The new Bank office building at 1850 Eye Street will house more than 1,300 staff members by the end of 1979 if work continues on schedule. 

When the property was purchased, architectural plans for an office building on this site had already been drawn by the architectural firm of Weihe, Black, Jeffries, Strausman and Dove. However, Mr. Lillie said that "the building was modified inside and outside to meet Bank specifications." This was achieved after consultation with an informal Space Advisory Committee that served as an advisory body on office space matters. The committee of 16-18 persons represented each Region, IPC, DPS, Controllers, Secretary's, and the Personnel Department.

Committee members talked with department directors, division chiefs, and other management personnel to determine the special requirements and needs of the staff members in each unit in order to have the best possible working conditions. Space planning and design consultants then defined space requirements and planned work areas and support functions. 

The new building has some of the most up-to-date mechanical features of any structure in the area. The heating/air conditioning system, for example, is designed for the utmost comfort of the occupants. Heat pumps are being installed that will be economical as well as major energy savers. Control zones have been established with thermostats to allow the temperature to be controlled in individual offices and in approximately each 400 square-foot section of each floor. This should go far to alleviate the kinds of fluctuation.

Kafka report made public

After 17 months of deliberation, the 13 members of the Joint Bank/Fund Committee on Staff Compensation Issues—the "Kafka Committee," named after its chairman, Alexandre Kafka—has issued its report to the management of the two institutions.

The Committee's report embodies a series of far-reaching recommendations, some for immediate implementation, others for further study. Their main recommendations, as far as the Bank is concerned, are:

- The primary "market" for setting professional compensation levels at this time should be US employers in the proportions, 50 percent private, 50 percent US Civil Service;
- Bank direct pay for the four non-managerial professional grades, J to M, should receive a quality premium of 10 percent above the average compensation levels of this market;
- At the managerial grades, the present overall salary differential between grades M (the highest non-managerial professional grade) and Q (the highest managerial grade) should be maintained, with appropriate differentials in between to recognize the degrees of responsibilities borne;
- Compensation of support staff should continue to be based on that of the US Civil Service, with a 5 percent premium in direct pay;
- There is no necessity for a general expatriation allowance at this time, but improvements should be considered in the range and adequacy of expatriate benefits;
- Unless the US Government changes its policy and exempts from taxation Bank income of US nationals, the system of tax reimbursement should be changed to reimburse on the basis of average deductions claimed by US taxpayers generally, with modifications to reflect circumstances in the Washington area, rather than the standard deductions presently used;
- There should be a major review every three years to verify the continuing international competitiveness of Bank compensation. Such a review

(Cont'd on Page 2, Col. 1)
Employee of the George Hyman Construction Company at work 12 stories above Eye Street.

Employees of the George Hyman Construction Company at work 12 stories above Eye Street.

Bank's project coordinator; Lee Kuhn is the building superintendent.

William Lillie discusses plans with a worker.

Employees of the George Hyman Construction Company at work 12 stories above Eye Street.

Bank secrets exposed in Times scoop

The following item from the London Financial Times, dated January 19, 1979, was sent to Bank Notes by Frank Chapman.

"A World Bank administrator asked one of his staff scientists what two and two make. After consulting his slide rule the scientist replied: 'It looks like four, but say five to be safe.'"

"The administrator then asked one of the organization's lawyers, who advised: 'Probably four, but it would not stand up in a court of law.'"

"Finally, the question was put to a World Bank economist. After two days, he came back, leaned confidentially over the desk, and whispered: 'What answer do you want?' "
Artist finds a workday home for her talents in Agro-business

On Sunday, March 4th, a retrospective show of paintings and drawings by Sophia Wong of the East Asia and Pacific Projects Department will open at the Gallery Amerasia, located at 2142 P Street, N.W.

Mrs. Wong has been working in the Rural Credit and Agro-Business Division of AEP since July 1977. She has an undergraduate major in design and a Master of Fine Arts degree from the American University. She says that she enjoys the atmosphere at the Bank, and finds job here interesting.

When asked if she ever had an occasion to apply any of her special artistic skills to her job at the Bank, she says that she has often been asked to draft charts, graphs, maps, and other types of drawings for project reports. She feels that she is able to contribute to the work of the division in this way and to help get the total job completed faster.

