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**ARIPO ACHIEVES  
50/50 GENDER  
EQUALITY**



**ARIPO**  
African Regional Intellectual  
Property Organization

# MAGAZINE

Vol. 9, No. 1, January - March 2019

[www.aripo.org](http://www.aripo.org)



**ARIPO SCOOPS  
BUSINESS EXCELLENCE  
AWARD**

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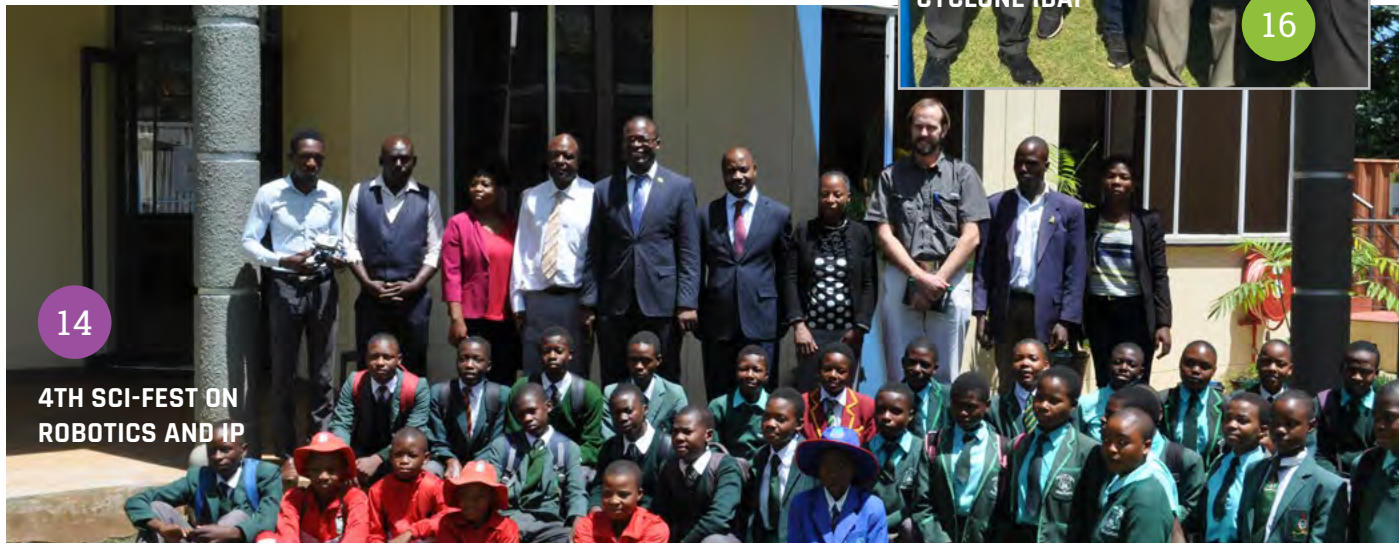
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# BACKGROUND INFORMATION ON THE AFRICAN REGIONAL INTELLECTUAL PROPERTY ORGANIZATION (ARIPO)

## INTRODUCTION

The African Regional Intellectual Property Organization (ARIPO) is an intergovernmental organization, which was established on 9 December, 1976 under the Lusaka Agreement signed in Lusaka, Zambia. Its mandate is to develop, harmonize and promote intellectual property in the Member States of the Organization and in Africa.

**Membership** of the Organization is open to all the States members of the United Nations Economic Commission for Africa (UNECA) or the African Union (AU). Currently there are nineteen Member States, namely; **Botswana, The Gambia, Ghana, Kenya, Lesotho, Liberia, Malawi, Mozambique, Namibia, Rwanda, São Tomé and Príncipe, Sierra Leone, Somalia, Sudan, Swaziland, United Republic of Tanzania, Uganda, Zambia and Zimbabwe.**

Substantive activities of the Organization are implemented through three treaties each focusing on a specific field of intellectual property. These treaties are: (a) the **Harare Protocol on Patents and Industrial Designs**; (b) the **Banjul Protocol on Marks**, and (c) the **Swakopmund Protocol on the Protection of Traditional Knowledge and Expressions of Folklore**. A fourth treaty, the Arusha Protocol for the Protection of New Varieties of Plants is yet to enter into force.

**The Harare Protocol** was concluded in 1982 and entered into force on 25 April, 1984. Among other functions, it empowers the ARIPO Office to grant patents and register industrial designs as well as utility models on behalf of the treaty's contracting states. The Harare Protocol incorporates other international treaties of relevance, for instance, the Paris Convention, the Patent Cooperation Treaty (PCT) and therefore enables applicants from the African region and elsewhere to file international applications and obtain protection of their intellectual property rights. The Harare Protocol has also been linked to the Budapest Treaty, which enables applicant to provide information on new micro-organisms claimed in patent applications. All Member States of ARIPO, with the exception of Somalia, are party to this treaty.

## Search services

ARIPO has custody of worldwide patent documents. With the available documentation and information retrieval systems, the organization offers several search services to the public including state of the art, novelty, validity, Bibliographic and Patent map searches.

