



Economic and Social Council

Distr.: General
18 October 2016

Original: English

Commission on Narcotic Drugs

Reconvened fifty-ninth session

Vienna, 30 November-2 December 2016

Agenda item 3

Policy directives to the drug programme of the United Nations Office on Drugs and Crime and strengthening the drug programme and the role of the Commission on Narcotic Drugs as its governing body, including administrative, budgetary and strategic management questions

Commission on Crime Prevention and Criminal Justice

Reconvened twenty-fifth session

Vienna, 1 and 2 December 2016

Agenda item 3

Strategic management, budgetary and administrative questions

Gender balance and geographical representation within the United Nations Office on Drugs and Crime

Report of the Executive Director

Summary

Pursuant to Commission on Narcotic Drugs resolution 58/12 and Commission on Crime Prevention and Criminal Justice resolution 24/3, the present report outlines the efforts and activities of the United Nations Office on Drugs and Crime towards achieving gender balance and ensuring the recruitment of staff on as wide a geographical basis as possible.



I. Introduction

1. The present report has been prepared pursuant to Commission on Narcotic Drugs resolution 58/12, entitled “Budget for the biennium 2016-2017 for the Fund of the United Nations International Drug Control Programme”, and Commission on Crime Prevention and Criminal Justice resolution 24/3, entitled “Budget for the biennium 2016-2017 for the United Nations Crime Prevention and Criminal Justice Fund”.
2. In those resolutions, the Commissions recalled General Assembly resolution 65/247, in which the Assembly had reiterated its requests to the Secretary-General to present proposals to effectively increase the representation of developing countries in the Secretariat, and requested the United Nations Office on Drugs and Crime (UNODC), while upholding Article 101 of the Charter of the United Nations, to intensify its efforts to ensure the recruitment of staff on as wide a geographical basis as possible, in particular in the Professional and higher categories, by, inter alia, intensifying outreach efforts, and to report on the progress thereon to the Commissions at their next sessions. In the same resolutions, the Commissions requested the Executive Director of 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 next sessions.
3. The General Assembly has consistently requested the Secretary-General to accelerate progress towards the equal representation of women in all categories of staff in the United Nations Secretariat and to intensify efforts to ensure the recruitment of staff on as wide a geographical basis as possible, in particular in the Professional and higher categories, including increasing the representation of developing countries.
4. At its seventieth session, the General Assembly adopted the Sustainable Development Goals. Gender equality comes under Goal 5, which is to “achieve gender equality and empower all women and girls”. The Goal is aligned with the imperative that the staff of the United Nations Secretariat must represent the type of gender equality it wants to see in the world. Goal 5 is also linked to the broader objective of contributing to a diverse and inclusive workplace, which includes, but is not limited to, achieving both geographical and gender balance among staff. The Secretary-General has set a target in line with the Sustainable Development Goals, which is to reach 50/50 gender parity by 2030. The Secretariat has not yet reached gender parity, especially at the senior leadership levels, where female representation stands at less than 30 per cent.
5. As an office of the Secretariat, UNODC is committed to the goals of gender and geographical balance and to the United Nations core value of respect for diversity and gender, which is defined as treating men and women equally, not discriminating against any individual or group and including a gender perspective in substantive work.
6. To support the Secretary-General’s efforts, the Executive Director of UNODC commits to specific performance indicators, measures and targets with regard to the percentage of female staff in senior and non-senior posts in the Professional

category and in General Service and other types of posts, as well as to targets on appointments 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. The compact also includes performance measures related to compliance with the baseline reporting requirements of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women.

7. Progress towards the targets established in the senior managers' compacts regarding gender and geographical representation in the Secretariat is tracked centrally through the Human Resources Management Scorecard tool maintained by the Office of Human Resources Management of the Secretariat.

8. The performance of UNODC¹ against those targets as at 18 October 2016 is shown in table 1 below.

Table 1

UNODC performance, measured against the Human Resources Management Scorecard

<i>Performance measure</i>	<i>Target for 31 December 2016 (percentage)</i>	<i>Actual, as at 18 October 2016 (percentage)</i>
Appointments of candidates from unrepresented or underrepresented Member States or Member States at risk of becoming underrepresented	50	20
Female staff in senior posts in the Professional category (P-5, D-1, D-2 and equivalent)	39	38
Female staff in non-senior posts in the Professional category (P-1, P-2, P-3, P-4 and equivalent)	45	45
Female staff in posts in the General Service category and in other types of posts	50	72

9. To achieve institutional gender parity at all levels by 2030, the Secretariat is developing a comprehensive and holistic Secretariat-wide gender equality strategy, which will be a key element of the overall human resources report to be presented to the General Assembly at its seventy-first session. The 2030 Gender Equality Strategy will serve as a framework to guide all departments and offices in achieving gender parity in their areas.

