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# Committee on Development and Intellectual Property (CDIP)

**Thirty-Fourth Session**

**Geneva, May 5 to 9, 2025**

# REPORT ON WOMEN AND IP: INTERNAL AND EXTERNAL ACTIVITIES, STRATEGIC DIRECTION

*prepared by the Secretariat*

1. The Committee on Development and Intellectual Property (CDIP) at its twenty-sixth session, held from July 26 to 30, 2021, while discussing the topic “Women and Intellectual Property (IP)” under the agenda item IP and Development, took the following decision:

*“The Committee considered the Follow-up Proposal by Mexico on “Women and IP” contained in document CDIP/26/10 Rev. The Committee approved the proposal contained in that document”* (para. 7 of the Summary by the Chair).

1. The mentioned Follow-up Proposal by Mexico, *inter alia*, requested the Secretariat to undertake a series of actions and decided *“to revisit the issue of “Women and IP” periodically, when WIPO Secretariat deems to be necessary, under the IP and Development agenda item, starting at the CDIP spring session of 2023”.*
2. This document, together with document CDIP/34/6, seeks to facilitate the Committee’s revisiting of the issue of “Women and IP” at the present session. While document CDIP/34/6 reports on the compilation and sharing of sex-disaggregated data in the field of IP, this document reports on WIPO’s strategic action plan for supporting and empowering women in the field of IP, as well as provides an overview of the complementarity of WIPO’s internal and externally-facing activities. Additionally, this document also responds to the Committee’s request to assess further work to be undertaken in this area and to report back to the Committee, as reflected in paragraph 5.5 of the Summary by the Chair of its thirtieth session. The reporting period covers the year 2024.

# GENDER MAINSTREAMING AND INTERNAL EFFORTS

1. The equal participation of women and men in the creativity and innovation ecosystems at large is at the core of WIPO’s mission to contribute to *“a world where innovation and creativity from anywhere is supported by IP for the good of everyone”*. This vision is embraced by the Medium-Term Strategic Plan (MTSP) 2022-2026,[[1]](#footnote-2) and is operationalized by several strategies, such as the IP and Gender Action Plan (IPGAP),[[2]](#footnote-3) the Policy on Gender Equality,[[3]](#footnote-4) and the Human Resources (HR) Strategy 2022-2026.[[4]](#footnote-5)
2. Over the past years, significant progress has been achieved on strengthening gender mainstreaming across organizational functions, as measured by the United Nations System-Wide Action Plan (UN-SWAP) on gender equality and the empowerment of women. At the end of the UN-SWAP second cycle, in 2024, WIPO met or exceeded requirements for approximately 60 per cent of indicators, an improvement of about 40 percentage points since the launch of the framework in 2018. These progressive advances attest to WIPO’s continuous work in this area and highlight the Organization’s positive performance when compared to the rest of United Nations (UN) entities with a technical focus. Together with the rest of the UN system, in 2025, WIPO will start implementing the UN-SWAP new cycle, which brings an expanded set of indicators and revised, ambitious accountability standards.
3. With regard to fostering an inclusive organizational culture and advancing equal representation at all grades and levels, WIPO has continued to reach out to diverse global talents, using a variety of targeted activities and leveraging synergies in alignment with efforts to expand the geographical diversity of the workforce. As part of this process, the career-related web pages of WIPO’s website were redesigned to enhance the user experience by clarifying available career paths, outlining minimum and desirable job requirements, and highlighting employee benefits, all while emphasizing WIPO's employer value proposition.
4. At the UN inter-agency level, the Organization remained active in the Inter-Agency Network on Women and Gender Equality (IANWGE) and the UN-SWAP networks. WIPO continued to be an active member of the IP Offices’ network on women, gender equality, diversity and inclusion. The network continues to meet regularly to exchange good practices, learn from each other and collaborate on initiatives and projects, such as an annual joint message on International Women’s Day.[[5]](#footnote-6)
5. To address gender inequality on the Independent Advisory Oversight Committee (IAOC), in 2024, WIPO increased its formal and informal outreach with Member States and through the recruitment process to replace outgoing IAOC members. The language of the vacancy announcement for new IAOC Members was strengthened to strongly encourage applications from qualified women candidates, to ensure gender balance in the IAOC to the maximum extent possible.

# STRATEGIC DIRECTION

1. The year 2023 marked the launch of the IP and Gender Action Plan (IPGAP),[[6]](#footnote-7) the Organization’s first strategic action plan, which frames and guides WIPO’s contributions to global efforts aimed at achieving economic equality and empowerment for women and girls. The vision of the IPGAP is a world where innovation and creativity by women anywhere are supported by IP for the good of everyone. Throughout the reporting period, the IPGAP supported the establishment of new collaborations and partnerships with the Organization’s external stakeholders in the IP and innovation ecosystem. The IPGAP dovetails with WIPO’s MTSP 2022–2026 timeline and has been designed to flow from and complement the MTSP pillars of work, allowing all WIPO Sectors to plan and budget accordingly for the IPGAP and related activities in the Work and Budget programs. Also, the Program of Work and Budget 2024-2025 included a new cross-sectoral Key Performance Indicator (KPI) tracking progress on *“Implementation of the WIPO IP and Gender Action Plan.”* Progress on the KPI will be reported in the WIPO Performance Report 2024.
2. Across the organization, work has been progressing under all three IPGAP pillars as well as the two IPGAP foundations of Communications and Collaboration during the reporting year, as detailed throughout this report. The IPGAP’s initiatives include: i) government support for incorporating a gender perspective into IP legislation, policies, programs and projects; ii) research to identify the scope and nature of the gender gap in IP and ways to close it; and iii) new gender-oriented projects in the IP environment to effectively educate and enhance the IP skills of women and the institutions that support them.
3. As part of the first IPGAP pillar, the “*IPGAP Database”[[7]](#footnote-8)* was developed in 2024 as a comprehensive resource showcasing global policies and initiatives that enhance women’s participation in innovation, IP and entrepreneurship. By providing practical examples and data, the database supports policymakers and organizations in crafting strategies tailored to national needs while offering researchers valuable insights into fostering women’s involvement in the IP ecosystem. The Database will be regularly updated and expanded.
4. Under the data-focused pillar of the IPGAP, WIPO hosted the first *“IPGAP Global Research Experts Meeting* *on Improving Gender and Diversity in IP and Innovation”* in November 2024.[[8]](#footnote-9) The inaugural hybrid event brought together expert speakers from around the world and featured eight themed sessions and a keynote lecture. The meeting featured 27 high-quality papers selected through a formal *Call for Papers*, each providing insights into the systemic barriers that limit women’s participation in IP. With 97 virtual and 35 in-person participants from 41 countries, key discussions centered on topics such as emerging methodologies for gender-disaggregated data collection, the impact of research on policy development, and inclusive innovation strategies and initiatives. The meeting’s success has set the groundwork for strengthening global partnerships, refining existing, exploring new evaluation metrics and expanding outreach efforts.
5. The internal IP and Gender Working Group met twice in 2024 to promote effective internal and external strategic collaboration on IP and gender initiatives and partnerships. WIPO continued to collaborate with other international organizations, particularly those with economic or science orientations that share a similar interest and focus on the economic empowerment of women and other underrepresented communities. Furthermore, WIPO continues to explore new partnership opportunities to pair WIPO’s IP and commercialization expertise with other organizations’ entrepreneurship and business planning programs for women.

# EXTERNAL ACTIVITIES

1. With growing interest from Member States and the IP community, WIPO enhanced
policy-focused initiatives for governments and policymakers in 2024. Additionally, WIPO also enhanced practical IP training through impact-driven projects with women entrepreneurs,
Small and Medium-sized Enterprises (SME) support institutions, and women’s associations, promoting economic empowerment and entrepreneurship.

# THEMATIC ACTIVITIES

## Understanding the Gender Gap in IP

1. WIPO continued to drive new methodologies and analyses on the subject of women, innovation and creativity, reinforcing the importance of collecting data on women’s participation in the IP system to help inform policymakers.
2. In addition to deepening economic research efforts, WIPO conducted multiple surveys to illuminate perceptions and usage of the IP system, yielding insights on IP and the gender gap as well. For example, the WIPO Catalyst survey aimed at understanding the evolution of IP Offices (IPOs) as they transition into becoming enablers of national innovation and creative ecosystems. It aimed to provide insights into the roles and functions that the IPOs of the future desire and guidance on how WIPO can support IPOs in their evolution into agencies of innovation and creativity within their national economies. The results of the survey in 2024 indicated that 68 per cent of respondents are currently providing support for women and youth innovators, and 26 per cent are interested in doing so in the future. This data will be tracked in the 2025 version of the survey as well.

