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### **Commission on Narcotic Drugs**

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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 thirtieth session**

Vienna, 8–10 December 2021

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 resolutions 62/9 and 63/6 and Commission on Crime Prevention and Criminal Justice resolutions 28/4 and 29/1. 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.



## I. Introduction

1. The present report has been prepared pursuant to Commission on Narcotic Drugs resolutions 62/9 and 63/6 and Commission on Crime Prevention and Criminal Justice resolutions 28/4 and 29/1. In those resolutions, the Commissions reaffirmed the goal of equal representation of women and men in the staff composition of the United Nations Office on Drugs and Crime (UNODC) and recalled Article 101 of the Charter of the United Nations, which outlines that due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as possible while securing the highest standards of efficiency, competence and integrity. The lack of diversity among the staff of UNODC, in particular with regard to equitable geographical representation, was noted, and the Office was requested to take effective measures to ensure the recruitment of a diverse pool of candidates, in particular within the Professional and higher categories.

2. In line with the UNODC Strategy 2021–2025, the Organization remains committed to the goals of achieving a 50/50 gender balance and geographical diversity among its staff through the continued implementation of its gender and geographical diversity plans.

3. Upon her appointment in 2020, the Executive Director of UNODC became an International Gender Champion, joining a network of more than 250 active and former champions who are heads of international organizations, permanent missions and civil society organizations, and who are determined to realize gender equality. In 2021, the Executive Director renewed her commitment to systematically strengthening an inclusive and enabling organizational culture and to improving the representation of women at the staff levels where parity has not yet been achieved.

4. Through the Global Programme on Gender Equality and the Empowerment of Women in the United Nations Office at Vienna and UNODC, established in May 2017 in the Office of the Director-General/Executive Director, several key initiatives were advanced during 2020 and 2021 to achieve gender equality in a coordinated and systematic way. The United Nations Office at Vienna/UNODC Strategy for Gender Equality and the Empowerment of Women (2018–2021) and the related action plan continue to serve as key instruments to assist UNODC in systematically and effectively mainstreaming gender and promoting gender equality and the empowerment of women in programmatic activities and organizational policies and practices. In 2021, an evaluation of the implementation of the Strategy was undertaken, and the results will be utilized to develop the next iteration of the Strategy, for the period 2022–2025.

5. The activities of the UNODC Human Resources Management Service follow the UNODC Strategy 2021–2025 and the commitment to diversity and inclusion contained therein. During the last quarter of 2021, the Service will be developing its next five-year strategy (2022–2026) with a view to ensuring that its activities remain aligned with the operational needs of UNODC and continue to contribute to the successful delivery of mandates.

6. The figures provided in the present report refer to UNODC staff members in the Professional and higher categories on fixed-term, continuing and permanent contracts, unless otherwise specified, and positions funded from both regular and extrabudgetary sources. This population of 444 staff accounted for 13 per cent of all 3,317 UNODC staff and personnel as at 30 June 2021.

7. The structure and organization of the United Nations Office at Vienna and UNODC are promulgated in bulletins of the Secretary-General ([ST/SGB/2004/5](#) and [ST/SGB/2004/6](#), respectively). In accordance with those bulletins, the services that fall under the purview of UNODC are the Human Resources Management Service, the Financial Resources Management Service and the Information Technology Service. The services that fall under the purview of the United Nations Office at Vienna are the Conference Management Service, the General Support Section, the Procurement Section and the Security and Safety Service. With the exception of the

data contained in tables 14 and 15 in the annex to the present document, the figures provided in the present report do not include data on staff members and positions in the Financial Resources Management Service, the Human Resources Management Service or the Information Technology Service.<sup>1,2</sup>

## II. Senior manager's compact assessment

8. To support the Secretary-General's efforts to foster a diverse workforce, specific performance indicators and targets regarding the percentage of female staff in the Professional and higher categories for the levels where the Executive Director makes the selection decision (P-2 to D-1), as well as targets for the appointment of candidates from unrepresented or underrepresented Member States and for achieving more diverse regional representation, continue to be part of the Executive Director's annual senior manager's compact with the Secretary-General (see table below).

9. The Secretary-General's system-wide strategy on gender parity establishes that parity is achieved within the range of 47 and 53 per cent and that it is measured by staff level. Regarding the 2020 gender parity targets by staff level, as at 31 December 2020, UNODC had yet to meet the gender parity targets at the P-4 and P-5 levels, where women accounted for 43 per cent and 42 per cent of staff, respectively (see table below). At the P-2 and P-3 levels, with 69 per cent and 57 per cent women, respectively, UNODC is at the upper end of the parity margin, and at the D-1 level, parity has been achieved (see footnote b to the table below). While gender parity targets were not met for all levels, the progress made by UNODC from 2019 to 2020 towards achieving the goal of gender parity was rated as satisfactory in the 2020 senior manager's compact assessment. In recent years, the overall representation of women among UNODC staff has continuously increased, from 44 per cent in December 2016 to 49 per cent in December 2020, standing at 50 per cent as at 30 June 2021.

10. The Secretary-General's Geographical Diversity Strategy was launched in January 2020 and sets out a focused approach to strengthening geographical diversity. The term "geographical diversity" encompasses both equitable geographical distribution and greater regional group diversity, reflecting the two geographical goals of the senior manager's compact. The purpose of the geographical representation indicator in the senior manager's compact is to ensure that heads of departments and offices contribute to reducing the number of unrepresented and underrepresented Member States in line with the system of desirable ranges. The target includes all initial appointments, reappointments, promotions, transfers and reassignments of personnel to vacant "geographical posts", and it requires that 50 per cent of such appointments be made from unrepresented or underrepresented Member States. As at 31 December 2020, geographical posts accounted for 20 per cent (85 positions) of UNODC positions in the Professional and higher categories funded by the regular budget. For comparison, in 2019, geographical posts accounted for 22 per cent (87 positions) of UNODC positions in the Professional and higher categories funded

<sup>1</sup> Pursuant to the recommendation made by Member States at the November 2018 meeting of the standing open-ended intergovernmental working group on improving the governance and financial situation of the United Nations Office on Drugs and Crime, the present report includes an overview of the staff composition of the Division for Management (see annex, tables 14 and 15). Upon request, diversity figures relating to the Division for Management are also provided at the meetings of the standing open-ended intergovernmental working group.

<sup>2</sup> The present report follows the structure set out in the senior manager's compact with the Secretary-General for 2020, in which the Executive Director confirmed her commitment to delivering reform, ensuring compliance with the Organization's legal framework and ethical standards, and ensuring accountability for adherence to United Nations standards of conduct. According to the compact, the Human Resources Management Service, the Financial Resources Management Service and the Information Technology Service of the United Nations Office at Vienna/UNODC fall under the purview of the United Nations Office at Vienna.

by the regular budget.<sup>3</sup> In order to further strengthen geographical diversity, a second geographical target in the senior manager's compact requires that progress be made, from one year to the next, towards achieving diversification in the regional groups of Member States represented at UNODC, by reducing the proportion of the most represented regional group and increasing the proportions of the less represented regional groups.

