



Executive Board of the United Nations

Human Settlements Programme

First session of 2021

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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 and a
proposal on geographical and gender balance**

Staffing of the United Nations Human Settlements Programme as at 31 December 2020

Report of the Executive Director

I. Introduction

1. The present report presents the staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 31 December 2020.¹ In addition to the information on posts by source of funding set out below, annex I shows professional posts by nationality, grade and gender, and annex II provides a summary of the distribution of all professional staff (national and international) by duty station, category and gender.

II. Overview

2. Table 1 shows that, as at 31 December 2020, there were 449 approved posts, of which 299, or 66.6 per cent, were occupied. That comprised 313 approved professional posts, of which 196, or 62.6 per cent, were occupied, and 136 approved general service posts, of which 103, or 75.7 per cent, were occupied. Table 2 shows post distribution by grade. Table 3 presents additional information for junior professional officer posts. Regular budget posts comprise established posts and general temporary assistance posts under section 15 (human settlements) and general temporary assistance posts under section 23 (regional programme of technical cooperation).

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 31 December 2020.

* HSP/EB.2021/1.

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

Table 1
Post occupancy by source of funding

Funding source	Professional category and above				General service				Total			
	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.
Foundation non-earmarked	93	21	72	22.6	42	22	20	52.4	135	43	92	31.9
Regular budget	52	50	2	96.2	28	26	2	92.9	80	76	4	95
Programme support	31	24	7	77.4	21	16	5	76.2	52	40	12	76.9
Foundation earmarked	73	52	21	71.2	39	33	6	84.6	112	85	27	75.9
Technical cooperation	64	49	15	76.6	6	6	0	100	70	55	15	78.6
Total	313	196	117	62.6	136	103	33	75.7	449	299	150	66.6

Abbreviations: Appr., approved; Occ., occupied; Vac., vacant; Pct., percentage of occupancy.

Table 2
Post distribution by grade

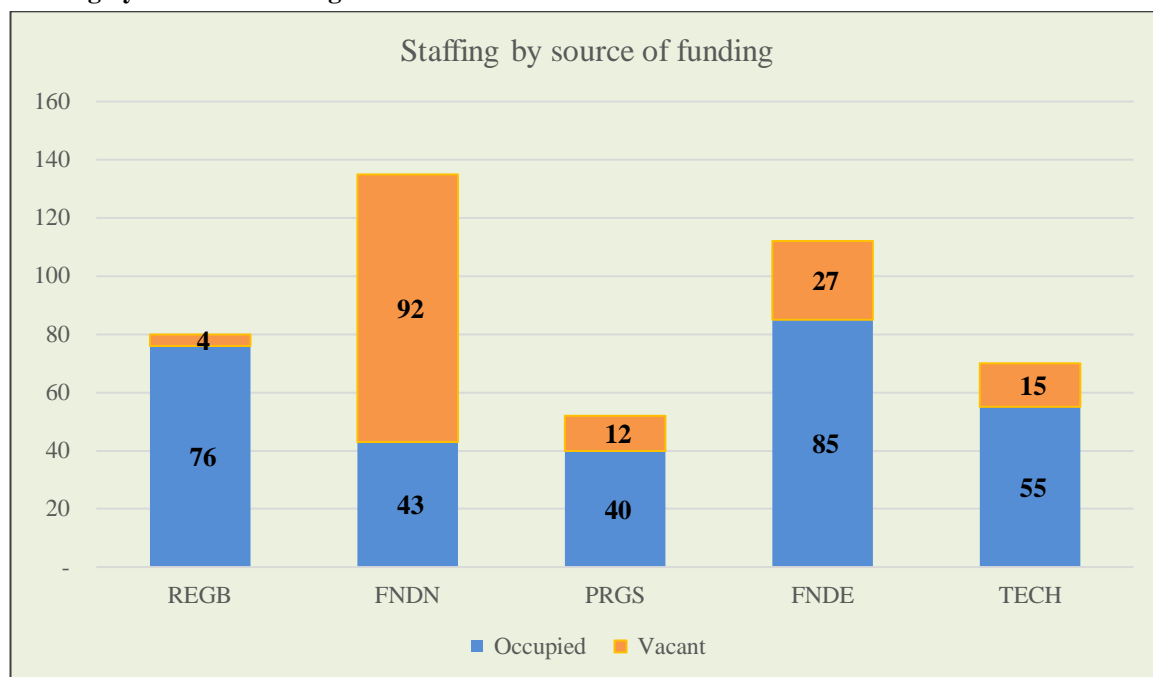
Funding source	Professional category and above									General service		
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	N-O	Total	L-L	Total
Foundation non-earmarked	–	1	1	1	6	9	3	–	–	21	22	43
Regular budget	1	–	1	4	11	17	12	4	–	50	26	76
Programme support	–	–	–	1	5	6	8	2	2	24	16	40
Foundation earmarked	–	–	–	–	2	9	20	12	9	52	33	85
Technical cooperation	–	–	–	–	6	8	13	5	17	49	6	55
Total	1	1	2	6	30	49	56	23	28	196	103	299

