

**Table 1. Summary of Pipeline Indicators**

Grade	Africa	Asia	Europe	Middle East	U.S.	Other Western Hem.	Total	Devel. Countries	Indust. Countries	Women	Men
<b>Economists</b>											
Percent Staff in A14 <sup>1</sup>	30.1	25.1	20.4	28.4	31.5	34.7	<b>26.2</b>	28.0	25.0	23.5	26.8
Percent Staff in A15 <sup>1</sup>	15.1	7.0	11.8	16.4	20.3	10.9	<b>12.7</b>	10.4	14.2	7.0	14.1
Ratio of A15/A14	0.50	0.28	0.58	0.58	0.64	0.31	<b>0.48</b>	0.37	0.57	0.30	0.53
Percent Staff in A15-B5 <sup>1</sup>	30.1	31.0	33.1	43.3	51.3	34.7	<b>36.3</b>	30.1	40.4	19.8	40.4
Average time-in-grade A15 <sup>2</sup>	3.0	1.8	2.5	2.3	2.6	2.4	<b>2.5</b>	2.5	2.5	1.2	2.6
Average time-in-grade A14 <sup>2</sup>	4.3	2.7	2.9	3.8	3.6	2.3	<b>3.0</b>	2.7	3.3	3.2	3.0
<b>Specialized Staff</b>											
Percent Staff in A13 <sup>1</sup>	45.8	19.0	21.7	21.4	22.6	28.3	<b>23.9</b>	27.5	22.2	22.5	25.1
Percent Staff in A14 <sup>1</sup>	20.8	12.1	10.4	7.1	20.4	16.7	<b>16.1</b>	14.8	16.7	14.4	17.6
Ratio of A14/A13	0.45	0.64	0.48	0.33	0.90	0.59	<b>0.67</b>	0.54	0.75	0.64	0.70
Percent Staff in A14-B5 <sup>1</sup>	12.5	12.1	24.5	14.3	18.3	20.0	<b>18.8</b>	12.7	21.6	11.0	25.5
Average time-in-grade A14 <sup>2</sup>	0.6	2.1	2.5	17.6	3.2	4.8	<b>3.2</b>	3.7	3.0	2.2	3.9
Average time-in-grade A13 <sup>2</sup>	1.4	4.0	4.7	6.6	3.8	3.2	<b>3.8</b>	2.4	4.5	3.9	3.6

<sup>1</sup> Total is staff at grades A11-B5.

<sup>2</sup> Years time-in-grade.

**Table 2. The Fund's Human Resource Management Profile:  
1990, 1995, 2000, 2001**

	Total	Women		English-Speaking Industrial 1		Developing Country	
	#	#	%	#	%	#	%
<b>Department Heads at B5 <sup>2</sup></b>							
1990	15	0	0.0	6	40.0	4	26.7
1995	20	1	5.0	8	40.0	3	15.0
2000	18	2	11.1	9	50.0	4	22.2
2001	19	3	15.8	8	42.1	4	21.1
<b>SPMs <sup>3</sup></b>							
1990							
1995	21	1	4.8	6	28.6	9	42.9
2000	19	2	10.5	8	42.1	6	31.6
2001	20	1	5.0	11	55.0	5	25.0
<b>ASPM <sup>4</sup></b>							
2001	5	5	100.0	3	60.0	2	50.0
<b>AOs</b>							
1990	16	16	100.0	6	37.5	6	37.5
1995	21	21	100.0	9	42.9	10	47.6
2000	19	19	100.0	7	36.8	11	57.9
2001	14	14	100.0	5	35.7	6	42.9
<b>OM <sup>4</sup></b>							
2001	7	7	100.0	2	28.6	5	71.4
<b>HRD B-level</b>							
1990	11	1	9.1	9	81.8	0	0.0
1995	10	2	20.0	7	70.0	0	0.0
2000	10	4	40.0	7	70.0	0	0.0
2001	10	6	60.0	6	60.0	2	20.0

Source: PeopleSoft

<sup>1</sup> English-speaking industrial countries: Australia, Canada, Ireland, New Zealand, U.K., and U.S.

<sup>2</sup> There is no Department Head for OMD.

<sup>3</sup> The official function of SPM started in September 1991.

<sup>4</sup> Positions of ASPM and OM started in 2001.

<b>Table 1. Gender Profile of Staff in International Organizations <sup>1</sup></b>				
<b>Organization</b>	<b>Percent Female Staff</b>			
	<b>Management</b>	<b>Professional</b>	<b>Support</b>	<b>Total</b>
UNICEF (1/01)	34.1	50.0	51.4	45.1
WFP - World Food Programme (1/01)	31.0	36.0	44.0	42.9
UNHCR (1/01)	29.2	39.5	44.0	43.2
UN - Secretariat (11/01)	24.7	35.6	58.8	45.8
WHO - World Health Organization (1/01)	24.2	34.1	57.4	46.3
UNESCO (5/01)	22.9	47.0	65.0	55.0
World Bank (12/01)	22.2 <sup>2</sup>	45.8	84.8	52.6
UNDP (1/01)	19.8	33.7	57.6	48.9
IOM - International Org. for Migration (12/00)	17.5	28.0	45.0	42.2
European Commission (3/01)	14.5	28.4	55.6	46.9
IADB (12/01)	14.4	39.0	90.7	47.8
Council of Europe (12/01)	14.2	38.6	71.8	59.7
International Monetary Fund (12/01)	13.9	34.3	84.1	46.5
IAEA (1/01)	13.6	18.3	59.3	42.7
AfDB - African Development Bank (3/01)	12.0	22.0	29.0	24.0
FAO - Food and Agriculture Org. (5/01)	11.8	23.8	62.4	47.5
EIB - European Investment Bank (12/99)	8.3	30.3	79.3	47.8
WMO - World Meteorological Org. (1/01)	5.0	20.4	73.5	51.5
ADB - Asian Development Bank (12/01)	0.0	25.9	76.5	59.9

<sup>1</sup> Figures are generated following the ORIGIN Annual Meetings which take place in June.

<sup>2</sup> World Bank management grades GH+ are comparable to IMF grades A15+; IMF management grades are B1-B5.

Sources: Organizational Gender Issues Network, ORIGIN, Member Fact Sheets 2001.  
UN Reports of the Secretary General, 2001.

