



**Executive Board
of the United Nations
Human Settlements
Programme**

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**Executive Board of the United Nations
Human Settlements Programme
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Item 4 of the provisional agenda*

**Financial, budgetary and administrative matters,
including the implementation of the resource mobilization
strategy in accordance with the strategic plan**

**Staffing of the United Nations Human Settlements Programme
as at 31 July 2021**

Report of the Executive Director

I. Introduction

1. The present report presents the staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 31 July 2021.¹ In addition to the information on posts by source of funding set out below, annex I shows Professional posts 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 there were 394 approved posts as at 31 July 2021, of which 309, or 78.4 per cent, were occupied. That comprised 257 approved Professional posts, of which 200, or 77.8 per cent, were occupied, and 137 approved General Service posts, of which 109, or 79.6 per cent, were occupied. Table 2 shows the post distribution by grade. Table 3 presents additional information for Junior Professional Officer posts. Regular budget posts comprise established posts and general temporary assistance posts under section 15 (Human Settlements) and also general temporary assistance posts under section 23 (regional programme of technical cooperation).

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, as at 31 July 2021.

* HSP/EB.2021/12.

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 1
Post occupancy by source of funding

Funding source	Professional and higher categories				General Service				Total			
	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.
Foundation non-earmarked	32	11	21	34.4	26	3	23	11.5	58	14	44	24.1
Regular budget	51	45	6	88.2	24	20	4	83.3	75	65	10	86.7
Programme support	28	28	–	100	22	22	–	100	50	50	–	100
Programme support over incumbency	7	7	–	100	10	10	–	100	17	17	–	100
Foundation earmarked	74	62	12	83.8	39	38	1	97.4	113	100	13	88.5
Technical cooperation	62	44	18	71	12	12	0	100	74	56	18	75.7
General temp. assist.	3	3	–	100	4	4	–	100	7	7	–	100
Total	257	200	57	77.8	137	109	28	79.6	394	309	85	78.4

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

Table 2
Post distribution by grade

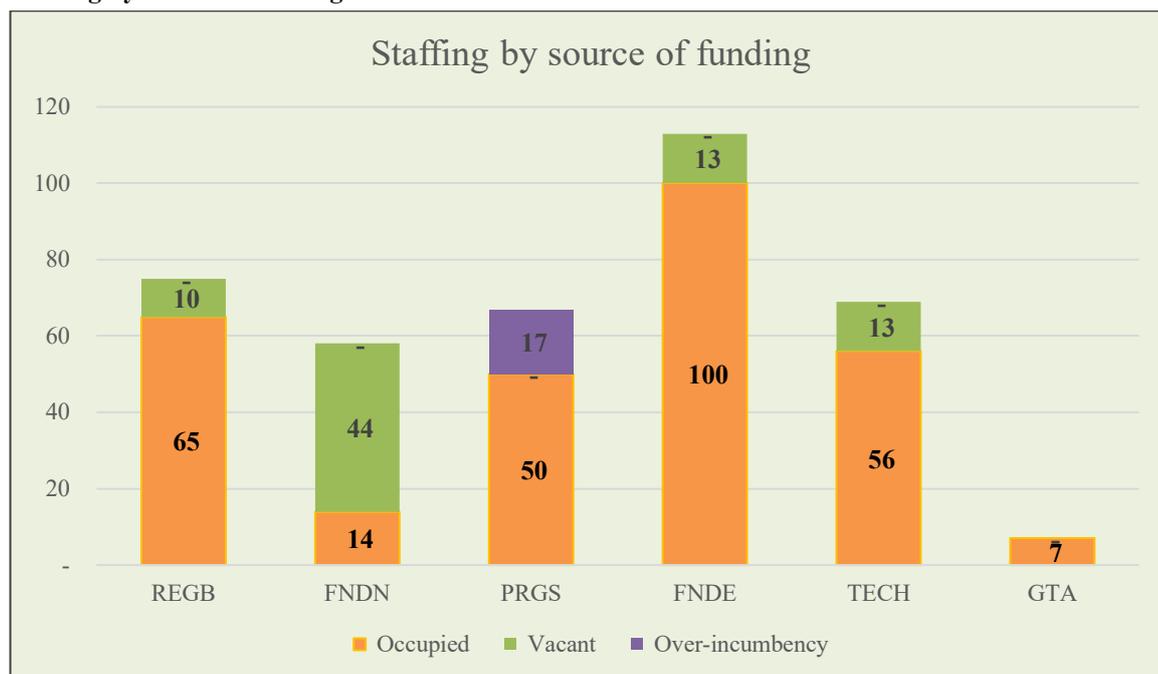
Funding source	Professional and higher categories									General Service		
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	NPO	Total	L-L	Total
Foundation non-earmarked	–	1	1	1	3	3	1	1	–	11	3	14
Regular budget	1	–	1	4	6	15	14	4	–	45	20	65
Programme support	–	–	–	2	9	15	5	1	3	35	32	67
Foundation earmarked	–	–	–	–	–	10	22	19	11	62	38	100
General temp. assist.	–	–	–	–	3	–	–	–	–	3	4	7
Technical cooperation	–	–	–	–	7	12	11	3	11	44	12	56
Total	1	1	2	7	28	55	53	28	25	200	109	309