According to Mrs. Wong, she has known since childhood that she was going to be an artist. She has always liked to draw and paint, and was encouraged by her family. Family members are often asked to "sit" for her. "It is a lot cheaper than hiring a model," she comments. For this reason, many of the faces in her paintings are those of members of her family.

A Limestone Used

During the summer of 1975, Mrs. Wong came to the Bank as a summer temporary and worked in the Malaysia Division of AEP Programs. Before coming back to the Bank as a permanent employee, she taught drawing, watercolor, and other art-related courses at the Northern Virginia Community College's Loudoun County campus. She taught there for almost two years and also spent three "hectic" summer months at the Washington Post.

A large collection of paints, brushes, canvases, and an assortment of papers are used in her work.

One tool she works with is a limestone used for lithography prints. Each stone weighs about 30 pounds and must be kept constantly clean, wet, and prepared for printing. Preparing the stone is often a chore, according to Mrs. Wong. It may become quite temperamental until the artist is able to understand and respect its nature. Sometimes she spends three to six hours preparing the stone and it fails to print. However, Mrs. Wong adds, "once you develop total union with the stone, the rewards are great!"

She and her graphic designer-husband recently completed the background drawings for the pages of a coloring book featuring the "Peanuts" characters. They had drawings of the characters in a variety of poses and they created a background to fit each situation.

Mrs. Wong's work has been shown in local galleries since 1969. Her art was first displayed at the Watkins Gallery at the American University. In 1977, she received a merit award at the Athenaeum 5th Annual Juried Art Show in Alexandria. At other times, her art has been displayed at Montgomery County Community College, the Greater Reston Arts Center, the Art Barn in Rock Creek Park, the 1978 World Bank staff members show, and at the Gallery Amerasia.

Membership at the Gallery Amerasia, where she has been a member for seven months, consists of 16-20 Asian artists from Korea, China, India, and the Philippines, who live and work in the Washington, DC area. Some members practice in the traditional Chinese manner, using soft brush-strokes to represent nature in its most beautiful forms. A few artists do abstract work, while others print, photograph, watercolor, draw, sculpt, and make ceramics. Each work reflects, in some way, the unique influence of the artist's particular country.

The opening of Mrs. Wong's first "one-woman show" will be held at 7 P.M. on Sunday, March 4th, at the Gallery Amerasia. The show will last until March 23.

Harriers go co-ed

A jogging club for women—the Hash House Harriers—has been formed by staff members from several international organizations in the Washington, DC area. The group meets every Saturday during the winter and on Wednesday evenings in summer.

A special trail is chosen each time, and the group jogs for about four miles. Afterward, the group enjoys a picnic in the park or refreshments at someone's house or nearby cafe.

The Hash House Harriers originated in 1938 in Kuala Lumpur, and the organization now sponsors similar clubs in many parts of the world. The club started as a men's group, and Bill Panton, a World Bank staff member, worked in Malaysia for awhile and brought the idea back to this area. Mr. Panton formed a group here in 1973 and he recently started a similar club in Bangkok where he presently works at the Bank's Resident Mission.

The original group of men jogged regularly and met afterwards at a restaurant called the Hash House. According to several in the Washington, DC group, the food was bad but the place served cheap beer! They decided to name the group after their favorite meeting place.

The club is informal and is as much a social get together as it is a form of exercise. Once you join the club and purchase a t-shirt, you may jog with any Hash House Harriers group in the world.

The fee, which is needed for the purchase of refreshments, is $3 per month.

For more information, please contact Laurine Ford at the New Zealand Embassy, 265-1721, or Naoe Hirota, at the Japanese Embassy, 234-2266.
Van pools; can they be made to work at the World Bank?

By Gabriel Roth

One alternative to public transportation, car pools, or driving one's own car is the recent development of "van pools." These 10-12 seater vehicles, purchased or leased by firms, are used by colleagues for their journeys to and from work. The vans can be driven by a member of the firm who is not paid but who is allowed use of the van during the evenings and on weekends at favorable rates. Van pools need not cost employers anything since the riders pay an amount that covers total vehicle costs.

In order to be successful, van pools require a substantial number of staff who are traveling to and from the same place. It is possible that the Bank and the Fund together could provide suitable ridership in many areas. An experimental service, for example, to Carderock Springs might be worth starting. There are firms in the area that have fleets of 3-5 vehicles for use in van pools, and there is also expert advice in this area to deal with insurance and other problems that might arise.

