

Table 1. Gender Profile of Staff in International Organizations ¹				
Organization	Percent Female Staff			
	Management	Professional	Support	Total
UNICEF (12/99)	32.1	42.5	50.8	47.5
WFP - World Food Programme (12/99)	31.0	36.0	44.0	41.0
UNDP (12/99)	25.2	34.5	55.5	49.9
UN - Secretariat (12/99)	24.6	38.1	58.8	45.8
WHO (World Health Organization)	23.6	39.8	58.5	47.6
UNHCR	23.0	44.0	40.0	40.0
UNESCO (5/1/01)	22.9	47.0	65.0	55.0
World Bank	21.2	38.4	84.7	52.6
IOM - International Org. for Migration	17.5	28.0	45.0	42.2
IADB	15.4	36.9	85.8	51.4
European Commission (3/1/01)	14.5	28.4	55.6	46.9
Council of Europe	13.8	43.1	72.5	59.0
AfDB - African Development Bank (3/31/01)	12.0	22.0	29.0	24.0
FAO - Food and Agriculture Org. (5/31/01)	11.8	23.8	62.4	47.5
International Monetary Fund	11.7	34.9	84.8	46.5
IAEA	11.6	16.9	59.9	41.8
EIB - European Investment Bank (12/99)	8.3	30.3	79.3	47.8
WMO - World Meteorological Org.	4.0	26.4	75.0	53.5
ADB - Asian Development Bank	0.0	25.3	72.6	55.7

Source: Organizational Gender Issues Network, ORIGIN, Member Fact Sheets 2001 (based on end-December 2000 figures unless otherwise noted)

Table 2. Share of Women and Developing Country Nationals by Department and by Grade Grouping, 1996-2000¹

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

¹ Due to some retroactive changes in positions in 2000, 12/99 numbers have been updated to reflect those changes.

² Includes GEN, INV, JAI, JVI, OAP, OBP, OIA, OMD, ODMD, PAR, and UNO.

Table 3. Share of Developing Country Nationals by Department and Grade Grouping
(as of 12/31/2000)

	A1-A8		A9-A15		B1-B5		Total Staff	Developing Country Staff	
	#	%	#	%	#	%		#	%
Total	397	54.5	534	38.5	100	29.2	2456 ^{1/}	1,031	42.0
Area Departments	110	59.5	193	41.3	58	40.6	795	361	45.4
AFR	29	63.0	50	42.0	17	50.0	199	96	48.2
APD	18	69.2	35	46.7	11	40.7	128	64	50.0
EU1	17	54.8	24	30.8	4	19.0	130	45	34.6
EU2	10	40.0	18	26.5	2	10.5	112	30	26.8
MED	12	60.0	22	47.8	9	56.3	82	43	52.4
WHD	24	64.9	44	54.3	15	57.7	144	83	57.6
Functional Departments	167	58.2	234	41.1	32	25.8	981	433	44.1
FAD	20	58.8	28	29.5	7	36.8	148	55	37.2
INS	18	50.0	26	56.5	6	54.5	93	50	53.8
LEG	9	64.3	11	52.4	1	16.7	41	21	51.2
MAE	24	72.7	28	36.4	8	33.3	134	60	44.8
PDR	26	57.8	44	41.9	3	15.0	170	73	42.9
RES	16	61.5	28	39.4	3	20.0	112	47	42.0
STA	24	60.0	41	47.1	3	18.8	143	68	47.6
TRE	30	50.8	28	41.2	1	7.7	140	59	42.1
Support Departments	120	46.9	107	30.7	10	13.3	680	237	34.9
EXR	10	40.0	5	11.6	2	20.0	78	17	21.8
HRD	28	45.2	18	48.6	0	0.0	109	46	42.2
OMD	13	54.2	14	32.6	2	8.7	90	29	32.2
SEC	12	40.0	6	26.1	2	25.0	61	20	32.8
TGS	57	49.6	64	31.5	4	16.7	342	125	36.5

1/ After report date of 1/24/2001, one retroactive change was made in the Fund's personnel database.

Source: PeopleSoft HRMS

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Report Date: 01/24/2001

Table 4. Distribution of A9-B5 Staff by Region by Department ¹

(as of 12/31/2000)

A9-A15 Staff								B1-B5 Staff							
Dept	Africa	Asia	Europe	Middle East	US	Other WH	Total	Dept	Africa	Asia	Europe	Middle East	US	Other WH	Total
Area Departments															
AFR	27.7	4.2	43.7	4.2	12.6	7.6	100	AFR	23.5	5.9	35.3	8.8	11.8	14.7	100
APD	2.7	42.7	29.3	5.3	13.3	6.7	100	APD	3.7	37.0	18.5	3.7	22.2	14.8	100
EU1	2.6	11.5	59.0	1.3	19.2	6.4	100	EU1	0.0	14.3	57.1	4.8	14.3	9.5	100
EU2	1.5	4.4	58.8	7.4	19.1	8.8	100	EU2	0.0	0.0	57.9	5.3	21.1	15.8	100
MED	2.2	4.3	43.5	30.4	13.0	6.5	100	MED	0.0	6.3	56.3	25.0	0.0	12.5	100
WHD	6.2	4.9	22.2	1.2	22.2	43.2	100	WHD	3.8	7.7	23.1	0.0	15.4	50.0	100
Functional Departments															
FAD	5.3	13.7	46.3	2.1	14.7	17.9	100	FAD	0.0	31.6	26.3	10.5	26.3	5.3	100
INS	6.5	15.2	19.6	13.0	23.9	21.7	100	INS	9.1	9.1	27.3	36.4	18.2	0.0	100
LEG	14.3	9.5	38.1	9.5	19.0	9.5	100	LEG	0.0	16.7	16.7	0.0	33.3	33.3	100
MAE	2.6	15.6	42.9	3.9	19.5	15.6	100	MAE	0.0	20.8	33.3	8.3	16.7	20.8	100
PDR	4.8	17.1	50.5	3.8	14.3	9.5	100	PDR	5.0	10.0	45.0	5.0	25.0	10.0	100
RES	4.2	21.1	36.6	4.2	16.9	16.9	100	RES	0.0	20.0	26.7	0.0	33.3	20.0	100
STA	3.4	26.4	26.4	4.6	19.5	19.5	100	STA	6.3	18.8	43.8	0.0	25.0	6.3	100
TRE	4.4	22.1	20.6	2.9	38.2	11.8	100	TRE	0.0	7.7	53.8	0.0	38.5	0.0	100
Support Departments															
EXR	2.3	7.0	23.3	0.0	60.5	7.0	100	EXR	0.0	10.0	40.0	10.0	30.0	10.0	100
HRD	13.5	13.5	16.2	2.7	32.4	21.6	100	HRD	0.0	10.0	40.0	0.0	40.0	10.0	100
OMD	2.3	18.6	30.2	11.6	27.9	9.3	100	OMD	0.0	17.4	52.2	0.0	26.1	4.3	100
SEC	4.3	21.7	30.4	0.0	30.4	13.0	100	SEC	0.0	25.0	25.0	0.0	50.0	0.0	100
TGS	3.0	12.3	17.2	5.4	48.3	13.8	100	TGS	0.0	8.3	29.2	0.0	50.0	12.5	100
Quota	4.2	17.4	41.5	8.6	17.7	10.6	100	Quota	4.2	17.4	41.5	8.6	17.7	10.6	100