**The Banjul Protocol** was concluded on 19 November, 1993 in Banjul, The Gambia and entered into force on 28 November, 1997. Contracting states under this Protocol are **Botswana, Kingdom of Lesotho, Liberia, Malawi, Namibia, São Tomé and Príncipe, Swaziland, Uganda, The United Republic of Tanzania and Zimbabwe.**

The Protocol empowers the ARIPO Office to register marks for goods and services in respect of and on behalf of the contracting states. Similar to the Harare Protocol, the Banjul Protocol provides a centralised system of registration and provides a mechanism for the ARIPO system to co-exist with the national

systems of the Banjul Protocol contracting states. Thus, an applicant can choose to register a mark with a national office for protection limited to that country or may elect to use the ARIPO route in which case the application should designate at least one contracting state up to the maximum of ten.

**The Swakopmund Protocol** was concluded on 9 August, 2010 at a diplomatic conference held in Swakopmund, Namibia. It entered into force on 11 May, 2015. It acknowledges that traditional and local communities have for long utilised their traditional knowledge and culture for their survival and livelihood, and that there is now a gradual disappearance, erosion, misuse, unlawful exploitation and misappropriation of this traditional knowledge and folklore. Thus, the treaty seeks to empower and enhance capacity of custodians of traditional knowledge and folklore to realise their aspirations and prosperity through an effective protection system that will create a conducive environment for the respect, recognition, development and promotion of traditional knowledge and expressions of folklore and their continued use and development.

## The Arusha Protocol for The Protection of New Varieties of Plants

The Arusha Protocol for the Protection of New Varieties of Plants was concluded by a Diplomatic Conference that was held in Arusha, the United Republic of Tanzania on 6 July, 2015. The Protocol will enter into force only when four States have deposited their instruments of ratification or accession. The Protocol will provide Member States with a regional plant variety protection system that recognizes the need to provide growers and farmers with improved varieties of plants in order to ensure sustainable agricultural production.

## Protection of Copyright and Related Rights

ARIPOs mandate on Copyright and Related Rights aims to ensure the Organization coordinates and develop policies for the effective growth and protection of Copyright and Related Rights, recognizing the value of creative industries to the contribution of national economies and employment in Member States, the emancipation of copyright from all forms of piracy and strengthening infrastructure used for enforcement of copyright laws in the Member States and Africa at large.

## Capacity Building Activities and Awareness Creation

ARIPO established a state of the art Academy, which was inaugurated on 15 February, 2006 to serve as a center of excellence in teaching, training, research and skills development in the field of intellectual property for different target audiences, including creators, inventors, artists, business managers and IP professionals, journalists, parliamentarians, policy makers, university lecturers, government officials of IP institutions, students and the civil society. The Academy provides intellectual property training in different areas including Masters in Intellectual Property, tailor-made courses, professional courses, research studies, attachments, internships and fellowships, and training programmes that focus on industrial property, copyright, enforcement, traditional knowledge, genetic resources and folklore.



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# EDITORIAL



*The ARIPO Director General, Mr Fernando dos Santos.*

its Universities. This initiative aims at using technology to revive the economy through the provision of technical and research-based solutions.

We also give a review of the African Journal of Intellectual Property (AJIP), published by ARIPO and the Africa University since 2016. The bi-annual Journal features six peer-reviewed articles written by researchers and practitioners in the field of IP. It also covers research articles by IP scholars, IP administrators, IP professionals and IP book reviews. The Journal is accessible at the cost of USD 20 but will soon be available electronically for half the price.

In March, Cyclone Idai ravaged through three ARIPO Member States. Mozambique, Malawi and Zimbabwe were hit by the Cyclone that left many dead, misplaced and missing in its wake. Members of staff at ARIPO came together to support the survivors in Zimbabwe by donating food and clothing items. ARIPO staff members were also able to support the three countries through donations via the embassies in Zimbabwe. A moment of silence was observed for those who lost their lives.

On a positive note, ARIPO was honoured with an award for its role in promoting IP in Africa. ARIPO received the National Business Excellence award for 2018 at a ceremony organized by Megafest Holdings in Zimbabwe. ARIPO has also achieved a 50:50 gender balance at work and geographically, ARIPO now has 13 out of its 19 Member States represented in its workforce.

As usual, we look forward to hearing from you, your experience on IP, questions and innovative suggestions.

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Welcome to the first issue of the ARIPO magazine this year. In 2019 we are going to share with you more information on the ARIPO initiatives and what our Member States are doing on intellectual property (IP) rights. Since there is a lot of innovation going on that has to do with IP, we shall also ensure you are up to date on the current global IP discourses.

In this issue of the ARIPO magazine, we give you a breakdown of the IP applications received by ARIPO from its Member States since inception and what ARIPO has been doing to create awareness on the necessity for protection on IP right from institutions of higher learning, the business community as well as the Small Medium Entrepreneurs.

From one of our Member States Zimbabwe, we see how the government has embarked on a programme to set up Innovation Hubs at



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# Application Filings from the Member States

*By Mr Charles Pundo, Head of Formality Examination, ARIPO*

Intellectual Property (IP) protection within the ARIPO system is accorded under the Harare Protocol on Patents and Industrial Designs, the Banjul Protocol on Marks and the Swakopmund Protocol on Traditional Knowledge and Expressions of Folklore. Provisions of the national laws of the Contracting States play a part in certain respects, as regards the procedures before issuance of any of the rights and during the subsequent commercial exploitation of the rights.