**Table 2. Share of Women and Developing Country Nationals by Department and by Grade Grouping, 1996-2001**

Department		Women (in percent)						Developing Country Nationals (in percent)					
		12/96	12/97	12/98	12/99	12/00	12/01	12/96	12/97	12/98	12/99	12/00	12/01
Fund Total	Total	46.3	46.4	46.3	46.5	46.5	46.5	41.1	41.6	41.8	41.3	42.0	42.9
	A9 - A15	32.4	32.9	33.6	34.4	34.9	34.4	38.2	38.6	38.4	37.9	38.5	39.2
	B1 - B5	9.0	10.0	10.9	11.8	11.7	13.9	27.1	29.8	30.4	30.1	29.2	29.5
Area	Total	34.8	35.4	36.4	37.1	35.0	35.1	43.2	43.2	43.7	44.7	45.4	45.3
	A9 - A15	19.6	19.7	21.0	23.3	21.8	22.3	41.7	39.9	39.3	41.0	41.3	41.4
	B1 - B5	6.5	7.9	9.5	9.1	9.1	8.2	33.9	38.1	39.7	40.2	40.6	38.8
AFR	Total	32.4	30.9	32.0	33.0	30.7	32.5	50.0	48.3	50.0	47.5	48.2	45.0
	A9 - A15	18.0	14.7	14.8	16.5	16.0	17.9	47.3	45.9	45.0	39.4	42.0	37.4
	B1 - B5	4.0	6.7	6.9	6.7	5.9	5.4	52.0	46.7	55.2	56.7	50.0	45.9
APD	Total	32.8	37.2	32.5	31.7	34.4	32.8	38.7	44.2	44.7	44.8	50.0	45.3
	A9 - A15	21.0	24.6	18.9	19.2	22.7	21.5	31.9	31.9	36.1	38.4	46.7	44.3
	B1 - B5	9.0	15.8	16.0	11.1	14.8	16.0	20.0	36.8	36.0	37.0	40.7	32.0
EU1	Total	37.7	37.1	45.5	45.7	40.0	36.2	25.4	28.8	28.5	33.9	34.6	37.0
	A9 - A15	23.0	23.2	32.4	32.9	26.9	22.0	26.7	31.7	27.0	34.2	30.8	29.3
	B1 - B5	9.0	5.0	11.1	11.8	9.5	9.5	4.5	5.0	11.1	11.8	19.0	23.8
EU2	Total	34.5	34.9	35.2	33.0	32.1	32.1	35.4	34.9	33.3	32.4	26.8	31.2
	A9 - A15	19.0	18.0	16.7	20.3	20.6	22.4	31.9	29.5	28.3	37.3	26.5	32.8
	B1 - B5	0.0	0.0	0.0	0.0	5.3	5.0	20.0	17.6	18.8	11.1	10.5	15.0
MED	Total	38.7	40.3	39.2	45.7	41.5	44.2	46.7	45.5	39.2	51.9	52.4	55.8
	A9 - A15	23.0	25.0	25.5	31.9	28.3	30.4	55.8	47.7	36.2	48.9	47.8	54.3
	B1 - B5	9.0	7.7	7.1	13.3	12.5	11.1	46.2	61.5	50.0	53.3	56.3	50.0
WHD	Total	35.3	34.7	36.9	38.0	35.4	36.6	62.6	57.6	58.9	56.3	57.6	57.5
	A9 - A15	17.0	16.3	21.0	23.5	22.2	25.0	61.5	53.8	56.8	51.8	54.3	55.7
	B1 - B5	9.0	11.1	12.5	12.0	7.7	3.8	58.3	55.6	54.2	56.0	57.7	57.7
Functional	Total	45.6	46.3	45.6	46.0	48.6	46.8	43.1	43.1	43.9	43.1	44.2	45.4
	A9 - A15	29.5	31.6	31.3	32.2	35.7	33.8	40.4	40.2	41.1	39.9	41.1	42.4
	B1 - B5	6.0	6.7	8.3	10.5	11.3	14.6	26.7	28.3	28.1	26.6	25.8	25.5
FAD	Total	40.8	39.8	37.2	40.0	41.2	41.7	37.5	40.7	39.5	38.9	37.2	38.4
	A9 - A15	24.0	25.0	24.1	31.3	31.6	32.3	25.8	29.4	30.8	32.5	29.5	32.3
	B1 - B5	5.0	0.0	5.0	4.8	5.3	10.0	38.1	40.9	35.0	33.3	36.8	40.0
ICM	Total						38.2						38.2
	A9 - A15						27.3						45.5
	B1 - B5						0.0						12.5
INS <sup>1</sup>	Total	52.1	58.2	62.0	63.9	59.1	57.8	53.4	54.4	54.4	51.8	53.8	54.9
	A9 - A15	22.0	38.7	50.0	50.0	45.7	42.6	53.6	58.1	59.4	60.5	56.5	51.1
	B1 - B5	0.0	0.0	0.0	8.3	9.1	14.3	70.0	63.6	61.5	50.0	54.5	42.9
LEG	Total	47.5	50.0	51.3	52.5	58.5	53.3	47.5	47.4	51.3	51.2	51.2	46.7
	A9 - A15	28.0	37.5	37.5	36.8	47.6	40.9	44.4	56.3	56.3	57.9	52.4	40.9
	B1 - B5	0.0	14.3	12.5	14.3	16.7	14.3	16.7	14.3	25.0	28.6	16.7	14.3
MAE	Total	40.0	38.9	35.5	39.1	46.3	46.5	41.1	41.1	44.1	42.7	44.8	49.7
	A9 - A15	30.0	29.8	21.2	28.1	36.4	35.2	40.9	42.6	38.9	32.8	36.4	42.9
	B1 - B5	5.0	4.8	5.0	4.6	4.2	8.3	27.3	28.6	33.3	40.9	33.3	33.3
PDR	Total	43.3	40.0	39.3	36.8	44.1	39.5	39.7	37.1	40.0	42.6	42.9	41.8
	A9 - A15	26.0	23.3	27.0	20.6	27.6	26.7	36.1	36.0	42.7	42.2	41.9	44.0
	B1 - B5	20.0	16.7	9.5	15.0	25.0	27.3	15.0	16.7	19.0	15.0	15.0	13.6
RES	Total	35.4	38.4	36.4	39.0	37.5	36.9	43.4	40.4	39.4	39.0	42.0	42.9
	A9 - A15	23.0	24.2	23.8	25.4	25.4	20.8	45.5	38.7	37.5	31.7	39.4	35.4
	B1 - B5	0.0	7.1	7.1	7.1	6.7	15.4	8.3	21.4	14.3	21.4	20.0	23.1
STA	Total	46.5	46.9	46.2	45.0	44.8	44.8	48.8	47.7	48.5	45.7	47.6	52.8
	A9 - A15	36.0	36.6	36.0	34.5	36.8	35.0	47.2	45.1	46.7	41.7	47.1	49.0
	B1 - B5	8.0	13.3	13.3	14.3	12.5	18.8	15.4	13.3	14.3	14.3	18.8	25.0
TRE	Total	60.6	60.7	63.7	62.3	66.4	63.4	40.1	44.4	44.4	40.7	42.1	41.5
	A9 - A15	44.0	45.6	46.8	45.8	51.5	48.5	37.9	42.6	41.9	40.3	41.2	41.2
	B1 - B5	0.0	0.0	20.0	21.4	15.4	15.4	25.0	25.0	10.0	7.1	7.7	7.7
Support	Total	61.2	60.7	59.4	58.7	57.1	58.8	34.9	35.8	35.8	34.6	34.9	36.3
	A9 - A15	56.8	56.6	54.9	54.1	51.3	50.4	28.9	32.2	31.7	30.3	30.7	31.3
	B1 - B5	20.3	20.6	18.5	18.6	17.3	25.0	13.6	15.9	18.5	17.1	13.3	17.6
EXR	Total	61.9	63.3	60.3	61.1	60.3	68.7	22.2	21.7	23.5	22.2	21.8	21.7
	A9 - A15	59.0	60.6	53.8	58.5	58.1	66.7	14.7	18.2	20.5	14.6	11.6	14.6
	B1 - B5	25.0	14.3	0.0	0.0	0.0	12.5	25.0	28.6	28.6	22.2	20.0	25.0
HRD (ADM 96-98)	Total	65.4	65.0	64.0	80.0	82.6	81.9	36.5	36.9	36.0	37.8	42.2	48.6
	A9 - A15			60.4	68.6	75.7	67.6	23.9	27.5	24.0	45.7	48.6	56.8
	B1 - B5			30.8	30.0	40.0	60.0	0.0	0.0	7.7	10.0	0.0	20.0
OMD <sup>2</sup>	Total	56.8	53.6	54.7	54.3	53.3	53.3	24.7	23.8	26.7	30.4	32.2	32.6
	A9 - A15	52.0	50.0	56.1	58.3	58.1	52.3	15.6	19.4	20.0	22.9	32.6	29.5
	B1 - B5	0.0	5.0	10.0	9.5	8.7	9.5	11.1	15.0	20.0	15.0	8.7	9.5
SEC	Total	60.7	59.1	58.6	62.3	63.9	58.1	33.7	34.8	33.3	31.1	32.8	37.1
	A9 - A15	59.0	58.6	59.4	54.2	60.9	48.0	25.9	27.6	31.3	20.8	26.1	32.0
	B1 - B5	33.0	33.3	20.0	25.0	25.0	25.0	11.1	11.1	10.0	25.0	25.0	25.0
TGS	Total				51.2	48.0	51.8				37.8	36.5	36.7
	A9 - A15				49.1	42.9	44.2				33.7	31.5	30.9
	B1 - B5				27.3	20.8	28.6				18.2	16.7	19.0

<sup>1</sup> Includes JAI, JVI, and STI.

<sup>2</sup> Includes DMD, INV, OAP, OBP, OIA, OTM, GEN, PAR, and UNO.

**Table 3. Share of Developing Country Nationals by Department and Grade Grouping**  
(as of 12/31/2001)

	A1-A8		A9-A15		B1-B5		A9-B5		Total Staff	Developing Country Staff	
	#	%	#	%	#	%	#	%	#	#	%
<b>Total</b>	<b>439</b>	<b>55.8</b>	<b>586</b>	<b>39.2</b>	<b>104</b>	<b>29.5</b>	<b>690</b>	<b>37.4</b>	<b>2633</b>	<b>1,129</b>	<b>42.9</b>
<b>Area Departments</b>	<b>115</b>	<b>60.2</b>	<b>202</b>	<b>41.6</b>	<b>57</b>	<b>38.8</b>	<b>259</b>	<b>40.9</b>	<b>824</b>	<b>374</b>	<b>45.4</b>
AFR	31	63.3	46	37.4	17	45.9	63	39.4	209	94	45.0
APD	15	62.5	35	44.3	8	32.0	43	41.3	128	58	45.3
EU1	22	62.9	24	29.3	5	23.8	29	28.2	138	51	37.0
EU2	9	40.9	22	32.8	3	15.0	25	28.7	109	34	31.2
MED	14	63.6	26	55.3	9	50.0	35	53.8	87	49	56.3
WHD	24	61.5	49	55.7	15	57.7	64	56.1	153	88	57.5
<b>Functional Departments</b>	<b>191</b>	<b>60.1</b>	<b>263</b>	<b>42.4</b>	<b>35</b>	<b>25.5</b>	<b>298</b>	<b>39.3</b>	<b>1076</b>	<b>489</b>	<b>45.4</b>
FAD	19	54.3	31	32.3	8	40.0	39	33.6	151	58	38.4
ICM	5	35.7	15	45.5	1	12.5	16	39.0	55	21	38.2
INS <sup>1</sup>	26	63.4	24	51.1	6	42.9	30	49.2	102	56	54.9
LEG	11	68.8	9	40.9	1	14.3	10	34.5	45	21	46.7
MAE	31	73.8	39	42.9	8	33.3	47	40.9	157	78	49.7
PDR	20	51.3	51	44.0	3	13.6	54	39.1	177	74	41.8
RES	16	69.6	17	35.4	3	23.1	20	32.8	84	36	42.9
STA	33	70.2	49	49.0	4	25.0	53	45.7	163	86	52.8
TRE	30	49.2	28	41.2	1	7.7	29	35.8	142	59	41.5
<b>Support Departments</b>	<b>133</b>	<b>47.8</b>	<b>121</b>	<b>31.3</b>	<b>12</b>	<b>17.6</b>	<b>133</b>	<b>29.2</b>	<b>733</b> <sup>3</sup>	<b>266</b>	<b>36.3</b>
EXR	9	33.3	7	14.6	2	25.0	9	16.1	83	18	21.7
HRD	28	48.3	21	56.8	2	20.0	23	48.9	105	51	48.6
OMD <sup>2</sup>	15	55.6	13	29.5	2	9.5	15	23.1	92	30	32.6
SEC	13	44.8	8	32.0	2	25.0	10	30.3	62	23	37.1
TGS	67	49.3	72	30.9	4	19.0	76	29.9	390	143	36.7

<sup>1</sup> INS Includes JAI, JVI and STI.

<sup>2</sup> OMD Includes DMD, INV, OAP, OBP, OIA, OTM, GEN, PAR and UNO.

<sup>3</sup> Total staff includes one A1-A8 staff member in Administrative Tribunal, under support departments.

