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Agenda item 4 (d)

Strategic management, budgetary and administrative questions: staff composition of the United Nations Office on Drugs and Crime and other related matters**Commission on Crime Prevention and Criminal Justice****Reconvened twenty-seventh session**

Vienna, 6 and 7 December 2018

Agenda item 4 (d)

Strategic management, budgetary and administrative questions: staff composition of the United Nations Office on Drugs and Crime and other related matters**Gender balance and geographical representation within the United Nations Office on Drugs and Crime****Report of the Executive Director****Summary*

The present report is submitted pursuant to Commission on Narcotic Drugs resolution 60/10 and Commission on Crime Prevention and Criminal Justice resolution 26/5. It outlines the efforts and activities of the United Nations Office on Drugs and Crime towards achieving gender balance and ensuring the employment of staff on as wide a geographical basis as possible.

* The present document was submitted late so as to include the most up-to-date information possible.



I. Introduction

1. The present report has been prepared pursuant to Commission on Narcotic Drugs resolution 60/10, entitled “Budget for the biennium 2018–2019 for the Fund of the United Nations International Drug Control Programme”, and Commission on Crime Prevention and Criminal Justice resolution 26/5, entitled “Budget for the biennium 2018–2019 for the United Nations Crime Prevention and Criminal Justice Fund”.

2. In those resolutions, the Commissions recalled General Assembly resolution 69/251, in which the Assembly had, inter alia, noted with disappointment the insufficient progress made with regard to achieving the goal of a 50/50 gender balance in the United Nations common system, especially in the Professional and higher categories, and requested the International Civil Service Commission to encourage the organizations of the common system to fully implement existing gender balance policies and measures. Also in resolutions 59/9 and 25/4, the Commissions requested the Executive Director of the United Nations Office on Drugs and Crime (UNODC) to intensify the efforts of the Office to achieve the goal of a 50/50 gender balance within the Professional and higher categories, including for field representatives, while upholding Article 101 of the Charter of the United Nations, by, inter alia, intensifying outreach efforts, and to report on the progress of such measures to the Commissions at their subsequent sessions.

3. At their reconvened sixtieth and twenty-sixth sessions, respectively, the Commission on Narcotic Drugs and the Commission on Crime Prevention and Criminal Justice expressed appreciation for the report on gender balance and geographical representation within UNODC (E/CN.7/2017/14-E/CN.15/2017/16) and for the efforts undertaken by the management of UNODC to improve gender balance and geographical representation.

4. UNODC reiterates that, as part of the United Nations Secretariat, it is committed to the goals of gender and geographical balance and to the Organization’s core value of respect for diversity, that is, to treating men and women equally, not discriminating against any individual group and including a gender perspective in substantive work.¹

5. In June 2017, the Executive Director of UNODC became an International Gender Champion, joining a network of over 200 active champions and alumni who are heads of international organizations, permanent missions and civil society organizations determined to break down gender barriers and make gender equality a working reality in their spheres of influence. He updated his commitments in 2018, reconfirming his commitment to, inter alia, an organizational culture that encourages the increased use of flexible working arrangements within the United Nations Office at Vienna/UNODC to further promote an inclusive organizational culture by driving targeted awareness campaigns and closely monitoring usage.

6. The Global Programme on Gender Equality and the Empowerment of Women in the United Nations Office at Vienna/UNODC was established in May 2017 by the Office of the Director-General/Executive Director, with the aim of enhancing the implementation of United Nations-wide commitments on gender equality and women’s empowerment. The cross-cutting programme is designed to achieve gender equality by promoting it in a coordinated and comprehensive manner. The programme is aimed at supporting (a) the systematic mainstreaming of gender equality into the normative, operational and research work of UNODC and (b) the pursuance of gender parity in respect of staff at all levels of the United Nations Office at Vienna/UNODC. To date, the key output has been the United Nations Office at Vienna/UNODC Strategy for Gender Equality and the Empowerment of Women (2018–2021), which was endorsed in December 2017 by the Executive Committee and approved by the Director-General/Executive Director. The Strategy is fully aligned with the priorities

¹ As defined in the generic job profiles promulgated by the Assistant Secretary-General for Human Resources Management.

of the Secretary-General, the system-wide strategy on gender parity, which was launched in September 2017, and the new framework of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women. The Strategy will assist UNODC in achieving progress, by 2021, in systematically and effectively mainstreaming gender and promoting gender equality and the empowerment of women in programmatic activities and organizational policies and practices, including those described in the following paragraphs.

