



Executive Board of the United Nations
Human Settlements Programme
Second session of 2020

Online, 27–29 October 2020

Items 3 and 4 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

Report on staffing as at 30 June 2020

I. Introduction

1. The present report presents the staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 30 June 2020.¹ In addition to the information on posts presented by source of funding set out below, annex I shows professional staff by nationality, grade and gender, and annex II provides a summary of the distribution of all professional staff (national and international) by duty station, category and gender.

II. Overview

2. Table 1 shows that, as at 30 June 2020, there were 447 active posts, of which 304, or 68.0 per cent, were occupied. That comprised 311 active professional posts, of which 199, or 64.0 per cent, were occupied; and 136 active general service posts, of which 105, or 77.2 per cent, were occupied. Table 2 shows the post distribution by grade. Table 3 presents additional detail about junior professional officer posts.

3. Figure 1 shows the number of approved posts broken down by source of funding, and figure 2 shows the distribution of all occupied posts and the number of staff by grade and gender on the reporting date.

Table 1
Post distribution by grade

Funding source	Professional category and above				General service				Total			
	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.
Foundation non-earmarked	93	23	70	24.7	42	21	21	50.0	135	44	91	32.6
Regular budget	52	48	4	92.3	28	27	1	96.4	80	75	5	93.8
Programme support	31	25	6	80.6	21	18	3	85.7	52	43	9	82.7
Foundation earmarked	73	55	18	75.3	39	33	6	84.6	112	88	24	78.6
Technical cooperation	62	48	14	77.4	6	6	–	100.0	68	54	14	79.4
Total	311	199	112	64.0	136	105	31	77.2	447	304	143	68.0

Abbreviations: Appr. = approved; Occ. = occupied; Vac. = vacant; Pct. = percentage of occupancy.

* HSP/EB.2020/19.

¹ The present report does not include UN-Habitat personnel hired through other United Nations entities or human resource service providers (the United Nations Development Programme or the United Nations Office for Project Services, for example).

