



Executive Board of the United Nations

Human Settlements Programme

First meeting (resumed)

Nairobi, 19 and 20 November 2019

Item 3 of the provisional agenda*

Financial, budgetary and administrative matters

UN-Habitat staffing report as at 30 June 2019

I. Introduction

1. This report presents the staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 30 June 2019.¹ In addition to the information on the posts funded by each source of funding presented in the sections below, annex I provides a summary of approved, unfunded, vacant and occupied professional and general service posts (international and national) by source of funding as at 30 June 2019, annex II shows the professional staff by nationality, grade and gender and annex III provides a summary of the distribution of all professional staff (international and national) by duty station, category and gender.

II. Overview

2. Annex 1 shows that as at 30 June 2019, there were 238 active professional posts, of which 200, or 84.0% per cent, were occupied, and 139 active general service posts, of which 98, or 72.1% per cent, were occupied.

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 30 June 2019.

* HSP/EB.1/1/Rev.1.

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

Figure 1
Staffing by source of funding

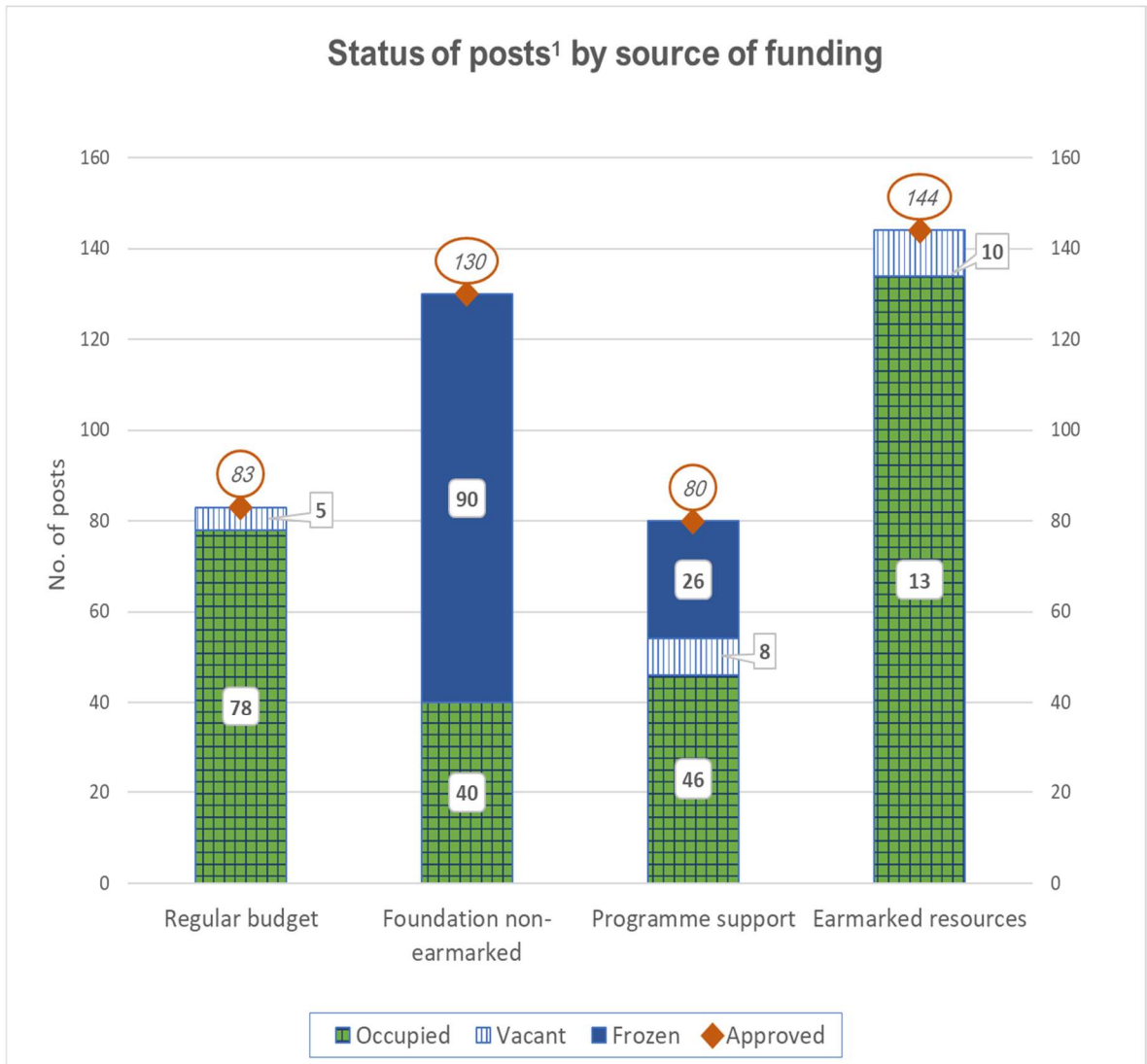
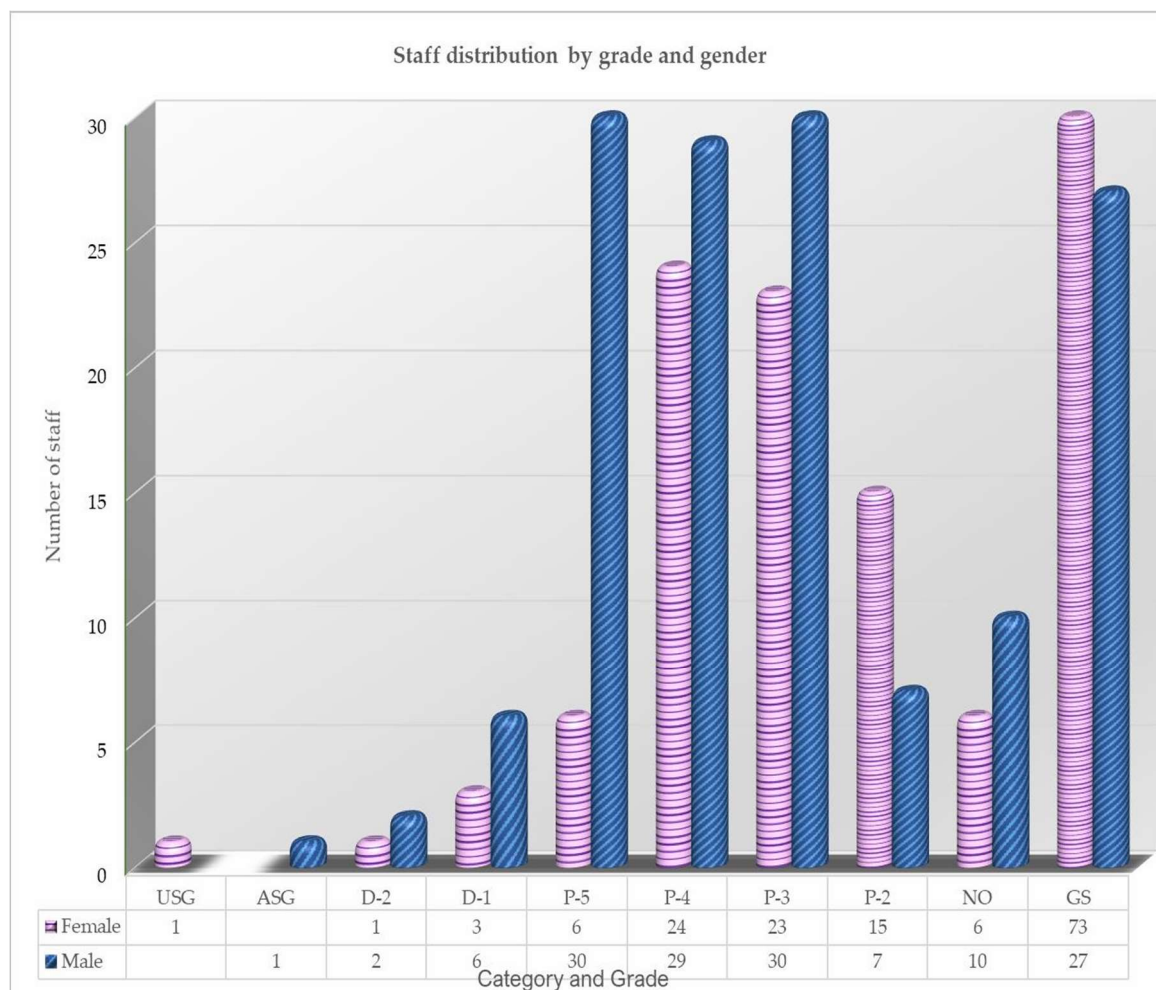


Figure 2
Staff distribution by grade and gender



Abbreviations: ASG, Assistant Secretary-General; D, director; GS, general service; NO, national professional officer; P, professional; USG, Under-Secretary-General.

