

Table 1. Summary of Pipeline Indicators

Grade	Africa	Asia	Europe	Middle East	U.S.	Other Western Hem.	Total	Devel. Countries	Indust. Countries	Women	Men
Economists											
Percent Staff in A14 ¹	26.8	19.9	21.6	27.9	31.1	31.0	25.0	24.2	25.5	21.2	25.9
Percent Staff in A15 ¹	14.1	8.2	11.4	16.2	20.2	12.1	12.9	11.8	13.6	8.0	14.1
Ratio of A15/A14	0.53	0.41	0.53	0.58	0.65	0.39	0.52	0.49	0.53	0.38	0.54
Percent Staff in A15-B5 ¹	31.0	33.4	32.8	44.3	48.6	36.3	36.4	32.1	39.3	19.1	40.8
Average time-in-grade A15 ²	2.4	1.6	2.5	1.7	2.3	2.0	2.3	2.0	2.4	1.0	2.4
Average time-in-grade A14 ²	6.1	3.1	3.1	2.9	3.2	2.8	3.2	3.4	3.1	3.0	3.3
Specialized Staff											
Percent Staff in A13 ¹	44.4	26.4	18.0	18.8	22.9	30.4	23.9	28.2	22.1	25.4	22.6
Percent Staff in A14 ¹	11.1	9.4	10.0	18.8	18.4	17.9	14.9	13.7	15.4	11.9	17.6
Ratio of A14/A13	0.25	0.36	0.56	1.00	0.80	0.59	0.62	0.49	0.70	0.47	0.78
Percent Staff in A14-B5 ¹	16.7	22.7	37.0	25.1	39.7	32.2	34.3	22.5	39.3	21.9	45.6
Average time-in-grade A14 ²	0.6	2.0	2.3	10.6	2.8	4.8	3.3	4.7	2.8	2.3	3.9
Average time-in-grade A13 ²	2.1	4.7	4.9	6.7	3.4	2.7	3.7	3.2	4.0	3.4	4.1

¹ Total is staff at grades A11-B5.

² Years time-in-grade.

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

	Total #	Women		English-Speaking Industrial ²		Developing Country ³	
		#	%	#	%	#	%
Department Heads at B5 ¹							
1990	15	0	0.0	6	40.0	4	26.7
1995	20	1	5.0	8	40.0	3	15.0
2000	18	2	11.1	9	50.0	4	22.2
SPMs ⁴							
1990							
1995	21	1	4.8	6	28.6	9	42.9
2000	19	2	10.5	8	42.1	6	31.6
AOs							
1990	16	16	100.0	6	37.5	6	37.5
1995	21	21	100.0	9	42.9	10	47.6
2000	19	19	100.0	7	36.8	11	57.9
HRD B-level							
1990	11	1	9.1	9	81.8	0	0.0
1995	10	2	20.0	7	70.0	0	0.0
2000	10	4	40.0	7	70.0	0	0.0

Source: PeopleSoft

¹ OMD Department Head not counted.

² English-speaking industrial countries: Australia, Canada, Ireland, New Zealand, U.K., and U.S.

³ Combined country quota.

⁴ The official function of SPM started in September 1991.