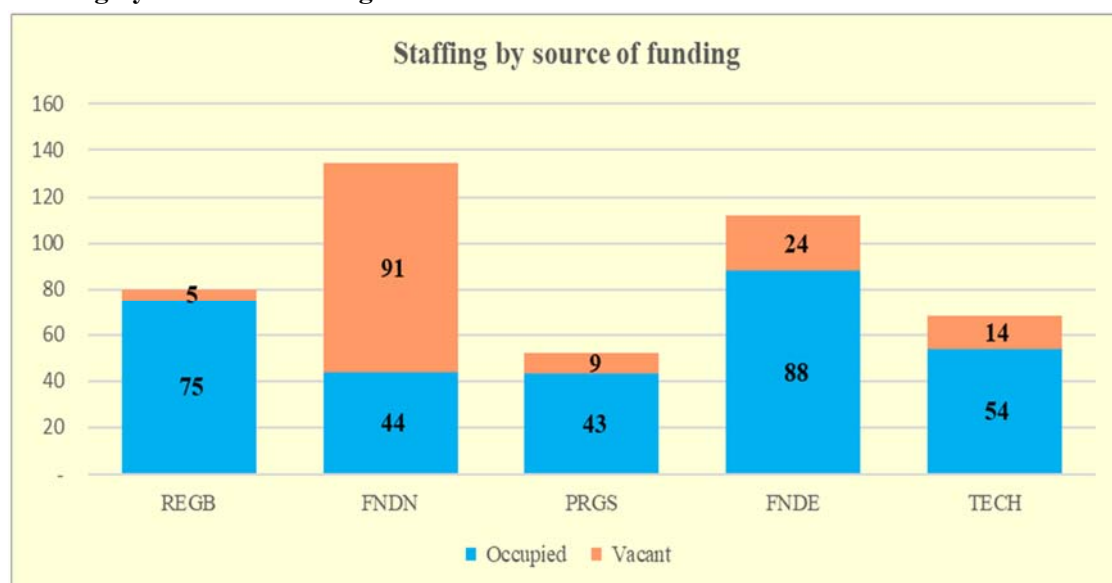
Table 2
Post distribution by grade

Funding source	Professional category and above									General service		
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	N-O	Total	L-L	Total
Foundation non-earmarked	-	1	1	1	7	10	2	1	-	23	21	44
Regular budget	1	-	-	4	10	17	11	4	-	48	27	75
Programme support	-	-	-	-	7	5	7	4	2	25	18	43
Foundation earmarked	-	-	-	-	2	9	21	11	12	55	33	88
Technical cooperation	-	-	-	1	7	8	14	5	13	48	6	54
Total	1	1	2	6	33	49	55	25	27	199	105	304

Table 3
Junior professional officers

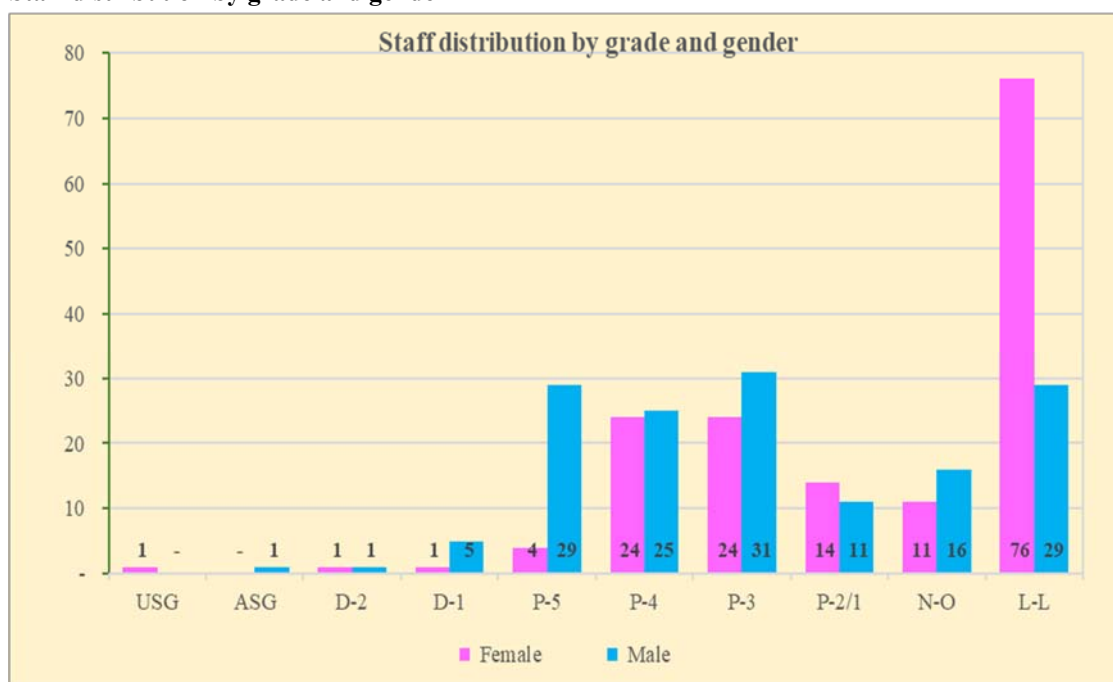
Description	Financing Government			Total
	Germany	Italy	Japan	
Number of junior professional officers	3	2	2	7

Figure 1
Staffing by source of funding*



*Abbreviations: REGB = regular budget; FNDN = Foundation non-earmarked; PRGS = programme support; FNDE = Foundation earmarked; TECH = technical cooperation.