11. To complement the efforts to achieve geographical diversity, UNODC launched its own Geography Action Plan in November 2019 and published an enhanced and restructured version in August 2020, as requested in Commission on Narcotic Drugs resolution 62/9 and Commission on Crime Prevention and Criminal Justice resolution 28/4, to further strengthen its alignment with the structure and content of the Geographical Diversity Strategy and to include feedback received in the first phase of its implementation. Since the introduction of the Action Plan in 2019, notable progress has been observed with regard to reducing the proportion of staff from the most represented regional group (i.e. the Group of Western European and other States), which decreased from 62 per cent in December 2019 to 58 per cent in June 2021.

12. With regard to geographical appointments, out of a total of four candidates appointed to positions subject to geographical distribution in 2020, none were candidates from unrepresented or underrepresented Member States. Three of those cases were lateral reassignments of serving UNODC staff members to geographical positions within UNODC. As at 31 December 2020, 19 per cent of UNODC staff members (83 persons) were from unrepresented and underrepresented Member States,<sup>4</sup> 34 per cent (150 persons) were from Member States within range and 47 per cent (203 persons) were from overrepresented Member States.

13. The representation of staff members from the five regional groups of States Members of the United Nations<sup>5</sup> changed at UNODC between 2019 and 2020 (see table below). UNODC met the goal, set in the 2020 senior manager's compact, of making progress from one year to the next towards achieving greater regional diversification, as the percentage of staff from the Group of Western European and other States, the most represented regional group, decreased from 62.1 per cent in December 2019 to 59.9 per cent in December 2020 and stood at 58.1 per cent in June 2021.

**Geographical representation and gender parity targets: performance of the United Nations Office on Drugs and Crime in 2020, as measured in terms of the senior manager's compact with the Secretary-General**

(Percentage)

Performance measure	Target for 2020		Percentage achieved as at 31 December 2020 <sup>a</sup>	Percentage achieved as at 31 December 2019 <sup>a</sup>
Geographical appointments from unrepresented or underrepresented Member States	50		–	50
Progress is made, from one year to the next, towards achieving greater regional diversification	Greater regional diversification from 2019 to 2020	Group of Western European and other States	59.9	62.1
		Group of Asia-Pacific States	15.6	15.0
		Group of Eastern European States	9.4	8.9
		Group of Latin American and Caribbean States	6.9	7.1
		Group of African States	8.3	6.9

<sup>3</sup> That figure excludes positions in the Human Resources Management Service, the Financial Resources Management Service and the Information Technology Service of the Division for Management.

<sup>4</sup> The figure includes the entire staff population of posts in the Professional and higher categories, including posts that are not subject to the system of desirable ranges.

<sup>5</sup> Group of African States, Group of Asia-Pacific States, Group of Eastern European States, Group of Latin American and Caribbean States and Group of Western European and other States.

<i>Performance measure</i>	<i>Target for 2020</i>	<i>Percentage achieved as at 31 December 2020<sup>a</sup></i>	<i>Percentage achieved as at 31 December 2019<sup>a</sup></i>
Female staff at the D-2 level	50	33 <sup>b</sup>	33
Female staff at the D-1 level	50	46 <sup>b</sup>	43
Female staff at the P-5 level	50	42	39
Female staff at the P-4 level	50	43	44
Female staff at the P-3 level	50	57	53
Female staff at the P-2 level	50	69	59

<sup>a</sup> Data for 2019 and 2020 were provided by the Department of Management Strategy, Policy and Compliance for the report on the senior manager's compact.

<sup>b</sup> For mathematical reasons, certain entity/level combinations, namely, those involving 3, 5, 7, 9, 11, 13 or 15 staff members, cannot achieve the 47–53 per cent gender parity range. In such cases, the Office of Human Resources considers parity to have been achieved when the closest possible percentage to that range is reached. As there were, in total, three UNODC staff members at the D-2 level in 2020, the percentage of female staff constituting parity for that entity/level combination could be either 33 per cent or 67 per cent, as both percentages are equally close to the gender parity range. At the D-1 level, there were 13 staff members in total in 2020, which means that the percentage of female staff constituting parity for that entity/level combination could be either 46 per cent or 54 per cent. Hence, for both the D-2 and D-1 levels, gender parity had been achieved as of December 2020.

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

14. In addition to the efforts led by the Secretariat, UNODC continued to take various actions to achieve gender parity. The present report highlights progress made in that regard since the issuance of the previous report ([E/CN.7/2020/17-E/CN.15/2020/17](#)) in the areas of recruitment and retention, career development and organizational culture.

#### A. Outreach, recruitment and retention

15. UNODC continued its outreach efforts with a view to diversifying its pool of applicants. Between January 2020 and June 2021, UNODC representatives took part in a total of 4 in-person and 21 virtual outreach events. Twelve of those events were part of the recurring series of UNODC career webinars, which attracted a total of 1,483 participants. The events also included presentations on the process of applying for UNODC vacancies and the filling out of personal history profile forms, career fairs, the training of applicants at field offices and lectures delivered to university students. The target group included potential external candidates with different levels of seniority and different occupational and geographical profiles from those of staff and personnel already working for UNODC.

16. UNODC continued to distribute information and statistical updates regarding the recruitment process on a regular basis. Senior-level vacancies were shared with permanent missions to the United Nations in Vienna and with the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) for further distribution. Vacancy announcements were also forwarded to the Talent Outreach Unit of the Office of Human Resources in New York and the UNODC Advocacy Section for dissemination through United Nations channels, including its social media

accounts. Regular exchanges with the Talent Outreach Unit and a small working group were also established in order to further explore best practices used to disseminate job openings through the most effective channels. UNODC also continues to engage with international recruitment communications companies to explore possibilities for launching new targeted outreach initiatives.

17. Quarterly updates are shared with directors of divisions and provide details on efforts still needed within their divisions in comparison with UNODC overall, and monthly information is provided about gender and geographical representation targets. The current composition of staff is shared regularly with hiring teams at UNODC.

