

**Human resources management and development: provide expertise countries to take full advantage of IP; growing need for multidisciplinary expertise to support innovation**

Speaker:

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## **PRESENTATION PLAN**

- I. Missions of an Intellectual Property Office
- II. The specific case of OAPI
- III. The required Human Resources
- IV. The strategy of the General Management of OAPI in Human Resources Matters
- V. Reinforcement of capacities (cooperation)
- VI. Conclusion

## **I - The missions of an Intellectual Property Office**

- According to the Paris Union Convention an Industrial Property office has two basic missions :
- The grant and registration of industrial property titles (patents, utility models, certificates of addition, marks, industrial designs...);
- Organization and Public availability of documentation in matters of Industrial Property..

## **Notarial missions: Grant and registrations**

- Permanently opened everyday of the year including non-working days and public holidays
- Assurance to protect rights
- Opposition procedures should be done within a reasonable deadline.

## **The mission of documentation and information in intellectual Property matters**

- Regular publication of the official bulletins of intellectual property;
- Rapid provision of Official Bulletins to subscribers and the public;
- Creation of databases relating to titles issued by the Office;
- cooperation with other offices in the documentary domain .

## **II – The specific case of OAPI : Involve IP in development**

- Regional Office acting as national Office for each of its Member States;
- need to provide proximity services in each member states for filing and documentation.

## **Specific case of OAPI : Involve IP in development**

- Since 1977, the legislature has voluntarily involved industrial property in the economic development of Member States of OAPI;
- The maintenance in vigour of granted or registered titles was conditioned by providing proof of exploitation or use (life span of patents divided in fractions of 10 years, 5 years and 5 years; renewal of a Mark subject to providing proof of use).

## **Specific case of OAPI: involve IP in development**

- With the last revision of the Bangui Agreement in 1999, the requirements of proof of exploitation or use have been abandoned.
- However, the involvement of IP in development mission is reaffirmed and a new mission is conferred on the Organization, to provide training in intellectual property.

### III – The required Human Resources

- At the level of notarial functions

Qualified staff with sufficient manpower to ensure diligent and quality treatment ; experienced in procedures of processing applications (admissibility review, administrative review of applications, technical examination of patent applications,...)

### The necessary Human Resources

- At the level of documentation and information
- Quality and competent human resources to ensure the regular publication of official Bulletins and their rapid availability to users (guarantees reliable conditions for opposition procedures).
- ensuring the dissemination of scientific and technical information contained in the patent documentation ; provide search reports on the technical State at the request of users ; being competent in the consultation and the operation of databases on the technical State;
- arrange skills for patent electronically to trade with other IP offices providing human resources information.

## The required Human Resources

### At the level of involvement of IP in the development

- existence of budgetary appropriations for assistance to the scientific and technical research :
- have skills in evaluation programs and research grants;
- FAPI: started in 2000: have the commercial potential of an invention, and in the assessment of funding requests;
- in matters of licence contracts : have skills in evaluation and negotiation of licences contracts.

## Les necessary human resources

### At the level of training

Have qualified trainers in the IP domain

Procedures for obtaining the rights, of defence of the rights, of dissemination of technical information, the valorisation of inventions, financing of valorisation...;

## **IV – The strategy of the general management of OAPI in matters of human resources**

After a State of affairs in the handling of Intellectual Property, The General management has developed a plan of action and strategic orientation for the period 2007-2010, plan that was adopted in December 2007, during the 47th session of the Board of the Organization, in Bangui (RCA).

The training of actors of the IP system in the OAPI territory is paramount in this action plan.

## **The strategy of the General management of OAPI in matters of human resources**

- At the judicial level, the training is designed to increase the number of magistrates and lawyers specialised in IP through :
- Elaboration of specialised training programs at the Denis Ekani training Center of OAPI ;
- the Organization of national seminars for judges and lawyers;
- signing of cooperation agreements with training schools specializing in intellectual property ;
- The Organisation of fieldtrips with other specialised jurisdictions in IP for the intention of magistrates ;

## **The strategy of the General Management of OAPI in matters of human resources at the judicial level**

- Introduce intellectual property training modules in the training of lawyers
- Introduce intellectual property law in the training of magistrates
- Schedule training for trainers for the purchase of educational tools that will enable them to serve as a relay between the OAPI and the Member States;
- Admit lawyers for IP training at the training Center of OAPI ;
- Program distance training
- Introduce IP in universities ;
- Continue the institution in universities, specialising in IP (DESS, DEA, Masters) for Jurists
- Promote judicial cooperation inter States in IP.

## **Organization of seminars and joint dialogue between the judicial core and the different administrations involved in application of IP rights.**

To improve cooperation between the judiciary and other authorities involved in the application of intellectual property rights, joint seminars and consultations should be organized.

Through these joint seminars and concerted actions, permits each of the actors be aware on intellectual property issues affecting them, better identify and understand their respective roles in the application of intellectual property law and what to do to respect the rights of the owners.



**Increase awareness actors of the judicial system, administration of customs and economic police actions**

- Organisation of seminars for vulgarisation of laws and other conventions that govern the matter and to which States are parties.
- Educate stakeholders to ensure correct application of intellectual property rights thus contributing to make attractive the OAPI territory for private investment.

**Increase awareness actors of the judicial system, administration of customs and economic police actions**

Furthermore the OAPI should subsidise publishing intellectual property documents and make, available if possible to magistrates, customs, teachers, the economic police, government officers in charge of intellectual property issues.

## **Improvement of the quality of services offered by OAPI**

- The Organization must strive to implement internal procedures likely to ensure due diligence in the issuance of documents that enable the acquisition of rights and the defence of these rights vis-à-vis third parties,
- It should strengthen skills and workforce of its legal service.

## **OAPI in other IP jurisdictions, issues support intervention capacity building**

- Establish focal points in all administrations in charge of IP issues;
- provide documents for vulgarisation of procedures against violations of the rights of IP holders, the economic police, customs and the judiciary for good cooperation of the parties concerned.

## **OAPI in human resources management strategy**

- The aim sought: rigorous and best human resources management.
- Improvement of the procedures for recruitment, preferred the skills and experience in the field of IP;
- training, development through internal seminars intended for all staff to constitute a genuine business,
  - IP specialists who master administrative procedures,
  - Denis Ekani training center is at the heart of the new strategy of General management for the training of IP specialists.

## **IV – Human resources capacity-building**

In addition to the internal actions, capacity-building will be achieved through cooperation with other industrial property offices. It concerns:

- Sending trainees in IP offices (developed countries, emerging countries) the internal Framework by experts from other offices;
- achieving periodic audits of human resources and procedures;
- improving training programmes of the training centre of OAPI (diplômantes, development... training);
- strengthening logistical support (computerization, Internet)

## V - CONCLUSION

Human resources are at the beginning and end of any development process.

The procedures also complete and accurate as they may be, can give results thanks to men who apply them. Hence the extreme importance of the development and management of human resources in General.

Thank you for your kind attention