## Sharing Sessions on Women and IP

1. Following a decision by the CDIP, a forum to raise awareness on the importance of empowering and increasing women’s participation in the IP ecosystem was established through a series of sharing sessions on *“Women and IP*.” In addition to raising awareness, the objective of these sessions was to promote the results of WIPO’s work on this topic and to bring together stakeholders from various regions to share their experiences and practices in addressing the constraints faced by women and girls in accessing the IP system.
2. One such virtual session on *“Women and the Sustainable Development Goals”[[9]](#footnote-10)* took place on April 23, 2024. In the context of the World IP Day 2024 celebration, with the theme “*IP and the Sustainable Development Goals (SDGs): Building Our Common Future with Innovation and Creativity”*, the session featured women entrepreneurs from Chile, Ethiopia, Georgia, Lebanon and Papua New Guinea, who shared how their work and businesses contribute to the attainment of the SDGs. It also highlighted how achieving gender equality and women’s empowerment is integral to all the 17 SDGs, as well as WIPO’s commitment to addressing gender inequality through initiatives like the IPGAP.

## Mentoring and Matchmaking

1. The integration of mentorship models into project design and implementation has become increasingly prevalent in impact-focused initiatives aimed at empowering women and promoting IP. Women involved in WIPO projects are being linked with IP experts via various models, ranging from quick “speed mentoring” to extended mentorships lasting up to a year, tailored to the beneficiaries' needs and the project objectives.
2. Throughout the reporting year, WIPO supported indigenous women and women from local communities through the *“WIPO Training, Mentoring, and Matchmaking Program on IP for Women Entrepreneurs from Indigenous Peoples and Local Communities (WEP)”*. This program has significantly impacted various regions by promoting women’s entrepreneurship, innovation, and creativity, particularly in traditional knowledge and cultural expressions. In 2023, the program in the Central European and Baltic States (CEBS) region concluded with two impactful booster days and an exhibition showcasing textile products of its 22 participants, who received training in 2023 and mentorship in 2024. Similarly, the Third Global Training Program (WEP 3) offered foundational training in 2023, followed by mentorship in 2024, and two additional clinics on brand identity and social innovation. In 2024, 21 women from
20 countries,[[10]](#footnote-11) were supported in leveraging IP tools to enhance their communities' entrepreneurial activities, with 11 women currently registering trademarks, collective marks, or certifications.
3. Following the *“WIPO Regional Conference on Intellectual Property for Women in Agribusiness”*, held in May 2023 in Rwanda,[[11]](#footnote-12) WIPO initiated the Coaching and Mentorship Program on “*IP for Women in Agribusiness”*,which provided tailored mentorship to 31 women entrepreneurs, guiding them on various crucial aspects for business success, including commercialization strategies, trademarks and branding, business plan development, drafting application documents, and IP assessment.
4. Furthermore, WIPO held a “*Mentoring Project centered around IP-based business models”* in Indonesia and Viet Nam. This initiative empowered women entrepreneurs and innovators, offering capacity-building and networking opportunities. In Indonesia,
120 women participated in 60 intensive, customized, one-on-one mentoring sessions, both in-person and virtual. In Viet Nam, 80 women engaged in 60 similar sessions. These sessions focused on key areas such as branding, logo design, trademarks, marketing, value creation from intellectual assets, and developing IP strategies aligned with overall business goals. This program has successfully created more opportunities for women by fostering regional and global connections and linkages. It also established a permanent online community of women entrepreneurs and innovators to provide ongoing support and encourage collaboration.
5. In cooperation with the International Trade Centre (ITC), WIPO provided one-on-one IP filing advisory assistance to 13 women-led businesses from May 17 to 19, 2024. As part of the *“Export-Readiness and Market Access support for women entrepreneurs and innovators”*, four women beneficiaries were selected as role models. As a result, one of the participants mentored by WIPO experts,[[12]](#footnote-13) competed against over 180 innovators globally and emerged as the top prize winner of the *“SheTrades Summit and Innovation Challenge”* organized in
Abu Dhabi, [United Arab Emirates](https://www.wipo.int/members/en/details.jsp?country_code=AE).
6. In June 2024, in the frame of the initiative *Empretec*,[[13]](#footnote-14) WIPO in collaboration with the United Nations Trade and Development (UNCTAD), organized a workshop titled *“Unlocking the Potential of IP for Women-Led MSMEs”*. The event, which took place in person, gathered 100 women entrepreneurs and provided them with a networking platform. This platform extended beyond the workshop itself, as participants were also invited to join the Asia-Pacific LinkedIn community.
7. WIPO also initiated a project to empower selected Asian brands from Indonesia, Lao People’s Democratic Republic, Mongolia and Thailand to enter the Chinese market through IP protection, effective branding strategies, market development, and commercialization between March 1 and June 30, 2024. The project provided 90 participants with essential information and knowledge on IP protection, online marketing and branding, cross-border e-commerce, and penetrating major e-commerce platforms in China. With the guidance of five Chinese mentors, the training covered key areas on exporting to China. Following the training, one-on-one mentoring sessions were organized for 35 participants, including 11 women. Additionally, four women entrepreneurs from Mongolia and Thailand participated in an exhibit in China. One participant was assisted in filing a trademark application in China, while three others prepared for similar applications to be filed in 2025. In addition, five women beneficiaries received assistance in developing customized branding and marketing strategies for the online market in China, and the project produced a general guide to entering the online market in China, which was shared with all the participants.
8. The Andean Women’s Entrepreneurship Program (WEP), supported by Funds-in-Trust Japan, successfully mentored nine practical projects for Women Entrepreneurs from Indigenous Peoples and Local Communities in Colombia, the Plurinational State of Bolivia, Peru and Ecuador. A video was produced to showcase the inspiring success stories of Indigenous women entrepreneurs.[[14]](#footnote-15) These stories were featured in an exhibition in December 2024, highlighting the potential of these projects and the importance of supporting Indigenous women entrepreneurs.
9. Several mentoring programs were launched from December 1, 2023, to May 31, 2024, in Argentina, Costa Rica, Peru and Uruguay to support women in Science, Technology, Engineering and Mathematics (STEM) careers and women entrepreneurs, with a focus on effective IP management. The *“IP Management for Women in STEM Careers”* program, which included nine participants, aimed to foster connections between IP institutions and organizations supporting women innovators. The initiative seeks to raise awareness about IP and establish partnerships between such entities and WIPO.
10. The *“IP for Women Entrepreneurs Project”* in the Caribbean was launched in October 2023 and continued until June 2024, aiming to support women entrepreneurs in Belize, Saint Lucia, and Saint Vincent and the Grenadines. The project included a needs assessment report, tailored training, mentorship programs, and personalized support for 27 women entrepreneurs on technical IP issues and broader business strategies.[[15]](#footnote-16) Furthermore, it established coordination between public institutions, business associations, and other Business Support Organizations (BSOs) to support the mentees’ business development and growth. Notable results and impacts include: (i) IP strategies proposed for 16 entrepreneurs across seven sectors and three countries; (ii) four entrepreneurs starting the trademark registration process; and (iii) seven companies finalizing logo designs, trademarking details, and budgeting for registration, exceeding the target of five virtual sessions by 165 per cent, achieving 21 virtual workshop sessions covering 33 hours, and forging partnerships between local and regional women-based organizations,[[16]](#footnote-17) that support women-led businesses, with 16 women-led businesses joining regional women BSOs.
11. The *“Mentoring Program for Technology Transfer Offices (TTO) Network on Establishment and Management of Spin-offs in the Baltic States”* aimed to increase the personal capacity, knowledge, and skills of TTO professionals to support the creation of academic spin-offs in the region. The program consisted of six training modules: two delivered onsite and four conducted online. This program was initiated in Lithuania, Latvia, and Estonia in May 2024 and will run until January 2025.
12. The WIPO New York Office organized a roundtable and mentorship session for the International Girls in Information and Communication Technologies (ICT) Day in 2024. The event aimed to inspire young girls to embrace ICT and pursue careers in STEM and tech fields through the examples of women role models and the encouragement of men. In support of this initiative, WIPO collaborated with the International Telecommunication Union (ITU) and other partners to co-host a design-thinking career workshop. The workshop brought together high school students from Columbia University’s Youth-in-STEM program and women professionals in science, technology, and innovation from various UN organizations and the public and private sectors. The event aimed to bridge the gender gap in ICT by providing mentorship and fostering leadership skills among young women.