III. Regular budget

4. The regular budget for the biennium 2018–2019 provides for 83 total posts, comprising 73 established posts and 10 general temporary assistance posts. The established posts consist of 49 professional and 24 general service posts. The 10 general temporary assistance posts, for which additional resources have been made available, consist of 4 posts for the regional programme for technical cooperation, 3 for the quadrennial report and another 3 for the recurrent provision under the Executive Direction and Management work programme area.

IV. Foundation non-earmarked fund

5. At its twenty-sixth session, the Governing Council, in reviewing the work programme and budget for the 2018–2019 biennium, resolved that, due to lack of funding, 60 of the 130 approved professional and general service posts should be frozen. Another 30 posts were subsequently frozen pending improvement in cash inflows.

6. There were 70 posts funded by the Foundation non-earmarked fund in the biennium, comprising 38 professional posts and 32 general service posts. Of these, 40 were active and fully occupied as at 30 June 2019. For cash flow reasons, UN-Habitat has temporarily frozen recruitment for the remaining 30 posts that became vacant against this fund.

V. Programme support account

7. There were 80 approved posts under the programme support account, consisting of 45 professional posts and 35 general service posts. Of these, 46 (29 professional and 17 general service) were fully occupied as at 30 June 2019. During this period, eight countries were supported by Habitat programme managers; it should be noted, however, that the Habitat programme manager posts are cost-shared with earmarked funds from those countries.

8. Existing fixed-term appointments Posts funded by both the Foundation non-earmarked fund and the programme support account are currently extended to 31 December 2019.

VI. Other earmarked resources

9. Other earmarked resources consist of Foundation earmarked and technical cooperation funds other than those allocated to programme support. As at 30 June 2019, there were 163 field and project posts funded by other earmarked funds. A total of 134 posts were fully occupied, comprising 95 professional posts and 39 general service posts. These included 10 junior professional officers, all based in Nairobi, financed by various governments as shown in table 1, below.

Table 1

Junior professional officers

	<i>Financing government</i>				Total
	France	Germany	Italy	Japan	
Number of junior professional officers	1	4	2	3	10

