

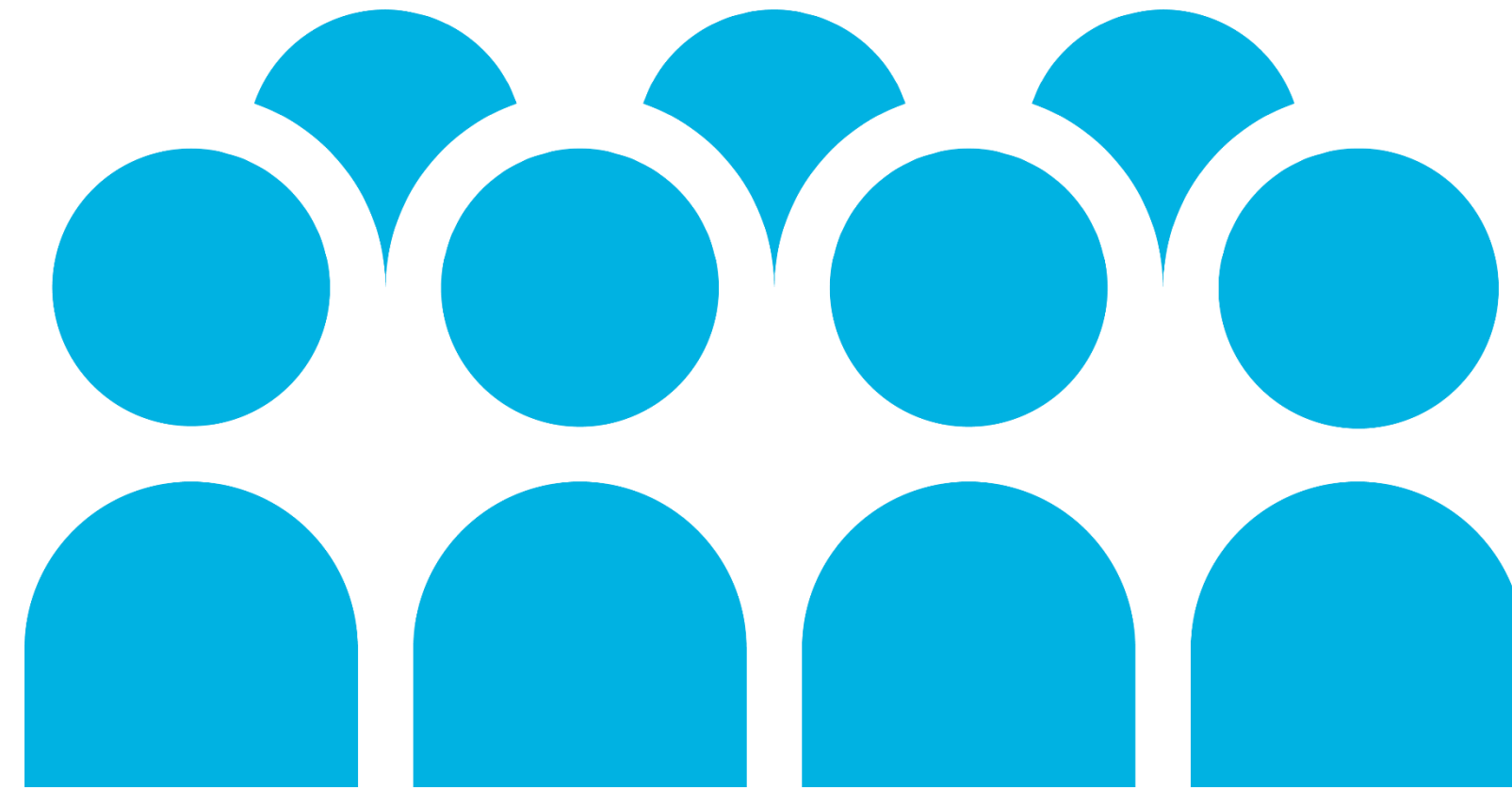


Gender and Geographical Distribution

