

STAFFING REPORT

STAFFING IN UN-HABITAT AS AT 31 OCTOBER 2016

REPORT OF THE EXECUTIVE DIRECTOR

The report describes the staffing situation at UN-Habitat for the first ten months of the year 2016 as at 31 October 2016.

A. Professional Posts

1. Regular Budget

There are 50 established professional posts under the Regular Budget for the biennium 2016–2017, 41 posts or 82 per cent were occupied as at 31 October 2016, with 9 posts or 18 per cent at various stages of recruitment.

2. Extra-budgetary Resources

a) Habitat and Human Settlements Foundation (General Purpose)

There are 80 Foundation General Purpose professional posts, of which 32 posts or 40 per cent were occupied as at 31 October 2016, and one post or 1.3 per cent 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, with 2 post under recruitment as at 31 October 2016.

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 October 2016.

d) Habitat Programme Managers (HPMs)

As at 31 October 2016, 11 countries were supported by Habitat Programme Managers.

3. Junior Professional Officers (JPOs)

As at 31 October 2016, there were 9 JPOs working in UN-Habitat, 6 JPOs or 66.7 per cent based in Nairobi, and 3 JPOs or 33.3 per cent out posted at the following locations: the UN-Habitat Liaison Office in Brussels and the Regional Office for Arab States in Cairo.

Financing Government	No. of JPOs
France	1
Germany	5
Japan	2
Norway	1
Total	9

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 October 2016 there were a total of 227 active professional posts of which 207 or 91.2 per cent were occupied, giving an overall vacancy rate of 8.8 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 October 2016, there were a total of 120 active General Services and related posts, of which 109 posts or 90.8 per cent were occupied. The overall vacancy rate was 9.2 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 June 2016				As at 31 October 2016			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
Regular Budget Posts								
(1) Regular Budget								
(1a) Regular Budget	50	50	40		50	50	41	
(1b) Regular Budget general temporary assistance**		3	2			3	2	
(1c) Habitat III Secretariat general temporary assistance		1	1			1	1	
<i>Sub-total Regular Budget (1)</i>	50	54	43	20.4%	50	54	44	18.5%
Extrabudgetary Posts								
(2) Habitat and Human Settlements Foundation	80	35	34		80	33	32	
(2a) Management, Administration and Support Budget	30	20	20		30	19	18	
(2b) Programme of Work	50	15	14		50	14	14	
<i>Sub-total Regular Budget (1) and Habitat & Human Settlements Foundation (2)</i>	130	89	77	13.5%	130	87	76	12.6%
(3) UN Habitat Special Accounts for Programme Support								
(3a) Special Account for Foundation Programme Support	10	6	5		10	5	3	
(3b) Special Account for Technical Cooperation Programme Support	29	22	20		29	25	22	
(3c) Habitat Programme Managers (presence in countries)		14	13			10	10	
<i>Sub-total Core funds</i>	169	131	115	12.2%	169	127	111	12.6%
(4) Other earmarked funds								
(4a) Junior Professional accounts		12	12			9	9	
(4b) Activities financed from earmarked contributions		81	75			77	75	
(4c) National professionals*** (excluding HPMS)		11	10			14	12	
<i>Sub-total earmarked funds</i>		104	97	6.7%		100	96	4.0%
Grand Total	169	235	212	9.8%	169	227	207	8.8%

* 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 June 2016				As at 31 October 2016			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
Regular Budget Posts								
(1) Regular Budget								
(1a) Regular Budget	25	25	20		25	25	21	
(1b) Regular Budget general temporary assistance		4	4			4	4	
(1c) Habitat III Secretariat general temporary assistance		3	3			3	2	
<i>Sub-total Regular Budget (1)</i>	25	32	27	15.6%	25	32	27	15.6%
Extrabudgetary Posts								
(2) Habitat and Human Settlements Foundation	50	28	26		50	27	27	
(2a) Management, Administration and Support Budget	18	11	11		18	11	11	
(2b) Programme of Work	32	17	15		32	16	16	
<i>Sub-total Regular Budget (1) and Habitat & Human Settlements Foundation (2)</i>	75	60	53	11.7%	75	59	54	8.5%
(3) UN Habitat Special Accounts for Programme Support								
(3a) Special Account for Foundation Programme Support	20	16	15		20	16	13	
(3b) Special Account for Technical Cooperation Programme Support	11	7	6		11	7	6	
<i>Sub-total Core funds</i>	106	83	74	10.8%	106	82	73	11.0%
(4) Other earmarked funds								
(4a) Junior Professional accounts		-	-			-	-	
(4b) Activities financed from earmarked contributions		37	37			38	36	
<i>Sub-total earmarked funds</i>		37	37	0.0%		38	36	5.3%
Grand Total	106	120	111	7.5%	106	120	109	9.2%

