



**Executive Board of the United Nations
Human Settlements Programme
First session of 2024
Nairobi, 6-8 May 2024
Item 5 of the provisional agenda***

**Consideration and possible approval of the draft
work programme of UN-Habitat and the draft
budget of the United Nations Habitat and Human
Settlements Foundation for 2025**

Draft work programme of UN-Habitat and draft budget of the United Nations Habitat and Human Settlements Foundation for 2025

Report of the Executive Director

Part A: Proposed programme plan for 2025 and programme performance in 2023

1. For efficiency, reference is made to part A of the Proposed programme budget for 2025¹, which incorporates the prior inputs from the Executive Board, and which was reviewed by the Committee for Programme and Coordination of the Economic and Social Council².

Part B: Proposed post and non-post resource requirements

I. Overall financial overview

2. The financial framework of UN-Habitat comprises three broad sources of funding, namely:
- (a) United Nations regular-budget allocations³, which are approved by the General Assembly;
 - (b) United Nations Habitat and Human Settlements Foundation contributions, from which non-earmarked budget allocations are approved by the Executive Board, and earmarked⁴ budget allocations are approved by the Executive Director;
 - (c) Technical cooperation contributions, from which the budget allocations are also approved by the Executive Director.

* HSP/EB.2024/14.

¹ [A/79/6 \(Sect. 15\)](#).

² [E/AC.51/2024/L.4/Add.12](#)

³ In the present document, all regular budget figures are specific to section 15, human settlements.

⁴ Also known as special-purpose allocations.

3. Regular-budget appropriations are approved by the General Assembly and fall into four categories as below:
- (a) Section 15 (human settlements), which are direct allocations from assessed contributions to the United Nations Human Settlements Programme.
 - (b) Section 23 (regular programme of technical cooperation), which are indirect allocations. The regular programme of technical cooperation is for sectoral advisory services in the field of human settlements and sustainable urban development.
 - (c) Section 35 (development account) related to specified development projects administered through the Department of Economic and Social Affairs.
 - (d) Other regular-budget resources allocated to UN-Habitat through section 2 (conference management) in support of UN-Habitat mandated components of conferences and a small training fund allocated through UNON for language courses.
4. Technical cooperation contributions are earmarked voluntary resources from Governments and other non-government donors for the implementation of specific technical country-level activities consistent with the mandate of UN-Habitat and its programme of work and strategic plan.
5. Programme support revenue is earned from the implementation of the earmarked funds, which is a percentage of total expenditures on direct programme costs in line with the administrative instruction on programme support accounts⁵.
6. For management purposes, the Foundation non-earmarked account and the regular budget are the “core resources” of UN-Habitat.
7. In line with General Assembly resolution [75/233](#) on the Quadrennial comprehensive policy review of operational activities for development of the United Nations system, all efforts have been made to consolidate projected core and non-core resources within an integrated budgetary framework based on the priorities of the strategic plan for the period 2020–2025.

II. Resource plan

8. The overall resource requirements for UN-Habitat for 2025 are projected at \$177.3 million, reflecting a decrease of 2.0 per cent over the re-estimated \$181.0 million of 2024. This projection represents a reflection of the real delivery levels based on the 2023 actuals. Programme activities account for \$164.3 million (93.0 per cent), while \$1.2 million (0.7 per cent) is dedicated to servicing of policymaking organs. Executive direction and management and programme support activities account for \$4.6 million (2.6 per cent) and 7.1 million (4.0 per cent) respectively.
9. The estimates for 2025 in foundation non-earmarked and programme support have been recosted using standard methodology and information available at the time of publication. The estimates for 2025 in the regular budget are subject to recosting by the Office of the Controller.
10. The allocation of resources across the four subprogrammes is based on an analysis of resource requirements for each strategic area based on the deliverables for each subprogramme for the budget year and the strategic priorities of UN-Habitat.

⁵ [ST/AI/286](#)

Table 9
Overview of resource requirements by source of funds
(Thousands of United States dollars)

Source of funds	Resources				Posts			
	Actual 2023	Revised Estimates 2024	Change amount	% change	Estimates 2025	2024	Changes	2025
1. Core funds								
Foundation non-earmarked								
Post	1 512.1	2 971.9	712.8	24.0	3,684.7	19	–	19
Non-post	1 425.1	1 002.5	–	–	1,002.5	–	–	–
Subtotal	2 937.3	3 974.4	712.8	17.9	4,687.2	19	–	19
Regular budget								
Post	11 252.9	11 511.8	–	–	11,511.8	82	–	82
Non-post	757.7	1 506.6	–	–	1,506.6	–	–	–
Subtotal	12 010.7	13 018.4	–	–	13 018.4	82	–	82
Subtotal, Core funds	14 498.0	16 992.8	712.8	4.2	17 705.6	101	–	101
2. Earmarked funds (including trust funds)								
Foundation earmarked								
Non-post	44 251.5	49 221.0	4 828.5	9.8	54 049.5	–	–	–
Subtotal	44 251.5	49 221.0	4 828.5	9.8	54 049.5	–	–	–
Technical cooperation								
Non-post	113 038.0	104 736.3	(10 453.2)	(10.0)	94 283.1	–	–	–
Subtotal	113 038.0	104 736.3	(10 453.2)	(10.0)	94 283.1	–	–	–
Subtotal, Earmarked funds	157 289.5	153,957.3	(5,624.7)	(3.7)	148,332.6	–	–	–
3. Programme support								
Post	3 712.7	7 012.0	1 235.6	17.6	8,247.6	56	(1)	55
Non-post	6 208.1	2 989.0	–	–	2,989.0	–	–	–
Subtotal	9 920.8	10 001.0	1 235.6	12.4	11 236.6	56	(1)	55
Total, all funds								
Post	16 477.7	21 495.7	1 948.4	9.1	23,444.1	157	(1)	156
Non-post	165 680.4	159 455.4	(5 624.7)	(3.5)	153,830.7	–	–	–
Total	182 158.2	180 951.1	(3 676.3)	(2.0)	177,274.8	157	(1)	156