10. Earlier in 2016, the Management Committee of the Secretariat considered a proposal for that strategy and reviewed current imbalances, specifically as relating to positions at the P-5 and higher levels. The Management Committee endorsed the proposed framework for the 2030 Gender Equality Strategy and requested the Office

¹ Following the methodology and scope contained in the senior manager's compact signed with the Secretary-General and to allow for the measuring of progress against human resources indicators, data presented in the present report cover UNODC posts in the Division for Operations, the Division for Policy Analysis and Public Affairs, the Division for Treaty Affairs, the Office of the Executive Director and posts in the Professional category in UNODC field offices.

of Human Resources Management to prepare a bulletin of the Secretary-General outlining the main principles on the advancement of gender equality in order to achieve gender parity in the Secretariat by 2030.

11. The 2030 Gender Equality Strategy will cover the following four key drivers of gender equality:

- (a) Recruitment and retention;
- (b) Career development;
- (c) Organizational culture;
- (d) Supporting architecture.

12. The present report highlights the policies and efforts of the Secretariat in each of those areas, as well as efforts undertaken at UNODC in the context of further improving gender balance and geographical representation within the Office.

II. Recruitment and retention

13. In UNODC, women are underrepresented in senior positions (P-5 to D-2).

14. The Office of Human Resources forecasts that 6,153 Secretariat staff members in the Professional and higher categories will retire between now and 2030; 65 per cent of those staff are men. That provides a significant opportunity to address the existing gender gap, including at UNODC. Therefore, key initiatives in the context of the 2030 Gender Equality Strategy being developed by the Office of Human Resources focus on increasing the rate of selection of women from recommended lists and revising the current methodology for monitoring progress through the senior managers' compacts. Such measures will have to take into account the phased introduction of the new staff selection and managed mobility system and will have to be adjusted to reflect differences in the recommendation and decision-making framework and the job-network-based staffing approach.

15. Pending the Secretariat-wide implementation of those changes, in the context of the staff selection policy currently in force (contained in administrative instruction ST/AI/2010/3), the efforts described below are being implemented at UNODC to further improve gender balance and geographical representation.

Outreach activities

16. In order to continuously improve the gender balance and geographical distribution of its staff, UNODC has enhanced its outreach efforts by disseminating job openings for all positions at the P-5 and higher levels to all permanent missions in Vienna.

17. Whenever a particular job opening requires a more targeted outreach effort to solicit applications from qualified candidates, UNODC distributes the job opening through the Organization-wide networks of the Outreach Team of the Office of Human Resources Management or shares it with the human resources departments of relevant organizations. Such organizations include but are not limited to the International Criminal Police Organization (INTERPOL), the Counter-Terrorism Committee Executive Directorate, the Counter-Terrorism Implementation Task

Force, the Organization for Security and Cooperation in Europe, the International Atomic Energy Agency and Eurojust. From 1 December 2015 to date, 16 such job openings for positions within UNODC have been circulated through the Outreach Team.

18. In addition, hiring managers are requested to disseminate job openings through professional societies, institutions and associations involved in civic, public or international affairs.

19. Subject to the availability of funding, UNODC participates in outreach events, including job fairs, and conducts informal outreach activities during official missions to unrepresented, underrepresented and developing countries. During 2015 and 2016, UNODC was invited to and represented at 10 job fairs and career-related events in five different countries.

20. During meetings with representatives from permanent missions, UNODC regularly encourages them to provide and highlight external female candidates who are applying to vacancies within UNODC.

Distribution of statistics

21. To increase visibility of the progress in improving gender balance and geographical representation, UNODC senior managers are provided with regular updates on the gender and geographical distribution of UNODC staff as a whole through quarterly briefings to the UNODC Executive Committee.

22. Regular updates and specific reports are provided to oversight and governing bodies, as well as to individual Member States.

Selection process

23. To maintain the focus on gender balance and geographical distribution, the Executive Director continues to encourage senior managers of UNODC to pay close attention to those issues during the staff selection process for vacancies in their divisions. In all cases, at least one member of an assessment panel must be a woman. Special messages with detailed recommendations and guidelines in that respect are sent to hiring managers within UNODC.