Abbreviations: USG – Under-Secretary-General; ASG – Assistant Secretary-General; D – Director; P – Professional; NPO – National Professional Officer; L-L – local level.

Table 3
Junior Professional Officers

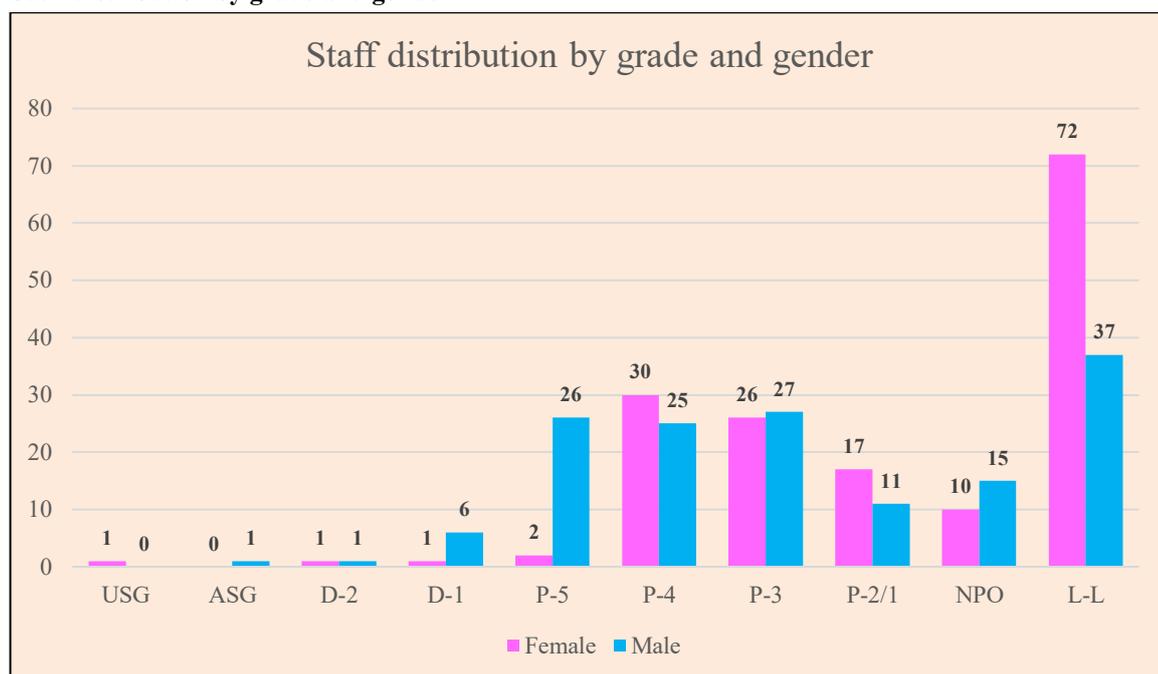
Description	Financing Government				Total
	Germany	Italy	France	Japan	
Number of Junior Professional Officers	3	2	1	1	7

Figure 1
Staffing by source of funding



Abbreviations: REGB – regular budget; FNDN – Foundation non-earmarked; PRGS – programme support; FNDE – Foundation earmarked; TECH – technical cooperation; GTA – general temporary assistance.