Abbreviations: ASG, Assistant Secretary-General; D, director; L-L, local level; N-O, national professional officer; P, Professional; USG, Under-Secretary-General.

Table 3
Junior professional officers

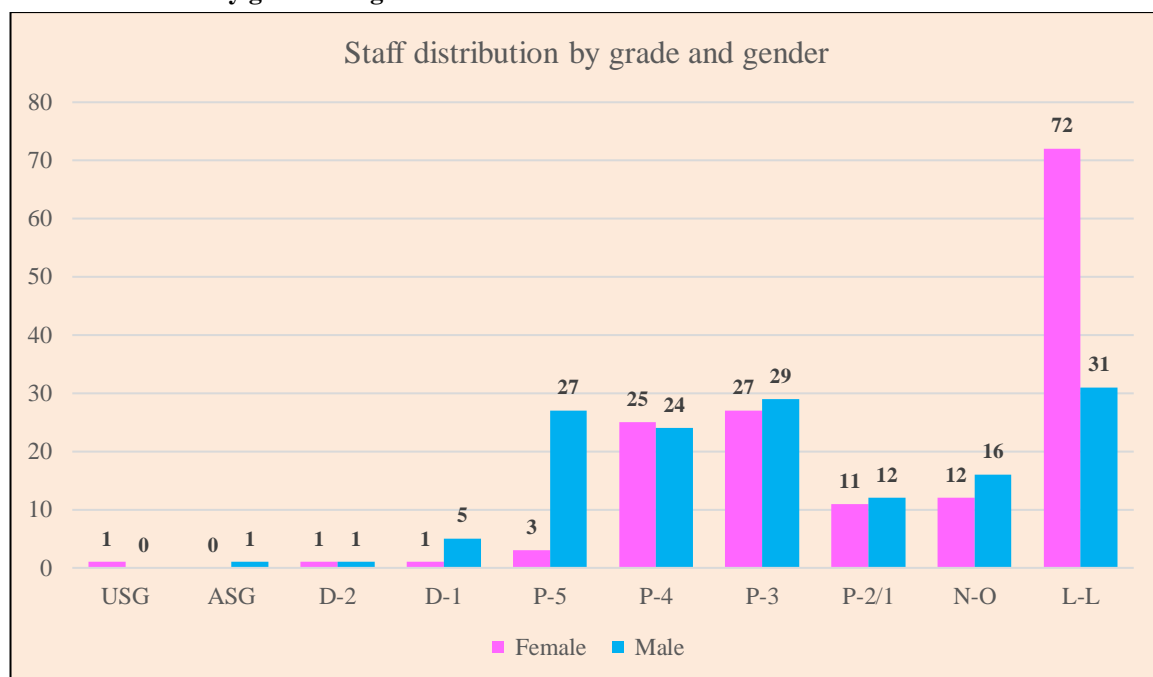
Description	Financing Government			Total
	Germany	Italy	Japan	
Number of junior professional officers	4	1	2	7

Figure 1
Staffing by source of funding



Abbreviations: FNDE, Foundation earmarked; FNDN, Foundation non-earmarked; PRGS, programme support; REGB, regular budget; TECH, technical cooperation.