Table 10
Overview of resource requirements by strategic area
(Thousands of United States dollars)

Strategic area	Resources				Posts			
	Actual 2023	Revised Estimates 2024	Change amount	% change	Estimates 2025	2024	Change	2025
Subprogramme 1								
Post	2 589.0	3,898.7	419.2	10.8	4,317.9	26	–	26
Non-post	53 824.2	50,637.3	906.9	1.8	51,544.2	–	–	–
Subtotal	56 413.2	54,536.0	1,326.1	2.4	55,862.1	26	–	26
Subprogramme 2								
Post	2 955.8	3,853.6	222.3	5.8	4,075.9	26	–	26
Non-post	16 840.8	17,080.5	280.6	1.6	17,361.1	–	–	–
Subtotal	19 796.6	20,934.1	502.9	2.4	21,437.0	26	–	26
Subprogramme 3								
Post	2 329.8	3,006.8	66.9	2.2	3,073.7	23	–	23
Non-post	23 772.2	22,739.9	(1,478.3)	(6.5)	21,261.6	–	–	–
Subtotal	26 102.0	25,746.7	(1,411.4)	(5.5)	24,335.3	23	–	23

Strategic area	Resources				Posts			
	Actual 2023	Revised Estimates 2024	Change amount	% change	Estimates 2025	2024	Change	2025
Subprogramme 4								
Post	2 694.6	3,016.0	268.3	8.9	3,284.3	24	(1)	23
Non-post	64 321.6	64,723.4	(5,335.5)	(8.2)	59,387.9	–	–	–
Subtotal	67 016.2	67,739.4	(5,067.2)	(7.5)	62,672.2	24	(1)	23
Polymaking organs								
Post	525.3	632.4	–	–	632.4	6	–	6
Non-post	877.9	605.7	–	–	605.7	–	–	–
Subtotal	1 403.2	1 238.1	–	–	1 238.1	6	–	6
Executive direction and management								
Post	3 261.7	3,204.1	331.2	10.3	3,535.3	20	–	20
Non-post	1 109.3	1,077.4	0.6	0.1	1,078.0	–	–	–
Subtotal	4 371.0	4,281.5	331.8	7.7	4,613.3	20	–	20
Programme support								
Post	2 121.5	3,884.1	640.5	16.5	4,524.6	32	–	32
Non-post	4 934.4	2,591.2	1.0	–	2,592.2	–	–	–
Subtotal	7 055.9	6,475.3	641.5	9.9	7,116.8	32	–	32
Total by category								
Post	16 477.7	21 495.7	1 948.4	9.1	23,444.1	157	(1)	156
Non-post	167 192.6	159 455.4	(5 624.7)	(3.5)	153,830.7	–	–	–
Total	182 158.2	180,951.1	(3,676.3)	(2.0)	177,274.8	157	(1)	156

Table 11
Revised estimates for 2024 and requirements for 2025 by source of funding and strategic area
(Thousands of United States dollars)

	Foundation non-earmarked	Regular budget	Foundation earmarked	Technical cooperation	Programme support	Total	Post	Non-Post
2024 revised estimates								
Subprogramme 1	405.6	2,117.6	29,483.9	20,463.9	2,065.0	54 761.1	3,898.7	50,637.3
Subprogramme 2	1,236.4	2,390.7	9,667.2	6,808.1	831.7	20 709.0	3,853.6	17,080.5
Subprogramme 3	401.7	2,291.2	3,706.0	18,437.4	910.4	25 746.7	3,006.8	22,739.9
Subprogramme 4	299.8	2,346.6	5,283.9	58,740.6	1,068.5	67 739.4	3,016.0	64,723.4
Polymaking organs	163.0	680.7	394.4			1 238.1	632.4	605.7
Executive direction and management	1,195.5	1,914.4	327.5	286.0	558.1	4 281.5	3,204.1	1,077.4
Programme support	272.4	1,277.2	358.1	0.3	4,567.3	6 475.3	3,884.1	2,591.2
2024 total	3,974.4	13,018.4	49,221.0	104,736.3	10,001.0	180 951.1	21,495.7	159,455.4
Post	2 971.9	11 511.8	–	–	7 012.0	21 495.7	21 495.7	–
Non-post	1 002.5	1 506.6	49 221.3	104 736.3	2 989.0	159 455.4	–	159 455.4
Total	3 974.4	13 018.4	49 221.0	104 736.3	10 001.0	180 951.1	21 495.7	159 455.4
2025 estimates								
Subprogramme 1	529.2	2,119.8	32,436.9	18,415.6	2,360.6	55 862.1	4,317.9	51,544.2
Subprogramme 2	1,446.5	2,383.9	10,637.5	6,125.2	843.9	21 437.0	4,075.9	17,361.1
Subprogramme 3	385.2	2,285.2	4,079.3	16,591.8	993.8	24 335.3	3,073.7	21,261.6
Subprogramme 4	500.7	2,355.9	5,815.5	52,864.2	1,135.9	62 672.2	3,284.3	59,387.9
Polymaking organs	163.0	680.7	394.4			1 238.1	632.4	605.7
Executive direction and management	1,368.7	1,914.7	327.8	286.0	716.1	4 613.3	3,535.3	1,078.0
Programme support	293.9	1,278.2	358.1	0.3	5,186.3	7 116.8	4,524.6	2,592.2
2025 Total	4,687.2	13,018.4	54,049.5	94,283.1	11,236.6	177 274.8	23,444.1	153,830.7

	<i>Foundation non-earmarked</i>	<i>Regular budget</i>	<i>Foundation earmarked</i>	<i>Technical cooperation</i>	<i>Programme support</i>	<i>Total</i>	<i>Post</i>	<i>Non-Post</i>
Post	3,684.7	11,511.8			8,247.6	23 444.1	23 444.1	–
Non-post	1,002.5	1,506.6	54,049.5	94,283.1	2,989.0	153 830.7	–	153 830.7
Total	4,687.2	13,018.4	54,049.5	94,283.1	11,236.6	177 274.8	23 444.1	153 830.7

Table 12
Resource breakdown by subcategory of expenditure
(Thousands of United States dollars)

