



Executive Board of the United Nations

Human Settlements Programme

First session of 2020

Nairobi, 31 March–2 April 2020

Items 3 and 9 of the provisional agenda*

Financial, budgetary and administrative matters

Action by UN-Habitat to address geographical and
gender imbalances in the composition of its staff

Staffing of the United Nations Human Settlements Programme as at 31 December 2019

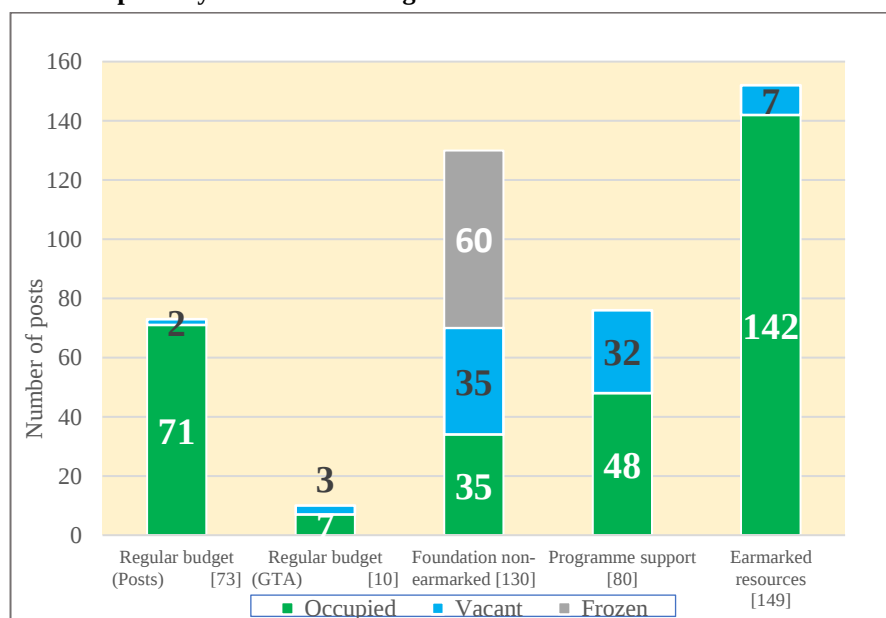
Report of the Executive Director

I. Introduction

1. The present report describes the interim staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 31 December 2019. Figure 1 below presents the distribution and status of posts by source of funding.

Figure 1*

Status of posts by source of funding¹



* This figure is presented without formal editing.

* HSP/EB.2020/1/1.

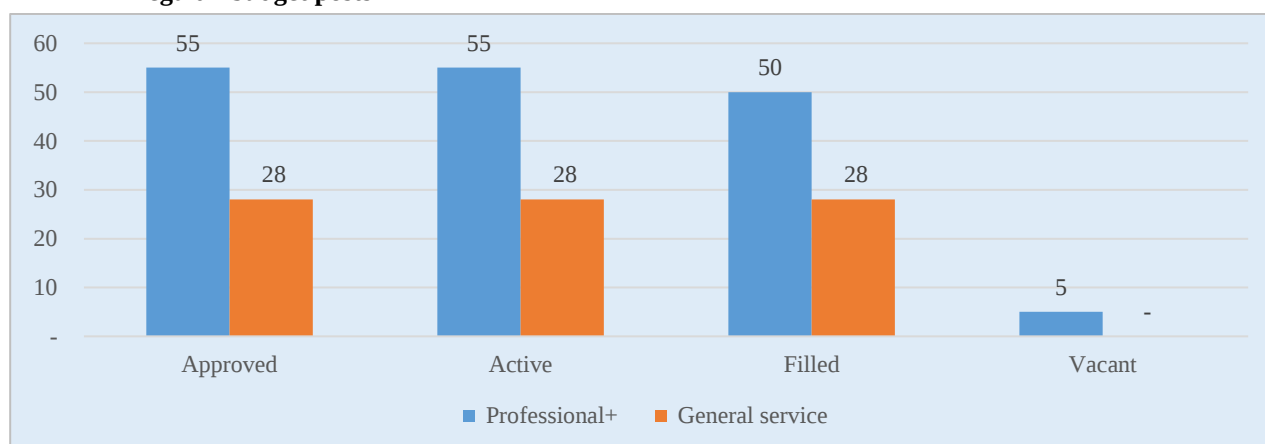
¹ The present report does not include UN-Habitat personnel engaged through other United Nations entities or human resource service providers, e.g., the United Nations Development Programme and the United Nations Office for Project Services.

