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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 2027

Draft work programme of the United Nations Human Settlements Programme and draft budget of the United Nations Habitat and Human Settlements Foundation for 2027**

Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Executive Director on the proposed draft work programme of the United Nations Human Settlements Programme and budget of the United Nations Habitat and Human Settlements Foundation for 2027 (HSP/EB.2026/21). During its consideration of the report, the Advisory Committee met with representatives of the United Nations Human Settlements Programme (UN-Habitat), who provided additional information and clarification, concluding with written submissions received on 14 May 2026.

2. The report of the Executive Director indicates that reference is made to part A of the proposed programme budget for 2027 and the programme performance in 2025 as set out in document A/81/6 (Sect. 15). The mandate of UN-Habitat derives from the priorities established in relevant General Assembly resolutions and decisions, including resolution 3327 (XXIX), by which the Assembly established the United Nations Habitat and Human Settlements Foundation, and resolution 32/162, by which the Assembly established the United Nations Centre for Human Settlements (Habitat). The Assembly, through its resolution 56/206, transformed the Centre into the United Nations Human Settlements Programme (UN-Habitat), effective 1 January 2002. The Assembly, through its resolution 73/239, established a new governance structure for the Programme, consisting of the universal UN-Habitat Assembly, the 36-member Executive Board and the Committee of Permanent Representatives. The UN-Habitat Assembly adopted resolutions providing further guidance on the work of UN-Habitat at its first and second sessions, held in May 2019 and June 2023, respectively (A/81/6 (Sect. 15), para 15.1).

* HSP/EB.2026/17.

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

II. Proposed work programme for 2027

3. The proposed programme budget for 2027 provides information on the strategy and external factors for 2027. The proposed programme plan for 2027 is guided by the UN-Habitat strategic plan for 2026–2029, which was approved by the UN-Habitat Assembly in May 2025. The proposed programme structure is informed by the strategic focus and means of implementation. The programme of work centres on access to adequate housing, land and basic services for all, including the transformation of informal settlements and slums to help drive sustainable urbanization (A/81/6 (Sect. 15), para 15.4).

III. Proposed post and non-post resource requirements for 2027

A. Financial overview

4. The financial framework of UN-Habitat comprises three broad sources of funding:

(a) the United Nations regular budget allocations, 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 earmarked budget allocations are approved by the Executive Director; and

(c) technical cooperation contributions, from which the budget allocations are also approved by the Executive Director (HSP/EB.2026/21, para. 4).

5. Technical cooperation contributions are earmarked voluntary resources from Governments and 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. Programme support revenue is earned through the expenditure of earmarked funds and is a percentage of the total expenditure on direct programme costs, in line with the administrative instruction on programme support accounts. Also, for management purposes, the non-earmarked account of the Foundation and the regular budget are considered the core resources of UN-Habitat. The report indicates furthermore that, in line with General Assembly resolution 75/233, every effort has been made to consolidate projected core and non-core resources within an integrated budgetary framework on the basis of the priorities of the UN-Habitat new strategic plan 2026–2029 (ibid., paras 6-9). **The Advisory Committee reiterates the need to keep personnel and operational costs under constant review and trusts that the breakdown by funding source will continue to be provided in future budget submissions.**

6. Upon enquiry, the Advisory Committee was informed that UN-Habitat had revised its organizational structure with effect from 1 December 2025, in alignment with the Strategic Plan 2026-2029, approved by the Member States in May 2025. The revised structure includes consolidation of resources to optimize the workflow and efficiencies required to continue implementing UN-Habitat mandate with reduced human resources under the Regular Budget. For the budget planning of 2027, considerations were made to reduce some of the P4 and P5 level positions to allow for the establishment of more positions at P3 and Local Level. The Committee was also informed that UN-Habitat continues to rely on the United Nations Office at Nairobi (UNON) for payroll processing, travel processing and host country services liaison.