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

Source: PeopleSoft HRMS

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Table 5. Share of Women by Department and Grade Grouping
(as of 12/31/2000)

Department	A1-A8		A9-A15		B1-B5		Total Staff	Women	
	#	%	#	%	#	%	#	#	%
Total Fund	618	84.9	484	34.9	40	11.7	2,456	1,142	46.5
Area Departments	163	88.1	102	21.8	13	9.1	795	278	35.0
AFR	40	87.0	19	16.0	2	5.9	199	61	30.7
APD	23	88.5	17	22.7	4	14.8	128	44	34.4
EU1	29	93.5	21	26.9	2	9.5	130	52	40.0
EU2	21	84.0	14	20.6	1	5.3	112	36	32.1
MED	19	95.0	13	28.3	2	12.5	82	34	41.5
WHD	31	83.8	18	22.2	2	7.7	144	51	35.4
Functional Departments	259	90.2	203	35.6	14	11.3	981	476	48.5
FAD	30	88.2	30	31.6	1	5.3	148	61	41.2
INS	33	91.7	21	45.7	1	9.1	93	55	59.1
LEG	13	92.9	10	47.6	1	16.7	41	24	58.5
MAE	33	100.0	28	36.4	1	4.2	134	62	46.3
PDR	41	91.1	29	27.6	5	25.0	170	75	44.1
RES	23	88.5	18	25.4	1	6.7	112	42	37.5
STA	30	75.0	32	36.8	2	12.5	143	64	44.8
TRE	56	94.9	35	51.5	2	15.4	140	93	66.4
Support Departments	196	76.6	179	51.3	13	17.3	680	388	57.1
EXR	22	88.0	25	58.1	0	0.0	78	47	60.3
HRD	58	93.5	28	75.7	4	40.0	109	90	82.6
OMD	21	87.5	25	58.1	2	8.7	90	48	53.3
SEC	23	76.7	14	60.9	2	25.0	61	39	63.9
TGS	72	62.6	87	42.9	5	20.8	342	164	48.0

Source: PeopleSoft HRMS

Report ID: DAR_005

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Table 6. Staff by Language and Country Group by Department Type and Grade Grouping
(as of 12/31/2000)

Department Type	English Speaking Industrial Countries ¹		All Other English Speaking Countries ²		All English Speaking Countries		All Non-English Speaking Countries		Total All Countries	
	#	%	#	%	#	%	#	%	#	%
	Area Departments	224	28.2	112	14.1	336	42.3	459	57.7	795
A1-A8	61	33.0	44	23.8	105	56.8	80	43.2	185	100
A9-A15	118	25.3	49	10.5	167	35.8	300	64.2	467	100
B1-B5	45	31.5	19	13.3	64	44.8	79	55.2	143	100
Functional Departments	356	36.3	155	15.8	511	52.1	470	47.9	981	100
A1-A8	101	35.2	63	22.0	164	57.1	123	42.9	287	100
A9-A15	184	32.3	78	13.7	262	46.0	308	54.0	570	100
B1-B5	71	57.3	14	11.3	85	68.5	39	31.5	124	100
Support Departments	364	53.5	92	13.5	456	67.1	224	32.9	680	100
A1-A8	120	46.9	48	18.8	168	65.6	88	34.4	256	100
A9-A15	197	56.4	40	11.5	237	67.9	112	32.1	349	100
B1-B5	47	62.7	4	5.3	51	68.0	24	32.0	75	100
Total Fund	944	38.4	359	14.6	1,303	53.1	1,153	46.9	2,456	100
A1-A8	282	38.7	155	21.3	437	60.0	291	40.0	728	100
A9-A15	499	36.0	167	12.0	666	48.1	720	51.9	1,386	100
B1-B5	163	47.7	37	10.8	200	58.5	142	41.5	342	100

¹ English Speaking Industrial Countries: Australia, Canada, Ireland, New Zealand, United Kingdom and United States

² 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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Table 7. Staff by Region, Gender, Career Stream, and Grade Grouping
(as of 12/31/2000)