II. Regular budget

2. The regular budget for the biennium 2018–2019 provided for 83 posts in total, comprising 73 established posts and 10 general temporary assistance posts (see figure 2 below). Of the 73 established posts, 49 were in the Professional and higher categories and 24 were in the General Service category. Additional resources were made available to fund 10 general temporary assistance posts, of which 4 were for the regional programme of technical cooperation, funded under Section 23 of the proposed programme budget for 2020; 3 were dedicated to the quadrennial report; and another 3 were for recurrent provision under the strategic priority area “executive direction and management”.

Figure 2*

Regular-budget posts



* This figure is presented without formal editing.

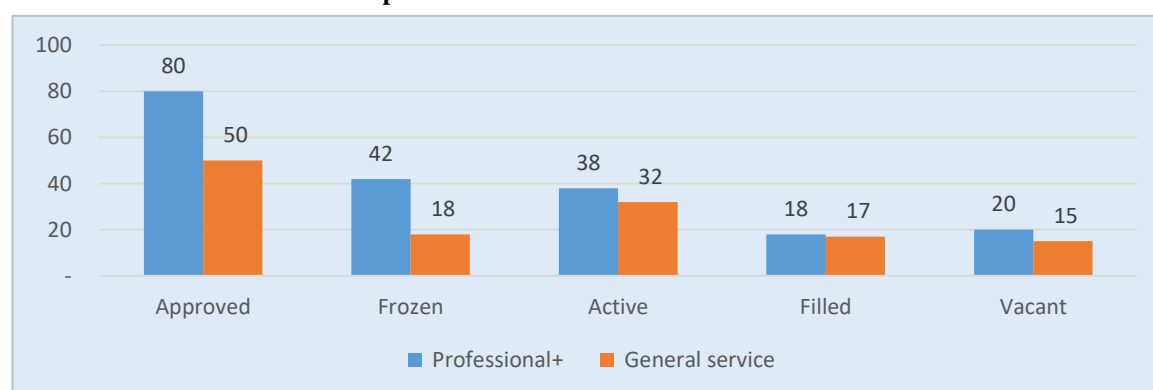
A. Foundation non-earmarked funds: United Nations Habitat and Human Settlements Foundation

3. At its twenty-sixth session, the Governing Council UN-Habitat, in reviewing the work programme and budget for the biennium 2018–2019, resolved that, owing to a lack of funds, 60 of the 130 approved posts funded from non-earmarked funds under the United Nations Habitat and Human Settlements Foundation should be frozen (see figure 3 below). Subsequently, the number of Foundation non-earmarked posts left vacant grew to 35; those posts will remain unoccupied until there is an improvement in cash inflows.

4. There were 70 active Foundation general purpose posts, of which 38 were in the Professional and higher categories and 32 were in the General Service category. Of those 70 posts, 35 were occupied as at 31 December 2019. Owing to cash inflow concerns, UN-Habitat has temporarily frozen recruitment against any post under Foundation non-earmarked funds that becomes vacant.