## Skills and Knowledge Building

1. The WIPO Academy continued to build efforts and course offerings to close the gender gap in IP knowledge. Between 2016 and 2024, WIPO Academy posted a positive record on gender parity, having continuously reported an overall gender balance in favor of women participants[[17]](#footnote-18) in relevant course offerings. In 2024, 134,932 women enrolled in the WIPO Academy Programs under its Professional Development, Summer Schools, Master’s and IP Colloquia, IP Training Institutes (IPTIs), and Distance Learning (DL) courses.

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| --- | --- | --- |
| **Academy Program** | **Female participation****2023** | **Female participation 2024** |
| Professional Development Program[[18]](#footnote-19) | 69 |  184 |
| WIPO Summer Schools | 827 |  1,134 |
| WIPO Joint Master’s Degrees and IP Colloquiums | 656 |  667 |
| Distance Leaning | 67,457 |  76,935 |
| Intellectual Property Training Institutes[[19]](#footnote-20) | 45,732 |  56,012 |
| **Overall Female Participants** | **114,741** | **134,932** |

1. The WIPO Academy designed and implemented specialized training initiatives in 2024 to support women in the field of IP, including:
2. The “*Leadership Course on IP, Science, and Innovation for Women Scientists and Innovators”*,[[20]](#footnote-21)which is a collaborative effort by WIPO, the United Nations Educational, Scientific and Cultural Organization (UNESCO), and the Korean Intellectual Property Office (KIPO), intending to empower women scientists and innovators in their scientific and entrepreneurial endeavors. This course was held in September 2024 for a select group of Laureates, International Rising Talents, Young Talents, and National Awardees from the L’Oréal-UNESCO For Women in Science program. As a result of the success of this course, the Academy will open the course again in September 2025 and will also offer a Special Online Session to Nominated Women Scientists.
3. UNCTAD eTrade4Women and WIPO Academy held a Masterclass on IP for French Speaking African Women in April 2024, in Dakar, Senegal, with the theme *“IP for Women Leaders of Digital Businesses”.* This session was attended by 22 Women Digital Entrepreneurs from 11 French-speaking African countries.[[21]](#footnote-22) A similar Masterclass was conducted in South Asia in December 2024, focusing on *“From Ideas to Assets: Understanding IP for Digital Businesses”.* This session was attended by 25 Women Digital Entrepreneurs from five different Member States.[[22]](#footnote-23)
4. The IPTIs Program *“IP-Capacity Building Project for Women Researchers in Egypt”* was finalized in April 2024. The project, aiming to help researchers strengthen the use of IP strategies in their work, consisted of an online training program covering IP basics, IP policies in Egyptian academic institutions, and effective IP management techniques for commercialization and monetization, with real-life case studies from Egypt. The mentorship phase involved one-on-one sessions with trainers from the National Intellectual Property Academy of Egypt (NIPA) and a business expert, focusing on structuring business models and IP strategies tailored to their research initiatives. Out of over 500 applicants, 75 women researchers were selected, with seven participating in a two-day mentorship program in Arabic in Cairo, Egypt, focusing on applying IP knowledge to their fields. Personalized sessions covered IP strategy, business models, and deal structuring, resulting in the development of individual projects integrating IP strategies.[[23]](#footnote-24)
5. The IPTIs program *“Capacity-Building Project for Women Entrepreneurs - Phase II”* in the Dominican Republic aims to empower businesswomen, creators, and innovators with the essential skills and competencies to leverage the IP system in their business models. The project commenced in November 2024 and is set to continue until September 2025. It consists of two components: (i) an IP training program with theoretical and practical components tailored to the specific needs of participants; and (ii) customized mentoring for a select number of participants designed to help them develop IP strategies and establish a corporate identity.
6. The IPTIs program *“IP as a Leveraging Tool for Women - Phase II”* was conducted from June to November 2024in El Salvador. The training aimed to enhance IP capacities among women entrepreneurs and creators, enabling them to incorporate IP into their business models. The project consisted of two components: (i) an open IP training program for women entrepreneurs and creators; and (ii) the *“Women’s Marcatón”* competition, where business and graphic design students assisted selected women in creating an individual project that integrates IP utilization in their business. As a result, 24 participants applied for trademark registration, with three women receiving mentorship in September 2024. The mentoring phase was conducted virtually in Spanish, using a detailed instruction manual that illustrated concepts such as the empathy map, value proposition, and business model, including practical examples and step-by-step instructions for developing deliverables such as the empathy map format, value proposition format, and business model canvas format.

## Leveraging External Partnerships for Wider Impact

1. WIPO participated in the World Trade Organization (WTO)-ITC High-Level Event on Women and Trade in February 2024, held in the margins of the WTO’s 13th Ministerial Conference (MC13). WIPO ran a workshop and a masterclass on leveraging IPRs for global competitiveness, operated a booth to promote WIPO products and services, and participated as a judge in the *SheTrades Innovation Festival*. The event offered WIPO an opportunity to support women entrepreneurs leading initiatives focused on sustainable development. WIPO engaged with the 200 women entrepreneurs and government and industry representatives who attended the event, delivering a workshop on the *“WIPO IP Diagnostics Tool”* and the topic *“Taking your brand global”*, as well as a Master Class on sharpening the competitive edge with innovation and IP.
2. The Second Session of the WTO Joint Solutions Lab *“Empowering Women-led MSMEs: Unlocking Growth through Intellectual Property”* was held in November 2024 with the collaboration of WIPO. The session aimed to provide strategies for empowering women entrepreneurs, particularly in MSMEs, to utilize IP as a key business tool to add value and expand market access. The focus of the session was on practical actions that governments and policymakers can take to equip women with the knowledge and skills to manage their businesses effectively.
3. The “*Open Forum on Women in Games and Apps: Innovation, Creativity and IP”* took place in December 2024 on the sidelines of the 19th annual meeting of the Internet Governance Forum (IGF) in Riyadh, Saudi Arabia. The event resulted in a call for action to: (i) highlight success stories of individual women developers and policies that support women’s participation in game and app development; (ii) support women developers with training on managing IP in the game and app industries using WIPO resources; (iii) and create metrics, such as IP indicators, to gauge female involvement in the apps and game development sector. These metrics will inform and shape policies and initiatives that governments can implement to address gender disparities in the tech industry.
4. WIPO partnered with the Geneva International Gender Champions network on a Lunch and Learn event titled *“Mapping Gender (In)Equality: The Critical Role of Data”* in March 2014.[[24]](#footnote-25) The event highlighted the importance of gender-sensitive data for informed policymaking, challenges in patenting parity, and strategies to close gender data gaps.
5. Additionally, the *“IP and Business Coaching Program for Young Women-Led Businesses”* project stemmed from a collaboration between WIPO and the ITC’s *SheTrades* Initiative. The project aimed to empower young women entrepreneurs by enhancing their knowledge and skills in IP protection and management. From June to November 2024, five young women entrepreneurs from developed countries,[[25]](#footnote-26) were paired with their counterparts from developing countries.[[26]](#footnote-27) The program, with support from ITC partners,[[27]](#footnote-28) delivered a comprehensive range of activities, including ten coaching sessions on peer mentorship and IP asset strategies, six IP clinics on topics such as IP asset protection, brand management, trademarks, designs, copyright, patents, IP audits, and enforcement, and four business clinics addressing practical skills like navigating customs and market research.