7. In April 2018, the Human Resources Management Service of the United Nations Office at Vienna/UNODC published the 2018–2021 human resources operational strategy, which was endorsed by the Executive Committee. The Strategy is aimed at providing the highest quality of service to all clients and partners of the Service. A major focus is the role of the Service in providing the necessary opportunities for the United Nations Office at Vienna/UNODC to develop and remain relevant in the context of the Secretary-General's management and development reforms.

8. The Executive Director of UNODC continues to apply specific performance indicators, measures and targets with regard to the percentage of female staff in senior and non-senior posts in the Professional and higher categories, and sets targets for the appointment of candidates from unrepresented or underrepresented Member States or Member States at risk of becoming underrepresented. Those targets are documented in the senior manager's compact signed annually by the Secretary-General and the Executive Director.

9. The purpose of the geographical representation indicator is to ensure that heads of departments and offices contribute to reducing the number of unrepresented and underrepresented Member States and Member States at risk of becoming underrepresented, in line with the system of desirable ranges. The target measures all initial appointment, reappointment, promotion, transfer and reassignment personnel actions regarding a vacant position.

10. In 2017, UNODC met the targets for the representation of women in senior (P-5 to D-2) posts in the Professional and higher categories (with an improvement of 1 per cent compared with the result achieved in 2016), but was slightly below target for non-senior (P-1 to P-4) posts (with a decrease of 1 per cent compared with the result achieved in 2016), as shown in the table below.

11. UNODC did not meet the target for the appointment of candidates from unrepresented or underrepresented Member States or Member States at risk of becoming underrepresented for the eight positions advertised in 2017 that were subject to the system of desirable ranges. As at 31 December 2017, 19 per cent of UNODC staff members (66 persons) were from underrepresented Member States, 33 per cent (114) were from Member States within range and 48 per cent (169) were from overrepresented Member States. With regard to selections made in 2017, 14 per cent of selected candidates (8) were from underrepresented Member States, 29 per cent (16) were from Member States within range and 57 per cent (32) were from overrepresented Member States.

12. The figures presented in this report refer to staff members from all sources of funding (regular and extrabudgetary) on fixed-term, continuing and permanent contracts, and exclude the following services: the Human Resources Management Service, the Financial Resources Management Service and the Information Technology Section.

Performance of the United Nations Office on Drugs and Crime in 2017, measured against the human resources management scorecard

(Percentage)

<i>Performance measure</i>	<i>Target for 2017^a</i>	<i>Number achieved as at 31 December 2017</i>
Appointments of candidates from unrepresented or underrepresented Member States or Member States at risk of becoming underrepresented ^b	50	13
Female staff in senior posts in the Professional and higher categories (P-5, D-1, D-2 and equivalent)	39	40
Female staff in non-senior posts in the Professional and higher categories (P-1 to P-4 and equivalent)	45	44

^a Revised targets for 2017 were not announced, thus targets for 2016 continued to apply.

^b The desirable range status of each Member State is available at <https://hrinsight.un.org/analytics> (access to this password-protected website is enabled for Member States).

II. Update on the drivers of the system-wide strategy on gender parity

13. In addition to the efforts led by the Secretariat, UNODC continues to act to achieve gender parity. The present report highlights progress made in that regard since the issuance of the previous report of the Executive Director (E/CN.7/2017/14-E/CN.15/2017/16) in the areas of recruitment and retention, career development and organizational culture.