Figure 2
Staff distribution by grade and gender



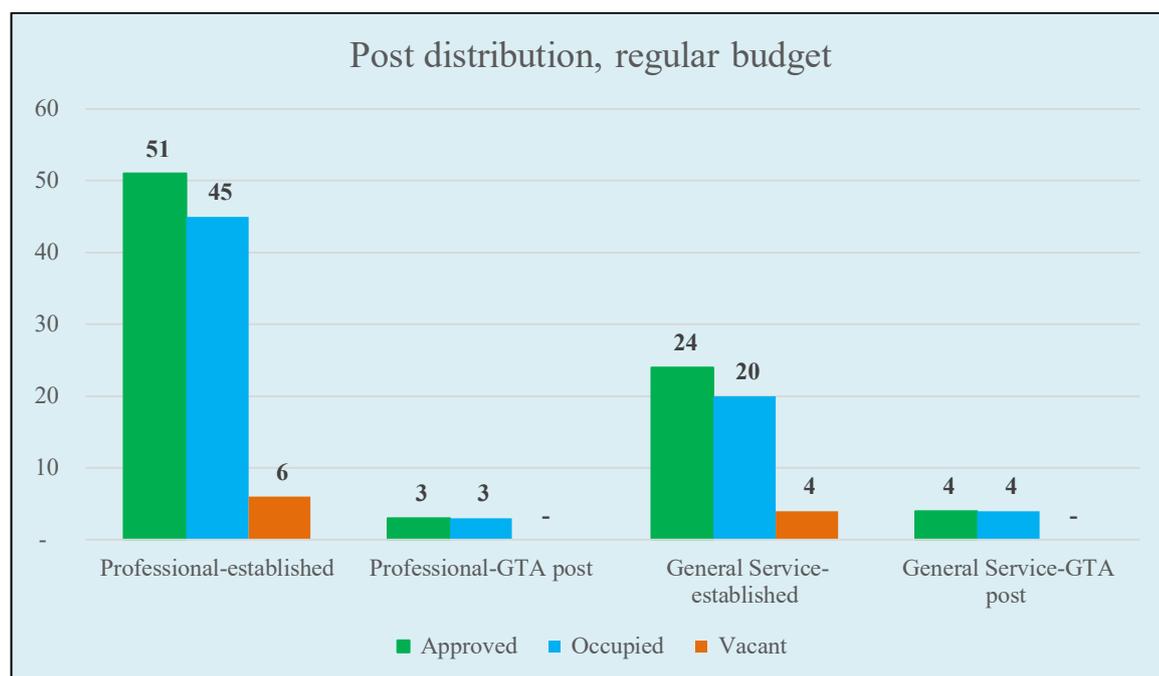
Abbreviations: USG – Under-Secretary-General; ASG – Assistant Secretary-General; D – Director; P – Professional; NPO – National Professional Officer; L-L – local level. The above includes temporary appointments.

III. Regular budget

4. The regular budget for 2021 provides for a total of 75 established posts and 7 general temporary assistance posts. The established posts consist of 51 Professional and 24 General Service posts, while the 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. A total of 72 posts were occupied as at 31 July 2021.

