

## STAFFING REPORT

### STAFFING IN UN-HABITAT AS AT 30 JUNE 2016

#### REPORT OF THE EXECUTIVE DIRECTOR

The report describes the staffing situation at UN-Habitat for the second quarter of the year 2016 as at 30 June 2016.

#### A. Professional Posts

##### 1. Regular Budget

There are 50 established professional posts under the Regular Budget for the biennium 2016–2017, 40 were occupied as at 30 June 2016, with ten at various stages of recruitment.

##### 2. Extra-budgetary Resources

###### a) Habitat and Human Settlements Foundation (General Purpose)

There are 80 General Purpose Foundation professional posts, of which 29 were occupied as at 30 June 2016, and three 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 six active Foundation programme support posts, with one under recruitment as at 30 June 2016.

###### c) Technical Cooperation Programme Support

There were 22 active technical cooperation programme support posts, 21 were occupied with one position under recruitment as at 30 June 2016.

###### d) Habitat Programme Managers (HPMs)

As at 30 June 2016, 13 countries were supported by Habitat Programme Managers.

##### 3. Junior Professional Officers (JPOs)

As at 30 June 2016, there were 12 JPOs working in UN-Habitat, eight based in Nairobi, and four out posted at the following locations: the UN-Habitat Liaison Office in Brussels, the Regional Office for Arab States in Cairo and the Habitat III Secretariat.

Financing Government	No. of JPOs
France	2
Germany	4
Japan	2
Norway	3
Sweden	1
<b>Total</b>	<b>12</b>

#### **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 30 June 2016 there were a total of 233 active professional posts of which 207 were occupied, giving an overall vacancy rate of 10.8 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 30 June 2016, there were a total of 120 active General Services and related posts, of which 111 were occupied. The overall vacancy rate was 7.5 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 March 2016				As at 30 June 2016			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
<b>Regular Budget Posts</b>								
<b>(1) Regular Budget</b>								
(1a) Regular Budget	50	50	41		50	50	40	
(1b) Regular Budget general temporary assistance**		3	3			3	2	
(1c) Habitat III Secretariat general temporary assistance		1	1			1	1	
<i>Sub-total Regular Budget (1)</i>	<b>50</b>	<b>54</b>	<b>45</b>	<b>16.7%</b>	<b>50</b>	<b>54</b>	<b>43</b>	<b>20.4%</b>
<b>Extrabudgetary Posts</b>								
<b>(2) Habitat and Human Settlements Foundation</b>	<b>80</b>	<b>33</b>	<b>30</b>		<b>80</b>	<b>32</b>	<b>29</b>	
(2a) Management, Administration and Support Budget	30	18	15		30	17	15	
(2b) Programme of Work	50	15	15		50	15	14	
<i>Sub-total Regular Budget (1) and Habitat &amp; Human Settlements Foundation (2)</i>	<b>130</b>	<b>87</b>	<b>75</b>	<b>13.8%</b>	<b>130</b>	<b>86</b>	<b>72</b>	<b>16.3%</b>
<b>(3) UN Habitat Special Accounts for Programme Support</b>								
(3a) Special Account for Foundation Programme Support	10	6	6		10	6	5	
(3b) Special Account for Technical Cooperation Programme Support	29	22	21		29	22	20	
(3c) Habitat Programme Managers (presence in countries)		14	13			14	13	
<i>Sub-total Core funds</i>	<b>169</b>	<b>129</b>	<b>115</b>	<b>10.9%</b>	<b>169</b>	<b>128</b>	<b>110</b>	<b>14.1%</b>
<b>(4) Other earmarked funds</b>								
(4a) Junior Professional accounts		9	9			12	12	
(4b) Activities financed from earmarked contributions		85	84			81	75	
(4c) National professionals*** (excluding HPMS)		11	11			11	10	
<i>Sub-total earmarked funds</i>		<b>105</b>	<b>104</b>	<b>1.0%</b>		<b>104</b>	<b>97</b>	<b>6.7%</b>
<b>Grand Total</b>	<b>169</b>	<b>234</b>	<b>219</b>	<b>6.4%</b>	<b>169</b>	<b>232</b>	<b>207</b>	<b>10.8%</b>

\* 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 31 March 2016				As at 30 June 2016			
	Approved	Active*	Occupied	Vacancy Rate %	Approved	Active*	Occupied	Vacancy Rate %
<b>Regular Budget Posts</b>								
<b>(1) Regular Budget</b>								
(1a) Regular Budget	25	25	20		25	25	20	
(1b) Regular Budget general temporary assistance		4	4			4	4	
(1c) Habitat III Secretariat general temporary assistance		3	3			3	3	
<i>Sub-total Regular Budget (1)</i>	<b>25</b>	<b>32</b>	<b>27</b>	<b>15.6%</b>	<b>25</b>	<b>32</b>	<b>27</b>	<b>15.6%</b>
<b>Extrabudgetary Posts</b>								
<b>(2) Habitat and Human Settlements Foundation</b>	<b>50</b>	<b>28</b>	<b>26</b>		<b>50</b>	<b>28</b>	<b>26</b>	
(2a) Management, Administration and Support Budget	18	11	11		18	11	11	
(2b) Programme of Work	32	17	15		32	17	15	
<i>Sub-total Regular Budget (1) and Habitat &amp; Human Settlements Foundation (2)</i>	<b>75</b>	<b>60</b>	<b>53</b>	<b>11.7%</b>	<b>75</b>	<b>60</b>	<b>53</b>	<b>11.7%</b>
<b>(3) UN Habitat Special Accounts for Programme Support</b>								
(3a) Special Account for Foundation Programme Support	20	16	15		20	16	15	
(3b) Special Account for Technical Cooperation Programme Support	11	7	7		11	7	6	
<i>Sub-total Core funds</i>	<b>106</b>	<b>83</b>	<b>75</b>	<b>9.6%</b>	<b>106</b>	<b>83</b>	<b>74</b>	<b>10.8%</b>
<b>(4) Other earmarked funds</b>								
(4a) Junior Professional accounts		-	-			-	-	
(4b) Activities financed from earmarked contributions		37	37			37	37	
<i>Sub-total earmarked funds</i>		<b>37</b>	<b>37</b>	<b>0.0%</b>		<b>37</b>	<b>37</b>	<b>0.0%</b>
<b>Grand Total</b>	<b>106</b>	<b>120</b>	<b>112</b>	<b>6.7%</b>	<b>106</b>	<b>120</b>	<b>111</b>	<b>7.5%</b>

