

DIVERSITY & INCLUSION

ANNUAL REPORT
2016-2017
SUPPLEMENT



Table 1. Geographic and Gender Benchmark Indicators and Staff Representation ^{1/}

Share of A9-B5 level staff (in percent)	FY2012	FY2013	FY2014	FY2015	FY2016	3Q FY2017	2020 Benchmarks
Regions							
Africa (sub-Saharan)	6.8	6.8	7.1	7.7	7.5	7.6	8.0
Asia	18.2	18.8	19.1	19.4	19.6	19.9	n.a.
East Asia (ASEAN +3)	10.6	11.3	11.5	11.9	12.1	12.6	15.0
Europe	37.2	37.0	37.3	36.9	36.7	36.2	n.a.
Transition Countries	8.1	8.3	8.5	8.7	8.5	8.3	n.a.
Middle East and North Africa+ (MENA+)	4.2	4.5	4.6	4.7	5.0	5.1	8.0
Western Hemisphere	33.6	32.9	31.9	11.3	31.2	31.2	n.a.
Share of B-level staff (in percent)							
Regions							
Africa (sub-Saharan)	4.7	4.8	5.0	5.8	5.7	5.1	7.0
Asia	15.3	15.0	14.5	14.1	14.6	14.0	
East Asia (ASEAN +3)	5.3	5.7	5.0	4.9	5.1	4.8	8.0
Europe	43.4	42.9	43.7	45.0	46.3	46.3	
Transition Countries	2.2	2.1	2.1	2.9	3.3	3.3	
Middle East and North Africa+ (MENA+)	3.8	5.4	5.3	5.2	5.1	6.0	6.0
Western Hemisphere	32.8	31.8	31.8	7.2	28.3	28.6	n.a.
Share of B-level staff (in percent)							
Women							
All B-Level	20.9	21.9	23.6	23.6	25.1	28.1	30.0
B-Level in Economist Departments	17.5	19.0	20.0	18.8	21.7	25.2	25.0
B-Level in SCS Departments	33.8	34.4	37.7	41.3	38.2	39.1	45.0
Men							
All B-Level	79.1	78.1	76.4	63.9	74.9	71.9	
B-Level in Economist Departments	82.5	81.0	80.0	81.3	78.3	74.8	
B-Level in SCS Departments	66.2	65.6	62.3	58.7	61.8	60.9	

Source: PeopleSoft HRMS; Report ID: EMP_INFO.SQR

^{1/} Excludes the Offices of the Executive Directors (OED), Independent Evaluation Office (IEO), and Long-term (Field) Experts

Table 2: Staff Appointments by Diversity Category ^{1/}
3Q FY 2017 (as of January 31, 2017)

Category	Grade	Appointments ^{2/}	
		No.	Percent
Total	A1-B5	178	100.0
	A1-A8	35	100.0
	A9-A15	133	100.0
	B1-B5	10	100.0
Women	A1-B5	81	45.4
	A1-A8	27	77.1
	A9-A15	51	38.3
	B1-B5	3	30.0
Men	A1-B5	97	54.5
	A1-A8	8	22.9
	A9-A15	82	61.7
	B1-B5	7	70.0
Underrepresented Regions	A1-B5	52	29.2
	A1-A8	8	23
	A9-A15	42	32
	B1-B5	2	20
Africa (sub-Saharan)	A1-B5	16	18.4
	A1-A8	3	8.6
	A9-A15	13	9.8
	B1-B5	0	0.0
East Asia (ASEAN +3)	A1-B5	28	40.8
	A1-A8	5	14.3
	A9-A15	22	16.5
	B1-B5	1	10.0
Middle East and North Africa+ (MENA+)	A1-B5	8	15.3
	A1-A8	0	0.0
	A9-A15	7	5.3
	B1-B5	1	10.0
Other Regions	A1-B5	126	70.8
	A1-A8	27	77.1
	A9-A15	91	68.4
	B1-B5	8	80.0

Source: PeopleSoft HRMS; Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and transfers from OED and IEO to the staff

^{2/} Includes 20 EPs of the CY 2016 EP cohort

**Table 3. Economist Program Class Year 2017
Regional Diversity by Nationality and University**

Region	Nationality		University	
	No.	Percent	No.	Percent
Total Appointments	24	100.0	24	100.0
Underrepresented Regions	10	41.7	1	4.2
Africa (sub-Saharan)	3	12.5	0	0.0
East Asia (ASEAN +3)	4	16.7	1	4.2
Transition Countries	1	4.2	0	0.0
Middle East and North Africa+ (MENA+)	2	8.3	0	0.0
Other Regions	14	58.3	23	95.8
Asia (Other)	1	4.2	0	0.0
Europe (Other)	8	33.3	9	37.5
<i>of which United Kingdom</i>	0	0.0	3	12.5
US and Canada	3	12.5	14	58.3
Other Western Hemisphere	2	8.3	0	0.0

Source: HRD/TAO

**Table 4. Mid-Career Staff Appointments (Grades A9–B5) ^{1/}
3Q FY 2017 (as of January 31, 2017)**

REGION	Total Appointments ^{2/}				Previous Contractuals ^{3/}			
	Women	Men	Total		Women	Men	Total	
	No.	No.	No.	Percent	No.	No.	No.	Percent
Total	10	15	25	100.0	5	1	6	100.0
Underrepresented Regions	4	6	10	40.0	1	0	1	16.7
Africa (sub-Saharan)	1	1	2	8.0	1	0	1	16.7
East Asia (ASEAN +3)	2	5	7	28.0	0	0	0	0.0
Middle East and North Africa+ (MENA+)	1		1	4.0	0	0	0	0.0
Other Regions	6	9	15	60.0	4	1	5	83.3
Asia (Other)	1	1	2	8.0	0	0	0	0.0
Europe (Other)	1	2	3	12.0	1	0	1	16.7
Transition Countries	1	1	2	8.0	1	0	1	16.7
US and Canada	2	3	5	20.0	1	0	1	16.7
Other Western Hemisphere	1	2	3	12.0	1	1	2	33.3

Source: PeopleSoft, Report: EMP_INFO.SQR

^{1/} Excludes EP hires, OED and IEO

^{2/} In percent of staff appointments

^{3/} Refers to the number of mid-career staff appointments resulting from change of appointment from contractual to staff

In percent of appointments of contractuels

Table 5. Mid-Career Staff Appointments from Previous Contractuals (Grades A9–B5) ^{1/}
3Q FY 2017 (as of January 31, 2017)

	Total		Economist		SCS	
	No.	Percent	No.	Percent	No.	Percent
Fund staff appointments: previous contractuals ^{2/}	89	100.0	37	41.6	52	58.4
Underrepresented Regions	20	22.5	6	16.2	14	26.9
Other Regions	69	77.5	31	83.8	38	73.1
Women	50	56.2	19	51.4	31	59.6
Men	39	43.8	18	48.7	21	40.4

Source: PeopleSoft, Report: EMP_INFO.SQR

^{1/} Excludes EP hires, OED and IEO

^{2/} Captures the percent of mid-career staff appointments resulting from staff appointments from previous contractuals

Table 6. Promotion Rates, A15 to A15 and A15 to B1 ^{1/}

REGION	Stock as of May 1, 2016		Promotions in FY 2017			
	A14	A15	A14 to A15		A15 to B1	
	No.	No.	No.	Percent	No.	Percent
Total	611	256	22	100.0	16	100.0
Underrepresented Regions	153	31	5	22.7	4	25.1
Africa (sub-Saharan)	52	12	2	9.1	1	6.3
East Asia (ASEAN +3)	75	9	2	9.1	1	6.3
Middle East and North Africa+ (MENA+)	26	10	1	4.5	2	12.5
Other regions	458	225	17	77.3	12	74.9
Women	167	256	7	31.8	10	62.5
Men	444	184	15	68.2	6	37.5

Source: PeopleSoft HRMS; Report ID: EMP_INFO.SQR

^{1/} Excludes OED and IEO

Promotion rate is the number of promotions as a percentage of stock of staff in preceding grade in previous year

Table 7: Pipeline and Promotions ^{1/}

	Stock - as of January 31, 2017						2020 B-Level Benchmark	Promotions to B1 in FY 2017 (Q3)	
	A14		A15		B1			No.	Percent
	No.	Percent	No.	Percent	No.	Percent			
Total	662	100.0	243	100.0	48	100.0		17	100.0
Region									
Other Regions	496	74.9	211	86.8	37	77.1	n.a.	4	23.5
Underrepresented Regions	166	25.1	32	13.2	11	22.9	21	13	76.5
Gender									
Women	186	28.1	66	27.2	23	47.9	30	10	58.8
Men	476	71.9	177	72.8	25	52.1	n.a.	7	41.2

Source: PeopleSoft HRMS; Report ID: EMP_INFO.SQR

^{1/} Excludes OED and IEO

Table 8: Staff Turnover by Gender and Diversity Category ^{1/}
3Q FY 2017 (as of January 31, 2017)

Category	Grade	Stock as of May 1, 2016		Separations in FY 2017 ^{2/}		Turnover	
		No.	Percent	No.	Percent	No.	Percent
Total	A1-B5	#	100.0	132	4.9		
	A1-A8	440	16.2	28	6.4		
	A9-	#	71.4	77	4.0		
	B1-B5	335	12.4	27	8.1		
Women	A1-B5	#####	44.1	56	4.7		
	A1-A8	371	84.3	23	6.2		
	A9-A15	731	37.8	31	4.2		
	B1-B5	94	28.1	2	2.1		
Men	A1-B5	#####	55.9	76	5.0		
	A1-A8	69	15.7	5	7.2		
	A9-A15	#	62.2	46	3.8		
	B1-B5	241	71.9	25	10.4		
Underrepresented Regions	A1-B5	645	23.8	28	4.3		
	A1-A8	127	28.9	5	3.9		
	A9-A15	469	24.2	17	3.6		
	B1-B5	49	14.6	6	12.2		
Africa (sub-Saharan)	A1-B5	221	8.2	13	5.9		
	A1-A8	49	11.1	4	8.2		
	A9-A15	155	8.0	7	4.5		
	B1-B5	17	5.1	2	11.8		
East Asia (ASEAN +3)	A1-B5	294	10.8	11	3.7		
	A1-A8	66	15.0	1	1.5		
	A9-A15	216	11.2	7	3.2		
	B1-B5	12	3.6	3	25.0		
Middle East and North Africa+ (MENA+)	A1-B5	130	4.8	4	3.1		
	A1-A8	12	2.7	0	0.0		
	A9-A15	98	5.1	3	3.1		
	B1-B5	20	6.0	1	5.0		
Other Regions	A1-B5	#####	76.2	104	5.0		
	A1-A8	313	71.1	23	7.3		
	A9-A15	#	75.8	60	4.1		
	B1-B5	286	85.4	21	7.3		