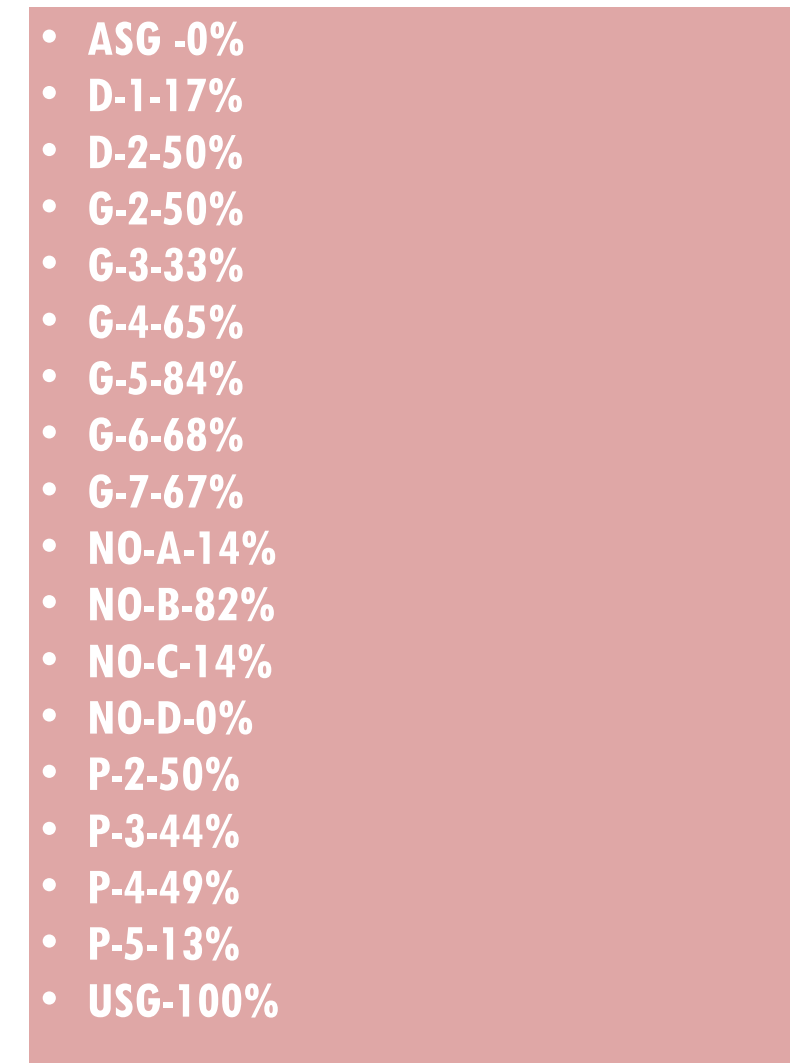
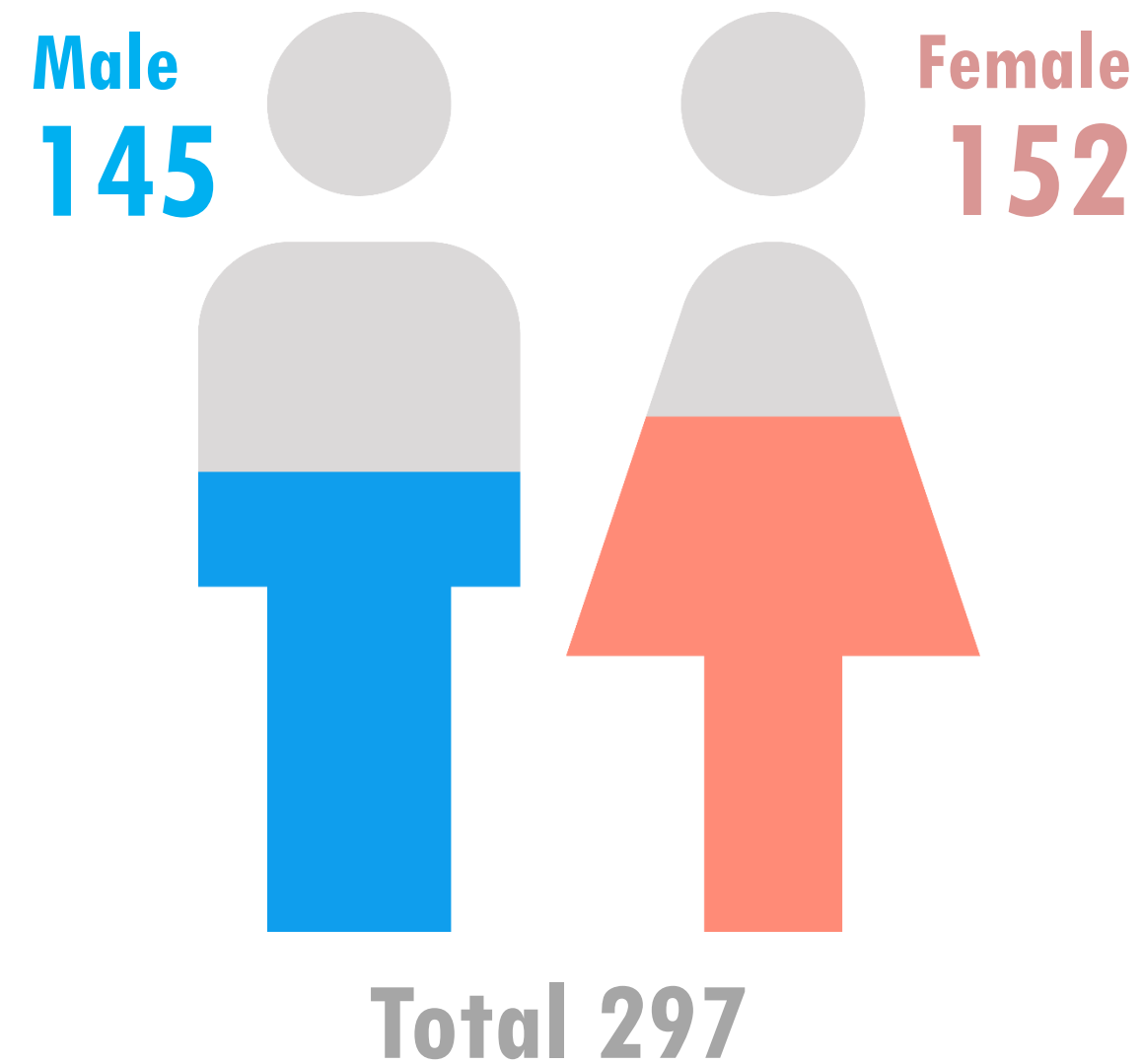