24. Hiring managers are requested to include in their selection recommendations information on the gender of released applicants, rostered applicants and long-listed, short-listed and recommended candidates. In addition, the Executive Director requires a specific justification in cases when female candidates are assessed but not recommended.

25. To assist the Executive Director in making an informed selection decision incorporating gender and geographical perspectives on each recommendation submitted for his consideration, the current gender and geographical distribution for the category and level of the position in question is provided by the Human Resources Management Service.

Focal points for women

26. Pursuant to ST/SGB/2008/12, the Executive Director of UNODC has appointed two focal points for women and two alternates. The focal points provide

support to the Executive Director in fulfilling his responsibilities with regard to the achievement of gender equality at UNODC. To that end, they promote greater awareness of gender issues and a gender-sensitive work environment by providing advice to female staff, monitoring progress towards the achievement of gender targets, contributing to the development and realization of gender targets as set out in the Executive Director's compact with the Secretary-General and advising on the staff selection process, with a view to ensuring that the goal of reaching gender balance is taken into account.

27. The focal points for women participate, in an ex-officio capacity, during interviews for job openings at the P-4 and higher levels, share gender-related reports and information with UNODC staff and organize events aimed at supporting women in their careers.

28. In April 2015, the focal points conducted a staff survey on work-life balance. The results of the survey and related recommendations were shared with management and staff and discussed during a special lunch-time forum.

Current situation

29. As at 18 October 2016, UNODC had met two of the three gender-related targets set in the senior manager's compact and was within 1 per cent of the third target of female staff comprising 39 per cent of senior Professional posts (P-5, D-1 and D-2 and equivalent). UNODC has met the target of 45 per cent for female staff in non-senior Professional posts (P-1 to P-4). For General Service and other types of posts in UNODC, women account for 72 per cent of staff, which surpasses the target of 50 per cent. The representation of women in all categories of staff at UNODC stands at 52 per cent.

30. As can be seen in table A.1, contained in the annex to the present report, at the P-2 and P-3 levels, gender balance was achieved across all duty stations by the end of 2015, while at the P-4 level, only 37 per cent of UNODC staff were female. At the P-5 level, 44 per cent of staff were female and, at the D-1 level, 31 per cent were female. There are currently no women at the D-2 level (four positions) or Under-Secretary-General level (one position).

31. The above statistics, however, have to be seen in context. In 2015, 31 per cent of the applicants for posts in the Professional and higher categories were women, and 48 per cent of the candidates selected by the Executive Director were female. That means that, for 2015, although the percentage of female applicants was relatively low, the percentage of successful female applicants was 17 percentage points higher. For the current year, as at 7 October 2016, a female candidate was selected by the Executive Director for positions in the Professional and higher categories in 51 per cent of cases. Detailed statistics on UNODC staff in the Professional and higher categories by level, on the gender distribution of applicants and on the gender and country of nationality of candidates selected are provided in the annex to the present report.

III. Career development

32. To provide support and enhance career development opportunities for serving staff, a number of measures are being implemented at UNODC. Formalized mentoring and career coaching are being expanded, with some activities specifically targeting women.

Career coaching

33. UNODC delivers coaching services for staff in Vienna and in field offices, both in person and over the telephone or Internet. Since the beginning of 2015, over 80 female staff members have availed themselves of this opportunity. During coaching sessions, staff receive guidance based on their individual circumstances with respect to future career opportunities. Individual career coaching sessions are also offered for spouses of staff members.

Workshops, online courses and other resources

34. Workshops on stress management and work-life balance in Vienna are co-facilitated by the Medical Director and Staff Counsellor. So far, six sessions have been held, which were attended by 86 participants, 45 of whom were women. Several workshops on gender diversity have been held in UNODC field offices.

35. Along with all staff of the United Nations, UNODC staff members are required to complete the online course entitled “I know gender”, which is offered by the UN-Women Training Centre. It includes a module entitled “Women, peace and security”, which addresses the importance of promoting gender equality and the empowerment of women during conflict, peace operations and negotiations.

36. To provide support and a networking opportunity for all newly recruited staff and to facilitate their smooth transition into UNODC work, a buddy programme has been introduced, which is particularly targeted at women.

Career development activities

37. On International Women’s Day in 2015, the focal points for women co-organized a “speed mentoring” event with other Vienna-based organizations. It allowed staff members an opportunity to talk to senior colleagues and seek their guidance on career development. It was repeated successfully in March 2016.