Source: PeopleSoft HRMS; Report ID: EMP_INFO.SQR

^{1/} Excludes OED and IEO

^{2/} Through Q3 FY 2017, includes retired staff

Table 9. The Fund's Senior Management Profile ^{1/}

	Total	Women		Men		Underrepresented		Other Regions		
	No.	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Department Heads and Directors										
FY 2017 (Q3)	21	5	23.8	16	76.2	4	19.0	17	81.0	
FY2015	21	4	19.0	17	81.0	3	14.3	18	85.7	
FY2014	21	4	19.0	17	81.0	4	19.0	17	81.0	
FY2013	21	3	14.3	18	85.7	2	9.5	19	90.5	
FY2012 ^{2/}	20	3	15.0	17	85.0	2	10.0	18	90.0	
CY2010	21	4	19.0	17	81.0	3	14.3	18	85.7	
Senior Personnel Managers ^{3/}										
FY 2017 (Q3)	22	11	50.0	11	50.0	4	18.2	18	81.8	
FY2015	21	9	42.9	12	57.1	4	19.0	17	81.0	
FY2014	20	10	50.0	10	50.0	3	15.0	17	85.0	
FY2013	19	9	47.4	10	52.6	3	15.8	16	84.2	
FY2012	19	7	36.8	12	63.2	2	10.5	17	89.5	
CY2010	20	5	25.0	15	75.0	2	10.0	18	90.0	
Division Chiefs ^{3/}										
FY 2017 (Q3)	80	25	31.3	55	68.8	11	13.8	69	86.3	
FY2015	74	16	21.6	58	78.4	11	14.9	63	85.1	
FY2014	131	31	23.7	100	76.3	22	16.8	109	83.2	
FY2013	130	29	22.3	101	77.7	19	14.6	111	85.4	
FY2012	128	24	18.8	104	81.3	16	12.5	112	87.5	
CY2010	122	22	18.0	100	82.0	18	14.8	104	85.2	

Source: PeopleSoft HRMS; Report ID: STFA14B5.SQR, DPT_HEAD.SQR, EMP_INFO.SQR; HRD (SPM list)

^{1/} Excluding OED and IEO

^{2/} Starting with the FY 2011 Diversity Annual Report, the reporting period changed from calendar year to fiscal year

^{3/} Based upon best available data, as job titles vary for these position

Table 10. Dual Nationality Status of Fund Staff and Contractuals by Region ^{1/}
3Q FY 2017 (as of January 31, 2017)

Region of Second Nationality	Staff			Contractuals	
	A1-A8	A9-A15	B1-B5	Professional	Support
	No.	No.	No.	No.	No.
Total	71	260	35	25	29
Underrepresented Regions	26	58	5	3	5
Africa (Sub-Saharan)	10	22	0	2	2
East Asia (ASEAN +3)	6	10	0	1	0
Middle East and North Africa+ (MENA+)	10	26	5	0	3
Other Regions	45	202	30	22	24
Asia (Other)	1	5	4	1	0
Europe (Other)	14	119	18	12	6
Transition Countries	10	20	2	3	4
US and Canada	3	24	3	3	2
Other Western Hemisphere	17	34	3	3	12

Source: PeopleSoft HRMS; REPORT ID: EMP_INFO.SQR (self-reported)

^{1/} Excludes OED, IEO, SBF

Table 11: Matrix of Staff Dual Nationality ^{1/}
3Q FY 2017 (as of January 31, 2017)

Primary Nationality	Secondary Nationality											Total
	Underrepresented Regions				Other Regions							
	Africa (sub-Saharan)	East Asia (ASEAN +3)	Middle East and North Africa+ (MENA+)	Underrepresented Regions	Asia (Other)	Europe (Other)	Transition Countries	US and Canada	Other Western Hemisphere	Other Regions		
Total	32	16	39	87	10	151	32	30	54	277	364	
Underrepresented Regions	4	3	0	7	0	23	4	12	0	39	46	
Africa (sub-Saharan)	4	0	0	4	0	11	2	3	0	16	20	
East Asia (ASEAN +3)	0	3	0	3	0	2	0	2	0	4	7	
Middle East and North Africa+ (MENA+)				0	0	10	2	7	0	19	19	
Other Regions	28	13	39	80	10	128	28	18	54	238	318	
Asia (Other)	0	0	0	0	0	9	0	0	0	9	9	
Europe (Other)	7	1	14	22	4	31	2	5	17	59	81	
Transition Countries	0	0	0	0	0	4	4	4	0	12	12	
US and Canada	21	12	25	58	6	48	22	4	28	108	166	
Other Western Hemisphere	0	0	0	0	0	36	0	5	9	50	50	

Source: PeopleSoft HRMS Report EMP_INFO.SQR

^{1/} Excludes OED and IEO

Table 12. Educational Diversity in the Fund: Bachelor Degrees ^{1/}
3Q FY 2017 (as of January 31, 2017)

Region/Country ^{2/}	Degrees Earned	
	No.	Percent
Total	2380	100.0
Africa (sub-Saharan)	179	7.5
China	142	6.0
East Asia (ASEAN +3) ^{3/}	225	9.5
India	115	4.8
Asia (Other) ^{4/}	64	2.7
Transition Countries	136	5.7
France	43	1.8
Germany	56	2.4
Italy	54	2.3
United Kingdom	98	4.1
Europe (Other) ^{5/}	186	7.8
Middle East and North Africa + (MENA+)	112	4.7
United States	602	25.3
Canada	65	2.7
Other Western Hemisphere	303	12.7

Source: PeopleSoft, Report: EMP_INFO.SQR

^{1/} Excludes OED and IEO

^{2/} Based on the country where the university is located

^{3/} Excluding China

^{4/} Excluding India

^{5/} Excluding France, Germany, Italy, and United Kingdom

Table 13: Educational Diversity in the Fund: Master's Degrees ^{1/}
3Q FY 2017 (as of January 31, 2017)

Region/Country ^{2/}	Degrees Earned	
	No.	Percent
Total	2154	100.0
Africa (Sub-Saharan)	162	7.5
China	137	6.4
East Asia (ASEAN +3) ^{3/}	158	7.3
India	105	4.9
Asia (Other) ^{4/}	47	2.2
Transition Countries	202	9.4
France	88	4.1
Germany	87	4.0
Italy	71	3.3
United Kingdom	82	3.8
Europe (Other) ^{5/}	227	10.5
Middle East and North Africa + (MENA+)	113	5.2
United States	366	17.0
Canada	55	2.6
Other Western Hemisphere	254	11.8

Source: PeopleSoft, Report: DIV_EDU. SQR, EMP_INFO.SQR

^{1/} Excludes OED and IEO

^{2/} Based on the country where the university is located

^{3/} Excluding China

^{4/} Excluding India

^{5/} Excluding France, Germany, Italy, and United Kingdom

Table 14. Educational Diversity in the Fund: Ph.D. Degrees ^{1/}
3Q FY 2017 (as of January 31, 2017)

Region/Country ^{2/}	Degrees Earned	
	No.	Percent
Total	837	100.0
Africa (sub-Saharan)	46	5.5
China	54	6.5
East Asia (ASEAN +3) ^{3/}	56	6.7
India	30	3.6
Asia (Other) ^{4/}	16	1.9
Transition Countries	85	10.2
France	44	5.3
Germany	49	5.9
Italy	40	4.8
United Kingdom	19	2.3
Europe (Other) ^{5/}	124	14.8
Middle East and North Africa+ (MENA+)	46	5.5
United States	109	13.0
Canada	13	1.6
Other Western Hemisphere	106	12.7

Source: PeopleSoft, Report: EMP_INFO.SQR

^{1/} Excludes OED and IEO

^{2/} Based on the country where the university is located

^{3/} Excluding China

^{4/} Excluding India

^{5/} Excluding France, Germany, Italy, and United Kingdom

Table 15. Staff Nationality by Region, Gender, Career Stream and Grade Grouping ^{1/}
3Q FY 2017 (as of January 31, 2017)

Region	Total										Economists						Specialized Career Stream												
	A1-A8		A9-A15		B1-B5		A9-B5		TOTAL		A9-A15		B1-B5		A9-B5		TOTAL		A1-A8		A9-A15		B1-B5		A9-B5		TOTAL		
	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	No	Perce	
Africa (sub-Saharan)	49	11.1	#	8.0	17	5.1	#	7.6	#	8.2	96	7.8	11	4.2	107	7.2	107	7.2	49	11.1	59	8.3	6	8.6	65	8.3	#	9.3	
Asia	#	23.4	#	20.9	47	14.0	#	19.9	#	20.5	#	20.1	33	12.5	279	18.7	279	18.7	#	23.4	#	22.4	14	20.0	#	22.2	#	22.6	
Australia & New Zealand	3	0.7	33	1.7	8	2.4	41	1.8	44	1.6	24	2.0	7	2.6	31	2.1	31	2.1	3	0.7	9	1.3	1	1.4	10	1.3	13	1.1	
India	22	5.0	88	4.5	20	6.0	108	4.8	130	4.8	37	3.0	13	4.9	50	3.4	50	3.4	22	5.0	51	7.2	7	10.0	58	7.4	80	6.6	
East Asia (ASEAN +3)	66	15.0	216	11.2	12	3.6	228	10.0	294	10.8	130	10.6	6	2.3	136	9.1	136	9.1	66	15.0	86	12.1	6	8.6	92	11.8	158	12.9	
Japan	2	0.5	53	2.7	4	1.2	57	2.5	59	2.2	46	3.8	4	1.5	50	3.4	50	3.4	2	0.5	7	1.0	0	0.0	7	0.9	9	0.7	
Asia (Other)	10	2.3	15	0.8	3	0.9	18	0.8	28	1.0	9	0.7	3	1.1	12	0.8	12	0.8	10	2.3	6	0.8	0	0.0	6	0.8	16	1.3	
Europe	53	12.0	#	34.5	#	46.3	#	36.2	#	32.3	#	41.9	#	49.1	643	43.2	643	43.2	53	12.0	#	21.8	25	35.7	#	23.0	#	19.1	
United Kingdom	17	3.9	68	3.5	33	9.9	101	4.4	118	4.4	43	3.5	25	9.4	68	4.6	68	4.6	17	3.9	25	3.5	8	11.4	33	4.2	50	4.1	
Transition Countries	12	2.7	180	9.3	11	3.3	191	8.4	203	7.5	137	11.2	11	4.2	148	9.9	148	9.9	12	2.7	43	6.0	0	0.0	43	5.5	55	4.5	
Europe (Other)	24	5.5	420	21.7	111	33.1	531	23.4	555	20.5	333	27.2	94	35.5	427	28.7	427	28.7	24	5.5	87	12.2	17	24.3	104	13.3	128	10.5	
Middle East and North Africa + (MENA+)	12	2.7	98	5.1	20	6.0	#	5.2	#	4.8	59	4.8	17	6.4	76	5.1	76	5.1	12	2.7	39	5.5	3	4.3	42	5.4	54	4.4	
Saudi Arabia	0	0.0	5	0.3	0	0.0	5	0.2	5	0.2	3	0.2	0	0.0	3	0.2	3	0.2	0	0.0	2	0.3	0	0.0	2	0.3	2	0.2	
Arab Countries (Other)	6	1.4	66	3.4	15	4.5	81	3.6	87	3.2	36	2.9	12	4.5	48	3.2	48	3.2	6	1.4	30	4.2	3	4.3	33	4.2	39	3.2	
Middle East (Other)	6	1.4	27	1.4	5	1.5	32	1.4	38	1.4	20	1.6	5	1.9	25	1.7	25	1.7	6	1.4	7	1.0	0	0.0	7	0.9	13	1.1	
US & CANADA	#	35.5	#	19.4	69	20.6	#	19.6	#	22.1	#	12.3	51	19.2	202	13.6	202	13.6	#	35.5	#	31.5	18	25.7	#	31.0	#	32.6	
United States	152	34.5	320	16.5	55	16.4	375	16.5	527	19.4	114	9.3	41	15.5	155	10.4	155	10.4	152	34.5	206	29.0	14	20.0	220	28.2	372	30.5	
Canada	4	0.9	55	2.8	14	4.2	69	3.0	73	2.7	37	3.0	10	3.8	47	3.2	47	3.2	4	0.9	18	2.5	4	5.7	22	2.8	26	2.1	
Other Western Hemisphere	67	15.2	#	12.1	27	8.1	#	11.5	#	12.1	#	13.1	23	8.7	183	12.3	183	12.3	67	15.2	75	10.5	4	5.7	79	10.1	#	12.0	
Total	#	100	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	#	#	#	#	70	100.0	#	100.0	#	100.0
Women	371	84.3	731	37.8	94	28.1	825	36.3	#	44.1	365	29.8	67	25.3	432	29.0	432	29.0	371	84.3	366	51.5	27	38.6	393	50.3	764	62.6	
Men	69	15.7	#	62.2	241	71.9	#	63.7	#	55.9	860	70.2	198	74.7	#	71.0	#	71.0	69	15.7	345	48.5	43	61.4	388	49.7	457	37.4	