A. Outreach, recruitment and retention

14. UNODC continues to intensify its efforts with regard to outreach activities and the distribution of statistics and information. UNODC attended eight outreach events in 2017 and three events in the period from January to September 2018, held in Austria, France, Germany and Ireland, which included recruitment presentations and career fairs. The outreach events were attended at the invitation of Member States and on the basis of available resources, which limited the Office's attendance of such events in terms of geographical area.

15. The Human Resources Management Service of UNODC continues to share senior-level vacancies with permanent missions to the United Nations Office at Vienna and forwards vacancy announcements to the Outreach Unit of the Office of Human Resources Management in New York for dissemination through the United Nations social media channels (Facebook and Twitter). With each selection recommendation submitted to the Executive Director for consideration, the Service provides information on the current gender and geographical distribution of UNODC staff.

16. UNODC has introduced an intensive procedure for monitoring applications. Vacancies for posts at the P-3 and higher levels that do not elicit at least 30 per cent of applications from female applicants are flagged to the hiring managers. In such situations, an alert to undertake outreach activities to elicit applications from more female applicants is sent to hiring managers two weeks after the posting of job openings for regular budget positions, and three weeks after the posting of job openings for extrabudgetary positions. Hiring managers are encouraged to identify professional societies, institutions and associations involved in civic, public or international affairs that could draw attention to the job opening; the Human Resources Management Service provides support if requested. Hiring managers and the Human Resources Management Service coordinate targeted outreach activities to ensure the wider circulation of the job opening and special outreach activities through women's organizations, a list of which is provided, social media channels of UNODC

and the Outreach Unit of the Office of Human Resources Management at United Nations Headquarters, as appropriate.

17. UNODC has developed outreach webinars that cover recruitment procedures and the application process and include an open question-and-answer session. In 2018, four webinars were advertised through UNODC social media channels (Facebook and Twitter). Out of 350 registrants, 115 persons participated in the webinars, with a slight majority of female participants. In addition, more than 70 per cent of participants had an advanced university or higher degree. Further details on participants in webinars held in 2018, based on information provided by those participants and broken down by gender, region, work experience and education, are given below.

Gender

Female	52.17 per cent
Male	47.83 per cent

Region

Africa	13.04 per cent
Asia	18.26 per cent
Europe	48.70 per cent
North America	10.43 per cent
South and Central America	9.57 per cent

Work experience

More than 12 years	10.43 per cent
8 to 12 years	9.57 per cent
5 to 8 years	27.83 per cent
Less than 5 years	52.17 per cent

Education

Doctorate	11.30 per cent
Advanced university degree (master's degree or equivalent)	60.87 per cent
First-level university degree (bachelor's degree or equivalent)	25.22 per cent
High school	2.61 per cent

18. The Outreach Unit of the Office of Human Resources Management is negotiating a professional LinkedIn account for UNODC as part of the overall corporate account of the Secretariat, so that individual UNODC job openings can be posted independently.

19. In August 2018, the online job platform DevEx was made available by the Human Resources Management Service on a pilot basis to enable hiring managers to post certain job openings with a view to ensuring broader outreach to specialists in the development sector. The platform is used by several hundred thousand members worldwide to search for jobs. Advertising through DevEx, in addition to Inspira, can contribute significantly to attracting applications from whichever sex or whatever nationality is underrepresented. Hiring managers and the Human Resources Management Service are both involved in deciding which job postings are advertised on DevEx. Owing to the nature of functions and responsibilities, DevEx advertisements are typically for positions in the Professional and higher categories.

20. Under the system-wide strategy on gender parity, parity is considered to be within the 47 to 53 per cent margin. As shown in table 1 in the annex to the present report, as at 31 December 2017, a gender balance of 52 per cent had been achieved within UNODC at the P-3 level. However, women only represented between 38 and 43 per cent of UNODC staff at the P-2, P-4, P-5 and D-1 levels. At the D-1 level, 43 per cent of staff were female, compared with 38 per cent in 2016 and 31 per cent in 2015, which reflects a steady increase. As at 31 December 2017, there were no women at the D-2 level (a female candidate has since been appointed) or at the Under-Secretary-General level (at which there is one post). As shown in table 2 of the

annex, as at 31 December 2017, overall gender balance had been achieved at UNODC Headquarters for positions in the Professional and higher categories.