Figure 2
Staff distribution by grade and gender

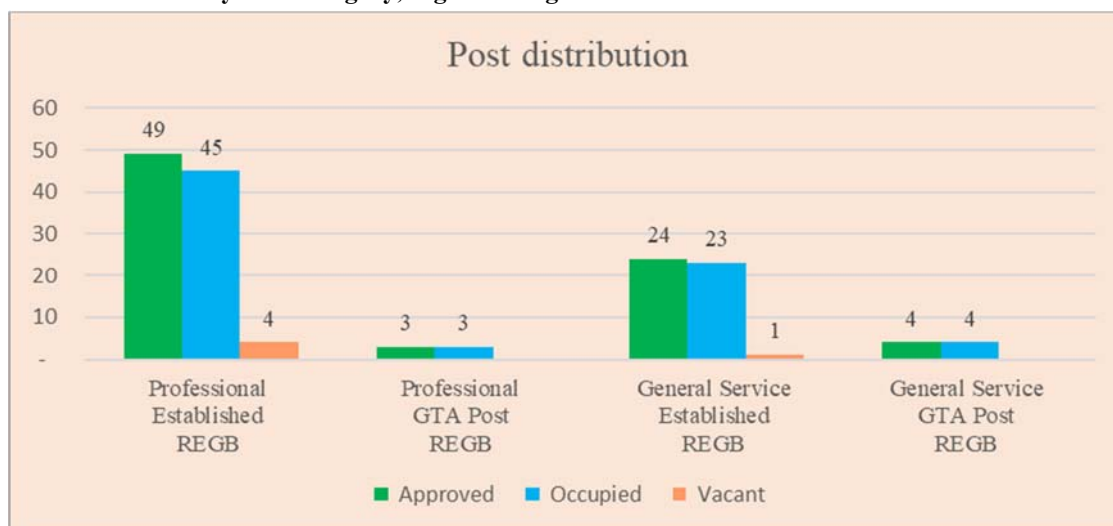


Abbreviations: USG = Under-Secretary-General; ASG = Assistant Secretary-General; D = Director; P = Professional; N-O = national professional officer; L-L = General Service.

III. Regular budget

4. The regular budget for 2020 provides for a total of 80 posts, comprising 73 established posts and 7 general temporary assistance posts. The established posts consist of 49 professional and 24 general service posts. The 7 general temporary assistance posts, for which additional resources have been made available, consist of 4 posts for the regional programme for technical cooperation and 3 for the recurrent provision under the executive direction and management area of the work programme.