Figure 3*

Foundation non-earmarked posts



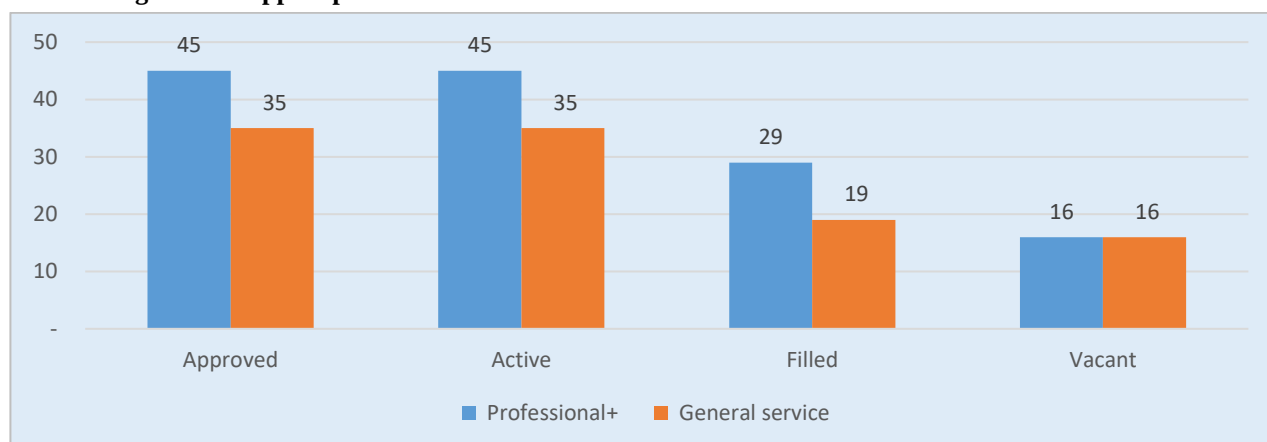
* This figure is presented without formal editing.

B. Programme support accounts

5. There were 80 approved posts under the programme support account, of which 45 were in the Professional and higher categories and 35 were in the General Service category (see figure 4 below). Of those 80 posts, 48 posts (29 Professional and higher and 19 General Service) were occupied as at 31 December 2019.

Figure 4*

Programme support posts



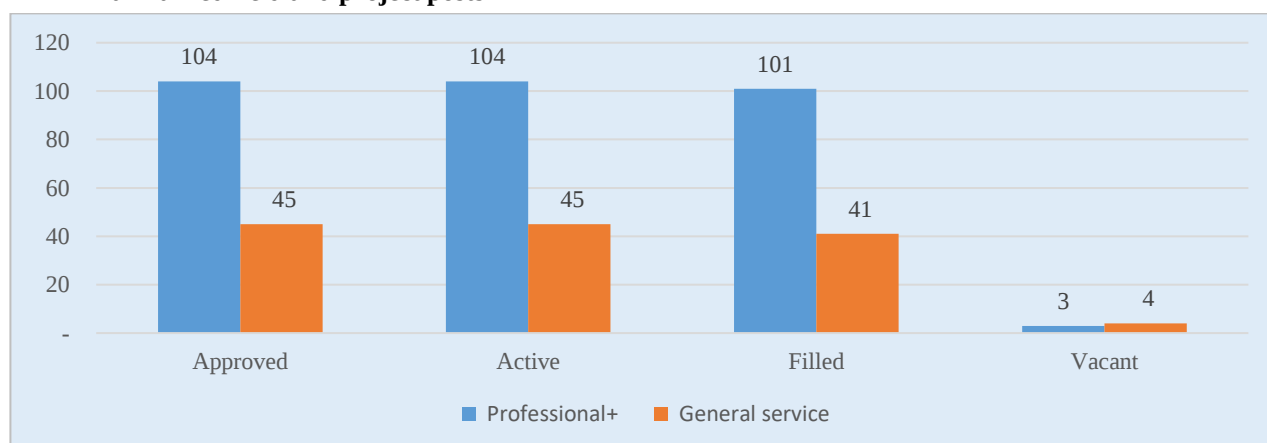
* This figure is presented without formal editing.

C. Earmarked resources: Foundation special purpose and technical cooperation funds

6. As at 31 December 2019, there were 149 field and project posts funded from earmarked funds (see figure 5 below). Of those posts, 142 posts (101 Professional and higher and 41 General Service) were occupied. Of the Professional and higher posts, 9 were for Junior Professional Officers, all of whom were based in Nairobi (see the table below).

Figure 5*

Earmarked field and project posts



* This figure is presented without formal editing.

