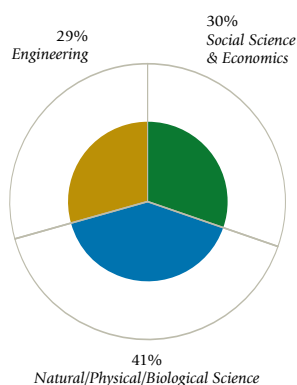


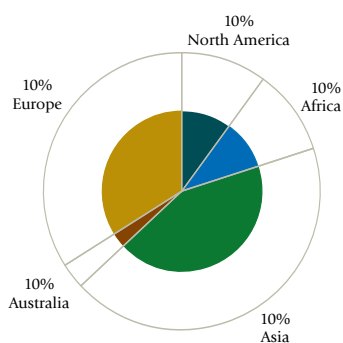
Distribution of Staff by discipline, nationality and region

On 31 January 2005, the institute had 109 researchers of whom 88 were internationally and regionally recruited. The latter includes 6 Associate Experts, seconded by the Netherlands, and Sweden and 8 Post Doctoral Fellows. On 31 January 2005 IWMI total staff numbered 346.

IWMI Researchers
(by Discipline, 2005)



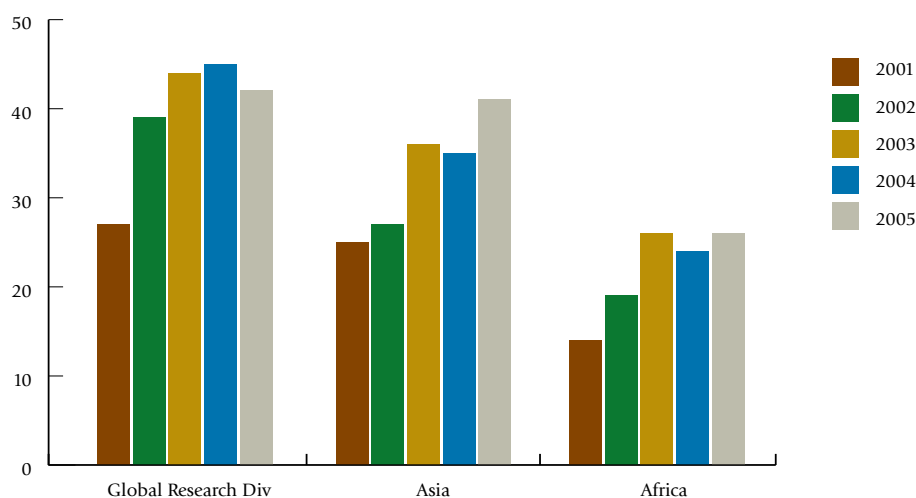
IWMI Researchers
(by Nationality, 2005)



Overview of IWMI Staff by Nationality as of 31 January 2005

Country	Research	Research Support	Non-Research
Australia	3	0	1
Bangladesh	0	1	0
Belgium	1	0	0
China	1	0	0
Denmark	2	0	0
Ethiopia	2	0	0
France	14	0	1
Germany	1	0	0
Ghana	0	5	12
India	13	15	10
Ireland	0	0	1
Japan	2	0	0
Kenya	2	1	1
Nepal	3	0	1
Netherlands	9	0	1
Nigeria	2	0	0
Norway	1	0	0
Pakistan	5	13	20
Philippines	1	0	0
Russia	1	0	0
Senegal	1	0	0
South Africa	1	2	7
Sri Lanka	18	23	99
Sweden	1	0	0
Switzerland	2	0	0
Thailand	2	3	11
Tunisia	1	0	0
U.K.	6	0	2
U.S.A.	10	0	0
Uzbekistan	1	2	5
Vietnam	1	0	0
Zimbabwe	2	0	0
Total	109	65	172

Distribution of Research Staff by Region



Gender & Diversity Staffing

Gender & Diversity balance is one of IWMI's goals. The HR department continues to monitor and to ensure that IWMI's gender & diversity ratios are in line with CGIAR guidelines.