Figure 3
Post distribution by staff category, regular budget

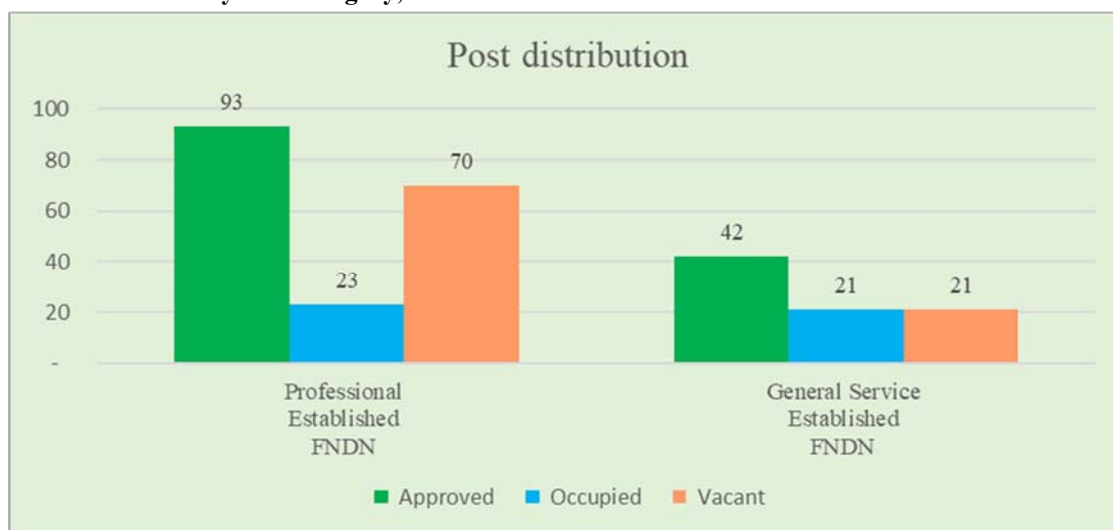


IV. Foundation non-earmarked fund

5. There were 135 posts funded by the Foundation non-earmarked fund in the year, comprising 93 professional posts and 42 general service posts. Of those, 44 were occupied as at 30 June 2020, with a total of 91 vacant posts, as is shown in figure 4.

Figure 4

Post distribution by staff category, Foundation non-earmarked fund

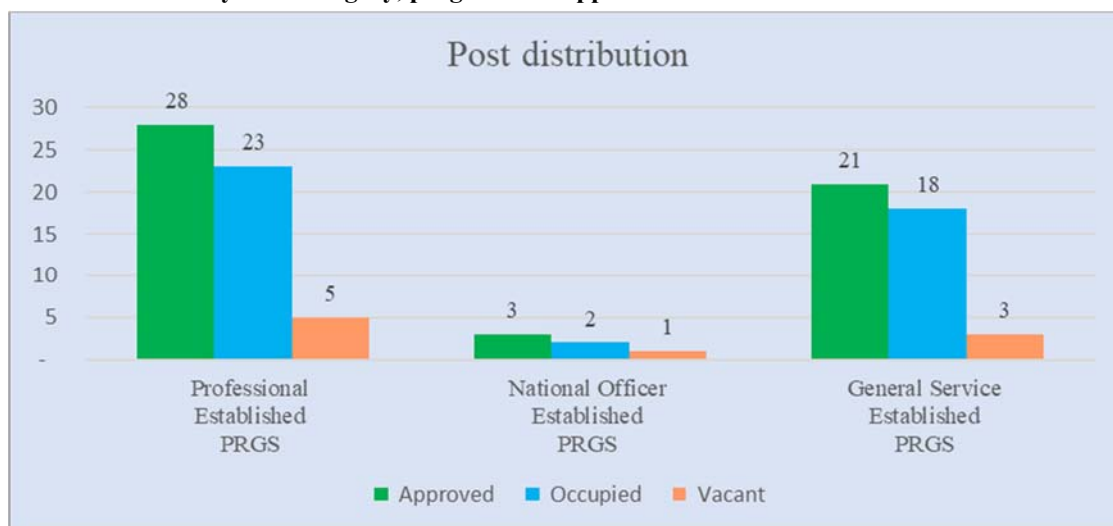


V. Programme support account

6. There were 52 active posts under the programme support account in the year, consisting of 28 professional posts, 3 national officer posts and 21 general service posts. Of those posts, 43 posts, or 82.7 per cent, were occupied, representing 23 professional, 2 national officer and 18 general service posts. During the year, eight countries were supported by UN-Habitat programme managers; it should be noted, however, that the UN-Habitat programme manager posts are cost-shared with earmarked funds from those countries.

Figure 5

Post distribution by staff category, programme support account



VI. Foundation earmarked funds

7. There were 112 approved posts under the Foundation earmarked funds, consisting of 51 professional posts, 14 national officer posts, 8 Junior Professional Officer posts and 39 general service posts. Of those, 88 posts, or 78.6 per cent, were occupied, comprising 36 professional, 12 national, 7 junior professional officer and 33 general service posts.

