EXECUTIVE BOARD OF UN-HABITAT
Second session of the year 2022
21-23 November 2022

AGENDA ITEM 4
Financial, budgetary and administrative matters, including the implementation of the resource mobilization strategy in accordance with the strategic plan for the period 2020–2023 and action by UN-Habitat to address geographical and gender imbalances in the composition of its staff

Stephen Slawsky
Director
Management Advisory & Compliance
Financial status
as of 30 September 2022
In the first three quarters of 2022

All funding sources as 30 September 2022 (millions USD)

- Regular budget
- Foundation non-earmarked
- Foundation earmarked
- Technical cooperation

Revenue
Prorated budget
Expenditure
Projected surplus of $4.6M +
First annual surplus in 12 years

Enough to cover:
✓ Debt of $1.2M
✓ Reserve of $3M
✓ First instalment of loan repayment
Austerity measures

13 actions
✓ Financially retroactive to 1 January where possible

13 actions
✓ Including two relocations

14 eligible staff
✓ Not activated

13 selections suspended
✓ All vacant core-funded posts frozen
Gender & geographical distribution
## Staff gender distribution by level

<table>
<thead>
<tr>
<th>Category and level</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Service</td>
<td>64%</td>
<td>36%</td>
<td>100%</td>
</tr>
<tr>
<td>P-2</td>
<td>69%</td>
<td>31%</td>
<td>100%</td>
</tr>
<tr>
<td>P-3</td>
<td>53%</td>
<td>47%</td>
<td>100%</td>
</tr>
<tr>
<td>P-4</td>
<td>54%</td>
<td>46%</td>
<td>100%</td>
</tr>
<tr>
<td>P-5</td>
<td>17%</td>
<td>83%</td>
<td>100%</td>
</tr>
<tr>
<td>D-1</td>
<td>14%</td>
<td>86%</td>
<td>100%</td>
</tr>
<tr>
<td>D-2</td>
<td>0%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>USG</td>
<td>100%</td>
<td>0</td>
<td>100%</td>
</tr>
</tbody>
</table>

**All staff**

53%  
47%  
100%
Staff distribution by regional nationality

- Africa: 48%
- Western Europe & Others: 28%
- Asia-Pacific: 17%
- Latin American & the Caribbean: 5%
- Eastern Europe: 2%
Staff distribution by degree of representation

- Within range: 52%
- Unrepresented: 11%
- Underrepresented: 21%
- Overrepresented: 16%
Actions to improve gender & geographic diversity

✓ Advocacy with Member States, the UN System, Partner organisations to expand the candidate pool

✓ Training for hiring managers to sensitise colleagues on the power of diversity and on eliminating bias

✓ Improved monitoring and reporting on demographics

✓ Outreach and job fairs to expand the pool of candidates

✓ New ways of working to enable flexibility
THANK YOU

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