According to a recent article in the Wall Street Journal (Tuesday, January 23, 1979), "employers are getting involved because of the shortcomings of public transportation, and with an eye toward saving fuel. It is estimated that the average van pool makes a daily round trip of 50 miles and conserves a minimum of 5,000 gallons of gas each year by taking at least six cars off the road. Companies say van pooling also boosts employee morale, reduces absenteeism, and broadens the territory from which they can attract workers.

The key to the success of any van pool program is its riders. If the program cannot attract enough riders to generate the cash flow necessary to support the program, then there will be no program. If the economic incentive is great enough to overcome the social barriers, people will use the vans. Then, once they get used to the idea and van pooling becomes "naturalized," the social barriers will disappear. Van poolers often become close friends. They have picnics, parties at Christmas, and some even form softball and soccer teams. At the 3M Company, the article stated, "a marriage resulted from a van pool friendship." For these reasons, van pool programs require a great deal of effort to get under way; but, once they are established, they very seldom fail.

The financial incentive to the rider is the difference between his share (bills 1/3 or 1/12) of the expenses of owning and operating the van and what it costs him to commute by other means. Commuting costs such as fuel, oil, lubrication, tires, tune ups, and other similar expenses are only a part of the total costs of getting to and from work.

Car payments, insurance, and the like can also be considered in the total cost if the car is used for commuting purposes.

The driver is responsible for picking up riders, driving them to work, and returning them home at the end of the day. He is also responsible for collecting each rider's monthly share, maintaining the vehicle, keeping the "pool" filled, and taking care of other day-to-day chores. These responsibilities vary from program to program. In exchange for these duties, the driver receives a free commute to work and he is also allowed to use the van after hours and on weekends and holidays at a nominal mileage charge. This allows the driver to sell a second car if he wishes and save the ownership cost of that vehicle as well.

The financial incentive to be a driver can often run as high as several hundred dollars per month. Because of these incentives, there are usually more candidates for drivers than there are vans. This "sellers market" allows the company to be quite selective when choosing drivers.

The company is generally expected to absorb the organizational and administrative costs, financial responsibility for the program, and furnish the "up front" money to purchase or lease the vans. Depending on the size of the program, these costs can be nominal or substantial.

There are over 100 companies involved in van pooling nationwide. The ways they have benefited from their van pool programs include: 1) saving parking costs; 2) making space available for expansion; while satisfying zoning requirements; and 3) reducing congestion and pollution. Nationwide publicity has been received by a number of companies with van pools and their public image has improved. A number of firms have also been able to expand their labor market by making relocation unnecessary.

A study to determine the feasibility of setting up van pools here at the Bank is presently being jointly undertaken by the Personnel Department and the Administrative Services Department, according to Louis Michaels of Personnel. Recently, representatives from these two departments attended a conference on van pooling which was held in Baltimore.

Many items have to be taken into consideration including insurance, the decision to purchase or lease vehicles, and responsibility for the vans. Since about one-third of the staff members at the Bank lives in the District, one-third in Virginia, and one-third in Maryland, van pooling might not be as effective as it is in other cities where staff live in closer proximity to each other.

If van pooling is considered to be a possible alternative form of transportation in this area, it appears to be one of those rare cases where everyone wins!
Bank Calendar

Art Society (Bank)—An exhibition of paintings by Bank staff members, Patrick Looi and Vittorio Masoni, will be on view in the 12th floor gallery of the E building from March 5 through March 23. All staff members and their families are cordially invited to come by and see the show. Please contact Irene A. Normandin, extension 60209, for further information about the Art Society.

Art Society (IMF)—An exhibition of creative prints and master ceramics of Japan will be presented from April 19 through May 25 in the Fund Atrium.

Bridge Club—The Bridge Club will meet on alternate Tuesdays, March 13 and 27. All those interested in playing should contact Patrick de Fontenay, extension 76028, for information and reservations.

Camera Club—The International Camera Club met on Wednesday, February 7, at 6 P.M. in the Fund cafeteria for a slide show by David Thomson, a Senior Foreign Service Inspector and a well-known amateur photographer. The show, which was entitled “Afghanistan 1966 to 1970,” consisted of slides taken by Mr. Thomson. He was stationed in Afghanistan as Counselor of Economic Affairs in the United States Embassy.