18. Each selection recommendation submitted for the consideration of the Executive Director included information on the current gender and geographical distribution of UNODC staff, as well as the geographical representation of the countries of nationality of the recommended candidates, thus enabling the Executive Director to make an informed selection decision. Of the 83 candidates selected for positions of one year or longer (irrespective of funding) in the Professional and higher categories at UNODC in 2020, 45 (54.2 per cent) were women (see annex, table 10). At the staff levels where gender parity has not yet been achieved at UNODC (i.e. P-4 and P-5), the percentage of female applicants selected was 52.4 per cent at the P-4 level and 85.7 per cent at the P-5 level. Between 1 January and 30 June 2021, 21 (52.5 per cent) of 40 candidates selected for positions in the Professional and higher categories were women. During the same period, 6 of the candidates selected at the P-4 level were women (54.6 per cent), and at the P-5 level, where only one selection was made, a male candidate was selected.

19. For the levels at which gender parity has yet to be achieved at UNODC, the selection figures for 2020 show that five selections resulted in the promotion of internal staff members to the P-4 level. Of those five candidates, two (40 per cent) were women. For the same period, seven selections resulted in the promotion of internal staff members to the P-5 level. Of those seven candidates, six (86 per cent) were women. During the period January–June 2021, seven selections resulted in the promotion of internal staff members to the P-4 level. Of the seven candidates selected, four (57 per cent) were women. In the same period, one selection resulted in the promotion of one male staff member to the P-5 level.

20. As for General Service staff, who represent 8 per cent of all UNODC personnel, the overall representation of women came to 65 per cent in June 2021, which represents an increase of 1 percentage point compared with June 2020. The percentage of women among service contractors, who account for 36.5 per cent of all UNODC personnel, increased from 48 per cent in June 2020 to 49 per cent in June 2021. Among National Professional Officers, who constitute 2.5 per cent of all UNODC personnel, the share of women rose from 51 per cent to 52 per cent over the same period, while for United Nations Volunteers, who make up 5.6 per cent of UNODC personnel, the figure decreased from 57 to 55 per cent (see annex, table 7, for the underlying figures).

21. Detailed statistics on the gender distribution of UNODC staff in the Professional and higher categories, staff and personnel<sup>6</sup> in the field offices and applicants for posts

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<sup>6</sup> For a better understanding of the different personnel categories, a brief explanation is provided in the following: the service contract is a modality for hiring individuals under a non-staff contract. It is a cost-effective and flexible decentralized contracting instrument offered by the United Nations Development Programme for use only by country offices and regional centres outside of Headquarters. Consultants are individuals who are recognized authorities or specialists in a specific field, engaged by the United Nations under temporary non-staff contracts in an advisory or consultative capacity to the Secretariat. A consultant must have special skills or knowledge not normally possessed by the regular staff of the Organization and for which there is no continuing need in the Secretariat. Individual contractors are individuals engaged by the Organization from time to time under temporary non-staff contracts to provide expertise, skills or knowledge for the performance of a specific task or piece of work, which would be short-term by nature, against the payment of an all-inclusive fee. Their work assignments may involve full-time or part-time

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**

22. UNODC continued to support the career development of its workforce through in-person and online training, as well as training in other formats, such as coaching, which remained a key activity in 2020 and 2021. During the period from 1 January 2020 to 30 June 2021, 430 hours of individual coaching sessions were held, in which 68 per cent of the participants were women. During the same period, 70 individual career counselling sessions were delivered, most of which (95 per cent) were attended by women. To further build capacity and diversify the skill set of staff, UNODC supported 28 staff members, 22 of whom were female, in obtaining certification as leadership coaches. UNODC also offered three career development workshops for personnel at field offices and for interns; more than 60 per cent of participants in those workshops were women.

23. UNODC continued to integrate a gender perspective into its learning initiatives, such as training in competency-based interviewing and performance management. The competency-based interviewing training was converted into a self-paced online course, including segments on unconscious bias and gender parity in recruitment. At the start of the 2021/22 performance cycle, UNODC managers and staff were requested to include a gender and diversity-related goal in their workplans. Throughout 2020 and the first half of 2021, 47 managers and supervisors received training in a series of three workshops on coaching as a performance tool for staff and managers. To strengthen leadership skills at senior management levels, training for managers in people management skills, in particular in relation to performance management, was organized in collaboration with the United Nations System Staff College.

24. A comprehensive campaign to encourage the completion of mandatory training courses was launched in 2020 and was followed up with individual reminders to staff who remained non-compliant. As a result, in June 2021, 88 per cent of UNODC staff and 96 per cent of United Nations Office at Vienna staff had completed the “I Know Gender” mandatory course.

25. UNODC continued its awareness-raising efforts through targeted activities for both staff and Member States, to enhance understanding of how gender equality and women’s empowerment are relevant to the UNODC mandate. UNODC maintains a website dedicated to gender and publishes a quarterly newsletter on the topic. The Gender Strategy focal point network has over 100 members throughout headquarters and field offices and is key in raising awareness and sharing best practices. In June 2021, UNODC organized the Gender Equality Forum, which was focused on the gender-related aspects of combating corruption and transnational organized crime and of access to criminal justice in gender-based violence cases.

26. During 2020 and 2021, the Office continued its efforts to build staff capacity in the areas of gender equality, the empowerment of women and gender mainstreaming. A total of 12 webinars were held, and approximately 35 per cent of staff members, including senior managers, have received training so far. In addition, tailored training

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functions similar to those of staff members. United Nations Volunteers serve under contracts with the United Nations Volunteers programme. They are engaged to provide operational and substantive support to United Nations entities in various fields and for specialized functions for which the required skills and expertise are not available in the Organization. United Nations Volunteers are not to be used as a substitute for staff or to perform any supervisory functions. National Professional Officers are locally recruited and perform functions at the professional level. National Professional Officers are nationals of the country in which they are serving, and their functions must relate to the national context, that is, the functions must require national experience or knowledge of the national language, culture, institutions and systems.

events on practical gender mainstreaming were offered and new tools on gender mainstreaming in UNODC mandate areas have been developed. For instance, UNODC partnered with the UN-Women Training Centre to develop an online training module entitled “I Know Gender: Organized Crime and Gender Equality”, which will be accessible to UNODC staff and the public.

27. UNODC continued to promote the topics of inclusion, well-being and an enabling work environment in its training activities in 2020 and 2021. Learning formats included, for example, a young leadership training course with a strong focus on diversity and inclusion in March 2020, as well as multiple learning sessions held in 2020 on disability inclusion, which attracted a total of more than 300 participants. In March 2021, two webinars on well-being and work-life balance were held, with a total of 138 participants, 75 per cent of whom were women, and in April 2021 two tailored webinars for managers on ensuring employee well-being were organized. A Secretariat-wide mentoring programme entitled “Together” was launched in 2020, and United Nations Office at Vienna/UNODC staff at headquarters and field offices were encouraged to register as mentors and mentees.