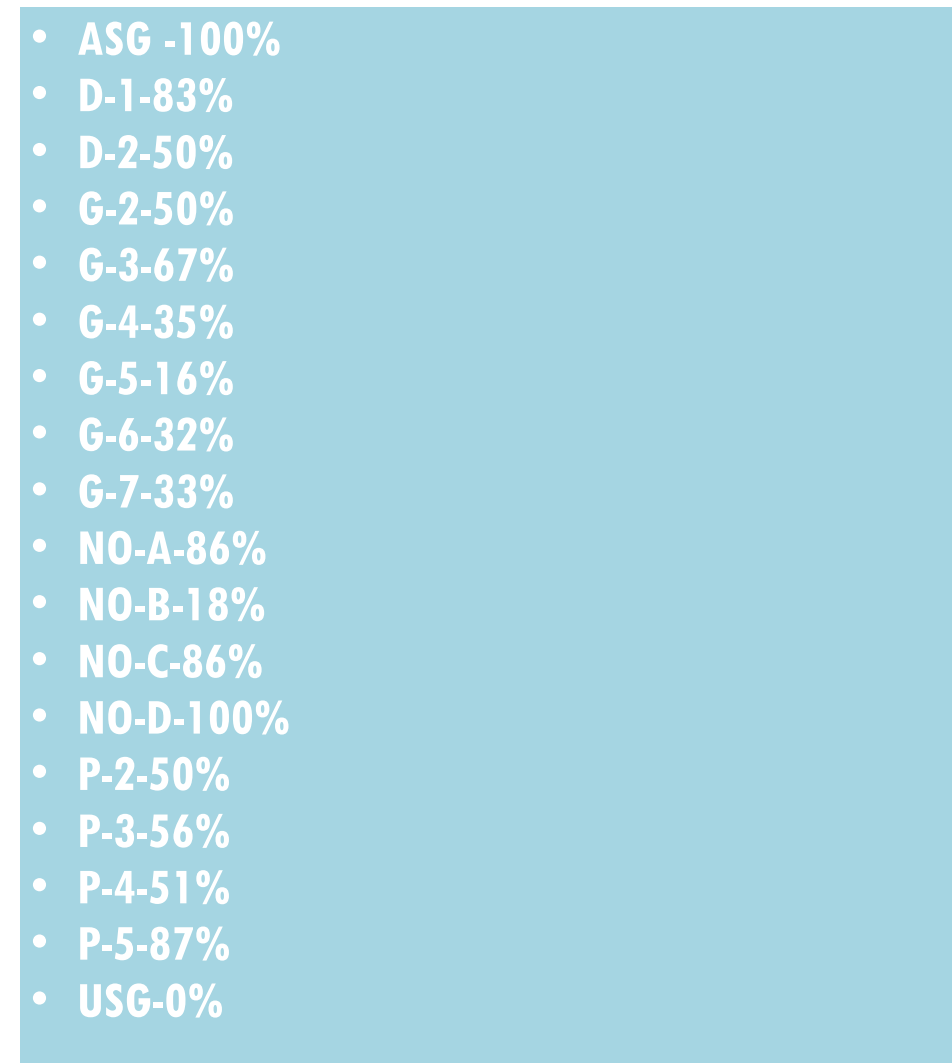
Executive Board Meeting
29 October 2020