The usual monthly slide competition for club members followed the show. The competition was judged by Lee Battaglia, the Director of Photography at the International Communications Agency. Mr. Battaglia is also a teacher of the History of Photography at the George Washington University.

From March 12 through April 6, the Annual Photographic Exhibition will be held in the Fund Atrium.

Chess Club—The Bank/Fund Chess Club regularly meets in the E building cafeteria at 6 P.M. on Tuesdays. Everyone is welcome.

Hockey Club—The Annual Meeting of the Bank/Fund Field Hockey Club will be held on Thursday, March 29, 1979, at Noon, in room A-730. All members are urged to attend, as well as those persons interested in joining the Club. The election of officers will take place at this meeting, and nominations for the offices should be submitted to B. Bain, extension 72518, if possible, in advance of the meeting.

International Mini-Computer Club (IMCCC)—On Wednesday, February 7, at 1 P.M., in room E-1244, Lee Bristol and Sam Mealls conducted a workshop on “Data Based Management with Micro-Computers” and a demonstration of the Sol Micro-Computer from Process Technology.

Music Group—On February 1, in the Eugene Black Auditorium, members of the Folger Consort and the Smithsonian Chamber Players performed “The Splendour of Heaven” which presented sonatas and arias by George Frederic Handel. They were joined by mezzosoprano Ute Jahr.

Skic Club—The tentative schedule for ski trips is as follows:

- March 3-4: Snowshoe, West Virginia
- Trip Leader—George Park
- Early March: Lake Tahoe or Aspen
- Trip Leaders—Vasilis Panoutsopoulos, Gail Davison

Soccer Club—We organize games each Sunday during the winter, when the weather permits. We have played against the Fund and the Alexandria P.C.C. since the official season ended. Both games were fun, although it was rather windy and wet.

We came on strong against a rather difficult fall season with the Northern Virginia Soccer League and we defeated both teams. On February 18th, we will enter the State Cup competition. However, we will continue to play informally on Sundays until the beginning of the spring season.

Now is a good time to try out for a place on the league team. If you are interested, please call Jim Coates, extension 72679, or Gene McCarthy, extension 76826.

Table Tennis Club—Club members and users of the table tennis facilities in room F-133 are advised that tennis shoes are now required for playing and that no smoking will be allowed.

Transcendental Meditation—The Bank/Fund TM group will hold its next advanced meeting, for only those already practicing TM, on Thursday, March 8, at Noon, in room E-855. For further information, please call extension 74019. All staff are welcome to bring along a brown bag lunch to the meetings.

Auctions enliven club activities

By Nick Carter

The Stamp Club celebrated its 28th year with a winter party last month. The Club, which was formed in the late 1950s, is almost as old as the Bank. It was initially formed so that stamp-collecting staff members would have a opportunity to meet together and equitably share the stamps that came with the Bank’s voluminous correspondence from around the world. In its early years, this was the Club’s sole activity. More recently, however, the Club has held several auctions and exhibitions on a regular basis. Each of the members (currently more than 100) receives a packet of stamps from the Bank’s mail twice each year— at Christmas and in June.

Every three weeks or so, the club holds an auction featuring some of the most unusual stamps that are found in the mail, as well as some older stamps that are purchased from commercial markets. Sometimes members bring stamps from the countries they visit on mission, and these are also put on auction. Most of the auctions have written bidding, but one in every three is a voice auction. At the voice auctions, members gather and bid in person for the lots.

The party is a semi-annual event and features all of these activities—a written auction, a voice auction, distribution of recent stamps, a grab bag of odds and ends, door prizes, and stamp exhibitions by the Club and its members. The exhibit at the winter party this year included a “Penny Black” (the world’s first stamp), early stamps from Australia, interesting postal markings, examples of forgeries, and covers from French West Africa.

Membership in the Club costs $2 each fiscal year (July-June) and is open to all Bank staff. For further information, please contact one of the following Club officers: Nick Carter, President, extension 61924; Klaus Nie-mann, Treasurer, extension 76649; or Ralph McConnell, Secretary, extension 61705.

Edward G. Bourgoin (left) and Warren C. Baum look over a stamp display.
Children's Coalition seeks funds to pay for counsel

By Kathleen Kay

The G(iv) Children's Coalition was formed in April 1978 by dependents of staff members of international agencies in the Washington, DC area to work for an improvement in the status of G(iv) children and to allow them to stay and work in the US after finishing their education here.