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/}Excludes OED, IEO, and Lono-term (Field) Exoerts

Table 16. Nationality of Contractual Employees By Region, Gender, Career Stream and Grade Grouping ^{1/}
3Q FY 2017 (as of January 31, 2017)

Region	Total						Economists				Specialized Career Stream					
	Professional		Support		Total		Professional		Support		Professional		Support		Total	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Africa (sub-Saharan)	23	6.8	15	4.1	38	5	14	10.9	n.a.	n.a.	9	4.3	15	4.1	24	4.2
Asia	50	14.8	103	28.2	153	22	24	18.8	n.a.	n.a.	27	12.8	103	28.2	130	22.6
Australia & New Zealand	9	2.7	3	0.8	12	2	6	4.7	n.a.	n.a.	3	1.4	3	0.8	6	1.0
India	10	3.0	9	2.5	19	3	3	2.3	n.a.	n.a.	7	3.3	9	2.5	16	2.8
East Asia (ASEAN +3)	23	6.8	82	22.5	105	15	10	7.8	n.a.	n.a.	14	6.6	82	22.5	96	16.7
Japan	8	2.4	4	1.1	12	2	5	3.9	n.a.	n.a.	3	1.4	4	1.1	7	1.2
Asia (Other)	0	0.0	5	1.4	5	1	0	0.0	n.a.	n.a.	0	0.0	5	1.4	5	0.9
Europe	104	30.8	54	14.8	158	22	52	40.6	n.a.	n.a.	52	24.6	54	14.8	106	18.4
United Kingdom	19	5.6	4	1.1	23	3	9	7.0	n.a.	n.a.	10	4.7	4	1.1	14	2.4
Transition Countries	25	7.4	32	8.8	57	8	9	7.0	n.a.	n.a.	16	7.6	32	8.8	48	8.3
Europe (Other)	60	17.8	18	4.9	78	11	34	26.6	n.a.	n.a.	26	12.3	18	4.9	44	7.6
Middle East and North Africa + (MENA+)	11	3.3	14	3.8	25	4	3	2.3	n.a.	n.a.	8	3.8	14	3.8	22	3.8
Saudi Arabia	1	0.3	1	0.3	2	0	0	0.0	n.a.	n.a.	1	0.5	1	0.3	2	0.3
Arab Countries (Other)	9	2.7	7	1.9	16	2	2	1.6	n.a.	n.a.	7	3.3	7	1.9	14	2.4
Middle East (Other)	1	0.3	4	1.1	5	1	1	0.8	n.a.	n.a.	0	0.0	4	1.1	4	0.7
US & CANADA	114	33.7	136	37.3	250	36	23	18.0	n.a.	n.a.	91	43.1	136	37.3	227	39.4
United States	102	30.2	134	36.7	236	34	17	13.3	n.a.	n.a.	85	40.3	134	36.7	219	38.0
Canada	12	3.6	2	0.5	14	2	6	4.7	n.a.	n.a.	6	2.8	2	0.5	8	1.4
Other Western Hemisphere	36	10.7	43	11.8	79	11	12	9.4	n.a.	n.a.	24	11.4	43	11.8	67	11.6
Total	338	100.0	365	100.0	703	100	128	100.0	n.a.	n.a.	211	100.0	365	100.0	576	100.0
Women	128	37.9	228	62.5	356	51	32	25.0	n.a.	n.a.	96	45.5	228	62.5	324	56.3
Men	211	62.4	137	37.5	348	50	96	75.0	n.a.	n.a.	115	54.5	137	37.5	252	43.8

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/}Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/}
3Q FY 2017 (as of January 31, 2017)

Country	Total		Staff						Contractual			
	No	Percen	A01-A08		A09-A15		B01-B05		Professional		Support	
			No.	Percent	No	Percent	N	Percent	No	Percent	No	Percent
Angola	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Benin	10	3.9	2	4.1	6	3.9	1	5.9	1	4.3	0	0.0
Botswana	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Burkina Faso	9	3.5	2	4.1	7	4.5	0	0.0	0	0.0	0	0.0
Burundi	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
Cameroon	16	6.2	1	2.0	11	7.1	0	0.0	0	0.0	4	26.7
Cape Verde	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Central African Republic	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
Chad	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Comoros	1	0.4	1	2.0	0	0.0	0	0.0	0	0.0	0	0.0
Congo, Dem. Republic	7	2.7	2	4.1	5	3.2	0	0.0	0	0.0	0	0.0
Congo, Rep.	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
CoteD'Ivoire	8	3.1	3	6.1	3	1.9	0	0.0	0	0.0	2	13.3
Equatorial Guinea	3	1.2	0	0.0	0	0.0	0	0.0	3	13.0	0	0.0
Eritrea	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Ethiopia	11	4.2	2	4.1	6	3.9	1	5.9	0	0.0	2	13.3
Gabon	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Gambia, The	2	0.8	0	0.0	0	0.0	2	11.8	0	0.0	0	0.0
Ghana	24	9.3	9	18.4	10	6.5	1	5.9	1	4.3	3	20.0
Guinea	4	1.5	0	0.0	3	1.9	0	0.0	0	0.0	1	6.7
Guinea-Bissau	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
Kenya	23	8.9	6	12.2	12	7.7	2	11.8	2	8.7	1	6.7
Lesotho	1	0.4	0	0.0	0	0.0	0	0.0	1	4.3	0	0.0
Liberia	4	1.5	1	2.0	1	0.6	1	5.9	0	0.0	1	6.7
Madagascar	3	1.2	2	4.1	1	0.6	0	0.0	0	0.0	0	0.0
Malawi	7	2.7	2	4.1	4	2.6	1	5.9	0	0.0	0	0.0
Mali	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
Mauritius	11	4.2	4	8.2	4	2.6	2	11.8	1	4.3	0	0.0
Mozambique	2	0.8	0	0.0	2	1.3	0	0.0	0	0.0	0	0.0
Namibia	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
Niger	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Nigeria	17	6.6	2	4.1	13	8.4	0	0.0	1	4.3	1	6.7
Rwanda	5	1.9	0	0.0	4	2.6	0	0.0	1	4.3	0	0.0
Sao Tome and Principe	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Senegal	17	6.6	1	2.0	11	7.1	1	5.9	4	17.4	0	0.0
Seychelles	1	0.4	0	0.0	0	0.0	0	0.0	1	4.3	0	0.0
Sierra Leone	9	3.5	3	6.1	5	3.2	0	0.0	1	4.3	0	0.0
South Africa	27	10.4	0	0.0	22	14.2	3	17.6	2	8.7	0	0.0
South Sudan	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Swaziland	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Tanzania	2	0.8	1	2.0	1	0.6	0	0.0	0	0.0	0	0.0
Togo	4	1.5	2	4.1	2	1.3	0	0.0	0	0.0	0	0.0
Uganda	10	3.9	1	2.0	7	4.5	1	5.9	1	4.3	0	0.0
Zambia	6	2.3	0	0.0	3	1.9	1	5.9	2	8.7	0	0.0
Zimbabwe	9	3.5	2	4.1	6	3.9	0	0.0	1	4.3	0	0.0
Africa (sub-Saharan)	#	7.6	49	11.1	#	8.0	17	5.1	23	6.8	15	4.1

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/} (continued)
3Q FY 2017 (as of January 31, 2017)

