

STAFFING REPORT

STAFFING IN UN-HABITAT AS AT 31 DECEMBER 2017

REPORT OF THE EXECUTIVE DIRECTOR

The report describes the staffing situation at UN-Habitat for the final quarter of the year 2017 as at 31 December 2017.

A. Professional Posts

1. Regular Budget

There are 50 established professional posts under the Regular Budget for the biennium 2016–2017, 40 posts or 80 per cent were occupied as at 31 December 2017, with 10 posts or 20 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 28 posts or 35 per cent were occupied as at 31 December 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 5 active Foundation programme support posts, 4 posts or 80 per cent were occupied, with 1 post or 20 per cent under recruitment as at 31 December 2017.

c) Technical Cooperation Programme Support

There were 25 active technical cooperation programme support posts, 22 posts or 88 per cent were occupied, with 3 posts or 12 per cent under recruitment as at 31 December 2017.

d) Habitat Programme Managers (HPMs)

As at 31 December 2017, 7 countries were supported by Habitat Programme Managers.

3. Junior Professional Officers (JPOs)

As at 31 December 2017, there were 6 JPOs working in UN-Habitat, 5 JPOs based in Nairobi, and 1 JPO at the Regional Office for Arab States in Cairo.

Financing Government	No. of JPOs
France	1
Germany	2
Italy	1
Japan	1
Norway	1
Total	6

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 December 2017 there were a total of 222 active professional posts of which 189 or 85.1 per cent were occupied, giving an overall vacancy rate of 14.9 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 December 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 30 September 2017				As at 31 December 2017			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
Regular Budget Posts								
(1) Regular Budget								
(1a) Regular Budget	50	50	41		50	50	40	
(1b) Regular Budget general temporary assistance**		3	2			3	2	
(1c) Habitat III Secretariat general temporary assistance		0	0			0	0	
<i>Sub-total Regular Budget (1)</i>	50	53	43	18.9%	50	53	42	20.8%
Extrabudgetary Posts								
(2) Habitat and Human Settlements Foundation	80	31	31		80	28	28	
(2a) Management, Administration and Support Budget	30	18	18		30	16	16	
(2b) Programme of Work	50	13	13		50	12	12	
<i>Sub-total Regular Budget (1) and Habitat & Human Settlements Foundation (2)</i>	130	84	74	11.9%	130	81	70	13.6%
(3) UN Habitat Special Accounts for Programme Support								
(3a) Special Account for Foundation Programme Support	10	4	3		10	5	4	
(3b) Special Account for Technical Cooperation Programme Support	29	24	21		29	25	22	
(3c) Habitat Programme Managers (presence in countries)		7	7			7	7	
<i>Sub-total Core funds</i>	169	119	105	11.8%	169	118	103	12.7%
(4) Other earmarked funds								
(4a) Junior Professional accounts		6	6			6	6	
(4b) Activities financed from earmarked contributions		79	71			80	73	
(4c) National professionals*** (excluding HPMs)		23	9			18	7	
<i>Sub-total earmarked funds</i>		108	86	20.4%		104	86	17.3%
Grand Total	169	227	191	15.9%	169	222	189	14.9%

* 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 30 September 2017				As at 31 December 2017			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
Regular Budget Posts								
(1) Regular Budget								
(1a) Regular Budget	25	25	22		25	25	22	
(1b) Regular Budget general temporary assistance		4	4			4	4	
(1c) Habitat III Secretariat general temporary assistance		0	0			0	0	
<i>Sub-total Regular Budget (1)</i>	25	29	26	10.3%	25	29	26	10.3%
Extrabudgetary Posts								
(2) Habitat and Human Settlements Foundation	50	23	23		50	24	24	
(2a) Management, Administration and Support Budget	18	11	11		18	11	11	
(2b) Programme of Work	32	12	12		32	13	13	
<i>Sub-total Regular Budget (1) and Habitat & Human Settlements Foundation (2)</i>	75	52	49	5.8%	75	53	50	5.7%
(3) UN Habitat Special Accounts for Programme Support								
(3a) Special Account for Foundation Programme Support	20	14	11		20	15	12	
(3b) Special Account for Technical Cooperation Programme Support	11	7	7		11	7	7	
<i>Sub-total Core funds</i>	106	73	67	8.2%	106	75	69	8.0%
(4) Other earmarked funds								
(4a) Junior Professional accounts		-	-			-	-	
(4b) Activities financed from earmarked contributions		39	37			35	33	
<i>Sub-total earmarked funds</i>		39	37	5.1%		35	33	5.7%
Grand Total	106	112	104	7.1%	106	110	102	7.3%