## World IP Day

1. The World IP Day 2024, celebrated the theme *“IP and the SDGs: Building our common future with innovation and creativity”.* The global awareness-raising campaign aimed to promote the development of IP ecosystems that contribute to achieving the SDGs and foster innovation, creativity, and business growth for the benefit of all.
2. In collaboration with Member States and partners, WIPO’s campaign sought to raise awareness, promote inclusivity, and foster diversity in IP ecosystems for accelerated innovation and business growth. The campaign reached users from 243 countries and territories, with combined impressions across all platforms totaling nearly 59 million. Over 300 World IP Day events were celebrated across 280 countries, engaging audiences unfamiliar with the SDGs, including the Sharing Session on *“Women and IP”,* entitled *“Women and the Sustainable Development Goals”,* which focused on SDG 5 and took place on April 23, 2024.
3. A key aspect of the campaign was the *“World IP Day Youth Video Competition”*, which encouraged young people to share their vision of a better future through IP. The theme for the competition was *“With IP, we can dream of a better future, turn our ideas into reality, and create a world where everyone thrives to achieve the UN’s Sustainable Development Goals”.* The competition received 283 entries from 70 countries, attracting 134,827 unique visitors. The shortlisted videos amassed over 74,000 votes. Among the 20 finalist videos, one notable entry focused on SDG 5. Titled “*SHERO”,* the video narrated the inspiring journey of a young Nigerian software developer who uses her skills to fight against the issue of rape in her community to contribute to a more equitable society.

## International Women’s Day

1. WIPO celebrated International Women’s Day on March 8, 2024, highlighting the importance of IP in fostering women’s entrepreneurship, innovation, and creativity. In 2024, WIPO and 70 other IP Offices developed a joint message on the theme *“Invest in Women: Accelerate Progress”*[[28]](#footnote-29) and committed to supporting and empowering women and girls to achieve their economic aspirations using IP systems. In honor of International Women’s Day 2024, the WIPO Academy’s DL program extended scholarships to female applicants from all countries.
2. WIPO, through its Coordination Office in New York, co-sponsored the 9th International Day of Women and Girls in Science Assembly, with the main theme *“Women and Girls in Science Leadership, a New Era for Sustainability”.* The Assembly brought together women in science leaders and experts from around the world, high-level government officials, representatives of international organizations and the private sector to discuss women's leadership in achieving sustainable development goals.
3. WIPO’s *Mission Imagination* series, a collection of conversations with leading global health experts to improve public health and innovation systems. The 2024 edition, celebrating International Women’s Day, featured Innovators, exploring the transformative potential of FemTech in revolutionizing women’s health. The episode highlighted three pioneering innovators from Chile, Nigeria and Denmark, whose strategic interventions are addressing gender disparities and improving healthcare access. The target beneficiaries of this conversation included the public, particularly women under 35 years old, women-led SMEs,[[29]](#footnote-30) women entrepreneurs, women in the creative sector and women inventors.

## Innovation to Address Global Challenges

1. In response to pressing global challenges, WIPO has launched several initiatives to foster innovation and enhance the effective utilization of IP. One such initiative is *“Women in Green”,[[30]](#footnote-31)* which is a series of interview sessions conducted from January to December 2024, focusing on various aspects of innovation and entrepreneurship. These articles feature female innovators and green entrepreneurs discussing their inventions, the development of their businesses, and their experiences in eco-friendly technology and the innovation field. The *“Women in Green”* initiative targets a public with a specific focus on the green tech industry.
2. In collaboration with the World Health Organization (WHO) and WTO, under the Trilateral Cooperation, WIPO participated in roundtable discussions, including webinars, workshops and symposiums, that aimed to ensure gender and regional balance in addressing global health and innovation challenges.
3. Furthermore, WIPO hosted a two-day virtual Meeting on IP and Public Health in December 2024, bringing together over 40 experts, policymakers, and innovators from the Arab Region.[[31]](#footnote-32) The meeting aimed to discuss the role of IP in tackling global health challenges. Additionally, WIPO partnered with the League of Arab States to organize a training workshop on IP and health issues, focusing on the effective use of IP to promote medical technology innovation and other relevant health topics for Arab countries. Notably, 80 per cent of the workshop participants were women.
4. During the reporting period, WIPO supported the *“Global Health Innovation Fellowship”*,[[32]](#footnote-33)a joint effort between WIPO, the Indian Department of Biotechnology (DBT), and the Indian Institutes of Technology (IIT) of Bombay and Delhi. This partnership aims to promote health innovation by training individuals, including women, to identify health needs such as improving maternal health, and create medical technologies that address these needs. WIPO is funding three African innovators in the DBT Biodesign Program. By integrating technology, public health, and IP, the Fellowship aims to utilize the IP system to bring these technologies to market, ensuring they reach those who need them most and contribute to improved health outcomes worldwide.

# REGIONAL ACTIVITIES

### Africa

1. The project on *“Development of IP and Branding Strategy for Selected Local Enterprises in The Gambia”* commenced from November 2023 to April 2024 and involved 47 women-owned local businesses. The project aimed to teach small businesses, primarily owned by women, how to effectively leverage IP tools to strengthen their competitiveness in local, regional, and global markets. It also promoted the use of IP tools and marketing strategies for product protection and commercialization for business competitiveness. The project resulted in the registration of two trademarks and one utility model for a multifunctional solar-powered cart designed for street vendors. This initiative led to the first female inventor in the Gambia registering a utility model.
2. The Annual “*IP and Women Business Summit”* was held in Nigeria in March 2024,[[33]](#footnote-34) aiming at empowering women entrepreneurs, innovators, and creators by providing them with strategic insights into the use of IP. The summit emphasized the critical role of IP in boosting the competitiveness and innovation of women-led businesses while inspiring a new generation of women to integrate IP as a core component of their business strategies.

### Arab Countries

1. The project on *“IP and Women Entrepreneurship* *in Iraq and Syria”* was launched in January 2024, aiming at creating a supporting system to facilitate the management and commercialization of IP rights by female-led enterprises in local communities. The project aims to establish sustainable linkages between the enterprises’ production and IP. This initiative is set to continue in 2025.
2. The project on *“IP and Branding in the Fashion Business”* is an empowering initiative for fashion industry professionals in Bahrain, Djibouti and the United Arab Emirates. Launched in May 2024, this project aims to provide participants with essential knowledge, tools and resources to navigate IP and improve their branding strategies.
3. In the Islamic Republic of Iran, two projects began during the reporting period: (i) the *“Development of a collective brand for pistachio from Damghan City”*; and (ii) the *“Development of a collective brand for Saffron”.* Damghan and Kerman provinces are renowned for their exceptional pistachio varieties and processing. WIPO previously assisted Kerman’s pistachio producers, working with the Iran Pistachio Association, resulting in a new collective mark *“Pishkesh”*. In 2024, another branding journey began with the Damghan Pistachio Association, enabling more stakeholders, including three out of 22 women, to participate in and own the collective brand identity. These projects, which are set to continue in 2025, aim to help small businesses transition from commodity-selling to branded differentiation at the industry level. Similarly, WIPO collaborated with Iran’s National Saffron Council (INSC) to support the saffron industry in the Khorasan province, using brand development tools to organize the industry and enforce strict quality standards, captured in a collective mark. This initiative aims to establish Iran’s saffron as the undisputed iconic heritage internationally. Promoting Iran’s saffron brands will contribute to expressing a positive Identity for Iran, including Iranian women.
4. The project on *“Commercialization of up to four handicrafts products (Babar Carpet Wilaya of Khenchela)*” commenced in Algeria in January 2024,[[34]](#footnote-35) and primarily focuses on developing specifications for a Collective Trademark for the Babar Carpet, providing support and guidance to the project leader group composed of rural women for the application process. The project also aims to identify and implement necessary training for the project leader and association members, assist the project coordinator in consolidation efforts and administrative procedures, and support the coordinator in launching the marketing phase. With a total of 131 participants and 12 days of training offered, the project is conducted in Arabic and will continue until 2025.
5. The pilot project on *“Empowering Women in Local Communities through IP
(Collective Mark) – Tally Production in Sohag, Egypt”* took place between August 2023 and June 2024, supporting Egypt’s efforts in empowering women artisans and entrepreneurs from rural and underserved communities. The initiative provided intensive training and personalized mentorship programs, creating broader economic opportunities. Sixty-six women entrepreneurs were trained on IP and its use for business development, with 35 women receiving more than 18 hours of one-on-one mentoring on IP and business legal clinics.[[35]](#footnote-36) The focus was on trademark formal application, rebranding, business strategy formulation, and compliance with legal business registration requirements, with support from SMEs authorities and the Trademark Office. One collective mark *“Tally Shandweil”,* was registered by the Cooperative Production Association for Handcraft and Heritage Products in Sohag. Over 20 individual trademark applications were filed, and 20 personalized business strategies were developed, focusing on leveraging IP. A new partnership was established between the beneficiaries and the Fashion Living Lab of the British University in Egypt to continue capacity-building efforts for these skilled artisans, enabling them to scale up their businesses and explore new opportunities in new markets. Building on this project, Egypt, with WIPO’s support, plans to replicate this model in other regions to empower more women’s communities.
6. The project on *“Women Artisans in Basket Weaving”* began in November 2024 in Djibouti, focusing on supporting local women artisans through mentoring and training initiatives. The project successfully engaged 35 women, with 10 of them receiving individualized one-on-one mentoring to further develop their skills and expertise in basket weaving.[[36]](#footnote-37) The project will continue until September 2025.

