

BUFF/13/56

June 24, 2013

**Statement by the Staff Representative on the FY2013 Diversity and
Inclusion Annual Report
Executive Board Meeting
June 27, 2013**

2013 Staff Survey: Inclusion Results

In broadening the focus of the diversity agenda to inclusion, the 2013 Staff Survey, conducted in March 2013, contained a series of questions on the extent to which employees feel included in the Fund. The questions have been combined into an “**Inclusion Index**,” formed as the simple average of the responses to the following seven survey items on the Fund¹:

Treating employees with respect and dignity as individuals
Listening to your ideas, problems and complaints
Applying policies and procedures fairly to all staff
Creating an environment of openness and trust
Overall, I am satisfied with the Fund's efforts to support and build an inclusive workplace
The Fund is committed to the fair treatment of all employees regardless of individual differences in terms of gender, racial/ethnic background, nationality, age, sexual orientation, etc.
My immediate supervisor works effectively with people who are different (such as gender, racial/ethnic background, nationality, sexual orientation, etc.)

The results of the survey broadly suggest that **the staff feel that they are included and treated equitably in the Fund** with a 58 percent favorable rating to 18 percent unfavorable across the

¹ In the survey, staff were asked to rate each item along a range of 1-5, with responses of 1 and 2 considered “favorable,” 3 “neutral,” and 4 and 5 “unfavorable.” The index outcome for the Fund as a whole, broken down by demographic groups, is contained in the attached tables.

Fund.² Moreover, the results do not differ markedly by demographic grouping, whether by region or by gender, except when it comes to staff from Africa, the Middle East, and the Caribbean who tend to report slightly lower favorable scores and higher unfavorable ones than staff from other regions.³ The concerns of these staff and the reasons why they feel less included in the Fund will need to be explored in further detail in the period ahead. Among the factors to be considered would be the extent to which experiences or identities shared by these staff impact their perceptions of how inclusive the Fund is.

As this is the first year that the Inclusion Index is included in the Staff Survey, there is no comparison data and **interpretation of the survey results must necessarily be tentative at this stage**. In addition, one needs to also study individual questions at the departmental level, where differences between groups of staff (e.g.: women and men or staff from underrepresented regions and others), can reveal important issues; also, operational work to address concerns contained within the responses or to reinforce favorable attitudes will often be most effectively addressed at the departmental level.

Recommendations related to inclusion are included in the FY 2013 Diversity and Inclusion Annual Report. This inclusion index will give us a gauge over time as to the impact of our actions.

² Staff in support and governance departments generally experience the Fund as more inclusive than those in other departments.

³ On average, African, Caribbean, and Middle Eastern staff's favorable ratings were 3-4 percentage points lower than the Fund-wide Inclusion Index score, and their unfavorable ratings averaged 4.6 percentage points higher than those from other regions.

Inclusion Index (Questions 7, 10, 12, 15, 46, 67, 68)

Demographic Group	Valid N	Percent of Respondents				% Missing	Diff From	
		Favorable	Neutral	Unfavorable			Norm	2010
Total IMF	2748	58	24	18		0	NA	NA
Diversity Region								
<u>Underrepresented Regions</u>	842	58	24	18		0	NA	NA
Africa	204	54	24	22		0	NA	NA
East Asia	323	60	25	15		0	NA	NA
Europe Transition Countries	201	58	26	16		0	NA	NA
Middle East	114	55	21	24		0	NA	NA
<u>Other Regions</u>	1906	58	24	18		0	NA	NA
Asia Other	208	58	23	20		0	NA	NA
Europe Other	631	58	24	18		0	NA	NA
Other Western Hemisphere - Caribbean	47	51	28	22		0	NA	NA
Other Western Hemisphere - Latin America	290	60	24	17		0	NA	NA
US and Canada	729	57	24	18		0	NA	NA
Gender								
Male	1502	58	24	18		0	NA	NA
Female	1246	57	25	19		0	NA	NA

**International Monetary Fund
March 2013 Staff Survey
Inclusion Questions**

7. How do you rate the Fund on: Treating employees with respect and dignity as individuals

10. How do you rate the Fund on: Listening to your ideas, problems and complaints

12. How do you rate the Fund on: Applying policies and procedures fairly to all employees

15. How do you rate the Fund on: Creating an environment of openness and trust

46. Overall, I am satisfied with the Fund's efforts to support and build a diverse and inclusive workplace.

67. The Fund is committed to the fair treatment of all employees regardless of individual differences.

68. My immediate supervisor works effectively with people who are different in terms of gender, racial/ethnic background, nationality, age, sexual orientation, etc.