible networks of potential providers of support were discussed among the stakeholders. According to the project documentation, there was a common understanding on the need to increase awareness and capacity building in the patent system in general and in the use of databases and claim drafting in particular. Under Output 3, from June 1 to 2, 2021 a virtual workshop on using the patent system by women inventors was organized. 450 participants (90% female), mostly from Oman, Pakistan, and Uganda, attended the workshop. Participants had diverse profiles (e.g., students, researchers, professors, IP Office representatives, lawyers, scientists) from various industry fields. Mexico did not request to be part of the event. The collective workshop sessions were complemented by country specific presentations on national patent filing systems and patent grant processes. Moreover, the national focal points shared information on existing IP services and support for women inventors at the national level. 97% of the workshop participants found the workshop useful for understanding the patent system and how to use it. According to the workshop statistics, during the seven hours of workshop, participants had almost 1,000 questions and comments, which indicated their interest and engagement. Furthermore, the workshop survey provided WIPO with information on the most useful topics during the course and ideas for further training topics.

45. **Finding 15:** Between November 2021 and February 2022, an international mentorship program to support women inventors and innovators was carried out “to build skills and IP management knowledge that the participating mentees can apply to commercializing their inventions”¹⁰. The program was not foreseen as such from the onset of the project but was conceptualized at a later stage. Funds saved from holding online instead of physical events contributed to make this possible. The program was developed and implemented by a group of innovators in Geneva together with the WIPO IP for Business Division. The mentees were selected by the national focal points based on different criteria that they received from WIPO (e.g., having developed a technical solution that is protected by an IP right or has potential to be protected, being a national of the country, strong English language competence, etc.). Through the program, 30 women inventors¹¹ in Oman, Pakistan and Uganda¹² received the opportunity to get guidance from international mentors (IP professionals) on understanding IP and its applicability to their inventions (e.g., which type of IP right is adequate in case of each participant), preparing for IP protection and developing an IP plan. The international expert was recruited from law firms or companies and provided support on a volunteer basis. Each mentor was matched with a mentee from four sectors (health, ICT, agriculture, mechanical engineering) based on information provided in a questionnaire by both mentees and mentors. At the beginning of the program, WIPO hosted an online opening session to which all mentors and mentees were invited. The objective of this session was to introduce the program, indicate some ground rules as to how the program would run and to encourage and motivate

¹⁰ See CDIP/28/INF/3, page 1, available at: https://www.wipo.int/meetings/en/doc_details.jsp?doc_id=571474.

¹¹ About five dropped out for various reasons according to project documentation.

¹² Mexico chose not to participate and organized their own mentorship program where women were offered 1 hour mentoring sessions per week during six weeks.

participants. Together, they met in four one-hour online sessions within four months. Both mentees and mentors interviewed appreciated the flexibility in terms of scheduling.

46. **Finding 16:** In addition to following the guidance documents prepared by WIPO, most mentors interviewed reported that they tried as much as possible to tailor their support to the specific needs of the mentee depending on the phase of idea, product, or business development but also considering the time available. The feedback gathered for this evaluation and in the evaluation questionnaire distributed at the end of the program to mentors and mentees by WIPO brought very similar and mostly positive answers. Most mentors were excited about the opportunity to share their expertise, about the possibility to know more about the challenges faced by inventors and innovators in a developing country, in addition to the personal relationship built with the mentee. Most mentees were very satisfied with the opportunity to participate in the program, with the knowledge they gained and with the level of support they received from their mentors. Some mentees reported that this program was exceeding their expectations (*"I was very lucky because I got more than I had expected"*). Almost all mentees confirmed an increase in knowledge of IP, which was considered valuable even in case they could not apply it (yet) to their invention. The program made mentees aware on the importance of patenting and on how to overcome some of the difficulties they faced.

47. **Finding 17:** The project provided an opportunity for mentees in each country to meet each other and to meet the WIPO team but attendance was very low according to project documentation. The evaluation found a divergence between the low attendance rate and the desire to meet and share expressed during the interviews for this evaluation. In fact, several mentees interviewed would have appreciated to also know their fellow mentees and have an exchange of other women's experiences, especially in their own country. However, they acknowledged that, for personal reasons, they could not attend the meeting organized by the project. Some of them suggested a more informal exchange on a social media group. Most mentees and mentors interviewed would have found the program even more effective if the mentoring had addressed the aspect of commercialization or on how to draft claims more in-depth. At the same time, mentors and mentees were aware that it was difficult to address all their questions in only four one-hour sessions. Some mentees also would have wished to have more clarity on which type of support they could ask (*"I did not know if I can ask for the deep technical support to the mentor to prepare the documents for registration"*). Most mentees, in particular single entrepreneur mentees, reported their challenge in financing their IP needs. Mentors and mentees agreed that having the knowledge on IP rights or the use of the system is not enough.