28. UNODC participated in the first edition of the Resident Coordinator/Humanitarian Coordinator talent pipeline initiative, which is aimed at building a diverse pool of high-calibre candidates who demonstrate strong potential for the functions of a Resident Coordinator or a Resident and Humanitarian Coordinator and at developing them for those roles. In 2021, UNODC endorsed five senior managers, all of whom were women, as nominees for the Resident Coordinator/Humanitarian Coordinator talent pool.

29. In order to ensure a diverse talent pool, especially for the levels where gender parity is not yet achieved, UNODC launched an early career initiative for women that will run from September to December 2021, with 46 early-career female participants, more than half (54 per cent) of whom come from UNODC field offices.

30. Throughout the second half of 2020, a series of seven webinars for managers on preventing and tackling sexual harassment in the workplace were held. The workshop supported managers in contributing to promoting a healthy, inclusive and safe workplace for everyone at the United Nations Office at Vienna and UNODC while meeting the standards of the United Nations Code of Conduct, in playing an active role in rooting out sexual harassment in the workplace and in gaining knowledge and skills on how to handle cases that are reported to them, while protecting all those concerned.

## **C. Organizational culture**

31. In line with the system-wide strategy on gender parity, the United Nations Office at Vienna/UNODC Strategy for Gender Equality and the Empowerment of Women (2018–2021) and the 2018–2021 human resources operational strategy, UNODC continued to support flexible working arrangements, part-time employment, family leave, maternity and paternity leave and breastfeeding policies, as detailed in previous years’ reports.

32. Through various initiatives promoting the Secretary-General’s policy on flexible working arrangements ([ST/SGB/2019/3](#)), the overall number of staff members who utilized flexible working arrangements increased. For much of 2020 and 2021, owing to the coronavirus disease (COVID-19) pandemic, 95 per cent of staff telecommuted under an alternate work arrangement required by the Organization. In 2020, the option to work on a compressed work schedule was chosen by 11 staff members, of whom 5 were women and 6 were men.

33. Flexible working arrangements are not an entitlement; they are voluntary arrangements agreed upon between staff and managers. However, the Human Resources Management Service has become a well-established partner in mediating between supervisors and staff. The Service is actively involved in helping to find the



best solution for supporting the well-being of staff members and also giving due consideration to the substantive offices' need to maintain their delivery output and to ensure fair treatment of all team members.

34. In view of the alternate work arrangements required by the Organization, and unlike in the years before, there was no end-of-year office arrangement in 2020. It is, however, envisaged that an arrangement similar to the one offered in 2018 and 2019 will be offered to staff at the end of 2021.

35. With the alternate working arrangements put in place as a result of the COVID-19 pandemic, supervisors were encouraged to continue demonstrating flexibility in granting flexible working arrangements. That guidance was reiterated in the office instruction on the organization of work and safe return to the offices at the United Nations Office at Vienna/UNODC during the COVID-19 pandemic, issued by the Executive Director on 30 June 2020. Owing to travel restrictions, there was an increase in the number of requests for telecommuting outside of the duty station, which allowed staff to respond to emergency family situations. In addition, even prior to the pandemic, an increased utilization of telecommuting had been observed. It can be expected that, following the gradual return to the premises, more staff members will avail themselves of the option of working remotely. Major challenges or a negative impact on productivity were not observed; however, there was a significant drop in the use of sick leave. Some senior managers have telecommuted outside of the duty station, thereby leading by example, which demonstrates acceptance of remote work and encourages other managers to consider the same with no negative impact on productivity.

36. UNODC continues to follow the Enabling Environment Guidelines for the United Nations System, published by UN-Women in 2019. In October 2020, the one-year anniversary of the launch of the Guidelines was celebrated jointly by the Vienna-based organizations with an "Enabling Environment Week", a week of events to promote the various themes of the Guidelines, during which a total of eight webinars were attended by over 400 participants. The publication *Make Parity a Reality: Field-specific Enabling Environment Guidelines for the United Nations System*, issued by UN-Women in early 2021, was promoted among selected stakeholders in the UNODC field offices through two joint webinars with UN-Women in September 2021. In addition, UNODC is participating in the joint launch of a dignity and inclusion learning initiative planned for October 2021 with the other Vienna-based organizations.

37. The Gender Team in the Office of the Director-General/Executive Director, the designated Focal Points for Women and the Human Resources Management Service continue to collaborate and coordinate their activities through regular UNODC gender meetings. Since early 2021, UNODC has had three Focal Points for Women and three alternate Focal Points for Women, which increased their overall number from four to six and thus strengthened their capacity in addressing some of the barriers to achieving gender parity, for example by observing interview panels to ensure that there is no procedural bias against female candidates. Of the newly appointed Focal Points for Women, four are female and two are male, and five are located at headquarters and one in a field office.

38. In the area of gender mainstreaming, several actions were undertaken to ensure that programmatic planning documents included results on gender equality and the empowerment of women, which contribute to the achievement of the Sustainable Development Goals, in particular Goal 5 targets. The UNODC gender mainstreaming checklist is mandatory for all programmes/projects submitted for approval. In addition, UNODC introduced a gender marker system that allows the Office to collect financial statistics related to gender and to categorize technical cooperation activities on its expected contributions to Goal 5 targets. The Office developed a guidance note focusing on gender indicators for use in the results chain of programmes and projects.

39. UNODC actively participates in the Chief Executives Board for Coordination Task Force on Addressing Sexual Harassment within the Organizations of the United

Nations System. UNODC continued to implement the various initiatives of the Task Force, in particular with regard to the policy promulgated in the Secretary-General's bulletin on addressing discrimination, harassment, including sexual harassment, and abuse of authority in September 2019 (ST/SGB/2019/8) and with a view to advancing a common understanding of a victim-centred approach and disseminating the *Investigators Manual: Investigation of Sexual Harassment Complaints in the United Nations*. UNODC has strengthened accountability through the implementation of Clear Check, a centralized job candidate screening application that captures information on offenders and alleged offenders in cases involving sexual harassment by feeding into the case management and tracking system, a global database launched in 2021 and containing all allegations of potential misconduct, including sexual harassment, occurring within the Secretariat.

40. UNODC has expanded its support and outreach activities for preventing and eliminating sexual harassment, including online harassment, by promoting a coaching culture and an enabling work environment. The Office participates in the "United against racism" and "United to respect" initiatives. In their workplans, all staff have included goals to promote diversity and a workplace culture of respect, zero tolerance and accountability, as well as to contribute to gender equality and the empowerment of women. A speak-up culture has been nurtured through the implementation of an initiative called "I wish you knew", in which anonymous feedback on all aspects of work was invited. The implementation of the Code of Conduct to Prevent Harassment, Including Sexual Harassment, at United Nations System Events, has been expanded, for example through a publicly available website and video messages by the heads of Vienna-based organizations.

