

## STAFFING REPORT

### STAFFING IN UN-HABITAT AS AT 31 MARCH 2017

#### REPORT OF THE EXECUTIVE DIRECTOR

The report describes the staffing situation at UN-Habitat for the year 2017 as at 31 March 2017.

#### A. Professional Posts

##### 1. Regular Budget

There are 50 established professional posts under the Regular Budget for the biennium 2016–2017, 39 posts or 78 per cent were occupied as at 31 March 2017, with 11 posts or 22 per cent at various stages of recruitment.

##### 2. Extrabudgetary Resources

###### a) Habitat and Human Settlements Foundation (General Purpose)

There are 80 Foundation General Purpose professional posts, of which 31 posts or 38.8 per cent were occupied as at 31 March 2017, and no post under recruitment. UN-Habitat continues to take a cautious approach to new recruitments, taking into account the availability of funds.

###### b) Foundation Programme Support

There were 4 active Foundation programme support posts, with 1 post under recruitment as at 31 March 2017.

###### c) Technical Cooperation Programme Support

There were 25 active technical cooperation programme support posts, 23 posts or 79.3 per cent were occupied, with 2 posts or 20.7 per cent under recruitment as at 31 March 2017.

###### d) Habitat Programme Managers (HPMs)

As at 31 March 2017, 9 countries were supported by Habitat Programme Managers.

##### 3. Junior Professional Officers (JPOs)

As at 31 March 2017, there were 9 JPOs working in UN-Habitat, 6 JPOs based in Nairobi, and 3 JPOs out posted at the following locations: the UN-Habitat Liaison Office in Brussels and the Regional Office for Arab States in Cairo.

Financing Government	No. of JPOs
France	1
Germany	5
Japan	2
Norway	1
<b>Total</b>	<b>9</b>

#### **4. Total professional staff at UN-Habitat**

**Annex I** provides a summary of approved and occupied professional (international and national) posts in UN-Habitat by source of funding. As at 31 March 2017 there were a total of 234 active professional posts of which 204 or 87.2 per cent were occupied, giving an overall vacancy rate of 12.8 per cent.

**Annex III** shows the professional staff by nationality, grade and gender.

**Annex IV** provides a summary of distribution of all professional (international and national) staff by duty station and gender.

### **B. General Services Posts**

#### **5. General Service Posts**

As at 31 March 2017, there were a total of 110 active General Services and related posts, of which 102 posts or 92.7 per cent were occupied. The overall vacancy rate was 7.3 per cent.

**Annex IV** provides a summary of distribution of all General Services and related staff by duty station and gender.

## PROFESSIONAL POSTS IN UN-HABITAT BY SOURCE OF FUNDING

	As at 31 December 2016				As at 31 March 2017			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
<b>Regular Budget Posts</b>								
<b>(1) Regular Budget</b>								
(1a) Regular Budget	50	50	40		50	50	39	
(1b) Regular Budget general temporary assistance**		3	2			3	2	
(1c) Habitat III Secretariat general temporary assistance		1	1			0	0	
<i>Sub-total Regular Budget (1)</i>	<b>50</b>	<b>54</b>	<b>43</b>	<b>20.4%</b>	<b>50</b>	<b>53</b>	<b>41</b>	<b>22.6%</b>
<b>Extrabudgetary Posts</b>								
<b>(2) Habitat and Human Settlements Foundation</b>	<b>80</b>	<b>32</b>	<b>32</b>		<b>80</b>	<b>31</b>	<b>31</b>	
(2a) Management, Administration and Support Budget	30	18	18		30	18	18	
(2b) Programme of Work	50	14	14		50	13	13	
<i>Sub-total Regular Budget (1) and Habitat &amp; Human Settlements Foundation (2)</i>	<b>130</b>	<b>86</b>	<b>75</b>	<b>12.8%</b>	<b>130</b>	<b>84</b>	<b>72</b>	<b>14.3%</b>
<b>(3) UN Habitat Special Accounts for Programme Support</b>								
(3a) Special Account for Foundation Programme Support	10	5	3		10	4	3	
(3b) Special Account for Technical Cooperation Programme Support	29	24	21		29	25	23	
(3c) Habitat Programme Managers (presence in countries)		10	10			9	9	
<i>Sub-total Core funds</i>	<b>169</b>	<b>125</b>	<b>109</b>	<b>12.8%</b>	<b>169</b>	<b>122</b>	<b>107</b>	<b>12.3%</b>
<b>(4) Other earmarked funds</b>								
(4a) Junior Professional accounts		9	9			9	9	
(4b) Activities financed from earmarked contributions		93	77			79	76	
(4c) National professionals*** (excluding HPMs)		26	12			24	12	
<i>Sub-total earmarked funds</i>		<b>128</b>	<b>98</b>	<b>23.4%</b>		<b>112</b>	<b>97</b>	<b>13.4%</b>
<b>Grand Total</b>	<b>169</b>	<b>253</b>	<b>207</b>	<b>18.2%</b>	<b>169</b>	<b>234</b>	<b>204</b>	<b>12.8%</b>

\* Active posts are defined as those posts which are fully funded and are open for recruitment, i.e. not temporarily frozen due to divisional programmatic and structural reviews.