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**Table 4. Distribution of A9-B5 Staff by Region by Department <sup>1</sup>**

(as of 12/31/2001)

A9-A15 Staff								B1-B5 Staff								Total A9-B5 Staff							
Dept	Africa	Asia	Europe	Middle East	US	Other WH	Total	Dept	Africa	Asia	Europe	Middle East	US	Other WH	Total	Dept	Africa	Asia	Europe	Middle East	US	Other WH	Total
<b>Area Departments</b>																							
AFR	25.2	4.9	45.5	4.1	14.6	5.7	100.0	AFR	21.6	8.1	35.1	8.1	13.5	13.5	100.0	AFR	24.4	5.6	43.1	5.0	14.4	7.5	100.0
APD	3.8	38.0	27.8	6.3	15.2	8.9	100.0	APD	4.0	44.0	20.0	4.0	20.0	8.0	100.0	APD	3.8	39.4	26.0	5.8	16.3	8.7	100.0
EU1	2.4	14.6	61.0	1.2	13.4	7.3	100.0	EU1	0.0	14.3	52.4	4.8	19.0	9.5	100.0	EU1	1.9	14.6	59.2	1.9	14.6	7.8	100.0
EU2	1.5	9.0	56.7	6.0	17.9	9.0	100.0	EU2	0.0	5.0	60.0	5.0	15.0	15.0	100.0	EU2	1.1	8.0	57.5	5.7	17.2	10.3	100.0
MED	4.3	4.3	40.4	27.7	12.8	10.6	100.0	MED	0.0	5.6	55.6	22.2	5.6	11.1	100.0	MED	3.1	4.6	44.6	26.2	10.8	10.8	100.0
WHD	6.8	4.5	26.1	2.3	19.3	40.9	100.0	WHD	0.0	7.7	19.2	0.0	15.4	57.7	100.0	WHD	5.3	5.3	24.6	1.8	18.4	44.7	100.0
<b>Functional Departments</b>																							
FAD	5.2	13.5	44.8	2.1	14.6	19.8	100.0	FAD	0.0	25.0	30.0	10.0	20.0	15.0	100.0	FAD	4.3	15.5	42.2	3.4	15.5	19.0	100.0
ICM	6.1	18.2	42.4	6.1	12.1	15.2	100.0	ICM	0.0	12.5	25.0	0.0	50.0	12.5	100.0	ICM	4.9	17.1	39.0	4.9	19.5	14.6	100.0
INS	2.3	14.0	23.3	11.6	27.9	20.9	100.0	INS	9.1	9.1	27.3	27.3	27.3	0.0	100.0	INS	3.7	13.0	24.1	14.8	27.8	16.7	100.0
LEG	13.6	9.1	50.0	0.0	18.2	9.1	100.0	LEG	0.0	14.3	14.3	0.0	42.9	28.6	100.0	LEG	10.3	10.3	41.4	0.0	24.1	13.8	100.0
MAE	6.6	16.5	36.3	3.3	20.9	16.5	100.0	MAE	0.0	20.8	37.5	8.3	16.7	16.7	100.0	MAE	5.2	17.4	36.5	4.3	20.0	16.5	100.0
PDR	4.3	17.2	47.4	4.3	13.8	12.9	100.0	PDR	4.5	4.5	40.9	4.5	40.9	4.5	100.0	PDR	4.3	15.2	46.4	4.3	18.1	11.6	100.0
RES	2.1	27.1	31.3	2.1	22.9	14.6	100.0	RES	0.0	15.4	30.8	0.0	30.8	23.1	100.0	RES	1.6	24.6	31.1	1.6	24.6	16.4	100.0
STA	3.0	25.0	27.0	3.0	19.0	23.0	100.0	STA	6.3	18.8	31.3	0.0	25.0	18.8	100.0	STA	3.4	24.1	27.6	2.6	19.8	22.4	100.0
TRE	5.9	25.0	23.5	2.9	35.3	7.4	100.0	TRE	0.0	7.7	61.5	0.0	30.8	0.0	100.0	TRE	4.9	22.2	29.6	2.5	34.6	6.2	100.0
<b>Support Departments</b>																							
EXR	4.2	6.3	22.9	0.0	56.3	10.4	100.0	EXR	0.0	12.5	37.5	0.0	37.5	12.5	100.0	EXR	3.6	7.1	25.0	0.0	53.6	10.7	100.0
HRD	13.5	13.5	16.2	2.7	24.3	29.7	100.0	HRD	0.0	20.0	30.0	0.0	30.0	20.0	100.0	HRD	10.6	14.9	19.1	2.1	25.5	27.7	100.0
OMD	2.1	20.8	31.3	10.4	27.1	8.3	100.0	OMD	0.0	16.7	50.0	0.0	29.2	4.2	100.0	OMD	1.4	19.4	37.5	6.9	27.8	6.9	100.0
SEC	0.0	24.0	28.0	4.0	32.0	12.0	100.0	SEC	0.0	25.0	37.5	0.0	37.5	0.0	100.0	SEC	0.0	24.2	30.3	3.0	33.3	9.1	100.0
TGS	3.4	12.0	17.2	4.7	49.8	12.9	100.0	TGS	0.0	4.8	28.6	4.8	42.9	19.0	100.0	TGS	3.1	11.4	18.1	4.7	49.2	13.4	100.0
Quota	4.2	18.0	41.3	8.5	17.5	10.5	100.0	Quota	4.2	18.0	41.3	8.5	17.5	10.5	100.0	Quota	4.2	18.0	41.3	8.5	17.5	10.5	100.0

<sup>1</sup> Highlighted shares are below the respective regional Fund quota.

**Table 5. Share of Women by Department and Grade Grouping**  
(as of 12/31/2001)

Department	A1-A8		A09-A15		B01-B05		A09-B05		Total Staff	Women	
	#	%	#	%	#	%	#	%	#	#	%
<b>Total</b>	<b>662</b>	<b>84.1</b>	<b>513</b>	<b>34.3</b>	<b>49</b>	<b>13.9</b>	<b>562</b>	<b>30.4</b>	<b>2,633</b>	<b>1,224</b>	<b>46.5</b>
<b>Area Departments</b>	<b>169</b>	<b>88.5</b>	<b>108</b>	<b>22.2</b>	<b>12</b>	<b>8.2</b>	<b>120</b>	<b>19.0</b>	<b>824</b>	<b>289</b>	<b>35.1</b>
AFR	44	89.8	22	17.9	2	5.4	24	15.0	209	68	32.5
APD	21	87.5	17	21.5	4	16.0	21	20.2	128	42	32.8
EU1	30	85.7	18	22.0	2	9.5	20	19.4	138	50	36.2
EU2	19	86.4	15	22.4	1	5.0	16	18.4	109	35	32.1
MED	22	100.0	14	29.8	2	11.1	16	24.6	87	38	43.7
WHD	33	84.6	22	25.0	1	3.8	23	20.2	153	56	36.6
<b>Functional Departments</b>	<b>274</b>	<b>86.2</b>	<b>210</b>	<b>33.8</b>	<b>20</b>	<b>14.6</b>	<b>230</b>	<b>30.3</b>	<b>1,076</b>	<b>504</b>	<b>46.8</b>
FAD	30	85.7	31	32.3	2	10.0	33	28.4	151	63	41.7
ICM	12	85.7	9	27.3	0	0.0	9	22.0	55	21	38.2
INS <sup>1</sup>	37	90.2	20	42.6	2	14.3	22	36.1	102	59	57.8
LEG	14	87.5	9	40.9	1	14.3	10	34.5	45	24	53.3
MAE	39	92.9	32	35.2	2	8.3	34	29.6	157	73	46.5
PDR	33	84.6	31	26.7	6	27.3	37	26.8	177	70	39.5
RES	19	82.6	10	20.8	2	15.4	12	19.7	84	31	36.9
STA	35	74.5	35	35.0	3	18.8	38	32.8	163	73	44.8
TRE	55	90.2	33	48.5	2	15.4	35	43.2	142	90	63.4
<b>Support Departments</b>	<b>219</b>	<b>78.8</b>	<b>195</b>	<b>50.4</b>	<b>17</b>	<b>25.0</b>	<b>212</b>	<b>46.6</b>	<b>733</b> <sup>3</sup>	<b>431</b>	<b>58.8</b>
EXR	24	88.9	32	66.7	1	12.5	33	58.9	83	57	68.7
HRD	55	94.8	25	67.6	6	60.0	31	66.0	105	86	81.9
OMD <sup>2</sup>	24	88.9	23	52.3	2	9.5	25	38.5	92	49	53.3
SEC	22	75.9	12	48.0	2	25.0	14	42.4	62	36	58.1
TGS	93	68.4	103	44.2	6	28.6	109	42.9	390	202	51.8

<sup>1</sup> INS Includes JAI, JVI and STI.

<sup>2</sup> OMD Includes DMD, INV, OAP, OBP, OIA, OTM, GEN, PAR and UNO.

<sup>3</sup> Total staff includes one A1-A8 staff member in Administrative Tribunal, under support departments.