Region	Economists						Country Quota	Specialized Career Streams								Total							
	A9-A15		B1-B5		Total			A1-A8		A9-A15		B1-B5		Total		A1-A8		A9-A15		B1-B5		Total	
	#	%	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Africa	59	6.7	12	4.4	71	6.2	4.2	60	8.2	26	5.1	1	1.4	87	6.6	60	8.2	85	6.1	13	3.8	158	6.4
Sub-Saharan Countries ¹	56	6.4	12	4.4	68	5.9	4.1	58	8	23	4.5	1	1.4	82	6.3	58	8.0	79	5.7	13	3.8	150	6.1
Other Africa	3	0.3	0	0	3	0.3	0.1	2	0.3	3	0.6	0	0	5	0.4	2	0.3	6	0.4	0	0.0	8	0.3
Asia	127	14.5	43	15.9	170	14.8	18	133	18.2	78	15.3	7	9.9	218	16.7	134	18.4	205	14.8	50	14.6	389	15.8
Australia & New Zealand	24	2.7	9	3.3	33	2.9	1.9	19	2.6	8	1.6	3	4.2	30	2.3	19	2.6	32	2.3	12	3.5	63	2.6
India	32	3.7	13	4.8	45	3.9	2	31	4.3	21	4.1	3	4.2	55	4.2	32	4.4	53	3.8	16	4.7	101	4.1
Japan	14	1.6	9	3.3	23	2	6.3	2	0.3	2	0.4	0	0	4	0.3	2	0.3	16	1.2	9	2.6	27	1.1
Other Asia	57	6.5	12	4.4	69	6	7.8	81	11.1	47	9.2	1	1.4	129	9.9	81	11.1	104	7.5	13	3.8	198	8.1
Europe	378	43.2	103	38	481	42	41.3	129	17.7	101	19.8	25	35.2	255	19.5	129	17.7	479	34.6	128	37.4	736	30.0
France	51	5.8	10	3.7	61	5.3	5.1	16	2.2	17	3.3	5	7	38	2.9	16	2.2	68	4.9	15	4.4	99	4.0
Germany	66	7.5	9	3.3	75	6.5	6.1	4	0.5	13	2.6	3	4.2	20	1.5	4	0.5	79	5.7	12	3.5	95	3.9
U.K.	42	4.8	38	14	80	7	5.1	54	7.4	18	3.5	9	12.7	81	6.2	54	7.4	60	4.3	47	13.7	161	6.6
Russia and countries of the FSU	19	2.2	0	0	19	1.7	4.5	13	1.8	13	2.6	0	0	26	2	13	1.8	32	2.3	0	0.0	45	1.8
East Europe and Baltic countries	23	2.6	1	0.4	24	2.1	3.1	10	1.4	5	1	0	0	15	1.1	10	1.4	28	2.0	1	0.3	39	1.6
Other Europe	177	20.2	45	16.6	222	19.4	17.5	32	4.4	35	6.9	8	11.3	75	5.7	32	4.4	212	15.3	53	15.5	297	12.1
Middle East	49	5.6	19	7	68	5.9	8.5	32	4.4	22	4.3	1	1.4	55	4.2	32	4.4	71	5.1	20	5.8	123	5.0
Saudi-Arabia	0	0	0	0	0	0	3.3	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0
Other Arab countries ²	34	3.9	8	3	42	3.7	4	17	2.3	11	2.2	1	1.4	29	2.2	17	2.3	45	3.2	9	2.6	71	2.9
Other Middle East	15	1.7	11	4.1	26	2.3	1.2	15	2.1	11	2.2	0	0	26	2	15	2.1	26	1.9	11	3.2	52	2.1
US	130	14.9	52	19.2	182	15.9	17.7	191	26.2	215	42.2	30	42.3	436	33.3	191	26.2	345	24.9	82	24.0	618	25.2
Other Western Hemisphere	132	15.1	42	15.5	174	15.2	10.6	182	25.0	65	12.8	7	9.9	254	19.4	182	25.0	197	14.2	49	14.3	428	17.4
Canada	31	3.5	12	4.4	43	3.8	3.0	16	2.2	21	4.1	3	4.2	40	3.1	16	2.2	52	3.8	15	4.4	83	3.4
Other Western Hemisphere	101	11.5	30	11.1	131	11.4	7.6	166	22.8	44	8.6	4	5.6	214	16.4	166	22.8	145	10.5	34	9.9	345	14.0
Total	875	100.0	271	100.0	1,146	100.0	0.0	728	100.0	509	100.0	71	100.0	1,308	100.0	728	100.0	1384	100.0	342	100.0	2454	99.9
Developing Countries	351	40.1	90	33.2	441	38.5	37.9	397	54.5	182	35.8	10	14.1	589	45.0	397	54.5	534	38.5	100	29.2	1031	42.0
Industrial Countries	524	59.9	181	66.8	705	61.5	62.1	331	45.5	327	64.2	61	85.9	719	55.0	331	45.5	852	61.5	242	70.8	1425	58.0
Women	200	22.9	25	9.2	225	19.6	0.0	618	84.9	283	55.6	15	21.1	916	70.0	618	84.9	483	34.8	40	11.7	1,141	46.5
Men	675	77.1	246	90.8	921	80.4	0.0	110	15.1	226	44.4	56	78.9	392	30.0	110	15.1	901	65.0	302	88.3	1,313	53.5

1/ 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, Sudan, Swaziland, Tanzania, Togo, Uganda, Zambia, Zimbabwe. Not included are Djibouti, Mauritania and Somalia; they are listed under Middle East Region.

2/ 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.

