

STAFFING REPORT

STAFFING IN UN-HABITAT AS AT 31 MARCH 2018

REPORT OF THE EXECUTIVE DIRECTOR

The report describes the staffing situation at UN-Habitat for the first quarter of the year 2018 as at 31 March 2018.

A. Professional Posts

1. Regular Budget

There are 49 established professional posts under the Regular Budget for the biennium 2018-2019, 42 posts or 85.7 per cent were occupied as at 31 March 2018, with 7 posts or 14.3 per cent at various stages of recruitment.

2. Extrabudgetary Resources

a) Habitat and Human Settlements Foundation (General Purpose)

There are 38 active Foundation General Purpose professional posts, of which 28 posts or 73.7 per cent were occupied as at 31 March 2018, and no posts under recruitment. UN-Habitat continues to take a cautious approach to new recruitments, considering the availability of funds.

b) Foundation Programme Support

There were 6 active Foundation programme support posts, 4 posts or 66.7 per cent were occupied, with 2 posts or 33.3 per cent under recruitment as at 31 March 2018.

c) Technical Cooperation Programme Support

There were 25 active technical cooperation programme support posts, 21 posts or 84 per cent were occupied, with 4 posts or 16 per cent under recruitment as at 31 March 2018.

d) Habitat Programme Managers (HPMs)

As at 31 March 2018, 8 countries were supported by Habitat Programme Managers.

3. Junior Professional Officers (JPOs)

As at 31 March 2018, 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 March 2018 there were a total of 227 active professional posts of which 192 or 84.6 per cent were occupied, giving an overall vacancy rate of 15.4 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 2018, there were a total of 110 active General Services and related posts, of which 104 posts or 94.5 per cent were occupied. The overall vacancy rate was 5.5 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 2017				As at 31 March 2018			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
Regular Budget Posts								
(1) Regular Budget								
(1a) Regular Budget	50	50	40		49	49	42	
(1b) Regular Budget general temporary assistance**		3	2			4	3	
<i>Sub-total Regular Budget (1)</i>	50	53	42	20.8%	49	53	45	15.1%
Extrabudgetary Posts								
(2) Habitat and Human Settlements Foundation	80	28	28		38	28	28	
(2a) Executive Direction and Management, and Programme Support	30	16	16		22	16	16	
(2b) Programme of Work	50	12	12		16	12	12	
<i>Sub-total Regular Budget (1) and Habitat & Human Settlements Foundation (2)</i>	130	81	70	13.6%	87	81	73	9.9%
(3) UN Habitat Special Accounts for Programme Support								
(3a) Special Account for Foundation Programme Support	10	5	4		12	6	4	
(3b) Special Account for Technical Cooperation Programme Support	29	25	22		30	25	21	
(3c) Habitat Programme Managers (presence in countries)		7	7			8	8	
<i>Sub-total Core funds</i>	169	118	103	12.7%	129	120	106	11.7%
(4) Other earmarked funds								
(4a) Junior Professional accounts		6	6			6	6	
(4b) Activities financed from earmarked contributions		80	73			81	71	
(4c) National professionals*** (excluding HPMS)		18	7			20	9	
<i>Sub-total earmarked funds</i>		104	86	17.3%		107	86	19.6%
Grand Total	169	222	189	14.9%	129	227	192	15.4%

* 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, and in lieu of one abolished RB post