Country	Total		Staff						Contractual			
			A01-A08		A09-A15		B01-B05		Professional		Support	
	No.	Percen	No.	Percen	No.	Percen	No.	Percent	No.	Percent	No.	Percen
Australia	34	14.3	2	5.7	20	14.7	4	12.9	7	36.8	1	5.9
Bangladesh	11	4.6	2	5.7	7	5.1	1	3.2	0	0.0	1	5.9
Bhutan	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Fiji	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
India	149	62.6	22	62.9	88	64.7	20	64.5	10	52.6	9	52.9
Kiribati	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Maldives	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Marshall Is.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Micronesia	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Mongolia	3	1.3	2	5.7	0	0.0	0	0.0	0	0.0	1	5.9
Nepal	7	2.9	2	5.7	2	1.5	1	3.2	0	0.0	2	11.8
New Zealand	22	9.2	1	2.9	13	9.6	4	12.9	2	10.5	2	11.8
Palau	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Papua New Guinea	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Samoa	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Solomon Is	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sri Lanka	12	5.0	4	11.4	6	4.4	1	3.2	0	0.0	1	5.9
Timor-Leste	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Tonga	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Tuvalu	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Vanuatu	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Asia (Other)	#	7.0	35	8.0	#	7.0	31	9.3	19	5.6	17	4.7
Brunei Darussalam	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cambodia	3	0.6	0	0.0	3	1.1	0	0.0	0	0.0	0	0.0
China	#	39.1	11	16.2	106	39.4	7	43.8	9	29.0	51	59.3
Hong Kong SAR (China)	5	1.1	0	0.0	5	1.9	0	0.0	0	0.0	0	0.0
Indonesia	11	2.3	1	1.5	6	2.2	0	0.0	1	3.2	3	3.5
Japan	71	15.1	2	2.9	53	19.7	4	25.0	8	25.8	4	4.7
Korea, Republic Of	48	10.2	4	5.9	30	11.2	2	12.5	6	19.4	6	7.0
Lao PDR	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Macau SAR (China)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Malaysia	20	4.3	0	0.0	16	5.9	2	12.5	1	3.2	1	1.2
Myanmar	2	0.4	1	1.5	1	0.4	0	0.0	0	0.0	0	0.0
Philippines	76	16.2	44	64.7	21	7.8	0	0.0	1	3.2	10	11.6
Singapore	18	3.8	0	0.0	8	3.0	1	6.3	3	9.7	6	7.0
Thailand	19	4.0	3	4.4	15	5.6	0	0.0	1	3.2	0	0.0
Vietnam	13	2.8	2	2.9	5	1.9	0	0.0	1	3.2	5	5.8
East Asia (ASEAN+3)	#	13.8	68	15.5	#	13.9	16	4.8	31	9.1	86	23.6

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/} (continued)
3Q FY 2017 (as of January 31, 2017)

Country	Total		Staff						Contractual			
			A01-A08		A09-A15		B01-B05		Professional		Support	
	No.	Percent	N	Percent	N	Percent	N	Percent	N	Perce	N	Perce
Albania	8	0.8	0	0.0	5	0.7	0	0.0	0	0.0	3	5.6
Armenia	16	1.5	0	0.0	#	1.9	0	0.0	1	1.0	2	3.7
Aruba	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Austria	11	1.1	1	1.9	7	1.0	3	1.9	0	0.0	0	0.0
Azerbaijan	4	0.4	0	0.0	4	0.6	0	0.0	0	0.0	0	0.0
Belarus	9	0.9	2	3.8	7	1.0	0	0.0	0	0.0	0	0.0
Belgium	34	3.3	2	3.8	#	3.3	5	3.2	2	1.9	3	5.6
Bermuda	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bosnia and Herzegovina	3	0.3	0	0.0	1	0.1	0	0.0	0	0.0	2	3.7
British Virg	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bulgaria	21	2.0	2	3.8	#	1.8	4	2.6	0	0.0	3	5.6
Cayman Islds	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Croatia	4	0.4	0	0.0	4	0.6	0	0.0	0	0.0	0	0.0
Cyprus	8	0.8	0	0.0	7	1.0	0	0.0	1	1.0	0	0.0
Czech Republic	15	1.5	0	0.0	#	1.6	1	0.6	2	1.9	1	1.9
Denmark	17	1.6	0	0.0	#	1.8	4	2.6	1	1.0	0	0.0
Estonia	6	0.6	1	1.9	5	0.7	0	0.0	0	0.0	0	0.0
Finland	9	0.9	2	3.8	5	0.7	1	0.6	1	1.0	0	0.0
France	125	12.1	7	13.2	#	12.7	#	10.3	14	13.5	3	5.6
Georgia	7	0.7	0	0.0	7	1.0	0	0.0	0	0.0	0	0.0
Germany	104	10.1	2	3.8	#	10.6	#	16.1	4	3.8	2	3.7
Greece	16	1.5	0	0.0	5	0.7	6	3.9	2	1.9	3	5.6
Hungary	15	1.5	0	0.0	#	1.5	1	0.6	4	3.8	0	0.0
Iceland	8	0.8	0	0.0	6	0.9	0	0.0	2	1.9	0	0.0
Ireland	25	2.4	4	7.5	9	1.3	7	4.5	5	4.8	0	0.0
Israel	3	0.3	0	0.0	3	0.4	0	0.0	0	0.0	0	0.0
Italy	88	8.5	2	3.8	#	9.3	#	9.7	9	8.7	0	0.0
Kazakhstan	5	0.5	0	0.0	3	0.4	0	0.0	1	1.0	1	1.9
Kosovo	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Kyrgyz Republic	3	0.3	0	0.0	2	0.3	0	0.0	1	1.0	0	0.0
Latvia	3	0.3	0	0.0	2	0.3	0	0.0	1	1.0	0	0.0
Lithuania	2	0.2	0	0.0	1	0.1	0	0.0	0	0.0	1	1.9
Luxembourg	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Macedonia	3	0.3	1	1.9	2	0.3	0	0.0	0	0.0	0	0.0
Malta	3	0.3	0	0.0	3	0.4	0	0.0	0	0.0	0	0.0
Moldova	11	1.1	1	1.9	6	0.9	0	0.0	1	1.0	3	5.6
Montenegro	2	0.2	0	0.0	2	0.3	0	0.0	0	0.0	0	0.0
Netherlands	39	3.8	1	1.9	#	2.8	#	7.7	6	5.8	1	1.9
Nethr Antil	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Norway	8	0.8	0	0.0	6	0.9	2	1.3	0	0.0	0	0.0
Poland	23	2.2	2	3.8	#	2.8	0	0.0	1	1.0	1	1.9
Portugal	17	1.6	1	1.9	#	1.5	1	0.6	4	3.8	1	1.9
Romania	18	1.7	1	1.9	#	1.8	1	0.6	3	2.9	1	1.9
Russia	51	4.9	1	1.9	#	5.1	2	1.3	7	6.7	7	13.0
San Marino	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Serbia	4	0.4	0	0.0	2	0.3	0	0.0	0	0.0	2	3.7
Slovak Republic	6	0.6	1	1.9	3	0.4	1	0.6	1	1.0	0	0.0
Slovenia	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
Spain	54	5.2	1	1.9	#	6.3	7	4.5	3	2.9	1	1.9
Sweden	14	1.4	1	1.9	8	1.2	1	0.6	4	3.8	0	0.0
Switzerland	12	1.2	0	0.0	9	1.3	2	1.3	1	1.0	0	0.0
Tajikistan	3	0.3	0	0.0	2	0.3	0	0.0	0	0.0	1	1.9
Turkey	37	3.6	0	0.0	#	4.2	4	2.6	1	1.0	4	7.4
Turkmenistan	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U.K.	141	13.6	17	32.1	#	10.2	#	21.3	19	18.3	4	7.4
Ukraine	13	1.3	0	0.0	8	1.2	1	0.6	2	1.9	2	3.7
Uzbekistan	4	0.4	0	0.0	2	0.3	0	0.0	0	0.0	2	3.7
Europe	#	30.3	#	12.0	#	34.5	#	46.3	104	30.7	54	14.8

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/} (continued)
3Q FY 2017 (as of January 31, 2017)

Country	Total		Staff						Contractual			
			A01-A08		A09-A15		B01-B05		Professional		Support	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Albania	8	3.1	0	0.0	5	2.8	0	0.0	0	0.0	3	9.4
Armenia	16	6.2	0	0.0	13	7.2	0	0.0	1	4.0	2	6.3
Azerbaijan	4	1.5	0	0.0	4	2.2	0	0.0	0	0.0	0	0.0
Belarus	9	3.5	2	16.7	7	3.9	0	0.0	0	0.0	0	0.0
Bosnia and Herzegovina	3	1.2	0	0.0	1	0.6	0	0.0	0	0.0	2	6.3
Bulgaria	21	8.1	2	16.7	12	6.7	4	36.4	0	0.0	3	9.4
Croatia	4	1.5	0	0.0	4	2.2	0	0.0	0	0.0	0	0.0
Czech Republic	15	5.8	0	0.0	11	6.1	1	9.1	2	8.0	1	3.1
Estonia	6	2.3	1	8.3	5	2.8	0	0.0	0	0.0	0	0.0
Georgia	7	2.7	0	0.0	7	3.9	0	0.0	0	0.0	0	0.0
Hungary	15	5.8	0	0.0	10	5.6	1	9.1	4	16.0	0	0.0
Kazakhstan	2	0.8	0	0.0	0	0.0	0	0.0	1	4.0	1	3.1
Kosovo	3	1.2	0	0.0	3	1.7	0	0.0	0	0.0	0	0.0
Kyrgyz Republic	3	1.2	0	0.0	2	1.1	0	0.0	1	4.0	0	0.0
Latvia	3	1.2	0	0.0	2	1.1	0	0.0	1	4.0	0	0.0
Lithuania	2	0.8	0	0.0	1	0.6	0	0.0	0	0.0	1	3.1
Macedonia	3	1.2	1	8.3	2	1.1	0	0.0	0	0.0	0	0.0
Moldova	11	4.2	1	8.3	6	3.3	0	0.0	1	4.0	3	9.4
Montenegro	2	0.8	0	0.0	2	1.1	0	0.0	0	0.0	0	0.0
Poland	23	8.8	2	16.7	19	10.6	0	0.0	1	4.0	1	3.1
Romania	18	6.9	1	8.3	12	6.7	1	9.1	3	12.0	1	3.1
Russia	51	19.6	1	8.3	34	18.9	2	18.2	7	28.0	7	21.9
Serbia	4	1.5	0	0.0	2	1.1	0	0.0	0	0.0	2	6.3
Slovak Republic	6	2.3	1	8.3	3	1.7	1	9.1	1	4.0	0	0.0
Slovenia	1	0.4	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0
Tajikistan	3	1.2	0	0.0	2	1.1	0	0.0	0	0.0	1	3.1
Turkmenistan	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Ukraine	13	5.0	0	0.0	8	4.4	1	9.1	2	8.0	2	6.3
Uzbekistan	4	1.5	0	0.0	2	1.1	0	0.0	0	0.0	2	6.3
Transition Countries	260	7.6	12	2.7	180	9.3	11	3.3	25	7.4	32	8.8

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/} (continued)
3Q FY 2017 (as of January 31, 2017)