Table 8. Share of Staff from 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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Economists																
2000					352	40.1	525	59.9	90	33.2	181	66.8	442	38.5	706	61.5
1999					318	39.2	493	60.8	84	33.1	170	66.9	402	37.7	663	62.3
1998					305	39.0	477	61.0	84	34.0	163	66.0	389	37.8	640	62.2
1997					294	38.4	471	61.6	82	32.7	169	67.3	376	37.0	640	63.0
1996					306	40.1	458	59.9	72	29.4	173	70.6	378	37.5	631	62.5
Specialized Career Streams																
2000	397	54.5	331	45.5	182	35.8	327	64.2	10	14.1	61	85.9	589	45.0	719	55.0
1999	363	53.1	321	46.9	161	35.2	296	64.8	13	19.4	54	80.6	537	44.5	671	55.5
1998	355	52.9	316	47.1	156	36.1	276	63.9	12	18.8	52	81.3	523	44.8	644	55.2
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
1996	362	51.4	342	48.6	140	34.0	272	66.0	9	16.7	45	83.3	511	43.7	659	56.3
Total																
2000	397	54.5	331	45.5	534	38.5	852	61.5	100	29.2	242	70.8	1,031	42.0	1,425	58.0
1999	363	53.1	321	46.9	479	37.8	789	62.2	97	30.2	224	69.8	939	41.3	1,334	58.7
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	449	38.1	730	61.9	92	29.8	217	70.2	897	41.1	1,284	58.9
1996	362	51.4	342	48.6	446	37.9	730	62.1	81	27.1	218	72.9	889	40.8	1,290	59.2

Source: PeopleSoft HRMS

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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	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Economists																
2000					201	22.9	676	77.1	25	9.2	246	90.8	226	19.7	922	80.3
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
1996					137	17.9	627	82.1	15	6.1	230	93.9	152	15.1	857	84.9
Specialized Career Streams																
2000	618	84.9	110	15.1	283	55.6	226	44.4	15	21.1	56	78.9	916	70.0	392	30.0
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
1996	598	84.9	106	15.1	242	58.7	170	41.3	12	22.2	42	77.8	852	72.8	318	27.2
Total																
2000	618	84.9	110	15.1	484	34.9	902	65.1	40	11.7	302	88.3	1,142	46.5	1,314	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
1996	598	84.9	106	15.1	379	32.2	797	67.8	27	9.0	272	91.0	1,004	46.1	1,175	53.9

Source: PeopleSoft HRMS

Report ID: DAR_8N9

Report Date: 01/23/2001

Table 10. Distribution of Women by Region, Career Stream, and Grade Grouping
(as of 12/31/2000)

Region	Economists						Country Quota %	Specialized Career Streams							
	A9-A15		B1-B5		Total			A1-A8		A9-A15		B1-B5		Total	
	#	%	#	%	#	%		#	%	#	%	#	%	#	%
Africa	5	2.5	0	0.0	5	2.2	4.2	50	8.1	15	5.3	1	6.7	66	7.2
Asia	37	18.4	6	24.0	43	19.0	17.4	114	18.4	49	17.3	2	13.3	165	18.0
Europe	87	43.3	10	40.0	97	42.9	41.5	116	18.8	56	19.8	3	20.0	175	19.1
Middle East	10	5.0	1	4.0	11	4.9	8.6	22	3.6	12	4.2	0	0.0	34	3.7
US	31	15.4	6	24.0	37	16.4	17.7	150	24.3	111	39.2	7	46.7	268	29.3
Other Western Hemisphere	31	15.4	2	8.0	33	14.6	10.6	166	26.9	40	14.1	2	13.3	208	22.7
Total	201	100.0	25	100.0	226	100.0		618	100.0	283	100.0	15	100.0	916	100.0
Developing Countries	95	47.3	10	40.0	105	46.5	37.9	340	55.0	107	37.8	4	26.7	451	49.2
Industrial Countries	106	52.7	15	60.0	121	53.5	62.1	278	45.0	176	62.2	11	73.3	465	50.8

Source: PeopleSoft HRMS

Report ID: DAR_010

Report Date: 01/23/2001

Table 11. Recruitment by Region, Gender, Career Stream, and Grade Grouping, 1996-2000

Region	Country Quota %	Economists				Specialized Career Streams				Total			
		A9-A15		B1-B5		A9-A15		B1-B5		A9-A15		B1-B5	
		#	%	#	%	#	%	#	%	#	%	#	%
Africa	4.2	34	7.2	2	8.7	11	6.1	0	0.0	45	6.9	2	6.7
Asia	17.4	78	16.6	8	34.8	30	16.6	0	0.0	108	16.6	8	26.7
Europe	41.5	218	46.3	5	21.7	46	25.4	4	57.1	264	40.5	9	30.0
Middle East	8.6	18	3.8	1	4.3	8	4.4	1	14.3	26	4.0	2	6.7
US	17.7	47	10.0	2	8.7	66	36.5	2	28.6	113	17.3	4	13.3
Other Western Hemisphere	10.6	76	16.1	5	21.7	20	11.0	0	0.0	96	14.7	5	16.7
Total	100.0	471	100.0	23	100.0	181	100.0	7	100.0	652	100.0	30	100.0
Developing Countries	37.9	187	39.7	7	30.4	62	34.3	1	14.3	249	38.2	8	26.7
Industrial Countries	62.1	284	60.3	16	69.6	119	65.7	6	85.7	403	61.8	22	73.3
Women		123	26.1	2	8.7	69	38.1	3	42.9	192	29.4	5	16.7
Men		348	73.9	21	91.3	112	61.9	4	57.1	460	70.6	25	83.3

Source: PeopleSoft HRMS

Report ID: DAR_011

Report Date: 01/24/2001

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

	A1-A8			A9-A15			B1-B5		
	#	Total	%	#	Total	%	#	Total	%
EPs									
2000				24	47	51.1			
1999				13	37	35.1			
1998				16	41	39.0			
1997				14	31	45.2			
1996				15	33	45.5			
Total 1996-2000				82	189	43.4			
Economists									
2000				29	86	33.7	3	7	42.9
1999				28	61	45.9	1	5	20.0
1998				23	56	41.1	1	4	25.0
1997				16	49	32.7	2	4	50.0
1996				9	30	30.0	0	3	0.0
Total 1996-2000				105	282	37.2	7	23	30.4
Specialized Career Streams									
2000	52	96	54.2	26	69	37.7	1	3	33.3
1999	39	70	55.7	7	38	18.4	0	3	0.0
1998	20	36	55.6	5	27	18.5	0	0	0.0
1997	14	36	38.9	18	26	69.2	0	0	0.0
1996	18	40	45.0	6	21	28.6	0	1	0.0
Total 1996-2000	143	278	51.4	62	181	34.3	1	7	14.3
All									
2000	52	96	54.2	79	202	39.1	4	10	40.0
1999	39	70	55.7	48	136	35.3	1	8	12.5
1998	20	36	55.6	44	124	35.5	1	4	25.0
1997	14	36	38.9	48	106	45.3	2	4	50.0
1996	18	40	45.0	30	84	35.7	0	4	0.0
Total 1996-2000	143	278	51.4	249	652	38.2	8	30	26.7