38. Presentations on recruitment opportunities at UNODC and on preparing applications were given at the Women Higher Education for Peace Vienna Forum, organized by the Office for Disarmament Affairs of the Secretariat located in Vienna, with the aim of supporting the participation of women in peace-related decision-making processes.

Review of learning and development programmes

39. UNODC is working with the Office of Human Resources Management and other Secretariat offices in reviewing all supervisory, management and leadership programmes to ensure that the importance of working together to achieve gender equality is adequately reflected in the curricula.

Spousal employment assistance

40. Support is provided for spouses of UNODC staff members. In cooperation with other Vienna-based organizations, UNODC launched the Spousal Employment Assistance Initiative. The second orientation session on spousal employment assistance, held in January 2016, was attended by 230 spouses of staff members and staff of permanent missions of Member States in Vienna, of which an estimated 180 were women.

41. The orientation session was followed by a three-day spousal employment assistance workshop that was attended by 16 participants, all female. It included sessions on careers in transition, preparing an effective job application and preparing for a job interview.

IV. Organizational culture

42. Continuous efforts are being made at UNODC to foster an inclusive culture that celebrates diversity, including gender diversity, and provides staff with a flexible and enabling workplace culture, free from discrimination of any kind. A variety of work-life balance policies exist to help staff achieve a better balance between their work and personal life.

Flexible working arrangements

43. One of the most widely used methods to facilitate work-life balance for staff is flexible working arrangements, which comprise the options described below.

Staggered working hours

44. Under this option, staff may distribute working hours in a flexible manner, both within a working day and within a calendar month, so as to provide the opportunity to complete the required number of working hours by the end of the month at times that suit their personal requirements.

Compressed work schedule (ten working days in nine)

45. Under this option, all the hours that would normally have been worked during a period of ten consecutive working days are compressed into nine working days by distributing among those nine days the hours that would otherwise have been worked on the tenth day. This redistribution of normal working hours allows staff members, every other week, to take a day off on the last day of the two-week cycle. For information on the number of requests submitted in 2015 for this working arrangement, see table 2.

Scheduled break for external learning activities

46. Staff members wishing to attend courses relevant to their professional development at universities or other institutions of learning outside the United Nations may request breaks of up to three hours per day, not exceeding six hours per week. The hours spent away from work during a particular week must be made up during the same week.

Work away from the office (telecommuting)

47. Under this option, the staff member carries out his or her normal assigned duties from an alternative work site at the duty station up to two days per week, using a computer and an Internet and telephone connection, rather than in the office. The staff member must be reachable at all times. The two telecommuting days per week may be utilized in half days, full days or hours. For information on the number of requests submitted in 2015 for this working arrangement, see table 3.

Table 2

Number of requests for the compressed work week option, by gender and level, 2015

	<i>P-4</i>	<i>P-3</i>	<i>G-6</i>	<i>Total</i>
Female	2	0	1	3 (60%)
Male	1	1	0	2 (40%)

Table 3

Number of requests for telecommuting, by gender and level, 2015

	<i>P-3</i>	<i>G-5</i>	<i>G-4</i>	<i>Total</i>
Female	4	1	2	7 (100%)
Male	0	0	0	0

48. Flexible working arrangements are not an entitlement for staff and not all types of work lend themselves to them. Therefore, the approval of the supervisor is required.

Part-time employment

49. Part-time employment at 50 or 80 per cent is available to staff in both the Professional and General Service categories. Staff working 80 per cent may work flexible working hours.

50. In 2015, a total of 29 staff members at UNODC requested part-time employment. For more information, see table 4.

Table 4

Number of requests for part-time employment, by gender and level, 2015

	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>G-5</i>	<i>G-4</i>	<i>Total</i>
Requests by women to work 50 per cent	—	2	—	2	2	6
Requests by women to work 80 per cent	—	—	1	2	—	3
Total number of requests by women for part-time employment	—	2	1	4	2	9 (82%)
Total number of requests by men for part-time employment	1	1	—	—	—	2 (18%)

	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>G-5</i>	<i>G-4</i>	<i>Total</i>
Requests by men to work 50 per cent	1	1	—	—	—	2
Total	1	3	1	4	2	11 (100%)

Family leave

51. In cases of family-related emergencies, uncertified sick leave may be used. Subject to certain conditions, special leave with full pay for a period of up to eight weeks may be granted to a staff member who adopts a child. Under certain conditions, parental leave as special leave without pay for a period of up to two years may be granted to a staff member who is the mother or father of a newly born or adopted child.