IWMI strategic plan 2004-2008 has set a target to increase the number of women researchers from the south to 40%. We are pleased to report that IWMI is on target where we have increased the number of women researchers from the south from 13 in 2001 to 27 in 2005. In the last quarter of 2004, IWMI advertised for 19 researcher positions in various disciplines. Out of this we made offers to 8 female researchers and 9 to male researchers.

Gender & Diversity Policies

In addition to the existing family friendly policies, the Board approved a new set of policies on Spouse Employment,

Flexi-time & Telecommuting at the 2004 Board meeting. These new policies are now implemented and should further assist us in increasing our gender & diversity initiatives.

Mentoring

Owing to the success and the positive feedback from the participants of the first G&D mentoring program, the second program was launched in 2004. The objective of this program is to provide structured development input to young staff members by more senior staff members as mentors. The second batch consists of 17 mentees and 12 mentors. The 17 mentees consist of 13 women and 4 men representing an increase of women mentees from 3 to 13 over the first batch. There are 8 research/research support staff and 9 non research staff, 10 NRS, 3 RRS/IRS. One mentee is from the north and the balance 16 mentees are

Diversity at different organizational levels as at 1 January 2005

	Male			Female			Total
	North	South	Sub-total	North	South	Sub-total	
Board of Trustees	3 27%	1 9%	4 36%	3 27%	4 36%	7 64%	11 100%
Management Team	3 50%	0 0%	3 50%	2 33%	1 17%	3 50%	6 100%
Researchers	38 35%	44 40%	82 75%	14 13%	13 12%	27 25%	109 100%
Breakup of Researchers							
Principal Researcher - I	13	7	20	3	1	4	24
Senior Researcher - I	8	6	14	4	0	4	18
Senior Researcher - R	0	4	4	0	2	2	6
Researcher - I	9	3	12	4	2	6	18
Researcher - R	1	4	5	0	3	3	8
Researcher - N	1	17	18	0	3	3	21
Post Docs/AE's	6	3	9	3	2	5	14
Research Support (NRS)	0 0%	50 77%	50 77%	0 0%	15 23%	15 23%	65 100%
Non-Research Staff	3 2%	99 58%	102 59%	2 1%	68 40%	70 41%	172 100%
Breakup of NRS Staff							
Principal Managers/Managers I	1	0	1	1	0	1	2
Senior Managers/Managers-I	1	0	1	1	0	1	2
Senior Managers/Managers-R	1	2	3	0	4	4	7
Senior Managers/Managers-N	0	7	7	0	2	2	9
Senior Officers/Officers-N	0	26	26	1	31	32	58
Staff-N	0	64	64	0	31	31	95
Total	41	193	234	16	96	112	346

Gender & Diversity Initiatives

from the south. 11 mentees are from headquarters, 3 are based in Tashkent and 1 each based in South Africa, Ghana and Ethiopia.

Leadership Development

The G&D mentoring program complements the IWMI Leadership Development Program (LDP). The IWMI LDP is a two year training intervention where high potential staff across the Institute, in particular from the South, are identified and inputs through formal courses and close mentoring by senior staff is provided to facilitate their accelerated growth within the organization. The first LDP which was launched in 2003 with 12 mentees and 4 mentors concluded in March 2005. The 12 mentees included 7 women and 5 men, 9 researchers and 3 non research staff, 7

NRS staff and 5 RRS/IRS staff. LDP-1 is considered a success by both participants and IWMI management and the impact of their development over the past two years is already visible in the organization. Considering the success of the first program IWMI LDP-2 commenced with 12 new mentees (along with 4 mentors). The mentee group consists of 6 women and 6 men, 8 researchers and 4 non-research staff, 4 NRS and 8 RRS/IRS.

IWMI's Leadership Development Program (LDP) in session. High potential staff are trained across the institute through formal courses and mentoring by senior staff, to facilitate their accelerated growth within the organization.