Junior Professional Officers

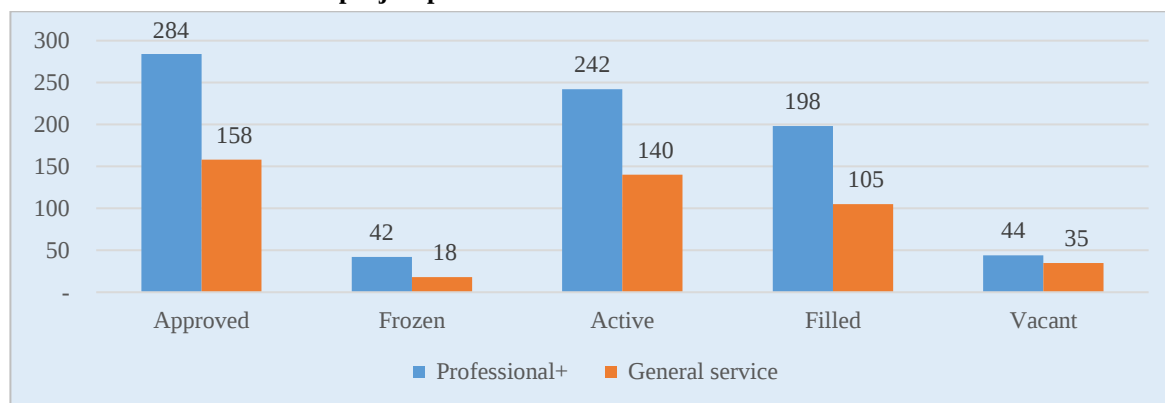
Financing Government	Germany	Italy	Japan	Total
Number of posts	3	2	4	9

D. Total active and occupied posts

7. As at 31 December 2019, there were 242 active posts in the Professional and higher categories, of which 198 posts, or 82 per cent, were occupied.

8. As at 31 December 2019, there were 140 active posts in the General Service category, of which 105 posts, or 75 per cent, were occupied.

Figure 6*
Earmarked field and project posts

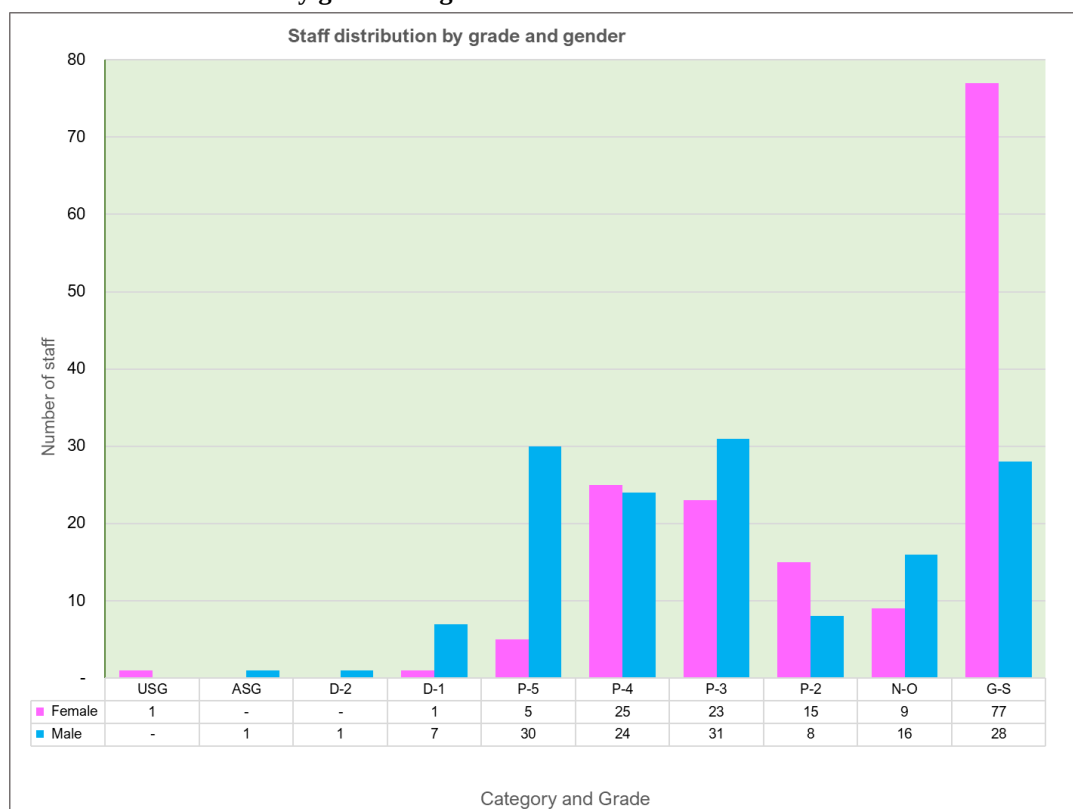


* This figure is presented without formal editing.