Figure 6

Post distribution by staff category, Foundation earmarked funds

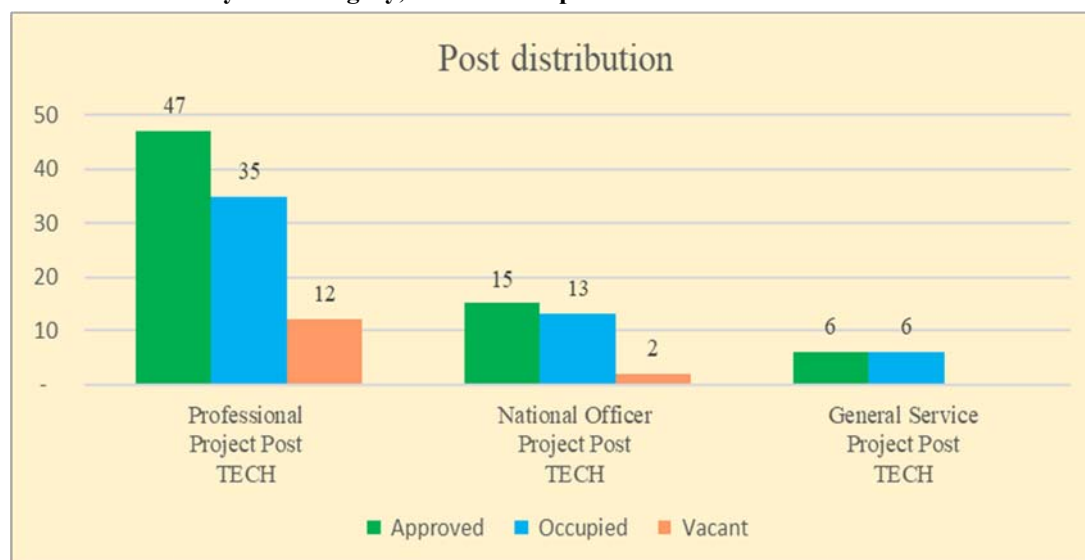


VII. Technical cooperation funds

8. There were 68 active posts under the technical cooperation segment, consisting of 47 professional posts, 15 national officer posts and 6 general service posts. Of those posts, 54 posts, or 79.4 per cent, were occupied, representing 35 professional, 13 national and 6 general service posts.

Figure 7

Post distribution by staff category, technical cooperation funds



Annex I

Professional posts at UN-Habitat by nationality, grade and gender as at 30 June 2020¹

Country of nationality	International professional posts*																National professional posts (including HPMs)									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	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	3	-	-	-	-	-	-	-	-	-	3
Austria	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Belgium	-	-	-	-	-	1	-	-	-	2	-	1	-	-	-	-	4	-	-	-	-	-	-	-	-	-	4
Bolivia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Bosnia-Herzegovina	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
Brazil	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	-	-	-	1	-	-	-	1	3
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1
Cameroon	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2
Canada	-	-	-	-	-	-	-	-	-	2	1	2	2	2	-	-	9	-	-	-	-	-	-	-	-	-	9
Chad	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1
China	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2
Colombia	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Côte d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
Denmark	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Egypt	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Finland	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	2
France	-	-	-	-	-	-	-	-	1	-	1	-	1	1	2	1	7	-	-	-	-	-	-	-	-	-	7
Gabon	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Gambia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	1	2	2	4	2	4	2	17	-	-	-	-	-	-	-	-	-	17

¹ Abbreviations: ASG = Assistant Secretary-General; D = Director; GS = General Service; HPM = UN-Habitat programme manager; NO = national professional officer; P = Professional; USG = Under-Secretary-General.

Country of nationality	International professional posts*																National professional posts (including HPMS)									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		
Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
India	-	-	-	-	-	-	1	-	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	5	
Indonesia	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	2	
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
Italy	-	-	-	-	-	-	-	-	1	1	2	2	-	2	2	2	2	2	2	2	2	2	2	2	2	12	
Japan	-	-	-	-	-	-	1	-	1	-	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	10	
Kenya	-	-	-	-	-	-	-	-	-	-	4	-	4	7	-	1	16	-	-	1	5	1	-	5	12	28	
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1	
Lithuania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Malawi	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	2	
Malaysia	1	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	3	
Mexico	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Mongolia	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Morocco	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Nepal	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	
Nigeria	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	4	
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	
Philippines	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	1	
Russian Federation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	
Senegal	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	2	
South Africa	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
South Korea	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Spain	-	-	-	-	-	-	-	-	-	-	2	-	1	2	-	-	-	-	-	-	-	-	-	-	-	5	
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	-	2	
Sweden	-	-	-	-	-	-	-	-	-	1	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	5	
Syria	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Tanzania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	
Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	