<i>Subcategory of expenditure</i>	<i>Approved 2023</i>	<i>Actual 2023</i>	<i>Revised Estimates 2024</i>	<i>Change amount</i>	<i>% change</i>	<i>Estimates 2025</i>
Posts	21 048.1	16 477.7	21,495.7	1,948.4	9.1	23,444.1
Other staff costs	46 494.8	51 433.6	49,821.2	(456.6)	(0.9)	49,364.6
Hospitality	180.6	–	3.3	-	-	3.3
Experts	64.9	–	76.1	-	-	76.1
Consultants	352.0	496.6	339.0	-	-	339.0
Travel of representatives	5.1	–	11.6	-	-	11.6
Travel of staff	1 609.9	7 351.9	7,239.9	(0.6)	-	7,239.3
Contractual services	26 524.2	37 610.4	32,571.6	(4,013.9)	(12.3)	28,557.7
General operating expenses	13 576.1	6 180.1	12,047.9	(525.0)	(4.4)	11,522.9
Supplies and materials	1 166.5	2 343.4	2,159.3	(201.8)	(9.3)	1,957.5
Furniture and equipment	1 856.5	4 205.3	3,933.9	(323.3)	(8.2)	3,610.6
Improvement of premises	169.1	–	–	–	–	–
Grants and contributions	56 073.0	42 962.8	51,251.6	(103.5)	(0.2)	51,148.1
Other costs	(13 825.5)	–	–	–	–	–
Total	162 374.0	182 158.2	180,951.1	(3,676.3)	(2.0)	177,274.8

Table 13
Resource breakdown for 2025 by subcategory of expenditure and source of funding
(Thousands of United States dollars)

<i>Subcategory of expenditure</i>	<i>Foundation non-earmarked</i>	<i>Regular budget</i>	<i>Foundation earmarked</i>	<i>Technical cooperation</i>	<i>Programme support</i>	<i>Total</i>
Posts	3,684.7	11,511.8	-	-	8,247.6	23,444.1
Other staff costs	-	396.2	24,751.2	24,217.2	-	49,364.6
Hospitality	-	3.3	-	-	-	3.3
Experts	-	76.1	-	-	-	76.1
Consultants	-	139.4	-	-	199.6	339.0
Travel of representatives	-	11.6	-	-	-	11.6
Travel of staff	276.2	122.1	3,743.0	2,953.7	144.3	7,239.3
Contractual services	405.6	417.7	2,643.2	23,066.5	2,024.7	28,557.7
General operating expenses	232.9	239.3	3,186.1	7,266.2	598.4	11,522.9
Supplies and materials	-	19.0	58.0	1,858.5	22.0	1,957.5
Furniture and equipment	37.8	81.9	317.7	3,173.2	-	3,610.6
Grants and contributions	50.0	-	19,350.3	31,747.8	-	51,148.1
Total	4,687.2	13,018.4	54,049.5	94,283.1	11,236.6	177,274.8

Table 14
Resource breakdown for 2025 by subcategory of expenditure and strategic area
(Thousands of United States dollars)

<i>Subcategory of expenditure</i>	<i>SP1</i>	<i>SP2</i>	<i>SP3</i>	<i>SP4</i>	<i>PMO</i>	<i>EDM</i>	<i>PGS</i>	<i>Total</i>
Posts	4,317.9	4,075.9	3,073.7	3,284.3	632.4	3,535.3	4,524.6	23,444.1
Other staff costs	21,746.8	7,024.6	5,883.1	13,825.3	138.3	424.4	322.1	49,364.6
Hospitality					3.3			3.3
Experts	19.3	19.6	18.6	18.6				76.1

<i>Subcategory of expenditure</i>	<i>SP1</i>	<i>SP2</i>	<i>SP3</i>	<i>SP4</i>	<i>PMO</i>	<i>EDM</i>	<i>PGS</i>	<i>Total</i>
Consultants	85.5	83.7	69.8	69.3		30.7		339.0
Travel of representatives	3.6	3.6	2.2	2.2				11.6
Travel of staff	3,269.7	1,618.8	642.0	1,394.9	141.4	144.0	28.5	7,239.3
Contractual services	5,389.3	2,007.0	1,260.1	17,785.2	175.5	64.4	1,876.2	28,557.7
General operating expenses	2,376.2	1,952.9	1,664.6	4,947.3	105.9	153.8	322.2	11,522.9
Supplies and materials	104.1	35.5	36.7	1,775.0	0.3	5.3	0.6	1,957.5
Furniture and equipment	435.0	370.1	241.4	2,503.3	10.2	35.5	15.1	3,610.6
Grants and contributions	18,114.7	4,245.3	11,443.1	17,066.8	30.8	219.9	27.5	51,148.1
Total	55,862.1	21,437.0	24,335.3	62,672.2	1,238.1	4,613.3	7,116.8	177,274.8

Abbreviations: SP – subprogramme; PMO – policymaking organs; EDM – executive direction and management; PGS – programme support.

Table 15
Distribution of posts by source of funds

<i>Source of funding</i>	<i>Professional category and above</i>								<i>General service</i>			<i>Grand total</i>	
	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2/I</i>	<i>Total</i>	<i>NPO</i>	<i>LL</i>		<i>OL</i>
Foundation non-earmarked	–	1	–	5	2	–	2	2	12	–	7	–	19
Regular budget	1	–	1	5	9	21	15	5	57	–	23	2	82
Programme support	–	–	–	–	7	13	5	2	27	2	27	–	56
2024 total	1	1	1	10	18	34	22	9	96	2	57	2	157
Changes: (decrease)/increase													
Foundation non-earmarked	–	–	–	–	–	–	–	–	–	–	–	–	–
Regular budget	–	–	–	–	–	–	–	–	–	–	–	–	–
Programme support	–	–	–	–	–	–	–	–	–	(1)	–	–	(1)
Net changes	–	–	–	–	–	–	–	–	–	(1)	–	–	(1)
Foundation non-earmarked	–	1	–	5	2	–	2	2	12	–	7	–	19
Regular budget	1	–	1	5	9	21	15	5	57	–	23	2	82
Programme support	–	–	–	–	7	13	5	2	27	1	27	–	55
2025 total	1	1	1	10	18	34	22	9	96	1	57	2	156