E. Distribution of staff by grade and gender

9. Figure 7 below presents the distribution of all staff by grade and gender as at 31 December 2019.

Figure 7*
Staff distribution by grade and gender



* This figure is presented without formal editing.

Abbreviations: ASG, Assistant Secretary-General; D, Director; GS, General Service; P, Professional; NO, National Professional Officer; USG, Under-Secretary-General.

F. Supplementary information

10. Annex I contains five figures that present the status of posts as at 30 September 2019. The figures are provided for the sake of comparison with figures 2 to 6 in sections B to F above.

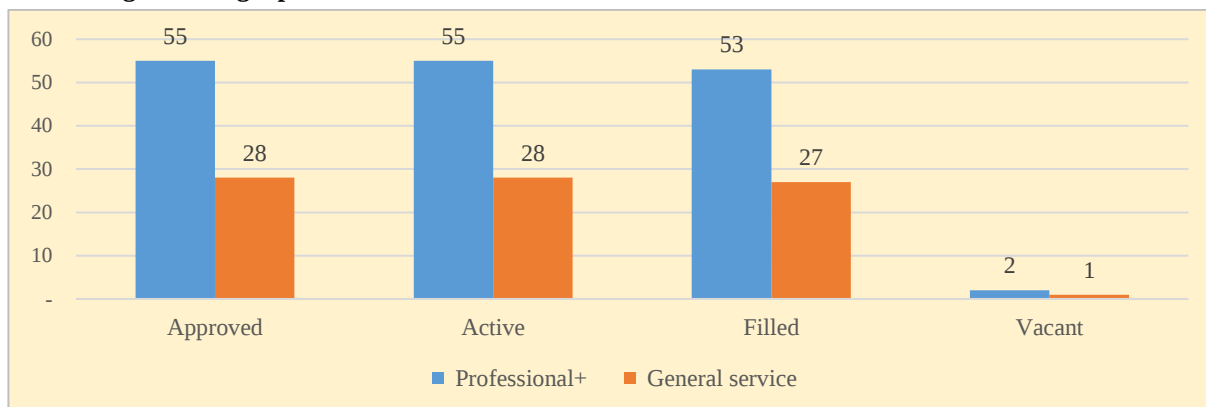
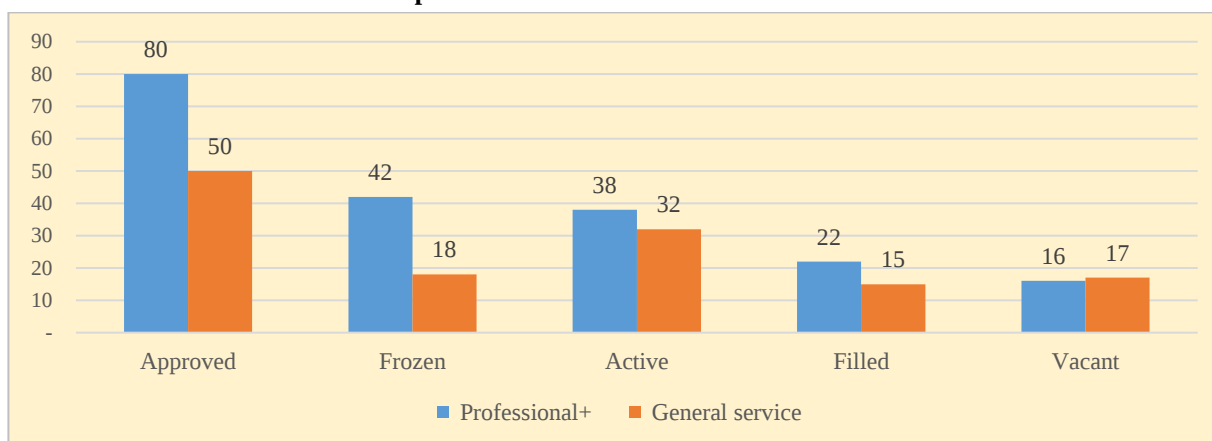
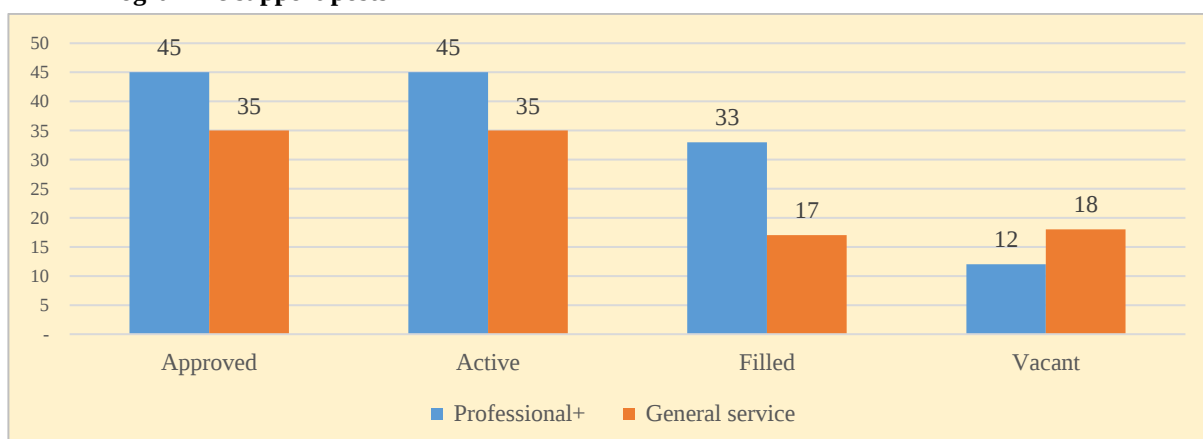
11. Annex II shows all posts in the Professional and higher categories (international and national), sorted by country of nationality, grade and gender.