Figure 2
Staff distribution by grade and gender



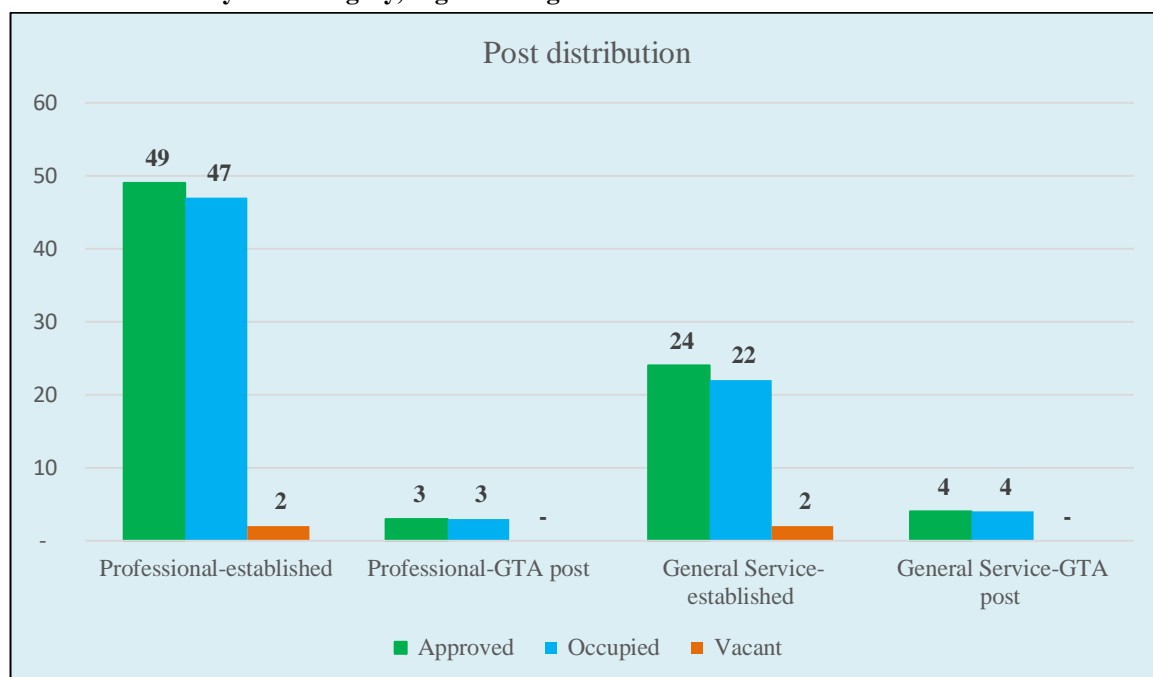
Abbreviations: ASG, Assistant Secretary-General; D, director; L-L, local level; N-O, national professional officer; P, professional; USG: Under-Secretary-General. The above includes temporary appointments.

III. Regular budget

4. The regular budget for 2020 provides for a total of 80 posts, comprising 73 established posts and 7 general temporary assistance posts. The established posts consist of 49 Professional and 24 General Service posts, while the general temporary assistance posts, for which additional resources have been made available, consist of 4 posts for the regional programme for technical cooperation and 3 for the recurrent provision under the executive direction and management area of the work programme. A total of 76 posts were occupied. The General Assembly has approved an

additional two P-4 posts under the regular budget that became effective on 1 January 2021, thus providing a total of 82 posts.