ARIPO was established with the aim of pooling resources together to avoid duplication of financial and human resources. The objectives of the Organization, as enshrined in Article III of the Lusaka Agreement, show that cooperation in industrial property is intended to achieve technological advancement for the economic and industrial development of the Member States.

Membership to the organization has since the establishment grown to the current 19 African States, namely Botswana, Eswatini, The Gambia, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Sierra Leone, Liberia, Rwanda, São Tomé and Príncipe, Somalia, Sudan, Tanzania, Uganda, Zambia and Zimbabwe.

The protocols were put in place to form legal frameworks to supplement national frameworks. Currently, the Harare and Banjul Protocols are active, with the others yet to make an impact on the IP landscape. The article will seek to explore the usage of the Harare and Banjul Protocols.

An ARIPO application may be made by the owner or by a representative. Any resident or anyone with a place of business in any of the Member States can file an application without necessarily seeking the services of an agent. This was deliberately put in place to reduce the cost of filing for residents of the Member States. Filing can be by personal delivery, by post, email, courier or by registered mail, whichever method is convenient to the applicant. Since 2015, filing can be done online through the ARIPO e-service platform. However, a user must first register to do so.

ARIPO has over the years conducted awareness activities to sensitise users from the Member States on the matter of intellectual protection and encourage filing for industrial property rights applications. The office has partnered national IP offices at forums like trade fairs and exhibitions, conducted workshops, and presented on radio talk shows, held roving seminars in the Member States targeting research and development institutions, technical colleges and Universities. The following table shows the recent number of participants during roving seminars held in 2017 and 2018.

Dates	Country	No. of participants
June 13-14, 2017	Sierra Leone	100
July 12-13, 2017	Zambia	75
August 28-29, 2017	Swaziland	120
November 2 -3, 2017	Rwanda	84
March 26-27, 2018	Zimbabwe	101
May 7 - 8, 2018	Liberia	127
June 19-12, 2018	Namibia	58
July 5-6, 2018	Botswana	81
July 26-27, 2018	Mozambique	83
Total		<b>829</b>

The Masters in IP programme, being run jointly by the World Intellectual Property Organization, the Africa University and ARIPO, is in its tenth year. It aims to empower Africa with IP professionals who will help in sensitising the general populace in their respective countries of the importance of IP protection. A total of 296 graduates have so far been produced covering all Member States and a total of 26 African countries.

However, despite these efforts, the number of applications originating from the ARIPO Member States remains low. The table and graph below show the filings originating from the Member States since the inception of the systems.

State	Patents	Designs	Utility Models	Marks
Botswana	15	8	1	51
The Gambia	-	1	1	-
Ghana	11	63		
Kenya	73	47	11	52
Lesotho	-	1	-	-
Liberia	-	-	-	6
Malawi	13	-	-	22
Mozambique	1	1	-	6
Namibia	15	4	-	2
Rwanda	-	-	-	-
Sudan	-	-	-	-
Sierra Leone	-	-	-	-
Sao Tome and Principe	-	-	-	-
Eswatini (Swaziland)	6	1	2	7
Tanzania	5	65		13
Uganda	12	5	3	26

Zambia	5	-	-	29
Zimbabwe	130	72	99	985
Total From MS	158	268	117	1199
Total as at 31.12.18	11229	1358	148	3609

Locals file about 0.4% of applications filed through the ARIPO system for patents, 19.7% for Industrial Designs, 79% for Utility Models and 33% for Trademarks. The following graphical representations show the status of filings from the ARIPO Member States.

Of these applications filed 85 patents were granted, while grant for Patents, 113 registrations for Designs, 10 for Utility Models and 407 for Marks were made as of 31 December 2018. The tabulation below shows the resultant grants/registrations.

	Patents	Designs	UMS	Marks
Botswana	15	2	0	26
Ghana	4	24	0	0
Kenya	15	18	2	39
Lesotho	1	0	0	0
Mozambique	0	1	0	2
Namibia	9	3	0	2
Swaziland	2	1	1	4
Tanzania	0	49	0	0
Uganda	3	1	0	8
Zambia	1	0	0	9
Zimbabwe	35	14	7	317
Totals	85	113	10	407

Several reasons contributing to the low filings have been given during feedback meetings and from awareness programs. The issue of fees stands out most, with users saying that they are high. Most of the users do not prioritise the protection of their rights; they would rather plough any saving or profits into their projects. As for patents, utility models and designs, this is made worse by lack of drafting knowledge. In many cases, owners of potential applications abandoned the protection process along the way because of this challenge, which is made worse by lack of this expertise in the Member States.

In conclusion, there is still a long way to go in making the general populace from the Member States to understand the importance of IP protection.

The question that remains is "what else can be done?". A lot of initiatives have been done, and still, the filings remain very low. This requires a concerted effort from all stakeholders in the region. ■■■

# Zimbabwe Embarks on a Programme To Set Up Innovation Hubs at its Universities

By Mr Charles Satumba, Documentation and Communications Associate, ARIPO

The government of Zimbabwe has from the beginning of 2018, shown commendable seriousness on the setting up of innovation hubs at six of its universities. This initiative is significant as it intends to direct higher and tertiary education in the country towards becoming actively involved in the revival of the economy of the country through the provision of technical and research-based solutions.