12. Annex III presents the distribution of all staff in the Professional and higher categories (international and national) and in the General Service category, sorted by duty station and gender.

Annex I*

Status of posts as at 30 September 2019

(for comparison purposes only)

Figure 1
Regular-budget posts**Figure 2**
Foundation non-earmarked posts**Figure 3**
Programme support posts

* The figures are presented without formal editing.

Figure 4
Earmarked field and project posts

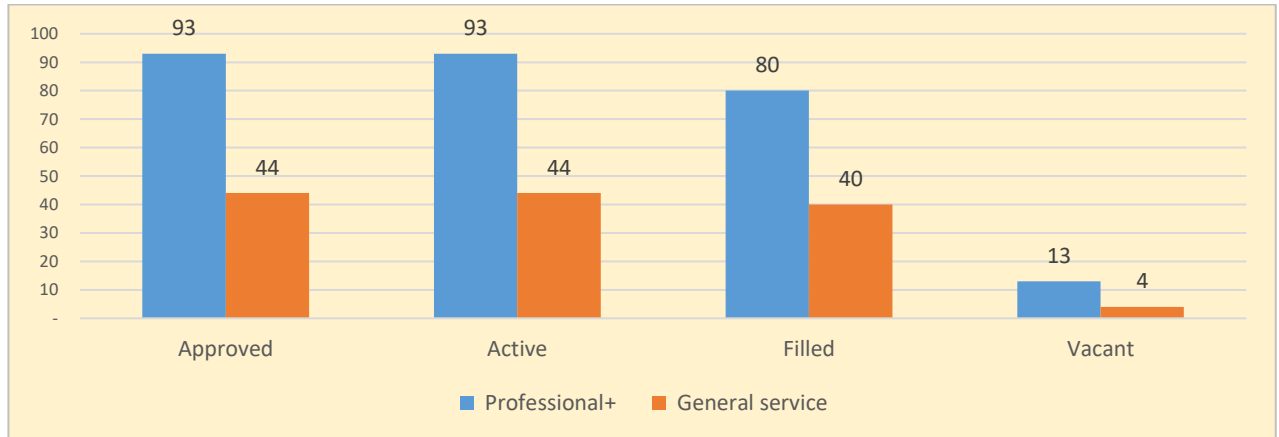
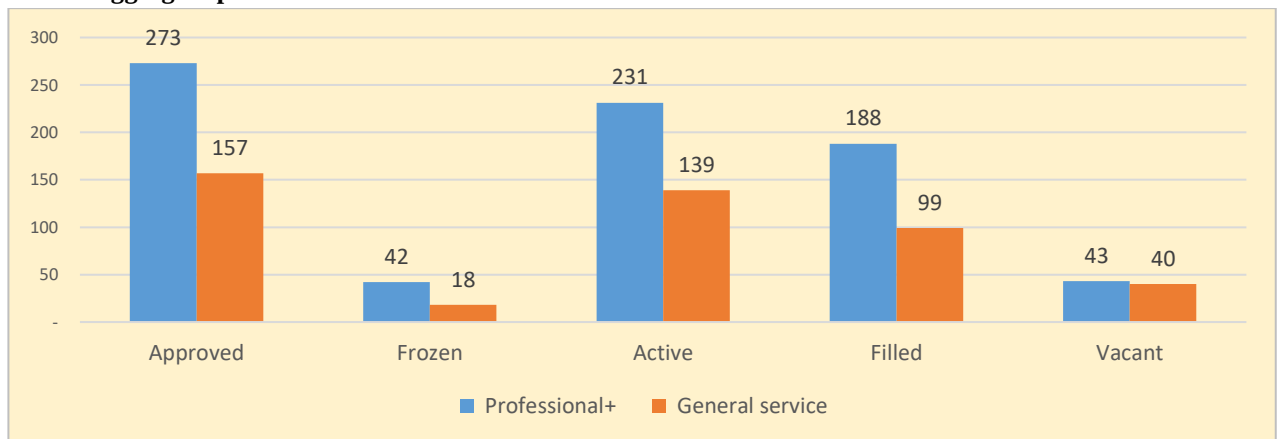


Figure 5
Aggregate posts



Annex II

Posts in the Professional and higher categories, by type of recruitment, country of nationality, grade and gender

(Occupied as at 31 December 2019)

Country of nationality	International Professional posts*																	National Professional Officer posts (including Habitat Programme Managers)										Grand total
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NO-D (P-4)		NO-C (P-3)		NO-B (P-2)		NO-A (P-1)		Total		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male	Female	Male			
Afghanistan												1				1	2					3				3	5	
Australia										2	1	2					5									0	5	
Belgium						1				2		1					4									0	4	
Bolivia (Plurinatio- nal State of)												1					1									0	1	
Bosnia- Herzegovina												1					1									0	1	
Botswana															1		1									0	1	
Brazil										1	1	1					3							1		1	4	
Cambodia																	0			1						1	1	
Cameroon				1						1							2									0	2	
Canada										2		2	1	1			6									0	6	
Chad												1					1									0	1	