Country	TOTAL		Staff						Contractual			
			A01-A08		A09-A15		B01-B05		Professional		Support	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Afghanistan	3	1.9	2	16.7	0	0.0	0	0.0	0	0.0	1	7.1
Algeria	9	5.8	2	16.7	5	5.1	1	5.0	0	0.0	1	7.1
Bahrain	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Djibouti	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Egypt	26	16.8	0	0.0	19	19.4	3	15.0	2	18.2	2	14.3
Iran	17	11.0	1	8.3	13	13.3	1	5.0	0	0.0	2	14.3
Iraq	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Jordan	16	10.3	0	0.0	11	11.2	3	15.0	1	9.1	1	7.1
Kuwait	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Lebanon	23	14.8	1	8.3	15	15.3	3	15.0	3	27.3	1	7.1
Libya	1	0.6	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0
Mauritania	3	1.9	1	8.3	1	1.0	1	5.0	0	0.0	0	0.0
Morocco	16	10.3	1	8.3	8	8.2	3	15.0	2	18.2	2	14.3
Oman	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pakistan	18	11.6	1	8.3	13	13.3	2	10.0	1	9.1	1	7.1
Qatar	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saudi Arabia	7	4.5	0	0.0	5	5.1	0	0.0	1	9.1	1	7.1
Somalia	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sudan	1	0.6	0	0.0	1	1.0	0	0.0	0	0.0	0	0.0
Syriab Arab Republic	4	2.6	1	8.3	0	0.0	2	10.0	1	9.1	0	0.0
Tunisia	6	3.9	0	0.0	6	6.1	0	0.0	0	0.0	0	0.0
United Arab Emirates	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
West Bank	4	2.6	1	8.3	0	0.0	1	5.0	0	0.0	2	14.3
Yemen	1	0.6	0	0.0	1	1.0	0	0.0	0	0.0	0	0.0
Middle East and North Africa + (MENA+)	155	4.5	12	2.7	98	5.1	20	6.0	11	3.2	14	3.8

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/} (continued)
3Q FY 2017 (as of January 31, 2017)

Country	Total		Staff						Contractual			
			A01-A08		A09-A15		B01-B05		Professional		Support	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Canada	309	36.4	4	2.6	55	14.7	14	20.3	12	10.5	2	98.5
United States	541	63.6	152	97.4	320	85.3	55	79.7	102	89.5	134	1.5
US and Canada	850	24.9	156	35.5	375	19.4	69	20.6	114	33.6	136	37.3

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED, IEO, and Long-term (Field) Experts

Table 17. Nationality Distribution List: Staff and Contractual Employees ^{1/} (concluded)
3Q FY 2017 (as of January 31, 2017)

Country	Total		Staff						Contractual			
			A01-A08		A09-A15		B01-B05		Professional		Support	
	No.	Percent	No.	Percen	No.	Percen	No.	Percent	No.	Percen	No.	Percen
Anguilla	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Antigua	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Argentina	61	15.0	4	6.0	40	17.0	5	18.5	7	19.4	5	11.6
Bahamas	2	0.5	0	0.0	1	0.4	0	0.0	0	0.0	1	2.3
Barbados	4	1.0	0	0.0	2	0.9	0	0.0	2	5.6	0	0.0
Belize	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Bolivia	12	2.9	7	10.4	4	1.7	0	0.0	0	0.0	1	2.3
Brazil	81	19.9	10	14.9	45	19.1	4	14.8	9	25.0	13	30.2
Chile	9	2.2	0	0.0	5	2.1	2	7.4	1	2.8	1	2.3
Colombia	36	8.8	1	1.5	28	11.9	1	3.7	3	8.3	3	7.0
Costa Rica	8	2.0	2	3.0	5	2.1	0	0.0	1	2.8	0	0.0
Dominic Rep	3	0.7	1	1.5	1	0.4	0	0.0	0	0.0	1	2.3
Dominica	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Ecuador	11	2.7	1	1.5	9	3.8	1	3.7	0	0.0	0	0.0
El Salvador	9	2.2	3	4.5	5	2.1	1	3.7	0	0.0	0	0.0
Grenada	1	0.2	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0
Guatemala	9	2.2	4	6.0	4	1.7	0	0.0	0	0.0	1	2.3
Guyana	2	0.5	1	1.5	1	0.4	0	0.0	0	0.0	0	0.0
Haiti	5	1.2	3	4.5	1	0.4	0	0.0	0	0.0	1	2.3
Honduras	8	2.0	4	6.0	2	0.9	0	0.0	0	0.0	2	4.7
Jamaica	16	3.9	5	7.5	5	2.1	3	11.1	3	8.3	0	0.0
Mexico	31	7.6	0	0.0	19	8.1	4	14.8	3	8.3	5	11.6
Montserrat	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Nicaragua	2	0.5	0	0.0	1	0.4	0	0.0	0	0.0	1	2.3
Panama	2	0.5	0	0.0	2	0.9	0	0.0	0	0.0	0	0.0
Paraguay	2	0.5	0	0.0	1	0.4	1	3.7	0	0.0	0	0.0
Peru	57	14.0	17	25.4	29	12.3	3	11.1	3	8.3	5	11.6
St. Kitts	1	0.2	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0
St. Lucia	2	0.5	0	0.0	2	0.9	0	0.0	0	0.0	0	0.0
St. Vincent	3	0.7	0	0.0	3	1.3	0	0.0	0	0.0	0	0.0
Suriname	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Trin-Tobago	4	1.0	0	0.0	4	1.7	0	0.0	0	0.0	0	0.0
Uruguay	16	3.9	2	3.0	8	3.4	1	3.7	4	11.1	1	2.3
Venezuela	11	2.7	2	3.0	6	2.6	1	3.7	0	0.0	2	4.7
Other Western Hemisphere	408	11.9	67	15.2	235	12.1	27	8.1	36	10.6	43	11.8

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/}Excludes OED, IEO, and Long-term (Field) Experts

Table 18. Distribution of Pipeline Grade A9-B5, Share of Grade by Gender and Region ^{1/}
3Q FY 2017 (as of January 31, 2017)

Grade	Women		Men		All Fund		Africa (sub-Saharan)		Asia		East Asia (ASEAN +3)		Europe		United Kingdom		Middle East and North Africa + (MENA+)		Arab Countries		US & Canada		Other Western Hemisphere		
	No	Perce nt	No	Perce nt	No.	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	
Economists																									
A09	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
A10	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
A11	34	7.9	68	6.4	102	6.8	10	9.3	8	8.6	24	12.9	36	6.3	4	5.9	2	7.1	0	0.0	7	3.5	11	6.0	
A12	57	13.2	81	7.7	138	9.3	8	7.5	8	8.6	38	20.4	42	7.3	4	5.9	5	17.9	8	16.7	13	6.4	12	6.6	
A13	79	18.3	130	12.3	209	14.0	21	19.6	8	8.6	33	17.7	87	15.1	8	11.8	5	17.9	9	18.8	20	9.9	18	9.8	
A14	143	33.1	421	39.8	564	37.9	45	42.1	20	21.5	72	38.7	221	38.4	15	22.1	7	25.0	15	31.3	76	37.6	93	50.8	
A15	52	12.0	160	15.1	212	14.2	12	11.2	26	28.0	9	4.8	84	14.6	12	17.6	4	14.3	4	8.3	35	17.3	26	14.2	
B01	18	4.2	17	1.6	35	2.3	2	1.9	2	2.2	4	2.2	17	3.0	1	1.5	0	0.0	2	4.2	3	1.5	4	2.2	
B02	23	5.3	74	7.0	97	6.5	5	4.7	4	4.3	2	1.1	39	6.8	9	13.2	1	3.6	5	10.4	23	11.4	9	4.9	
B03	18	4.2	49	4.6	67	4.5	1	0.9	7	7.5	2	1.1	24	4.2	6	8.8	2	7.1	4	8.3	14	6.9	7	3.8	
B04	7	1.6	48	4.5	55	3.7	2	1.9	7	7.5	1	0.5	23	4.0	9	13.2	2	7.1	1	2.1	8	4.0	2	1.1	
B05	1	0.2	10	0.9	11	0.7	1	0.9	3	3.2	1	0.5	2	0.3	0	0.0	0	0.0	0	0.0	3	1.5	1	0.5	
Total	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	
Specialized Career Stream																									
A09	53	13.5	20	5.2	73	9.3	3	4.6	4	5.4	11	11.1	14	9.5	3	9.1	1	11.1	6	18.2	17	7.0	14	17.7	
A10	60	15.3	40	10.3	100	12.8	11	16.9	6	8.1	17	17.2	16	10.9	3	9.1	1	11.1	4	12.1	31	12.8	11	13.9	
A11	62	15.8	55	14.2	117	15.0	8	12.3	16	21.6	17	17.2	17	11.6	1	3.0	3	33.3	3	9.1	35	14.5	17	21.5	
A12	70	17.8	84	21.6	154	19.7	18	27.7	13	17.6	22	22.2	24	16.3	2	6.1	1	11.1	8	24.2	55	22.7	11	13.9	
A13	64	16.3	74	19.1	138	17.7	7	10.8	16	21.6	13	13.1	28	19.0	11	33.3	2	22.2	5	15.2	43	17.8	13	16.5	
A14	43	10.9	55	14.2	98	12.5	11	16.9	7	9.5	12	12.1	21	14.3	5	15.2	1	11.1	3	9.1	31	12.8	7	8.9	
A15	14	3.6	17	4.4	31	4.0	1	1.5	4	5.4	1	1.0	10	6.8	0	0.0	0	0.0	1	3.0	12	5.0	2	2.5	
B01	5	1.3	8	2.1	13	1.7	0	0.0	1	1.4	0	0.0	5	3.4	1	3.0	0	0.0	3	9.1	3	1.2	0	0.0	
B02	10	2.5	21	5.4	31	4.0	2	3.1	4	5.4	3	3.0	7	4.8	3	9.1	0	0.0	0	0.0	10	4.1	2	2.5	
B03	5	1.3	3	0.8	8	1.0	0	0.0	1	1.4	2	2.0	4	2.7	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	
B04	4	1.0	6	1.5	10	1.3	3	4.6	1	1.4	0	0.0	1	0.7	1	3.0	0	0.0	0	0.0	2	0.8	2	2.5	
B05	3	0.8	5	1.3	8	1.0	1	1.5	1	1.4	1	1.0	0	0.0	3	9.1	0	0.0	0	0.0	2	0.8	0	0.0	
Total	#	100.0	#	100.0	781	100.0	#	100.0	#	100.0	#	100.0	#	100.0	#	100.0	9.0	100.0	#	100.0	#	100.0	#	100.0	