ANNEX 1 Funding source and funded area	QUARTER 4: 31 DECEMBER 2018												QUARTER 2: 30 JUNE 2019												
	Professional Posts						General Service Posts						Professional Posts						General Service Posts						
	Approved	Un-funded\$	Funded / Active*	Frozen	Occupied	Vacancy Rate %	Approved	Unfunded	Funded / Active*	Frozen\$	Occupied	Vacancy Rate %	Approved	Un-funded\$	Funded / Active*	Frozen	Occupied	Vacancy Rate %	Approved	Unfunded	Funded / Active*	Frozen\$	Occupied	Vacancy Rate %	
1.0 Regular Budget Posts																									
1.1: Established posts	49	-	49	1	48	2.0%	24	-	24	1	23	4.2%	49	-	49	4	45	8.2%	24	-	24	1	23	4.2%	
1.1.1: Programme of Work	38	-	38	1	37	2.6%	13	-	13	-	13	-	38	-	38	4	36	10.5%	13	-	13	-	13	-	
1.1.2: Executive Direction and Management and Programme Support	11	-	11	-	11	-	11	-	11	1	10	9.1%	11	-	11	-	11	-	11	-	11	1	10	9.1%	
1.2: General Temporary Assistance	6	-	6	-	6	-	4	-	4	-	4	-	6	-	6	-	6	-	4	-	4	-	4	-	
1.2.1: Programme of Work: Recurrent - RPTC (Section 23)	3	-	3	-	3	-	1	-	1	-	1	-	3	-	3	-	3	-	1	-	1	-	1	-	
1.2.2: Programme of Work: Non-recurrent - Quadrennial Report	3	-	3	-	3	-	-	-	-	-	-	-	3	-	3	-	3	-	-	-	-	-	-	-	
1.2.3: Executive Direction and Management and Programme Support: Recurrent	-	-	-	-	-	-	3	-	3	-	3	-	-	-	-	-	-	-	3	-	3	-	3	-	
Sub-total	55	-	55	1	54	1.8%	28	-	28	1	27	3.6%	55	-	55	4	51	7.3%	28	-	28	1	27	3.6%	
2.0 Foundation General Purpose Posts																									
2.1: Established posts																									
2.1.1: Programme of Work	48	30	18	10	8	55.6%	25	10	15	5	10	33.3%	48	30	18	5	13	27.8%	25	10	15	10	5	66.7%	
2.1.2: Executive Direction and Management and Programme Support	32	12	20	8	12	40.0%	25	8	17	5	12	29.4%	32	12	20	8	12	40.0%	25	8	17	7	10	41.2%	
Sub-total	80	42	38	18	20	47.4%	50	18	32	10	22	31.3%	80	42	38	13	25	34.2%	50	18	32	17	15	53.1%	
3.0 Programme Support Posts																									
3.1: Established posts	45	-	45	21	24	46.7%	35	-	35	12	23	34.3%	45	-	45	11	36	24.4%	35	-	35	11	17	31.4%	
3.1.1: Programme of Work	24	-	24	10	14	41.7%	14	-	14	7	7	50.0%	24	-	24	2	22	8.3%	14	-	14	4	10	28.6%	
3.1.2: Executive Direction and Management and Programme Support	21	-	21	11	10	52.4%	21	-	21	5	16	23.8%	21	-	21	9	14	42.9%	21	-	21	7	7	33.3%	
3.2: Habitat Programme Managers (Presence in Countries)	7	-	7	-	7	-	-	-	-	-	-	-	7	-	7	-	7	-	-	-	-	-	-	-	
3.2.1: Programme of Work	7	-	7	-	7	-	-	-	-	-	-	-	7	-	7	-	7	-	-	-	-	-	-	-	
3.2.2: Executive Direction and Management and Programme Support	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sub-total	52	-	52	21	31	40.4%	35	-	35	12	23	34.3%	52	-	52	11	43	21.2%	35	-	35	11	17	31.4%	
Sub-total: Core	187	42	145	40	105	27.6%	113	18	95	23	72	24.2%	187	42	145	28	119	19.3%	113	18	95	29	59	30.5%	
4.0 Other earmarked funds																									
4.1: Junior Professional Funds	10	-	10	-	10	-	-	-	-	-	-	-	10	-	10	-	10	-	-	-	-	-	-	-	
4.1.1: Programme of Work	10	-	10	-	10	-	-	-	-	-	-	-	10	-	10	-	10	-	-	-	-	-	-	-	
4.1.2: Executive Direction and Management and Programme Support	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
4.2: National Professionals*** (Excluding HPMS)	22	-	22	12	10	54.5%	-	-	-	-	-	-	22	-	22	12	10	54.5%	-	-	-	-	-	-	
4.2.1: Programme of Work	22	-	22	12	10	54.5%	-	-	-	-	-	-	22	-	22	12	10	54.5%	-	-	-	-	-	-	
4.2.2: Executive Direction and Management and Programme Support	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
4.3: Activities financed from earmarked contributions	47	-	47	-	47	-	44	-	44	-	44	-	61	-	61	-	61	-	44	-	44	5	39	11.4%	
4.3.1: Programme of Work	38	-	38	-	38	-	33	-	33	-	33	-	52	-	52	-	52	-	33	-	33	5	28	15.2%	
4.3.2: Executive Direction and Management and Programme Support	9	-	9	-	9	-	11	-	11	-	11	-	9	-	9	-	9	-	11	-	11	-	11	-	
Sub-total: Earmarked funds	79	-	79	12	67	15.2%	44	-	44	-	44	-	93	-	93	12	81	12.9%	44	-	44	5	39	11.4%	
Grand Total	266	42	224	52	172	23.2%	157	18	139	23	116	16.5%	280	42	238	40	200	16.8%	157	18	139	34	98	24.5%	

§ Biennium 2018-2019 WP&B, per HSP/GC/26/6 para 45; sixty 60 posts (P=42, G=18) under HHSF are considered unfunded until resources become available. Foundation GP funded posts which become vacant are included.

* Active posts are defined as those posts which are fully funded and are open for recruitment, i.e. not temporarily frozen due to cashflow, divisional programmatic and structural reviews.

** Section 23 GTA posts, and Quadrennial Report support in lieu of one abolished RB post

*** National professional posts funded by earmarked projects

Annex II

Professional posts at UN-Habitat by nationality, grade and gender, as at 30 June 2019