Chile														1			1									0	1	
China										2							2									0	2	
Colombia							1										1									0	1	
Czechia															1		1									0	1	
Denmark														1			1									0	1	
Egypt										1							1									0	1	
Ethiopia																	0									0	0	
Philippines												1					1		1		1					1	2	

Country of nationality	International Professional posts*																	National Professional Officer posts (including Habitat Programme Managers)										Grand total
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NO-D (P-4)		NO-C (P-3)		NO-B (P-2)		NO-A (P-1)		Total		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male					
Finland													1													0	1	
France									1		1		2	1	1											0	6	
Gabon										1																0	1	
Gambia												1														0	1	
Germany									1	1	1	2	4	2	5	2										0	18	
Ghana								1																		0	1	
Hungary													1													0	1	
India							1			1	1	1		1												0	5	
Indonesia											2			1												0	3	
Iran (Islamic Republic of)																										0	0	
Iraq													1													0	1	
Italy									1	1	1	2	1	2	2											0	10	
Japan							1			2			2	2	3	2										0	12	
Kenya											4		3	7	0	1			1		3	1		5	10		25	
Lebanon															1											0	1	
Lithuania										1																0	1	
Malawi												1		1												0	2	
Malaysia	1									1	2					1										0	5	
Mexico								1																		0	1	
Mongolia											1															0	1	
Morocco									1																	0	1	
Nepal										1									1							1	2	
Netherlands												1														0	1	