Zimbabwe is a very rich country in terms of natural resources that include minerals, good agricultural soils, good climate and many tourist attractions. It also has a very high literacy rate of 86.9% thanks to the investment that was put in the education sector after political independence in 1980. With such vast natural resources and educated human capital base, it is a shame that the country has not been able to cross over to middle-income status yet. Of late, the government has however embarked on an ambitious trajectory to become a middle-income economy by the year 2030. The Minister of Higher and Tertiary Education, Science and Technology Development, Professor Amos Murwira, attributes this poor growth of the general economy to the enormous skills deficiency among the products of the education system in the country. As a solution, he believes in a paradigm shift to one that sees tertiary education playing a central role in the development of appropriate home bred innovations and technologies for the local industrial sector. This will help spur the country towards the envisaged status. In pursuance of his vision, higher education in Zimbabwe is now anchored on five pillars which are teaching, research, community engagement, innovation and industrialisation. The objective is to narrow the gap between skills that are currently available and those in deficit. This is a departure from the previous system which was shaped to undertake only teaching, research and community engagement. The purpose of universities under the old system was not to produce goods and services but only to design them. To this end, the ministry has embarked on an ambitious programme to set up innovation hubs at six state universities. The six universities are National University of Science and Technology, Midlands State University, University of Zimbabwe, Harare Institute of Technology, Zimbabwe Defence University and the Chinhoyi University of Technology.

While the wave of private sector driven innovation hubs including university-led innovation ones, such as the famous Silicon Valley in the United States, which was developed around the Massachusetts Institute of Technology (MIT) and Stanford universities, have been a norm globally, Africa at large and Zimbabwe, in particular, are lagging behind. Most universities in Africa are churning out graduates who are equipped with theoretical aspects of entrepreneurship, which are



TOP PICTURE: A NUST student demonstrates a head motion controlled wheel chair for use by stroke patients and paralympians.

BOTTOM PICTURE: Zimbabwe President, H.E. Emmerson Mnangagwa shows appreciation to the student for the innovation.



only good enough for them to become job seekers. Ironically, the African economies themselves are characterised by high unemployment rates, meaning the ready-to-work graduates do not find the jobs in the end. The government of Zimbabwe is now making strides to revolutionize its university education system to make it produce graduates who would become job creators due to the high rates of unemployment.

The local media quoted the minister saying, "We have started the project of innovation hubs, we have started with six state universities where we are saying the innovation hub is a bridge between knowledge and industry." The goal is to develop a new economy driven by science and technology in a Silicon Valley model of commercialisation of research and ideas. On this initiative, the government of Zimbabwe should find comfort in that it is not sailing into uncharted waters as some universities in Africa such as the University of Nairobi and the American University in Cairo, and South African universities like Stellenbosch University, the University of Cape Town and University of the Witwatersrand are already pacesetters, according to Forbes Africa.

As governments' support for university budgets continue to dwindle and their financial sustainability becoming increasingly shaky, a call for them to commercialise their research outputs becomes paramount. On its part, ARIPO has been in the past two years rolling out roving seminars for its Member States' universities aimed at helping them understand the potential they hold in the industrialisation processes of their countries at large and the benefits that would come directly to them with the commercialization of their research outputs. The universities innovation hubs can act as the catalysts to development by creating the appropriate environment for developing solutions, product design and skills that industry so requires. The universities can be encouraged even to go beyond their physical fences and accept other innovative ideas from outside their campuses which can see new small companies emerging. According to Professor Van Rooyen of Stellenbosch, "Being in a supportive environment where space and facilities are one less thing to worry about makes a huge difference." The importance of the idea of innovation hubs in universities is seen in the institutions' capacity to provide a platform on which



*Owen Bima, an Applied Sciences student from Mutare Polytechnic showcasing his innovative product at an exhibition in Bulawayo, Zimbabwe. Here he speaks to Flora Mpanju, Head of Substantive Examination at ARIPO.*

students and lecturers from across faculties serendipitously connect and interact, without which platform, they would not get the opportunity to do so. University-owned innovation hubs can become melting pots where heterogeneous creative minds on campuses meet and collaborate. Arguably, the best inventions have resulted from the cross-pollination of ideas. This research-driven collaboration is the most critical strength of university-owned innovation hubs as it eliminates scenarios whereby aspiring entrepreneurs embark on costly try and error approaches to innovation.

Necessity is the mother of invention. A renowned researcher and Chief Executive Officer of the Scientific and Industrial Research and Development Centre in Zimbabwe, Professor Robson Mafoti, buttressed this in a public lecture when he said that the mere fact that the African environment has a myriad of challenges and shortages, creates a very fertile ground for innovation and creativity to take place. Therefore, the universities should derive from these many challenges the inspiration to produce unique forms of entrepreneurship, solutions and products using locally available resources.

The possession of natural resources has failed to transform the economies of most African states as the resources are, after extraction, exported raw due to lack of technologies to beneficiate them. Because of this lack of local technological innovations, African states import western technologies at huge costs. It is therefore critical to put science and technology development to the fore of all efforts at economic progression. Given this sad reality, ARIPO considers the initiative by the government of Zimbabwe as very positive. However, it is critical for the government to provide adequate support to the universities, especially in these formative stages, to enable them to commercially produce the goods and services and take them to the markets. Otherwise, the current hype about the innovation hubs can be an exercise in futility. ■■■



*Tendai Moyo, a student from National University of Science and Technology explains to ARIPO's Flora Mpanju her method of tanning leather using bark from an indigenous tree.*



*A lecturer from Mutare Polytechnic proudly displays a car canopy the college is manufacturing on behalf of a local car assembly.*

# ARIPO Scoops Business Excellence 2018 Award

By Susan Mwiti



ARIPO Intellectual Property Development Executive, Mr. Emanuel Sackey, Corporate Services Executive, Mrs. Hilary Arko-Dadzie and Copyright Officer, Mr. Amadu Bah receive the award on behalf of ARIPO.