#### **IV. Update on the drivers of geographical diversity**

41. UNODC continues to implement the policies and initiatives of the Secretariat aimed at promoting and achieving equitable geographical distribution and greater regional diversity, as outlined in the Geographical Diversity Strategy, published in January 2020 by the Office of Human Resources. The term "geographical diversity" encompasses the goals of both equitable geographical distribution and greater regional group diversity. Both geographical goals are complementary, as reflected in the guidance provided by the Chef de Cabinet on making progress towards achieving a diverse workforce that reflects the international character of the Organization. The present section highlights key frameworks, as well as activities undertaken, and progress made by UNODC in this regard.

42. Based on the Geographical Diversity Strategy developed by the Office of Human Resources, as well as on Commission on Narcotic Drugs resolution 61/12 and Commission on Crime Prevention and Criminal Justice resolution 27/7, the action plan developed by UNODC involves and encourages the engagement of a range of actors, including the Human Resources Management Service, senior leadership, hiring managers and their teams, local field offices, UNODC staff, Member States and other United Nations actors. After the initial roll-out in December 2019, the action plan was further reviewed and enhanced in August 2020, establishing a variety of new action points.

43. With regard to raising internal awareness about the importance of strengthening geographical diversity, UNODC has continued and further intensified extensive information-sharing with various stakeholders on the geographical diversity goals of the Office, its geography action plan and the geographical composition of its workforce. In 2020 and 2021, UNODC continued to provide detailed information about the geographical representation status and regional group membership of applicants to the hiring teams and the Executive Director when a selection recommendation was submitted.

44. During the first half of 2021, a webinar for hiring managers on the three diversity pillars (gender parity, geographical diversity and disability) was launched

successfully and is being rolled out further in the second half of 2021. It is designed to give hiring teams a better understanding of current policies and geographical diversity concepts, and it makes it possible to collect feedback and discuss additional approaches to strengthening geographical diversity. The webinars are aimed not only at senior managers, but also at staff involved in the recruitment process in order to further emphasize diversity concepts throughout UNODC.

45. In addition, the senior management team of UNODC was informed about progress with regard to attaining geographical diversity at the meeting of the Executives Committee of the United Nations Office at Vienna and UNODC held in July 2021. Detailed figures were presented and goals were reiterated in order to enhance understanding and reinforce the importance of achieving geographical balance. Emphasis was also placed on the need to provide an overview of selections and how they affected the overall geographical make-up of UNODC staff.

46. In order to attract geographically diverse talent with renewed focus, UNODC continued to engage in widespread outreach. In May and November 2020, the Office conducted eight career webinars for interested external parties. The webinars were broadly promoted through field office representatives, UN-Women and UNODC social media channels, and a special message was sent to permanent missions. The webinars attracted great interest, with a total of 993 participants.

47. In 2020, nine new staff members were recruited who are nationals of countries that were previously not represented among UNODC staff in the Professional and higher categories (i.e. Fiji, Indonesia, Lithuania, Montenegro, Morocco, Nepal, the Niger, Viet Nam and Zambia). The overall number of nationalities represented among staff in those categories at UNODC thus increased from 88 in 2019 to 97 in 2020.

48. Furthermore, UNODC developed an outreach leaflet for use during online and in-person events, detailing the entry requirements for applicants and providing information on the recruitment process, as well as providing useful links to different online resources. The leaflet will be translated into the six official languages of the United Nations and will serve as another outreach tool to attract qualified candidates.

49. In March 2021, UNODC launched a survey among all staff from underrepresented Member States and less represented regional groups in order to gather input on how the Office can effectively promote job openings in those States. The Office received responses covering 30 countries and is including the resulting outreach channels in the promotion of future job openings. UNODC also conducted an analysis, gathering university, alumnae/alumni, professional and occupational networks relevant to its mandates in less represented regional groups, in order to further expand its outreach and attract qualified candidates. The analysis resulted in more than 50 additional organizations where UNODC can conduct outreach activities, depending on the thematic area relevant to the job opening, thus further strengthening geographically diverse outreach activities.

50. In addition, UNODC has further refined its outreach package, which is available to staff and personnel on the intranet site devoted to diversity. The package can be adapted by UNODC staff for use during missions or for reaching out to partners online to inform interested candidates from different geographical backgrounds about the possibility of working for UNODC. The package includes an outreach presentation with talking points, flyers with information on career possibilities and a video on employment opportunities.

51. In addition to those entity-specific efforts, UNODC is in regular contact with the Office of Human Resources regarding joint outreach efforts and further actionable measures to enhance geographical diversity.

## **V. Recommendations**

52. 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.

53. 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.

54. Finally, without prejudice to career development opportunities for serving staff, the Commission may wish 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, as well as Member States with lower regional representation.

## Annex

[English only]

## 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 2020, by gender and level

	Under-Secretary-General		D-2		D-1		P-5		P-4		P-3		P-2		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	1	100	1	33	6	46	22	42	82	43	85	57	18	69	215	49
Male	—	—	2	67	7	54	31	58	109	57	64	43	8	31	221	51
<b>Total</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>53</b>	<b>100</b>	<b>191</b>	<b>100</b>	<b>149</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>436</b>	<b>100</b>

Table 2  
Staff in the Professional and higher categories at United Nations Office on Drugs and Crime headquarters as at 31 December 2020, by gender and level

	Under-Secretary-General		D-2		D-1		P-5		P-4		P-3		P-2		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	1	100	1	33	5	56	15	47	49	49	57	62	14	70	142	55
Male	—	—	2	67	4	44	17	53	52	51	35	38	6	30	116	45
<b>Total</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>9</b>	<b>100</b>	<b>32</b>	<b>100</b>	<b>101</b>	<b>100</b>	<b>92</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>258</b>	<b>100</b>

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 2020, by gender and level

	D-1		P-5		P-4		P-3		P-2		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	1	25	7	33	33	37	28	49	4	67	73	41
Male	3	75	14	67	57	63	29	51	2	33	105	59
<b>Total</b>	<b>4</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>90</b>	<b>100</b>	<b>57</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>178</b>	<b>100</b>

Table 4  
Staff in the Professional and higher categories at the United Nations Office on Drugs and Crime as at 31 December 2020, by division and gender

Division	Female		Male		Total number
	Number	Percentage	Number	Percentage	
Division for Operations	104	45	128	55	232
Division for Policy Analysis and Public Affairs	32	53	28	47	60
Division for Treaty Affairs	69	53	60	47	129
Office of the Executive Director	10	67	5	33	15
<b>Total</b>	<b>215</b>	<b>49</b>	<b>221</b>	<b>51</b>	<b>436</b>

\* All figures are derived from Umoja and information in human resources management systems.