\* 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 30 June 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									0	2	
Australia									3					1											0	4
Austria											1														0	1
Bangladesh																			1						1	1
Belgium							1		2		1														0	4
Bolivia											1	1													0	2
Bosnia and Herzegovina												1													0	1
Brazil									1		1											1			1	3
Burkina Faso																				1					1	1
Cambodia																				1					1	1
Cameroon												1													0	1
Canada									7		2	1													0	10
China									2											1					1	3
Colombia							1	1																	0	2
Denmark									1				1												0	2
Egypt							1		1																0	2
Ethiopia														1						1					1	2
Finland													1		1										0	2
France									1	1	1		1	1	1	1									0	7
Gabon												1													0	1
Gambia									1		1														0	2
Germany									1	2	1	2	1	4	3										0	14
Ghana							1		1																0	2
Grenada														1											0	1
Guinea														1											0	1
India					1				1		1	1	1												0	5
Indonesia											1														0	2
Iran									1																0	1
Iraq														1											0	1
Italy									1	2	3	1	1	1											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			2	2	3			9							0	9	
Kenya											3	1	4	5	1	1	15			1	2	1	1	5	20
Lebanon										1				1		2								0	2
Malawi												1		2		3				1				1	4
Malaysia											2					2								0	2
Maldives													1			1								0	1
Mali												1				1								0	1
Mexico								1								1								0	1
Mongolia											1					1								0	1
Myanmar																0				1				1	1
Nepal										1	1					2				1				1	3
Netherlands												2				2								0	2
Niger												1		1		2								0	2
Nigeria										1	1		1	1	2	6				1				1	7
Norway														1	2	4								0	4
Pakistan																0						1	1	1	1
Philippines												1	1	1		3				1				1	4
Republic of Korea										1						1								0	1
Russian Federation																0				1				1	1
Rwanda				1												1								1	2
Senegal								1			1					2								1	3
Serbia																0				1				1	1
Somalia															1	1						1	1	1	2
South Africa												1				1								0	1
Spain		1								2		2	1	1	1	8								0	8
Sri Lanka													1		1	2								0	2
Sweden								1				1	2		1	6								0	6
Syrian Arab Republic															1	1								0	1
Tanzania, United Rep. of															1	1								0	1
Turkey														2		2								0	2
Uganda												1				1								0	1
United Kingdom								1			4	1	1	3	1	11								0	11
United States of America								1					1		1	3								0	3

Country of Nationality	International professionals																Total Int'l 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		
Uruguay													1										0	1	
Vietnam																							1	1	
Zambia											1												0	1	
Zimbabwe							1	1	1														0	3	
<b>Grand Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>36</b>	<b>19</b>	<b>32</b>	<b>24</b>	<b>27</b>	<b>15</b>	<b>11</b>	<b>184</b>	<b>3</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>23</b>	<b>207</b>

<b>Total Number of Female = 72</b>
<b>Total Number of Male = 135</b>
<b>Total Number of Countries = 67</b>

**UN-Habitat Staff Members Distribution by Duty Station, Category and Gender**  
**as at 30 June 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
Beijing			0		1	1			0	1
Brussels	1	2	3			0	1		1	4
Bunia		1	1			0			0	1
Cairo	1	3	4			0			0	4
Colombo	1	2	3			0			0	3
Dakar			0		1	1			0	1
Dhaka			0		1	1			0	1
Fukuoka	3	6	9			0	3		3	12
Garoowe			0		1	1			0	1
Geneva		3	3			0			0	3
Goma		2	2			0			0	2
Hanoi			0		1	1			0	1
Islamabad	1		1		1	1			0	2
Jerusalem		2	2			0			0	2
Juba		1	1			0			0	1
Kabul		2	2			0			0	2
Kathmandu			0		1	1			0	1
Khartoum		1	1			0			0	1
Kigali			0	1		1			0	1
Kinshasa		1	1			0			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
Mexico City		1	1			0			0	1
Moscow			0	1		1	1		1	2
Mwanza			0			0		1	1	1
Nairobi	47	68	115	2	3	5	68	28	96	216
Nay Pyi Taw		1	1			0			0	1
New York	4	2	6			0	2	1	3	9



Duty Station	Professional category			National professional category (including HPMs)			General Service category			Grand Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Ouagadougou			0		1	1			0	1
Phnom-Penh			0		1	1			0	1
Port-au-Prince		1	1			0			0	1
Pristina	1	1	2		1	1			0	3
Rio de Janeiro	1	2	3	1		1	4	1	5	9
Riyadh		4	4			0			0	4
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
<b>Grand Total</b>	<b>66</b>	<b>118</b>	<b>184</b>	<b>6</b>	<b>17</b>	<b>23</b>	<b>80</b>	<b>31</b>	<b>111</b>	<b>318</b>
Gender as percentage (%) of category	35.9%	64.1%		26.1%	73.9%		72.1%	27.9%		

<b>Total Number of Duty Stations:</b>	<b>48</b>
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