



IFAD
INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT
Executive Board - Seventy-Eighth Session

Rome, 9-10 April 2003

GEOGRAPHIC DISTRIBUTION OF IFAD STAFF

Introduction

1. At the Seventy-Seventh Session of the Executive Board in December 2002, it was agreed that information on the current composition of the Fund's staff would be presented to the Board at its Seventy-Eighth Session.
2. The Executive Board is accordingly invited to note the following information on the composition of IFAD's staff in the professional and higher categories over the ten-year period 1993-2002: (a) paid from the regular budget (Annex I) and (b) working on consultancy assignments (Annex II).

Data on Representation

3. Below is a summary of staff distribution by category under developed countries (List A) and developing countries (Lists B and C) as of 31 December 2002. Please note that the Chapter X professional staff category became effective in March 2001.

	Developed Countries %	Developing Countries %	Total %
Professional staff and higher categories (Regular budget)	56.5	43.5	100
Consultants, extra-budgetary and Chapter X professional staff	50.1	49.9	100

4. Annex III provides a summary of the distribution of professional staff and higher categories funded by extra-budgetary resources. These include associate professional officers funded by governments; staff of the Belgian Survival Fund, Global Mechanism and International Land Coalition; and staff funded by supplementary funds provided by Member States.

PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST REGULAR BUDGET¹

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
LIST A										
AUSTRALIA	1	2	2	2	2	2	4	4	4	3
AUSTRIA	1	1	1	1	1	1	1	1	1	1
BELGIUM	4	4	3	2	2	3	3	3	3	3
CANADA	3	3	4	5	3	3	5	4	3	3
DENMARK	1	1	1	1	1	1	2	1	1	3
FINLAND						1	1	1	1	1
FRANCE	7	6	5	5	7	8	8	8	8	9
GERMANY	2	2	2	1	3	2	3	3	2	3
GREECE	1	1	1	1	1	1	1	1	1	1
ICELAND										
IRELAND										
ITALY	7	9	10	10	10	11	12	12	14	14
JAPAN		1	1	1	1		1	1		
LUXEMBOURG										
NETHERLANDS	2	2	3	3	2	2	1	1	1	2
NEW ZEALAND										
NORWAY	1	1	1	1	1	1	1	1	1	1
PORTUGAL										
SPAIN	1	1	2	1	1			1	1	
SWEDEN	1	1	1	3	4	3	2	2	3	4
SWITZERLAND							1	1	1	1
UNITED KINGDOM	8	8	8	8	8	10	8	9	8	8
UNITED STATES	11	9	7	11	10	12	13	13	10	8
Total	51	52	52	56	57	61	67	67	63	65

¹ Three staff members changed nationality: from Italy (List A) to the United Kingdom (List A); from Bangladesh (List C) to Canada (List A); and from Ethiopia (List C) to Eritrea (List C).

PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST REGULAR BUDGET

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
BOSNIA AND HERZEGOVINA										
BOTSWANA										
BRAZIL	1	1	1	1						
BURKINA FASO										
BURUNDI										
CAMBODIA										
CAMEROON										
CAPE VERDE										
CENTRAL AFRICAN REPUBLIC										
CHAD										
CHILE	3	3	2	2	2	1	1	1	1	1
CHINA			1	2	2	2	2	2	2	2
COLOMBIA	1	1	1	1	1	1	1	1	1	1
COMOROS										
CONGO										
COOK ISLANDS										
COSTA RICA										
CÔTE D'IVOIRE	1	1	1	1						
CROATIA										
CUBA										
CYPRUS						1	1	1	1	1
D.P.R. KOREA										
D.R. CONGO								1	1	1
DJIBOUTI										
DOMINICA										
DOMINICAN REPUBLIC										
ECUADOR										
EGYPT	2	3	3	3	2	2	1	1		
EL SALVADOR										
EQUATORIAL GUINEA										
ERITREA							1	1	1	1



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST REGULAR BUDGET

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
ETHIOPIA	1	1	1	1	1	1				
FIJI										
GAMBIA, THE	1	1	1	1	1	1	1	1	1	1
GEORGIA										
GHANA								1	1	
GRENADA										
GUATEMALA										
GUINEA									1	1
GUINEA-BISSAU										
GUYANA										
HAITI										
HONDURAS										
INDIA	3	3	4	3	5	4	4	4	4	4
ISRAEL	1	1	1	1	1	1	1	1	1	1
JAMAICA										
JORDAN	1	1	1	1					1	
KAZAKHSTAN										
KENYA	1	1	1	1	1	1	2	2	2	2
KYRGYZSTAN										
LAOS										
LEBANON	1	1	1	1	1	1	1	1	1	1
LESOTHO										
LIBERIA										
MADAGASCAR										
MALAWI										
MALAYSIA										
MALDIVES										
MALI										
MALTA										
MAURITANIA										
MAURITIUS										

PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST REGULAR BUDGET

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
MEXICO	1	1	1	1						
MONGOLIA										
MOROCCO	2	2	2	2	2	2	2	2	2	2
MOZAMBIQUE						1	1	1	1	1
MYANMAR										
NAMIBIA										
NEPAL	1	2	2	1	1	2	2	2	2	2
NICARAGUA										
NIGER										
OMAN										
PAKISTAN	2	2	2	1	1	1	1	1	1	1
PANAMA										
PAPUA NEW GUINEA										
PARAGUAY	1	1	1	1	1	1	1	1	1	
PERU								1	1	1
PHILIPPINES	1	1	1	1	1	1	3	3	3	3
REPUBLIC OF KOREA										
REPUBLIC OF MOLDOVA										
ROMANIA										
RWANDA										
SAINT CHRISTOPHER AND NEVIS										
SAINT LUCIA										
SAINT VINCENT AND THE GRENADINES										
SAMOA										
SAO TOME AND PRINCIPE										
SENEGAL	3	3	3	3	2	1				1
SEYCHELLES										
SIERRA LEONE	1	1	1	1	1	1	1	1		
SOLOMON ISLANDS										
SOMALIA										



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST REGULAR BUDGET

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
SOUTH AFRICA										
SRI LANKA	1	1	1							
SUDAN	3	3	3	3	3	3	3	3	2	2
SURINAME										
SWAZILAND										
SYRIA										1
TAJIKISTAN										
TANZANIA, UNITED REPUBLIC OF										
THAILAND										
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA										
TOGO										
TONGA										
TRINIDAD AND TOBAGO										
TUNISIA	3	3	3	3	3	3	5	5	5	5
TURKEY										
UGANDA										
URUGUAY										
VIET NAM										
YEMEN										
YUGOSLAVIA*										
ZAMBIA										
ZIMBABWE										
Total	42	44	46	43	39	39	42	45	43	41



* Membership in IFAD governing bodies suspended by Executive Board on 4 December 1992.

PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST REGULAR BUDGET

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Grand total	107	109	113	115	111	112	121	124	115	115
% List A staff of grand total	47.7%	47.7%	46.0%	48.7%	51.4%	54.5%	55.4%	54.0%	54.8%	56.5%
% List B staff of grand total	13.1%	11.9%	13.3%	13.9%	13.5%	10.7%	9.9%	9.7%	7.8%	7.8%
% List C staff of grand total	39.3%	40.4%	40.7%	37.4%	35.1%	34.8%	34.7%	36.3%	37.4%	35.7%



CONSULTANTS

	MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
LIST A	AUSTRALIA	12	12	8	10	11	11	10	15	14	7
	AUSTRIA					1	1	1	1	2	
	BELGIUM	19	13	23	18	23	14	10	22	12	16
	CANADA	9	7	9	9	17	18	15	18	16	20
	DENMARK	2	3		4	5	14	15	17	7	5
	FINLAND	1	1	1	2	4	4	2	3	2	3
	FRANCE	48	37	37	52	34	39	45	44	32	44
	GERMANY	6	8	12	10	8	12	18	18	22	18
	GREECE	3	1	1		2	2	4	2	2	
	ICELAND										
	IRELAND	2	1	2	1	2	3	4	2	4	
	ITALY	23	18	19	21	31	43	37	31	47	67
	JAPAN	1	3	3	2	3	3	5	6	2	2
	LUXEMBOURG										
	NETHERLANDS	14	17	21	13	14	32	23	18	11	20
	NEW ZEALAND	6	6	6	4	6	4	1	3	5	3
	NORWAY	1	3		3	1	1	1		2	1
	PORTUGAL			3	5	4	1		1	1	4
	SPAIN		1		1	1		2		4	2
	SWEDEN	1				1	2	1	3	2	4
SWITZERLAND	2	4	5	3	3	6	1	6	1	2	
UNITED KINGDOM	76	61	54	45	54	58	50	76	56	72	
UNITED STATES	44	37	33	47	44	48	53	45	43	43	
	Total	270	233	237	250	269	316	298	331	287	333