Figure 3
Post distribution by staff category, regular budget

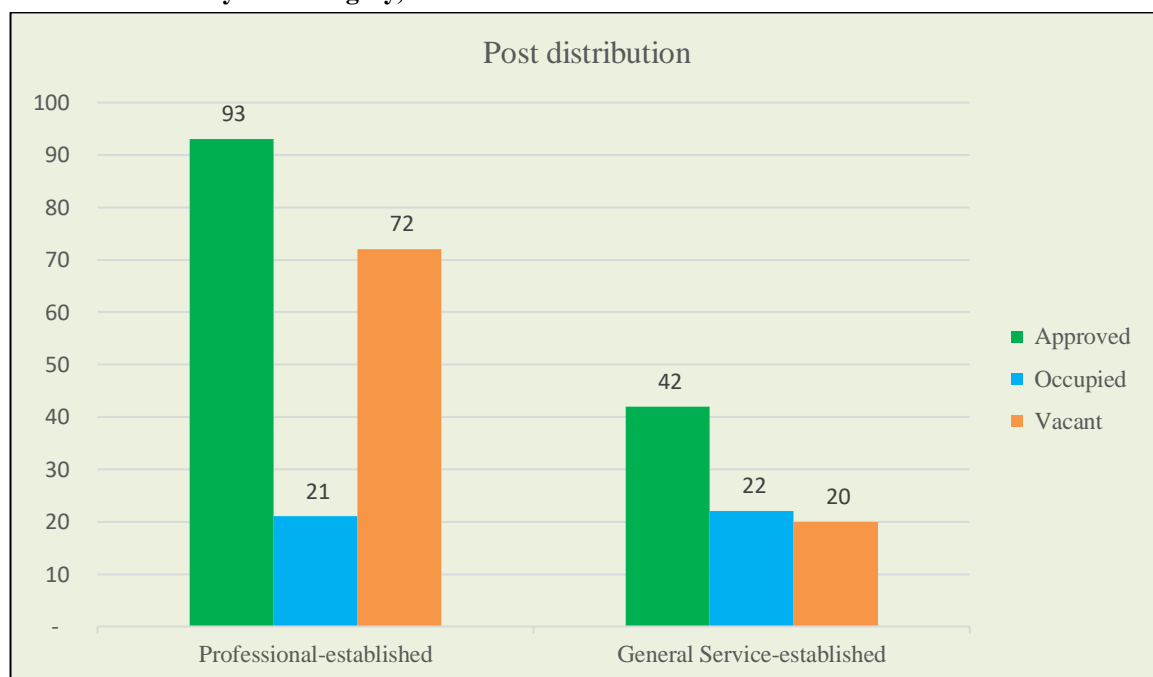


Abbreviation: GTA, general temporary assistance.

IV. Foundation non-earmarked funds

5. There were 135 posts funded by Foundation non-earmarked funds in 2020, comprising 93 Professional posts and 42 General Service posts. Of those, 43 were occupied as at 31 December 2020, with a total of 92 vacant posts, as shown in figure 4 below. The UN-Habitat Executive Board, in its decision 2020/3, approved the UN-Habitat work programme and the Human Settlements Foundation budget for 2021 (HSP/EB.2020/22), thereby also approving a reduced composition of 58 posts for the Foundation non-earmarked funds budget, effective 1 January 2021.

Figure 4
Post distribution by staff category, Foundation non-earmarked funds

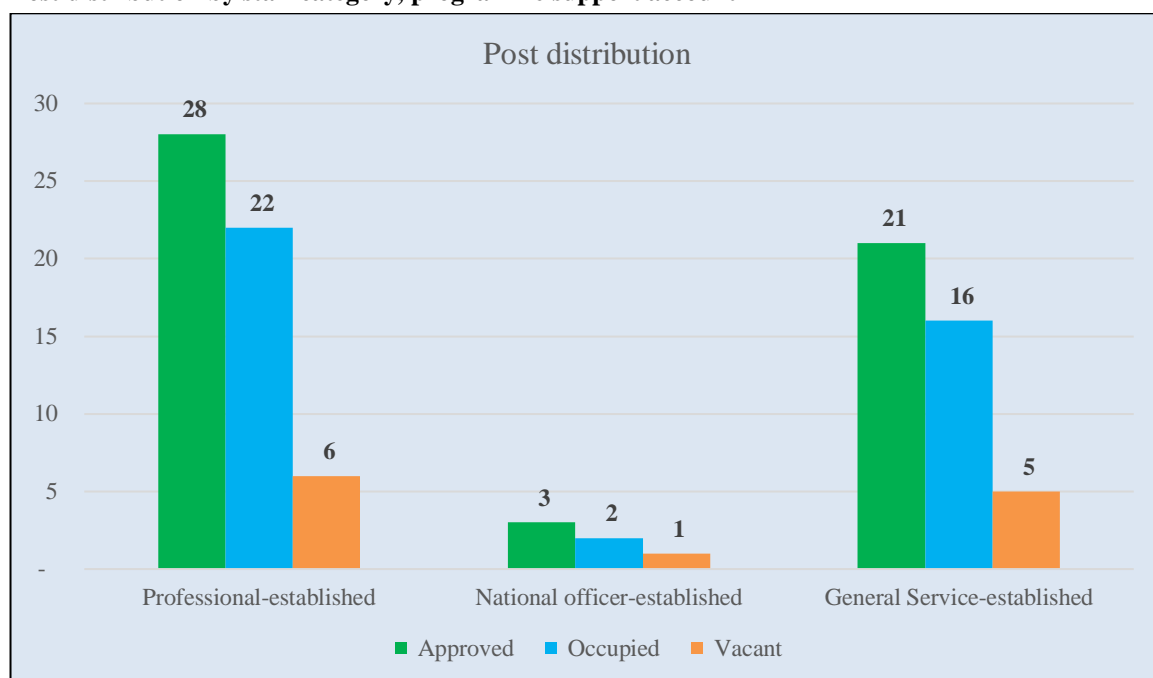


V. Programme support account

6. There were 52 approved posts under the programme support account in 2020, consisting of 28 Professional posts, 3 national officer posts and 21 General Service posts. Of those, 40 posts, or 76.9 per cent, were occupied.