48. **Finding 18:** Challenges encountered by some mentors were difficulties in setting up the online events, mostly because of internet or phone connection problems, in some cases because of a perceived lack of interest of the mentee, in a few cases difficulties in giving context-specific advice without knowing the IP law or IP experts of the mentee's country, or liability issues in case they would give specific legal advice. In a few cases, mentors felt that the mentees were not well selected in terms of timing related to their business project (either too early or too late). A greater engagement of WIPO in the selection of mentees was reported as being beneficial, according to some of the mentors.

49. **Finding 19:** In summary, the pilot mentorship program was successful, nonetheless, the program could benefit from some improvements according to both mentors and mentees. Some suggestions for improvement were included in an internal memorandum prepared by the Project Manager in March 2022, based on an evaluation of the mentorship program carried out by the implementing consultancy firm. Others are the result of this evaluation. All mentees and mentors, as well as other stakeholders interviewed for this evaluation considered the mentorship program as successful and recommended the expansion of the program with a few suggested changes (see Chapter V).

The effectiveness of the project in creating Women Innovator Resource Centers (“WIRCs”), aiming to provide relevant IP and related support services to women inventors and innovators in an “all-women” environment.

50. **Finding 20:** The project was not effective in creating any structure or unit called Women Innovator Resource Centers (“WIRCs”), as envisaged in the project proposal.¹³ However, in each pilot country a focal point/institution/center to support women inventors and innovators was identified. Except for Oman, all other countries opted to house the service in the IP Office. Oman chose the Sultan Qaboos University. Support services for women were integrated into existing services within IP Offices, contributing to an increased likelihood of sustainability. Mexico created its own mentorship program and integrated it into its regular work within the IP office.¹⁴ In Pakistan, a helpline for women was being launched by the national IP Office at the time of the evaluation. In Uganda, the focal point within the Uganda Registration Services Bureau (URSB) – due to their engagement in preparation of the national assessment report – became more aware and committed to support women’s needs. They increased their collaboration with the Uganda Women Entrepreneurs Association Ltd (UWEAL), which was also one of the recommendations included in the assessment report. URSB developed an awareness-raising strategy on IP for outreach to women entrepreneurs and held a workshop for women entrepreneurs on trademark and design protection. The project did not manage to carry out the originally planned trainings for these institutions (output 5). The pandemic and a lack of the level of relationships needed were reported as the underlying reasons, as described above.

The effectiveness of the project in establishing or expanding a network of women inventors and entrepreneurs that will provide continuous support to inventors and innovators in the country or region, including through organization of regular national and/or regional networking events for women inventors and innovators.

51. **Finding 21:** Together with the focal points, a list of stakeholders, relevant institutions, organizations, and individuals active in the field that could provide targeted support was created. Each pilot country identified potential women mentors (at the time of this evaluation, there were 24 in Uganda, 11 in Pakistan, and more than 100 in Mexico). The mentees interviewed for the evaluation, however, were not aware of a local network of mentors that provided advice on a *pro bono* basis. On the other hand, several mentees reported that their relationship with the IP Office and the support they receive improved since their participation in the mentorship programme. Mentees from Pakistan reported on trainings organized by their IP Office where they got access to after their participation in the mentorship program. The IP Office of Pakistan reported that the roster of mentors will soon be accessible from their website. Mexico acknowledged the important role the project played for the creation of the support network for women. However, they reported that they would have appreciated more attention on the side of WIPO on the solutions they (the IP office) found to support women inventors and innovators.

The effectiveness of the project in establishing or expanding a legal support program for women inventors in order to assist them with protecting their IP in the country or region.

