



**UNITED
NATIONS**

HSP/EB.2026/2/Add.1



UN-HABITAT

**United Nations
Human Settlements
Programme**

Distr.: General
30 January 2026
English Only

**Executive Board of the United Nations
Human Settlements Programme
First session of 2026
Nairobi, 21–22 April 2026
Item 4 of the provisional agenda***

Financial, budgetary and administrative matters

Recruitment, equitable geographical distribution and gender parity**

Report of the Executive Director

I. Introduction

1. The present report provides information on recruitment activities as they relate to equitable geographical representation and gender balance within the programme. It also constitutes an update to the most recent report submitted on this matter.¹

II. Equitable geographical distribution

2. UN-Habitat continues to uphold its commitment to ensuring a broad geographical distribution of staff, in accordance with Article 101 of the Charter of the United Nations, which provides that “the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.” This commitment is further reflected in the implementation of the geographical diversity strategy of the United Nations Secretariat.²

III. Gender parity

3. UN-Habitat remains committed to gender parity, as provided for in Article 8 of the Charter of the United Nations,³ which states that “The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs”, and in line with the system-wide strategy on gender parity of the United Nations Secretariat.⁴

* HSP/EB.2026/1

** The present document is being issued without formal editing.

¹ HSP/EB.2022/15/Add.2

² Available at OHR Geographical Diversity Strategy_EN_0.pdf (un.org).

³ Charter of the United Nations

⁴ Available at gender_parity_strategy_october_2017.pdf (un.org)

IV. Update

4. Under the system of desirable ranges of the United Nations Secretariat, representation of Member States as at 31 December 2025 was such that the representation of 65 per cent of Member States was within the desired range, 12 per cent Member States were overrepresented, 13 per cent were underrepresented, and 10 per cent remained unrepresented.
5. Of the 343 staff members of UN-Habitat, 171 are from Africa, 86 from Western Europe and other states, 55 from Asia-Pacific region, 23 from Latin America and the Caribbean, 8 from Eastern Europe.
6. In the Professional and higher-level categories of UN-Habitat staff as at 31 December 2025, 51.3 per cent of staff members were female and 48.7 per cent male. In the National Officer and General Service categories, 59 per cent were female and 41 per cent male.
7. The breakdown by gender in the Professional and higher categories is as follows: At the P-2 level, 57 per cent of staff members are female and 43 per cent are male; at the P-3 level, 58 per cent are female and 42 per cent are male; and at the P-4 level, 48 per cent of staff members female and 52 per cent male. At the P-5 level, 41 per cent of staff members female and 51 per cent male. At the D-1 level, 64 per cent are female and 36 per cent are male. At the D-2 level, 1 Male and at the level of Assistant Secretary-General, there is 0 representation as the post is vacant. The Under-Secretary-General, who is also the Executive Director, is female.
8. In the past year (2025), the Executive Director has made a concrete effort to enhance gender parity, which has resulted in the appointment of 4 female candidates at the P-5 level and 2 female candidates at the D-1 level.
9. Workforce planning is key to ensuring that each recruitment process becomes an opportunity to follow Member States' guidance on improving gender and geographical balance. The Executive Director has issued instructions to all hiring managers to take measures to seek out and facilitate the recruitment of qualified female candidates and candidates from underrepresented and unrepresented countries.
10. UN-Habitat is taking the following actions to make the recruitment process even more effective in terms of gender balance and geographical diversity:
 - (a) Advocates with Member States across the United Nations system and with partner organizations to expand the pool of candidates.
 - (b) Conducts a range of outreach activities to enlarge the pool of candidates, including posting job openings across global job boards and universities in underrepresented and unrepresented countries.
 - (c) Collaborates with the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the Development Coordination Office to share vacancy announcements for P-5 and higher-level positions with their networks of qualified candidates.
 - (d) Provides training to hiring managers to ensure awareness of the need to diversify the workforce.
 - (e) Requires all hiring managers to short-list and interview, to the extent possible, an equal number of eligible female and male candidates.
 - (f) Reviews business processes, in partnership with the United Nations Office at Nairobi, to ensure continuous efficiency and monitoring of key performance indicators (KPIs).