

Closing the gender gap in IP: WIPO's response

Sara Callegari

Gender and Diversity Specialist

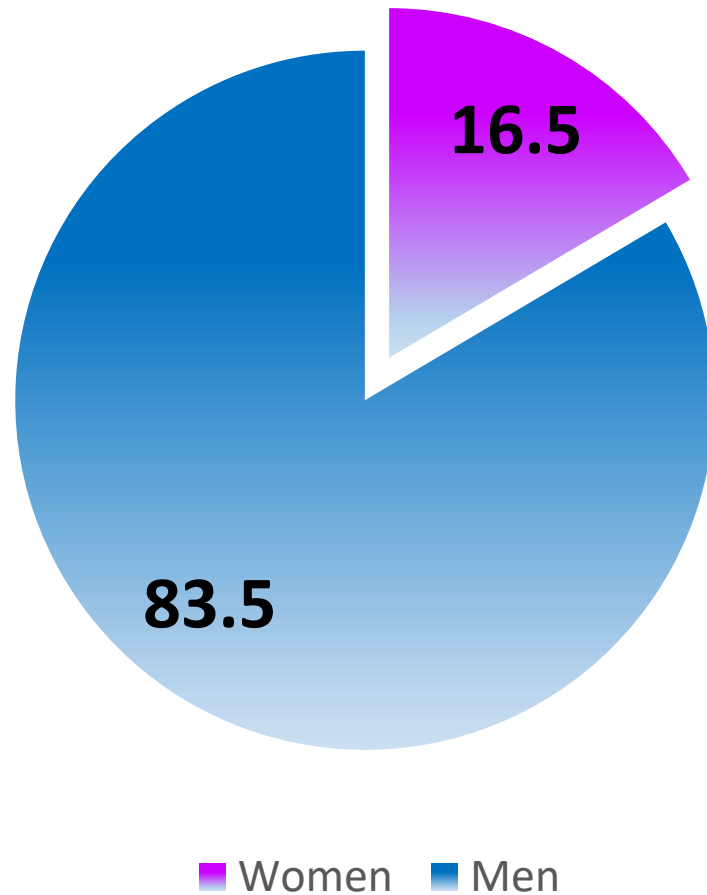


Outline

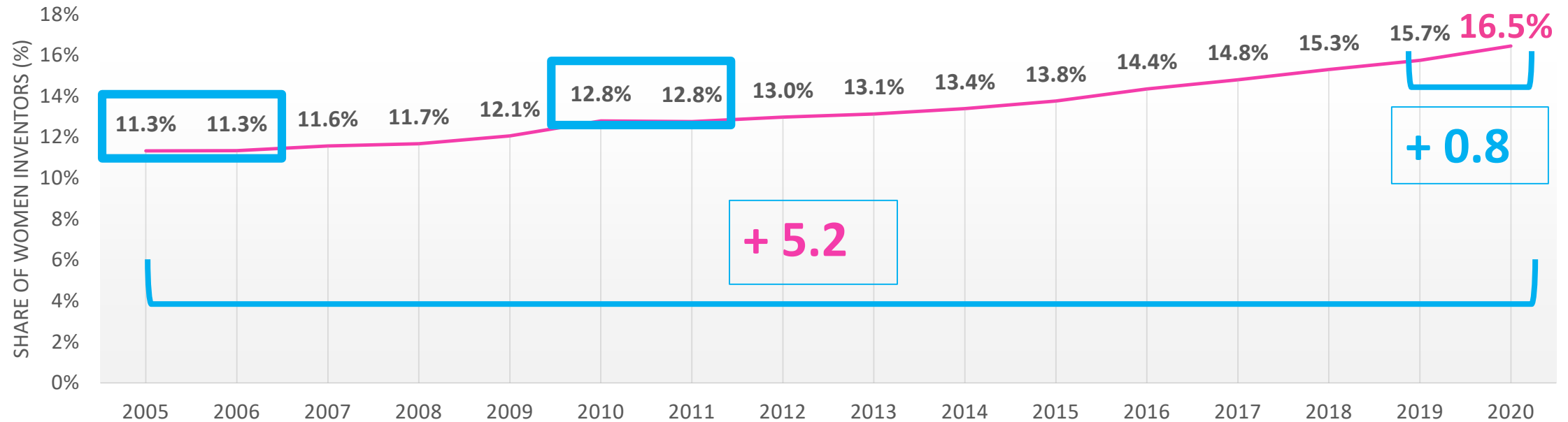
- The Gender IP Gap: statistics
- WIPO's response