52. **Finding 22:** In most of the participating countries, legal support for women was limited to identifying legal practitioners willing to provide support. According to the project completion report in Mexico, the roster of mentors (over 100 registered mentors) includes mentoring and legal advice. Uganda provided a list of 19 legal practitioners willing to provide legal support. The project completion report states, “No data was provided by Oman.” However, the

¹³ See document CDIP/21/12 REV., page 4, available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=406377

¹⁴ More information can be found at: mujeresinnovadoras.impi.gob.mx

assessment report of Oman included a tentative list of seven attorneys.¹⁵ Pakistan identified 11 legal practitioners willing to provide *pro bono* assistance to women inventors, in addition to the hotline described above. At the time of this evaluation, the IP Office in Pakistan was at the stage of designing a feature on the website where attorneys who were willing to provide legal assistance and advice to women inventors on a voluntary basis could apply. The helpdesk/helpline is highlighted on the main page of the website¹⁶ advertised on social media, universities, etc.

The effectiveness and usefulness of the outputs developed in the context of the project, including the review of the existing literature on the situation of women inventors, innovators and entrepreneurs, catalog of best practices and collection of a set of individual stories of women inventors and innovators, national situation reports for each of the pilot countries, training materials, as well as a toolkit to be used for conducting a similar project in other countries.

53. **Finding 23:** Among external stakeholders there was little awareness on the outputs developed by the project, except for the national assessment reports and the mentorship program. National assessment reports were considered as useful by the focal points and missions, except for Mexico who produced a second version of the report with their own resources, as described above. Most countries found the assessment reports helpful to understand the gender disparities and challenges of inventors and innovators and to base decisions and follow-up actions on it. They reported that the assessment made them more aware and proactive in supporting women. The guidance documents prepared to guide mentees and mentors during the four sessions were found to be useful and well prepared, with the suggestion to put more focus on commercialization if the program was to be rolled out further. The whole methodology applied with all materials was put together by the project manager and is available for further use by WIPO (currently being developed into a toolkit, see below).

54. **Finding 24:** Other documents developed in the context of the project have the potential for usefulness if WIPO manages to make them known to internal and external stakeholders and if a follow-up on the various recommendations is carried out. The guide “Enterprising Ideas - A Guide to Intellectual Property for Startups” showcases case studies of successful women entrepreneurs all over the world, illustrating how they are using the IP system to successfully build their business. The document “Women Innovators in the Developing World: Challenges and Opportunities” is a compilation of case studies from six countries in the Americas, five countries in Asia, and five countries in Middle East and North Africa. In each region, the project pilot country was included. The document features the stories of women innovators who found solutions to the challenges they faced within their socio-economic environment, including registering patents and commercializing their product. Stories are planned to be published on the project website. During interviews, mentees showed their interest in getting access to the different documents and training materials produced by the project and to know more about how other women overcome their challenges regarding IP. The literature review contains a number of recommendations that WIPO could use as a basis for further project development. Recommendations to address the challenges women face were also included in the national assessment reports. There was a general agreement in the documents and in interviews that WIPO and Member States need to focus on the underlying problem of participation of women in STEM to eventually increase their participation in the IP system. This was expressed from

¹⁵ National Assessment Report Oman, p. 37, available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Oman/EN/Oman.pdf

¹⁶ More information can be found at: ipo.gov.pk

Mexico to Uganda as a societal issue, hence, it can be assumed to be a global phenomenon that needs further attention.

55. **Finding 25:** The toolkit production was still ongoing when this evaluation was carried out. A draft showed that the toolkit is a summary description of the project activities carried out (including reference to the methodology used). A list of annexes with terms of reference for international and local experts, programs to present the national reports, training workshop program, as well as the mentorship methodology and session guides for mentees and mentors. It was not yet clear if the document will be only for internal use or if it will also be published and publicly available.

C. Sustainability

The likelihood of continuation of work on the use of the IP system as an effective tool to promote participation of women inventors and innovators in the national innovation system, by supporting them to protect and commercialize their inventions.

56. **Finding 26:** It is anticipated that there is a large potential for sustainability of at least for some elements of this project, in particular, if the mentorship program is mainstreamed and integrated into other areas and programs, as well as rolled out to other interested countries. The methodology has been summarized into a toolkit that was finalized at the period of this evaluation and can be used with some adjustments included in the evaluation report of the mentorship program and other recommendations included in this evaluation report.

57. **Finding 27:** It is further anticipated that the list of mentors and legal attorneys created by this project will continue to be useful if the national IP Offices regularly engage with them and maybe create some incentives that make their voluntary work even more motivating and rewarding. The IP Office of Pakistan expressed the intention to continue with the expansion of the roster in the future. Mexico created a female IP network where more than 1,500 women are connected and benefitted from 155 mentoring sessions in the first year.