ARIPO received yet another recognition on March 22, 2019, in the form of the National Business Excellence award 2018 at the annual Megafest National Business Awards organized by Megafest Holdings in Harare, Zimbabwe.

According to Mercy Matsika, Head Finance at Megafest Holdings, ARIPO plays a pivotal role in IP not only in Zimbabwe but across the continent. With the increase of innovation in Africa, ARIPO has ensured that innovators know about IP and register their innovations accordingly. It is for this reason that ARIPO was recognised and nominated for the Award of Excellence of the year.

Started in 2008, the Megafest National Awards honour men, women and organizations that have made strides in projecting a positive picture as well as telling the true story of the Zimbabwean industry through their works.

At the event, ARIPO was represented by the Intellectual Property Development Executive, Mr Emmanuel Sackey, the Corporate Services Executive, Mrs Hilary Arko-Dadzi and the Copyright and Related Rights Officer, Mr Amadu Bah. ■■■

# Introducing the African Journal of Intellectual Property (AJIP)

By Charles Satumba (ARIPO) and Munani Mtetwa (Africa University)

The African Journal of Intellectual Property (AJIP) is fairly new on the African academic landscape. It is published jointly by Africa University and the African Regional Intellectual Property Organization (ARIPO) and covers intellectual property (IP) development in Africa and aims to promote the use of IP as a tool for the continent's economic development. The first issue was published in November 2016 and is currently published by-annually in June and December.

Within the last decade, the IP field has grown tremendously in Africa. This scholarly and peer-reviewed journal has been established in response to this growth. The AJIP aims to promote African intellectual property scholarship and research, while also facilitating the documentation and accessibility of research outcomes to strengthen evidence-based developments and improve learning in and service delivery across intellectual property organisations, academic and research institutions and industry. The journal facilitates the creation of synergies between the actors in the intellectual property ecosystem. A special goal of the journal is to fill the gap in existing academic journals by encouraging research from multidisciplinary perspectives including law, science, agriculture, business, social sciences, the arts and other fields.

Submissions are welcome from these diverse fields to the extent that they promote a deeper understanding of the impact of intellectual property rights on development and growth, while also drawing attention to areas where intellectual property laws, policy and practice may be further improved for the benefit of African populations. The content and empirical evidence is from African perspectives on IP.

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## African Journal of Intellectual Property

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Edition.



Now in its third volume, each journal issue features six peer-reviewed articles written by researchers and practitioners in the field of IP. It also covers research articles from IP scholars, IP administrators, IP professionals and IP book reviews. All articles are peer-reviewed through a double-blind process.

The journal aims at serving the interests of IP practitioners, policymakers, students, researchers and academics and indeed the entire IP fraternity, broadly covering generation, protection and commercialisation of IP. For too long, Africa has not been able to fully exploit the opportunities in science and technology development that IP can unravel for its socio-economic development. Through the scholarly journal, knowledge and information on African innovation potential and challenges are addressed while at the same time promoting the spirit of innovation in business, industry and R&D institutions. Importantly, the journal is also a useful resource in the study and teaching of IP not only towards the Master in Intellectual Property degree programme being offered across Africa but also for international researchers interested in the subject as it relates to Africa. The articles provide lecturers teaching IP across Africa with scholarly references to include in their syllabi, and course outlines thereby significantly strengthening the teaching and learning of IP in Africa.

According to the editorial of the AJIP, the journal aims to:

1. Stimulate research to build collective, evidence-based knowledge around intellectual property law, management, enforcement and other practices in Africa;
2. Strengthen collaboration, cross-fertilisation of ideas and increased linkages among diverse players in the intellectual property field including researchers, policy-makers, the judiciary, administrators, practitioners, owners and users;
3. Bring to the fore, best practices to facilitate better quality, results-driven intellectual property policy, legislation and practice based on the application of the learning shared through the journal;
4. Provide the much-needed space within academic literature for interdisciplinary research where actors from different intellectual property-related disciplines engage in dialogue with each other; and
5. Help in defining research gaps and key trends in IP as a way to inform policy, practice and further research.

#### **Manuscript submission**

Articles submitted to the African Journal of Intellectual Property are reviewed using the double-blind peer review system. An Editorial Committee pre-selects articles and after that assigns reviewers (two per article) from a pool of eminent intellectual property law experts on the continent and around the globe. Plagiarism checks are carried out on all articles submitted.

Print copies of the Journal are available at ARIPO and AU at the cost of USD 20. The Journal is also available on subscription at USD 40 for individuals and USD 50 for Institutions and Corporates. Electronic versions will soon be available at USD 10. ■■■

# 4th SCI-Fest on Robotics and IP hosted by ARIPO

*By Susan Mwiti, Documentation and Communications Officer, ARIPO*



*Students arrival at ARIPO Headquarters.*

ARIPO hosted the Fourth Edition of the African Regional Robotics Science and Intellectual Property Conference and Festival organized by the YES Network Organization in Zimbabwe. The Festival held from March 1-3, 2019, also celebrated the African Environment Day as per the United Nations Calendar.