\*\* Section 23 GTA posts budgeted under Technical Cooperation Programme Support

\*\*\* National professional posts funded by earmarked projects

## GENERAL SERVICES POSTS IN UN-HABITAT BY SOURCE OF FUNDING

	As at 31 December 2016				As at 31 March 2017			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
<b>Regular Budget Posts</b>								
<b>(1) Regular Budget</b>								
(1a) Regular Budget	25	25	21		25	25	20	
(1b) Regular Budget general temporary assistance		4	4			4	4	
(1c) Habitat III Secretariat general temporary assistance		3	2			0	0	
<i>Sub-total Regular Budget (1)</i>	<b>25</b>	<b>32</b>	<b>27</b>	<b>15.6%</b>	<b>25</b>	<b>29</b>	<b>24</b>	<b>17.2%</b>
<b>Extrabudgetary Posts</b>								
<b>(2) Habitat and Human Settlements Foundation</b>	<b>50</b>	<b>27</b>	<b>26</b>		<b>50</b>	<b>24</b>	<b>24</b>	
(2a) Management, Administration and Support Budget	18	11	10		18	11	11	
(2b) Programme of Work	32	16	16		32	13	13	
<i>Sub-total Regular Budget (1) and Habitat &amp; Human Settlements Foundation (2)</i>	<b>75</b>	<b>59</b>	<b>53</b>	<b>10.2%</b>	<b>75</b>	<b>53</b>	<b>48</b>	<b>9.4%</b>
<b>(3) UN Habitat Special Accounts for Programme Support</b>								
(3a) Special Account for Foundation Programme Support	20	16	13		20	14	11	
(3b) Special Account for Technical Cooperation Programme Support	11	7	6		11	6	6	
<i>Sub-total Core funds</i>	<b>106</b>	<b>82</b>	<b>72</b>	<b>12.2%</b>	<b>106</b>	<b>73</b>	<b>65</b>	<b>11.0%</b>
<b>(4) Other earmarked funds</b>								
(4a) Junior Professional accounts		-	-			-	-	
(4b) Activities financed from earmarked contributions		42	38			37	37	
<i>Sub-total earmarked funds</i>		<b>42</b>	<b>38</b>	<b>9.5%</b>		<b>37</b>	<b>37</b>	<b>0.0%</b>
<b>Grand Total</b>	<b>106</b>	<b>124</b>	<b>110</b>	<b>11.3%</b>	<b>106</b>	<b>110</b>	<b>102</b>	<b>7.3%</b>

\* Active posts are defined as those posts which are fully funded and are open for recruitment, i.e. not temporarily frozen due to divisional programmatic and structural reviews.

**PROFESSIONAL POSTS IN UN-HABITAT BY SOURCE OF FUNDING**  
**as at 31 March 2017**

Country of Nationality	International professionals																	National professionals (including HPMS)							Grand Total																									
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total Int'l professionals	NO-C (P-3)		NO-B (P-2)		NO-A (P-1)		Total Nat'l professionals																										
	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							0						2											
Australia										3							1																					0				4								
Austria												1																											1			1								
Belgium						1																																	4			4								
Bolivia												1		1																									2			2								
Bosnia and Herzegovina													1																										1			1								
Botswana																																								1			1							
Brazil											1		1																											2			2							
Burkina Faso																																									0			0						
Cambodia																																									1			1						
Cameroon																																										1			1					
Canada																																										4			7					
Chad																																										1			1					
China																																										2			2					
Colombia																																											1			2				
Denmark																																												1			1			
Egypt																																												2			2			
Ethiopia																																												1			2			
Finland																																												1			1			
France																																													6			6		
Gabon																																													1			1		
Gambia																																													2			2		
Germany																																														17			17	
Ghana																																														2			2	
Grenada																																														1			1	
Guinea																																														1			1	
India																																															5			5
Indonesia																																															2			2
Iran																																															1			1
Iraq																																															1			1