### Asia and the Pacific

1. In Bangladesh, WIPO, in partnership with ITC and the Bangladesh SME Foundation, conducted in-person training on export competitiveness and IP for business from April 10 to May 30, 2024. This training was attended by 100 women entrepreneurs from the lifestyle and apparel industry, including home decor, jewelry, and fashion accessories, as well as the food and tourism industries.
2. Additionally, in February 2024, WIPO organized a webinar session for South Asian countries,[[37]](#footnote-38) which aimed to share expertise and inspire women involved in creating or managing copyright and related rights within the music sector. The kick-off webinar attracted 27 women participants and was tailored to foster more meaningful conversations by considering the unique environment, constraints, and concerns of women beneficiaries.
3. In Fiji, the project on *“Re-Branding of the Suva Handicraft Industry”* commenced in October 2024, with the purpose of supporting individual and collective brand management for SMEs from the Suva Handicraft Market Vendors Association. This initiative contributes to the country’s efforts to revitalize the tourism industry by leveraging IP as a tool for business growth. The project teaches beneficiaries how to identify their unique value proposition and express it through brands and designs. This intervention emerged from discussions with potential beneficiaries and local organizations in Suva during the Heads of IP Office Conference (HIPOC) in 2022, which highlighted the need for local businesses to adopt a differentiated marketing approach using brands. At the project's kick-off phase, 32 women entrepreneurs, out of 50 total participants, were trained and mentored. The project will continue in 2025.
4. The *“Symposium on Women Inventors, Scientists, and Entrepreneurs in the New Era”* was held on March 8, 2024, in collaboration with the China Association of Inventions and the Peking University.[[38]](#footnote-39) The event, marking World IP Day 2024, honored women’s achievements in innovation and entrepreneurship. With 100 attendees, including inventors, scientists, entrepreneurs, and government and media representatives, the symposium showcased a presentation on WIPO’s global IP services.
5. WIPO took part in the *“Gender Scorecard Inter Agency Team Technical Briefing Workshop”* in November 2024. Organized by the United Nations Resident Coordinator Office and UN Women, the workshop aimed to introduce the SWAP Gender Equality Scorecard and the United Nations Country Team in China’s plan for conducting SWAP Scorecard assessments in 2024-2025. The event covered operation details, timelines and workload distribution. Following this, WIPO also contributed to the *“2024 Gender Scorecard Consolidation Workshop”*. This workshop presented each group's findings and sought consensus on the draft report.
6. WIPO Patent Cooperation Treaty (PCT) organized two webinars on *“IP and Women: Patents, the Patent Cooperation Treaty (PCT) and Sustainable Development Goals (SDGs)”[[39]](#footnote-40)* as part of the pilot Projecton *“Successive and Progressive Awareness-Raising on Patents, the PCT, and WIPO Tools and Services”,* targeting women entrepreneurs, inventors, women in universities, and start-ups and SMEs. The first webinar was held on June 27, 2024, in the Philippines and the Association of Southeast Asian Nations (ASEAN) countries, while the second webinar on *“IP for Women-Led Businesses: Patents & the Patent Cooperation Treaty (PCT)”* was organized in collaboration with the ITC-*SheTrades* Initiative in various countries on October 14, 2024. These initiatives aimed to empower women-led businesses by providing them with knowledge and skills related to patents and the PCT, enabling them to protect their IP and grow their businesses.

### Latin America and the Caribbean

1. The pilot project on *“IP for Quilombola Women: Advancing Cultural Heritage and Economic Empowerment”*[[40]](#footnote-41) was conducted from October 2023 to August 2024, to assist selected Quilombola female entrepreneurs from four Brazilian communities in utilizing IP as a practical business tool to promote their cultural heritage and economic empowerment.[[41]](#footnote-42) In 2025, WIPO plans to phase out of this initiative by fostering synergies between national stakeholders, the private sector, and the third sector under the coordination of the Ministry of Culture of Brazil and the Brazilian National IP Office. This transition will provide tools for national institutions to continue further editions of the project in a sustainable manner.
2. Additionally, the regional project on *“IP for Women Entrepreneurs (WEs) in the Caribbean:* *Creating Value through IP”* was initiated in December 2024 and will continue until May 31, 2025. With 12 participants, this project concentrates on IP assessment. The project’s primary objective is to enhance IP skills and knowledge among women entrepreneurs, ultimately facilitating value creation through the management of their intangible assets.
3. The project on *“IP Management for Women in STEM Careers”* was successfully implemented from October 2023 to March 2024.[[42]](#footnote-43) This initiative focused on enhancing IP proficiency among professional women in STEM careers in Brazil. The primary goal was to provide these women with the essential skills to create value by managing their inventions and technical knowledge. The project achieved this through tailored training sessions, speed mentoring, and mentoring programs. Moreover, the project aimed to foster collaborations between science and technology institutions, organizations supporting women innovators, and IP specialists. These partnerships facilitated synergies and guaranteed the project's long-term sustainability.[[43]](#footnote-44)
4. Moreover, WIPO contributed to the organization of the *“Forum on Gender Balance in IP: Policies and Institutional Actions in Latin America”* and the *“Regional Meeting on IP and Gender Equality”* in Rio de Janeiro, Brazil, in August 2024.[[44]](#footnote-45) The forum aimed to foster equal opportunities for girls and women, while the meeting centered on high-level discussions and the exchange of best practices on incorporating a gender perspective in the functions and services of IP Offices. The event was attended by around 70 participants from the region.[[45]](#footnote-46) Additionally, the event sought to establish possible collaborative actions to strengthen the Latin American IP and Gender Network.
5. WIPO launched an online course titled *“Gender Perspective in the Functioning of IPOs in Latin America”* in July 2024.[[46]](#footnote-47) The course aimed to build capacity within the IP Offices of Latin America, enabling them to formulate and implement gender policies and integrate a gender perspective into their operations.