Figure 3
Post distribution by staff category, regular budget

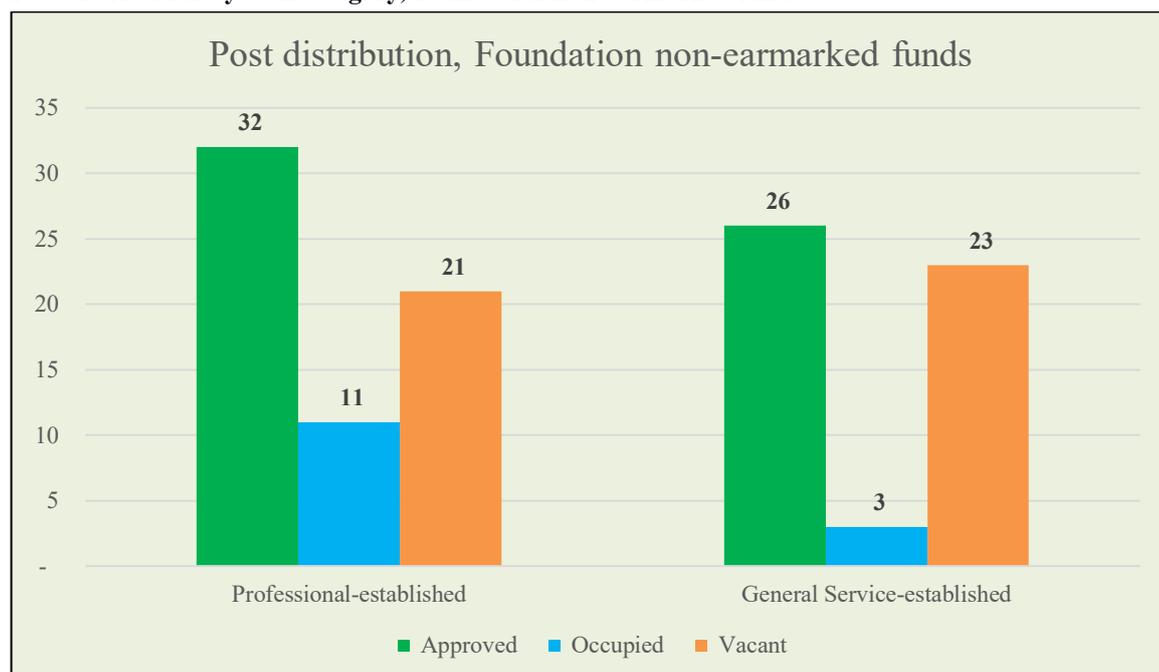


Abbreviation: GTA: general temporary assistance.

IV. Foundation non-earmarked funds

5. There were 58 posts funded by Foundation non-earmarked funds in 2021, comprising 32 Professional posts and 26 General Service posts. Of those, 14 were occupied as at 31 July 2021, with a total of 44 vacant (frozen) posts, as shown in figure 4. The UN-Habitat Executive Board, in its decision 2020/3, approved the UN-Habitat work programme and the Human Settlements Foundation budget for 2021 (HSP/EB.2020/22), thereby also approving a reduced composition of 58 posts for the Foundation non-earmarked funds budget with effect from 1 January 2021.

Figure 4
Post distribution by staff category, Foundation non-earmarked funds

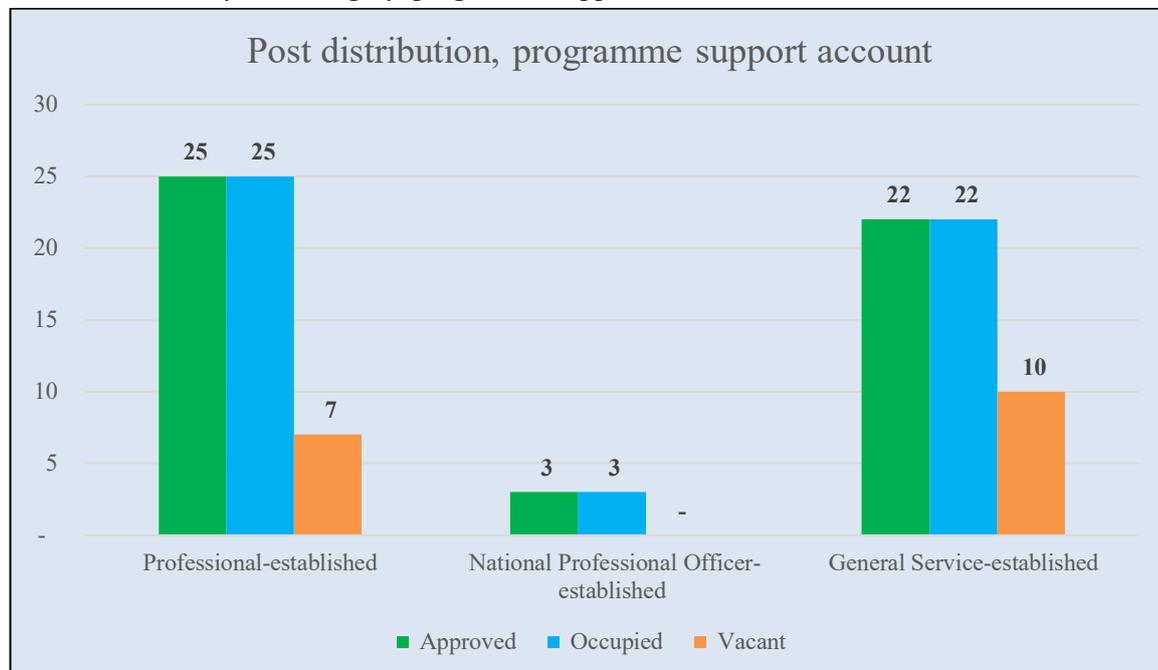


V. Programme support account

6. There were 50 approved posts under the programme support account in 2021, comprising 25 Professional posts, 3 National Professional Officer posts and 22 General Service posts. All posts were occupied as at 31 July 2021. Furthermore, an additional 17 posts are being temporarily charged to this budget following a shortfall in Foundation non-earmarked funding, making a total of 67 posts funded under the programme support account budget.