CONSULTANTS

	MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
LIST B	ALGERIA	4	8	4	7	8	4	4	7	4	9
	GABON										
	INDONESIA	1		1		3	2	2	5		
	IRAN	2	1	2	1	2	2	2	1		3
	IRAQ	1	1	1	1	1	1		2	2	2
	KUWAIT										
	LIBYAN ARAB JAMAHIRIYA	1	1	2	3	5	7	1	1	2	1
	NIGERIA	14	3	5	1	5	4	7	8	2	8
	QATAR										
	SAUDI ARABIA										
	UNITED ARAB EMIRATES										
	VENEZUELA	1	6	2	3	1		3	4		1
Total		24	20	17	16	25	20	19	28	10	24

	MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
LIST C	AFGHANISTAN							1			
	ALBANIA		1	1				2	1		1
	ANGOLA				1	2	1				2
	ANTIGUA AND BARBUDA										
	ARGENTINA	15	11	8	9	7	8	7	6	2	7
	ARMENIA					2	2	2	3		
	AZERBAIJAN									1	1
	BANGLADESH	6	9	15	16	19	17	6	10	3	7
	BARBADOS			1	1						
	BELIZE					1					
	BENIN	4	3	3	3	4	2	5	2		9
	BHUTAN			1	1						
	BOLIVIA	5	7	8	2	2	2	5	3	3	7
	BOSNIA AND HERZEGOVINA				1						

CONSULTANTS

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
BOTSWANA					1					
BRAZIL	3	1	1		2	2	1	1	3	9
BURKINA FASO	1	1	2		1	4	1	2		
BURUNDI	3	6	2	4	4	5	4			3
CAMBODIA						1				5
CAMEROON				2	2	1	1	2	1	4
CAPE VERDE		1				1	1			
CENTRAL AFRICAN REPUBLIC										
CHAD					1				1	1
CHILE	3	6	8	5	12	11	10	12	1	14
CHINA		7	9		2	1	4	6	2	3
COLOMBIA	7	5	6	2	3	5	7	6	2	4
COMOROS								1		
CONGO	3	4	3	3	3				1	3
COOK ISLANDS										
COSTA RICA	5	4	4	3	1	3	1	1		
CÔTE D'IVOIRE	4	1	2	1	1	5	4	1	1	6
CROATIA										
CUBA										
CYPRUS	1				1	2	2	1	1	1
D.P.R. KOREA										1
D.R. CONGO	2		1							3
DJIBOUTI										
DOMINICA	2	1	1	1				1	1	4
DOMINICAN REPUBLIC					1	1				
ECUADOR	3	2	1		3	1	1			1
EGYPT	8	2	4	5	2	4	3	3	2	8
EL SALVADOR				1	4	1	2	1		1
EQUATORIAL GUINEA										
ERITREA	1	1								
ETHIOPIA	5	1	3	3	2	1			1	



CONSULTANTS

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
FIJI										
GAMBIA, THE	3	1	1		1	4				
GEORGIA						1	1		2	2
GHANA	3	1	1	2	5	5	4	5	1	4
GRENADA									1	1
GUATEMALA	1	1	2	2	3	1	4	1	1	2
GUINEA	2	6	1	3	1	3	3			2
GUINEA-BISSAU				1						
GUYANA										
HAITI										1
HONDURAS			1	2	2	7	3	4		
INDIA	28	42	33	18	37	27	37	49	18	32
ISRAEL	2					1	1			
JAMAICA	1		1			1	2	1		
JORDAN	8	3	9	3	4	3	4	4	2	4
KAZAKHSTAN						1	1	1	1	1
KENYA	5	1	3	1		3	4	6	9	15
KYRGYZSTAN										
LAOS	1				3	1		2		
LEBANON	1		1	1		2	1	1		3
LESOTHO	1			1	1					
LIBERIA										
MADAGASCAR	1		1		1			1		
MALAWI					2					
MALAYSIA	2	1	3	3	2	2	2	1		1
MALDIVES			2							
MALI	9	4	3	2	2	3	4	3	2	1
MALTA	1	1	1				1	1		
MAURITANIA		4		1		1		1	1	3
MAURITIUS	1	1								
MEXICO	1	1		1	2	2	2	4	2	6