Source: PeopleSoft HRMS

Report ID: DAR\_005

Report Date: 01/22/2002

**Table 6. Staff by Language and Country Group, by Department Type and Grade Grouping**

(as of 12/31/2001)

Department Type	English Speaking Industrial Countries <sup>1</sup>		All Other English Speaking Countries <sup>2</sup>		All English Speaking Countries		All Non-English Speaking Countries		Total All Countries	
	#	%	#	%	#	%	#	%	#	%
<b>Area Departments</b>	<b>235</b>	<b>28.5</b>	<b>115</b>	<b>14.0</b>	<b>350</b>	<b>42.5</b>	<b>474</b>	<b>57.5</b>	<b>824</b>	<b>100.0</b>
A1-A8	64	33.5	47	24.6	111	58.1	80	41.9	191	100.0
A9-A15	121	24.9	47	9.7	168	34.6	318	65.4	486	100.0
B1-B5	50	34.0	21	14.3	71	48.3	76	51.7	147	100.0
<b>Functional Departments</b>	<b>380</b>	<b>35.3</b>	<b>175</b>	<b>16.3</b>	<b>555</b>	<b>51.6</b>	<b>521</b>	<b>48.4</b>	<b>1,076</b>	<b>100.0</b>
A1-A8	105	33.0	71	22.3	176	55.3	142	44.7	318	100.0
A9-A15	201	32.4	89	14.3	290	46.7	331	53.3	621	100.0
B1-B5	74	54.0	15	10.9	89	65.0	48	35.0	137	100.0
<b>Support Departments</b>	<b>380</b>	<b>51.8</b>	<b>110</b>	<b>15.0</b>	<b>490</b>	<b>66.8</b>	<b>243</b>	<b>33.2</b>	<b>733</b>	<b>100.0</b>
A1-A8	125	45.0	53	19.1	178	64.0	100	36.0	278	100.0
A9-A15	215	55.6	51	13.2	266	68.7	121	31.3	387	100.0
B1-B5	40	58.8	6	8.8	46	67.6	22	32.4	68	100.0
<b>Total Fund</b>	<b>995</b>	<b>37.8</b>	<b>400</b>	<b>15.2</b>	<b>1,395</b>	<b>53.0</b>	<b>1,238</b>	<b>47.0</b>	<b>2,633</b>	<b>100.0</b>
A1-A8	294	37.4	171	21.7	465	59.1	322	40.9	787	100.0
A9-A15	537	35.9	187	12.5	724	48.5	770	51.5	1,494	100.0
B1-B5	164	46.6	42	11.9	206	58.5	146	41.5	352	100.0

<sup>1</sup> English Speaking Industrial Countries: Australia, Canada, Ireland, New Zealand, United Kingdom and United States.<sup>2</sup> All Other English-speaking Countries: Antigua and Barbuda, Bangladesh, Belize, Bermuda, Barbados, Brunei, Bhutan, Botswana, Cayman Islands, Dominica, Eritrea, Ethiopia, Fiji, Micronesia, The Gambia, Grenada, India, Jamaica, Kenya, Kiribati, Liberia, St. Kitts, St. Lucia, St. Vincent, Sri Lanka, Lesotho, Maldives, Marshall Islands, Mauritius, Malawi, Namibia, Nigeria, Pakistan, Philippines, Palau, Papua New Guinea, Singapore, Solomon Islands, Sierra Leone, Swaziland, Seychelles, Tonga, Trinidad and Tobago, Tanzania, Uganda, Vanuatu, Samoa, South Africa, Zambia, and Zimbabwe.

Source: PeopleSoft HRMS

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Report Date: 01/23/2002



**Table 7. Staff by Region, Gender, Career Stream, and Grade Grouping**  
(as of 12/31/2001)

Region	Country Quota %	Economists						Specialized Career Streams								Total							
		A9-A15		B1-B5		Total		A1-A8		A9-A15		B1-B5		Total		A1-A8		A9-A15		B1-B5		Total	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Africa</b>	<b>4.2</b>	<b>62</b>	<b>6.6</b>	<b>11</b>	<b>3.8</b>	<b>73</b>	<b>6.0</b>	<b>71</b>	<b>9.0</b>	<b>29</b>	<b>5.2</b>	<b>1</b>	<b>1.5</b>	<b>101</b>	<b>7.2</b>	<b>71</b>	<b>9.0</b>	<b>91</b>	<b>6.1</b>	<b>12</b>	<b>3.4</b>	<b>174</b>	<b>6.6</b>
Sub-Saharan Countries <sup>1</sup>	4.1	59	6.3	11	3.8	70	5.7	67	8.5	26	4.7	1	1.5	94	6.7	67	8.5	85	5.7	12	3.4	164	6.2
Other Africa	0.1	3	0.3	0	0.0	3	0.2	4	0.5	3	0.5	0	0.0	7	0.5	4	0.5	6	0.4	0	0.0	10	0.4
<b>Asia</b>	<b>18.0</b>	<b>142</b>	<b>15.2</b>	<b>44</b>	<b>15.3</b>	<b>186</b>	<b>15.2</b>	<b>150</b>	<b>19.1</b>	<b>87</b>	<b>15.6</b>	<b>7</b>	<b>10.8</b>	<b>244</b>	<b>17.3</b>	<b>150</b>	<b>19.1</b>	<b>229</b>	<b>15.3</b>	<b>51</b>	<b>14.5</b>	<b>430</b>	<b>16.3</b>
Australia & New Zealand	1.9	27	2.9	8	2.8	35	2.9	18	2.3	8	1.4	2	3.1	28	2.0	18	2.3	35	2.3	10	2.8	63	2.4
India	2.0	35	3.7	15	5.2	50	4.1	36	4.6	26	4.7	3	4.6	65	4.6	36	4.6	61	4.1	18	5.1	115	4.4
Japan	6.3	18	1.9	10	3.5	28	2.3	3	0.4	2	0.4	0	0.0	5	0.4	3	0.4	20	1.3	10	2.8	33	1.3
Other Asia	7.8	62	6.6	11	3.8	73	6.0	93	11.8	51	9.1	2	3.1	146	10.4	93	11.8	113	7.6	13	3.7	219	8.3
<b>Europe</b>	<b>41.3</b>	<b>400</b>	<b>42.7</b>	<b>108</b>	<b>37.6</b>	<b>508</b>	<b>41.5</b>	<b>141</b>	<b>17.9</b>	<b>111</b>	<b>19.9</b>	<b>22</b>	<b>33.8</b>	<b>274</b>	<b>19.4</b>	<b>141</b>	<b>17.9</b>	<b>511</b>	<b>34.2</b>	<b>130</b>	<b>36.9</b>	<b>782</b>	<b>29.7</b>
France	5.1	54	5.8	10	3.5	64	5.2	19	2.4	18	3.2	3	4.6	40	2.8	19	2.4	72	4.8	13	3.7	104	3.9
Germany	6.1	65	6.9	13	4.5	78	6.4	4	0.5	13	2.3	3	4.6	20	1.4	4	0.5	78	5.2	16	4.5	98	3.7
U.K.	5.1	46	4.9	36	12.5	82	6.7	51	6.5	21	3.8	8	12.3	80	5.7	51	6.5	67	4.5	44	12.5	162	6.2
Russia and countries of the FSU	4.5	22	2.4	0	0.0	22	1.8	16	2.0	14	2.5	0	0.0	30	2.1	16	2.0	36	2.4	0	0.0	52	2.0
East Europe and Baltic countries	3.1	25	2.7	2	0.7	27	2.2	18	2.3	5	0.9	0	0.0	23	1.6	18	2.3	30	2.0	2	0.6	50	1.9
Other Europe	17.5	188	20.1	47	16.4	235	19.2	33	4.2	40	7.2	8	12.3	81	5.7	33	4.2	228	15.3	55	15.6	316	12.0
<b>Middle East</b>	<b>8.5</b>	<b>49</b>	<b>5.2</b>	<b>18</b>	<b>6.3</b>	<b>67</b>	<b>5.5</b>	<b>29</b>	<b>3.7</b>	<b>22</b>	<b>3.9</b>	<b>1</b>	<b>1.5</b>	<b>52</b>	<b>3.7</b>	<b>29</b>	<b>3.7</b>	<b>71</b>	<b>4.8</b>	<b>19</b>	<b>5.4</b>	<b>119</b>	<b>4.5</b>
Saudi-Arabia	3.3	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	1	0.0
Other Arab countries <sup>2</sup>	4.0	34	3.6	8	2.8	42	3.4	17	2.2	9	1.6	0	0.0	26	1.8	17	2.2	43	2.9	8	2.3	68	2.6
Other Middle East	1.2	14	1.5	10	3.5	24	2.0	12	1.5	13	2.3	1	1.5	26	1.8	12	1.5	27	1.8	11	3.1	50	1.9
<b>US</b>	<b>17.5</b>	<b>136</b>	<b>14.5</b>	<b>61</b>	<b>21.3</b>	<b>197</b>	<b>16.1</b>	<b>210</b>	<b>26.7</b>	<b>236</b>	<b>42.3</b>	<b>25</b>	<b>38.5</b>	<b>471</b>	<b>33.4</b>	<b>210</b>	<b>26.7</b>	<b>372</b>	<b>24.9</b>	<b>86</b>	<b>24.4</b>	<b>668</b>	<b>25.4</b>
<b>Other Western Hemisphere</b>	<b>10.5</b>	<b>147</b>	<b>15.7</b>	<b>45</b>	<b>15.7</b>	<b>192</b>	<b>15.7</b>	<b>186</b>	<b>23.6</b>	<b>73</b>	<b>13.1</b>	<b>9</b>	<b>13.8</b>	<b>268</b>	<b>19.0</b>	<b>186</b>	<b>23.6</b>	<b>220</b>	<b>14.7</b>	<b>54</b>	<b>15.3</b>	<b>460</b>	<b>17.5</b>
Canada	3.0	33	3.5	13	4.5	46	3.8	13	1.7	21	3.8	4	6.2	38	2.7	13	1.7	54	3.6	17	4.8	84	3.2
Other Western Hemisphere	7.5	114	12.2	32	11.1	146	11.9	173	22.0	52	9.3	5	7.7	230	16.3	173	22.0	166	11.1	37	10.5	376	14.3
<b>Total</b>	<b>0.0</b>	<b>936</b>	<b>100.0</b>	<b>287</b>	<b>100.0</b>	<b>1,223</b>	<b>100.0</b>	<b>787</b>	<b>100.0</b>	<b>558</b>	<b>100.0</b>	<b>65</b>	<b>100.0</b>	<b>1,410</b>	<b>100.0</b>	<b>787</b>	<b>100.0</b>	<b>1494</b>	<b>100.0</b>	<b>352</b>	<b>100.0</b>	<b>2633</b>	<b>100.0</b>
Developing Countries	38.5	385	41.1	92	32.1	477	39.0	439	55.8	201	36.0	12	18.5	652	46.2	439	55.8	586	39.2	104	29.5	1129	42.9
Industrial Countries	61.5	551	58.9	195	67.9	746	61.0	348	44.2	357	64.0	53	81.5	758	53.8	348	44.2	908	60.8	248	70.5	1504	57.1
Women	0.0	211	22.5	31	10.8	242	19.8	662	84.1	302	54.1	18	27.7	982	69.6	662	84.1	513	34.3	49	13.9	1224	46.5
Men	0.0	725	77.5	256	89.2	981	80.2	125	15.9	256	45.9	47	72.3	428	30.4	125	15.9	981	65.7	303	86.1	1409	53.5

<sup>1</sup> Sub-Saharan countries include: Angola, Benin, Botswana, Burkina-Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Republic of Congo, Democratic Republic of Congo (Zaire), Cote d'Ivoire, Equatorial Guinea, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome, Senegal, Seychelles, Sierra Leone, South Africa, Swaziland, Tanzania, Togo, Uganda, Zambia, Zimbabwe. Not included are Djibouti, Mauritania, Somalia, and Sudan; they are listed under Middle East Region.

