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January 20, 2022

**Statement by Mr. Fanizza, Mr. Massourakis, Ms. Quaglierini, Ms. Mastrapasqua, and
Ms. Mateus on FY2020-FY2021 Diversity and Inclusion Report
(Preliminary)
Executive Board Meeting
January 24, 2022**

We thank staff for the comprehensive report, that provides an informative overview on the status of Diversity and Inclusion (D&I) in the Fund for FY 2020-FY 2021. We fully support the aim of the Fund to guarantee more equitable opportunities in terms of recruitment and promotion and become a more diverse and inclusive workplace. We welcome the progress made thus far, yet we note that overall improvement is uneven, and ambitious targets will continue to warrant more concrete actions in order to implement the D&I strategy by 2025.

- **We welcome the Fund’s strategy and agenda on D&I, and we are encouraged by the progress made towards the 2025 benchmarks though the overall performance is mixed.** We particularly appreciate staff’s efforts to bring about cultural change to make the Fund a more diverse work environment, while still ensuring non-discrimination against groups already over-represented. We also concur with staff that inclusion, together with gender and geographical diversity, are key drivers towards a more dynamic and more productive workplace. We strongly welcome the **framework to make managers accountable on the D&I agenda goals.**

- We appreciate the **steady gains towards gender equality in managerial roles and expect further progress in attracting women economists**, in particular from Under-Represented Regions (URR). We note the increase in representation from URR once self-declared second nationality is shown, which allows to provide a more realistic picture of diversity at the Fund. We also appreciate the **gender balance in the specialized career stream**. We invite staff to rely on the analysis of these data, together with the detailed data on Recruitment and Retention to shed light on the underlying reasons behind trends, so as to better calibrate HR policies both in terms of recruitment and promotions.

- **We see merit in increasing the level of utilization of the virtual format for recruitment, which has given good results during the COVID pandemic**. We take positive note of the Fund's efforts to attract people with diverse educational backgrounds, focusing on universities located in countries other than the US and the UK. We reiterate our view that a wide coverage of educational backgrounds contributes to richer technical discussion and more robust analyses and policy-making decisions. We also invite staff to monitor the diversity of participants in the Fund's leadership development programs.

- **We are concerned about the preliminary results of the D&I survey of March 2021 and we strongly support the initiatives against unconscious biases, discrimination, bullying, and harassment**. We call on staff to keep the Board informed on the completion of the analysis and on the possible way forward, including recommendations and remedial actions. Regarding the data collection initiative, while supportive, we reiterate that staff's data provision should remain voluntary, given the sensitivity of personal information involved.

- We encourage staff to take advantage of the **budget increase** for FY23-25 and the associated **additional hiring space** related to the Fund's business priorities to step up

its diversity and inclusion objectives, even in terms of specializations and technical skills.

- In terms of diversity, **we firmly believe that the Offices of Executive Directors need to set an example by increasing gender balance at the Board** and remain committed to this goal in our constituency.