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; D, Director; P, Professional; NPO, National Professional Officer; LL, Local level; OL, Other level

Table 16
Distribution of posts by strategic area

<i>Object of expenditure</i>	<i>Professional category and above</i>								<i>General service</i>			<i>Grand total</i>	
	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2/I</i>	<i>Total</i>	<i>NPO</i>	<i>LL</i>		<i>OL</i>
Subprogramme 1	–	–	1	2	3	8	4	1	19	–	7	–	26
Subprogramme 2	–	–	–	2	4	5	3	3	17	–	9	–	26
Subprogramme 3	–	–	–	1	4	5	3	1	14	–	9	–	23
Subprogramme 4	–	–	–	1	3	4	5	1	14	–	9	–	23
Policymaking organs	–	–	–	1	–	–	2	–	3	–	3	–	6
Executive direction and management	1	1	–	2	3	3	–	1	11	1	6	2	20
Programme support	–	–	–	1	1	9	5	2	18	–	14	–	32
2025 total	1	1	1	10	18	34	22	9	96	1	57	2	156

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; D, Director; P, Professional; NPO, National Professional Officer; LL, Local level; OL, Other level.

III. United Nations Habitat and Human Settlements Foundation

A. Introduction

11. Contributions to the United Nations Habitat and Human Settlements Foundation are of two kinds.
12. Non-earmarked foundation contributions are voluntary contribution allocations from Governments towards the annual foundation non-earmarked budget approved by the Executive Board in accordance with agreed priorities to support the implementation of the approved UN-Habitat programme of work.
13. Earmarked foundation contributions are voluntary contributions from Governments and other donors for the implementation of specific activities. These contributions generally cover global, thematic and multi-country projects and include trust funds. Such contributions are project-based and are raised by the Executive Director through bilateral project proposals to donors.

Table 17
Resource breakdown by subcategory of expenditure in the non-earmarked foundation
 (Thousands of United States dollars)

<i>Subcategory of expenditure</i>	<i>SP1</i>	<i>SP2</i>	<i>SP3</i>	<i>SP4</i>	<i>PMO</i>	<i>EDM</i>	<i>PGS</i>	<i>Total</i>
Post	434.6	1,323.5	288.8	370.9		1,205.6	61.3	3,684.7
Travel of staff	26.2	43.7	45.4	38.4	14.0	93.7	14.8	276.2
Contractual services	40.7	41.6	38.5	37.5	140.0	5.1	102.2	405.6
General operating expenses	24.7	33.8	9.5		3.0	48.3	113.6	232.9
Furniture and equipment	3.0	3.9	3.0	3.9	6.0	16.0	2.0	37.8
Grants and contributions	-	-	-	50.0	-	-	-	50.0
Total	529.2	1,446.5	385.2	500.7	163.0	1,368.7	293.9	4,687.2
Post	434.6	1,323.5	288.8	370.9	-	1,205.6	61.3	3,684.7
Non-post	94.6	123.0	96.4	129.8	163.0	163.1	232.6	1,002.5
Total	529.2	1,446.5	385.2	500.7	163.0	1,368.7	293.9	4,687.2

Abbreviations: SP, subprogramme; POW, programme of work; PMO, policymaking organs; EDM, executive direction and management; PGS, programme support.

Table 18
Distribution of posts by strategic area in the non-earmarked foundation

	<i>Professional category and above</i>					<i>Subtotal</i>	<i>General service</i>		<i>Grand total</i>
	<i>ASG</i>	<i>D-1</i>	<i>P-5</i>	<i>P-3</i>	<i>P-2/I</i>		<i>LL</i>		
Subprogramme 1	-	1	-	1	-	2	2	4	
Subprogramme 2	-	1	1	1	1	4	1	5	
Subprogramme 3	-	1	-	-	-	1	1	2	
Subprogramme 4	-	1	-	-	-	1	1	2	
Executive direction and management	1	1	1	-	1	4	1	5	
Programme support	-	-	-	-	-	-	1	1	
2025 total	1	5	2	2	2	12	7	19	

Abbreviations: ASG, Assistant Secretary-General; D, Director; P, Professional; LL, Local level.

Table 19
Summary of post changes by grade in the non-earmarked foundation

<i>Description</i>	<i>Professional category and above</i>					<i>Total</i>	<i>General service</i>		<i>Grand total</i>
	<i>ASG</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>		<i>P-2/I</i>	<i>LL</i>	
2024	1	5	2	-	2	2	12	7	19
Increase/(decrease)	-	-	-	-	-	-	-	-	-
2025	1	5	2	-	2	2	12	7	19

Abbreviations: ASG, Assistant Secretary-General; D, Director; P, Professional; LL, Local level.

Table 20
Comparison of voluntary contributions and budget in the non-earmarked foundation

Description	2019	2020	2021	2022	2023
Voluntary contributions received	5 128	4 861	2 556	7 564	4 404
Approved budget	13 029	18 927	10 000	11 979	3 152
Variance	(7 901)	(14 066)	(7 444)	(4 415)	1 252

IV. General financial reserve

14. In accordance with financial rule 304.2 (b)⁶, upon the recommendation of the Executive Director, the Executive Board determines the level of the general financial reserve. The reserve is to ensure liquidity of the Foundation non-earmarked fund, to compensate for uneven cash flows, and to meet other requirements for the prudent management of the fund.

15. Pursuant to decision 2022/5⁷ of the Executive Board, it is the policy of UN-Habitat to set the reserve for the foundation non-earmarked fund at a minimum level of \$3.0 million or 20.0 per cent of the approved budget of the following financial year, whichever is higher. As 20.0 per cent of the proposed budget of \$4.7 million (\$937,400) is lower than \$3.0 million, the reserves for 2025 will be \$3.0 million.