<sup>2</sup> Countries include members of the League of Arab States other than Saudi Arabia: Algeria, Bahrain, Comoros, Djibouti, Arab Republic of Egypt, Iraq, Jordan, Kuwait, Lebanon, Socialist People's Libyan Arab Jamahiriya, Mauritania, Morocco, Oman, Palestine, Qatar, Somalia, Sudan, Syrian Arab Republic, Tunisia, United Arab Emirates, Republic of Yemen.

Source: PeopleSoft HRMS

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**Table 8. Share of Staff by Developing/Industrial Countries by Career Stream and Grade Grouping**

	A1-A8				A9-A15				B1-B5				Total			
	Developing Countries		Industrial Countries		Developing Countries		Industrial Countries		Developing Countries		Industrial Countries		Developing Countries		Industrial Countries	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Economists</b>																
2001					385	41.1	551	58.9	92	32.1	195	67.9	477	39.0	746	61.0
2000					352	40.2	523	59.8	90	33.2	181	66.8	442	38.6	704	61.4
1999					318	39.2	493	60.8	84	33.1	170	66.9	402	37.7	663	62.3
1998					306	39.1	476	60.9	84	34.0	163	66.0	390	37.9	639	62.1
1997					295	38.6	470	61.4	82	32.7	169	67.3	377	37.1	639	62.9
<b>Specialized Career Streams</b>																
2001	439	55.8	348	44.2	201	36.0	357	64.0	12	18.5	53	81.5	652	46.2	758	53.8
2000	396	54.3	333	45.7	179	35.2	330	64.8	10	14.1	61	85.9	585	44.7	724	55.3
1999	362	52.9	322	47.1	160	35.0	297	65.0	13	19.4	54	80.6	535	44.3	673	55.7
1998	355	52.9	316	47.1	155	35.9	277	64.1	12	18.8	52	81.3	522	44.7	645	55.3
1997	356	51.4	337	48.6	155	37.4	259	62.6	10	17.2	48	82.8	521	44.7	644	55.3
<b>Total</b>																
2001	439	55.8	348	44.2	586	39.2	908	60.8	104	29.5	248	70.5	1,129	42.9	1,504	57.1
2000	396	54.3	333	45.7	531	38.4	853	61.6	100	29.2	242	70.8	1,027	41.8	1,428	58.2
1999	362	52.9	322	47.1	478	37.7	790	62.3	97	30.2	224	69.8	937	41.2	1,336	58.8
1998	355	52.9	316	47.1	461	38.0	753	62.0	96	30.9	215	69.1	912	41.5	1,284	58.5
1997	356	51.4	337	48.6	450	38.2	729	61.8	92	29.8	217	70.2	898	41.2	1,283	58.8

Source: PeopleSoft HRMS  
 Report ID: DAR\_8N9  
 Report Date: 01/25/2002

**Table 9. Share of Women and Men by Career Stream and Grade Grouping**

	A1-A8				A9-A15				B1-B5				Total			
	Women		Men		Women		Men		Women		Men		Women		Men	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Economists</b>																
2001					211	22.5	725	77.5	31	10.8	256	89.2	242	19.8	981	80.2
2000					200	22.9	675	77.1	25	9.2	246	90.8	225	19.6	921	80.4
1999					173	21.3	638	78.7	23	9.1	231	90.9	196	18.4	869	81.6
1998					158	20.2	624	79.8	21	8.5	226	91.5	179	17.4	850	82.6
1997					148	19.3	617	80.7	18	7.2	233	92.8	166	16.3	850	83.7
<b>Specialized Career Streams</b>																
2001	662	84.1	125	15.9	302	54.1	256	45.9	18	27.7	47	72.3	982	69.6	428	30.4
2000	619	84.9	110	15.1	283	55.6	226	44.4	15	21.1	56	78.9	917	70.1	392	29.9
1999	585	85.5	99	14.5	263	57.5	194	42.5	15	22.4	52	77.6	863	71.4	345	28.6
1998	577	86.0	94	14.0	247	57.2	185	42.8	13	20.3	51	79.7	837	71.7	330	28.3
1997	592	85.4	101	14.6	241	58.2	173	41.8	13	22.4	45	77.6	846	72.6	319	27.4
<b>Total</b>																
2001	662	84.1	125	15.9	513	34.3	981	65.7	49	13.9	303	86.1	1,224	46.5	1,409	53.5
2000	619	84.9	110	15.1	483	34.9	901	65.1	40	11.7	302	88.3	1,142	46.5	1,313	53.5
1999	585	85.5	99	14.5	436	34.4	832	65.6	38	11.8	283	88.2	1,059	46.6	1,214	53.4
1998	577	86.0	94	14.0	405	33.4	809	66.6	34	10.9	277	89.1	1,016	46.3	1,180	53.7
1997	592	85.4	101	14.6	389	33.0	790	67.0	31	10.0	278	90.0	1,012	46.4	1,169	53.6

Source: PeopleSoft HRMS

Report ID: DAR\_8N9

Report Date: 01/25/2002

**Table 10. Distribution of Women by Region, Career Stream, and Grade Grouping**

(as of 12/31/2001)

Region	Country Quota %	Economists						Specialized Career Streams							
		A9-A15		B1-B5		Total		A1-A8		A9-A15		B1-B5		Total	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
Africa	4.2	8	3.8	0	0.0	8	3.3	65	9.8	15	5.0	1	5.6	81	8.2
Asia	18.0	36	17.0	6	19.4	42	17.3	124	18.7	52	17.2	4	22.2	180	18.3
Europe	41.3	90	42.5	12	38.7	102	42.0	123	18.6	58	19.2	3	16.7	184	18.7
Middle East	8.5	10	4.7	1	3.2	11	4.5	22	3.3	12	4.0	0	0.0	34	3.5
US	17.5	33	15.6	9	29.0	42	17.3	160	24.1	123	40.7	6	33.3	289	29.4
Other Western Hemisphere	10.5	35	16.5	3	9.7	38	15.6	169	25.5	42	13.9	4	22.2	215	21.9
<b>Total</b>	<b>0.0</b>	<b>212</b>	<b>100.0</b>	<b>31</b>	<b>100.0</b>	<b>243</b>	<b>100.0</b>	<b>663</b>	<b>100.0</b>	<b>302</b>	<b>100.0</b>	<b>18</b>	<b>100.0</b>	<b>983</b>	<b>100.0</b>
Developing Countries	38.5	103	48.6	10	32.3	113	46.5	377	56.9	116	38.4	7	38.9	500	50.9
Industrial Countries	61.5	109	51.4	21	67.7	130	53.5	286	43.1	186	61.6	11	61.1	483	49.1

Source: PeopleSoft HRMS

Report ID: DAR\_010

Report Date: 01/23/2002

**Table 11. Recruitment by Region, Gender, Career Stream, and Grade Grouping, 1997-2001**

Region	Country	Economists				Specialized Career Streams				Total			
	Quota	A9-A15		B1-B5		A9-A15		B1-B5		A9-A15		B1-B5	
	%	#	%	#	%	#	%	#	%	#	%	#	%
Africa	4.2	37	6.9	2	6.1	15	6.7	0	0.0	52	6.9	2	5.0
Asia	18.0	94	17.6	9	27.3	42	18.7	0	0.0	136	17.9	9	22.5
Europe	41.3	245	45.9	7	21.2	56	24.9	4	57.1	301	39.7	11	27.5
Middle East	8.5	23	4.3	1	3.0	7	3.1	1	14.3	30	4.0	2	5.0
US	17.5	51	9.6	8	24.2	85	37.8	2	28.6	136	17.9	10	25.0
Other Western Hemisphere	10.5	84	15.7	6	18.2	20	8.9	0	0.0	104	13.7	6	15.0
<b>Total</b>	<b>100.0</b>	<b>534</b>	<b>100.0</b>	<b>33</b>	<b>100.0</b>	<b>225</b>	<b>100.0</b>	<b>7</b>	<b>100.0</b>	<b>759</b>	<b>100.0</b>	<b>40</b>	<b>100.0</b>
Developing Countries	38.5	221	41.4	10	30.3	80	35.6	1	14.3	301	39.7	11	27.5
Industrial Countries	61.5	313	58.6	23	69.7	145	64.4	6	85.7	458	60.3	29	72.5
Women	0.0	137	25.7	4	12.1	94	41.8	2	28.6	231	30.4	6	15.0
Men	0.0	397	74.3	29	87.9	131	58.2	5	71.4	528	69.6	34	85.0