In 2020, 16.5 % of PCT applicants were women



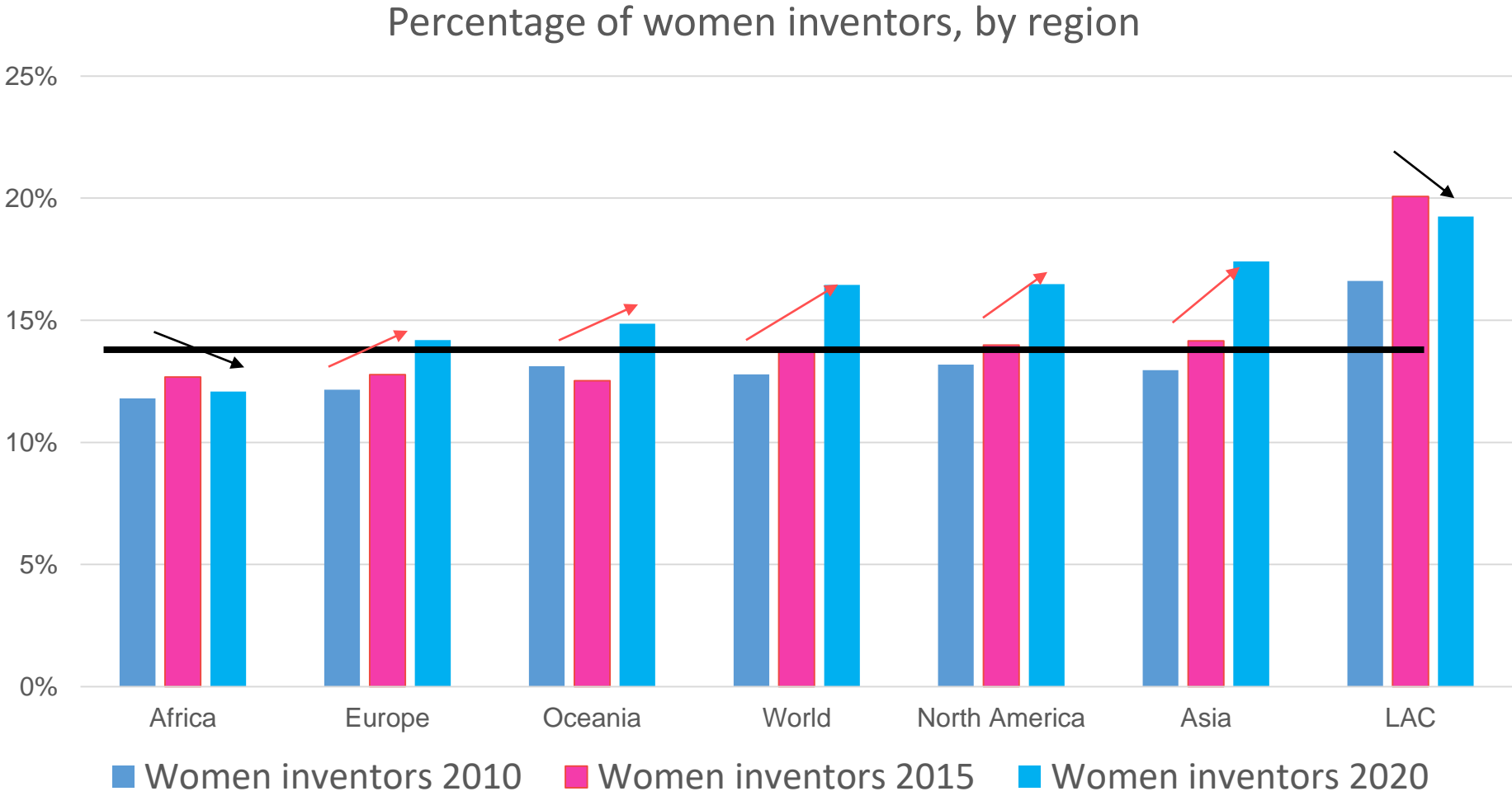
The number of women using the PCT system keeps increasing, however the rate is slow.