Country of nationality	International professional posts*																	National professional posts (including HPMS)									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		
Uganda	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2
United Kingdom	-	-	-	-	-	-	-	-	-	-	4	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-	10
United States of America	-	-	-	-	1	-	-	1	-	2	2	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	9
Zambia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Zimbabwe	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Grand Total	1	-	-	1	1	1	1	5	4	29	24	25	24	31	14	11	172	-	1	1	6	9	2	1	7	27	199

Total number of women	80
Total number of men	119
Total number of countries represented	63

* Note: Staff may temporarily occupy posts at one grade above their level while on temporary assignment.

Annex II

UN-Habitat professional staff: distribution by duty station, category and gender as at 30 June 2020

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	–	1	1	–	1	1	–	–	–	2
Baghdad	1	1	2	–	–	–	–	–	–	2
Barcelona	3	2	5	–	–	–	–	–	–	5
Beirut	1	–	1	–	–	–	–	–	–	1
Brussels	1	2	3	–	–	–	–	–	–	3
Cairo	1	2	3	–	–	–	–	–	–	3
Colombo	–	1	1	–	1	1	–	–	–	2
Conakry	1	–	1	–	–	–	–	–	–	1
Damascus	–	1	1	–	–	–	–	–	–	1
Erbil	1	–	1	–	–	–	–	–	–	1
Fukuoka	–	7	7	–	–	–	3	–	3	10
Garowe	–	–	–	–	1	1	–	–	–	1
Geneva	–	1	1	–	–	–	–	–	–	1
Hargeisa	–	–	–	1	–	1	–	–	–	1
Kabul	–	2	2	3	–	3	–	–	–	5
Kathmandu	–	1	1	–	1	1	–	–	–	2
Khartoum	–	1	1	–	–	–	–	–	–	1
Kigoma	–	–	–	–	1	1	–	–	–	1
La Paz	–	1	1	–	–	–	–	–	–	1
Madrid	1	–	1	–	–	–	–	–	–	1
Manila	–	–	–	–	1	1	–	–	–	1
Mogadishu	–	2	2	–	–	–	–	–	–	2
Moscow	–	–	–	1	–	1	1	–	1	2
Mwanza	–	–	–	–	1	1	–	1	1	2
Nairobi	55	66	121	5	7	12	70	27	97	230

Duty station	Professional category			National professional category (including HPMs)			General service category			Grand total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
New York	2	3	5	–	–	–	1	1	2	7
Panama City	1	–	1	–	–	–	–	–	–	1
Phnom-Penh	–	–	–	–	1	1	–	–	–	1
Pristina	–	–	–	–	1	1	–	–	–	1
Rio de Janeiro	–	2	2	1	–	1	1	–	1	4
Riyadh	–	1	1	–	–	–	–	–	–	1
Santiago	–	1	1	–	–	–	–	–	–	1
Sao Tome	–	1	1	–	–	–	–	–	–	1
Tunis	1	–	1	–	–	–	–	–	–	1
Vientiane	–	1	1	–	–	–	–	–	–	1
Yangon	–	3	3	–	–	–	–	–	–	3
Total	69	103	172	11	16	27	76	29	105	304
Gender (percentage of category)	40.1	59.9		40.7	59.3		72.4	27.6		

Total number of duty stations:	36
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Abbreviations: ASG = Assistant Secretary-General; D = Director; GS = General Service; HPM = UN-Habitat programme manager; NO = national professional officer; P = Professional; USG = Under-Secretary-General.