At the present time, they have no clear strategy except to return to their home countries to work. The problem is becoming dramatic, since a growing number of these children have spent their formative years here, and are either attending universities in the US or have graduated.

The regulations recently issued for the employment of G(iv) spouses and dependent children (see Bank Notes, September 1978) offer only limited and temporary solutions for the children.

The regulations state that they must be dependent, unmarried, and resident in the parental home. Permission to stay for which application is made to the State Department through the international agency employing the G(iv) parent, is given for two years at a time, and for a specific job. A change in jobs means having to apply again. (According to reports, the system seems to be working smoothly within these limits, but there is no guarantee that permission will be given or renewed after two years.)

The Children's Coalition is continuing its efforts to obtain legislation that will enable these children to live normal lives in the United States. A legal counsel, Edward Wright, has been engaged, and the Coalition is presently raising $4,500 to pay his costs. At the time he was hired, Mr. Wright indicated, and others confirmed, that it could cost up to $10,000 or more to bring about the necessary changes in the law. It has already cost $4,000, and a further $6,000 will likely be needed. All of the money is needed to pay the legal adviser.

Thanks to the good will of administrative departments and others, the Coalition has had no difficulty in which application is made to the State Department through the international agency employing the G(iv) parent, is given for two years at a time, and for a specific job. A

Letters

To the Editor:

With reference to the letter by Mr. Whitford in the January/February issue of Bank Notes, the problem is not one of employees benefiting people for staff. After all, there are various educational, etc. benefits which do not and could not apply to each member of the staff equally. Moreover, individual staff members in many cases have the skills of availing themselves of these benefits or not. The problem (this problem at any rate) should be restricted to the undesirability of sub-

siding downtown parking. The practice of parking downtown is viewed by many as undesirable, and to subsidize it when we are counseling borrowers to penalize it, does pose questions regarding consistency, Bank influence, and ethics.

Incidentally, in 1969, Gabriel Roth and others suggested that one way of escaping the parking subsidy trap, without leaving anyone worse off, would be to give staff a one-time salary increase equivalent to the subsidy, and then leave it to individual staff to decide whether to use Bank/commercial parking lots or other modes of transportation to get to work. This proposal might be considered by management once again.

Brian Shields
Chief, Transportation Division
South Asia Projects Dept.

To the Editor:

The letter from "A Beneficiary" in the December Bank Notes interested me. I, too, have recently attended a course given by the Training Unit of the Personnel Division. Letters and Menos II is given through the English Language Program not only to secretaries but also to any Bank/Fund members whose jobs require them to write short communications. This practical course in the principles of writing in English focuses on organization and style, with some attention to vocabulary, grammar, and punctuation. I am pleased I could attend this course. I feel I learned a great deal. I recommend the course highly.

Veena Gautam

To the Editor:

In your January/February 1979 issue of Bank Notes (Page 8), "Prize-winning Cover," great credit is given to the photographer, Margo Davis. The Antiguan village woman's photograph is a beautiful reflection of the people of the Caribbean.

One serious question worth directing to Ms. Davis is, "Has she been in contact with this now famous village woman?" It would be a pity not to be able to let this village woman know how well-traveled and well-loved she has become.

Lyle M. Hansen

A Resident Mission reflects the personality of its head perhaps more than any other unit in the Bank. The office in Tanzania provided an open, friendly, and helpful environment for visiting missions under Lyle Hansen's guidance over the past two and one-half years. The office's interest in facilitating the work of missions is well known within Tanzania and abroad. Lyle's interest in development problems made him invaluable to both the Bank and to the country because of his patience and his vision to see development in terms of decades, as well as his ability to relate current problems to his past experience in Africa and Asia.

The Tanzanians recognized the tremendous asset that Lyle was to them. Despite his small stature, he was an imposing figure who was well known throughout Tanzania (Bank and non-Bank people alike), met with Lyle and received special attention. When I met Lyle last week in Harare his impressions of Tanzania affected the views of other people. I have often remarked, "That sounds a lot like Lyle."

Lyle represented a unique balance in a country which has aroused considerable passion. Although he had no illusions about the problems and contradictions facing the Tanzanian development strategy, he was prepared to get involved and to seek solutions. Lyle was invaluable to both the Bank and to the country because of his patience and his vision to see development in terms of decades, as well as his ability to relate current problems to his past experience in Africa and Asia.

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