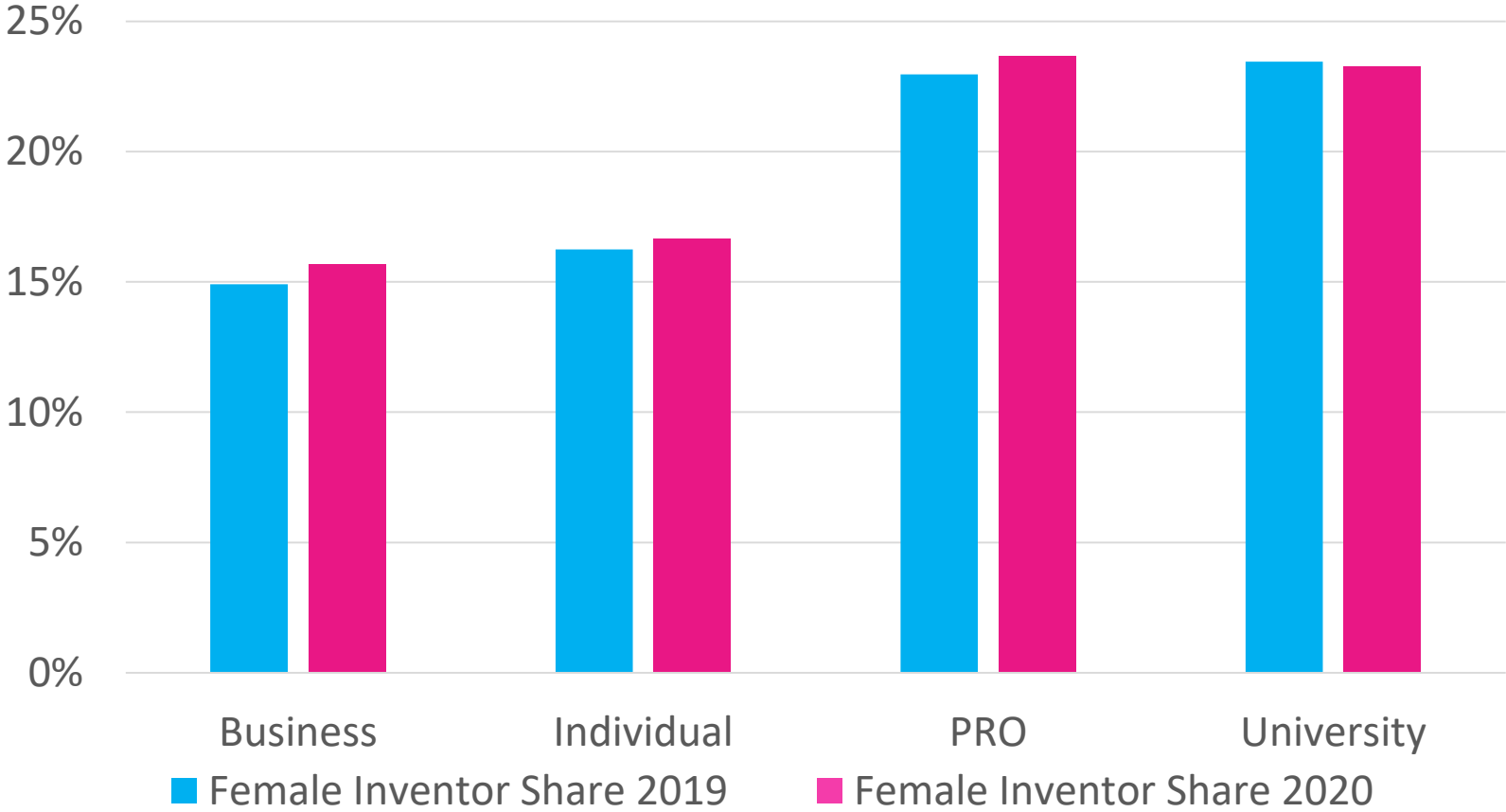
Progress is there, but slow:

- In 25 years, the % of women PCT applicants hasn't even doubled.
- Some years have seen no progress.
- At this rate, WIPO estimates that it will take almost 40 years to reach parity (2058).

Women's participation has increased in most regions



Most women using the PCT system work in universities or public research organizations