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							1				1	3
Australia										2	1	1					4											0	4
Austria												1					1											0	1
Bangladesh																	0											0	0
Belgium						1				2		1					4											0	4
Bolivia (Plurinational State of)												1					1											0	1
Bosnia and Herzegovina												1					1											0	1
Botswana															1		1											0	1
Brazil										1		1	1				3									1		1	4
Burkina Faso																	0											0	0
Cambodia																	0					1						1	1
Cameroon				1						1							2											0	2
Canada										2		2	1				5											0	5
Chad										1		1					2											0	2
Chile														1			1												1
China										2							2											0	2
Colombia								1									1											0	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	Female	Male
Czech Republic															1												0	1	
Denmark													1															0	1
Egypt										1																		0	1
Ethiopia																			1									1	1
Finland											1		1															0	2
France									1		1		2	1	1													0	6
Gabon												1																0	1
Gambia										1		1																0	2
Germany										1	2	2	2	2	4	2												0	15
Ghana								1																				0	1
Guinea																												0	0
Hungary													1															0	1
India							1			1	1	1		1														0	5
Indonesia											1			1														0	2
Iran (Islamic Republic of)										1																		0	1
Iraq														1														0	1
Italy									1	1	2	2	2	2	2													0	12
Japan						1	1			1		1	3	2	3	3												0	15
Kenya											4		2	7	1	1				1	3	1				3	8	23	
Lebanon							1							1														0	2
Lithuania										1																		0	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
Malawi												1		1			2									0	2
Malaysia	1										2				1		4									0	4
Maldives																	0									0	0
Mexico								1									1									0	1
Mongolia											1						1									0	1
Morocco									1								1									0	1
Nepal										1	1						2			1						1	3
Netherlands												1					1									0	1
Niger												1		1			2									0	2
Nigeria										1	1	1	1				4									0	4
Norway															1		1									0	1
Pakistan															1		1									0	1
Peru														1			1									0	1
Philippines													1				1			1						1	2
Republic of Korea										1							1									0	1
Russian Federation																	0		1							1	1
Rwanda																	0									0	0
Senegal										1							1									0	1
Serbia																	0			1						1	1
Somalia															1		1				1	1				2	3
South Africa												1					1									0	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	
Spain									1		2		1	2			6									0	6	
Sri Lanka												1		1			2				1					1	3	
Sweden											1		2	1			4									0	4	
Syrian Arab Republic										1							1									0	1	
United Rep. of Tanzania																	0								1	1	1	
Turkey														2			2									0	2	
Uganda					1				1			1					3									0	3	
United Kingdom										5	1	1	2	2			11									0	11	
United States of America								1		2	2			1			6									0	6	
Viet Nam															1		1									0	1	
Zambia											1						1									0	1	
Zimbabwe								1		1							2									0	2	
Total	1	0	0	1	1	2	3	5	5	32	25	27	22	32	15	9	180				1	7	5	2	1	4	20	200

Total number of females = 79

Total number of males = 121

Total number of countries= 71

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

Abbreviations: ASG, Assistant Secretary-General; D, director; GS, general service; HPMS, Habitat programme managers; NO, national professional officer; P, professional; USG, Under-Secretary-General.

Annex III

UN-Habitat professional staff: Distribution by duty station, category and gender (as at 30 June 2019)

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	0		0	0	1	1	0	0	0	1
Amman		1	1			0			0	1
Barcelona	3	2	5			0	1		1	6
Bangkok	1		1			0				1
Brussels		2	2			0	1		1	3
Bukavu	1		1			0			0	1
Bunia			0			0			0	0
Cairo	1	2	3			0			0	3
Colombo		1	1		1	1			0	2
Damascus			0			0			0	0
Erbil	3		3			0			0	3
Fukuoka	1	7	8			0	3		3	11
Garroowe			0		1	1			0	1
Geneva		1	1			0			0	1
Goma		2	2			0			0	2
Hargeisa			0	1		1			0	1
Juba			0			0			0	0
Kabul	1	3	4	1		1			0	5
Kathmandu		1	1		1	1			0	2
Khartoum	1	1	2			0			0	2
Kinshasa		1	1			0			0	1
La Paz		1	1			0			0	1
Lilongwe			0			0			0	0
Madrid	1		1			0			0	1
Manila		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	
Mogadiscio		2	2			0			0	2
Moscow			0	1		1	1		1	2
Mwanza			0		1	1		1	1	2
Nairobi	57	65	122	3	5	8	64	24	88	218
New York	1	4	5			0	1	1	2	7
Ouagadougou			0			0			0	0
Phnom-Penh			0		1	1			0	1
Pristina	1		1		1	1			0	2
Rio de Janeiro	2		2	1		1	1		1	4
Riyadh		1	1			0			0	1
Sao Tome	1		1			0				1
Tunis	1		1			0				1
Tehran		2	2			0			0	2
Vientiane		1	1			0			0	1
Yangon		3	3			0			0	3
Total	76	104	180	7	13	20	72	26	98	298
Gender (% of category)	42.2	57.8		35.0	65.0		73.5	26.5		

Total number of duty stations:	40
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Abbreviations: Assistant Secretary-General; D, director; GS, general service; HPMS, Habitat programme managers; NO, national professional officer; P, professional; USG, Under-Secretary-General.