Figure 5

Post distribution by staff category, programme support account

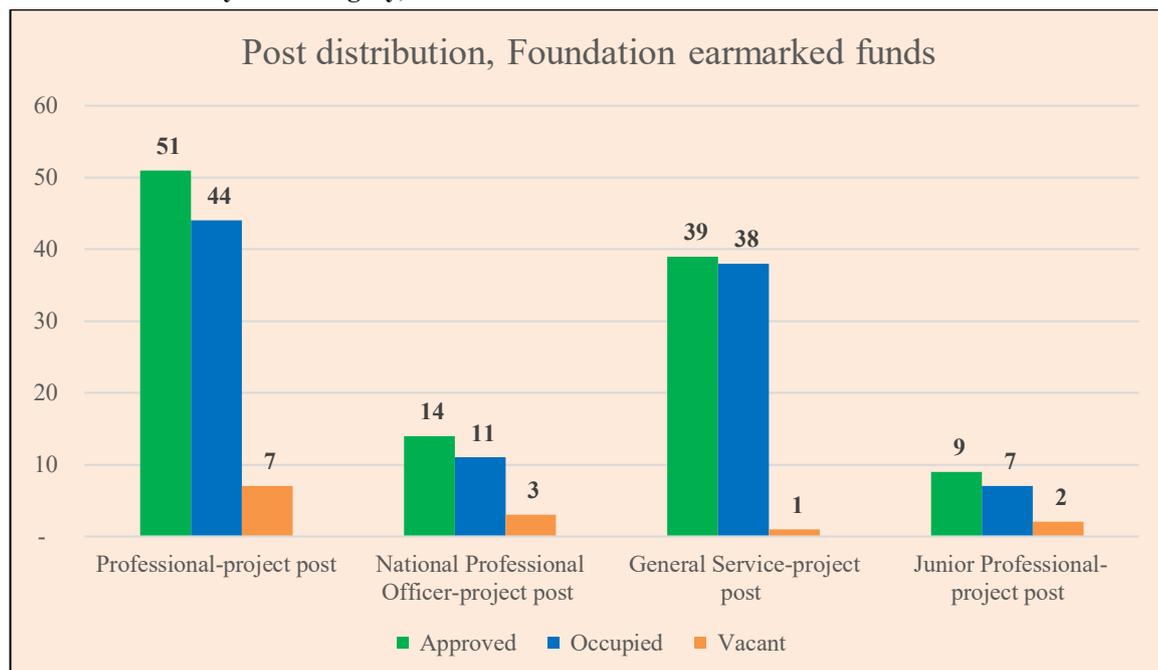


VI. Foundation earmarked funds

7. There were 113 approved posts under the Foundation earmarked funds budget in 2021, comprising 51 Professional posts, 14 National Professional Officer posts, 9 Junior Professional Officer posts and 39 General Service posts. Of those, 100 posts, or 88.5 per cent, were occupied.