Figure 5

Post distribution by staff category, programme support account

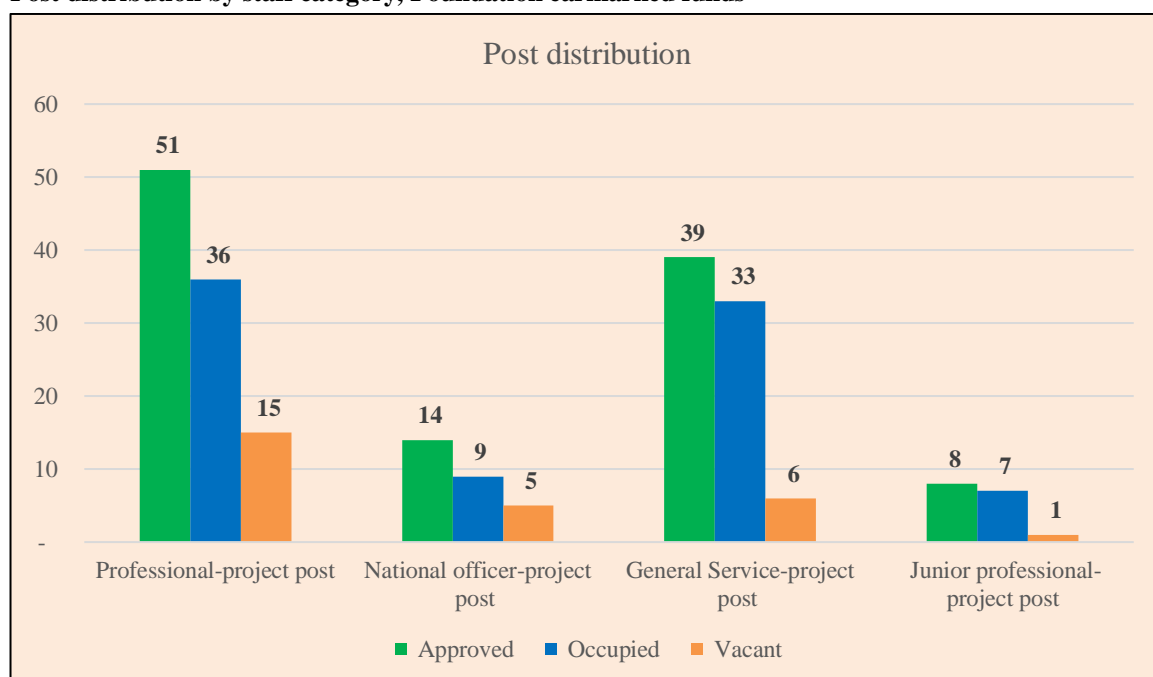


VI. Foundation earmarked funds

7. There were 112 approved posts under the Foundation earmarked funds budget in 2020, consisting of 51 Professional posts, 14 national officer posts, 8 junior professional officer posts and 39 General Service posts. Of those, 85 posts, or 75.9 per cent, were occupied.