Source: PeopleSoft HRMS; Report ID: EMP_INFO.SQR

^{1/} Excludes OED and IED

Grade	Women		Men		All Fund		Africa (Sub-Saharan)		Asia		East Asia (ASEAN +3)		Europe		United Kingdom		Middle East and North Africa + (MENA+)		Arab Countries		US & Canada		Other Western Hemisphere	
	No	Perce nt	No	Perce nt	No.	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt	No	Perce nt
Economists																								
B01	18	4.2	17	1.6	35	2.3	2	1.9	2	2.2	4	2.2	17	3.0	1	1.5	0	0.0	2	4.2	3	1.5	4	2.2
B02	23	5.3	74	7.0	97	6.5	5	4.7	4	4.3	2	1.1	39	6.8	9	13.2	1	3.6	5	10.4	23	11.4	9	4.9
B03	18	4.2	49	4.6	67	4.5	1	0.9	7	7.5	2	1.1	24	4.2	6	8.8	2	7.1	4	8.3	14	6.9	7	3.8
B04	7	1.6	48	4.5	55	3.7	2	1.9	7	7.5	1	0.5	23	4.0	9	13.2	2	7.1	1	2.1	8	4.0	2	1.1
B05	1	0.2	10	0.9	11	0.7	1	0.9	3	3.2	1	0.5	2	0.3	0	0.0	0	0.0	0	0.0	3	1.5	1	0.5
Specialized Career Stream																								
B01	5	1.3	8	2.1	13	1.7	0	0.0	1	1.4	0	0.0	5	3.4	1	3.0	0	0.0	3	9.1	3	1.2	0	0.0
B02	10	2.5	21	5.4	31	4.0	2	3.1	4	5.4	3	3.0	7	4.8	3	9.1	0	0.0	0	0.0	10	4.1	2	2.5
B03	5	1.3	3	0.8	8	1.0	0	0.0	1	1.4	2	2.0	4	2.7	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0
B04	4	1.0	6	1.5	10	1.3	3	4.6	1	1.4	0	0.0	1	0.7	1	3.0	0	0.0	0	0.0	2	0.8	2	2.5
B05	3	0.8	5	1.3	8	1.0	1	1.5	1	1.4	1	1.0	0	0.0	3	9.1	0	0.0	0	0.0	2	0.8	0	0.0
TOTAL	94	28.1	241	71.9	335	100.0	17	5.1	31	9.3	16	4.8	122	36.4	33	9.9	5	1.5	15	4.5	69	20.6	27	8.1

Table 19. Historical Share of Women and Men by Career Stream and Grade Grouping ^{1/}
as of 3Q FY 2017 (as of January 31, 2017)

	Total				A1-A8				A9-A15				B1-B5			
	Women		Men		Women		Men		Women		Men		Women		Men	
	No.	Percen	No.	Percen	No.	Percen	No.	Percen	No.	Percen	No.	Percen	No.	Percen	No.	Percen
Economists																
2017 ^{2/}	432	29.0	#	71.0	n.a.	n.a.	n.a.	n.a.	365	29.8	860	70.2	67	25.3	198	74.7
2016	408	28.0	#	72.0	n.a.	n.a.	n.a.	n.a.	350	29.5	837	70.5	58	21.6	210	78.4
2015	394	27.8	#	72.2	n.a.	n.a.	n.a.	n.a.	343	30.0	800	70.0	51	18.8	221	81.3
2014	390	27.9	#	72.1	n.a.	n.a.	n.a.	n.a.	336	29.8	792	70.2	54	20.0	216	80.0
2013	374	27.5	988	72.5	n.a.	n.a.	n.a.	n.a.	322	29.5	770	70.5	52	19.3	218	80.7
2012	350	26.1	991	73.9	n.a.	n.a.	n.a.	n.a.	306	28.1	783	71.9	44	17.5	208	82.5
2011	336	25.6	977	74.4	n.a.	n.a.	n.a.	n.a.	293	27.4	775	72.6	43	17.6	202	82.4
2010	319	25.1	953	74.9	n.a.	n.a.	n.a.	n.a.	278	27.3	741	72.7	41	16.2	212	83.8
2009	297	24.2	930	75.8	n.a.	n.a.	n.a.	n.a.	261	27.1	703	72.9	36	13.7	227	86.3
2008	295	22.9	993	77.1	n.a.	n.a.	n.a.	n.a.	262	26.0	746	74.0	33	11.8	247	88.2
2007	292	22.4	#	77.6	n.a.	n.a.	n.a.	n.a.	259	25.5	757	74.5	33	11.5	255	88.5
Specialized Career Stream																
2017 ^{2/}	764	62.6	457	37.4	371	84.3	69	15.7	366	51.5	345	48.5	27	38.6	43	61.4
2016	765	63.3	443	36.7	379	84.4	70	15.6	360	51.9	334	48.1	26	40.0	39	60.0
2015	770	64.3	428	35.7	384	84.6	70	15.4	355	53.1	314	46.9	31	41.3	44	58.7
2014	763	64.6	418	35.4	388	84.7	70	15.3	349	53.4	305	46.6	26	37.7	43	62.3
2013	745	64.5	410	35.5	390	85.5	66	14.5	334	52.5	302	47.5	21	33.3	42	66.7
2012	740	64.2	412	35.8	400	85.8	66	14.2	317	51.3	301	48.7	23	33.8	45	66.2
2011	732	65.1	393	34.9	405	86.0	66	14.0	302	51.9	280	48.1	25	34.7	47	65.3
2010	736	66.1	377	33.9	419	85.9	69	14.1	294	52.5	266	47.5	23	35.4	42	64.6
2009	813	68.5	373	31.5	496	87.2	73	12.8	295	53.2	259	46.8	22	34.9	41	65.1
2008	894	69.0	402	31.0	558	87.7	78	12.3	314	53.1	277	46.9	22	31.9	47	68.1
2007	934	68.7	426	31.3	589	87.1	87	12.9	320	52.1	294	47.9	25	35.7	45	64.3
Total																
2017 ^{2/}	#	44.1	#	55.9	371	84.3	69	15.7	731	37.8	#	62.2	94	28.1	241	71.9
2016	#	44.0	#	56.0	379	84.4	70	15.6	710	37.7	#	62.3	84	25.2	249	74.8
2015	#	44.5	#	55.5	384	84.6	70	15.4	698	38.5	#	61.5	82	23.6	265	76.4
2014	#	44.7	#	55.3	388	84.7	70	15.3	685	38.4	#	61.6	80	23.6	259	76.4
2013	#	44.5	#	55.5	390	85.5	66	14.5	656	38.0	#	62.0	73	21.9	260	78.1
2012	#	43.7	#	56.3	400	85.8	66	14.2	623	36.5	#	63.5	67	20.9	253	79.1
2011	#	43.8	#	56.2	405	86.0	66	14.0	595	36.1	#	63.9	68	21.5	249	78.5
2010	#	44.2	#	55.8	419	85.9	69	14.1	572	36.2	#	63.8	64	20.1	254	79.9
2009	#	46.0	#	54.0	496	87.2	73	12.8	556	36.6	962	63.4	58	17.8	268	82.2
2008	#	46.0	#	54.0	558	87.7	78	12.3	576	36.0	#	64.0	55	15.8	294	84.2
2007	#	46.0	#	54.0	589	87.1	87	12.9	579	35.5	#	64.5	58	16.2	300	83.8

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED and IEO

^{2/} As of January 31, 2017

Table 20. Distribution of A9-B5 Staff by Region by Department ^{1/}
3Q FY 2017 (as of January 31, 2017)

	Total A9-B5						A9-A15						B1-B5					
	Africa (sub-Saharan)	Asia	Europe	Middle East	US and Canada	Other Western Hemisphere	Africa (sub-Saharan)	Asia	Europe	Middle East	US and Canada	Other Western Hemisphere	Africa (sub-Saharan)	Asia	Europe	Middle East	US and Canada	Other Western Hemisphere
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Fund All	7.6	20.0	36.2	5.2	19.5	11.6	8.0	21.0	34.5	5.1	19.2	12.2	5.1	14.2	45.8	6.0	20.8	8.1
Area Departments																		
AFR	18.7	11.2	41.2	3.2	11.2	14.4	17.5	13.6	39.0	3.2	11.7	14.9	24.2	0.0	51.5	3.0	9.1	12.1
APD ^{2/}	1.9	43.5	32.4	0.0	13.9	8.3	2.4	50.6	28.2	0.0	11.8	7.1	0.0	17.4	47.8	0.0	21.7	13.0
EUR ^{3/}	3.0	19.9	48.2	6.6	15.7	6.6	3.6	21.2	46.0	6.6	14.6	8.0	0.0	13.8	58.6	6.9	20.7	0.0
MCD	9.9	7.4	47.9	14.0	10.7	9.9	12.1	9.1	44.4	13.1	10.1	11.1	0.0	0.0	63.6	18.2	13.6	4.5
WHD	5.6	12.0	38.4	2.4	16.8	24.8	6.6	10.4	38.7	2.8	17.0	24.5	0.0	21.1	36.8	0.0	15.8	26.3
Functional Departments																		
COM	8.5	15.9	28.0	6.1	30.5	11.0	8.8	16.2	23.5	5.9	32.4	13.2	7.1	14.3	50.0	7.1	21.4	0.0
FAD	12.5	15.9	45.5	2.8	14.2	9.1	13.1	15.7	47.1	2.0	13.1	9.2	8.7	17.4	34.8	8.7	21.7	8.7
FIN	10.9	18.8	33.7	3.0	22.8	10.9	11.4	18.2	30.7	3.4	23.9	12.5	7.7	23.1	53.8	0.0	15.4	0.0
ICD ^{4/}	5.6	10.3	34.6	10.3	21.5	17.8	6.5	9.8	37.0	10.9	16.3	19.6	0.0	13.3	20.0	6.7	53.3	6.7
LEG	4.2	18.1	33.3	6.9	23.6	13.9	3.2	19.4	33.9	6.5	22.6	14.5	10.0	10.0	30.0	10.0	30.0	10.0
MCM	2.8	25.4	39.0	5.2	16.9	10.8	3.3	26.8	38.8	4.4	15.8	10.9	0.0	16.7	40.0	10.0	23.3	10.0
RES	0.9	25.2	39.3	4.7	15.0	15.0	1.1	29.2	37.1	4.5	12.4	15.7	0.0	5.6	50.0	5.6	27.8	11.1
SPR ^{5/}	7.1	25.0	41.7	4.2	10.7	11.3	8.5	24.8	40.4	4.3	9.2	12.8	0.0	25.9	48.1	3.7	18.5	3.7
STA	6.8	22.0	33.1	1.7	20.3	16.1	7.6	23.8	28.6	1.9	21.0	17.1	0.0	7.7	69.2	0.0	15.4	7.7
Support Departments																		
CSF	8.7	16.5	20.0	4.3	40.9	9.6	8.3	14.7	20.2	4.6	43.1	9.2	16.7	50.0	16.7	0.0	0.0	16.7
HRD	10.6	19.7	24.2	3.0	30.3	12.1	8.9	19.6	25.0	3.6	30.4	12.5	20.0	20.0	20.0	0.0	30.0	10.0
ITD	9.7	30.3	13.8	11.7	31.0	3.4	9.5	31.4	12.4	11.7	31.4	3.6	12.5	12.5	37.5	12.5	25.0	0.0
OMD ^{6/}	2.3	22.7	47.7	2.3	22.7	2.3	3.0	24.2	45.5	0.0	24.2	3.0	0.0	18.2	54.5	9.1	18.2	0.0
SEC	5.0	20.0	20.0	5.0	37.5	12.5	6.3	21.9	15.6	3.1	40.6	12.5	0.0	12.5	37.5	12.5	25.0	12.5