Staff from 01.01.2004 to 31.03.2005

HEADQUARTERS

Director General's Office

Dr. Frank Rijsberman, Director General, Dr. Meredith Giordano, Research Director, Mr. Gerard O'Donoghue, Deputy Director General (Operations), **Non-Research:** Ms. Shalini Kumaresan, Senior Secretary, Ms. Coretta De La Zilwa, Senior Secretary

Program Office

Non-Research: Ms. Upeka Kariyawasam, Head, Program Office, Mr. Sanjiv de Silva, Program Officer, Ms. Natalia Abeynayake, Donor Relations Coordinator, Ms. B.A.M. Hasinika Piyasena, Quality Management Systems Coordinator, Ms. Arosha Ranasinghe, Secretary

Information and Knowledge Group

****Mr. Stuart Tippins**, Head, Information and Knowledge Group, Mr. Michael Devlin, Chief Knowledge Officer, **Communication & Knowledge Sharing:** Ms. Sanjini De Silva, Head, Communications & Knowledge Sharing, Mr. Patrick Fuller, Senior Communications Advisor, ***Ms. Sarah Carriger**, Head, Writer/Editor, Ms. Dawn Rodriguez, Communications Coordinator/Writer, Ms. Charmalee D. Jayasinghe, Web Master/Communications Coordinator, Ms. Sharni Jayawardena, Communications Coordinator, Ms. Tasneem Amirally Akbarally, Communications Officer, Mr. Dominique Michael Perera, Web Services Officer, Ms. Sharmani Gunawardena, Secretary, **E-Publishing:** ***Mr. Kithsiri Jayakody**, Print Manager, ***Ms. Nilmini Matysysz**, Traffic and Workflow Coordinator, Ms. Pavithra Amunugama, Administrative Officer - Workflow/Traffic, Mr. Joseph Perera, Production Editor, Mr. Harshana Rambukwella, Production Editor/Entry-level Science Writer, Mr. Nimal Fernando, Manager Special Projects, ***Mr. Surendra Wegodapola**, Layout and Graphics Specialist, Mr. Sumith Fernando, Layout and Graphics Specialist, Ms. Shyamane Faleel, Layout and Graphics Specialist, Mr. Nimal Attanayake, Layout and Graphics Specialist, **E-Library:** Ms. Ramya de Silva, Head, E - Library, ***Ms. Shanthi Sri Nammuni**, Information Management Assistant, Ms. Manik de Alwis, Information Management Assistant, Mr. Chandima Gunadasa, Electronic Library Resources Specialist, Ms. Sandya Suriyarachchi, Information Management Assistant, Mr. Kaushalya Moragasipitiya, Information Management Assistant, **Information & Communications Technology (ICT):** Ms. Ruwanthi Fernando, Head, Information and Communications Technology, ***Mr. Sunil Weerasinghe**, Head, Information & Communication Technology, Mr. Nirudha Perera, Network Administrator, ***Mr. G. Rajkumar**, Internet Site Webmaster, Mr. M.Z.M. Riazzi, Database Developer/Administrator, Mr. Ranjith Wickremasinghe, Systems Administrator, Mr. Santha Marasinghe, PC Support Technician, Ms. Veronica Lumanauw, Administrative Officer, Mr. Shaminda Illangatilaka, Assistant Network/Systems Administrator, Mr. S.A. Jayantha Senarath, Intranet/Web Services Developer, Mr. Sanjeeva Amarasekara, Help Desk Coordinator, Mr. Arshad Razali Iyene, Help Desk Coordinator, Ms. Woranga Palingu Kumari Atukorale, Software Engineer