### Transition and Developed countries

1. Twenty-five webinars on various IP topics, including PCT, Madrid System, Hague System, and SMEs issues, were held for the Central Asian, Caucasus and Eastern European Countries (CACEEC)[[47]](#footnote-48) from February to November 2024. These webinars aimed to educate and inform participants about key aspects of IP, such as patents, trademarks and copyright, with a focus on practical knowledge and regional relevance. The webinars emphasized ensuring the wider participation of women, with around 2000 participants improving their knowledge of IP. Women represented over 60 per cent of the total number of participants.
2. WIPO organized a two-day workshop titled *“IP for Women Entrepreneurs from Local Communities in the CEBS Region (CEBS WEP)”[[48]](#footnote-49)* in January 2024. The primary objective of the workshop was to provide participating women entrepreneurs with advanced IP knowledge and skills. The workshop focused on IP management and commercialization, allowing participants to showcase and celebrate milestones from their IP strategy journey.[[49]](#footnote-50)
3. In May 2024, a Practical Workshop on *“IP for Local Communities in Traditional Crafts”* was held in Hungary, building capacities and skills in efficient IP protection and management, and effective branding strategies. WIPO experts also engaged with selected communities and the Hungarian Association of Folk Artists in consultations on branding strategies.
4. In addition, in November 2024, WIPO, in collaboration with the State Agency on Intellectual Property (AGEPI) of the Republic of Moldova and the Moldovan National Museum of Ethnography and Natural History, organized a Practical Workshop on *“IP for Local Communities in Traditional Crafts”* in Moldova, benefitting over 45 representatives of craft communities in the country. The workshop aimed to build on the results of the CEBS WEP and increase its impact in Moldova by sharing the learning and lessons gathered by the two Moldovan WEP participants.
5. The *“IP and Women in Rural Areas”* initiative aimed to empower women artisans in rural areas in Spain by providing them with training and coaching on IP management for their businesses. The project was a collaborative effort involving partners such as the General Directorate of Cultural Industries, IP and Cooperation (DGICPIC) of the Spanish Ministry of Culture and Sports, the Spanish Patents and Trademark Office (OEPM), and the School of Industrial Organization (EOI). A total of 30 women artisans received training and coaching, with 15 of them being selected for an intensive coaching intervention from September to November 2024. The project delivered an online, customized skills-building program on IP tools and management. This included introductory sessions for 29 women on general IP concepts, how to utilize IP as a tool for business management, and a mechanism for innovation and creation appropriation. The 15 finalists each received eight sessions of individual mentoring covering areas such as needs identification, project presentation, IP analysis, protection strategies, legal, marketing and financial support, and project structure, including problem-solution, needs, context, differentiation, market, IP, and business model.
6. The project on *“IP Management Clinics FEM Tech”* [[50]](#footnote-51)aimed to provide Israeli and Canadian companies in the FemTech industry with mentoring and training to better use IP as part of their business strategies. The project included a series of virtual workshops on IP and business topics between July and September 2024, benefiting twenty companies. These companies received tailored feedback and guidance from WIPO staff and external IP and business experts on how to develop their IP Management plan and integrate their IP assets into their wider business strategy. The companies also benefited from several training and learning opportunities and guidance on using WIPO’s practical IP for business tools and resources. A total of 22 women participants received one-on-one mentoring sessions with IP experts and participated in group mentoring sessions for companies. Following the IP Management Clinic, the IP and business experts produced reports for each company, such as a roadmap of an IP strategy and portfolio, including information on the initial status of the strategy and identified areas for follow-on improvements.
7. The project on *“**IP Management Clinics for women-led SMEs in CACEEC region”* was initiated in September 2024 and will continue until March 2025. It supports 19 selected SMEs led by women or with women in top-management roles who each receive one-to-one coaching at least three times, with each session lasting more than one hour on the commercialization and protection of their IP assets. The project is entering its final stage, and afterward, a relevant assessment will be done. The project is being implemented in the CACEEC region.[[51]](#footnote-52)
8. As part of a regional program initiated by WIPO and the Eurasian Patent Organization (EAPO) across Caucasus, Central, and Eastern European countries, WIPO conducted two pieces of training in 2024 to “*Enhance the capacities of techno-parks in the region of EAPO member states in IP*”. The first training was held from February to December 2024, on licensing and commercialization, and it was provided for 32 representatives from 16 technoparks, with women representing over 60 per cent of the total number of participants. This first training was held in Armenia, Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan. The second training was held in Tajikistan in September 2024, on “*PCT Receiving Office’s Functions and the ePCT system, and PCT and ePCT Workshop for applicants at the National Center for Patents and Information”*. This second training aimed to raise awareness on the PCT System and ePCT, with women representing 53 per cent of the participants.
9. In June 2024, WIPO held online consultations with representatives of the Idrijska čipka lace community from Slovenia regarding the modifications and improvement of the Geographical Indication registration of the lace in Slovenia. The focus was on modifying certain elements in the book of specifications. The consultations were attended by women representatives of the Idrijska čipka lace community and the Slovenian IP Office. The aim was to support the lace community in protecting and promoting their traditional craft.
10. The Build Back Fund (BBF) project on *“Supporting Cultural Sustainability and Economic Revitalization in the Tara Beiusului Region of Romania”* aims to strengthen the capacity and skills of local practitioners of traditional knowledge (TK) and traditional cultural expressions (TCEs), as well as relevant local communities and public administration representatives to protect and promote their TK and TCEs through IP. The project, which started in November 2024 and will continue until December 2025, intends to empower beneficiaries in one of the most underserved areas in Romania to create and develop sustainable, competitive and resilient socio-cultural enterprises, benefiting the economic growth and stability of the region.
11. The BBF project in Ukraine for *“Folk Craft Entrepreneurs”* aims to enhance the IP capacity of folk craft entrepreneurs by providing targeted skills-based training, supporting them in developing an effective IP strategy for product promotion, equipping the Ukraine IP Academy with resources to maintain the project's sustainability, and creating networking and new market opportunities for folk craft entrepreneurs. The project started in November 2024 and will continue until July 2025.