21. The steady increase in applications from female candidates continued in 2017. In that year, 36 per cent of the applicants for posts in the Professional and higher categories were women, compared with 33 per cent in 2016 and 31 per cent in 2015, which represented a two-to-three-percentage point increase per annum. In the period from 1 January to 7 September 2018, however, the trend was reversed, with women applicants representing only 34 per cent of applicants for posts in the Professional and higher categories.

22. It is worth highlighting that, in 2017, the percentage of women who were selected was higher than the percentage of female applicants. For example, at the P-3 level, while 36.0 per cent of applicants were female, 66.7 per cent of them were selected; and at the P-4 level, while 32.2 per cent of applicants were female, 46.2 per cent of them were selected. Detailed statistics on the gender distribution of UNODC staff in the Professional and higher categories and of applicants for posts in those categories, as well as on the gender and country of nationality of candidates selected for posts at the various levels in UNODC, are provided in the annex to the present report.

B. Career development

23. UNODC continues to support career coaching; workshops, online courses and other resources; career development activities; the review of learning and development programmes; and spousal employment assistance, as detailed in the previous report of the Executive Director. For example, since the launch of the career coaching programme in 2014, coaches from the Human Resources Management Service have held more than 750 hours of individual coaching sessions, in which approximately 70 per cent of participants were women.

24. UNODC has worked to incorporate training on unconscious bias into other learning initiatives and programmes, including those on staff well-being, performance management, competency-based interviewing and selection skills for applicants, and the mentoring programme. In particular, in support of the recommendation established in the system-wide strategy on gender parity that all entities should require hiring managers to be trained on eliminating unconscious bias in the workplace in general, UNODC has required all hiring managers sitting on interview panels to participate in training on unconscious bias.

25. Within the framework of the Global Programme on Gender Equality and the Empowerment of Women, UNODC has organized foundational training on gender mainstreaming and food-for-thought sessions. Those sessions were aimed at raising the awareness and capacity of staff as well as encouraging discussion on gender equality. Topics discussed included how to improve understanding of unconscious bias, implementation of the United Nations Office at Vienna/UNODC Strategy for Gender Equality and the Empowerment of Women (2018–2021) and organizational change. All sessions were live-streamed to field offices, and recordings of each session were circulated to all staff at headquarters and field offices through desk-to-desk messages.

26. UNODC has launched a workshop series in Vienna entitled “UN for All”, a learning initiative that promotes workplace diversity and inclusion for all United Nations staff and their families regardless of their gender, sexual orientation, mental health and disability status. As part of the United Nations system-wide workplace programme entitled “UN Cares”, 13 United Nations Office at Vienna/UNODC facilitators received training and are now implementing the “UN for All” modules.

27. UNODC has created a certificate programme entitled “Coaching for managers”, which is especially designed for female managers. The programme promotes coaching skills to improve those managers’ performance and provides them with an

opportunity to participate in a 360-degree feedback process and individual coaching sessions at no additional cost.

28. UNODC is also developing a personal branding workshop that supports colleagues, with a special emphasis on female staff members, in developing and marketing their own “brand”. The workshop offers an important opportunity for female Professionals to develop their skills and pursue positions at higher levels, and to increase female participation at those higher levels. The training will be launched in early 2019.

29. In 2017, UNODC launched an event for “Take your daughter to work day”. On that occasion, daughters of staff members were able to learn more about UNODC programmes and careers. In 2018, the event was attended by 38 daughters of staff members.

30. A mentorship programme was launched in 2018 to match existing staff members at the P-2 to P-4 levels with staff holding senior posts in the Professional and higher categories, so that the former could receive career advice and mentoring. Particular attention was given to matching women with mentors. UNODC led a training course for eight mentors that promoted best practices in mentoring and presented ways to identify and respond to unconscious bias in order to further promote equal approaches to supporting male and female colleagues in their professional development. The pilot for that programme targeted young Professional women who had joined the United Nations Office at Vienna/UNODC as of 2017, and the programme was launched in April 2018.