\*\* Except where noted, figures exclude the Human Resources Management Service, the Financial Resources Management Service and the Information Technology Service.

Table 5  
**Staff in the Professional and higher categories at the United Nations Office on  
Drugs and Crime as at 31 December 2020, 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
Albania						1		1
Algeria					1	1		2
Argentina					1	2		3
Australia				1	4	3		8
Austria					5	9	2	16
Azerbaijan				1				1
Barbados							1	1
Belarus						1		1
Belgium		1	1		4	1		7
Bolivia (Plurinational State of)					3			3
Bosnia and Herzegovina							1	1
Botswana					1			1
Brazil					4	2	1	7
Bulgaria					2			2
Cameroon						1		1
Canada			1	3	14	3		21
Chad						1		1
Chile						1		1
China				1		6	1	8
Colombia					1	2		3
Czechia						1	1	2
Democratic People's Republic of Korea						4		4
Denmark			1	1	2	2		6
Ecuador					1			1
Egypt	1			2	1	2	1	7
Fiji						1		1
Finland				1	4			5
France			1	6	10	8		25
Georgia					1			1
Germany			3	2	12	11	1	29
Ghana				1				1
Greece				1	2	1		4
Guatemala					1			1
Hungary						2		2
India				3	3	1		7
Indonesia					1	2		3
Iran (Islamic Republic of)				2		1		3
Ireland				1	2	1		4
Israel						1		1
Italy			2	9	18	9	2	40
Japan		1			6	7	1	15
Jordan					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>
Kazakhstan				1	2			3
Kenya					1	2		3
Kyrgyzstan						1		1
Latvia					1			1
Lebanon					3	2		5
Liechtenstein					1			1
Lithuania					1			1
Malawi							1	1
Malaysia						1		1
Malta					1			1
Mauritius					1			1
Mexico					2	2	1	5
Montenegro							1	1
Morocco						1		1
Myanmar						1		1
Namibia			1					1
Nepal						1		1
Netherlands				1	3		1	5
New Zealand					3	2		5
Niger						1		1
Norway				2		4		6
Pakistan					3			3
Panama							1	1
Peru				2				2
Poland						1		1
Portugal				1		1		2
Republic of Moldova					1			1
Romania					3	1		4
Russian Federation				2	5	4	1	12
Saudi Arabia						1		1
Senegal					1			1
Serbia					1	1		2
Slovakia						3	1	4
South Africa			1		3	2		6
Spain				2	5	6	3	16
Sudan				1				1
Sweden					4			4
Switzerland					1	1		2
Syrian Arab Republic						1		1
Tajikistan					1			1
Togo					1			1
Tunisia						2		2
Turkey					1	1		2
Turkmenistan					1			1
Uganda						1		1
Ukraine					2	1		3

<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>
United Kingdom of Great Britain and Northern Ireland			1	3	16	2		22
United Republic of Tanzania						1		1
United States of America		1	1	3	14	6	4	29
Uzbekistan					2	3		5
Venezuela (Bolivarian Republic of)					2			2
Viet Nam						1		1
Zambia						1		1
Zimbabwe						1		1
<b>Total (97 countries)</b>	<b>1</b>	<b>3</b>	<b>13</b>	<b>53</b>	<b>191</b>	<b>149</b>	<b>26</b>	<b>436</b>

Table 6  
**Staff in the Professional and higher categories at the United Nations Office on Drugs and Crime as at 31 December 2020, by office and gender**

<i>UNODC office</i>	<i>Female</i>		<i>Male</i>		<i>Total number</i>
	<i>Number</i>	<i>Percentage</i>	<i>Number</i>	<i>Percentage</i>	
Country Office in Afghanistan	1	13	7	88	8
Country Office in the Plurinational State of Bolivia	–	–	1	100	1
Country Office in Colombia	1	20	4	80	5
Country Office in the Islamic Republic of Iran	–	–	1	100	1
Country Office in Nigeria	1	20	4	80	5
Country Office in Pakistan	1	14	6	86	7
Country Office in Peru	–	–	2	100	2
Brussels Liaison Office	2	100	–	–	2
New York Liaison Office	2	67	1	33	3
Programme Office in Portugal	1	100	–	–	1
Liaison and Partnership Office in Brazil	1	100	–	–	1
Liaison and Partnership Office in Mexico	1	25	3	75	4
Programme Office in Ukraine	2	100	–	–	2
Regional Office for Central Asia	5	50	5	50	10
Regional Office for Eastern Africa	12	63	7	37	19
Regional Office for the Middle East and North Africa	11	41	16	59	27
Regional Office for Central America and the Caribbean in Panama	5	42	7	58	12
Regional Office for South Asia	3	43	4	57	7
Regional Office for Southern Africa	5	83	1	17	6
Regional Office for South-East Asia and the Pacific	11	32	23	68	34
Regional Office for South-Eastern Europe	1	50	1	50	2
Regional Office for West and Central Africa	6	33	12	67	18
Programme Office in Switzerland	1	100	–	–	1
UNODC headquarters, Vienna	142	55	116	45	258
<b>Total</b>	<b>215</b>	<b>49</b>	<b>221</b>	<b>51</b>	<b>436</b>



Table 7  
**General Service staff, international consultants, interns, local consultants and individual contractors, National Professional Officers, service contractors and United Nations Volunteers at the United Nations Office on Drugs and Crime as at 30 June 2021, by gender**

Gender	General Service staff		International consultants		Interns		Local consultants and individual contractors		National Professional Officers		Service contractors		United Nations Volunteers		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	174	65	208	42	48	72	169	34	43	52	594	49	102	55	1 338	47.76
Male	94	35	283	58	19	28	315	64	40	48	617	51	83	45	1 451	51.8
Other							12	2							12	0.42
<b>Total</b>	<b>268</b>	<b>100</b>	<b>491</b>	<b>100</b>	<b>67</b>	<b>100</b>	<b>496</b>	<b>100</b>	<b>83</b>	<b>100</b>	<b>1 211</b>	<b>100</b>	<b>185</b>	<b>100</b>	<b>2 801</b>	<b>100</b>

Table 8  
**General Service staff, international consultants, interns, local consultants and individual contractors, National Professional Officers, service contractors and United Nations Volunteers at the United Nations Office on Drugs and Crime as at 30 June 2021, by country of nationality**