58. **Finding 28:** The publication of several reports, guides, literature review and other documents produced by the project on the WIPO website contribute to their sustainability as making knowledge available is the first step in facilitating its use. At the time of the evaluation, a dissemination strategy was prepared, which certainly will help to increase the sustainability.

59. **Finding 29:** The evaluation could not identify a sustainability plan or a concrete follow-up action plan. However, some ideas on follow-up measures were included in the completion report, such as the replication of the mentorship program or working with the focal points identified by the project to develop a program of targeted support to women inventors.

D. Implementation of Development Agenda (DA) Recommendations

The extent to which the DA Recommendations 1, 10, 12, 19, and 31 have been implemented through this project

The DA Recommendation 1 is concerned with “technical assistance being development-oriented, demand-driven and transparent, taking into account the priorities and the special needs of developing countries, especially LDCs. Design, delivery mechanisms and evaluation processes of technical assistance programs should be country specific.”¹⁷

60. **Finding 30:** The project proposal was submitted to WIPO by the United States of America on behalf of the Delegations of Canada, Mexico, and the United States of America and

¹⁷ The DA Recommendations are available at: www.wipo.int/ip-development/en/agenda/recommendations.html

according to stakeholders, received broad support and interest from other Member States when it was presented. Other than Mexico, no other developing country provided input at the design stage. The pilot countries applied for the inclusion into the program activities and were selected ensuring geographical balance and diversity in socio-economic development, based on five selection criteria outlined in the project proposal. In that sense, the project was demand-driven. Besides the fact that the participating countries chose themselves which institution should host the focal point for the project, the evaluation did not identify any activities that were specifically tailored to a particular country.

DA Recommendation 10 is concerned with assisting Member States to develop and improve national IP institutional capacity.

61. **Finding 31:** The project raised awareness among IP Offices in the pilot countries that women need specific attention to help them realize their growth potential. The national assessment reports were in most country considered an “eye-opener”, which gave them a clearer picture on what support women innovators and inventors need to effectively use the IP system. Moreover, these reports provided the national IP Offices with recommendations on actions that need to be done to increase and improve their offer towards women.

DA Recommendation 12 is concerned with mainstreaming development considerations into WIPO’s Technical Assistance activities and debates.

62. **Finding 32:** The project substantially contributed to getting a better understanding of women’s needs and challenges related to IP in the participating developing countries. The national assessment reports, stories of women inventors and innovators on their experiences in protecting and bringing their invention to market in developing countries, the evidence provided through the mentorship program provided WIPO with a clearer picture of the status of IP and gender equality in several developing countries that can be built upon further.

DA Recommendation 19 is concerned with initiating discussions on how, within WIPO’s mandate, to further facilitate access to knowledge and technology for developing countries and LDCs to foster creativity and innovation and to strengthen such existing activities within WIPO.

63. **Finding 33:** The project contributed to initiate and/or deepen discussions on facilitating knowledge for women in developing countries and LDCs. This project was seen by several stakeholders as a foundation for WIPO’s further work on IP and gender within the last few years.

DA Recommendation 31 is concerned with the transfer of technology to developing countries and the facilitation of better access to publicly available patent information.

64. **Finding 34:** The creation of WIRCs was inspired by the WIPO’s Technology and Innovation Support Centers (TISCs). As mentioned above, WIRCs were not created. However, during webinars, in the project documentation and as part of the mentorship program, stakeholders received basic information on IP rights and management and to more limited extent on commercialization. This also included information on licensing, patents, and trademarks. Hence, the project increased the target institutions’, in particular, women’s understanding and use of IP as an instrument for business development.

V. CONCLUSIONS AND RECOMMENDATIONS

65. **Conclusion 1 (Ref: Findings 7-13).** Through this project, WIPO created considerable knowledge on understanding the challenges women face in managing their IP needs and effectively using the IP system. In addition to the challenges and gaps identified in the various documents produced by this project, recommendations and potential solutions to tackle these

challenges were also included. Some of these documents were general in nature, but the national assessment reports provided country-specific knowledge.

66. **Conclusion 2 (Ref: Findings 15-19).** The mentorship program successfully provided mentees with knowledge on the importance of protecting their innovation/invention. It is an element of the project worth replicating. Both mentees and mentors provided suggestions on how to improve the program. All mentees, especially single entrepreneurs, were grateful for the possibility of the program, however, they reported difficulties in accessing technical and financial support for protecting their inventions. The toolkit, which provides a summary of the methodology used, certainly could be used when conceiving similar projects by making the necessary adjustments based on learnings from this project.