V. Subprogramme 1: Reduced spatial inequality and poverty in communities across the urban rural continuum

Table 21
Resource requirement by source of funds
(Thousands of United States dollars)

Category	Resources			Posts	
	2024	Change	2025	2024	2025
Foundation non-earmarked					
Post	311.0	123.6	434.6	4	4
Non-post	94.6	-	94.6	-	-
Subtotal	405.6	123.6	529.2	4	4
Regular budget					
Post	1,794.6	-	1,794.6	13	13
Non-post	323.0	2.2	325.2	-	-
Subtotal	2,117.6	2.2	2,119.8	13	13
Foundation earmarked					
Non-post	29,483.9	2,953.0	32,436.9	-	-
Subtotal	29,483.9	2,953.0	32,436.9	-	-
Technical cooperation					
Non-post	20,463.9	(2,048.3)	18,415.6	-	-
Subtotal	20,463.9	(2,048.3)	18,415.6	-	-
Programme support					
Post	1,793.1	295.6	2,088.7	9	9
Non-post	271.9	-	271.9	-	-
Subtotal	2,065.0	295.6	2,360.6	9	9
Total by category					
Post	3,898.7	419.2	4,317.9	26	26
Non-post	50,637.3	906.9	51,544.2	-	-
Subtotal	54,536.0	1,326.1	55,862.1	26	2

⁶ [ST/SGB/2015/4](#)

⁷ [HSP/EB.2022/22](#)

Table 22
Post requirement by source of funds

	<i>Professional category and above</i>						Total	<i>General service</i>	<i>Grand total</i>
	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2/1</i>		LL	
2024									
Foundation non-earmarked	–	1	–	–	1	–	2	2	4
Regular budget	1	1	1	3	2	1	9	4	13
Programme support	–	–	2	5	1	–	8	1	9
2024 total	1	2	3	8	4	1	19	7	26
Changes: (decrease)/increase									
Foundation non earmarked	–	–	–	–	–	–	–	–	–
Programme support	–	–	–	–	–	–	–	–	–
Net changes	–	–	–	–	–	–	–	–	–
2025									
Foundation non-earmarked	–	1	–	–	1	–	2	2	4
Regular budget	1	1	1	3	2	1	9	4	13
Programme support	–	–	2	5	1	–	8	1	9
2025 total	1	2	3	8	4	1	19	7	26

Abbreviations: D, Director; P, Professional; LL, Local level.

VI. Subprogramme 2: Enhanced shared prosperity of cities and regions

Table 23
Resource requirement by source of funds
(Thousands of United States dollars)

<i>Category</i>	<i>Resources</i>			<i>Posts</i>	
	<i>2024</i>	<i>Change</i>	<i>2025</i>	<i>2024</i>	<i>2025</i>
Foundation non-earmarked					
Post	1,113.4	210.1	1,323.5	5	5
Non-post	123.0	–	123.0	–	–
Subtotal	1,236.4	210.1	1,446.5	5	5
Regular budget					
Post	2 123.7	–	2 123.7	16	16
Non-post	267.0	(6.8)	260.2	–	–
Subtotal	2 390.7	(6.8)	2 383.9	16	16
Foundation earmarked					
Non-post	9 667.2	970.3	10 637.5	–	–
Subtotal	9 667.2	970.3	10 637.5	–	–
Technical cooperation					
Non-post	6 808.1	(682.9)	6 125.2	–	–
Subtotal	6 808.1	(682.9)	6 125.2	–	–
Programme support					
Post	616.5	12.2	628.7	5	5
Non-post	215.2	–	215.2	–	–
Subtotal	831.7	12.2	843.9	5	5
Total by category					
Post	3,853.6	222.3	4,075.9	26	26
Non-post	17,080.5	280.6	17,361.1	–	–
Subtotal	20,934.1	502.9	21,437.0	26	26

Table 27
Post requirement by source of funds

	<i>Professional category and above</i>					<i>Total</i>	<i>General service</i>	
	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2/1</i>		<i>LL</i>	<i>Grand total</i>
2024								
Foundation non-earmarked	1	1	–	1	1	4	1	5
Regular budget	1	2	4	2	2	11	5	16
Programme support	–	1	1	–	–	2	3	5
2024 total	2	4	5	3	3	17	9	26
Changes: (decrease)/increase								
Foundation non-earmarked	–	–	–	–	–	–	–	–
Programme support	–	–	–	–	–	–	–	–
Net changes	–	–	–	–	–	–	–	–
2025								
Foundation non-earmarked	1	1	–	1	1	4	1	5
Regular budget	1	2	4	2	2	11	5	16
Programme support	–	1	1	–	–	2	3	5
2025 total	2	4	5	3	3	17	9	26

Abbreviations: D, Director; P, Professional; LL, Local level.

VII. Subprogramme 3: Strengthened climate action and improved urban environment

Table 24
Resource requirement by source of funds
 (Thousands of United States dollars)

<i>Category</i>	<i>Resources</i>			<i>Posts</i>	
	<i>2024</i>	<i>Change</i>	<i>2025</i>	<i>2024</i>	<i>2025</i>
Foundation non-earmarked					
Post	305.3	(16.5)	288.8	2	2
Non-post	96.4	–	96.4	–	–
Subtotal	401.7	(16.5)	385.2	2	2
Regular budget					
Post	2,026.1	–	2,026.1	14	14
Non-post	265.1	(6.0)	259.1	–	–
Subtotal	2,291.2	(6.0)	2,285.2	14	14
Foundation earmarked					
Non-post	3,706.0	373.3	4,079.3	–	–
Subtotal	3,706.0	373.3	4,079.3	–	–
Technical cooperation					
Non-post	18,437.4	(1,845.6)	16,591.8	–	–
Subtotal	18,437.4	(1,845.6)	16,591.8	–	–
Programme support					
Post	675.4	83.4	758.8	7	7
Non-post	235.0	–	235.0	–	–
Subtotal	910.4	83.4	993.8	7	7
Total by category					
Post	3,006.8	66.9	3,073.7	23	23
Non-post	22,739.9	(1,478.3)	21,261.6	–	–

Category	Resources			Posts	
	2024	Change	2025	2024	2025
Subtotal	25,746.7	(1,411.4)	24,335.3	23	23