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Transport & Maintenance: Mr. Eardley De Silva, Acting Head, Building and Transport, Mr. Kapila Pathiraja, Assistant Manager, Building Engineering Services & Transport, Ms. Thusitha Jayatilake, Administrative Officer, Mr. Ravi Dissanayake, Transport Assistant, Ms. Iresha Dharmawardhana, Administrative Assistant, Mr. S. Arockiam, Plumber, Mr. P.W. Pathirana, Electrician, Mr. S. Krishnarajah, Junior Clerk, Mr. P.A. Rezel, Electrician, Mr. Sunil Jayatilake, Carpenter/Fitter, Mr. K.G.S. Kumara, Driver, Mr. Priyantha Chandrasena, Driver, Mr. Ajith Perera, Driver, Mr. Ajantha Perera, Driver, ***Mr. Mahinda Karandawatte**, Driver, ***Mr. Y.K.G. Costa**, Driver, Mr. K.K.R. Kumara, Driver, Mr. W.D. Upali, General Labourer, Travel Office: Mr. Nihal Silva, Visa Coordinator, Ms. Nazreen Yousuf, Conference and Travel Officer.

Global Research Division (Sri Lanka)

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REGIONAL/SUB-REGIONAL OFFICES

Regional Office Southeast Asia (Thailand)

Principal Researchers: Dr. Andrew Noble, Head, South East Asia, Mr. Ian Makin, Principal Water Management Specialist, *Dr. Randolph Barker, Principal Economist, **Senior Researchers:** Dr. Suraphol Chandrapatya, Agricultural Extension & Development Specialist, *Dr. Amado Maglinao, Farming System Specialist, *Mr. Jean-Pierre Bricquet, Hydrologist, **Researchers:** Dr. Rob Simmons, Soil Scientist, Mr. Jean-Louis Janeau, Soil Scientist, **Associate Experts:** Dr. Mathew Kurian, Institutions/Natural Resources Management Specialist, Post Doctoral Scientists: *Dr. Mohammed Mainuddin, Water Resources Engineer, *Dr. Hans Overgard, Entomologist, Dr. Shinji Suzuki, Soil Scientist, **Research Officers:** Mr. Rungrathee Phonkarm, GIS Assistant, *Mr. Sirijit Sangunurai, Environmental Engineer, Ms. Wannipa Soda, Agricultural Scientist, Ms. Orn Uma Polpanich, Agricultural Scientist, **Research Support:** Ms. Sararin Klinphonklap, Research Assistant, *Ms. Duangdao Saiyasitpanich, Research Assistant, **Non-Research:** Ms. Sumana Kmolphun, Accountant, Ms. Naiyana Puranachoti, Administrator, Mr. Suparuek Puttakhot, System Network Administrator, *Ms. Darakul Srichoorom, Accountant, Ms. Lakana Sanghakorn, Information Officer, Mr. Tanadol Compo, Composer/Graphics Designer, Mr. Pornchai Luechatmatikul, Administrative Assistant, Mr. Narin Peeraoranun, Cashier, Ms. Jutima Anumatratchakit, Office Manager, Ms. Jirapar Boonyasurakul, Group Secretary, Ms. Banyen Taruen, Office Service.

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Sub Regional Office - Vietnam

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Sub Regional Office - Cambodia

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Regional Office (Central Asia) Pakistan

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Sub Regional Office - Uzbekistan

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Sub Regional Office - Anand

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Resources Management, Mr. Tendani Nevondo, Program Officer, SIMA, *Ms. Vivian Phadime, Research Assistant, *Mr. Makgwadi Sylvester, Finance Administrator, *Ms. Gladness Seabi, Senior Secretary, *Mr. Jetrick Seshoka, Research Assistant, Mr. Thulani Magagula, Program Management Officer, **Non-Research:** Ms. Mary Njonge, Office Manager, Mr. Kobus Ras, IT Specialist, Ms. Rachel Mashele, Junior Secretary, Ms. Maite Sotsaka, Communication Coordinator, Mr. Harold Magagula, Driver, Ms. Calorene Pengilly, Senior Secretary, Ms. Carol Valerie, Financial Administrator, *Ms. Portia Ndlovu, Administrative Clerk