Figure 6

Post distribution by staff category, Foundation earmarked funds

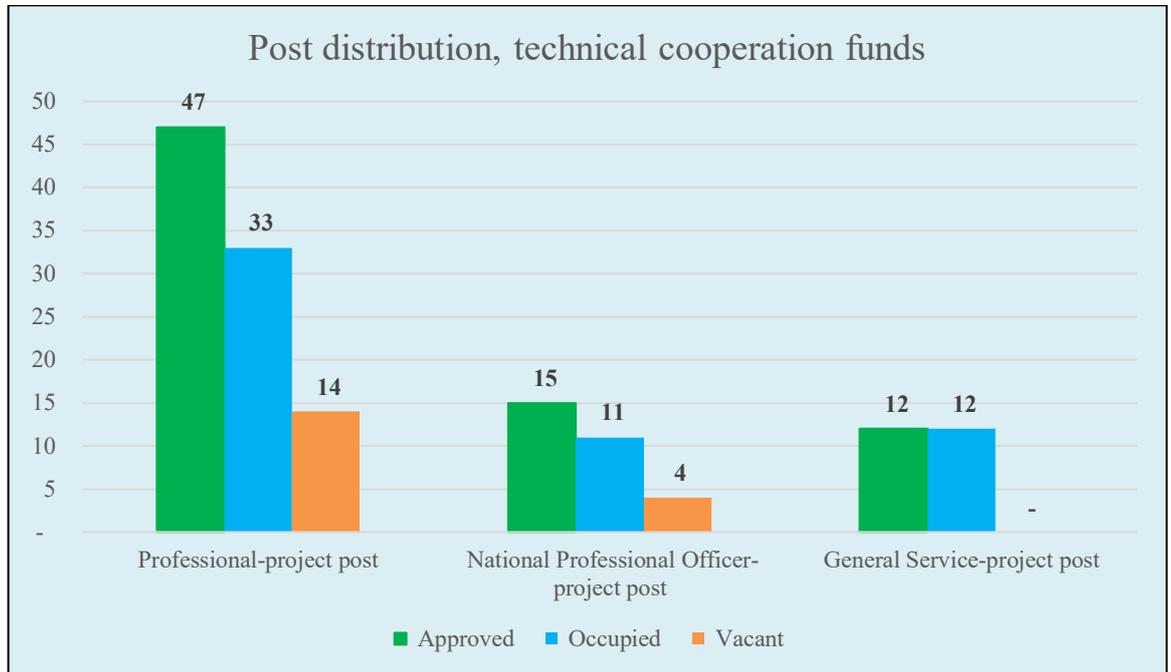


VII. Technical cooperation funds

8. There were 74 approved posts under the technical cooperation segment, comprising 47 Professional posts, 15 National Professional Officer posts and 7 General Service posts. Of those, 56 posts, or 75.7 per cent, were occupied.

Figure 7

Post distribution by staff category, technical cooperation funds



Annex I

Posts in the Professional and higher categories at UN-Habitat by nationality, grade and gender as at 31 July 2021

No.	Country of nationality	International Professional posts ^a																National Professional Officer posts (including UN-Habitat programme managers)										Grand total	
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D (P-4)		NPO-C (P-3)		NPO-B (P-2)		NPO-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			
1.	Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	2	-	-	-	-	2	3
2.	Australia	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	4	-	-	-	-	-	-	-	-	-	4
3.	Austria	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
4.	Belgium	-	-	-	-	-	1	-	-	-	2	-	1	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	4
5.	Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
6.	Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
7.	Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	1
8.	Brazil	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	3	-	-	-	-	-	1	-	-	1	-	4
9.	Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1
10.	Cameroon	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	2
11.	Canada	-	-	-	-	-	-	-	-	-	2	1	-	2	2	-	-	7	-	-	-	-	-	-	-	-	-	-	7
12.	Chad	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
13.	Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1
14.	China	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	3
15.	Colombia	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
16.	Egypt	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
17.	Finland	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	2
18.	France	-	-	-	-	-	-	-	-	1	-	1	-	3	1	1	2	9	-	-	-	-	-	-	-	-	-	-	9
19.	Gambia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
20.	Germany	-	-	-	-	-	-	-	-	-	1	2	2	4	1	5	2	17	-	-	-	-	-	-	-	-	-	-	17
21.	Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
22.	Hungary	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1

No.	Country of nationality	International Professional posts ^a																National Professional Officer posts (including UN-Habitat programme managers)										Grand total					
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D (P-4)		NPO-C (P-3)		NPO-B (P-2)		NPO-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							
23.	India	-	-	-	-	-	-	1	-	-	1	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	6	
24.	Indonesia	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
25.	Iraq	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
26.	Ireland	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
27.	Italy	-	-	-	-	-	-	-	-	1	1	3	2	1	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	13	13	
28.	Ivory Coast	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
29.	Japan	-	-	-	-	-	-	1	-	1	-	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	
30.	Jamaica	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
31.	Kenya	-	-	-	-	-	-	-	-	-	5	-	4	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	15	
32.	Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
33.	Lithuania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
34.	Malawi	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
35.	Malaysia	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
36.	Mexico	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
37.	Mongolia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
38.	Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
39.	Netherlands	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
40.	Nepal	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
41.	Nigeria	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	
42.	Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
43.	Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
44.	Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
45.	Philippines	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	
46.	Russian Federation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47.	Senegal	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
48.	Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
49.	Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
50.	Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	2	4	
51.	South Africa	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
52.	Spain	-	-	-	-	-	-	-	-	-	-	1	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6