Table 25
Post requirement by source of funds

Funding source	Professional category and above					Total	General service		Grand total
	D-1	P-5	P-4	P-3	P-2/1		LL		
2024									
Foundation non-earmarked	1	–	–	–	–	1	1	2	
Regular budget	–	2	5	3	1	11	3	14	
Programme support	–	2	–	–	–	2	5	7	
2024 total	1	4	5	3	1	14	9	23	
Changes: (decrease)/increase									
Foundation non-earmarked	–	–	–	–	–	–	–	–	
Regular budget	–	–	–	–	–	–	–	–	
Programme support	–	–	–	–	–	–	–	–	
Net changes	–	–	–	–	–	–	–	–	
2025									
Foundation non-earmarked	1	–	–	–	–	1	1	2	
Regular budget	–	2	5	3	1	11	3	14	
Programme support	–	2	–	–	–	2	5	7	
2025 total	1	4	5	3	1	14	9	23	

Abbreviations: D, Director; P, Professional; LL, Local level.

VIII. Subprogramme 4: Effective urban crisis prevention and response

Table 26
Resource requirement by source of funds
(Thousands of United States dollars)

Category	Resources			Posts	
	2024	Change	2025	2024	2025
Foundation non-earmarked					
Post	170.0	–	170.0	2	2
Non-post	129.8	–	129.8	–	–
Subtotal	299.8	–	299.8	2	2
Regular budget					
Post	2 002.6	–	2 002.6	15	15
Non-post	344.0	9.3	353.3	–	–
Subtotal	2 346.6	9.3	2 355.9	15	15
Foundation earmarked					
Non-post	5 283.9	531.6	5 815.5	–	–
Subtotal	5 283.9	531.6	5 815.5	–	–
Technical cooperation					
Non-post	58 740.6	(5 876.4)	52 864.2	–	–
Subtotal	58 740.6	(5 876.4)	52 864.2	–	–
Programme support					
Post	834.4	(374.7)	468.7	7	6
Non-post	225.1	–	225.1	–	–
Subtotal	1 068.5	–	693.8	7	6

Category	Resources			Posts	
	2024	Change	2025	2024	2025
Total by category					
Post	3,016.0	268.3	3,284.3	24	23
Non-post	64,723.4	(5,335.5)	59,387.9	–	–
Subtotal	67,739.4	(5,067.2)	62,672.2	24	23

Table 27
Post requirement by source of funds

Funding source	Professional category and above					Total	General service		Grand total
	D-1	P-5	P-4	P-3	P-2/1		NPO	LL	
2024									
Foundation non-earmarked	1	–	–	–	–	1	–	1	2
Regular budget	–	1	4	5	1	11	–	4	15
Programme support	–	2	1	–	–	3	–	4	7
2024 total	1	3	5	5	1	15	–	9	24
Changes: (decrease)/increase									
Foundation non-earmarked	–	–	–	–	–	–	–	–	–
Programme support	–	–	(1)	–	–	(1)	–	–	(1)
Net changes	–	–	(1)	–	–	(1)	–	–	(1)
2025									
Foundation non-earmarked	1	–	–	–	–	1	–	1	2
Regular budget	–	1	4	5	1	11	–	4	15
Programme support	–	2	–	–	–	2	–	4	6
2025 total	1	3	4	5	1	14	–	9	23

Abbreviations: D, Director; P, Professional; NPO, National Professional Officer; LL, Local level

IX. Policymaking organs

Table 28
Resource requirement by source of funds
(Thousands of United States dollars)

Category	Resources			Posts	
	2024	Change	2025	2024	2025
Foundation non-earmarked					
Non-post	163.0	–	163.0	–	–
Subtotal	163.0	–	163.0	–	–
Regular budget					
Post	632.4	–	632.4	6	6
Non-post	48.3	–	48.3	–	–
Subtotal	680.7	–	680.7	6	6
Foundation earmarked					
Non-post	394.4	–	394.4	–	–
Subtotal	394.4	–	394.4	–	–
Total by category					
Post	632.4	–	632.4	6	6
Non-post	605.7	–	605.7	–	–
Subtotal	1 238.1	–	1 238.1	6	6

Table 29
Post requirement by source of funds

	<i>Professional category and above</i>		<i>Total</i>	<i>General service</i>		<i>Grand total</i>
	<i>D-1</i>	<i>P-3</i>		<i>LL</i>		
2024						
Regular budget	1	2	3	3		6
2024 total	1	2	3	3		6
Changes: (decrease)/increase						
Regular budget	–	–	–	–		–
Net Changes	–	–	–	–		–
2025						
Regular budget	1	2	3	3		6
2025 total	1	2	3	3		6

Abbreviations: D, Director; P, Professional; LL, Local level

X. Executive direction and management

Table 30
Resource requirement by source of funds
 (Thousands of United States dollars)

<i>Category</i>	<i>Resources</i>			<i>Posts</i>	
	<i>2024</i>	<i>Change</i>	<i>2025</i>	<i>2024</i>	<i>2025</i>
Foundation non-earmarked					
Post	1 032.4	–	1 032.4	5	5
Non-post	163.1	–	163.1	–	–
Subtotal	1 195.5	–	1 195.5	5	5
Regular budget					
Post	1 700.3	–	1 700.3	9	9
Non-post	214.1	0.3	214.4	–	–
Subtotal	1 914.4	0.3	1 914.7	9	9
Foundation earmarked					
Non-post	327.5	0.3	327.8	–	–
Subtotal	327.5	0.3	327.8	–	–
Technical cooperation					
Non-post	286.0	–	286.0	–	–
Subtotal	286.0	–	286.0	–	–
Programme support					
Post	471.4	–	471.4	6	6
Non-post	86.7	–	86.7	–	–
Subtotal	558.1	–	558.1	6	6
Total by category					
Post	3,204.1	331.2	3,535.3	20	20
Non-post	1,077.4	0.6	1,078.0	–	–
Subtotal	4,281.5	331.8	4,613.3	20	20