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/} Excludes OED and IEO

^{2/} APD Includes OAP

^{3/} EUR Includes EUO

^{4/} ICD Includes JAI, JVI and STI

^{5/} SPR Includes UNO

^{6/} OMD Includes DMD,INV,OBP, and OIA

Table 21. Share of Women by Department and Grade Grouping ^{1/}
3Q FY 2017 (as of January 31, 2017)

	Staff								Contractual				Total Women No.	Fund All No.	Share of Women Percent
	A1-A8		A09-A15		B01-B05		A09-B05		Professional		Support				
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent			
Fund All	371	84.3	731	37.8	94	28.1	825	36.3	128	37.8	228	62.5	1,552	3,415	45.4
Area Departments															
AFR	24	88.9	42	27.3	6	18.2	48	25.7	2	28.6	13	56.5	87	244	35.7
APD ^{2/}	14	87.5	24	28.2	3	13.0	27	25.0	5	55.6	13	65.0	59	153	38.6
EUR ^{3/}	26	86.7	47	34.3	7	24.1	54	32.5	0	0.0	9	75.0	89	210	42.4
MCD	12	85.7	31	31.3	7	31.8	38	31.4	2	50.0	9	42.9	61	160	38.1
WHD	13	92.9	28	26.4	4	21.1	32	25.6	0	0.0	8	47.1	53	157	33.8
Functional Departments															
COM	12	80.0	44	64.7	8	57.1	52	63.4	5	41.7	4	50.0	73	117	62.4
FAD	15	83.3	43	28.1	8	34.8	51	29.0	8	25.0	30	66.7	104	271	38.4
FIN	23	88.5	48	54.5	2	15.4	50	49.5	1	20.0	8	61.5	82	145	56.6
ICD ^{4/}	35	85.4	33	35.9	4	26.7	37	34.6	6	42.9	24	70.6	102	196	52.0
LEG	11	91.7	32	51.6	3	30.0	35	48.6	12	63.2	7	87.5	65	111	58.6
MCM	23	85.2	68	37.2	6	20.0	74	34.7	9	18.4	17	63.0	123	316	38.9
RES	11	84.6	33	37.1	5	27.8	38	35.5	10	37.0	19	54.3	78	182	42.9
SPR ^{5/}	21	84.0	58	41.1	9	33.3	67	39.9	6	31.6	15	60.0	109	237	46.0
STA	21	77.8	39	37.1	5	38.5	44	37.3	13	48.1	10	66.7	88	187	47.1
Support Departments															
ATB	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	2	2	100.0
CSF	36	76.6	50	45.9	3	50.0	53	46.1	29	39.2	3	50.0	121	242	50.0
ETO	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	1	100.0	4	4	100.0
EDT	1	100.0	1	50.0	0	0.0	1	33.3	0	0.0	0	0.0	2	4	50.0
GRC	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1	0.0
HQT	1	100.0	2	50.0	0	0.0	2	40.0	3	37.5	2	100.0	8	16	50.0
HRD	25	83.3	33	58.9	7	70.0	40	60.6	3	75.0	13	72.2	81	118	68.6
ITD	8	88.9	38	27.7	2	25.0	40	27.6	4	50.0	4	80.0	56	167	33.5
KMU	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	1	1	100.0
MDT	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	2	2	100.0
OII	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	1	100.0	3	4	75.0
OMB	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1	0.0
OMD ^{6/}	20	87.0	17	51.5	3	27.3	20	45.5	0	0.0	2	66.7	42	71	59.2
RMU	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	3	0.0
SEC	13	72.2	19	59.4	1	12.5	20	50.0	3	75.0	4	50.0	40	70	57.1
SPA	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1	0.0
SSG	6	100.0	1	100.0	0	0.0	1	100.0	0	0.0	10	66.7	17	22	77.3

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/}Excludes OED and IEO

^{2/}APD Includes OAP

^{3/}EUR Includes EUO

^{4/}ICD Includes JAI, JVI and STI

^{5/}SPR Includes UNO

^{6/}OMD Includes DMD,INV,OBP,and OIA

Table 22. Recruitment by Region, Gender, Career Stream, and Grade Grouping ^{1/}
May 1, 2016 - January 31, 2017

	Total				Economists				Specialized Career Stream			
	A9-A15		B1-B5		A11-A15		B1-B5		A9-A15		B1-B5	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Africa (sub-Saharan)	13	9.8	0	0.0	9	10.6	0	0.0	4	8.3	0	0.0
Asia	32	24.1	2	20.0	20	23.5	1	12.5	12	25.0	1	50.0
<i>of which</i> East Asia (ASEAN +3)	22	16.5	1	10.0	15	17.6	1	12.5	7	14.6	0	0.0
Europe	41	30.8	4	40.0	33	38.9	3	37.5	8	16.7	1	50.0
<i>of which</i> United Kingdom	4	3.0	1	10.0	2	2.4	1	12.5	2	4.2	0	0.0
<i>of which</i> Transition Countries	8	6.0	0	0.0	6	7.1	0	0.0	2	4.2	0	0.0
Middle East & North Africa (MENA+)	7	5.3	1	10.0	3	3.5	1	12.5	4	8.3	0	0.0
<i>of which</i> Arab Countries	3	2.3	1	10.0	1	1.2	1	12.5	2	4.2	0	0.0
US & Canada	24	18.0	2	20.0	11	12.9	2	25.0	13	27.1	0	0.0
Other Western Hemisphere	16	12.0	1	10.0	9	10.6	1	12.5	7	14.6	0	0.0
Total	133	100.0	# 10	100.0	85	100.0	8	100.0	48	100.0	2	100.0
Women	51	38.3	3	30.0	31	36.5	3	37.5	20	41.7	0	0.0
Men	82	61.7	7	70.0	54	63.5	5	62.5	28	58.3	2	100.0

Source: PeopleSoft HRMS, Report ID: EMP_INFO. SQR

^{1/} Excludes OED and IEO

Table 23. Five Year History: Recruitment by Region, Gender, Career Stream, and Grade Grouping ^{1/}
May 1, 2012 - January 31, 2017

	Total				Economists				Specialized Career Stream			
	A9-A15		B1-B5		A11-A15		B1-B5		A9-A15		B1-B5	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Africa (sub-Saharan)	72	9.3	2	4.4	41	8.4	1	3.0	31	11.0	1	8.3
Asia	192	24.8	12	26.7	127	25.9	11	33.3	65	23.0	1	8.3
<i>of which</i> East Asia (ASEAN +3)	143	18.5	10	22.2	101	20.6	10	30.3	42	14.8	0	0.0
Europe	259	33.6	13	28.8	185	37.8	9	27.3	74	26.1	4	33.4
<i>of which</i> United Kingdom	33	4.3	3	6.7	20	4.1	1	3.0	13	4.6	2	16.7
<i>of which</i> Transition Countries	61	7.9	0	0.0	38	7.8	0	0.0	23	8.1	0	0.0
Middle East & North Africa (MENA+)	50	6.5	7	15.6	29	5.9	4	12.1	21	7.4	3	25.0
<i>of which</i> Arab Countries	39	5.0	5	11.1	21	4.3	2	6.1	18	6.4	3	25.0
US & Canada	124	16.0	8	17.8	54	11.0	5	15.2	70	24.7	3	25.0
Other Western Hemisphere	76	9.8	3	6.7	54	11.0	3	9.1	22	7.8	0	0.0
Total	773	100.0	# 45	100.0	490	100.0	33	100.0	283	100.0	12	100.0
Women	274	35.4	10	22.2	154	31.4	6	18.2	120	42.4	4	33.3
Men	499	64.6	35	77.8	336	68.6	27	81.8	163	57.6	8	66.7

Source: PeopleSoft HRMS, Report ID: EMP_INFO. SQR

^{1/} Excludes OED and IEO

Table 24. Staff Promoted By region, Career Stream, and Grade Grouping ^{1/}
May 1, 2016 - January 31, 2017

	A1-A8			A9-A12			A13-A15			B1-B5		
	Stock ^{2/}	Promotions		Stock	Promotions		Stock	Promotions		Stock	Promotions	
	No.	No.	Percent ^{3/}	No.	No.	Percent	No.	No.	Percent	No.	No.	Percent
Total Economists and Specialized Career Stream												
Africa (sub-Saharan)	49	6	11.1	58	8	8.3	97	10	7.5	17	4	7.5
Asia	103	9	16.7	184	28	29.2	221	28	20.9	47	9	17.0
East Asia (ASEAN +3)	66	6	11.1	129	22	22.9	140	19	14.2	12	3	5.7
Europe	53	6	11.1	166	29	30.2	502	55	41.0	155	24	45.3
of which United Kingdom	17	2	3.7	17	1	1.0	51	7	5.2	33	4	7.5
Middle East and North Africa + (MENA+)	12	1	1.9	42	4	4.2	56	6	4.5	20	3	5.7
of which Arab Countries	0	1	1.9	29	3	3.1	37	4	3.0	0	3	5.7
US & Canada	156	21	38.9	158	19	19.8	217	19	14.2	69	10	18.9
Other Western Hemisphere	67	11	20.4	76	8	8.3	159	16	11.9	27	3	5.7
Total	440	54	100.0	684	96	100.0	1,252	134	100.0	335	53	100.0
Women	371	44	81.5	336	60	62.5	395	51	38.1	94	23	43.4
Men	69	10	18.5	348	36	37.5	857	83	61.9	241	30	56.6
Economists												
Africa (sub-Saharan)	n.a.	n.a.	n.a.	18	2	4.7	78	7	7.1	11	3	8.3
Asia	n.a.	n.a.	n.a.	78	16	37.2	168	18	18.2	33	3	8.3
East Asia (ASEAN +3)	n.a.	n.a.	n.a.	62	13	30.2	114	15	15.2	13	0	0.0
Europe	n.a.	n.a.	n.a.	86	18	41.9	427	46	46.5	130	20	55.6
of which United Kingdom	n.a.	n.a.	n.a.	8	0	0.0	35	5	5.1	25	3	8.3
Middle East and North Africa + (MENA+)	n.a.	n.a.	n.a.	15	3	7.0	44	5	5.1	17	1	2.8
of which Arab Countries	n.a.	n.a.	n.a.	8	2	4.7	28	3	3.0	0	1	2.8
US & Canada	n.a.	n.a.	n.a.	20	2	4.7	131	9	9.1	51	7	19.4
Other Western Hemisphere	n.a.	n.a.	n.a.	23	2	4.7	137	14	14.1	23	2	5.6
Total	n.a.	n.a.	n.a.	240	43	100.0	985	99	100.0	265	36	100.0
Women	n.a.	n.a.	n.a.	91	18	41.9	274	35	35.4	67	13	36.1
Men	n.a.	n.a.	n.a.	149	25	58.1	711	64	64.6	198	23	63.9
Specialized Career Stream												
Africa (sub-Saharan)	49	5	9.4	40	6	11.3	19	3	8.6	6	1	5.9
Asia	103	9	17.0	106	12	22.6	53	10	28.6	14	6	35.3
East Asia (ASEAN +3)	66	6	11.3	67	9	17.0	26	4	11.4	6	3	17.6
Europe	53	6	11.3	80	11	20.8	75	9	25.7	25	4	23.5
of which United Kingdom	17	2	3.8	9	1	1.9	16	2	5.7	8	1	5.9
Middle East	12	1	1.9	27	1	1.9	12	1	2.9	3	2	11.8
of which Arab Countries	0	1	1.9	21	1	1.9	9	1	2.9	3	2	11.8
US & Canada	156	21	39.6	138	17	32.1	86	10	28.6	18	3	17.6
Other Western Hemisphere	67	11	20.8	53	6	11.3	22	2	5.7	4	1	5.9
Total	440	53	100.0	444	53	100.0	267	35	100.0	70	17	100.0
Women	371	43	81.1	245	42	79.2	121	16	45.7	27	10	58.8
Men	69	10	18.9	199	11	20.8	146	19	54.3	43	7	41.2