67. **Conclusion 3 (Ref: Finding 24).** This project was considered a good starting point by stakeholders. However, as the participation of women in IP is still small in many developing countries, there was an agreement by stakeholders that more needs to be done to address the gender gap. It was also recognized that IP alone cannot address the more structural problem of the under-representation of girls and women in STEM-related careers.

68. **Conclusion 4 (Ref: Finding 3).** For the project manager, it was a challenge to manage the project on top of her regular workload, since the project did not envisage additional human resources.

69. **Recommendation 1 (Ref: Conclusion 1, Findings 7-13).** It is recommended to WIPO to make use of the wealth of knowledge produced by the project for the development of further support projects. In particular, a systematic follow-up on the recommendations and solutions included in the national assessment reports, the literature review, the closing report of the mentorship program, the good practices report, the feedback results from the training sessions should be carried out. All these recommendations could be combined in one document for internal discussion and prioritization. The national assessment reports are a good practice, which should be replicated early on in the project to base activities on the gaps and recommendations identified.

70. **Recommendation 2 (Ref: Conclusion 2, Findings 15-19).** It is recommended that WIPO considers the mainstreaming of the mentorship program, taking into account the following aspects:

- (a) Extending the total number of mentoring hours.
- (b) Extending the number of mentoring languages to be more inclusive.
- (c) Offering two options of programs depending on the phase of the innovation (rather at the idea stage or at the commercialization stage).
- (d) Expanding the scope of the program to address more in-depth commercialization, trademarks, drafting application documents, entering licensing agreements and enforcement, and international filing.
- (e) Offering some online lectures for self-paced learning, in addition to the one-on-one sessions with the mentor (possibly using existing courses of the WIPO Academy).
- (f) Creating an online group where mentees can exchange. Some mentees might be more advanced than others, they can help each other to progress and learn from each other (as peer mentors). This could be a sort of community of practice or a more informal virtual group using an existing social media tool.
- (g) Clarifying the type of support available for mentees.
- (h) Mexico created its own mentorship program. It is recommended to learn from their experiences when preparing for a new program.

- (i) A greater engagement of WIPO or clearer guidance of national focal points in the selection of mentees to improve the matching.
- (j) Possibilities on how women can access both technical and financial support (maybe by finding sponsorships), as both need to be secured to participate effectively in the IP system.

These suggestions are in addition to those included in the report that summarized feedback collected of the mentorship program at the end of the program.¹⁸

71. **Recommendation 3 (Ref: Conclusion 3, Finding 24).** It is recommended that WIPO continues to support projects in the area of gender and IP but also on addressing more of the underlying structural issues on the underrepresentation of girls and women in STEM-related careers.

72. **Recommendation 4 (Ref: Conclusion 4, Findings 3).** For future CDIP projects, it is recommended to ensure that the project manager has the necessary resources and support within the organization to manage such a project and that the topic is possibly connected to their work.

[Appendix I follows]

¹⁸See document CDIP/28/INF/3, available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=571474

APPENDIX I: PERSONS INTERVIEWED/CONSULTED

WIPO Staff

Tamara NANAYAKKARA, Counsellor, IP for Business Division (IPBD), IP and Innovation Ecosystems Sector (Project Manager)

Guy PESSACH, Director, IP for Business Division (IPBD), IP and Innovation Ecosystems Sector (Supervisor of Project Manager)

Kristine SCHLEGELMILCH, Senior Advisor, IP and Gender, Office of the Deputy Director General, Patents and Technology Sector (Focal Point for gender issues)

Irfan BALOCH, Director, Development Agenda Coordination Division (DACD), (Project design, coordination and oversight)

Mihaela CERBARI, Associate Program Officer, Development Agenda Coordination Division (DACD), (Project coordination and oversight)

External stakeholders

National focal points

Diana HEREDIA GARCÍA, Director, International Relations Division, Mexican Intellectual Property Office, Mexico

Gilbert AGABA, Ag. Director Intellectual Property, Uganda Registration Services Bureau, Uganda

Saima KAWNAL, Senior Patent Examiner, Intellectual Property Organization of Pakistan, Pakistan

Permanent Missions and IP Offices – CHECK POSITIONS

María del Pilar ESCOBAR BAUTISTA, Counsellor, Permanent Mission of Mexico, Geneva

Marina LAMM, Intellectual Property Attaché, Multilateral Economic and Political Affairs, Permanent Mission of the United States of America, Geneva