Table 31
Post requirement by source of funds

	<i>Professional category and above</i>								<i>General service</i>		<i>Grand total</i>	
	<i>USG</i>	<i>ASG</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2/1</i>	<i>Total</i>	<i>NPO</i>	<i>LL</i>		<i>OL</i>
2024												
Foundation non-earmarked	-	1	1	1	-	-	1	4	-	1	-	5
Regular budget	1	-	1	2	2	-	-	6	-	1	2	9
Programme support	-	-	-	-	1	-	-	1	1	4	-	6
2024 total	1	1	2	3	3	-	1	11	1	6	2	20
Changes: (decrease)/increase												
Foundation non-earmarked	-	-	-	-	-	-	-	-	-	-	-	-
Programme support	-	-	-	-	-	-	-	-	-	-	-	-
Net changes	-	-	-	-	-	-	-	-	-	-	-	-
2025												
Foundation non-earmarked	-	1	1	1	-	-	1	4	-	1	-	5
Regular budget	1	-	1	2	2	-	-	6	-	1	2	9
Programme support	-	-	-	-	1	-	-	1	1	4	-	6
2025 total	1	1	2	3	3	-	1	11	1	6	2	20

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; D, Director; P, Professional; NPO, National Professional Officer; LL, Local level; OL, Other level

XI. Programme support

Table 32
Resource requirement by source of funds
(Thousands of United States dollars)

<i>Category</i>	<i>Resources</i>			<i>Posts</i>	
	<i>2024</i>	<i>Change</i>	<i>2025</i>	<i>2024</i>	<i>2025</i>
Foundation non-earmarked					
Post	39.8	21.5	61.3	1	1
Non-post	232.6	-	232.6	-	-
Subtotal	272.4	21.5	293.9	1	1
Regular budget					
Post	1 232.1	-	1 232.1	9	9
Non-post	45.1	1.0	46.1	-	-
Subtotal	1 277.2	1.0	1 278.2	9	9
Foundation earmarked					
Non-post	358.1	-	358.1	-	-
Subtotal	358.1	-	358.1	-	-
Technical cooperation					
Non-post	0.3	-	0.3	-	-
Subtotal	0.3	-	0.3	-	-
Programme support					
Post	2,612.2	619.0	3,231.2	22	22
Non-post	1,955.1	-	1,955.1	-	-
Subtotal	4,567.3	619.0	5,186.3	22	22
Total by category					
Post	3,884.1	640.5	4,524.6	32	32
Non-post	2,591.2	1.0	2,592.2	-	-

Category	Resources			Posts	
	2024	Change	2025	2024	2025
Subtotal	6,475.3	641.5	7,116.8	32	32

Table 33
Post requirement by source of funds

	Professional category and above					Total	General service		Grand total
	D-1	P-5	P-4	P-3	P-2/1		NPO	LL	
2024									
Foundation non-earmarked	-	-	-	-	-	-	-	1	1
Regular budget	1	1	3	1	-	6	-	3	9
Programme support	-	-	5	4	2	11	1	10	22
2024 total	1	1	8	5	2	17	1	14	32
Changes: (decrease)/increase									
Foundation non-earmarked	-	-	-	-	-	-	-	-	-
Regular budget	-	-	-	-	-	-	-	-	-
Programme support	-	-	1	-	-	1	(1)	-	-
Net changes	-	-	1	-	-	1	(1)	-	-
2025									
Foundation non-earmarked	-	-	-	-	-	-	-	1	1
Regular budget	1	1	3	1	-	6	-	3	9
Programme support	-	-	6	4	2	12	-	10	22
2025 total	1	1	9	5	2	18	-	14	32

Abbreviations: D, Director; P, Professional; NPO, National Professional Officer; LL, Local level.