Country	General Service staff	International consultants	Interns	Local consultants and individual contractors	National Professional Officers	Service contractors	United Nations Volunteers	Total
Afghanistan	8				1	2	46	57
Albania	1	1				1	1	4
Algeria		1					1	3
Angola		1					1	2
Argentina	1	6		1	1	1	1	11
Armenia	1							1
Australia	1	14		2			1	18
Austria	43	20	4				4	71
Azerbaijan						1		1
Bangladesh	1			8		6	2	17
Belarus		2						2
Belgium	2	3	2				2	9
Belize				1				1
Benin				1				1
Bhutan						3		3
Bolivia (Plurinational State of)	2			10	1	39	3	55
Bosnia and Herzegovina	3			10		4		17
Brazil	2	8	3	11	1	43	13	81
Brunei Darussalam							1	1
Bulgaria	4						2	6
Burkina Faso				8			9	17
Cabo Verde				4		3		7
Cambodia				1		2	6	9
Cameroon				3	1		1	5
Canada	3	21	2				7	33

<i>Country</i>	<i>General Service staff</i>	<i>International consultants</i>	<i>Interns</i>	<i>Local consultants and individual contractors</i>	<i>National Professional Officers</i>	<i>Service contractors</i>	<i>United Nations Volunteers</i>	<i>Total</i>
Central African Republic				1				1
Chad						1	1	2
Chile	2	2						4
China	1	5	1	1			3	11
Colombia	7	6	1	6	6	337	1	364
Costa Rica						1		1
Côte d'Ivoire		1		1		2	1	5
Croatia	1	3		2				6
Czechia		1						1
Democratic Republic of the Congo		1						1
Denmark		4						4
Djibouti		1						1
Dominica				1				1
Ecuador		1		5	1	3	2	12
Egypt	11	7	1	3	2	35	1	60
El Salvador				8		11	2	21
Ethiopia	4	1			2			7
Fiji				1		2		3
Finland	1	1					1	3
France	5	29	8	9		4	16	71
Gabon						2		2
Gambia				1		3		4
Georgia						2		2
Germany	3	13	3				4	23
Ghana	1	1		8	2	2	1	15
Greece		6					1	7
Guatemala		1		5		3		9
Guinea			1	3		2		6
Honduras	1							1
Hungary	1	4						5
India	8	6		11	3	17	3	48
Indonesia	1			7		26		34
Iran (Islamic Republic of)	5	1		8	2	10	1	27
Iraq						3		3
Ireland	4	8						12
Israel	1					1		2
Italy	2	15	6	3		2	11	39
Jamaica		1						1
Japan		2					1	3
Jordan		2			1	5		8
Kazakhstan	1	2		9		17		29
Kenya	27	28	2		16		3	76
Kyrgyzstan				14		20		34

<i>Country</i>	<i>General Service staff</i>	<i>International consultants</i>	<i>Interns</i>	<i>Local consultants and individual contractors</i>	<i>National Professional Officers</i>	<i>Service contractors</i>	<i>United Nations Volunteers</i>	<i>Total</i>
Lao People's Democratic Republic	3			3	1	11		18
Latvia		2						2
Lebanon			3		1	6	1	11
Liberia		1				2		3
Libya						4		4
Lithuania		4						4
Madagascar		1						1
Malawi		1		1		4		6
Malaysia		1		1			6	8
Maldives				3		3		6
Mali	1			11		2		14
Malta		1						1
Mauritania	1	2		4			4	11
Mexico	6	4	1	11	7	118	3	150
Mongolia		1					1	2
Montenegro				3				3
Morocco		3		1		5		9
Mozambique		1	1	1		2		5
Myanmar				14	1	63	2	80
Namibia			1					1
Nepal				2		2	1	5
Netherlands		6	1	1			3	11
New Zealand		5						5
Niger	2	1		21	3	30	9	66
Nigeria		2	1				4	7
North Macedonia	2			7		4		13
Norway		2						2
Pakistan	2			62	5	58	1	128
Panama	1	1		7		28	1	38
Paraguay		1				1		2
Peru	2	3		5		15	4	29
Philippines	2	1		3		10		16
Poland	2	1	1					4
Portugal		9	1				2	12
Republic of Korea		2			1		2	5
Republic of Moldova						1		1
Romania	3	2	1	1			2	9
Russian Federation	5	9	3				1	18
Rwanda						1		1
Senegal	23	3	1	32	13	12		84
Serbia	3	1	1	10		9	1	25
Seychelles		2						2
Sierra Leone				1		2		3
Singapore		1	1					2

<i>Country</i>	<i>General Service staff</i>	<i>International consultants</i>	<i>Interns</i>	<i>Local consultants and individual contractors</i>	<i>National Professional Officers</i>	<i>Service contractors</i>	<i>United Nations Volunteers</i>	<i>Total</i>
Slovakia	1	6						7
Slovenia	1	3						4
Somalia	4	19			3	6		32
South Africa	4	9		5		11	1	30
South Sudan							1	1
Spain	4	8	3	1		2	4	22
Sri Lanka	8	2		6		5	1	22
State of Palestine						3		3
Sudan						2		2
Sweden	2	10					2	14
Switzerland		2	1					3
Syrian Arab Republic		1					1	2
Tajikistan	1	1		4		16		22
Thailand	7	1		10	1	31	1	51
Togo				2			2	4
Trinidad and Tobago		1						1
Tunisia	1	1	1			7		10
Turkey			1					1
Turkmenistan				4		7		11
Uganda	1	2			1			4
Ukraine	1	2				3		6
United Arab Emirates				1				1
United Kingdom of Great Britain and Northern Ireland	5	63	2	2			4	76
United Republic of Tanzania				1				1
United States of America	1	50	5	3			4	63
Uruguay		3						3
Uzbekistan	7		2	52	3	47		111
Venezuela (Bolivarian Republic of)	1			1		1	1	4
Viet Nam	2			30	1	10	5	48
Yemen		2	1				1	4
Zambia				1		3		4
Zimbabwe		1				3	2	6
<b>Total (144 countries)</b>	<b>268</b>	<b>491</b>	<b>67</b>	<b>496</b>	<b>83</b>	<b>1 211</b>	<b>185</b>	<b>2 801</b>

Table 9  
All staff and personnel at the United Nations Office on Drugs and Crime as at 30 June 2021, by regional group

Regional group	Professional and higher categories <sup>a</sup>	Professional and higher categories (temporary)	General Service staff	National Professional Officers	International consultants and individual contractors	Local consultants and individual contractors	Service contractors	United Nations Volunteers	Interns	Total	
	Number	Number	Number	Number	Number	Number	Number	Number	Number	Number	Percentage
Group of African States	43	8	80	43	91	114	147	42	9	577	17.40
Group of Asia-Pacific States	73	6	57	22	31	256	426	40	8	919	27.71
Group of Eastern European States	41	3	29	1	41	33	25	6	6	185	5.58
Group of Latin American and Caribbean States	34	9	25	17	38	72	601	31	5	832	25.08
Group of Western European and other States	277	22	77		290	21	9	66	39	801	24.15
State of Palestine							3			3	0.09
<b>Total</b>	<b>468</b>	<b>48</b>	<b>268</b>	<b>83</b>	<b>491</b>	<b>496</b>	<b>1 211</b>	<b>185</b>	<b>67</b>	<b>3 317</b>	<b>100</b>

<sup>a</sup> Including 24 Junior Professional Officers.

