



**Executive Board of the United Nations
Human Settlements Programme
First session of 2024
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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 for the period 2020–2025 and action by UN-Habitat to address geographical and gender imbalances in the composition of its staff

Recruitment, equitable geographical distribution and gender parity

Report of the Executive Director

I. Introduction

1. The present report includes recruitment-related information pertaining to equitable geographical representation and gender balance in the United Nations Human Settlements Programme (UN-Habitat), update information provided in the most recent report on the matter,¹ and is complemented by the UN-Habitat staffing report as at 31 December 2023.²

II. Equitable geographical distribution

2. UN-Habitat remains committed to a broad geographical distribution of staff, as provided for in Article 101 of the Charter of the United Nations, which states that “the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible”, and in accordance with the geographical diversity strategy of the United Nations Secretariat.³

III. Gender parity

3. UN-Habitat remains committed to gender parity, as provided for in Article 8 of the Charter of the United Nations, which states that “The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and

* HSP/EB.2024/1.

¹ HSP/EB.2023/11/Add.2.

² HSP/EB.2024/INF/3.

³ Available at OHR Geographical Diversity Strategy_EN_0.pdf (un.org).

subsidiary organs”, and in accordance with the system-wide strategy on gender parity of the United Nations Secretariat.⁴

IV. Update

4. Under the system of desirable ranges of the United Nations Secretariat, representation of Member States as at 31 December 2023 was such that the representation of 54 per cent of Member States among the staff of UN-Habitat was within the desired range, 15 per cent Member States were overrepresented, 20 per cent were underrepresented, and 11 per cent remained unrepresented. Of the 305 staff members of UN-Habitat, 144 were from Africa, 84 from Western Europe and other states, 49 from the Asia-Pacific region, 18 from Latin America and the Caribbean, and 10 from Eastern Europe.
5. In the Professional and higher categories of UN-Habitat staff as at 31 December 2023, 47 per cent of staff members were female and 53 per cent male. In the National Officer and General Service categories, 59 per cent were female and 41 per cent male.
6. The breakdown by gender in the Professional and higher categories was as follows: at the P-2 level, 55 per cent of staff members were female and 45 per cent male; at the P-3 level, 56 per cent were female and 44 per cent male; and at the P-4 level there was near-parity, with 47 per cent of staff members female and 53 per cent male. Despite some improvement at the P-5 and D-1 levels, more remained to be done. At the P-5 level, 26 per cent of staff members were female and 74 per cent male, while at the D-1 level, 30 per cent were female and 70 per cent male. At the levels of D-2 and Assistant Secretary-General, there was one male incumbent at each level, and no female representation, while the Under-Secretary-General, who was also the Executive Director, was female.
7. In 2023, the Executive Director made a concerted effort to enhance gender parity, which resulted in the appointment of one female candidate at the P-5 level (the only such appointment made that year) and two female candidates at the D-1 level (out of three such appointments made that year).
8. Workforce planning is key to ensuring that each recruitment process becomes an opportunity to follow Member States’ guidance on improving gender and geographical balance. The Executive Director has issued instructions to all hiring managers to take measures to seek out and facilitate the recruitment of qualified female candidates and candidates from underrepresented and unrepresented countries.
9. UN-Habitat is taking the following actions to make the recruitment process even more effective in terms of gender balance and geographical diversity:
 - (a) The secretariat advocates with Member States, within the United Nations system, and with partner organizations.
 - (b) To enlarge the pool of candidates, the secretariat conducts various outreach activities, including participation in job fairs.
 - (c) For job openings at the P-5 and higher levels, the secretariat works with the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the Development Coordination Office to ensure that vacancy announcements are shared with those entities’ networks of qualified candidates.
 - (d) The Executive Director seeks advice from the Executive Office of the Secretary-General regarding the selection of male candidates at the P-5 and higher levels.
 - (e) The secretariat provides training to hiring managers to ensure awareness of the need to diversify the workforce.
 - (f) All hiring managers are required to ensure that an equal number of female and male candidates are shortlisted and interviewed, to the extent possible.
 - (g) In partnership with the United Nations Office at Nairobi, the secretariat reviews business processes in order to avoid duplication, encourage efficiency and improve monitoring.

⁴ Available at [gender_parity_strategy_october_2017.pdf](https://www.un.org/gender/parity_strategy_october_2017.pdf) (un.org).