Sub Regional Office - West Africa

Principal Researcher: Dr. Pay Drechsel, Leader, Theme Agriculture, Water and Cities, **Senior Researcher:** Dr. Marc Andreini, Hydrologist, **Researchers:** Dr. Boubacar Barry, Agricultural Engineer, *Dr. Abdul Kamara, Policy Economist, Dr. Olufunke Cofie, Soil Scientist, **Post Doctoral Scientists:** Dr. Adetola Ibidunni Adeoti, Agricultural Economist, **Associate Experts:** *Ms. Eveline Klinkenberg Health & Water Engineer, **Research Officers:** Mr. Raymond Kasei, Research Officer, Mr. Bernard Keraita, Irrigation and Water Engineer, Mr. Theophilus Otchere-Larbi, Capacity Building and Training Officer - under RUIAF II project, **Research Support:** Mr. George Danso, Agricultural Economist, Mr. Philip Amoah, Environmental Scientist, Mr. Emmanuel Obuobie, Water Engineer, Mr. Gerald Forkuor, Research Assistant, **Non-Research:** Ms. Louise Agyeman-Barning, Admin & HR Manager, *Mr. Siegfried Gbadago, Finance Officer, Ms. Charlotte Amponsah, Finance Officer, Mr. Eric Korankye, IT Officer, Ms. Linda Beccles, Admin. Assistant, Mr. Daniel Ofori, Admin. Assistant (Glowa Volta), Ms. Lydia Amoah, Admin. Assistant (Challenge Program), Ms. Tonya Schutz, Programme Manager, Mr. Eli Sokpli, Driver (Glowa Volta), Mr. Ebenezer Aboah, Cleaner/Gardener, Mr. David K. Orchard, Driver (Glowa Volta), Mr. Martin Ofori, Driver, Mr. Daniel Twumasi, Driver, Mr. Salisu Adams, Driver (Glowa Volta)

Sub Regional Office - East Africa and Nile Basin

Researchers: Dr. Seleshi Bekele Awulachew, Head, East Africa, Mr. Philippe Lempriere, Agronomist, Dr. Eline Boelee, Health and Irrigation Specialist, Dr. Krishna Prasad, Water Resources Engineer/Sociologist, **Post Doctoral Scientists:** Dr. Godswill Makombe, Post Doctoral Scientist - Water and Land Rights in Smallholder Irrigation Farming in Northern Ethiopia, **Non-Research:** Ms. Nigist Wagaye, Senior Programme Assistant.

HOSTED PROGRAM STAFF

Dialogue Secretariat

Associate Expert: Mr. Marco Blixt, Knowledge Base Manager

Global Water Partnership Secretariat

Non-Research: *Mr. Nanda Abeywickrema, Special Advisor to the DG on GWP, Mr. Lalith Dassenaik, Coordinator, IWMI-GWP Resource Centre.

Challenge Program on Water and Food

Principal Researcher: Dr. Jonathan Woolley, Coordinator - Challenge Program on Water and Food, **Principal Manager:** Ms. Pamela George, Program Manager - Challenge Program on Water and Food, **Non-Research:** Ms. Sharon Perera, Executive Assistant, *Ms. Priyanka Tissaverasinghe, Secretary, Ms. I. Deborah Tracey Koch, Administrative Officer, Ms. Marene Abeyesekere, Finance Administrator, **Research Officers:** Ms. Priyantha Jayasuriya Arachchi, Data Analyst, *Mr. Sean Perera, Research Officer

International Centre for Underutilized Crops

Non-Research: Ms. Sushila Rajamanie, Administrative Officer

* Staff left in 2004/2005 (period covered - 01 Jan 2004 to 31 March 2005)

** Staff joining/assuming new responsibilities during 2005

IWMI is working towards building research excellence in a corporate and professional manner. The organization is developing its four key knowledge roles of knowledge generation, knowledge sharing, knowledge brokering and knowledge application. At the heart of this endeavor is IWMI's research agenda, which has evolved to include stakeholder priorities and future needs. IWMI is also focusing on professional and institutional capacity building, while promoting a strong organizational culture of impact, performance and service.



Core Values

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Respect for diversity