CONSULTANTS

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
MONGOLIA							3			
MOROCCO	12	9	11	10	6	12		10	5	13
MOZAMBIQUE	4			1	1	2	1	3		2
MYANMAR							1	1		
NAMIBIA	1		1						2	1
NEPAL	11	4	4	8	7	3	5	11	4	8
NICARAGUA	3	2	1		4	4	4	5	3	6
NIGER	1	2			1			1	2	3
OMAN										
PAKISTAN	6	9	10	5	4	3	3	7	1	6
PANAMA		1	2	1	1					
PAPUA NEW GUINEA								3		
PARAGUAY					1	1				
PERU	9	16	14	8	7	9	7	9	5	12
PHILIPPINES	3	3	1	4	6	4	7	3	6	13
POLAND*				2	2					
REPUBLIC OF KOREA					3					
REPUBLIC OF MOLDOVA				1	1					
ROMANIA					1					
RWANDA	1	2	4	4	6	4	6	4	4	3
SAINT CHRISTOPHER AND NEVIS										
SAINT LUCIA			1							
SAINT VINCENT AND THE GRENADINES								1		
SAMOA										
SAO TOME AND PRINCIPE						1				2
SENEGAL	3	5	4	5	6	4	2	8	7	17
SEYCHELLES				1					1	1
SIERRA LEONE	1				3	1		1	1	3

* Not a Member State of IFAD but a Member of the United Nations.



CONSULTANTS

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
SOLOMON ISLANDS										
SOMALIA			1				1			
SOUTH AFRICA				2		1	1	2		
SRI LANKA	5	3	3	5	6	9	6	4	4	6
SUDAN	11	5	4	11	11	6	8	9	4	7
SURINAME										
SWAZILAND				1			1	1		
SYRIA	5	3	4	4	2	2	1	3	2	5
TAJKISTAN										
TANZANIA, UNITED REPUBLIC OF		2	2	1		1		4	2	5
THAILAND	2	2			1					
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA				1				1		
TOGO	1	5	4	2	2	2	1	1		1
TONGA										
TRINIDAD AND TOBAGO			1	1	1			1		
TUNISIA	13	7	8	14	8	14	6	6	9	17
TURKEY	1	4	5	1				1	1	6
UGANDA		2	1	1	3	1	4	14	4	11
URUGUAY	10	9	10	8	5	8	8	9	4	9
VIET NAM	1	3	3	3	1	1	1	4		3
YEMEN	4			1	2	2	4	1		
YUGOSLAVIA**			2	2	2	2	2	2		
ZAMBIA	3	1	1	6	1	3	2	4	1	5
ZIMBABWE	4	8	6	5	11	8	5	4	1	2
Total	267	248	255	224	265	257	234	286	139	350

** Membership in IFAD governing bodies suspended by Executive Board on 4 December 1992.



CONSULTANTS

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Grand total	561	501	509	490	559	593	551	645	436	707
% List A staff of grand total	48.1%	46.5%	46.6%	51.0%	48.1%	53.3%	54.1%	51.3%	65.8%	47.1%
% List B staff of grand total	4.3%	4.0%	3.3%	3.3%	4.5%	3.4%	3.4%	4.3%	2.3%	3.4%
% List C staff of grand total	47.6%	49.5%	50.1%	45.7%	47.4%	43.3%	42.5%	44.3%	31.9%	49.5%



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
AUSTRALIA										
AUSTRIA										
BELGIUM	3	2	2	2	2	2	3	2	2	2
CANADA						1	1	1	1	2
DENMARK			2	3	4	2	3	4	3	2
FINLAND					1	1	1	1	2	2
FRANCE							1	2	2	2
GERMANY	1	3	3	5	2	3	3	4	2	1
GREECE										
ICELAND										
IRELAND										
ITALY	2	3	2	1	2	2	6	4	6	7
JAPAN	3	3	2		1	2	3	2	1	
LUXEMBOURG										
NETHERLANDS	3	2	1	1		1	1			3
NEW ZEALAND										
NORWAY	2						1	1	1	1
PORTUGAL									1	1
SPAIN										
SWEDEN	1	1	1	1		1	3	5	5	3
SWITZERLAND									1	1
UNITED KINGDOM	1	1	1	1	1		1	1	1	1
UNITED STATES	2	1	1				1	1	1	1
Total	18	16	15	14	13	15	28	28	29	29