Source: PeopleSoft HRMS

Report ID: DAR_1213

Report Date: 01/23/2001

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

	A1-A8			A9-A15			B1-B5		
	#	Total	%	#	Total	%	#	Total	%
EPs									
2000				19	47	40.4			
1999				13	37	35.1			
1998				16	41	39.0			
1997				5	31	16.1			
1996				6	33	18.2			
Total 1996-2000				59	189	31.2			
Economists									
2000				17	86	19.8	1	7	14.3
1999				14	61	23.0	0	5	0.0
1998				10	56	17.9	0	4	0.0
1997				15	49	30.6	1	4	25.0
1996				8	30	26.7	0	3	0.0
Total 1996-2000				64	282	22.7	2	23	8.7
Specialized Career Streams									
2000	75	96	78.1	24	69	34.8	1	3	33.3
1999	54	70	77.1	16	38	42.1	1	3	33.3
1998	29	36	80.6	9	27	33.3	0	0	0.0
1997	31	36	86.1	13	26	50.0	0	0	0.0
1996	27	40	67.5	7	21	33.3	1	1	100.0
Total 1996-2000	216	278	77.7	69	181	38.1	3	7	42.9
All									
2000	75	96	78.1	60	202	29.7	2	10	20.0
1999	54	70	77.1	43	136	31.6	1	8	12.5
1998	29	36	80.6	35	124	28.2	0	4	0.0
1997	31	36	86.1	33	106	31.1	1	4	25.0
1996	27	40	67.5	21	84	25.0	1	4	25.0
Total 1996-2000	216	278	77.7	192	652	29.4	5	30	16.7

Source: PeopleSoft HRMS

Report ID: DAR_1213

Report Date: 01/23/2001

Table 14. Mobility by Developing/Industrial Country and Grade Grouping, 1996-2000

	1996		1997		1998		1999		2000	
	#	%	#	%	#	%	#	%	#	%
A9-A15 Developing	35	7.8	47	10.3	52	11.2	51	15.8	50	9.4
A9-A15 Industrial	72	9.8	79	10.8	59	7.8	89	16.0	78	9.2
B1-B5 Developing	7	8.6	5	5.4	13	13.5	8	10.4	5	5.0
B1-B5 Industrial	17	7.6	30	18.7	29	13.5	21	14.7	17	7.0

Table 15. Mobility by Gender and Grade Grouping, 1996-2000

	1996		1997		1998		1999		2000	
	#	%	#	%	#	%	#	%	#	%
A9-A15 Women	36	9.4	37	9.4	27	6.6	43	16.1	35	7.2
A9-A15 Men	71	8.9	89	11.2	84	10.3	97	18.3	93	10.3
B1-B5 Women	1	3.7	6	19.4	6	17.6	4	21.1	3	7.5
B1-B5 Men	23	8.5	29	10.3	36	13.0	25	12.4	19	6.3

Source: HR Indicators Web site

Table 16. Staff Promoted by Region, Gender, Career Stream, and Grade Grouping, 2000

(1999 in parenthesis)

Region	A1-A8				A9-A12				A13-A15				B1-B5			
	#	Total ¹	% ²	1999(%)	#	Total	%	1999(%)	#	Total	%	1999(%)	#	Total	%	1999(%)
Economists																
Africa					4	14	28.6	(18.8)	8	45	17.8	(4.9)	2	12	16.7	(18.2)
Asia					8	40	20.0	(13.2)	23	88	26.1	(23.1)	10	43	23.3	(17.9)
Europe					24	127	18.9	(14.8)	73	251	29.1	(18.5)	26	103	25.2	(25.8)
Middle East					1	8	12.5	(20.0)	11	41	26.8	(17.5)	1	19	5.3	(11.8)
US					2	15	13.3	(17.6)	35	116	30.2	(21.2)	11	52	21.2	(24.5)
Other Western Hemisphere					5	21	23.8	(15.8)	20	111	18.0	(23.1)	10	42	23.8	(18.9)
Total					44	225	19.6	(15.2)	170	652	26.1	(19.4)	60	271	22.1	(22.0)
Developing Countries					19	89	21.3	(17.7)	63	263	24.0	(17.0)	13	90	14.4	(17.1)
Industrial Countries					25	136	18.4	(13.7)	107	389	27.5	(21.0)	47	181	26.0	(24.4)
Women					16	75	21.3	(10.9)	38	126	30.2	(3.9)	7	25	28.0	(21.7)
Men					28	150	18.7	(17.1)	132	526	25.1	(18.4)	53	246	21.5	(22.0)
Specialized Career Streams																
Africa	10	60	16.7	(7.7)	4	16	25.0	(13.3)	2	10	20.0	0.0	0	1	0.0	(50.0)
Asia	13	134	9.7	(16.4)	11	59	18.6	(18.8)	5	19	26.3	(15.8)	1	7	14.3	(11.1)
Europe	21	129	16.3	(13.7)	10	71	14.1	(21.0)	9	30	30.0	(3.8)	3	25	12.0	(22.7)
Middle East	3	32	9.4	(10.7)	5	18	27.8	(23.5)	0	6	0.0	(10.0)	0	1	0.0	0.0
US	37	191	19.4	(12.0)	27	133	20.3	(20.6)	19	82	23.2	(14.3)	7	30	23.3	(10.7)
Other Western Hemisphere	32	182	17.6	(15.2)	6	37	16.2	(30.0)	8	28	28.6	(4.3)	1	7	14.3	(33.3)
Total	116	728	15.9	(13.6)	63	334	18.9	(21.5)	43	175	24.6	(10.7)	12	71	16.9	(17.9)
Developing Countries	58	397	14.6	(13.7)	26	129	20.2	(26.1)	14	53	26.4	(12.8)	1	10	10.0	(16.7)
Industrial Countries	58	331	17.5	(13.4)	37	205	18.0	(18.4)	29	122	23.8	(9.8)	11	61	18.0	(18.2)
Women	99	618	16.0	(14.2)	44	203	21.7	(25.8)	22	80	27.5	(11.0)	1	15	6.7	(13.3)
Men	17	110	15.5	(10.1)	19	131	14.5	(13.1)	21	95	22.1	(10.4)	11	56	19.6	(19.2)