* 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 December 2017

Country of Nationality	International professional posts																Total Int'l professionals	National professional posts (incl. 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		
Afghanistan												1				1							0	2	
Australia										2		1											0	3	
Austria												1											0	1	
Bangladesh														1									0	1	
Belgium						1				2		1											0	4	
Bolivia												1	1										0	2	
Bosnia-Herzegovina												1											0	1	
Botswana															1								0	1	
Brazil										1		1								1			1	3	
Burkina Faso																		1					1	1	
Cambodia																		1					1	1	
Cameroon										1													0	1	
Canada										3		2	1	1									0	7	
Chad												1											0	1	
China										2													0	2	
Colombia								1	1														0	2	
Denmark														1									0	1	
Egypt								1		1													0	2	
Ethiopia														1						1			1	2	
Finland													1										0	1	
France										1		1	1	1	2	1							0	7	
Gabon												1											0	1	
Gambia										1		1											0	2	
Germany										1	2	2	1		4	2							0	12	
Ghana								1															0	1	
Guinea														1									0	1	
India							1			1	1	1		1									0	5	
Indonesia												1		1									0	2	
Iran										1													0	1	

Country of Nationality	International professional posts																	National professional posts (incl. 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					
Iraq																	1							0	1			
Italy									1	1	2	3	1	1	1										0	10		
Japan							1	1	1	1		1	2	2	1										0	10		
Kenya												4		4	6	1	1							1	2	16	21	
Lebanon							1										1								0	2		
Lithuania											1														0	1		
Malawi												1			2										0	3		
Malaysia												2					1								0	3		
Maldives														1											0	1		
Mexico								1																	0	1		
Mongolia												1													0	1		
Nepal											1	1													0	2		
Netherlands													2												0	2		
Niger													1		1										0	2		
Nigeria											1	1	1	1											0	4		
Norway															1								1		0	2		
Pakistan																							1		0	1		
Peru																1									0	1		
Philippines													1	1											1	3		
Russian Federation																								1		1	1	
Rwanda				1																					0	1		
Senegal											1														0	1		
Serbia																								1		1	1	
Somalia																								1	1	2	3	
South Africa													1												0	1	1	
Spain			1							1		2	1	1	1										0	7	7	
Sri Lanka													1		1										1		3	3
Sweden												1		2	1										0	4	4	
Switzerland																							1		0	1	1	
Syria											1														0	1	1	
Tanzania											1														0	1	1	

Country of Nationality	International professional posts																Total Int'l professionals	National professional posts (incl. 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								2	2	
Uganda					1		1					1											3	3	
United Kingdom						1				4	1		3	1									10	10	
United States of America												1		1									2	2	
Vietnam																1							1	1	
Zambia											1												1	2	
Zimbabwe							1		1														2	2	
Grand Total	0	1	1	0	1	2	4	6	5	29	21	30	24	28	12	9	173	1	8	3	3	1	0	16	189

Total Number of Female = 73
Total Number of Male = 116
Total Number of Countries = 67

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

Duty Station	Professional category			National professional category (including HPMs)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
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	2	5			0	1		1	6
Brussels		2	2			0	1		1	3
Bukavu	1		1			0			0	1
Bunia		1	1			0			0	1
Cairo	2	2	4			0			0	4
Colombo		1	1		1	1			0	2
Damascus		1	1			0			0	1
Erbil	2	1	3			0			0	3
Fukuoka	2	7	9			0	3		3	12
Garowe			0		1	1			0	1
Geneva		1	1			0			0	1
Goma		2	2			0			0	2
Hargeisa			0	1		1			0	1
Juba		1	1			0			0	1
Kabul	1	3	4			0			0	4
Khartoum		2	2			0			0	2
Kuwait		1	1			0			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	62	113	2	3	5	67	25	92	210
Nay Pyi Taw		1	1			0			0	1
New York	2	3	5			0	1	1	2	7
Ouagadougou			0		1	1			0	1
Phnom-Penh			0		1	1			0	1
Port-au-Prince		1	1			0			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	
Pristina	1		1		1	1			0	2
Rio de Janeiro		2	2	1		1	1		1	4
Riyadh		1	1			0			0	1
Tehran		2	2			0			0	2
Vientiane		1	1			0			0	1
Yangon		2	2			0			0	2
Grand Total	68	105	173	5	11	16	75	27	102	291
Gender as percentage (%) of category	39.3%	60.7%		31.3%	68.8%		73.5%	26.5%		

Total Number of Duty Stations:	40
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