Maternity and paternity leave

52. Staff members are entitled to pre- and post-delivery leave as well as paternity leave. For information on the number of requests for maternity and paternity leave, see tables 5 and 6.

Table 5
Number of maternity leave requests, 2015

<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>G-6</i>	<i>G-5</i>	<i>Total</i>
1	6	1	1	1	10

Table 6
Number of paternity leave requests, 2015

<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>G-6</i>	<i>G-4</i>	<i>G-2</i>	<i>Total</i>
1	14	6	1	2	1	1	26

Breastfeeding

53. The Organization's policy on breastfeeding assists staff members who are nursing mothers in achieving a better balance between their professional and private lives through a more family-friendly work environment. At the Vienna International Centre, a private and properly furnished area, including a refrigerator for storing milk, is available to breastfeeding mothers.

54. Under the policy, a nursing mother is allowed up to two hours off work per day for the purpose of nursing an infant aged under 12 months. The timing of the daily absences from work is, to the greatest possible extent, determined by the needs of the staff member, who must nevertheless consult with her supervisor to achieve the optimal balance between her needs and those of the service.

55. Staff members who are nursing mothers of an infant aged under 12 months may elect to have the infant travel with them on official business travel, except when the staff member travels to a non-family duty station. When travel of an infant is permitted, in addition to the travel expenses authorized for the mother, the

Organization also pays, for the infant, 10 per cent of the cost of the mother's ticket and 10 per cent of the applicable daily subsistence allowance.

V. Supporting architecture

56. All UNODC human resources plans and activities are based on the Charter of the United Nations, and the Secretariat's rules and regulations as established by the General Assembly. They follow the relevant policies, practices and guidance from United Nations Headquarters.

57. The Executive Director of UNODC, acting on his delegated authority, approved the *Guidance Note for UNODC Staff: Gender Mainstreaming in the Work of UNODC* in April 2013. It is aimed at assisting staff to effectively integrate a gender perspective into all aspects of their work, including strategic planning, developing normative standards, designing and delivering thematic and regional programmes and working through the programme or project cycle. The guidance note has been circulated throughout the Office for implementation within projects, programmes and policies.

VI. Recommendations

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

59. The Commission may wish to recommend that Member States further 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 wide geographical basis and gender equality.

60. Without prejudice to career development opportunities for serving staff, the Commission may wish to request UNODC to intensify its outreach activities and encourage Member States to support the Office in those efforts, with a view to encouraging a higher number of applications from suitable and qualified women.

Annex

Statistics on staff of the United Nations Office on Drugs and Crime

Table A.1

Staff in the Professional and higher categories at all duty stations as at 31 December 2015, 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. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%
Female	0	0	0	0	4	31	22	44	49	37	56	50	13	62	144	43
Male	1	100	4	100	9	69	28	56	83	63	56	50	8	38	189	57
Total	1	100	4	100	13	100	50	100	132	100	112	100	21	100	333	100

Table A.2

Staff in the Professional and higher categories in Vienna as at 31 December 2015, 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. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%
Female	0	0	0	0	3	38	18	55	36	47	36	59	11	58	104	52
Male	1	100	3	100	5	63	15	45	40	53	25	41	8	42	97	48
Total	1	100	3	100	8	100	33	100	76	100	61	100	19	100	201	100

Table A.3

Staff in the Professional and higher categories at other duty stations as at 31 December 2015, by gender and level

	<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. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%	<i>No. of staff</i>	%
Female	0	0	1	20	4	24	13	23	20	39	2	100	40	30
Male	1	100	4	80	13	76	43	77	31	61	0	0	92	70
Total	1	100	5	100	17	100	56	100	51	100	2	100	132	100

Table A.4
**Staff in the Professional and higher categories as at 14 September 2016, by
country of nationality and level**