| Outline

- Gender Distribution
- Geographical Distribution
- Challenges & Future Planning



| Staff Numbers according to Gender



Analysis:

- There are imbalances in favour of women amongst the General Staff at G4-G7 levels; NO-B levels as well.
- At P-level, there is parity at P2, P3 and P4 levels.
- At P5 and D1 level, there is a predominance of men.

| Immediate Remedial Action

Advocacy:

- Gender-focused ‘change agents’ were appointed to ensure advocacy at organisational level in 2018-19
- Gender mainstreaming in all advocacy events including achieving panel parity at the 10th World Urban Forum
- Ensuring all task teams have gender parity.
- Broadcasting and sharing of key UN regulation documents with all staff and consultants

Guidance to Hiring Managers:

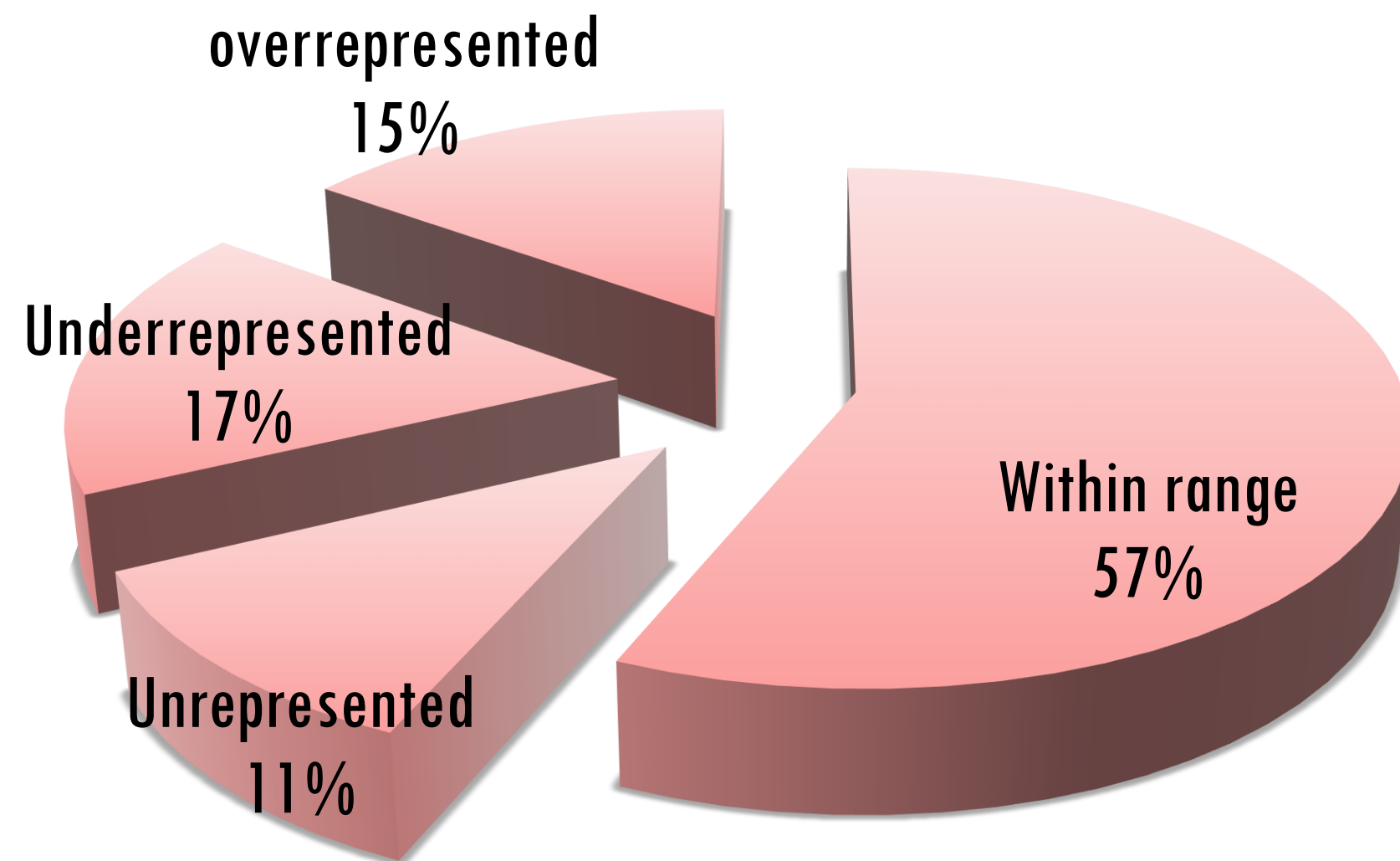
- Hiring Managers are informed about their obligation to ensure equitable hiring processes.
- All recommendations with all male candidates are rejected by the Office of the Executive Director and hiring manager are required to repeat the recruitment process and/or explain why a woman candidate was not part of the recommendation.
- All female candidates that meet the criteria for the job they apply for automatically qualify to take the written test.

Outreach to Member States:

- All regular job openings are circulated to Member States through the Secretariat of Governing Bodies

| Geographical Balance of Staff Members at UN-Habitat

Geo Representation



Objectives

- 63 countries are represented at UN-Habitat giving us a 56% within range performance.
- 15% of countries are over-represented.
- 17% are under-represented.
- 11% is unrepresented.

UN-Habitat is focusing three types of remedial actions:

- Advertising to member states.
- Increasing opportunities in the underrepresented and unrepresented states.
- Creating a balance in the regional representation

| Key Challenges

- UN-Habitat has been in austerity since 2018 with a freeze on most positions
- Recruitment for positions that are funded by ear-marked funds (project funding) are not continuing contracts and are usually in duty stations that are not attractive to particular candidates.
- There is a lack of pro-activeness amongst hiring managers to actively seek out appropriate candidates to ensure increased diversity.

In the medium and long term, UN-Habitat hopes to widen opportunities by:

- Securing more consistent annual recurring core funding to allow the Executive Director to ensure gender and regional balance
- Actively seeking suitable candidates and proactively asking them to apply for available positions.
- Work with UNON to make Nairobi and other duty stations more attractive to the required candidates.

THANK YOU!

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