Saida AOUIDIDI, Senior Policy Analyst, Innovation Science and Economic Development, Canadian Intellectual Property Office, Gatineau

Mentors

Narjes ACHACH, PharmD, LLM, Intellectual Property Analyst, Institute for Research in Immunology and Cancer, University of Montreal, Canada

Sarah BARRÈS, Principal Patent Attorney, EPA, Novo Nordisk A/S, Denmark

Chetan UTTARWAR, Manager Innovation Partnerships, Biotech Consortium India Limited (BCIL), India

Joanne VAN HARMELEN, Patent Attorney, Biotechnology, Lead, IP Life Sciences Cluster, ENSafrica, South Africa

Catherine KEETCH, Partner, Patent Attorney, United Kingdom

Sandra CLELLAND, Partner, Von Seidels, South Africa

Mentees

Dr Sana ZULFIQAR, Fatima Jinnah Women University, Islamabad, Pakistan

Asiimwe LYDIA, Director - EcoSmart Uganda Ltd, Uganda

Margaret NANYOMBI, Social Entrepreneur | Founder at HerHealth, Uganda

Miriam WEGOYE, Software Design Scientist at Uganda Industrial Research Institute, Uganda

Christine ADERO, Founder of Passage, Uganda

Mbeize Pauline PEACE, developer of the SMART-PVD, Uganda

Consultant

Jennifer BRANT, Chief Executive Officer, Innovation Insights, Switzerland

[Appendix II follows]

APPENDIX II: DOCUMENTS CONSULTED

1. Project Document (CDIP/21/12 REV., available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=406377)
2. Project Progress Reports:
 - (a) CDIP/29/2, Annex III, available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=582745%20;
 - (b) CDIP/26/2, Annex I, available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=538652;
 - (c) CDIP/24/2, Annex II, available at: www.wipo.int/meetings/en/doc_details.jsp?doc_id=453432.
3. [CDIP/28/INF/3](#), summary report on the mentorship program; internal memorandum on the pilot mentorship program for women inventors (March, 7 2022)
4. Outputs of the Project:
 - (a) Enterprising Ideas: A Guide to Intellectual Property for Startups, available at: www.wipo.int/publications/en/details.jsp?id=4545
Document CDIP/28/INF/4 contains an overview of the Guide. An infographic, following the contours of the guide, is available at WIPO website at: www.wipo.int/sme/en/enterprising-ideas/.
 - (b) Policy Approaches to Close the Intellectual Property Gender Gap - Practices to Support Access to the Intellectual Property System for Female Innovators, Creators and Entrepreneurs, available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/CDIP_26_INF_3/EN/Good%20practices_Mar%2016.pdf. Document CDIP/26/INF/3 contains the summary of the study.
 - (c) Challenges for Women Inventors and Innovators in Using the Intellectual Property System - A Literature Review, available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/CDIP_26_INF_2/EN/Literature%20review.pdf. Document CDIP/26/INF/2 contains the summary of the literature review.
 - (d) Website of the Project, available at: <https://www.wipo.int/women-inventors/en/>
 - (e) Reports on the situation of women inventors in each of the four pilot countries
 - (i) Assessment of the situation of women inventors and innovators in Mexico and their access to and use of the intellectual property system in taking their innovative products to market, available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Mexico/EN/Mexico.pdf
 - (ii) Increasing the Role of Women in Innovation and Entrepreneurship: Encouraging Women in Developing Countries to Use the Intellectual Property System – The Case of the Sultanate of Oman, available at: dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Oman/EN/Oman.pdf

- (iii) Assessment of the situation of women inventors and innovators in Uganda and their access to and use of the intellectual property system in taking their innovative products to market, available at:
dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Uganda/EN/Uganda.pdf
 - (iv) Increasing the Role of Women in Innovation and Entrepreneurship: Encouraging Women in Developing Countries to Use the Intellectual Property System – The Case of Pakistan, available at:
dacatalogue.wipo.int/projectfiles/DA_1_10_12_23_25_31_40_01/Pakistan/EN/Pakistan.pdf
5. Virtual Workshop with Oman, Pakistan and Uganda on Using the Patent System by Women Inventors, June 1 and 2, 2021: Internal memorandum, Workshop statistics and feedback survey, Participant list,
 6. Final reports on actions taken in the country by Pakistan, Uganda, and Mexico.

[Appendix III is separately attached (in English only)]