Table 10  
Gender distribution of internal and external candidates selected for posts in the Professional and higher categories at the United Nations Office on Drugs and Crime from 1 January 2020 to 30 June 2021, by level

Level	Gender	1 January–31 December 2020		1 January–30 June 2021	
		Number	Percentage	Number	Percentage
P-2	Female	4	66.7	1	20.0
	Male	2	33.3	4	80.0
P-3	Female	23	48.9	14	63.6
	Male	24	51.1	8	36.4
P-4	Female	11	52.4	6	54.6
	Male	10	47.6	5	45.4
P-5	Female	6	85.7	—	—
	Male	1	14.3	1	100.0
D-1	Female	1	50.0	—	—
	Male	1	50.0	1	100.0
<b>Subtotal</b>	<b>Female</b>	<b>45</b>	<b>54.2</b>	<b>21</b>	<b>52.5</b>
<b>Subtotal</b>	<b>Male</b>	<b>38</b>	<b>45.8</b>	<b>19</b>	<b>47.5</b>
<b>Total</b>		<b>83</b>	<b>100</b>	<b>40</b>	<b>100</b>

Note: The figures include selected candidates who declined a position. They exclude lateral reassignments and selections for temporary job openings.

Table 11  
**Country of nationality of internal and external candidates selected for posts in the Professional and higher categories at the United Nations Office on Drugs and Crime from 1 January 2020 to 30 June 2021**

	<i>P-2</i>	<i>P-3</i>	<i>P-4</i>	<i>P-5</i>	<i>D-1</i>	<i>Total</i>
Afghanistan			1			1
Algeria		1				1
Argentina		3				3
Australia			1			1
Austria	1	1	2			4
Belarus			1			1
Belgium		1	1			2
Bolivia (Plurinational State of)		1				1
Brazil		2				2
Bulgaria			1			1
Canada		3	1			4
Chile		1				1
China		2				2
Colombia	1	2				3
Côte d'Ivoire		1				1
Denmark		1	1			2
Egypt	3	1				4
Eritrea	1					1
Fiji		2				2
Finland		1				1
France		4	2	1	1	8
Germany		4	2	1		7
Honduras		1				1
India			1			1
Indonesia		2				2
Iraq	1					1
Italy		5	1	3	1	10
Japan		4	2			6
Kenya		2				2
Lebanon	1	1	1			3
Lithuania			1			1
Malawi			1			1
Malta			1			1
Mauritius		1				1
Nepal		1				1
Netherlands				1		1
New Zealand			1			1
Niger		1				1
Norway				1		1
Poland		1				1
Portugal			2			2

	<i>P-2</i>	<i>P-3</i>	<i>P-4</i>	<i>P-5</i>	<i>D-1</i>	<i>Total</i>
Republic of Korea		3				3
Romania		1				1
Russian Federation		1	1			2
Senegal		2				2
South Africa		1	1			2
Spain	1	2	1		1	5
Sri Lanka	1					1
Sudan				1		1
Sweden		1				1
Switzerland		1				1
Turkey			2			2
Ukraine			1			1
United States of America		4	2			6
Uzbekistan		2				2
Viet Nam	1					1
Zimbabwe		1				1
<b>Total</b>	<b>11</b>	<b>69</b>	<b>32</b>	<b>8</b>	<b>3</b>	<b>123</b>

Table 12

**Regional distribution of internal and external candidates selected for posts in the Professional and higher categories at the United Nations Office on Drugs and Crime from 1 January 2020 to 30 June 2021, by level**

	<i>P-2</i>	<i>P-3</i>	<i>P-4</i>	<i>P-5</i>	<i>D-1</i>	<i>Total</i>
Group of African States	4	12	2	1		19
External	4	12	1			17
Internal			1	1		2
Group of Asia-Pacific States	4	15	5			24
External	4	14	2			20
Internal		1	3			4
Group of Eastern European States	1	4	5	2		12
External	1	4	3			8
Internal			2	2		4
Group of Latin American and Caribbean States	1	10				11
External	1	9				10
Internal		1				1
Group of Western European and other States	1	28	20	5	3	57
External	1	23	10			34
Internal		5	10	5	3	23
<b>Total</b>	<b>11</b>	<b>69</b>	<b>32</b>	<b>8</b>	<b>3</b>	<b>123</b>

*Note:* The figures include selected candidates who declined a position. They exclude lateral reassignments and selections for temporary job openings.

Table 13  
**Gender distribution of candidates selected for posts in the Professional and higher categories at the United Nations Office on Drugs and Crime from 1 January 2020 to 30 June 2021, by duty station**

	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Field offices	38	38	50.0	50.0	76
Vienna	28	19	59.6	40.4	47
<b>Total</b>	<b>66</b>	<b>57</b>	<b>53.7</b>	<b>46.4</b>	<b>123</b>

*Note:* The figures include selected candidates who declined a position. They exclude lateral reassignments and selections for temporary job openings.

Table 14  
**Staff in the Professional and higher categories in the Division for Management of the United Nations Office on Drugs and Crime as at 31 December 2020, 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.</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	—	—	1	50	4	80	5	63	11	52	3	38	24	53
Male	1	100	1	50	1	20	3	38	10	48	5	63	21	47
<b>Total</b>	<b>1</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>45</b>	<b>100</b>

*Note:* Division for Management figures include staff members in the Financial Resources Management Service, the Human Resources Management Service and the Information Technology Service.

Table 15  
**Staff in the Professional and higher categories in the Division for Management of the United Nations Office on Drugs and Crime as at 31 December 2020, 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>
Australia				1	1		2
Austria			2		2	2	6
Bahamas				1			1
Belarus					1	1	2
Cambodia					1		1
China					2		2
Democratic People's Republic of Korea					1		1
Ethiopia					1		1
France					1	1	2
Germany			1	1	3	2	7
Greece					1		1
India					1		1
Kenya				1			1
Lebanon					1		1
Malaysia					1		1
Netherlands				1			1
Panama			1				1
Philippines					1		1
Spain		1					1
Thailand	1						1



<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>
Turkey					1		1
Uganda				1			1
United Kingdom of Great Britain and Northern Ireland				1			1
United States of America		1	1	1	2	2	7
<b>Total</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>21</b>	<b>8</b>	<b>45</b>

*Note:* Division for Management figures include staff members in the Financial Resources Management Service, the Human Resources Management Service and the Information Technology Service.