Figure 6

Post distribution by staff category, Foundation earmarked funds

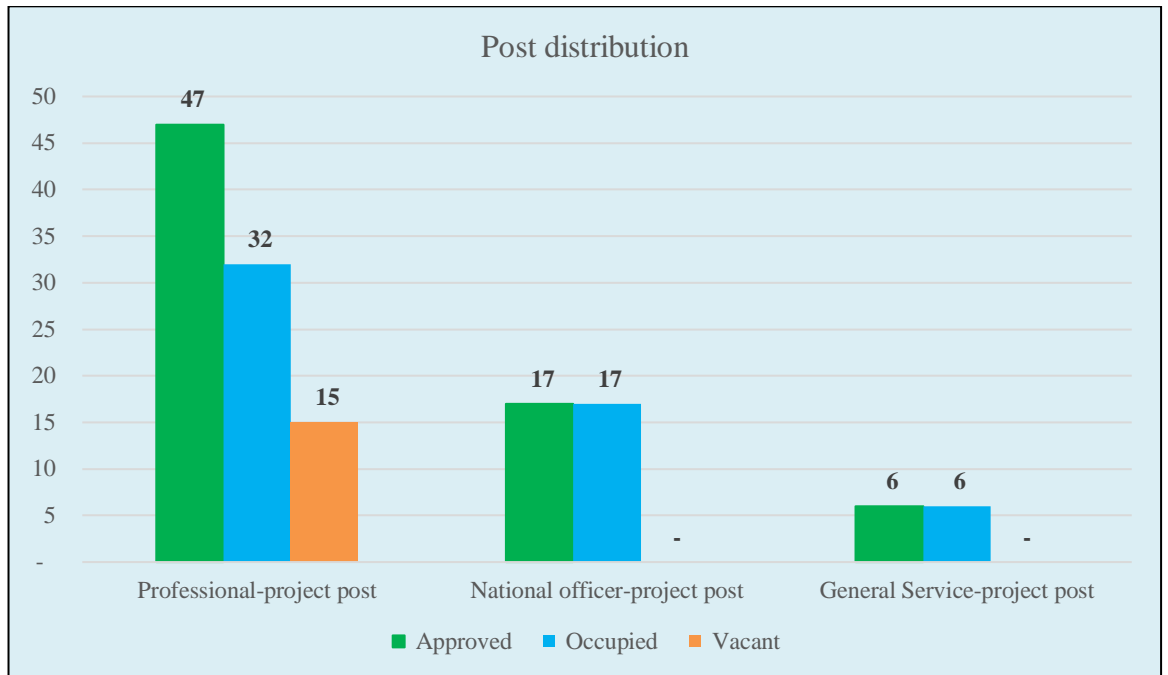


VII. Technical cooperation funds

8. There were 70 approved posts under the technical cooperation segment, consisting of 47 Professional posts, 17 national officer posts and 6 General Service posts. Of those, 55 posts, or 78.6 per cent, were occupied.

Figure 7

Post distribution by staff category, technical cooperation funds



Annex I

Professional posts at UN-Habitat by nationality, grade and gender as at 31 December 2020

No.	Country of nationality	International professional posts ^a															National professional posts										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		
1.	Afghanistan	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	-	3	-	-	-	-	3	6	
2.	Australia	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
3.	Austria	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
4.	Belgium	-	-	-	-	-	1	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
5.	Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
6.	Bosnia-Herzegovina	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
7.	Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	1
8.	Brazil	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	-	-	-	-	1	-	-	1	4	4
9.	Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	1	1
10.	Cameroon	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2
11.	Canada	-	-	-	-	-	-	-	-	2	1	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	7	7
12.	Chad	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
13.	China	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2
14.	Colombia	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
15.	Denmark	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1
16.	Egypt	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
17.	Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
18.	Finland	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	2	2
19.	France	-	-	-	-	-	-	-	1	-	1	-	3	1	-	1	-	-	-	-	-	-	-	-	-	-	7	7
20.	Gabon	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
21.	Gambia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
22.	Germany	-	-	-	-	-	-	-	-	1	2	2	4	1	5	2	-	-	-	-	-	-	-	-	-	-	17	17
23.	Ghana	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
24.	Hungary	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
25.	India	-	-	-	-	-	-	1	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4

No.	Country of nationality	International professional posts ^a																Total	National professional posts										Total	Grand total
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2			NO-D (P-4)		NO-C (P-3)		NO-B (P-2)		NO-A (P-1)					
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Female	Male	Female	Male	Female	Male	Female	Male				
26.	Indonesia	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	2	-	-	2	
27.	Iraq	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
28.	Italy	-	-	-	-	-	-	-	-	1	1	3	2	-	2	1	2	-	-	-	-	-	-	-	-	-	-	-	12	
29.	Japan	-	-	-	-	-	-	-	1	-	1	-	1	1	3	2	2	-	-	-	-	-	-	-	-	-	-	-	11	
30.	Kenya	-	-	-	-	-	-	-	-	-	-	4	-	4	5	-	1	-	-	-	-	-	-	-	4	12	-	-	26	
31.	Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
32.	Lithuania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
33.	Malawi	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
34.	Malaysia	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
35.	Mexico	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
36.	Mongolia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
37.	Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1	
38.	Nepal	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	3	
39.	Nigeria	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
40.	Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
41.	Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	
42.	Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
43.	Philippines	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
44.	Russian Federation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
45.	Senegal	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
46.	Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1	
47.	Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	4	
48.	South Africa	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
49.	South Korea	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
50.	Spain	-	-	-	-	-	-	-	-	-	-	2	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	5	
51.	Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	3	
52.	Sweden	-	-	-	-	-	-	-	-	-	1	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	5	
53.	Syrian Arab Republic	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
54.	Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
55.	Uganda	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	