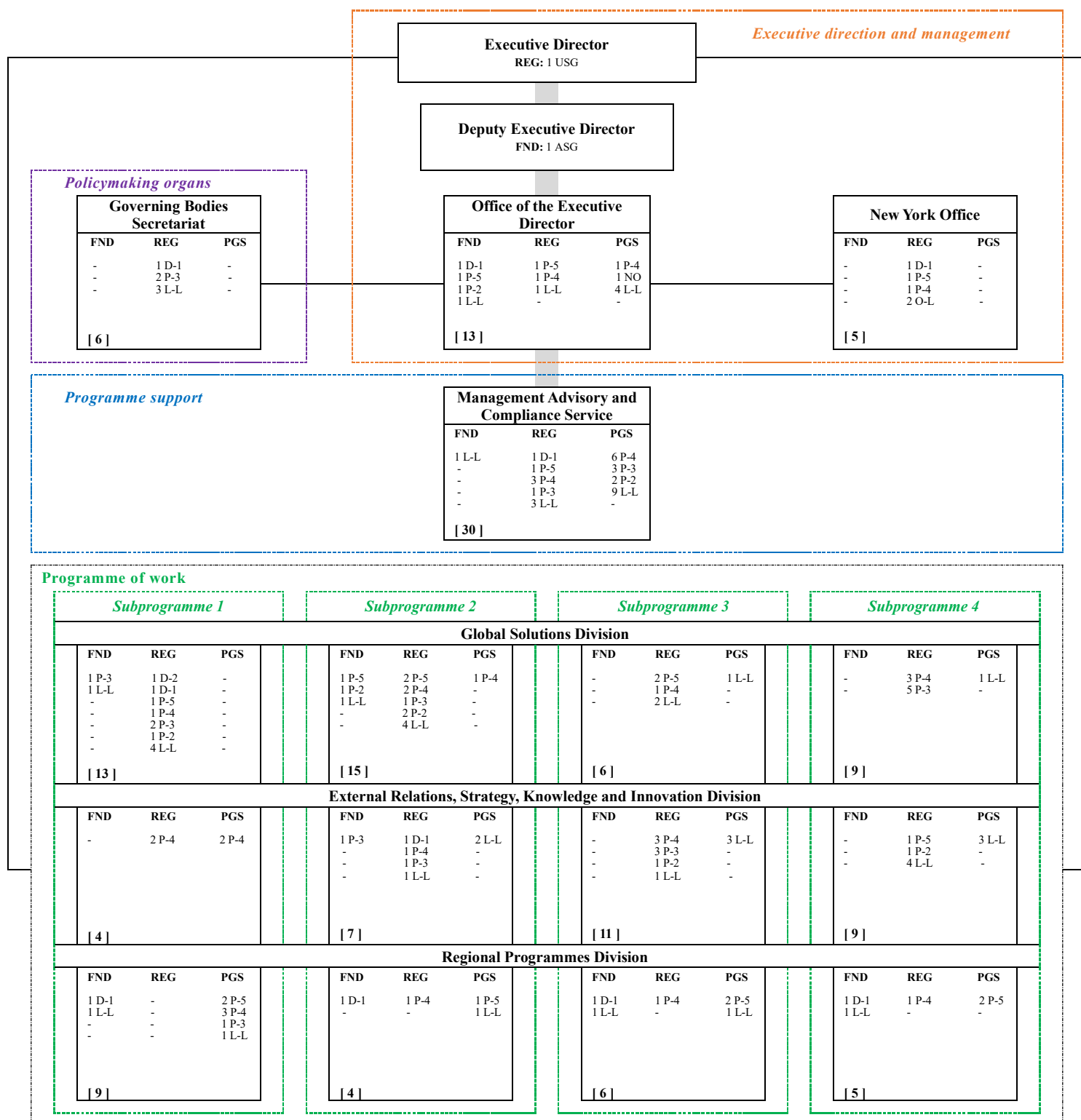
Annex I

Summary of follow-up action taken to implement relevant recommendations of advisory and oversight bodies

<i>Brief description of the recommendation</i>	<i>Action taken to implement the recommendation</i>
<p>Advisory Committee on Administrative and Budgetary Questions 2023 AC/2277, para. 7</p> <p>The Committee recommends that future reports include detailed information, by category of expenditure, on actual expenditure and level of contributions received for the prior and current periods as compared with the proposed budget, together with detailed explanations for variances.</p>	<p>Status: Implemented</p> <p>As presented in tables 12 and 20 of the present document.</p>
<p>Board of Auditors 2021 A/77/5/Add.9, para. 27</p> <p>The Board further recommends that UN-Habitat prepare a report based on surveys and communications with previous, present and potential core funds donors to identify the gap between donor expectations and current situations.</p>	<p>Status: Under implementation</p> <p>UN-Habitat has launched a survey targeting previous, present and potential donors and has had bilateral meetings with previous, present and potential donors. It will prepare and disseminate report that presents the findings of the survey and bilateral meetings to the donors.</p>
<p>2021 A/77/5/Add.9, para. 66</p> <p>The Board also recommends that UN-Habitat review the post distribution and human resources regularly to further analyse the employment priority and resources distribution, in order to facilitate selection process whenever the necessary funding is in place.</p>	<p>Status: Under implementation</p> <p>UN-Habitat will review the post distribution and human resources regularly to further analyze employment priorities.</p>

Annex II

Organizational structure and post distribution for 2025



Abbreviations: FND, Foundation non-earmarked; REG, regular budget; PGS, programme support; USG, Under-Secretary-General; ASG, Assistant Secretary-General; D, Director; P, Professional; NO, *National Professional Officer*; O-L, Other level; L-L, Local level;

Annex III

Optional scalable proposal for post and non-post resources for 2025

1. The present annex is provided as an optional budget proposal for 2025, in line with package 1 of the scalability model⁸ of the non-earmarked Foundation, as endorsed by the Executive Board in its decision 2023/4⁹. This optional proposal may be considered by the Executive Board with reference to the revenue and net assets of the non-earmarked Foundation in 2024. The estimates for 2025 in the present annex have been recosted using standard methodology and information available at the time of publication.

Table 17a
Resource breakdown by subcategory of expenditure
(Thousands of United States dollars)

<i>Subcategory of expenditure</i>	<i>SP1</i>	<i>SP2</i>	<i>SP3</i>	<i>SP4</i>	<i>PMO</i>	<i>EDM</i>	<i>PGS</i>	<i>Total</i>
Post	1 194.5	1 052.9	662.1	712.2	–	1 205.6	61.3	4 888.6
Travel of staff	26.2	43.7	45.4	38.4	14.0	93.7	14.8	276.2
Contractual services	42.7	41.6	39.5	38.5	140.0	5.1	115.2	422.6
General operating expenses	42.7	33.8	18.5	9.0	3.0	48.3	113.6	268.9
Furniture and equipment	3.0	3.9	3.0	3.9	6.0	16.0	2.0	37.8
Grants and contributions	–	–	–	50.0	–	–	–	50.0
Total	1 309.1	1 175.9	768.5	852.0	163.0	1 368.7	306.9	5 944.1
Post	1 194.5	1 052.9	662.1	712.2	–	1 205.6	61.3	4 888.6
Non-post	114.6	123.0	106.4	139.8	163.0	163.1	245.6	1 055.5
Total	1 309.1	1 175.9	768.5	852.0	163.0	1 368.7	306.9	5 944.1

Abbreviations: SP, subprogramme; PMO, policymaking organs; EDM, executive direction and management; PGS, programme support.

Table 18a
Distribution of posts by strategic area

	<i>Professional category and above</i>							<i>Subtotal</i>	<i>General service</i>	<i>Grand total</i>
	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2/1</i>		<i>LL</i>	
Subprogramme 1	–	1	1	–	–	2	–	4	2	6
Subprogramme 2	–	–	1	1	–	1	1	4	1	5
Subprogramme 3	–	–	2	–	–	–	–	2	1	3
Subprogramme 4	–	1	1	–	–	–	–	2	1	3
Executive direction and management	1	–	1	1	–	–	1	4	1	5
Programme support	–	–	–	–	–	–	–	–	1	1
2025 total	1	2	6	2	–	3	2	16	7	23

Abbreviations: ASG, Assistant Secretary-General; D, Director; P, Professional; LL, Local level.

⁸ [HSP/EB.2023/11/Add.1.](#)

⁹ [HSP/EB.2023/23.](#)