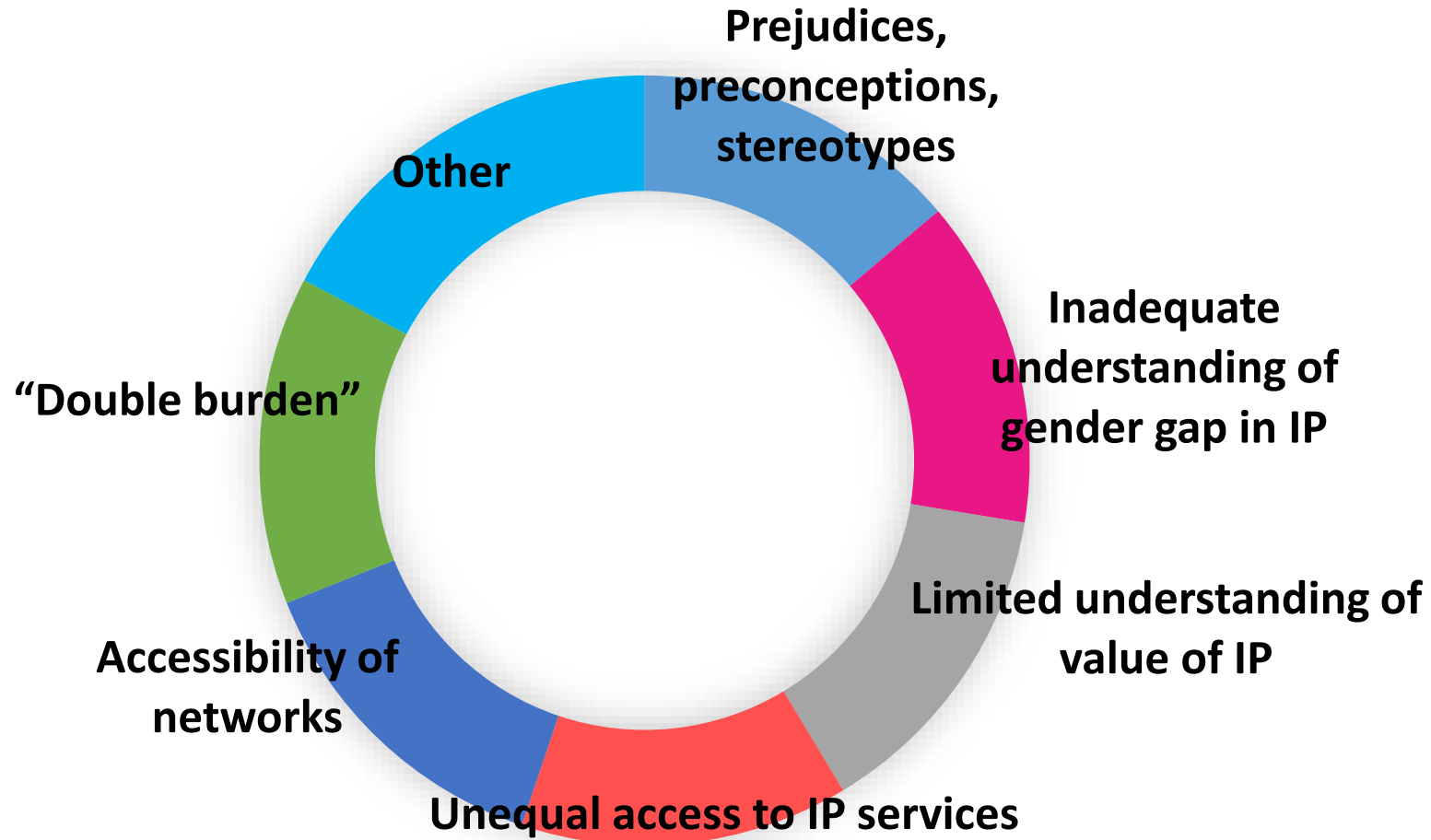
Companies are the most important generators of patent applications (2020)