Region	A1-A8				A9-A12				A13-A15				B1-B5			
	#	Total ¹	% ²	1999(%)	#	Total	%	1999(%)	#	Total	%	1999(%)	#	Total	%	1999(%)
Economists & Specialized Career Streams																
Africa	10	60	16.7	(7.7)	8	30	26.7	(16.1)	10	55	18.2	(4.2)	2	13	15.4	(23.1)
Asia	13	134	9.7	(16.4)	19	99	19.2	(16.3)	28	107	26.2	(21.6)	11	50	22.0	(16.7)
Europe	21	129	16.3	(13.7)	34	198	17.2	(16.9)	82	281	29.2	(17.0)	29	128	22.7	(25.2)
Middle East	3	32	9.4	(10.7)	6	26	23.1	(22.7)	11	47	23.4	(16.0)	1	20	5.0	(11.8)
US	37	191	19.4	(12.0)	29	148	19.6	(20.2)	54	198	27.3	(18.3)	18	82	22.0	(19.8)
Other Western Hemisphere	32	182	17.6	(15.2)	11	58	19.0	(25.4)	28	139	20.1	(19.7)	11	49	22.4	(20.9)
Total	116	728	15.9	(13.6)	107	559	19.1	(18.8)	213	827	25.8	(17.5)	72	342	21.1	(21.1)
Developing Countries	58	397	14.6	(13.7)	45	218	20.6	(22.7)	77	316	24.4	(16.3)	14	100	14.0	(17.0)
Industrial Countries	58	331	17.5	(13.4)	62	341	18.2	(16.4)	136	511	26.6	(18.2)	58	242	24.0	(22.9)
Women	99	618	16.0	(14.2)	60	278	21.6	(22.0)	60	206	29.1	(18.7)	8	40	20.0	(18.4)
Men	17	110	15.5	(10.1)	47	281	16.7	(15.5)	153	621	24.6	(17.1)	64	302	21.2	(21.5)

¹ Total number of staff from each region at each grade group as of 12/31/2000.

² Percent of staff promoted of total from that region.

Source: PeopleSoft HRMS

Report ID: DAR_016

Report Date: 01/23/2001

Table 17. Distribution of Staff in Pipeline Grades A11-B5 by Region, Developing/Industrial Country, Gender, Career Stream, and Grade
(as of 12/31/2000)

Grade	Africa		Asia		Europe		Middle East		US		Other WH		Fund Total		Developing		Industrial		Women		Men	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Economists																						
A11	2	2.8	16	9.4	54	11.2	5	7.4	8	4.4	8	4.6	93	8.1	39	8.8	54	7.6	35	15.5	58	6.3
A12	12	16.9	24	14.0	73	15.2	3	4.4	7	3.8	13	7.5	132	11.5	50	11.3	82	11.6	40	17.7	92	10.0
A13	16	22.5	40	23.4	92	19.1	11	16.2	22	12.0	36	20.7	217	18.9	104	23.5	113	16.0	60	26.5	157	17.0
A14	19	26.8	34	19.9	104	21.6	19	27.9	57	31.1	54	31.0	287	25.0	107	24.2	180	25.5	48	21.2	239	25.9
A15	10	14.1	14	8.2	55	11.4	11	16.2	37	20.2	21	12.1	148	12.9	52	11.8	96	13.6	18	8.0	130	14.1
B01	1	1.4	7	4.1	19	4.0	1	1.5	3	1.6	6	3.4	37	3.2	9	2.0	28	4.0	6	2.7	31	3.4
B02	6	8.5	17	9.9	37	7.7	8	11.8	24	13.1	13	7.5	105	9.1	36	8.1	69	9.8	9	4.0	96	10.4
B03	1	1.4	9	5.3	26	5.4	4	5.9	14	7.7	13	7.5	67	5.8	22	5.0	45	6.4	5	2.2	62	6.7
B04	3	4.2	8	4.7	17	3.5	5	7.4	7	3.8	9	5.2	49	4.3	20	4.5	29	4.1	4	1.8	45	4.9
B05	1	1.4	2	1.2	4	0.8	1	1.5	4	2.2	1	0.6	13	1.1	3	0.7	10	1.4	1	0.4	12	1.3
Total	71	100.0	171	100.0	481	100.0	68	100.0	183	100.0	174	100.0	1,148	100.0	442	100.0	706	100.0	226	100.0	922	100.0
Specialized Career Streams																						
A11	3	16.7	19	35.8	19	19.0	7	43.8	38	21.2	17	30.4	103	24.4	39	31.5	64	21.5	72	35.8	31	14.0
A12	4	22.2	8	15.1	26	26.0	2	12.5	29	16.2	4	7.1	73	17.3	22	17.7	51	17.1	34	16.9	39	17.6
A13	8	44.4	14	26.4	18	18.0	3	18.8	41	22.9	17	30.4	101	23.9	35	28.2	66	22.1	51	25.4	50	22.6
A14	2	11.1	5	9.4	10	10.0	3	18.8	33	18.4	10	17.9	63	14.9	17	13.7	46	15.4	24	11.9	39	17.6
A15	0	0.0	0	0.0	2	2.0	0	0.0	8	4.5	1	1.8	11	2.6	1	0.8	10	3.4	5	2.5	6	2.7
B01	1	5.6	0	0.0	4	4.0	0	0.0	12	6.7	5	8.9	22	5.2	4	3.2	18	6.0	8	4.0	14	6.3
B02	0	0.0	2	3.8	6	6.0	1	6.3	11	6.1	1	1.8	21	5.0	4	3.2	17	5.7	4	2.0	17	7.7
B03	0	0.0	2	3.8	4	4.0	0	0.0	3	1.7	0	0.0	9	2.1	1	0.8	8	2.7	0	0.0	9	4.1
B04	0	0.0	1	1.9	8	8.0	0	0.0	1	0.6	0	0.0	10	2.4	0	0.0	10	3.4	2	1.0	8	3.6
B05	0	0.0	2	3.8	3	3.0	0	0.0	3	1.7	1	1.8	9	2.1	1	0.8	8	2.7	1	0.5	8	3.6
Total	18	100.0	53	100.0	100	100.0	16	100.0	179	100.0	56	100.0	422	100.0	124	100.0	298	100.0	201	100.0	221	100.0