# LOOKING AHEAD

1. WIPO will continue to strengthen its efforts to support and increase women’s participation in the IP ecosystem. To this end, new initiatives and projects are underway and in planning, such as:
2. WIPO will host, in hybrid format, the third edition of the *“Women and IP Symposium”* for IP Offices from April 30 to May 2, 2025, building on the success of the 2023 and 2024 meetings hosted by the United States Patent and Trademark Office (USPTO). Participants will have the opportunity to share experiences, best practices, and strategies for advancing gender equality and promoting women’s participation in innovation and creation and the IP ecosystem. The symposium will provide a platform for networking and collaboration among IP Offices and other stakeholders and will also explore using foresight to consider the role of IP Offices of the future in supporting those underrepresented in the IP system.
3. In 2025, WIPO plans to introduce an IP and Gender Policy Toolkit, specifically designed for policymakers from IP Offices and other government bodies responsible for innovation policies and programs. This toolkit will provide case studies and practical tools, and emerging practices that governments can consider for identifying, measuring and addressing gender gaps in innovation and IP.
4. WIPO will host the second IPGAP *“Global Research Experts Meeting on Improving Gender and Diversity in IP and Innovation”* in 2025. This meeting is a key initiative under IPGAP pillar two, which focuses on driving research and data on the gender gap in innovation and IP and how to close it. The objectives of this meeting are to foster collaboration and knowledge-sharing among researchers, policymakers, and other stakeholders and to expand the body of research and evidence critical to informing policymaking on the gender gap in innovation and IP.
5. Several *“Training and Mentoring Programs*” on IP for Women Entrepreneurs from Indigenous Peoples and Local Communities will be held in 2025 across various regions. Starting from the Asia Pacific Region in March; Mexico, Central America and the Dominican Republic in September; and finalizing with the African Region in November. These programs aim to provide training, mentoring, and matchmaking opportunities for Indigenous Peoples and local community women, with the goal of helping them effectively utilize IP for their businesses.
6. WIPO GREEN’s interview series *“Women in Green”* is set to continue until December 2025. In these articles, female innovators and green entrepreneurs will share their experiences and insights on their inventions, the development of their businesses, and their experiences in the eco-friendly technology and innovation field. This initiative aims to inspire and empower more women to engage in eco-friendly innovation and contribute to sustainable development.
7. WIPO Academy, in collaboration with UNCTAD eTrade4Women, will launch the 2025 Masterclass on IP for Women Digital Entrepreneurs in various regions, including Latin America and the Caribbean, English-speaking Africa, and Southeast Asia.
8. A WIPO Academy *“eLearning Course on Women’s Entrepreneurship”* is being developed to utilize case studies from WIPO’s projects, with a focus on developing soft skills and technical skills for women entrepreneurs. The course will also aim to help women entrepreneurs effectively use IP systems in their businesses.
9. A WIPO Academy *“eLearning Course on Women in Science”* is planned to be initiated in 2025. This course aims to support women scientists and innovators by providing them with the necessary skills and knowledge to succeed in their respective fields.
10. A *“Gender Perspectives Guide for IP Offices”* will be initiated. This eLearning Course will focus on gender-sensitization and best practices for IP Offices in the Latin America and the Caribbean Region.
11. A WIPO Academy *“Module on Women Exporters”*, is currently under development. This module aims to highlight the success stories of women exporters in Latin America and the Caribbean.
12. In 2025, WIPO will manage ten more practical projects for “*Women Entrepreneurs from Indigenous Peoples and Local Communities with the financial support of FIT Japan”*. These projects will be implemented in Uganda, Cameroon, Zimbabwe, the United Republic of Tanzania, Nepal, the Philippines, Guatemala, Mexico, and Panama.
13. WIPO will introduce a capacity-building program aimed at empowering African women in STEM in 2025. This program, developed in partnership with the WIPO Academy and the East African Community (EAC), will focus on enhancing participants’ knowledge and application of IP to stimulate creativity, propel innovation, and foster entrepreneurship. The program’s first phase involves an online training course, succeeded by an in-person workshop, and ultimately, a comprehensive mentoring, coaching, and training project. This mentorship program will be tailored to benefit participants from identified beneficiary countries.[[52]](#footnote-53)
14. WIPO will host a “*Booster session for the participants of the Third International Training, Mentoring, and Matchmaking Program on Intellectual Property for Women Entrepreneurs from Indigenous Peoples and Local Communities”*. An additional educational session will be offered in 2025 to the participants, who come from various Member States.[[53]](#footnote-54)
15. The forum on *“IP for Women Entrepreneurs: Creating Value through IP*” aims to promote women’s participation in innovation across Latin America and foster equal opportunities for girls and women. It is scheduled in the Caribbean in 2025 and will focus on high-level discussions and the exchange of best practices. Ten selected participants will receive mentoring and will discuss initiatives and strategies to encourage women's involvement in innovation and IP management, with a focus on creating value for women entrepreneurs.
16. The project on *“IP Management for Women in STEM Careers”* aims to create IP skills in women in STEM careers, enabling them to increase the value of their innovations through IP according to their business needs and incorporate IP management as part of their development, business, and innovation plans. The initiative also aims to promote links between IP institutions and those that support women innovators to raise awareness on IP and create partnerships between them and WIPO. The project will take place in Latin America from March 1 to August 31, 2025.
17. The “*Practical Workshop on Intellectual Property for Local Communities in Montenegro*” will be held in 2025. The workshop aims to provide training and support to traditional textile entrepreneurs, members of traditional craft and national costume-making communities, representatives of women’s support organizations and entrepreneurs, IP specialists, and civil society representatives interested in business traditions and innovation.
18. The project on *“IP for Women in Culinary Arts”* aims to enhance women’s understanding and use of IP rights in the culinary sector from January to December 2025 in France. This project seeks to empower women entrepreneurs in the culinary arts to protect their innovations, enhance their market reach, and contribute to the preservation of culinary heritage. Through tailored IP education and practical applications, the project aims to create an inclusive and supportive environment for women in the culinary sector, promoting cultural diversity and economic empowerment. The project recognizes the significant potential for cultural preservation and economic growth that the culinary sector represents, especially for women entrepreneurs, and seeks to address the substantial barriers they often face in leveraging their creations for sustainable business success.
19. A Regional “PCT Prime” webinar for women from CACEEC titled *“Opportunities for Women in IP and Advantages of PCT for Women”,* will be held in June 2025. The objective of this webinar is to raise awareness on the PCT System and ePCT, with a particular focus on women inventors. The webinar aims to help nationals and/or residents from the CACEEC region to keep abreast of the advantages of this procedural safeguard, to ensure its clever use.[[54]](#footnote-55)
20. The *“Business Transformation Sustainability Project - Post-Mentorship & Coaching Program for Women in Agribusiness: The Case of Mali and Niger”* will be launched from July to December 2025. The project aims to support selected women-led agribusinesses to effectively utilize IP for business growth and competitiveness. Building on a recently concluded Coaching and Mentorship Program for Women in Agribusiness, the project will see two beneficiaries of that program providing leadership in mentoring and coaching other women in similar lines of business under the guidance of WIPO experts.
21. The WIPO Nigeria Office will host the Annual “*IP and Women Business Summit*” on March 6, 2025. This annual Summit aims to empower women entrepreneurs, innovators, and creators in Nigeria with strategic insights into the use of IP and will emphasize the critical role of IP in boosting the competitiveness and innovation of women-led businesses.
22. The “*Traditional Knowledge and GI’s (TRAKAGI Project*)” is scheduled to commence in 2025. This is an IP awareness and capacity-building program that focuses on Geographical Indications in the southwestern region of Nigeria. The project aims to empower 300 female entrepreneurs in the Adire Batik sector by equipping them with traditional craftsmanship of Adire Batik making and the knowledge and skills to leverage Geographical Indications as a tool for promoting the authenticity, quality, and unique identity of their products.
23. *The Committee is invited to take note of the information contained in this document.*

[End of document]