Zimbabwe Minister for Higher and Tertiary Education, Science and Technology Development, Hon. Prof. Amon Murwira called for a shift from only analysis to creation in line with the Government's thrust to develop a new economy driven by education, science and technology. The Minister was the Guest of Honour.

The Minister urged the students to not only stop at having ideas but to note that industry comes from the brain. Without going beyond the use of the five senses, a country cannot develop since no innovation would take place to address the immediate problems. He also emphasized that there was a need to foster creativity and innovative skills for economic growth and development of the country and the utilization of brain power.

According to him, economies can only be transformed by the creation of skills based knowledge that can produce goods and services.

One of the strategic objectives of his Ministry is to develop an intellectual property policy to promote the registration of intellectual property rights by the Ministry's higher and tertiary education institutions, as well as other science and technology institutes.



*“Inventions must also be protected using intellectual property rights.”*



*Minister Professor Amon Murwira.*



*Minister Murwira and ARIPO's Director General tour an exhibition of innovations by school students from Harare, Zimbabwe.*



According to Mr Kudakwashe Chiveto, the pioneer of SCI-Fest Africa and Youth Ambassador President, “the SCI-Fest has been growing and receiving the attention it deserves. Involving and engaging young children on innovative ideas will go a long way in having designs that are made locally for local problems,” he said. Next year he hopes with the support from the Ministry and other organizations the SCI-Fest will be bigger and have more students participate he says.

The SCI-Fest brought together primary and secondary schools students from Zimbabwe who exhibited their creative robotics innovations. Using practical examples, Mr Said Ramadhan, Senior Examiner at ARIPO educated the students on how they can use the intellectual property system to create, register and protect their innovations. ■■■

# ARIPO Supports Cyclone Idai Survivors

*By Marvel Kapenya, Documentation and Communications Intern, ARIPO*

Cyclone Idai tore through three ARIPO member States, namely; Mozambique, Malawi and Zimbabwe from 14 to 15 March 2019 causing catastrophic damage. The tropical cyclone, recorded as the strongest cyclone on record in the Southern Hemisphere, left more than 1,000 people dead and thousands more missing and misplaced in the three countries.

Moved by the loss of life, injuries and damage to infrastructure caused by the tragic disaster, ARIPO members of staff, led by the Director General, Mr. Fernando dos Santos, came together and mobilized donations in support of the global call for humanitarian response to help the survivors in any way possible.

On 26 March 2019, Mr Emmanuel Sackey, Intellectual Property Development Executive, on behalf of the Director General led a team of staff to officially hand over the donations raised by staff members and the Secretariat to the Zimbabwe Red Cross Society towards assisting victims of Cyclone Idai. The Zimbabwe Red Cross Society is one of the humanitarian organizations coordinating the relief efforts and humanitarian assistance in affected areas.

ARIPO staff and the Office made cash contributions of USD570 and USD1,000 respectively, that was used to buy blankets, food items and sanitary wear. The staff also donated clothes and household items that went to support those affected in Zimbabwe. Furthermore, ARIPO staff donated to victims in Malawi and Mozambique through their embassies in Harare, Zimbabwe.

The grocery items donated were mealie meal, cooking oil, rice and sugar. The other items were, sanitary pads, clothes, shoes, belts, suitcases and blankets. ■■■



*ARIPO Intellectual Property Development Executive, Mr. Emmanuel Sackey, officially hands over the donations to the Zimbabwe Red Cross Society.*



*Some of the ARIPO members of staff who accompanied the donation.*



# ZIMBABWE RED CROSS SOCIETY

Patron: H.E. The President of Zimbabwe

The Geneva Conventions Act No. 30 (1981): Chapter 17:08

ALL COMMUNICATIONS TO BE  
ADDRESSED TO THE  
SECRETARY



**HEADQUARTERS:**  
ZIMBABWE RED CROSS SOCIETY  
NO. 10 ST ANNES ROAD  
AVONDALE  
HARARE  
ZIMBABWE  
TELEPHONES  
+263-4-332197, 332638, 307241/4  
FAX: +263-4-335490  
P.O.BOX 1406  
HARARE  
Email: zrcs@ecoweb.co.zw  
www : redcrosszim.org.zw

Your Ref:.....

Our Ref :.....

25 March 2019

African Regional Intellectual Property Organization  
11 Natal Rd  
Belgravia  
Harare

Dear: Director of ARIPO

## **RE: ACKNOWLEDGEMENT OF DONATION TO ZIMBABWE RED CROSS SOCIETY**

We wish to acknowledge a donation of 595kgs of mealie meal, 148litres of cooking oil, 206kgs of sugar, 206kgs of rice, 104 (5packs) of sanitary pads, 511 clothes, 53 shoes, 6 belts, 2 monarchs and 127 blankets that has been made to Zimbabwe Red Cross Society by African Regional Intellectual Property Organization towards the ongoing humanitarian response efforts to the people affected by Cyclone Idai.

It is through charitable donations such as this one that we are able to reach out to the most vulnerable communities.