Note: Totals are staff in grades A11-B5

Source: PeopleSoft HRMS
Report ID: DAR_017
Report Date: 01/23/2001

Table 18. Average Time in Grades A14 and A15 for the Economists by Region, Developing/Industrial Country, and Gender (as of 12/31/2000)

Region	A14				A15			
	1999		2000		1999		2000	
	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	5.7	19	6.1	7	2.9	10	2.4
Asia	29	4.3	34	3.1	13	1.7	14	1.6
Europe	87	3.9	104	3.1	54	2.8	55	2.5
Middle East	22	3.3	19	2.9	5	1.8	11	1.7
US	51	3.6	57	3.2	26	3.8	37	2.3
Other Western Hemisphere	46	2.9	54	2.8	21	2.5	21	2.0
Total	254	3.8	287	3.2	126	2.8	148	2.3
Developing Countries	100	3.9	107	3.4	39	2.3	52	2.0
Industrial Countries	154	3.7	180	3.1	87	3.0	96	2.4
Women	45	3.1	48	3.0	14	2.4	18	1.0
Men	209	3.9	239	3.3	112	2.9	130	2.4

Source: PeopleSoft HRMS
 Report ID: DAR_018
 Report Date: 01/23/2001

Table 19. Average Time in Grades A12, A13 and A14 in the Specialized Career Streams by Region, Developing/Industrial Country, and Gender
(as of 12/31/2000)

Region	A12				A13				A14			
	1999		2000		1999		2000		1999		2000	
	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	5	1.4	4	2.4	6	1.8	8	2.1	1	0.3	2	0.6
Asia	5	1.4	8	0.8	15	5.0	14	4.7	4	6.7	5	2.0
Europe	25	2.0	26	2.4	17	6.7	18	4.9	8	5.2	10	2.3
Middle East	1	2.4	2	1.6	5	5.0	3	6.7	3	9.8	3	10.6
US	21	3.7	29	2.7	51	3.8	41	3.4	30	4.6	33	2.8
Other Western Hemisphere	8	4.3	4	1.0	13	3.3	17	2.7	8	5.0	10	4.8
Total	65	2.8	73	2.2	107	4.3	101	3.7	54	5.1	63	3.3
Developing Countries	21	2.5	22	1.4	31	4.0	35	3.2	13	6.8	17	4.7
Industrial Countries	44	2.9	51	2.6	76	4.5	66	4.0	41	4.6	46	2.8
Women	30	2.6	34	2.1	55	4.0	51	3.4	18	4.3	24	2.3
Men	35	2.9	39	2.3	52	4.6	50	4.1	36	5.6	39	3.9

Source: PeopleSoft HRMS
Report ID: DAR_019
Report Date: 01/23/2001

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

(as of 12/31/2000)

	A11		A12		A13		A14		A15		B1		B2		B3		B4		B5	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Economists																				
Developing	39	41.9	50	37.9	104	47.9	107	37.3	52	35.1	9	24.3	36	34.3	22	32.8	20	40.8	3	23.1
Industrial	54	58.1	82	62.1	113	52.1	180	62.7	96	64.9	28	75.7	69	65.7	45	67.2	29	59.2	10	76.9
Total	93	100.0	132	100.0	217	100.0	287	100.0	148	100.0	37	100.0	105	100.0	67	100.0	49	100.0	13	100.0
Specialized Career Streams																				
Developing	39	37.9	22	30.1	35	34.7	17	27.0	1	9.1	4	18.2	4	19.0	1	11.1	0	0.0	1	11.1
Industrial	64	62.1	51	69.9	66	65.3	46	73.0	10	90.9	18	81.8	17	81.0	8	88.9	10	100.0	8	88.9
Total	103	100.0	73	100.0	101	100.0	63	100.0	11	100.0	22	100.0	21	100.0	9	100.0	10	100.0	9	100.0
Economists & Specialized Career Streams																				
Developing	78	39.8	72	35.1	139	43.7	124	35.4	53	33.3	13	22.0	40	31.7	23	30.3	20	33.9	4	18.2
Industrial	118	60.2	133	64.9	179	56.3	226	64.6	106	66.7	46	78.0	86	68.3	53	69.7	39	66.1	18	81.8
Total	196	100.0	205	100.0	318	100.0	350	100.0	159	100.0	59	100.0	126	100.0	76	100.0	59	100.0	22	100.0

Source: PeopleSoft HRMS

Report ID: DAR_2021

Report Date: 01/23/2001

Table 21. Share of Women and Men at Grades A11-B5 by Career Stream
(as of 12/31/2000)