Country of nationality	International Professional posts*																	National Professional Officer posts (including Habitat Programme Managers)										Grand total
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NO-D (P-4)		NO-C (P-3)		NO-B (P-2)		NO-A (P-1)		Total		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male	Female	Male			
Niger											1															0	1	
Nigeria										1	1	1	1													0	4	
Norway														1												0	1	
Pakistan																1										0	1	
Peru														1												0	1	
Republic of Korea										1																0	1	
Russian Federation																			1							1	1	
Senegal										1																0	1	
Serbia																			1							1	1	
Somalia																1										2	3	
South Africa												1														0	1	
Spain											2		1	2												0	5	
Sri Lanka												1		1					1							1	3	
Sweden											2		1	1												0	4	
Syrian Arab Republic							1		1																	0	2	
Turkey														2												0	2	
Uganda								1				1														0	2	
United Kingdom of Great Britain and Northern Ireland										4	1	1	2	2												0	10	
United																			1			1	1		3	3		

Country of nationality	International Professional posts*																	National Professional Officer posts (including Habitat Programme Managers)										Grand total
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NO-D (P-4)		NO-C (P-3)		NO-B (P-2)		NO-A (P-1)		Total		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male	Female	Male			
Republic of Tanzania																												
United States of America								1		1	2		1	1											0			
Viet Nam															1										0			
Zambia											1														0			
Zimbabwe							1		1																0			
Grand total	1	0	0	1	0	1	1	7	5	30	25	24	23	31	15	8	172	0	1	2	6	7	2	2	6	26	198	

Total female = 81

Total male = 117

Total number of countries = 65

* Note: Staff may temporarily encumber posts at one grade above their personal level while on temporary assignments.

Abbreviations: ASG, Assistant Secretary-General; D, Director; GS, General Service, P, Professional; NO, National Professional Officer; USG, Under-Secretary-General.

Annex III

Distribution of staff by duty station, category and gender

(As at 31 December 2019)

Duty Station	International Professional			National Professional Officer (including Habitat Programme Managers)			General Service			Grand total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Addis Ababa		1	1		1	1			0	2
Amman		1	1			0			0	1
Barcelona	3	2	5			0	1		1	6
Beirut	1		1			0			0	1
Brussels	1	2	3			0			0	3
Cairo	0	3	3			0			0	3
Colombo		1	1		1	1			0	2
Damascus			0			0			0	0
Erbil	1		1			0			0	1
Fukuoka	1	7	8			0	3		3	11
Garoowe			0		1	1			0	1
Geneva		1	1			0			0	1
Hargeisa			0	1		1			0	1
Kabul	1	2	3	3		3			0	6
Kathmandu		1	1		1	1			0	2
Khartoum	1	1	2			0			0	2
Kigoma			0	1		1			0	1
La Paz		1	1			0			0	1
Madrid	1		1			0			0	1
Manila		0	0		1	1			0	1
Mogadishu		2	2			0			0	2
Moscow			0	1		1	1		1	2
Mwanza			0		1	1		1	1	2
Nairobi	55	63	118	4	7	11	70	25	95	224
New York	2	3	5			0	1	1	2	7
Panama	1	1	2			0			0	2
Phnom-Penh			0		1	1			0	1
Pristina	1		1		1	1			0	2
Rio de Janeiro		2	2	1		1	1		1	4
Riyadh		1	1			0			0	1
Santiago		1	1			0			0	1
Sao Tome		1	1			0			0	1
Tehran		1	1			0			0	1
Tunis	1		1			0			0	1
Vientiane		1	1			0			0	1
Yangon		3	3			0			0	3
Grand total	70	102	172	11	15	26	77	27	104	302
Gender as percentage of category	40.7	59.3		42.3	57.7		74.0	26.0		

Total number of duty stations = 36