Source: PeopleSoft HRMS

**Table 12. Recruitment of Developing Country Nationals by Career Stream and Grade Grouping**

	A1-A8			A9-A15			B1-B5		
	#	Total	%	#	Total	%	#	Total	%
<b>EPs</b>									
2001				18	36	50.0			
2000				24	47	51.1			
1999				12	37	32.4			
1998				16	41	39.0			
1997				14	31	45.2			
Total 1997-2001				84	192	43.8			
<b>Economists</b>									
2001				43	94	45.7	3	13	23.1
2000				29	87	33.3	3	7	42.9
1999				28	62	45.2	1	5	20.0
1998				23	59	39.0	1	4	25.0
1997				16	49	32.7	2	4	50.0
Total 1997-2001				139	351	39.6	10	33	30.3
<b>Specialized Career Streams</b>									
2001	71	124	57.3	25	66	37.9	0	1	0.0
2000	53	98	54.1	27	70	38.6	1	3	33.3
1999	40	73	54.8	7	38	18.4	0	3	0.0
1998	22	38	57.9	5	28	17.9	0	0	0.0
1997	16	39	41.0	18	26	69.2	0	0	0.0
Total 1997-2001	202	372	54.3	82	228	36.0	1	7	14.3
<b>All</b>									
2001	71	124	57.3	86	196	43.9	3	14	21.4
2000	53	98	54.1	80	204	39.2	4	10	40.0
1999	40	73	54.8	47	137	34.3	1	8	12.5
1998	22	38	57.9	44	128	34.4	1	4	25.0
1997	16	39	41.0	48	106	45.3	2	4	50.0
Total 1997-2001	202	372	54.3	305	771	39.6	11	40	27.5

Source: PeopleSoft HRMS

**Table 13. Recruitment of Women by Career Stream and Grade Grouping**

	A1-A8			A9-A15			B1-B5		
	#	Total	%	#	Total	%	#	Total	%
<b>EPs</b>									
2001				11	36	30.6			
2000				19	47	40.4			
1999				13	37	35.1			
1998				16	41	39.0			
1997				5	31	16.1			
Total 1997-2001				64	192	33.3			
<b>Economists</b>									
2001				17	94	18.1	2	13	15.4
2000				17	87	19.5	1	7	14.3
1999				14	62	22.6	0	5	0.0
1998				10	59	16.9	0	4	0.0
1997				15	49	30.6	1	4	25.0
Total 1997-2001				73	351	20.8	4	33	12.1
<b>Specialized Career Streams</b>									
2001	90	124	72.6	33	66	50.0	0	1	0.0
2000	78	98	79.6	25	70	35.7	1	3	33.3
1999	57	73	78.1	16	38	42.1	1	3	33.3
1998	31	38	81.6	10	28	35.7	0	0	0.0
1997	34	39	87.2	13	26	50.0	0	0	0.0
Total 1997-2001	290	372	78.0	97	228	42.5	2	7	28.6
<b>All</b>									
2001	90	124	72.6	61	196	31.1	2	14	14.3
2000	78	98	79.6	61	204	29.9	2	10	20.0
1999	57	73	78.1	43	137	31.4	1	8	12.5
1998	31	38	81.6	36	128	28.1	0	4	0.0
1997	34	39	87.2	33	106	31.1	1	4	25.0
Total 1997-2001	290	372	78.0	234	771	30.4	6	40	15.0

Source: PeopleSoft HRMS

**Table 14. Mobility by Developing/Industrial Country and Grade Grouping, 1997-2001<sup>1</sup>**

	1997			1998			1999			2000			2001		
	#	Total <sup>2</sup>	%	#	Total	%	#	Total	%	#	Total	%	#	Total	%
A9-A15 Developing	51	449	11.4	61	460	13.3	57	479	11.9	68	530	12.8	61	590	10.3
A9-A15 Industrial	85	732	11.6	68	755	9.0	99	791	12.5	95	853	11.1	106	910	11.6
B1-B5 Developing	5	91	5.5	15	95	15.8	8	98	8.2	5	100	5.0	18	106	17.0
B1-B5 Industrial	30	218	13.8	31	217	14.3	24	228	10.5	23	242	9.5	47	250	18.8

<sup>1</sup> Since last year's report, discrepancies were identified due to programming in the mobility data which have now been revised to reflect the actual numbers over the past years.

<sup>2</sup> Total is all staff in the grade group in country type.

Source: OLAP.

**Table 15. Mobility by Gender and Grade Grouping, 1997-2001<sup>1</sup>**

	1997			1998			1999			2000			2001		
	#	Total <sup>2</sup>	%	#	Total	%	#	Total	%	#	Total	%	#	Total	%
A9-A15 Women	44	391	11.3	29	406	7.1	46	436	10.6	45	483	9.3	53	516	10.3
A9-A15 Men	92	790	11.6	100	809	12.4	110	834	13.2	118	900	13.1	114	984	11.6
B1-B5 Women	6	31	19.4	6	34	17.6	4	38	10.5	4	40	10.0	7	49	14.3
B1-B5 Men	29	278	10.4	40	278	14.4	28	288	9.7	24	302	7.9	58	307	18.9

<sup>1</sup> Since last year's report, discrepancies were identified due to programming in the mobility data which have now been revised to reflect the actual numbers over the past years.

<sup>2</sup> Total is all staff in the grade group by gender.

Source: OLAP.



**Table 16. Staff Promoted by Region, Gender, Career Stream, and Grade Grouping, 2001**  
(2000 in parenthesis)

Region	A1-A8				A9-A12				A13-A15				B1-B5			
	#	Total <sup>1</sup>	% <sup>2</sup>	2000 (%)	#	Total	%	2000 (%)	#	Total	%	2000 (%)	#	Total	%	2000 (%)
<b>Economists</b>																
Africa					1	13	7.7	(28.6)	11	49	22.4	(17.8)	2	11	18.2	(16.7)
Asia					6	45	13.3	(20.0)	13	97	13.4	(26.1)	8	45	17.8	(23.3)
Europe					27	139	19.4	(18.9)	53	262	20.2	(29.1)	29	109	26.6	(25.2)
Middle East					1	10	10.0	(12.5)	2	39	5.1	(26.8)	1	18	5.6	(5.3)
US					5	16	31.3	(13.3)	18	120	15.0	(30.2)	8	61	13.1	(21.2)
Other Western Hemisphere					1	23	4.3	(23.8)	21	124	16.9	(18.0)	14	46	30.4	(23.8)
<b>Total</b>					<b>41</b>	<b>246</b>	<b>16.7</b>	<b>(19.6)</b>	<b>118</b>	<b>691</b>	<b>17.1</b>	<b>(26.1)</b>	<b>62</b>	<b>290</b>	<b>21.4</b>	<b>(22.1)</b>
Developing Countries					12	97	12.4	(21.3)	49	288	17.0	(24.0)	22	94	23.4	(14.4)
Industrial Countries					29	149	19.5	(18.4)	69	403	17.1	(27.5)	40	196	20.4	(26.0)
Women					16	79	20.3	(21.3)	23	133	17.3	(30.2)	11	31	35.5	(28.0)
Men					25	167	15.0	(18.7)	95	558	17.0	(25.1)	51	259	19.7	(21.5)
<b>Specialized Career Streams</b>																
Africa	5	71	7.0	(16.7)	4	13	30.8	(25.0)	8	18	44.4	(20.0)	0	1	0.0	(0.0)
Asia	22	152	14.5	(9.7)	8	69	11.6	(18.6)	4	18	22.2	(26.3)	1	7	14.3	(14.3)
Europe	22	141	15.6	(16.3)	10	73	13.7	(14.1)	5	38	13.2	(30.0)	2	22	9.1	(12.0)
Middle East	9	29	31.0	(9.4)	2	17	11.8	(27.8)	2	5	40.0	(0.0)	0	1	0.0	(0.0)
US	28	211	13.3	(19.4)	25	147	17.0	(20.3)	12	89	13.5	(23.2)	4	25	16.0	(23.3)
Other Western Hemisphere	31	186	16.7	(17.6)	15	43	34.9	(16.2)	3	30	10.0	(28.6)	3	9	33.3	(14.3)
<b>Total</b>	<b>117</b>	<b>790</b>	<b>14.8</b>	<b>(15.9)</b>	<b>64</b>	<b>362</b>	<b>17.7</b>	<b>(18.9)</b>	<b>34</b>	<b>198</b>	<b>17.2</b>	<b>(24.6)</b>	<b>10</b>	<b>65</b>	<b>15.4</b>	<b>(16.9)</b>
Developing Countries	63	441	14.3	(14.6)	26	137	19.0	(20.2)	19	66	28.8	(26.4)	2	12	16.7	(10.0)
Industrial Countries	54	349	15.5	(17.5)	38	225	16.9	(18.0)	15	132	11.4	(23.8)	8	53	15.1	(18.0)
Women	104	663	15.7	(16.0)	40	220	18.2	(21.7)	16	82	19.5	(27.5)	4	18	22.2	(6.7)
Men	13	127	10.2	(15.5)	24	142	16.9	(14.5)	18	116	15.5	(22.1)	6	47	12.8	(19.6)
<b>Economists &amp; Specialized Career Streams</b>																
Africa	5	71	7.0	(16.7)	5	26	19.2	(26.7)	19	67	28.4	(18.2)	2	12	16.7	(15.4)
Asia	22	152	14.5	(9.7)	14	114	12.3	(19.2)	17	115	14.8	(26.2)	9	52	17.3	(22.0)
Europe	22	141	15.6	(16.3)	37	212	17.5	(17.2)	58	300	19.3	(29.2)	31	131	23.7	(22.7)
Middle East	9	29	31.0	(9.4)	3	27	11.1	(23.1)	4	44	9.1	(23.4)	1	19	5.3	(5.0)
US	28	211	13.3	(19.4)	30	163	18.4	(19.6)	30	209	14.4	(27.3)	12	86	14.0	(22.0)
Other Western Hemisphere	31	186	16.7	(17.6)	16	66	24.2	(19.0)	24	154	15.6	(20.1)	17	55	30.9	(22.4)
<b>Total</b>	<b>117</b>	<b>790</b>	<b>14.8</b>	<b>(15.9)</b>	<b>105</b>	<b>608</b>	<b>17.3</b>	<b>(19.1)</b>	<b>152</b>	<b>889</b>	<b>17.1</b>	<b>(25.8)</b>	<b>72</b>	<b>355</b>	<b>20.3</b>	<b>(21.1)</b>
Developing Countries	63	441	14.3	(14.6)	38	234	16.2	(20.6)	68	354	19.2	(24.4)	24	106	22.6	(14.0)
Industrial Countries	54	349	15.5	(17.5)	67	374	17.9	(18.2)	84	535	15.7	(26.6)	48	249	19.3	(24.0)
Women	104	663	15.7	(16.0)	56	299	18.7	(21.6)	39	215	18.1	(29.1)	15	49	30.6	(20.0)
Men	13	127	10.2	(15.5)	49	309	15.9	(16.7)	113	674	16.8	(24.6)	57	306	18.6	(21.2)

<sup>1</sup> Total number of staff from each region at each grade group as of 12/31/2001.