	A11		A12		A13		A14		A15		B1		B2		B3		B4		B5	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Economists																				
Women	35	37.6	40	30.3	60	27.6	48	16.7	18	12.2	6	16.2	9	8.6	5	7.5	4	8.2	1	7.7
Men	58	62.4	92	69.7	157	72.4	239	83.3	130	87.8	31	83.8	96	91.4	62	92.5	45	91.8	12	92.3
Total	93	100.0	132	100.0	217	100.0	287	100.0	148	100.0	37	100.0	105	100.0	67	100.0	49	100.0	13	100.0
Specialized Career Streams																				
Women	72	69.9	34	46.6	51	50.5	24	38.1	5	45.5	8	36.4	4	19.0	0	0.0	2	20.0	1	11.1
Men	31	30.1	39	53.4	50	49.5	39	61.9	6	54.5	14	63.6	17	81.0	9	100.0	8	80.0	8	88.9
Total	103	100.0	73	100.0	101	100.0	63	100.0	11	100.0	22	100.0	21	100.0	9	100.0	10	100.0	9	100.0
Economists & Specialized Career Streams																				
Women	107	54.6	74	36.1	111	34.9	72	20.6	23	14.5	14	23.7	13	10.3	5	6.6	6	10.2	2	9.1
Men	89	45.4	131	63.9	207	65.1	278	79.4	136	85.5	45	76.3	113	89.7	71	93.4	53	89.8	20	90.9
Total	196	100.0	205	100.0	318	100.0	350	100.0	159	100.0	59	100.0	126	100.0	76	100.0	59	100.0	22	100.0

Source: PeopleSoft HRMS
Report ID: DAR_2021
Report Date: 01/23/2001

Table 22. Staff by Region, Grade Group, and Career Stream in 1996-2000

Year	Region	A1-A8		A9-A15				B1-B5				Total A1-B5	
				Economist		Specialized		Economist		Specialized			
		#	%	#	%	#	%	#	%	#	%	#	%
1996	Africa	42	5.9	48	6.3	17	4.1	11	4.5	0	0.0	118	5.4
	Asia	140	19.8	119	15.6	61	14.8	35	14.3	7	13.0	362	16.6
	Europe	123	17.4	287	37.5	77	18.7	101	41.2	21	38.9	609	27.9
	Middle East	28	4.0	46	6.0	19	4.6	16	6.5	1	1.9	110	5.0
	Other Western Hemisphere	178	25.2	119	15.6	66	16.0	35	14.3	4	7.4	402	18.4
	US	196	27.7	146	19.1	172	41.7	47	19.2	21	38.9	582	26.7
	Total 1996	707	100.0	765	100.0	412	100.0	245	100.0	54	100.0	2183	100.0
	1997	Africa	42	6.1	46	6.0	17	4.1	14	5.6	0	0.0	119
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
Total 1997		694	100.0	766	100.0	416	100.0	251	100.0	58	100.0	2185	100.0
1998		Africa	44	6.5	51	6.5	20	4.6	12	4.9	1	1.5	128
	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
	Total 1998	673	100.0	781	100.0	435	100.0	247	100.0	65	100.0	2201	100.0
	1999	Africa	51	7.5	56	6.9	22	4.8	12	4.7	2	2.9	143
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
Total 1999		684	100.0	812	100.0	459	100.0	258	100.0	68	100.0	2281	100.0
2000		Africa	60	8.2	59	6.7	26	5.1	12	4.4	1	1.4	158
	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
	Total 2000	728	99.9	877	100.0	507	99.5	271	100.0	71	100.0	2454	100.0

Source: OLAP
 Report Date: 01/23/2001

Table 23. The Gender Pyramid: Women and Men in Grades A15-B5 in 1994 and 2000

Grade	Gender	Area		Functional		Support	
		1994	2000	1994	2000	1994	2000
A15	Women	3	8	3	11	1	4
	Men	45	75	36	56	14	5
	Total	48	83	39	67	15	9
B1	Women	0	3	1	4	9	7
	Men	7	17	8	14	14	14
	Total	7	20	9	18	23	21
B2	Women	4	3	3	7	1	3
	Men	42	50	53	43	31	20
	Total	46	53	56	50	32	23
B3	Women	0	4	2	1	1	0
	Men	23	32	18	27	11	12
	Total	23	36	20	28	12	12
B4	Women	1	3	2	1	1	2
	Men	21	24	15	20	9	9
	Total	22	27	17	21	10	11
B5	Women	0	0	0	1	0	1
	Men	8	7	9	6	3	7
	Total	8	7	9	7	3	8
Total	Women	8	21	11	24	13	16
	Men	146	205	139	166	82	67
	Total	154	226	150	190	95	83
	Women %	5.2	9.3	7.3	12.6	13.7	19.3

Table 24. The Region Pyramid: African and Middle Eastern Staff in Grades A15-B5 in 1994 and 2000

Grade	Gender	Area		Functional		Support	
		1994	2000	1994	2000	1994	2000
A15	AFR	8	8	1	2	0	0
	MED	2	6	1	5	3	0
	Total	48	83	39	67	15	9
B1	AFR	0	1	0	1	1	0
	MED	0	1	2	0	0	0
	Total	7	20	9	18	23	21
B2	AFR	2	5	1	1	1	0
	MED	3	3	5	5	1	1
	Total	46	53	56	50	32	23
B3	AFR	0	1	0	0	1	0
	MED	3	4	0	0	1	0
	Total	23	36	20	28	12	12
B4	AFR	3	2	1	1	0	0
	MED	1	2	1	3	0	0
	Total	22	27	17	21	10	11
B5	AFR	0	1	1	0	0	0
	MED	0	0	0	1	0	0
	Total	8	7	9	7	3	8
Total	AFR	13	18	4	5	3	0
	MED	9	16	9	14	5	1
	Total	154	226	150	191	95	84
	AFR %	8.4	8.0	2.7	2.6	3.2	0.0
	MED %	5.8	7.1	6.0	7.3	5.3	1.2

Source: OLAP

Run Date: June 4, 2001