31. The “Leadership, Women and the United Nations” workshop, developed by the United Nations System Staff College, was held in Vienna in April 2018. Eleven UNODC female staff members at the P-4 and higher levels participated, further refining their leadership skills, networking with other female colleagues and forging important interconnections.

C. Organizational culture

32. In line with the system-wide strategy on gender parity and the 2018–2021 human resources operational strategy, and in support of the Executive Director’s commitment, as an International Gender Champion, to further promoting an inclusive organizational culture (see para. 5 above), UNODC continues to make efforts to support flexible working arrangements, part-time employment, family leave, maternity and paternity leave and breastfeeding policies, as detailed in the previous report. In 2017, 5 staff members availed themselves of the option to work 50 or 80 per cent, 35 to telecommute,² and 7 to work on a compressed work schedule. Overall, according to the annual statistics provided by the Office of Human Resources Management,³ the United Nations Office at Vienna/UNODC make the highest use of flexible working arrangements in the United Nations Secretariat. That is mainly owing to the fact that the majority of staff in Vienna are working on a staggered work schedule. During the onboarding of new staff, information is provided on flexible working arrangements.

33. As a reminder, flexible working arrangements are not an entitlement for staff and not all types of work lend themselves to such arrangements. Prior approval from the staff member’s supervisor is therefore required. Supervisors who reject a request for flexible working arrangements are required to send a written justification to the Chief of the Human Resources Management Service of the United Nations Office at Vienna/UNODC. The justification is reviewed by the Human Resources Management

² Telecommuting allows a staff member to work up to two days a week from an alternative worksite. The percentage reflects recorded telecommuting agreements and not ad hoc telecommuting.

³ For further information, please see <https://hr.un.org/page/flexible-working-arrangements/reports-and-statistics>.

Service and followed by a discussion between the supervisor, the staff member and a representative of the Service to explore alternative options for the staff member to benefit from flexible working arrangements.

34. In addition to those efforts, UNODC is developing a reintegration package for staff. That “Welcome back” package will be introduced by the end of 2018 and will be made available to staff who return to the office after an extended leave of absence, including maternity or paternity leave. The package will be aimed at facilitating reintegration into the workplace after a long period of absence.

35. UNODC is monitoring and supporting the completion by all staff members of the mandatory training course “I know gender” in headquarters and field offices. One initiative was to utilize the monthly Human Resources Broadcast to celebrate the successes of three UNODC divisions in accomplishing a 100 per cent compliance rate.

36. UNODC is developing and plans to launch a training course on the 2030 Agenda for Sustainable Development and the responsibilities of United Nations staff members, especially in respect of supporting gender equality.

37. In an effort to integrate UNODC interns, 65 per cent of whom are women, more quickly into the workforce, UNODC has developed a welcome guide for new interns to support their learning and development. That effort supports Sustainable Development Goal 8 (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all) by providing interns at the United Nations Office at Vienna/UNODC with on-the-job learning opportunities to enhance their employment prospects upon completion of their internship. Furthermore, UNODC has developed a training course for intern supervisors, to help them refine their supervisory skills and promote a positive, mutually beneficial partnership with interns.

III. Recommendations

38. The Commission may wish to note the efforts of UNODC to achieve gender balance and ensure the recruitment of staff on as wide a geographical basis as possible.

39. The Commission may wish to recommend that Member States continue to support UNODC in its efforts to attract and retain staff with the highest standards of efficiency, competence and integrity, while paying due regard to the importance of a wide geographical basis and gender balance.

40. Finally, without prejudice to career development opportunities for serving staff, the Commission may want to request UNODC to continue to intensify its outreach activities and encourage Member States to support the Office in those efforts, with a view to increasing the number of applications from suitable and qualified women and those from unrepresented or underrepresented Member States.