1. The Medium-Term Strategic Plan (MTSP) 2022 – 2026 is available at: [www.wipo.int/meetings/en/doc\_details.jsp?doc\_id=541373](http://www.wipo.int/meetings/en/doc_details.jsp?doc_id=541373) [↑](#footnote-ref-2)
2. The IPGAP is available at: [www.wipo.int/edocs/pubdocs/en/wipo-pub-rn2023-1-en-wipo-intellectual-property-ip-and-gender-action-plan-the-role-of-ip-in-support-of-women-and-girls.pdf](https://www.wipo.int/edocs/pubdocs/en/wipo-pub-rn2023-1-en-wipo-intellectual-property-ip-and-gender-action-plan-the-role-of-ip-in-support-of-women-and-girls.pdf) [↑](#footnote-ref-3)
3. WIPO Policy on Gender Equality 2024–2027 is available at: [www.wipo.int/documents/d/gender/docs-en-wipo\_policy\_gender\_equality.pdf](https://www.wipo.int/documents/d/gender/docs-en-wipo_policy_gender_equality.pdf) [↑](#footnote-ref-4)
4. The Human Resources (HR) Strategy 2022-2026 is available at: [www.wipo.int/meetings/en/doc\_details.jsp?doc\_id=548453](http://www.wipo.int/meetings/en/doc_details.jsp?doc_id=548453) [↑](#footnote-ref-5)
5. The 2024 Joint Message is available at: [www.wipo.int/en/web/gender/w/news/2024/news\_0001](http://www.wipo.int/en/web/gender/w/news/2024/news_0001) [↑](#footnote-ref-6)
6. WIPO established the IPGAP in 2022. Its internal implementation commenced in the second half of 2022. [↑](#footnote-ref-7)
7. The IPGAP Database is available at: [www.wipo.int/web/gender/#ipgap-database](https://www.wipo.int/web/gender/#ipgap-database) and on the Resources for Researchers (R4R) platform at: [Resources for Researchers (R4R)](https://www.wipo.int/en/web/economics/resources-for-researchers) [↑](#footnote-ref-8)
8. Global Research Experts Meeting on Improving Gender and Diversity in Intellectual Property (IP) and Innovation is available at: [WIPO to Host First IPGAP Global Research Experts Meeting on Improving Gender and Diversity in IP and Innovation](https://www.wipo.int/meetings/en/details.jsp?meeting_id=84409) [↑](#footnote-ref-9)
9. Closing the Gender Gap in IP: Women and the Sustainable Development Goals is available at: [www.wipo.int/en/web/gender/w/news/2024/closing-the-gender-gap-in-ip-women-and-the-sustainable-development-goals](https://www.wipo.int/en/web/gender/w/news/2024/closing-the-gender-gap-in-ip-women-and-the-sustainable-development-goals) [↑](#footnote-ref-10)
10. Including Cameroon, Uganda, Namibia, Kenya, Zimbabwe, the [United Republic of Tanzania](https://www.wipo.int/members/en/details.jsp?country_code=TZ), Mauritius, Viet Nam, Maldives, Nepal, Philippines, Kyrgyzstan, Pakistan, Afghanistan, Guatemala, Panama, Saint Kitts and Nevis, [United States of America](https://www.wipo.int/members/en/details.jsp?country_code=US), Canada, and Fiji [↑](#footnote-ref-11)
11. WIPO Regional Conference on Intellectual Property for Women in Agribusiness is available at: [Empowering African Women in Agribusiness through Knowledge and Resources: WIPO Regional Conference on Intellectual Property for Women in Agribusiness](https://www.wipo.int/pressroom/en/stories/rwanda-agribusiness2023.html) [↑](#footnote-ref-12)
12. The co-founder of the Indonesian start-up, PetaNetra. [↑](#footnote-ref-13)
13. An initiative for start-ups and Micro-, Small and Medium-sized Enterprises (MSMEs). [↑](#footnote-ref-14)
14. Including the stories of Milena from Colombia and Judith and Vilma from Peru [↑](#footnote-ref-15)
15. The project is managed by the Projects Team of the Regional and National Development Sector (RNDS) [↑](#footnote-ref-16)
16. Connecting Women in Technology (CWIT), the Women Entrepreneurs Network of the Caribbean WENC, and the International Network of Women in Business (NIME). [↑](#footnote-ref-17)
17. 52 per cent of women participation in relevant course offerings. [↑](#footnote-ref-18)
18. Attributed to ongoing changes in this program. [↑](#footnote-ref-19)
19. Attributed to those trained by Intellectual Property Training Institutions on the ground facilitated by Academy’s IPTI’s Trainers. [↑](#footnote-ref-20)
20. The Leadership Course on IP, Science, and Innovation for Women Scientists; <https://welc.wipo.int/fwis/>  [↑](#footnote-ref-21)
21. Benin, Senegal, Burundi, Cameroon, Congo, Côte d'Ivoire, Djibouti, Mali, Democratic Republic of the Congo, Chad, and Togo [↑](#footnote-ref-22)
22. India, Pakistan, Nepal, Bhutan, and Sri Lanka. [↑](#footnote-ref-23)
23. Empowering Women Researchers in Egypt Through IP: [www.wipo.int/academy/en/news/2024/news\_0037.html](https://www.wipo.int/academy/en/news/2024/news_0037.html)  [↑](#footnote-ref-24)
24. IGC Lunch & Learn - Mapping gender (in)equality: The critical role of data; <https://genderchampions.com/events/igc-lunch-learn-mapping-gender-inequality-the-critical-role-of-data> [↑](#footnote-ref-25)
25. The United Kingdom, France, Monaco and Greece. [↑](#footnote-ref-26)
26. Winners of the *SheTrades* Innovation Festival from United Arab Emirates, Botswana, Bangladesh, Ethiopia, and Indonesia. [↑](#footnote-ref-27)
27. Such as Visa, DHL, and Gotrade. [↑](#footnote-ref-28)
28. The 2024 Joint Message is available at: [www.wipo.int/en/web/gender/w/news/2024/news\_0001](http://www.wipo.int/en/web/gender/w/news/2024/news_0001) [↑](#footnote-ref-29)
29. Less than 250 employees. [↑](#footnote-ref-30)
30. Women in Green is available at: [www3.wipo.int/wipogreen/en/womeningreen/index.html](https://www3.wipo.int/wipogreen/en/womeningreen/index.html) [↑](#footnote-ref-31)
31. IP and Global Health Training Virtual Workshop for the Arab Region is available at: [www.wipo.int/en/web/global-health/w/news/2024/ip-and-global-health-training-virtual-workshop-for-the-arab-region](https://www.wipo.int/en/web/global-health/w/news/2024/ip-and-global-health-training-virtual-workshop-for-the-arab-region) [↑](#footnote-ref-32)
32. WIPO-supported Global Health Innovation Fellowship is available at: [www.wipo.int/en/web/global-health/w/news/2024/news\_0005](https://www.wipo.int/en/web/global-health/w/news/2024/news_0005) [↑](#footnote-ref-33)
33. WIPO Nigeria Office hosts IP and Women Business Summit is available at: [www.wipo.int/en/web/office-nigeria/w/news/2024/wipo-nigeria-office-hosts-second-edition-of-ip-and-women-business-summit-in-commemoration-of-international-women-s-day-2024](https://www.wipo.int/en/web/office-nigeria/w/news/2024/wipo-nigeria-office-hosts-second-edition-of-ip-and-women-business-summit-in-commemoration-of-international-women-s-day-2024) [↑](#footnote-ref-34)
34. Preserving the Art of Algerian Carpet-Making: Discover the Intricate Craft of the 'Babar' Carpet and the Skilled Women of Khenchela is available at: [www.wipo.int/en/web/office-algeria](https://www.wipo.int/en/web/office-algeria) [↑](#footnote-ref-35)
35. The project is managed by the Projects Team of the Regional and National Development Sector (RNDS). [↑](#footnote-ref-36)
36. The project is managed by the Projects Team of the Regional and National Development Sector (RNDS). [↑](#footnote-ref-37)
37. Including Bangladesh, Nepal, Pakistan, and Sri Lanka [↑](#footnote-ref-38)
38. WIPO China: Women in the New Era-Navigating Intellectual Property and Technological Innovation is available at: [io.mohrss.gov.cn/a/2024/03/13/11642.html](http://io.mohrss.gov.cn/a/2024/03/13/11642.html) [↑](#footnote-ref-39)
39. Patents, the Patent Cooperation Treaty and Sustainable Development Goals is available at: [www.wipo.int/meetings/en/details.jsp?meeting\_id=83768](https://www.wipo.int/meetings/en/details.jsp?meeting_id=83768) [↑](#footnote-ref-40)
40. Changing the perspective: IP for women everywhere is available at: [www.wipo.int/en/web/office-brazil/w/news/2024/changing-perspective-ip-women-everywhere](https://www.wipo.int/en/web/office-brazil/w/news/2024/changing-perspective-ip-women-everywhere) [↑](#footnote-ref-41)
41. The project is managed by the Projects Team of the Regional and National Development Sector (RNDS) [↑](#footnote-ref-42)
42. Empowering Brazilian Women in STEM: A Journey in Intellectual Property is available at: [www.wipo.int/en/web/office-brazil/w/news/2024/empowering-brazilian-women-in-stem-a-journey-in-intellectual-property](https://www.wipo.int/en/web/office-brazil/w/news/2024/empowering-brazilian-women-in-stem-a-journey-in-intellectual-property) [↑](#footnote-ref-43)
43. IP Management for Women in STEM Careers is available at: [www.wipo.int/en/web/office-brazil/w/news/2024/empowering-brazilian-women-in-stem-a-journey-in-intellectual-property](https://www.wipo.int/en/web/office-brazil/w/news/2024/empowering-brazilian-women-in-stem-a-journey-in-intellectual-property) [↑](#footnote-ref-44)
44. Regional Meeting on Industrial Property (IP) and Forum on Gender Balance in IP: Policies and Institutional Actions in Latin America is available at: [www.wipo.int/meetings/en/details.jsp?meeting\_id=83148](https://www.wipo.int/meetings/en/details.jsp?meeting_id=83148) [↑](#footnote-ref-45)
45. Including representatives from Brazil, Chile, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Peru, Saint Kitts and Nevis, Trinidad and Tobago, and Uruguay. [↑](#footnote-ref-46)
46. Online Course on Gender Perspectives in the Management and Functions of IP Offices in Latin America is available at: [www.wipo.int/meetings/en/details.jsp?meeting\_id=84208](https://www.wipo.int/meetings/en/details.jsp?meeting_id=84208) [↑](#footnote-ref-47)
47. Armenia, Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan. [↑](#footnote-ref-48)
48. Booster Practical Workshop on Intellectual Property for Women Entrepreneurs from Local Communities in the Central European and Baltic States Region is available at: [www.wipo.int/meetings/en/details.jsp?meeting\_id=81608](https://www.wipo.int/meetings/en/details.jsp?meeting_id=81608) [↑](#footnote-ref-49)
49. The workshop was conducted in Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Georgia, Hungary, Lithuania, North Macedonia, Poland, the Republic of Moldova, Romania, Serbia, Slovakia, Slovenia and Ukraine [↑](#footnote-ref-50)
50. Launch of the Intellectual Property Management Clinic-FemTech program is available at: [www.wipo.int/en/web/business/w/news/2024/news\_0016](https://www.wipo.int/en/web/business/w/news/2024/news_0016) [↑](#footnote-ref-51)
51. Specifically in Belarus, Kazakhstan, Kyrgyzstan, and Uzbekistan. [↑](#footnote-ref-52)
52. Including Rwanda, Uganda, Ethiopia, Kenya, Burundi, and the United Republic of Tanzania [↑](#footnote-ref-53)
53. Cameroon, Uganda, Namibia, Kenya, Zimbabwe, the United Republic of Tanzania, Mauritius, Viet Nam, Maldives, Nepal, the Philippines, Kyrgyzstan, Pakistan, Afghanistan, Guatemala, Panama, Saint Kitts and Nevis, United States of America, Canada, and Fiji.  [↑](#footnote-ref-54)
54. The webinar will be held in Armenia, Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan. [↑](#footnote-ref-55)