* 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 October 2016

Country of Nationality	International professionals																National professionals (including 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	2							0	2
Australia										3						1		4							0	4
Austria												1						1							0	1
Belgium						1					2		1					4							0	4
Bolivia													1	1				2							0	2
Bosnia and Herzegovina													1					1							0	1
Botswana																1		1							0	1
Brazil										1		1						2						1	3	3
Burkina Faso																		0							1	1
Cambodia																		0							1	1
Cameroon											1							1							0	1
Canada											6		2	1				9							0	9
China											2							2							0	2
Colombia								1	1									2							0	2
Denmark															1			1							0	1
Egypt								1		1								2							0	2
Ethiopia															1			1							1	2
Finland															1			1							0	1
France										1	1	1		1	1	1		6							0	6
Gabon													1					1							0	1
Gambia											1		1					2							0	2
Germany											1	2	1	2	1	6	3	16							0	16
Ghana								1		1								2							0	2
Grenada															1			1							0	1
Guinea															1			1							0	1
India						1					1		1	1	1			5							0	5
Indonesia												1						2							0	2
Iran											1							1							0	1
Iraq															1			1							0	1
Italy											1	2	3	1	1	1		9							0	9

Country of Nationality	International professionals																National professionals (including 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		
Japan							1	1	1			2		2	3								0	10	
Kenya											3	1	4	5	1	1			1	1				6	21
Lebanon										1				1										0	2
Lithuania										1														0	1
Malawi												1		2						1				1	4
Malaysia												2			1									0	3
Maldives													1											0	1
Mali												1												0	1
Mexico								1																0	1
Mongolia												1												0	1
Myanmar																				1				1	1
Nepal										1	1													1	3
Netherlands													3											0	3
Niger												1		1										0	2
Nigeria						1				1	1	1	1			2				1				1	8
Norway														1		1								0	2
Pakistan																					1			1	1
Peru													1											0	1
Philippines												1	1	1										1	4
Rep. of Korea										1														0	1
Russian Federation																				1				1	1
Rwanda				1																				1	2
Senegal										1														0	1
Serbia																				1				1	1
Somalia																1					1	1		2	3
South Africa												1												0	1
Spain		1							1			2	1	1	1									0	7
Sri Lanka													1		1									1	3
Sweden												1	1							1				0	3
Syria										1														0	1
Tanzania										1														0	1
Turkey														2										0	2
Uganda					1		1					1												0	3

Country of Nationality	International professionals																National professionals (including 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		
United Kingdom						1				4	1	1	3		1								0	11
United States of America							1					1		1									0	3
Uruguay													1										0	1
Vietnam															1								0	1
Zambia										1													0	1
Zimbabwe								1	1	1													0	3
Grand Total	0	1	1	0	1	4	3	6	5	36	19	32	24	27	16	10	3	10	2	3	2	2	22	207

Total Number of Female = 76
Total Number of Male = 131
Total Number of Countries = 69

UN-Habitat Staff Members Distribution by Duty Station, Category and Gender
as at 31 October 2016

Duty Station	Professional category			National professional category (including HPMs)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Abuja			0		1	1			0	1
Accra		1	1			0			0	1
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	3	6			0	1		1	7
Brussels	1	3	4			0	1		1	5
Bukavu	1		1			0			0	1
Bunia		1	1			0			0	1
Cairo	1	3	4			0			0	4
Colombo	1	1	2		1	1			0	3
Fukuoka	2	6	8			0	3		3	11
Garoowe			0		1	1			0	1
Geneva		3	3			0			0	3
Goma		2	2			0			0	2
Hargeisa			0	1		1			0	1
Islamabad	1		1		1	1			0	2
Jerusalem		1	1			0			0	1
Juba		1	1			0			0	1
Kabul		3	3			0			0	3
Kathmandu			0		1	1			0	1
Khartoum		1	1			0			0	1
Kigali			0	1		1			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	50	68	118	2	4	6	66	28	94	218
Nay Pyi Taw		1	1			0			0	1
New York	4	3	7			0	2	1	3	10
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

Duty Station	Professional category			National professional category (including HPMs)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Rio de Janeiro	1	2	3	1		1	4	1	5	9
Riyadh		3	3			0			0	3
Tamale		1	1			0			0	1
Tehran		2	2			0			0	2
Vientiane		1	1			0			0	1
Wau		1	1			0			0	1
Yangon		1	1	1		1			0	2
Grand Total	69	116	185	7	15	22	78	31	109	316
Gender as percentage (%) of category	37.3%	62.7%		31.8%	68.2%		71.6%	28.4%		

Total Number of Duty Stations: 45
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