*** National professional posts funded by earmarked projects

GENERAL SERVICES POSTS IN UN-HABITAT BY SOURCE OF FUNDING

	As at 31 December 2017				As at 31 March 2018			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
Regular Budget Posts								
(1) Regular Budget								
(1a) Regular Budget	25	25	22		24	24	22	
(1b) Regular Budget general temporary assistance		4	4		5	5		
<i>Sub-total Regular Budget (1)</i>	25	29	26	10.3%	24	29	27	6.9%
Extrabudgetary Posts								
(2) Habitat and Human Settlements Foundation	50	24	24		32	22	22	
(2a) Executive Direction and Management, and Programme Support	18	11	11		20	10	10	
(2b) Programme of Work	32	13	13		12	12	12	
<i>Sub-total Regular Budget (1) and Habitat & Human Settlements Foundation (2)</i>	75	53	50	5.7%	56	51	49	3.9%
(3) UN Habitat Special Accounts for Programme Support								
(3a) Special Account for Foundation Programme Support	20	15	12		20	15	13	
(3b) Special Account for Technical Cooperation Programme Support	11	7	7		11	7	7	
<i>Sub-total Core funds</i>	106	75	69	8.0%	87	73	69	5.5%
(4) Other earmarked funds								
(4a) Junior Professional accounts		-	-			-	-	
(4b) Activities financed from earmarked contributions		35	33			37	35	
<i>Sub-total earmarked funds</i>		35	33	5.7%		37	35	5.4%
Grand Total	106	110	102	7.3%	87	110	104	5.5%

* 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
Occupied as at 31 March 2018

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			Female
Afghanistan												1				1							0		2	
Australia										2	1	1												0		4
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		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
Czech Republic															1									0		1
Denmark													1											0		1
Egypt										1														0		1
Ethiopia														1						1				1		2
Finland												1		1										0		2
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

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		
Iran										1													0	1	
Iraq													1											0	1
Italy										1	1	2	2	1	2	1								0	10
Japan							1	1		1		1	2	2	1									0	9
Kenya											3		4	6	1	1				1	3	2		6	21
Lebanon							1			1				1										0	3
Lithuania										1														0	1
Malawi												1		1										0	2
Malaysia	1										2				1									0	4
Maldives													1											0	1
Mexico								1																0	1
Mongolia											1													0	1
Nepal										1	1									1				1	3
Netherlands												1												0	1
Niger												1		1										0	2
Nigeria										1	1	1	1											0	4
Norway														1		1								0	2
Pakistan															1									0	1
Peru													1	1										0	2
Philippines												1	1							1				1	3
Russian Federation																			1					1	1
Rwanda			1																					0	1
Senegal										1														0	1
Serbia															1					1				1	1
Somalia																1				1	1			2	3
South Africa												1												0	1
Spain									1		2	1	1	1										0	6
Sri Lanka												1		1						1				1	3
Sweden											1		2	1										0	4
Switzerland																1								0	1
Syria										1														0	1
Tanzania										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		
Turkey											1		1										0	2	
Uganda					1		1					1											0	3	
United Kingdom						1				4	1		3	1									0	10	
United States of America							1		1					1									0	3	
Vietnam															1								0	1	
Zambia											1								1				1	2	
Zimbabwe							1		1														0	2	
Grand Total	1	0	1	0	1	2	4	6	4	31	22	28	24	28	13	9	174	1	9	4	3	1	0	18	192

Total Number of Female = 76

Total Number of Male = 116

Total Number of Countries = 68

* **NOTE:**

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

UN-Habitat Staff Members Distribution by Duty Station, Category and Gender
as at 31 March 2018

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
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
Garooe			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
Kathmandu			0		1	1			0	1
Khartoum		2	2			0			0	2
Lilongwe			0		1	1			0	1
Madrid	1		1			0			0	1
Manila			0		1	1			0	1
Moscow			0	1		1	1		1	2
Mwanza			0			0		1	1	1
Nairobi	55	64	119	3	3	6	71	23	94	219
New York	1	4	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
Pristina	1		1		1	1			0	2
Rio de Janeiro		2	2	1		1	1		1	4

ANNEX IV

Duty Station	Professional category			National professional category (including HPMS)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
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	70	104	174	6	12	18	79	25	104	296
Gender as percentage (%) of category	40.2%	59.8%		33.3%	66.7%		76.0%	24.0%		

Total Number of Duty Stations: 36
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