No.	Country of nationality	International Professional posts ^a																National Professional Officer posts (including UN-Habitat programme managers)										Grand total		
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D (P-4)		NPO-C (P-3)		NPO-B (P-2)		NPO-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				
53.	Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	2	
54.	Sweden	-	-	-	-	-	-	-	-	-	1	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6
55.	Syrian Arab Republic	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
56.	Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
57.	Uganda	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
58.	United Kingdom of Great Britain and Northern Ireland	-	-	-	-	-	-	-	-	-	4	1	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	10	10	
59.	United Republic of Tanzania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	3	3	
60.	United States of America	-	-	-	-	1	-	-	1	-	1	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	9	9	
61.	Viet Nam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	
62.	Zambia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
63.	Zimbabwe	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
Grand total		1	-	-	1	1	1	1	6	2	26	30	25	26	27	17	11	175	-	-	-	6	9	4	1	5	25	200		

Total number of women	88
Total number of men	112
Total number of countries represented	63

Abbreviations: USG – Under-Secretary-General; ASG – Assistant Secretary-General; D – Director; P – Professional; NPO – National Professional Officer.

^a Staff may temporarily occupy posts at one grade above their level while on temporary assignment.

Annex II

UN-Habitat staff in the Professional and higher categories: distribution by duty station, category and gender as at 31 July 2021

No.	Duty station	Professional category			National Professional Officer category			General Service category			Grand total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
1	Baghdad	1	1	2	–	–	–	–	–	–	2
2	Barcelona	–	2	2	–	–	–	–	–	–	2
3	Beirut	1	–	1	–	–	–	–	–	–	1
4	Bonn	4	1	5	–	–	–	1	–	1	6
5	Brussels	1	2	3	–	–	–	–	–	–	3
6	Cairo	1	2	3	–	–	–	–	–	–	3
7	Colombo	–	1	1	–	1	1	–	–	–	2
8	Conakry	1	–	1	–	–	–	–	–	–	1
9	Damascus	1	2	3	–	–	–	–	–	–	3
10	Erbil	2	1	3	–	–	–	–	–	–	3
11	Fukuoka	–	6	6	–	–	–	3	–	3	9
12	Garoowe	–	–	–	–	1	1	–	–	–	1
13	Geneva	–	1	1	–	–	–	–	–	–	1
14	Hargeisa	–	1	1	1	–	1	–	–	–	2
15	Kabul	1	1	2	2	–	2	1	4	5	9
16	Khartoum	–	1	1	–	–	–	–	–	–	1
17	Kigoma	–	–	–	–	1	1	–	–	–	1
18	La Paz	–	1	1	–	–	–	–	–	–	1
19	Madrid	1	–	1	–	–	–	–	–	–	1
20	Manama	1	–	1	–	–	–	–	–	–	1
21	Manila	–	–	–	–	1	1	–	–	–	1
22	Maputo	–	1	1	–	1	1	–	–	–	2
23	Moscow	–	–	–	–	–	–	1	–	1	1
24	Mwanza	–	–	–	–	1	1	–	1	1	2
25	Nairobi	58	61	119	6	7	13	64	32	96	228

No.	Duty station	Professional category			National Professional Officer category			General Service category			Grand total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
26	New York	2	3	5	–	–	–	1	–	1	6
27	Ouagadougou	1	–	1	–	–	–	–	–	–	1
28	Panama City	1	–	1	–	–	–	–	–	–	1
29	Phnom Penh	–	–	–	–	1	1	–	–	–	1
30	Pristina	–	1	1	–	1	1	–	–	–	2
31	Rio de Janeiro	–	2	2	1	–	1	1	–	1	4
32	Riyadh	–	1	1	–	–	–	–	–	–	1
33	Santiago	–	1	1	–	–	–	–	–	–	1
34	Sao Tome	–	1	1	–	–	–	–	–	–	1
35	Vientiane	–	1	1	–	–	–	–	–	–	1
36	Yangon	1	2	3	–	–	–	–	–	–	3
Grand total		78	97	175	10	15	25	72	37	109	309
Gender as a percentage of category		44.6	55.4		40.0	60.0		66.1	33.9		

Total number of duty stations:	36
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