Source: PeopleSoft HRMS, Report ID: EMP_INFO.SQR

^{1/}Excludes OED and IEO

^{2/}Total number of staff from each region at each grade group as of 01/31/2017

^{3/}Percent of staff promoted of stock from that region

Table 25. Economist Program (EP): Diversity Breakdown of Appointments
Class Year 2010–2017

	2010		2011		2012		2013		2014		2015		2016		2017	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Total Appointments	31	100.0	20	100.0	29	100.0	29	100.0	28	100.0	20	100.0	20	100.0	24	100.0
Women	10	32.3	11	55.0	14	48.3	15	51.7	10	35.7	7	35.0	5	25.0	10	41.7
Men	21	67.7	9	45.0	15	51.7	14	48.3	18	64.3	13	65.0	15	75.0	14	58.3
Underrepresented Regions	18	58.1	12	60.0	10	34.5	20	69.0	16	57.1	9	45.0	8	40.0	10	41.7
Africa (sub-Saharan)	2	6.5	2	10.0	2	6.9	2	6.9	3	10.7	3	15.0	3	15.0	3	12.5
East Asia (ASEAN +3)	8	25.8	6	30.0	5	17.2	11	37.9	10	35.7	2	10.0	4	20.0	4	16.7
Transition Countries	7	22.6	1	5.0	0	0.0	5	17.2	2	7.1	3	15.0	0	0.0	1	4.2
Middle East and North Africa + (MENA+)	1	3.2	3	15.0	3	10.3	2	6.9	1	3.6	1	5.0	1	5.0	2	8.3
Other Regions	13	41.9	8	40.0	19	65.5	9	31.0	12	42.9	11	55.0	12	60.0	14	58.3

Source: HRD/TAO

Table 26. EP Recruitment Missions by University
2008 – Q3 FY 2017

Region	University	Mission Year										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	Q3, 2017	
Africa	Univ. of Lagos, Univ. of Ibadan		✓	✓								
	University of Cape Town, South Africa			✓		✓		✓	✓		✓	
	University of Dakar			✓				✓	✓			
	University of Ibadan, Nigeria					✓						✓
	University of Nairobi	✓										
	University of Pretoria, South Africa			✓		✓		✓	✓			✓
	Yaounde II University		✓						✓			
	Addis Ababa University							✓				
	Universit of Johannesburg							✓				
	Witwatersrand University							✓	✓			✓
	Stellenbosch University							✓	✓			✓
	Addis Ababa University											✓
	ENSEA (CIV) New											✓
INPHB (CIV) New											✓	
Asia	Chinese University of Hong Kong					✓						
	International Financial Institutions Career Fair, Seoul, South Korea					✓	✓	✓	✓	✓		
	Fudan University (Shanghai)		✓			✓	✓					
	Hong University of Science and Technology					✓						
	Korea University				✓		✓					
	Kyoto University			✓								
	Australian National University, Canberra										✓	
	Monash University					✓					✓	✓
	Peking University (Beijing)		✓	✓		✓	✓		✓			
	Seoul National University			✓				✓				
	Shanghai University		✓	✓				✓				
	Tokyo University		✓	✓					✓	✓		✓
	Tsinghua University					✓	✓	✓				
	Renmin University							✓				
	Keio University							✓			✓	✓
	Hitotsubashi University							✓			✓	✓
	National University of Singapore							✓				✓
	University of Malaysia							✓				
	University of Indonesia							✓				✓
	Gadja-Mada University Indonesia							✓				
	University of New South Wales New										✓	✓
	University of Sydney New										✓	✓
	University of Melbourne New										✓	✓
Australia National University New											✓	
Singapore Management University New											✓	
University of Malaya New											✓	
National University of Malaysia New											✓	
Middle East	King Saud University, Riyadh, Saudi Arabia					✓	✓					
	King Abdulaziz University, Jeddah, Saudi Arabia					✓	✓					
	University of Kuwait								✓			
	American University Sharjah								✓			
	Petroleum University New											✓
Europe	Bocconi University	✓	✓					✓		✓	✓	
	Catholic University Louvain					✓			✓	✓	✓	
	Center for Economic Research and Graduate Education (CERGE-EI)		✓		✓							
	Central European University			✓		✓	✓					
	CERDI (Centre d'etudes et de recherches en developpement international)			✓		✓	✓		✓			✓
	Corvinus University			✓		✓	✓					
	Erasmus Rotterdam						✓					
	European University Institute	✓	✓					✓	✓	✓	✓	✓
	Goethe University		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Graduate Institute of International Studies	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Higher School of Economics, Moscow					✓	✓	✓	✓	✓	✓	
Institut d'Études Politiques de Paris			✓					✓				

Source: Talent Acquisition and Operations Division, HRD

Table 26. EP Recruitment Missions by University (continued)
2008 – Q3 FY 2017

Region	University	Mission Year									
		2008	2009	2010	2011	2012	2013	2014	2015	2016	Q3, 2017
Europe (continued)	Kiel Institute		✓				✓				
	Maastricht University		✓								
	Moscow State University							✓	✓		
	New Economics School of Moscow							✓			
	Moscow State Institute of International Relations					✓	✓		✓		
	Paris Dauphine University			✓			✓	✓	✓		✓
	Paris School of Economics (ENSAE)		✓			✓	✓	✓	✓		✓
	Pompeu Fabra				✓		✓	✓	✓		✓
	Rhenish Friedrich - Wilhelm University Bonn					✓	✓	✓	✓	✓	✓
	Stockholm School of Economics New									✓	✓
	Tilburg University (Netherlands)		✓				✓		✓	✓	✓
	Universität Konstanz					✓	✓				✓
	University of Amsterdam					✓	✓				
	University of Mannheim			✓		✓					
	University of St. Gallen		✓								
	University of Toulouse I					✓	✓	✓			✓
	University of Warsaw					✓	✓				
	University of Zurich		✓						✓	✓	✓
	Warsaw School of Economics					✓	✓				
	WHU, Otto Beisheim School of Management					✓					
Paris Université Paris 1 Panthéon Sorbonn New										✓	
PSL New										✓	
Freie University New										✓	
Humboldt University New										✓	
Tinbergen Institute New										✓	
United Kingdom	London Business School					✓					
	London School of Economics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	University of Cambridge	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	University of Oxford	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	University of Warwick	✓				✓					
South America	Escola de Pós-Graduação em Economia (EPGE), Fundação Getúlio Vargas					✓		✓			✓
	Pontifícia Universidade Católica do Rio de Janeiro, Rio de Janeiro, Brazil					✓					
	Universidade de São Paulo, São Paulo, Brazil					✓		✓			✓
	Centro de Investigación y Docencias Económicas (CIDE) (México)							✓			
	Instituto Tecnológico Autónomo de México (ITAM)							✓			
	Universidad de Buenos Aires New										✓
United States	American Association of Economics					✓	✓	✓	✓	✓	✓
	Boston University	✓	✓	✓		✓	✓	✓	✓	✓	✓
	Brown University					✓				✓	✓
	Columbia University		✓	✓		✓	✓	✓	✓	✓	✓
	Cornell University					✓					
	Harvard University	✓	✓	✓		✓	✓	✓	✓	✓	✓
	MIT	✓	✓	✓		✓	✓	✓	✓	✓	✓
	New York University		✓	✓		✓	✓	✓	✓	✓	✓
	Northwestern University	✓		✓		✓	✓	✓	✓	✓	✓
	Presentation at IMF Headquarters, Washington D.C. for local Universities					✓				✓	✓
	Princeton University		✓	✓		✓	✓	✓	✓	✓	✓
	Stanford University		✓	✓		✓	✓	✓	✓	✓	✓
	UC Berkeley		✓	✓		✓	✓	✓	✓	✓	✓
	UCLA		✓	✓		✓	✓	✓	✓	✓	✓

Source: Talent Acquisition and Operations Division, HRD

Table 26. EP Recruitment Missions by University (continued)
2008 - Q3 FY 2017

Region	University	Mission Year									
		2008	2009	2010	2011	2012	2013	2014	2015	2016	Q3, 2017
United States (continued)	University of Chicago	✓		✓		✓	✓	✓	✓	✓	✓
	University of Michigan Ann Arbor					✓	✓	✓	✓	✓	✓
	University of Minnesota	✓				✓					
	University of Pennsylvania		✓				✓	✓	✓	✓	✓
	University of Wisconsin - Milwaukee					✓	✓	✓			
	Yale University				✓	✓	✓		✓	✓	✓
	University of Wisconsin - Madison New					✓	✓	✓	✓	✓	✓
Canada	Canadian Economics Employment Exchange including Franco-phone African students from University of Montreal					✓					
	McGill University					✓	✓	✓	✓	✓	✓
	University of British Columbia							✓	✓	✓	✓
	Universite de Montreal					✓	✓	✓	✓	✓	✓
	University of Toronto					✓	✓	✓	✓	✓	✓

Source: Talent Acquisition and Operations Division, HRD