Annex

Statistics on staff of the United Nations Office on Drugs and Crime^{*,**}

Table 1
Staff in the Professional and higher categories at the United Nations Office on Drugs and Crime as at 31 December 2017, by gender and level

	<i>Under-Secretary-General</i>		<i>D-2</i>		<i>D-1</i>		<i>P-5</i>		<i>P-4</i>		<i>P-3</i>		<i>P-2</i>		<i>Total</i>	
	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
Female	0	0	0	0	6	43	20	39	61	40	56	52	8	38	151	43
Male	1	100	2	100	8	57	31	61	91	60	52	48	13	62	198	57
Total	1	100	2	100	14	100	51	100	152	100	108	100	21	100	349	100

Table 2
Staff in the Professional and higher categories at United Nations Office on Drugs and Crime Headquarters as at 31 December 2017, by gender and level

	<i>Under-Secretary-General</i>		<i>D-2</i>		<i>D-1</i>		<i>P-5</i>		<i>P-4</i>		<i>P-3</i>		<i>P-2</i>		<i>Total</i>	
	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
Female	0	0	0	0	4	44	16	47	43	49	38	57	8	42	109	50
Male	1	100	2	100	5	56	18	53	45	51	29	43	11	58	111	50
Total	1	100	2	100	9	100	34	100	88	100	67	100	19	100	220	100

Table 3
Staff in the Professional and higher categories at field offices of the United Nations Office on Drugs and Crime as at 31 December 2017, by gender and level

	<i>D-1</i>		<i>P-5</i>		<i>P-4</i>		<i>P-3</i>		<i>P-2</i>		<i>Total</i>	
	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
Female	2	40	4	24	18	28	18	44	0	0	42	33
Male	3	60	13	76	46	72	23	56	2	100	87	67
Total	5	100	17	100	64	100	41	100	2	100	129	100

* Sources: <https://umoja.un.org> and <https://hrinsight.un.org> (access to the latter website is password-protected but enabled for Member States).

** Figures exclude the Human Resources Management Service, the Financial Resources Management Service and the Information Technology Service.

Table 4
**Staff in the Professional and higher categories at the United Nations Office on
Drugs and Crime as at 31 December 2017, by country of nationality and level**

<i>Country of nationality</i>	<i>Under-Secretary-General</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total</i>
Afghanistan						1		1
Algeria					1			1
Argentina					2	1		3
Australia				1	2	3		6
Austria					6	5	1	12
Azerbaijan				1				1
Bangladesh				1		1		2
Belarus						1		1
Belgium		1	1		3		1	6
Bolivia (Plurinational State of)					2			2
Botswana						1		1
Brazil					4	1	1	6
Bulgaria				1	1	1		3
Cambodia					1			1
Cameroon						1		1
Canada				4	10	6	1	21
China				1		2	1	4
Colombia					1	1		2
Comoros							1	1
Czechia						1		1
Democratic People's Republic of Korea						1	1	2
Denmark			1	1	1	1		4
Ecuador					1			1
Egypt				2	1			3
Finland				1	2	2		5
France			1	4	9	9		23
Georgia					1			1
Germany			1	5	11	7	1	25
Ghana				1				1
Greece			1	1	1	2		5
Guatemala						1		1
Hungary						2		2
India				2	3			5
Indonesia					1			1
Iran (Islamic Republic of)				2	1	1		4
Ireland				1	1	1		3
Israel						1		1
Italy			3	8	18	3	3	35
Japan				1	3	1		5
Kazakhstan				1	2			3
Kenya					1	1		2
Kyrgyzstan							1	1

<i>Country of nationality</i>	<i>Under-Secretary-General</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total</i>
Latvia					1			1
Lebanon					2	1		3
Liechtenstein					1			1
Malawi							1	1
Malaysia						1		1
Malta						1		1
Mauritius					1			1
Mexico						3		3
Mongolia					1			1
Myanmar						1		1
Namibia			1					1
Netherlands					3	2		5
New Zealand					4		1	5
Norway				1	1	2	1	5
Pakistan					3	1		4
Panama							1	1
Peru				1				1
Portugal					2			2
Republic of Moldova					1			1
Romania					2	2		4
Russian Federation	1			2	2	3	1	9
Saudi Arabia						1		1
Senegal					1			1
Serbia					1	1		2
Singapore						1		1
Slovakia						2		2
South Africa				1	2	1		4
Spain				2	3	4	1	10
Sudan					1			1
Sweden					2	2		4
Switzerland					2			2
Tajikistan						1		1
Togo					1			1
Turkey						1	1	2
Turkmenistan					1			1
Uganda						1		1
Ukraine					1	1		2
United Kingdom			2	3	13	3		21
United States		1	2	2	8	6	2	21
Uruguay			1			1		2
Uzbekistan					1	4		5
Venezuela (Bolivarian Republic of)					1	1		2
Zimbabwe						1		1
Total (85 countries)	1	2	14	51	152	108	21	349