<sup>2</sup> Percent of staff promoted out of total from that region.

Source: PeopleSoft HRMS

Report ID: DAR\_016

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**Table 17. Distribution of Staff in Pipeline Grades A11-B5 by Region, Developing/Industrial Country, Gender, Career Stream, and Grade**  
(as of 12/31/2001)

Grade	Africa		Asia		Europe		Middle East		US		Other WH		All Fund		Developing		Industrial		Women		Men	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Economists</b>																						
A11	3	4.1	18	9.6	54	10.6	5	7.5	6	3.0	12	6.2	98	8.0	48	10.0	50	6.7	36	14.8	62	6.3
A12	10	13.7	27	14.4	85	16.7	5	7.5	10	5.1	11	5.7	148	12.1	49	10.2	99	13.2	43	17.7	105	10.7
A13	16	21.9	37	19.8	98	19.2	9	13.4	18	9.1	36	18.7	214	17.4	104	21.7	110	14.7	59	24.3	155	15.8
A14	22	30.1	47	25.1	104	20.4	19	28.4	62	31.5	67	34.7	321	26.2	134	28.0	187	25.0	57	23.5	264	26.8
A15	11	15.1	13	7.0	60	11.8	11	16.4	40	20.3	21	10.9	156	12.7	50	10.4	106	14.2	17	7.0	139	14.1
B01	0	0.0	5	2.7	13	2.5	1	1.5	4	2.0	4	2.1	27	2.2	8	1.7	19	2.5	5	2.1	22	2.2
B02	6	8.2	19	10.2	48	9.4	6	9.0	26	13.2	15	7.8	120	9.8	35	7.3	85	11.4	12	4.9	108	11.0
B03	2	2.7	11	5.9	25	4.9	5	7.5	16	8.1	15	7.8	74	6.0	27	5.6	47	6.3	9	3.7	65	6.6
B04	2	2.7	7	3.7	17	3.3	5	7.5	10	5.1	11	5.7	52	4.2	20	4.2	32	4.3	3	1.2	49	5.0
B05	1	1.4	3	1.6	6	1.2	1	1.5	5	2.5	1	0.5	17	1.4	4	0.8	13	1.7	2	0.8	15	1.5
Total	73	100.0	187	100.0	510	100.0	67	100.0	197	100.0	193	100.0	1,227	100.0	479	100.0	748	100.0	243	100.0	984	100.0
<b>Specialized Career Streams</b>																						
A11	4	16.7	23	39.7	23	21.7	5	35.7	39	21.0	13	21.7	107	23.9	44	31.0	63	20.6	69	33.0	38	15.9
A12	1	4.2	10	17.2	23	21.7	3	21.4	33	17.7	8	13.3	78	17.4	20	14.1	58	19.0	40	19.1	38	15.9
A13	11	45.8	11	19.0	23	21.7	3	21.4	42	22.6	17	28.3	107	23.9	39	27.5	68	22.2	47	22.5	60	25.1
A14	5	20.8	7	12.1	11	10.4	1	7.1	38	20.4	10	16.7	72	16.1	21	14.8	51	16.7	30	14.4	42	17.6
A15	2	8.3	0	0.0	4	3.8	1	7.1	9	4.8	3	5.0	19	4.2	6	4.2	13	4.2	5	2.4	14	5.9
B01	1	4.2	1	1.7	3	2.8	0	0.0	11	5.9	6	10.0	22	4.9	6	4.2	16	5.2	11	5.3	11	4.6
B02	0	0.0	3	5.2	4	3.8	1	7.1	9	4.8	2	3.3	19	4.2	5	3.5	14	4.6	4	1.9	15	6.3
B03	0	0.0	0	0.0	5	4.7	0	0.0	2	1.1	0	0.0	7	1.6	0	0.0	7	2.3	0	0.0	7	2.9
B04	0	0.0	1	1.7	7	6.6	0	0.0	1	0.5	0	0.0	9	2.0	0	0.0	9	2.9	2	1.0	7	2.9
B05	0	0.0	2	3.4	3	2.8	0	0.0	2	1.1	1	1.7	8	1.8	1	0.7	7	2.3	1	0.5	7	2.9
Total	24	100.0	58	100.0	106	100.0	14	100.0	186	100.0	60	100.0	448	100.0	142	100.0	306	100.0	209	100.0	239	100.0

Note: Totals are staff in grades A11-B5.

Source: PeopleSoft HRMS  
Report ID: DAR\_017  
Report Date: 01/28/2002

**Table 18. Average Time in Grades A14 and A15 for Economists by Region, Developing/Industrial Country, and Gender**  
(as of 12/31/2001)

Region	A14				A15			
	2000		2001		2000		2001	
	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)
Africa	19	6.1	22	4.3	10	2.4	11	3.0
Asia	34	3.1	47	2.7	14	1.6	13	1.8
Europe	104	3.1	104	2.9	55	2.5	60	2.5
Middle East	19	2.9	19	3.8	11	1.7	11	2.3
US	57	3.2	62	3.6	37	2.3	40	2.6
Other Western Hemisphere	54	2.8	67	2.3	21	2.0	21	2.4
<b>Total</b>	<b>287</b>	<b>3.2</b>	<b>321</b>	<b>3.0</b>	<b>148</b>	<b>2.3</b>	<b>156</b>	<b>2.5</b>
Developing Countries	107	3.4	134	2.7	52	2.0	50	2.5
Industrial Countries	180	3.1	187	3.3	96	2.4	106	2.5
Women	48	3.0	57	3.2	18	1.0	17	1.2
Men	239	3.3	264	3.0	130	2.4	139	2.6

Source: PeopleSoft HRMS  
Report ID: DAR\_018  
Report Date: 01/28/2002

**Table 19. Average Time in Grades A12, A13 and A14 in the Specialized Career Streams by Region, Developing/Industrial Country, and Gender**  
(as of 12/31/2001)

Region	A12				A13				A14			
	2000		2001		2000		2001		2000		2001	
	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)	Number of Staff	Average time in Grade (Years)
Africa	4	2.4	1	0.0	8	2.1	11	1.4	2	0.6	5	0.6
Asia	8	0.8	10	0.9	14	4.7	11	4.0	5	2.0	7	2.1
Europe	26	2.4	23	2.1	18	4.9	23	4.7	10	2.3	11	2.5
Middle East	2	1.6	3	0.5	3	6.7	3	6.6	3	10.6	1	17.6
US	29	2.7	33	1.4	41	3.4	42	3.8	33	2.8	38	3.2
Other Western Hemisphere	4	1.0	8	0.8	17	2.7	17	3.2	10	4.8	10	4.8
<b>Total</b>	<b>73</b>	<b>2.2</b>	<b>78</b>	<b>1.4</b>	<b>101</b>	<b>3.7</b>	<b>107</b>	<b>3.8</b>	<b>63</b>	<b>3.3</b>	<b>72</b>	<b>3.2</b>
Developing Countries	22	1.4	20	0.8	35	3.2	39	2.4	17	4.7	21	3.7
Industrial Countries	51	2.6	58	1.7	66	4.0	68	4.5	46	2.8	51	3.0
Women	34	2.1	40	1.1	51	3.4	47	3.9	24	2.3	30	2.2
Men	39	2.3	38	1.8	50	4.1	60	3.6	39	3.9	42	3.9

Source: PeopleSoft HRMS  
Report ID: DAR\_019  
Report Date: 01/29/2002

**Table 20. Share of Developing and Industrial Country Nationals by Career Stream and by Grade (A11-B5)**

(as of 12/31/2001)

	A11		A12		A13		A14		A15		B1		B2		B3		B4		B5	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Economists</b>																				
Developing	48	49.0	49	33.1	104	48.6	134	41.7	50	32.1	8	29.6	35	29.2	27	36.5	20	38.5	4	23.5
Industrial	50	51.0	99	66.9	110	51.4	187	58.3	106	67.9	19	70.4	85	70.8	47	63.5	32	61.5	13	76.5
Total	98	100.0	148	100.0	214	100.0	321	100.0	156	100.0	27	100.0	120	100.0	74	100.0	52	100.0	17	100.0
<b>Specialized Career Streams</b>																				
Developing	44	41.1	20	25.6	39	36.4	21	29.2	6	31.6	6	27.3	5	26.3	0	0.0	0	0.0	1	12.5
Industrial	63	58.9	58	74.4	68	63.6	51	70.8	13	68.4	16	72.7	14	73.7	7	100.0	9	100.0	7	87.5
Total	107	100.0	78	100.0	107	100.0	72	100.0	19	100.0	22	100.0	19	100.0	7	100.0	9	100.0	8	100.0
<b>Economists &amp; Specialized Career Streams</b>																				
Developing	92	44.9	69	30.5	143	44.5	155	39.4	56	32.0	14	28.6	40	28.8	27	33.3	20	32.8	5	20.0
Industrial	113	55.1	157	69.5	178	55.5	238	60.6	119	68.0	35	71.4	99	71.2	54	66.7	41	67.2	20	80.0
Total	205	100.0	226	100.0	321	100.0	393	100.0	175	100.0	49	100.0	139	100.0	81	100.0	61	100.0	25	100.0

