



# Initiatives for Development and Managing Human Resources to Enhance IP System

Thosapone Dansuputra  
Director General  
Department of Intellectual Property, Thailand

WIPO High-Level Forum on Utilizing the Intellectual Property  
System for Economic, Social and Cultural Development  
Tokyo, 23 February 2018

# Vision and Missions of the DIP

## Vision

To be a leading agency in delivering intellectual property-related services in a timely, convenient, and internationally standardized manner in order to improve national competitiveness of Thailand.

## Mission

1. To render registration service for purpose of intellectual property rights (IPR) protection and defense both within and beyond the national territory.
2. To promote the innovation and actively encourage proper management of intellectual property as well as the commercialization of intellectual property.

# Core Responsibilities of the DIP



# Statistics of Patent Applications

## 6 Years Statistics (2012-2017)



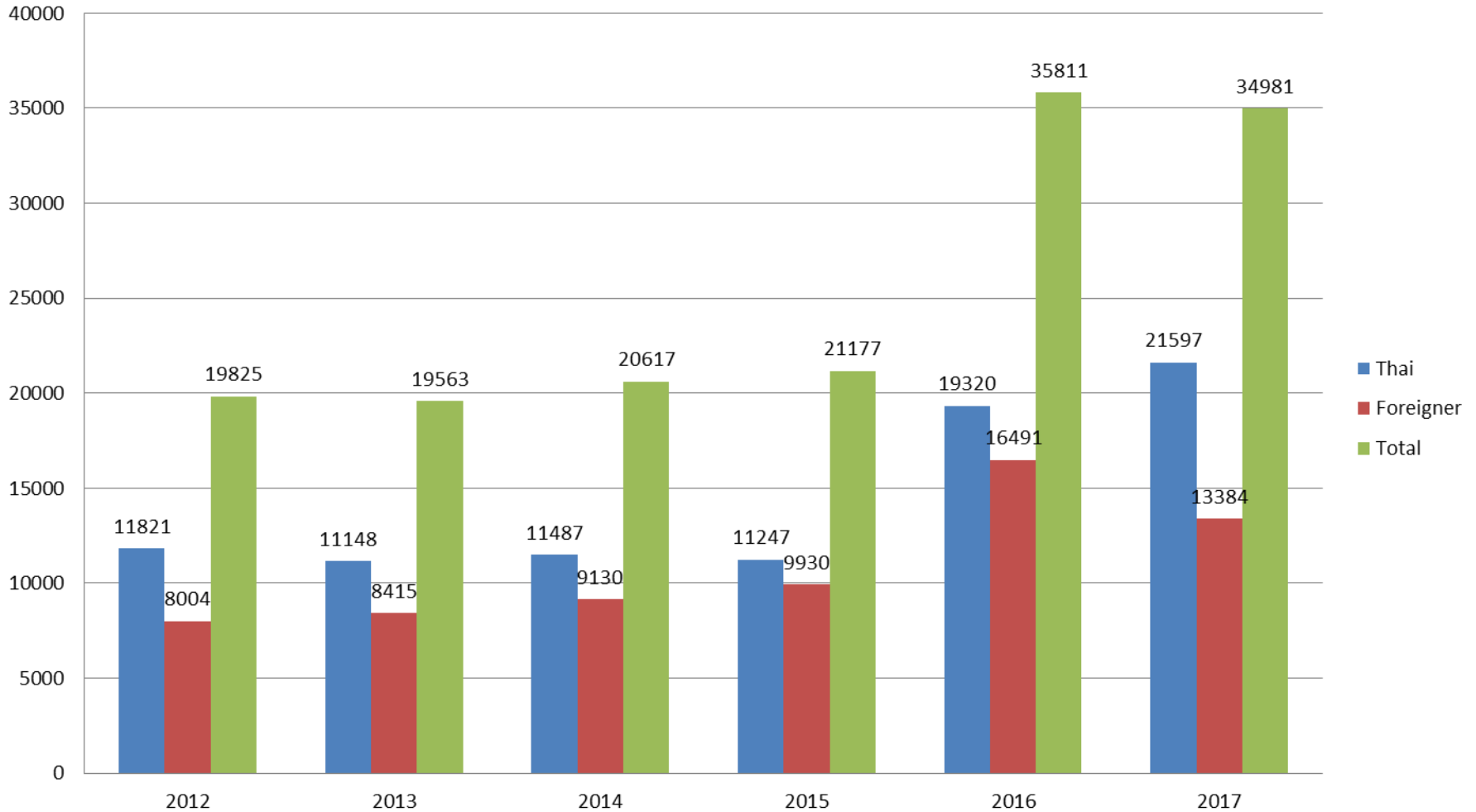
# Statistic of Design Applications

## 6 Years Statistics (2012-2017)



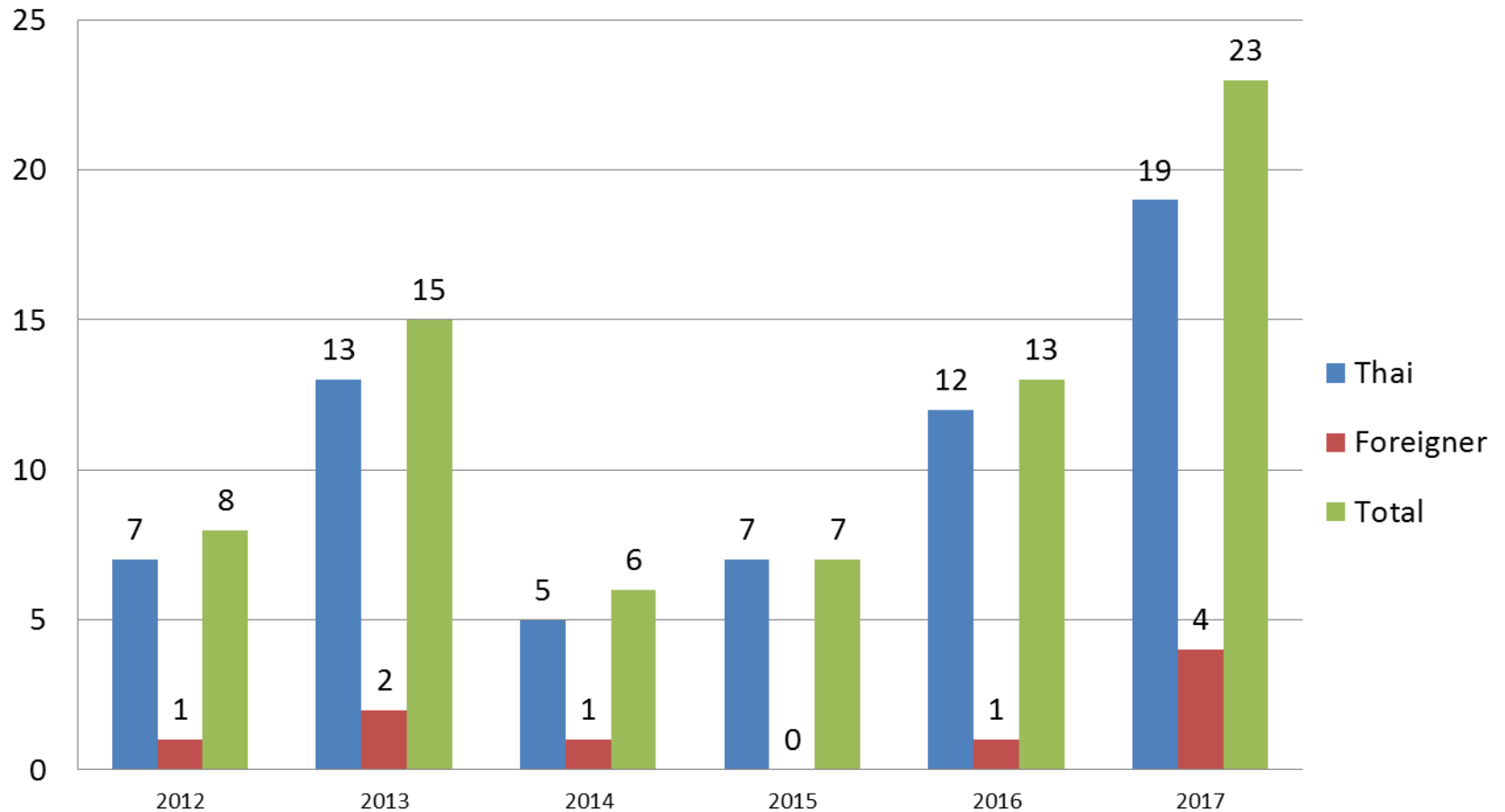
# Statistic of Trademark Applications

## 6 Years Statistics (2012-2017)



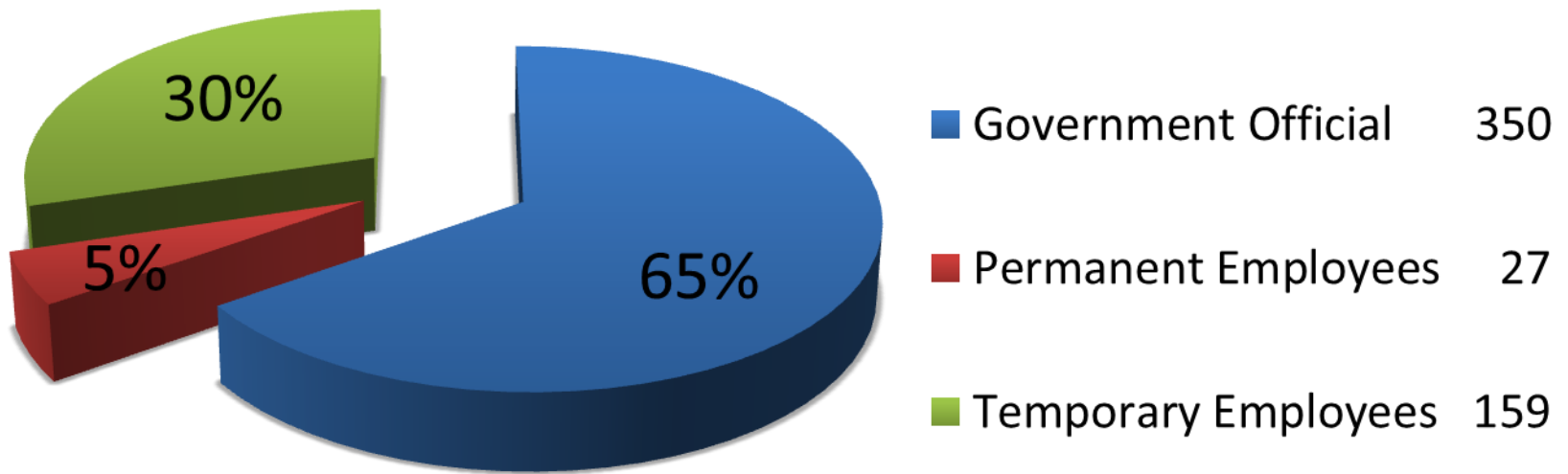
# Statistic of GI Applications

## 6 Years Statistics (2012-2017)



# DIP Personnel

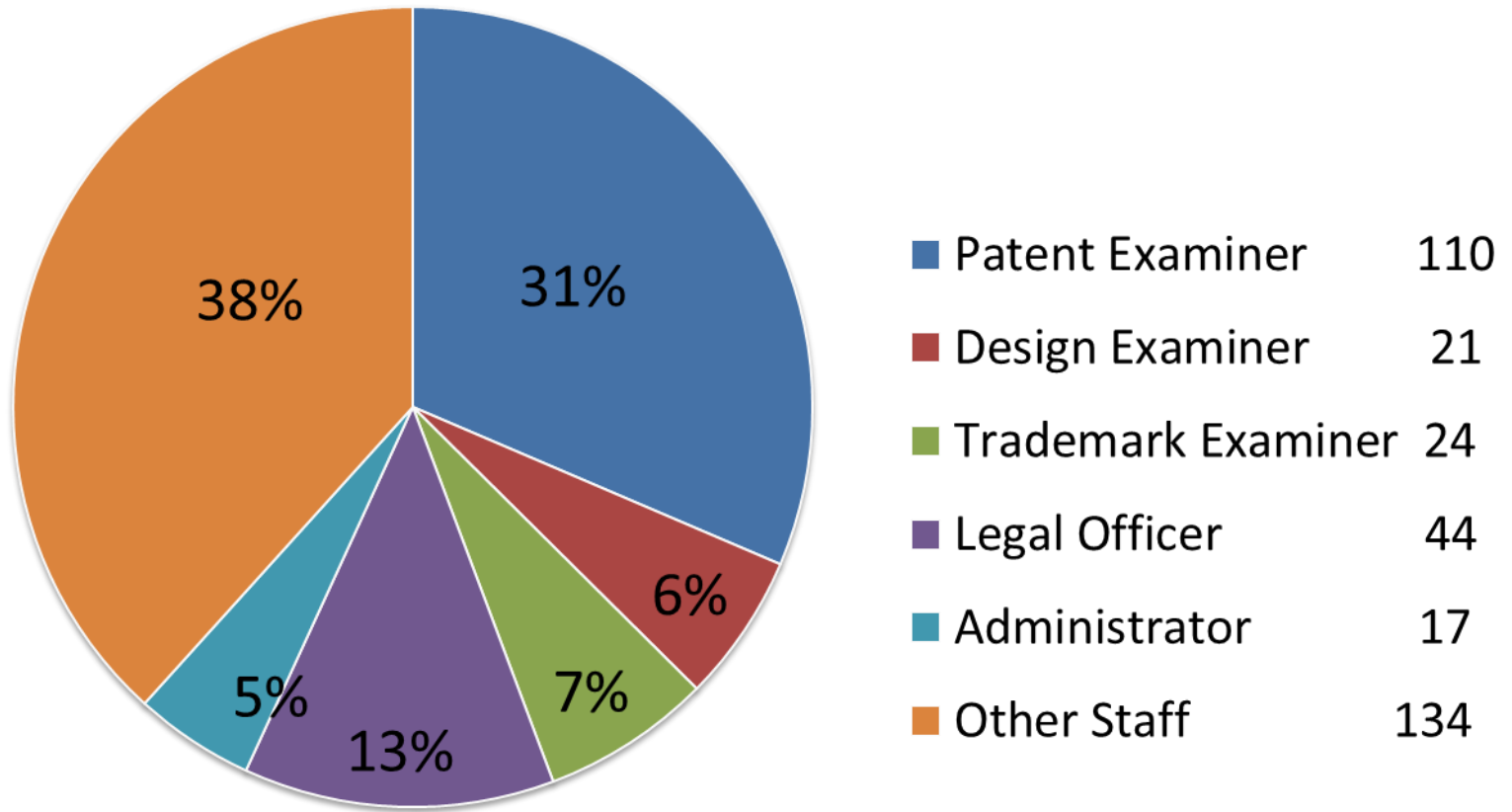
**Personnel in 2018: 536 persons**





# Current DIP Personnel (2018)

## Government Officials: 350 persons



# 20-Year IP Roadmap towards Thailand 4.0



# DIP Commitment

## IP Registration

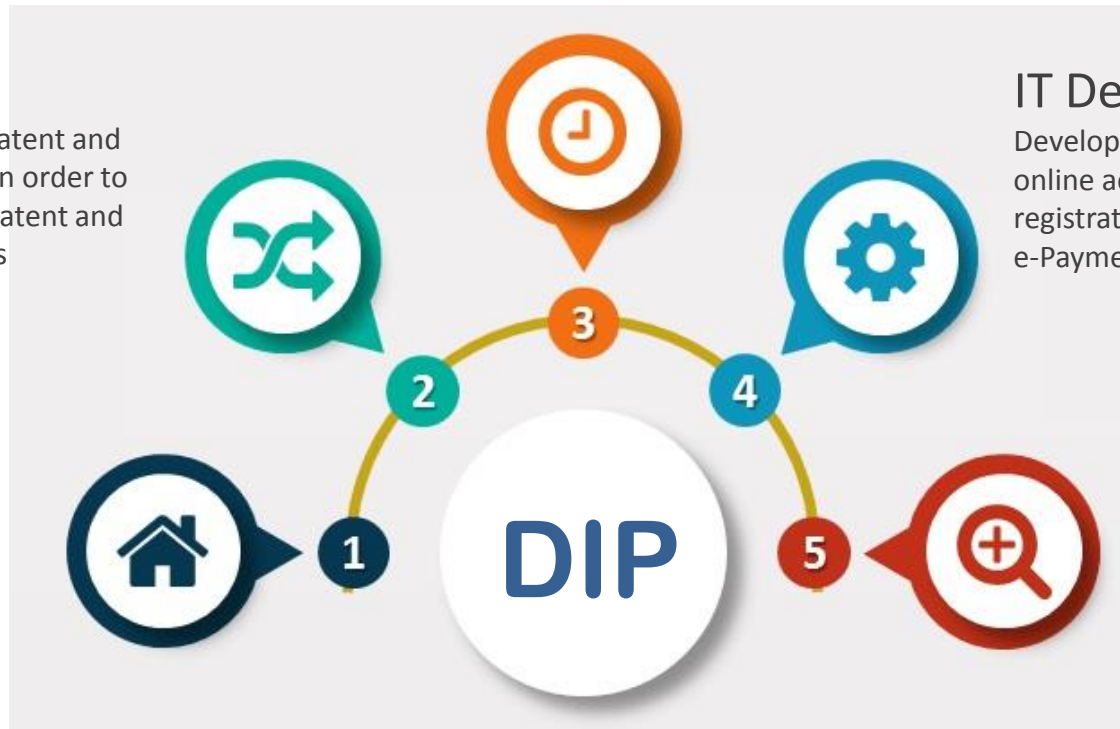