Table 5
Gender distribution of applicants for posts at the United Nations Office on Drugs and Crime, by level
2017

<i>Level</i>	<i>Number of female applicants</i>	<i>Number of male applicants</i>	<i>Percentage of female applicants</i>	<i>Percentage of male applicants</i>	<i>Total</i>
P-2	2 120	2 421	46.7	53.3	4 541
P-3	4 316	7 672	36.0	64.0	11 988
P-4	2 180	4 596	32.2	67.8	6 776
P-5	221	640	25.7	74.3	861
D-1	19	148	11.4	88.6	167
Total	8 856	15 477	36.4	63.6	24 333

2018 (1 January–7 September)

<i>Level</i>	<i>Number of female applicants</i>	<i>Number of male applicants</i>	<i>Percentage of female applicants</i>	<i>Percentage of male applicants</i>	<i>Total</i>
P-2	1 411	1 849	43.3	56.7	3,260
P-3	3 360	6 330	34.7	65.3	9,690
P-4	1 612	4 101	28.2	71.8	5,713
P-5	42	90	31.8	68.2	132
D-1	133	455	22.6	77.4	588
Total	6 558	12 825	33.8	66.2	19 383

Table 6
Gender distribution of (internal and external) candidates selected for posts at the United Nations Office on Drugs and Crime from 1 January 2017 to 3 October 2018, by level

<i>Level</i>	<i>Gender</i>	<i>1 January–31 December 2017</i>		<i>1 January–3 October 2018</i>	
		<i>Percentage</i>		<i>Percentage</i>	
P-2	Female	0	0	0	0
	Male	4	100.0	0	0.0
P-3	Female	12	66.7	11	57.9
	Male	6	33.3	8	42.1
P-4	Female	12	46.2	11	50.0
	Male	14	53.8	11	50.0
P-5	Female	1	14.3	1	50.0
	Male	5	85.7	1	50.0
D-1	Female	1	100.0	0	0.0
	Male	0	0	3	100
Subtotal	Female	26	46.43	23	50.00
Subtotal	Male	29	53.57	23	50.00
Total	Total	55	100	46	100.00

Table 7
**Country of nationality of candidates selected for posts at the United Nations
Office on Drugs and Crime from 1 January 2017 to 3 October 2018**

	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total</i>
Australia			1	1		2
Austria			1	4		5
Belgium			2		1	3
Bulgaria				1		1
Burkina Faso				1		1
Cameroon				1		1
Canada		1	5	2	1	9
Colombia			2	1		3
Denmark		1				1
Egypt				1		1
Finland			1			1
France		1	3	2		6
Germany	2		2	5		9
Guatemala			1			1
Hungary				2		2
India		2				2
Iran (Islamic Republic of)		1				1
Ireland			1			1
Italy		3	2	2	1	8
Japan			2	3		5
Kazakhstan			2			2
Lebanon			1			1
Mexico				3		3
Netherlands			2	1		3
New Zealand			1			1
Republic of Korea					1	1
Romania			1	1		2
Serbia			1			1
Slovakia				1		1
South Africa	1		1			2
Spain			2	1		3
Sweden			2			2
Switzerland			1			1
Syrian Arab Republic				1		1
Tajikistan			1			1
Turkey				1		1
Turkmenistan			1			1
United Kingdom			4			4
United Republic of Tanzania				1		1
United States	1		5			6
Uzbekistan				1		1
Total	4	9	48	37	4	102