

Embassy of the Kingdom of Morocco  
Nairobi



سفارة المملكة المغربية  
نيروبي

#### Statement of the Kingdom of Morocco on 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 2020–2025 and actions by UN-Habitat to address geographical and gender imbalances in the composition of its staff Documents:**

Thank you Mr Chair,

##### 1- On the report on financial status of the UN Human Settlements Programme

- The Kingdom of Morocco aligns itself with the statements made by the permanent Representative of Cameroun on behalf of the Africa Group and by the Ambassador, Permanent Representative of Egypt on behalf of the G77;
- The Kingdom of Morocco recognises the important role of UN-Habitat as the sole UN entity responsible for promoting socially and environmentally sustainable human settlements and adequate housing for all. The stake is high as urbanisation is projected to rise by 70% in 2050, with half of the world residing in cities making of housing a worldwide priority.
- Meeting the overall objective of the **organisation requires the necessary resources to allow the organisation implement its strategic plan and its subprograms**. To this effect, the Kingdom of Morocco as a member of the Executive Board, commends the excellent management of the non-earmarked fund during 2023, that had resorted to limiting expenses to 3 million\$ against the total revenue of 4.7 million\$, resulting in a net surplus of 1.7 million\$. While this positive performance 2023 has been welcomed by all of us, it should not overshadow the fact that **any excessive expenses combined with limited contributions** bear the risk of bringing back the organisation to its fragile financial situation, thus jeopardizing its operational work.
- Mr Chair, the interim financial status of the 1<sup>st</sup> quarter of 2024 shows a **manageable** budgetary situation. Indeed the **\$4 million dollars** non-earmarked 2024 approved budget, and the **46.1 million dollars approved budget** for earmarked activities reflect a stable financial situation provided that the projected contributions for the remaining period of the current year are received. Morocco thanks all the contributing countries and partners of UN-HABITAT for their **steadfast support**.
- However, the revenue, for the same period, of 10 million dollars in earmarked activities, with expenses of 13.4 million exceeding the revenue, should not be the practise, as this could take back again the organisation to dire times, if spending continues to exceed the revenues, particularly when contributions are not met.
- Finally, the Kingdom of Morocco would like to seize this opportunity to invite the executive Director to continue intensify efforts to mobilize more resources in accordance with the organisation's resource mobilization strategy to strengthen its non-earmarked and

earmarked funds to enable an effective implementation of the Strategic plan and its different subprograms, and in order to advance the normative and operational activities of the organisation.

**2- Mr Chair, on the report of Recruitment, Equitable Geographical Distribution and Gender Parity,** My delegation would like to thank the secretariat for the report and the link to the UN Geographical Diversity Strategy that reflects the assessment and efforts made by the UNSG and his team to continue improving recruitment and assessment methods within the UN system.

- Morocco has always advocated for a recruitment that is based on equitable geographical distribution and for gender parity, that takes into account underrepresented countries or non-represented countries and which requires the UN to stop recruitment from countries that are over represented.
- Redressing the imbalances at the level of regional groups to increase the proportion of less represented regional groups **should not overlook the issue of the over representation of very few countries from one region at the expense of other countries of the same region.** Such a practice does not satisfy the principle of equitable geographical representation. Indeed, there should be, also, a geographical balance between the different sub regions of each geographical region to respect the principle of regional diversity. **How can for example 7 or 8 countries represent 54 member States from the African region at the global level of the UN?!**
- At the level of UN-HABITAT, the update provided shows that **15%** Member States were overrepresented, **20 %** are underrepresented, and **11%** remained unrepresented, I would like to ask the secretariat about **the measures that it has undertaken to address the issue of under representation and of non-representation in its recruitment process since the last recruitment of staff? Were there any improvement that the secretariat could brief us on?**
- Moreover, the update shows that **the objective of parity is still far from reach** in the **Professional and higher categories** of UN-Habitat where female staff are occupying only **47%**, against male staff representing **53%**. On the other hand, more women are recruited in the General Service categories with **59%**, whereas, men recruitment in this category, represents **49%**. That bring my delegation to conclude that more efforts need to be done for **P5, D1 and D2 positions.**
- Finally, Mr Chair, Morocco would like to stress on the importance for the Executive Director to **oversee the implementation of the required measures** by the hiring managers in order to facilitate the recruitment of qualified female candidates and candidates from underrepresented and unrepresented countries.

**I Thank you.**