<i>Country of nationality</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				3	1		4
Australia			2	2	4		8
Austria				3	4	2	9
Azerbaijan			1				1
Bangladesh			1		1		2
Belarus			1		1		2
Belgium	1	1	1	3			6
Bolivia (Plurinational State of)				2			2
Botswana					1		1
Brazil				3	1		4
Bulgaria			1	1			2
Cambodia				1			1
Canada			4	5	5		14
Chile					1		1
China			1		1		2
Colombia					1		1
Czechia					1		1
Denmark		1		2		1	4
Ecuador				1			1
Egypt			2	1			3
Finland			1	3	3		7
France		1	4	8	10	1	24
Gambia			1				1
Georgia				1			1
Germany			5	11	7	1	24
Ghana			1				1
Greece		1	1	2	2		6
Guatemala					1		1
Hungary					1		1
India			2	3	1		6
Indonesia				1			1
Iran (Islamic Republic of)			2	1	1		4
Ireland			1		1	1	3
Italy		3	6	14	4	2	29
Japan				4	1		5
Kazakhstan			1	1	1	1	4
Kenya				2	2		4
Kyrgyzstan					1		1
Latvia				1			1
Lebanon				1	3		4

<i>Country of nationality</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>
Liechtenstein					1		1
Malawi						1	1
Malaysia					1		1
Malta					1		1
Mauritius				1			1
Mexico				1	2	2	5
Mongolia				1			1
Morocco						1	1
Myanmar					1		1
Namibia		1					1
Netherlands				3	3		6
New Zealand				4			4
Norway			1	1			2
Pakistan				2	2		4
Panama					1		1
Peru			1				1
Portugal				3	1		4
Republic of Moldova				1			1
Romania				2	1		3
Russian Federation	1		1	2	1	2	7
Senegal				1			1
Serbia				1	1		2
Singapore					1		1
Slovakia					1		1
South Africa			1		1		2
Spain			3	3	4		10
Sudan				1			1
Sweden				1	2	1	4
Switzerland				1	1		2
Tajikistan					2		2
Tunisia						1	1
Turkey				1		1	2
Turkmenistan					1		1
Uganda					1		1
Ukraine				1			1
United Kingdom of Great Britain and Northern Ireland		2	1	13	5		21
United States of America	1	2	3	8	8	1	23
Uruguay	1	1			1		3
Uzbekistan				2	2		4
Venezuela (Bolivarian Republic of)				1	1		2
Zimbabwe		1			1		2
Total	4	14	50	136	110	19	333

Table A.5
Gender distribution of applicants for posts in 2015, by level

<i>Level</i>	<i>Female</i>	<i>Male</i>	<i>Female (percentage)</i>	<i>Male (percentage)</i>	<i>Total</i>
P-2	553	631	46.70	53.30	1 184
P-3	2 867	5 890	32.70	67.30	8 757
P-4	1 675	4 536	27.00	73.00	6 211
P-5	99	193	33.90	66.10	292
D-1	37	133	21.80	78.20	170
Total	5 231	11 383	31.49	68.51	16 614

Table A.6
Gender distribution of candidates selected for posts within UNODC from
1 January 2015 to 7 October 2016, by level

<i>Level</i>	<i>Gender</i>	<i>1 January-31 December 2015</i>		<i>1 January-7 October 2016</i>	
P-2	Female	3	100%	2	50%
	Male	0	-	2	50%
P-3	Female	13	46.43%	17	62.96%
	Male	15	53.57%	10	37.04%
P-4	Female	9	36%	8	38.10%
	Male	16	64%	13	61.90%
P-5	Female	3	100%	1	25%
	Male	0	-	3	75%
D-1	Female	1	100%	1	100%
	Male	0	-	0	-
D-2	Female	0	-	0	-
	Male	1	100%	0	-
Total	Female	29	47.54%	29	50.88%
	Male	32	52.46%	28	49.12%
Total		61	100%	57	100%

Table A.7
Country of nationality of candidates selected for posts within UNODC,
1 January-7 October 2016

	<i>P-2</i>	<i>P-3</i>	<i>P-4</i>	<i>P-5</i>	<i>D-1</i>
Australia		1			
Austria	1	1	1		
Belgium					1
Brazil		2			
Canada		3	3		
China	1				
Comoros	1				
Denmark		1			
Ecuador			1		
Finland		1			
France		2	1		

	<i>P-2</i>	<i>P-3</i>	<i>P-4</i>	<i>P-5</i>	<i>D-1</i>
Germany		2	1		
Greece		1			
Ireland		1			
Israel		1			
Italy			3	1	
Lebanon			1		
Liechtenstein			1		
Norway	1	1			
Pakistan			1		
Republic of Korea		1			
Republic of Moldova			1		
Romania			1		
Russian Federation		2	1	1	
Saudi Arabia		1			
Slovakia		1			
South Africa			2		
Spain			1		
Togo			1		
Turkey		1			
United Kingdom		1	1	2	
Ukraine		1			
United States		1			
Zimbabwe		1			
Total	4	27	21	4	1