As the Red Cross, we wish to express our profound gratitude and recognize your kindhearted gesture in helping us to help others in dire need of humanitarian assistance.

Thank you.

.....  
Maxwell Phiri (Mr)  
Secretary General



# ARIPO Achieves 50:50 Gender Equality

*By Graham Mhlakaza, Head Human Capital, ARIPO*



*A group of some of the ARIPO female members of staff.*

The call for a 50:50 equal gender workplace has gotten louder over the years. At ARIPO, the gender parity was achieved by the end of 2018. The gender spread across all levels of staff is currently at 50:50.

Such a gender distribution was made possible through planned initiatives aimed at ensuring that the Organization remains an attractive destination for nationals of its Member States with an emphasis on a greater diversity of its people so that the Secretariat is representative enough of its growing community of Member States.

ARIPO has also embraced diversity and inclusion in attracting, retaining and developing its people regardless of their circumstances. ARIPO human capital management strategy, policies and procedures are crafted in a manner that embraces all employees regardless of their characteristics such as gender, race, age, background, culture, disability, religious beliefs, personality, and work-style. By harnessing these differences, the Organization has been able to create a conducive environment in which everybody feels valued, where their

talents are fully utilized, and Organizational and personal goals met.

ARIPO also recognizes that, though most people have things in common with each other, they are also different in many ways. Our approach to inclusion is one of where those differences are embraced, and where perspectives and differences are shared, leading to better decision making and results. Everyone in the Organization has a right to equal access to employment and, when employed, have equal access to training and development opportunities.

ARIPO regularly reviews how to make the Organization an attractive and accessible place to work for people from a wide range of backgrounds. We focus on inclusive approaches to recruitment and selection and are committed to employment policies and practices that promote diversity and inclusion in employment. Further, we are currently exploring ways in which we can support flexible working arrangements in line with global developments so that our people will be able to work in ways which suit their circumstances.

The make-up of our workforce in terms of nationality, gender, age, and ethnicity broadly reflects the characteristics of our gender and diversity policy. To that end, 13 nationalities out of the ARIPO 19 Member States are represented at the Secretariat. ■■■

*“Everyone  
has a right  
to equal  
access to  
employment”*



*A group of some of the ARIPO male members of staff.*

# ARIPO RENTAL FACILITIES AND SERVICES

## INTRODUCTION

The new ARIPO Headquarters Building was officially inaugurated on 9 December 2016. Its location is a premier area, a diplomatic zone and has a greenery view. The new building incorporates extensive office space, conference facilities, state-of-the-art auditorium, cafeteria and courtyard garden which is set to become a gallery/exhibition space displaying samples of registered Intellectual Property (IP). It also has an ample parking lot. It is within this context that the Organization is making available some of the new facilities to the public for hire.

This business model provides the basic information for hiring the state-of-the-art facilities and the premier IP services that ARIPO offers.

## ARIPO FACILITIES FOR HIRE

The new ARIPO Headquarters Building offers state-of-

the-art facilities geared towards providing excellent impressions for a professional outlook that any business would be proud to be associated with. First impressions are crucial and a great environment can give a business pitch and the best chance of success. The facilities offer a variety of meeting packages that range from intimate private spaces to ambient conference rooms that can accommodate up to 150 participants. All meeting facilities are equipped with designer furniture and aesthetic artwork, high performance audiovisual and conference equipment.

### CONFERENCE FACILITIES

All the conference facilities can be hired for seminars, workshops or symposiums and ARIPO’s professional technical staff are always available on the ground to assist. The facilities are offered as a full package or room hire only as follows:

FULL PACKAGE	ROOM HIRE ONLY
Stationery (writing pad, pen, markers, flip charts)	Stationery (writing pad, pen, markers, flip charts)
Overhead projector	Overhead projector
PA system	PA system
Teleconferencing equipment	Teleconferencing equipment
Refreshments (juices, sweets, water)	Refreshments (juices, sweets, water)
Lunch, morning and afternoon teas	
Wi-Fi available for both packages	

### 1. THE AUDITORIUM

The ARIPO state-of-the-art auditorium has a seating capacity of 150 people and is acoustic and sound engineered to function as a broadcast centre that enables live presentations and discussions through large flat screen monitors.

- Wheel chair access
- Spacious and comfortable seats

#### The auditorium, the first of its kind in Harare, has:

- 3rd Generation Confidea® conference system which features, focused intelligent audio visual equipment, state-of-the-art Quad-Band wireless technologies, fault-tolerant error correcting protocols and advanced encryption algorithms
- Equipment allows moderated discussion, simultaneous interpretation and electronic voting
- 3 x 60inch LED monitors
- 3 interpretation booths
- Fully air-conditioned
- Individual charging ports





## 2. JEREMIAH HERBERT NTABGOBA CONFERENCE HALL

The Jeremiah Herbert Ntabgoba Conference Hall with the seating capacity of 50 people has:

- State-of-the-art digital projector
- High speed wireless audio system
- Interpretation booth
- 50 inch LED Screen
- Projector
- Desk microphones



## 3. MULTI-PURPOSE HALL

ARIPO has a multi-purpose hall with the seating capacity of 60 people, which can also be converted into other usage such as entertainment, catering and seminars. However with a large number of participants using the main conference hall, the multi-purpose hall can be given as gratis for catering services.