Country of Nationality	International professionals																National professionals (including HPMS)							Grand Total		
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total Int'l professionals	NO-C (P-3)		NO-B (P-2)		NO-A (P-1)			Total Nat'l professionals	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male			
Italy										1	2	3	1	1										0	8	
Japan							1	1	1	1		1		2	3										0	10
Kenya												3	1	5	6	1	1								6	23
Lebanon															1										0	2
Lithuania												1													0	1
Malawi													1		2										0	3
Malaysia													2				1								0	3
Maldives														1											0	1
Mali													1												0	1
Mexico									1																0	1
Mongolia													1												0	1
Myanmar																									0	0
Nepal													1	1											1	2
Netherlands															2										0	2
Niger															1		1								0	2
Nigeria													1	1	1	1									0	4
Norway															1										0	2
Pakistan																							1	1	0	1
Peru															1										0	1
Philippines															1	1	1								1	3
Republic of Korea															1										0	1
Russian Federation																									1	0
Rwanda																								1	1	2
Senegal															1										0	1
Serbia																									1	0
Somalia																									1	1
South Africa															1										0	1
Spain															1	2	1	1	1						0	7
Sri Lanka																									1	0
Sweden															1	2									0	4
Switzerland																									1	0
Syria																									0	1
Tanzania																									0	1

Country of Nationality	International professionals																Total Int'l professionals	National professionals (including HPMs)							Grand Total
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2			NO-C (P-3)		NO-B (P-2)		NO-A (P-1)		Total Nat'l professionals	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male		
Turkey														2									0	2	
Uganda					1		1					1											0	3	
United Kingdom						1				4	1		3	1	1								0	11	
United States of America												1		1									0	2	
Uruguay													1										0	1	
Vietnam															1								0	1	
Zambia											1												1	2	
Zimbabwe							1	1	1														0	3	
<b>Grand Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>35</b>	<b>20</b>	<b>31</b>	<b>25</b>	<b>29</b>	<b>15</b>	<b>9</b>	<b>183</b>	<b>3</b>	<b>9</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>21</b>	<b>204</b>

<b>Total Number of Female = 76</b>
<b>Total Number of Male = 128</b>
<b>Total Number of Countries = 71</b>

**UN-Habitat Staff Members Distribution by Duty Station, Category and Gender**  
**as at 31 March 2017**

Duty Station	Professional category			National professional category (including HPMS)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Accra		1	1			0			0	1
Addis Ababa			0		1	1			0	1
Amman	1		1			0			0	1
Baghdad		1	1			0			0	1
Bangkok	1		1			0			0	1
Barcelona	3	3	6			0	1		1	7
Brussels	1	3	4			0	1		1	5
Bukavu	1		1			0			0	1
Bunia		1	1			0			0	1
Cairo	1	3	4			0			0	4
Colombo	1	1	2		1	1			0	3
Damascus		1	1			0			0	1
Erbil		1	1			0			0	1
Fukuoka	2	6	8			0	3		3	11
Garoowe			0		1	1			0	1
Geneva		2	2			0			0	2
Goma		2	2			0			0	2
Hargeisa			0	1		1			0	1
Islamabad	1		1		1	1			0	2
Kabul		3	3			0			0	3
Kathmandu			0		1	1			0	1
Khartoum		1	1			0			0	1
Kigali			0	1		1			0	1
Lilongwe			0		1	1			0	1
Luanda		1	1			0			0	1
Madrid	1		1			0			0	1
Manila			0		1	1			0	1
Maputo		1	1			0			0	1
Moscow			0	1		1	1		1	2
Mwanza			0			0		1	1	1
Nairobi	51	68	119	2	4	6	64	24	88	213
Nay Pyi Taw		1	1			0			0	1
New York	3	3	6			0	1	1	2	8
Ouagadougou			0		1	1			0	1
Phnom-Penh			0		1	1			0	1



Duty Station	Professional category			National professional category (including HPMS)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Port-au-Prince		1	1			0			0	1
Pristina	1		1		1	1			0	2
Rio de Janeiro	1	2	3	1		1	4	1	5	9
Riyadh		3	3			0			0	3
Tamale		1	1			0			0	1
Tehran		2	2			0			0	2
Vientiane		1	1			0			0	1
Yangon		1	1	1		1			0	2
<b>Grand Total</b>	<b>69</b>	<b>114</b>	<b>183</b>	<b>7</b>	<b>14</b>	<b>21</b>	<b>75</b>	<b>27</b>	<b>102</b>	<b>306</b>
Gender as percentage (%) of category	37.7%	62.3%		33.3%	66.7%		73.5%	26.5%		

<b>Total Number of Duty Stations:</b>	<b>43</b>
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