WIPO's response



A multitude of factors determine the gender gap in IP

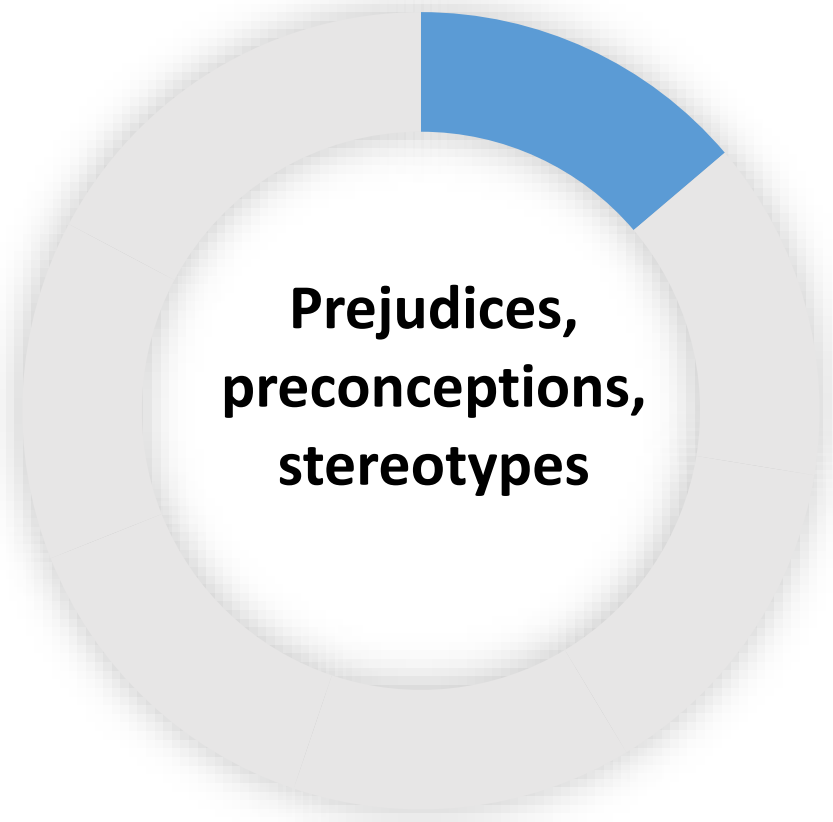


In its response, WIPO collaborates with many different partners



- Governments
- IP Offices
- IP Practitioners
- CSOs
- Universities and research centers
- Companies

WIPO's response: increase representation and normalize imagine of women as inventors/creators

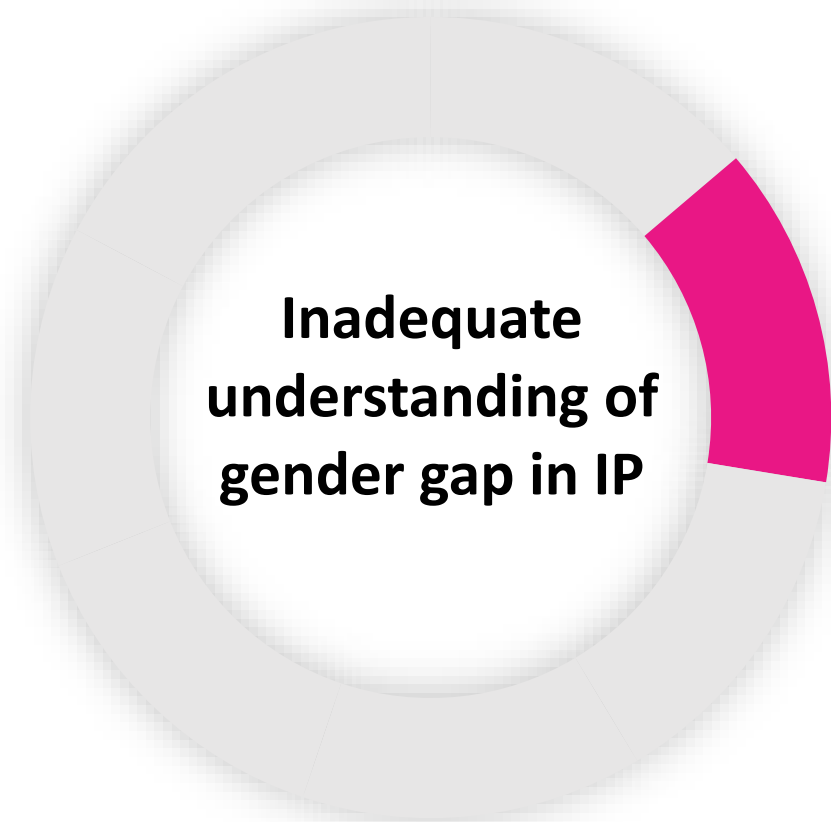


- Dissemination of inspiring stories of women inventors and creators
- Balanced representation among inventors/creators
- Stories that feature unique challenges



IP Offices, CSOs, Universities

WIPO's response: produce, analyze and disseminate qualitative and quantitative data to support evidence-based policy/programs



- Data:
 - Worldwide gender-name dictionary
 - Sex-disaggregation of PCT applications data
- Global and country level studies on determinants of inclusion/exclusion
- Sharing sessions for Member States/the IP community



**Governments, IP Offices,
Universities, Companies**

WIPO's response: increase awareness of IP for business for everyone



- Awareness raising sessions on value of IP
- Capacity building sessions for prospective inventors/creators
- Dedicated WIPO Academy courses



Governments, IP Offices

WIPO's response: ensure IP services are as inclusive as possible



- Gender analysis of accessibility of IP services and outreach efforts
- Capacity building workshops:
 - Gender-sensitive plans for IP Offices
 - Inclusive practices by IP Offices



IP Offices, IP Practitioners,

Aligning external response and internal practices



Make WIPO a more gender-responsive organization

- Unconscious bias and inclusive leadership training
- Gender parity targets
- Guidelines for gender-inclusive language
- Gender-sensitive evaluations

Thank you

For more info please visit
<https://www.wipo.int/women-and-ip/en/>