## CAFETERIA

For all meetings, conferences or symposiums, ARIPO offers a spacious cafeteria with a seating capacity of 60 people. The cafeteria may be used for events and meetings taking place at ARIPO or can be hired separately by those seeking to outsource meals for their guests. Additional arrangements can be made for hosting dinners and other meals outside working hours. If the number exceeds 60, the multi-purpose hall can be used as a cafeteria.



## BOARDROOMS

There are two impressive Boardrooms which accommodate up to 10 people each and are ideal for executive meetings including conference calls, presentations, screenings or breakout sessions. The Boardrooms are supported by integrated audiovisual equipment including video conferencing facility.

### BOARDROOM 1



### BOARDROOM 2



- The Boardrooms are equipped with:
- Integrated AV equipment
- HDLCD TV
- Polycom conference phone
- Featured artwork
- White board
- Free Wi-Fi

## TRAINING LAB

Technical, online and virtual training are a key part of modern learning. ARIPO offers a spacious modern training lab equipped with 25 workstations, Wi-Fi, projector and audio equipment. The training lab can be used for practical trainings that require use of computers.



## Anderson Ray Zikonda Library

### The library facilities offer:

- Free access and subscription
- Specialized collection of books, dissertations on IP
- Free access to specialized IP collections and books
- Free virtual library access
- Free information research services

### Our highly qualified and experienced Team also offers:

- Indexing services
- Editorial services
- Bibliography services
- Reproduction and binding services for a fee



Place an advertisement in the ARIPO magazine. For more details and rates send email to [mail@aripo.org](mailto:mail@aripo.org) or call +263 24 2 794 065/6/8/54.

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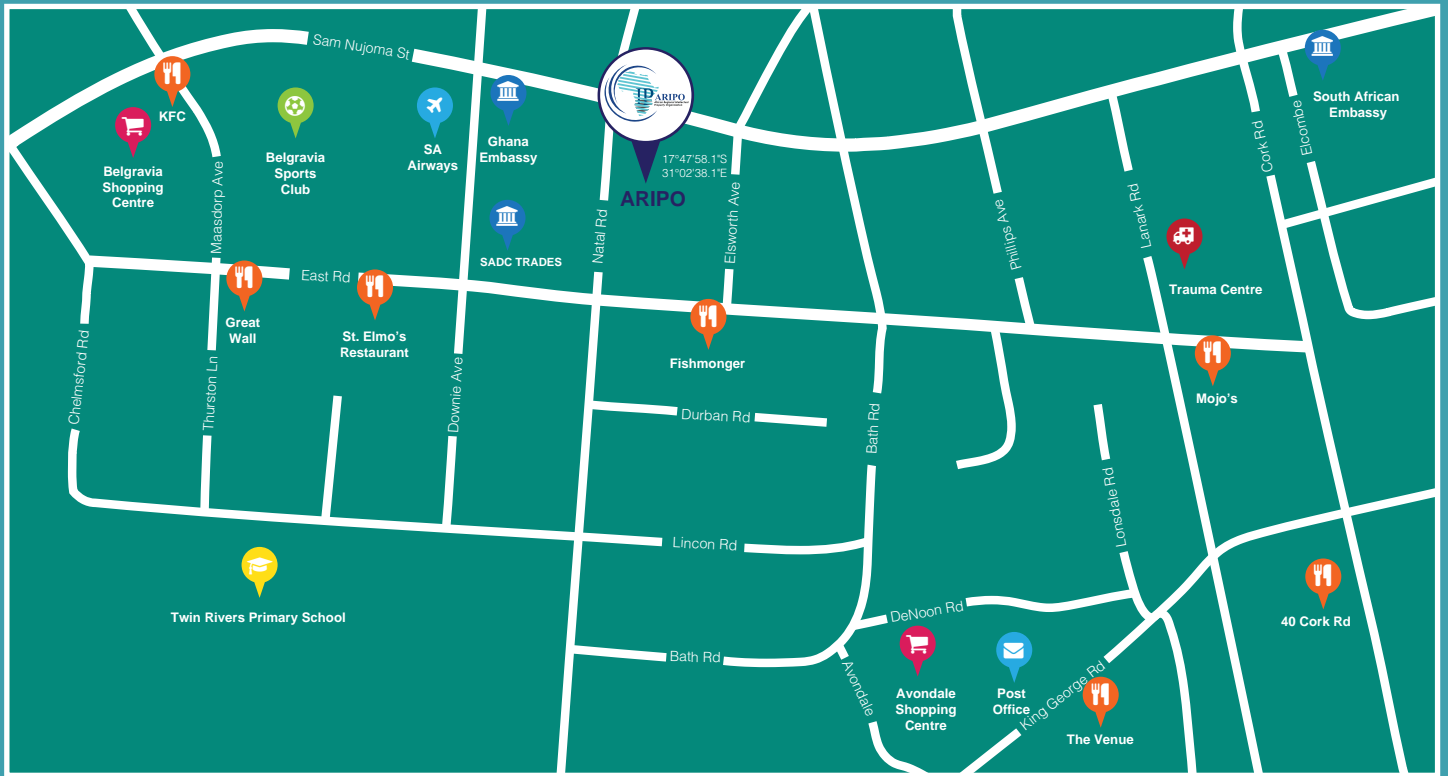
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