No.	Country of nationality	International professional posts ^a																National professional posts										Grand total														
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		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																	
56.	United Kingdom of Great Britain and Northern Ireland	-	-	-	-	-	-	-	-	-	4	1	1	3	2	-	-	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	
57.	United Republic of Tanzania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	2	-	-	-	-	3		
58.	United States of America	-	-	-	-	1	-	-	1	-	1	2	-	1	1	-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
59.	Viet Nam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
60.	Zambia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
61.	Zimbabwe	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
Grand total		1	-	-	1	1	1	1	5	3	27	25	24	27	29	11	12	168	-	1	1	7	10	2	1	6	28	196														

Total number of women	81
Total number of men	115
Total number of countries represented	61

Abbreviations: ASG: Assistant Secretary-General; D: director; GS: general service; HPM: UN-Habitat programme manager; NO: national professional officer; P: professional; USG: Under-Secretary-General.

^a Staff may temporarily occupy posts at one grade above their level while on temporary assignment.

Annex II

UN-Habitat professional staff: distribution by duty station, category and gender as at 31 December 2020

No.	Duty station	Professional category			National professional category			General service category			Grand total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
1	Addis Ababa	–	–	–	–	1	1	–	–	–	1
2	Baghdad	1	1	2	–	–	–	–	–	–	2
3	Barcelona	–	2	2	–	–	–	–	–	–	2
4	Beirut	1	1	2	–	–	–	–	–	–	2
5	Bonn	3	1	4	–	–	–	–	–	–	4
6	Brussels	1	2	3	–	–	–	–	–	–	3
7	Cairo	1	2	3	–	–	–	–	–	–	3
8	Colombo	–	1	1	–	1	1	–	–	–	2
9	Conakry	1	–	1	–	–	–	–	–	–	1
10	Damascus	–	1	1	–	–	–	–	–	–	1
11	Erbil	2	1	3	–	–	–	–	–	–	3
12	Fukuoka	–	6	6	–	–	–	3	–	3	9
13	Garowe	–	–	–	–	1	1	–	–	–	1
14	Geneva	–	1	1	–	–	–	–	–	–	1
15	Hargeisa	–	–	–	1	–	1	–	–	–	1
16	Kabul	–	2	2	3	–	3	–	–	–	5
17	Kathmandu	–	1	1	–	1	1	–	–	–	2
18	Khartoum	–	1	1	–	–	–	–	–	–	1
19	Kigoma	–	–	–	–	1	1	–	–	–	1
20	La Paz	–	1	1	–	–	–	–	–	–	1
21	Madrid	1	–	1	–	–	–	–	–	–	1
22	Manila	–	–	–	–	1	1	–	–	–	1
23	Maputo	–	1	1	–	1	1	–	–	–	2
24	Mogadishu	–	2	2	–	–	–	–	–	–	2
25	Moscow	–	–	–	1	–	1	1	–	1	2
26	Mwanza	–	–	–	–	1	1	–	1	1	2

No.	Duty station	Professional category			National professional category			General service category			Grand total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
27	Nairobi	54	61	115	6	6	12	66	29	95	222
28	New York	3	3	6	–	–	–	1	1	2	8
29	Panama City	1	–	1	–	–	–	–	–	–	1
30	Phnom Penh	–	–	–	–	1	1	–	–	–	1
31	Pristina	–	–	–	–	1	1	–	–	–	1
32	Rio de Janeiro	–	2	2	1	–	1	1	–	1	4
33	Riyadh	–	1	1	–	–	–	–	–	–	1
34	Santiago	–	1	1	–	–	–	–	–	–	1
35	Vientiane	–	1	1	–	–	–	–	–	–	1
36	Yangon	–	3	3	–	–	–	–	–	–	3
Grand total		69	99	168	12	16	28	72	31	103	299
Gender as a percentage of category		41.1	58.9		42.9	57.1		69.9	30.1		

Total number of duty stations:

36