Source: PeopleSoft HRMS

Report ID: DAR\_2021

Report Date: 01/29/2002

**Table 21. Share of Women and Men at Grades A11-B5 by Career Stream**  
(as of 12/31/2001)

	A11		A12		A13		A14		A15		B1		B2		B3		B4		B5	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Economists</b>																				
Women	36	36.7	43	29.1	59	27.6	57	17.8	17	10.9	5	18.5	12	10.0	9	12.2	3	5.8	2	11.8
Men	62	63.3	105	70.9	155	72.4	264	82.2	139	89.1	22	81.5	108	90.0	65	87.8	49	94.2	15	88.2
Total	98	100.0	148	100.0	214	100.0	321	100.0	156	100.0	27	100.0	120	100.0	74	100.0	52	100.0	17	100.0
<b>Specialized Career Streams</b>																				
Women	69	64.5	40	51.3	47	43.9	30	41.7	5	26.3	11	50.0	4	21.1	0	0.0	2	22.2	1	12.5
Men	38	35.5	38	48.7	60	56.1	42	58.3	14	73.7	11	50.0	15	78.9	7	100.0	7	77.8	7	87.5
Total	107	100.0	78	100.0	107	100.0	72	100.0	19	100.0	22	100.0	19	100.0	7	100.0	9	100.0	8	100.0
<b>Economists &amp; Specialized Career Streams</b>																				
Women	105	51.2	83	36.7	106	33.0	87	22.1	22	12.6	16	32.7	16	11.5	9	11.1	5	8.2	3	12.0
Men	100	48.8	143	63.3	215	67.0	306	77.9	153	87.4	33	67.3	123	88.5	72	88.9	56	91.8	22	88.0
Total	205	100.0	226	100.0	321	100.0	393	100.0	175	100.0	49	100.0	139	100.0	81	100.0	61	100.0	25	100.0

Source: PeopleSoft HRMS  
Report ID: DAR\_2021  
Report Date: 01/29/2002

**Table 22. Staff by Region, Grade Group, and Career Stream, 1997-2001**

Year	Region	A1-A8		A9-A15				B1-B5				Total A1-B5	
				Economist		Specialized		Economist		Specialized			
		#	%	#	%	#	%	#	%	#	%	#	%
1997	Africa	42	6.1	46	6.0	17	4.1	14	5.6	0	0.0	119	5.4
	Asia	136	19.6	118	15.4	61	14.7	38	15.1	8	13.8	361	16.5
	Europe	125	18.0	300	39.2	79	19.0	99	39.4	19	32.8	622	28.5
	Middle East	27	3.9	44	5.7	26	6.3	18	7.2	1	1.7	116	5.3
	Other Western Hemisphere	173	24.9	113	14.8	67	16.1	34	13.5	4	6.9	391	17.9
	US	191	27.5	145	18.9	166	39.9	48	19.1	26	44.8	576	26.4
	<b>Total 1997</b>	<b>694</b>	<b>100.0</b>	<b>766</b>	<b>100.0</b>	<b>416</b>	<b>100.0</b>	<b>251</b>	<b>100.0</b>	<b>58</b>	<b>100.0</b>	<b>2185</b>	<b>100.0</b>
1998	Africa	44	6.5	51	6.5	20	4.6	12	4.9	1	1.5	128	5.8
	Asia	129	19.2	117	15.0	65	14.9	43	17.4	7	10.8	361	16.4
	Europe	117	17.4	318	40.7	77	17.7	91	36.8	23	35.4	626	28.4
	Middle East	26	3.9	42	5.4	25	5.7	18	7.3	1	1.5	112	5.1
	Other Western Hemisphere	178	26.4	117	15.0	67	15.4	37	15.0	5	7.7	404	18.4
	US	179	26.6	136	17.4	181	41.6	46	18.6	28	43.1	570	25.9
	<b>Total 1998</b>	<b>673</b>	<b>100.0</b>	<b>781</b>	<b>100.0</b>	<b>435</b>	<b>100.0</b>	<b>247</b>	<b>100.0</b>	<b>65</b>	<b>100.0</b>	<b>2201</b>	<b>100.0</b>
1999	Africa	51	7.5	56	6.9	22	4.8	12	4.7	2	2.9	143	6.3
	Asia	128	18.7	117	14.4	69	15.0	40	15.5	8	11.8	362	15.9
	Europe	124	18.1	341	42.0	88	19.2	96	37.2	23	33.8	672	29.5
	Middle East	28	4.1	44	5.4	27	5.9	17	6.6	0	0.0	116	5.1
	Other Western Hemisphere	177	25.9	121	14.9	62	13.5	39	15.1	7	10.3	406	17.8
	US	176	25.7	133	16.4	191	41.6	54	20.9	28	41.2	582	25.5
	<b>Total 1999</b>	<b>684</b>	<b>100.0</b>	<b>812</b>	<b>100.0</b>	<b>459</b>	<b>100.0</b>	<b>258</b>	<b>100.0</b>	<b>68</b>	<b>100.0</b>	<b>2281</b>	<b>100.0</b>
2000	Africa	60	8.2	59	6.7	26	5.1	12	4.4	1	1.4	158	6.4
	Asia	134	18.4	128	14.6	78	15.3	43	15.9	7	9.9	390	15.9
	Europe	129	17.7	378	43.1	101	19.8	103	38.0	25	35.2	736	30.0
	Middle East	32	4.4	49	5.6	22	4.3	19	7.0	1	1.4	123	5.0
	Other Western Hemisphere	182	25.0	132	15.1	65	12.8	42	15.5	7	9.9	428	17.4
	US	191	26.2	131	14.9	215	42.2	52	19.2	30	42.3	619	25.2
	<b>Total 2000</b>	<b>728</b>	<b>99.9</b>	<b>877</b>	<b>100.0</b>	<b>507</b>	<b>99.5</b>	<b>271</b>	<b>100.0</b>	<b>71</b>	<b>100.0</b>	<b>2454</b>	<b>100.0</b>
2001	Africa	71	9.0	62	6.6	29	5.2	11	3.8	1	1.5	174	6.6
	Asia	150	19.1	142	15.2	87	15.6	44	15.3	7	10.8	430	16.3
	Europe	141	17.9	400	42.7	111	19.9	108	37.6	22	33.8	782	29.7
	Middle East	29	3.7	49	5.2	22	3.9	18	6.3	1	1.5	119	4.5
	Other Western Hemisphere	186	23.6	147	15.7	73	13.1	45	15.7	9	13.8	460	17.5
	US	210	26.7	136	14.5	236	42.3	61	21.3	25	38.5	668	25.4
	<b>Total 2001</b>	<b>787</b>	<b>100.0</b>	<b>936</b>	<b>100.0</b>	<b>558</b>	<b>100.0</b>	<b>287</b>	<b>100.0</b>	<b>65</b>	<b>100.0</b>	<b>2633</b>	<b>100.0</b>

Source: PeopleSoft DAR\_007

Report Date: 01/29/2002

**Table 23. The Gender Pyramid: Women and Men in Grades A15-B5 in 1994 and 2001**

Grade	Gender	Area		Functional		Support	
		1994	2001	1994	2001	1994	2001
<b>A15</b>	Women	3	8	3	11	1	3
	Men	45	76	36	63	14	15
	Total	48	84	39	74	15	18
<b>B1</b>	Women	0	2	1	4	9	10
	Men	7	11	8	10	14	11
	Total	7	13	9	14	23	21
<b>B2</b>	Women	4	4	3	9	1	3
	Men	42	61	53	44	31	19
	Total	46	65	56	53	32	22
<b>B3</b>	Women	0	4	2	3	1	2
	Men	23	32	18	25	11	15
	Total	23	36	20	28	12	17
<b>B4</b>	Women	1	2	2	1	1	2
	Men	21	24	15	22	9	10
	Total	22	26	17	23	10	12
<b>B5</b>	Women	0	0	0	2	0	1
	Men	8	7	9	6	3	9
	Total	8	7	9	8	3	10
<b>Total</b>	Women	8	20	11	30	13	21
	Men	146	211	139	170	82	79
	Total	154	231	150	200	95	100
	Women %	5.2	8.7	7.3	15.0	13.7	21.0

Source: OLAP



**Table 24. The Region Pyramid: African and Middle Eastern Staff in Grades A15-B5 in 1994 and 2001**

Grade	Region	Area		Functional		Support	
		1994	2001	1994	2001	1994	2001
<b>A15</b>	AFR	8	8	1	3	0	2
	MED	2	6	1	5	3	1
	Other	38	70	37	66	12	15
	Total	48	84	39	74	15	18
<b>B1</b>	AFR	0	0	0	1	1	0
	MED	0	1	2	0	0	0
	Other	7	12	7	13	22	21
	Total	7	13	9	14	23	21
<b>B2</b>	AFR	2	5	1	1	1	0
	MED	3	3	5	3	1	1
	Other	41	57	50	49	30	21
	Total	46	65	56	53	32	22
<b>B3</b>	AFR	0	2	0	0	1	0
	MED	3	4	0	1	1	0
	Other	20	30	20	27	10	17
	Total	23	36	20	28	12	17
<b>B4</b>	AFR	3	1	1	1	0	0
	MED	1	2	1	3	0	0
	Other	18	23	15	19	10	12
	Total	22	26	17	23	10	12
<b>B5</b>	AFR	0	1	1	0	0	0
	MED	0	0	0	1	0	0
	Other	8	6	8	7	3	10
	Total	8	7	9	8	3	10
<b>Total</b>	AFR	13	17	4	6	3	2
	MED	9	16	9	13	5	2
	Other	132	198	137	181	87	96
	Total	154	231	150	200	95	100
	AFR %	8.4	7.4	2.7	3.0	3.2	2.0
	MED %	5.8	6.9	6.0	6.5	5.3	2.0

Source: OLAP