Streamline IP registration processes  
Patent and Trademark Diagnostics from WIPO

## Personnel

Increase numbers of patent and trademark examiners in order to decrease backlogs in patent and trademark applications

## IT Developments

Develop IT systems to support online activities e.g. online registration, e-Filing and e-Payment



## Legislative Reform

Patent Act  
Trademark Act  
Copyright Act

## International Engagement

Patent Cooperation Treaty (PCT)  
Madrid Protocol  
Hague Agreement  
WCT/WPPT

# DIP's Personnel Development

## Objective

Increase patent and trademark examiners to cope with increasing applications and reduce backlogs



## Implementation

- Two Batches recruitments in 2016-2017
- Last Batch is on process, will start working in April 2018



## Trainings

JPO and WIPO provide training courses

- Training courses for 1<sup>st</sup> and 2<sup>nd</sup> Batches are completed
- Follow up training for 1<sup>st</sup> and 2<sup>nd</sup> Batch in February 2018
- Training course for 3<sup>rd</sup> Batch in April 2018
- Training on Madrid Protocol Procedure by JPO in February 2018

# Training Process for the New Recruits

## In-house Training

- General government rules and regulations
- IP laws and regulations
- Searching tools and techniques
- On-the-job trainings

## Advance training

- Advance searching tools and techniques by WIPO, JPO, EPO, USPTO
- Specific and advanced technology
- Attending courses and study visits in leading IPOs and Organizations

## Follow up/ Extra methods

- Follow up course and assessment procedures
- Training for Trainers mechanism for talents

## Outcome

- Increase of the office's capability in managing the patent and trademark applications
- Since the October 2017, the office has been able to manage the applications more effectively by 60 percent
- The figures are expected to be improved further by 2020

# Challenges: Retaining the Talents

Effective  
capacity building  
in all areas

Incentive and  
Reward Schemes

Flexible HR  
Regulations and  
Management

Career Path and  
Preparation for  
Successors

Thank You

[www.ipthailand.go.th](http://www.ipthailand.go.th)

[www.facebook.com/ipthailand](https://www.facebook.com/ipthailand)