LIST A



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
LIST B										
ALGERIA	2	2	2					1	1	1
GABON										
INDONESIA										
IRAN										
IRAQ										
KUWAIT										
LIBYAN ARAB JAMAHIRIYA										
NIGERIA										
QATAR										
SAUDI ARABIA										
UNITED ARAB EMIRATES										
VENEZUELA								1	1	1
Total	2	2	2	0	0	0	0	2	2	2

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
LIST C										
AFGHANISTAN										
ALBANIA										
ANGOLA										
ANTIGUA AND BARBUDA										
ARGENTINA										
ARMENIA										
AZERBAIJAN										
BANGLADESH										
BARBADOS										
BELIZE										
BENIN										
BHUTAN										
BOLIVIA										

PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
BOSNIA AND HERZEGOVINA										
BOTSWANA										
BRAZIL										
BURKINA FASO										1
BURUNDI										
CAMBODIA										
CAMEROON					1	1				
CAPE VERDE										
CENTRAL AFRICAN REPUBLIC										
CHAD										
CHILE										
CHINA	1	1	1							
COLOMBIA										
COMOROS										
CONGO										
COOK ISLANDS										
COSTA RICA										
CÔTE D'IVOIRE										
CROATIA										
CUBA										
CYPRUS										
D.P.R. KOREA										
D.R. CONGO										
DJIBOUTI										
DOMINICA										
DOMINICAN REPUBLIC			1	1	1	1	1			
ECUADOR										
EGYPT										



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
EL SALVADOR										
EQUATORIAL GUINEA										
ERITREA										
ETHIOPIA	1	1	1	1	1	1	1	1	1	1
FIJI										
GAMBIA, THE										
GEORGIA										
GHANA										1
GRENADA										
GUATEMALA										
GUINEA										
GUINEA-BISSAU										
GUYANA										
HAITI										
HONDURAS										
INDIA										1
ISRAEL										
JAMAICA										
JORDAN										
KAZAKHSTAN										
KENYA						1	1	1		
KYRGYZSTAN										
LAOS										
LEBANON										
LESOTHO										
LIBERIA										
MADAGASCAR										
MALAWI										



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
MALAYSIA										
MALDIVES										
MALI										
MALTA										
MAURITANIA										
MAURITIUS										
MEXICO										1
MONGOLIA										
MOROCCO										
MOZAMBIQUE										
MYANMAR										
NAMIBIA										
NEPAL										
NICARAGUA										
NIGER										
OMAN										
PAKISTAN										
PANAMA										
PAPUA NEW GUINEA										
PARAGUAY										
PERU										
PHILIPPINES	1	1	1	1	1	1	1			
REPUBLIC OF KOREA		1	1	1	1	1	1	1	1	1
REPUBLIC OF MOLDOVA										
ROMANIA										
RWANDA										
SAINT CHRISTOPHER AND NEVIS										
SAINT LUCIA										



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
SAINT VINCENT AND THE GRENADINES										
SAMOA										
SAO TOME AND PRINCIPE										
SENEGAL								1	1	1
SEYCHELLES										
SIERRA LEONE										
SOLOMON ISLANDS										
SOMALIA										
SOUTH AFRICA										
SRI LANKA										
SUDAN										
SURINAME										
SWAZILAND										
SYRIA										
TAJKISTAN										
TANZANIA, UNITED REPUBLIC OF										
THAILAND										
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA										
TOGO										
TONGA										
TRINIDAD AND TOBAGO										
TUNISIA										1
TURKEY										
UGANDA										
URUGUAY										
VIET NAM										
YEMEN										



PROFESSIONAL STAFF AND HIGHER CATEGORIES AGAINST EXTRA BUDGETARY RESOURCES

MEMBER STATE	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
YUGOSLAVIA*										
ZAMBIA										
ZIMBABWE										
Total	3	4	5	4	5	6	5	4	3	8
Grand total	23	22	22	18	18	21	33	34	34	39
% List A staff of grand total	78.3%	72.7%	68.2%	77.8%	72.2%	71.4%	84.8%	82.4%	85.3%	74.4%
% List B staff of grand total	8.7%	9.1%	9.1%	0.0%	0.0%	0.0%	0.0%	5.9%	5.9%	5.1%
% List C staff of grand total	13.0%	18.2%	22.7%	22.2%	27.8%	28.6%	15.2%	11.8%	8.8%	20.5%



* Membership in IFAD governing bodies suspended by Executive Board on 4 December 1992.