7. The Committee was informed of the key challenges regarding the Strategic Plan 2026-2029 as follows:

(a) the freezing of a number of Regular Budget positions in the last two years due to the liquidity constraints; nevertheless, UN-Habitat is not experiencing a liquidity crisis under extrabudgetary funding sources including Foundation non-earmarked funds as all contributions are voluntary and cash received;

(b) the need to ensure continued support to the Foundation non-earmarked funds that enable UN-Habitat to perform normative and global work. Failure to obtain continuous non-earmarked funding requires UN-Habitat to reconsider the normative work under the Strategic Plan 2026-2029. The Committee was informed that 31 Member States provided contributions in 2025, the highest number of contributing Member States since 2020, thereby reflecting the efforts of UN-Habitat to broaden the donor base for core contributions while also signaling an encouraging trend of wider engagement with Member States. Furthermore, one strategy is to embed normative work into projects, as is the case with the World Urban Forum (WUF), a project that supports advocacy, knowledge components of UN-Habitat's normative work (see also paras 26 to 27 below).

8. Upon enquiry, the Advisory Committee was informed that the Strategic Plan 2026–2029 recognizes the current constrained global funding environment, including the decline in Official Development Assistance (ODA), and responds by concentrating UN-Habitat's strategic focus on adequate housing, land and basic services for all, ensuring the organization's work remains clearly prioritized, demand-driven and aligned with the needs of Member States. **The Advisory Committee notes the efforts by UN-Habitat to safeguard its normative and global work. The Committee underlines the importance of ensuring that extrabudgetary activities and related resource allocations continue to be aligned with the priorities and objectives approved by Member States under the Strategic Plan 2026–2029. The Committee trusts that any changes to the budget estimates and to UN-Habitat operations will be highlighted to the Executive Board at the time of its consideration of the present report.**

B. Resource plan for 2027

9. As indicated in tables 1 to 8 of the budget submission and the table below, the overall resource requirements for UN-Habitat are projected (rounded) at $198.4 million, reflecting an increase of 5.8 per cent compared with the $187.6 million approved in 2026. The resource requirements for 2027 comprise: (a) $181.6 million (91.5 per cent) for programme activities; (b) $1.3 million (0.7 per cent) for policymaking organs; (c) $5.8 million (2.9 per cent) for executive direction and management; and (d) $9.7 million (4.9 per cent) for programme support activities.

10. The projection for 2027 generally reflects the delivery levels based on the 2025 actuals and the budget level for 2026. Information, including on the various sources of funding, is provided in section 3 of the budget (HSP/EB.2026/21, para 10).

11. Upon enquiry, the Advisory Committee was informed that the overall increase of 5.8 per cent ($10.9 million) between 2026 and 2027 is evenly distributed between post costs ($5.4 million) and non-posts costs ($5.5 million). Table 1 below indicates an increase in post costs which is driven mainly by a combination of cost adjustments, increased delivery requirements and structural changes provided for under the Foundation non-earmarked fund, where 14 new positions are proposed, and under the Programme support fund where 28 positions are proposed, to ensure adequate capacity to implement the new Strategic Plan 2026-2029; movement in standard post costs for existing positions also contributed to the increase in costs.

Table 1
Post costs

Funding source	*Approved 2026*	*Change amount*	*% change*	*Estimate 2027*
Foundation non-earmarked	3 485.6	1 712.3	49.1	5 197.9
Regular budget	10 882.4	3.0	–	10 885.4
Programme support	7 646.6	3 667.0	48.0	11 313.6
Total post costs	**22 014.6**	**5 382.3**	**24.4**	**27 396.9**

12. The Committee was informed that with respect to the non-post costs as indicated in table 2 below, the increase is mainly driven by the projected rise in the implementation of technical cooperation activities representing an increase of $5.2 million (or 95 per cent) of the $5.5 million and is due to the increasing trend in technical cooperation earmarked funding. The main driver of the increase in non-post costs is under grants and contributions with an increase of $8.1 million due to a projected increase in the implementation of activities by implementing partners in 2027.

Table 2
Non-post costs

Funding source	*Approved 2026*	*Change amount*	*% change*	*Estimate 2027*
Foundation non-earmarked	1 509.7	(763.9)	(50.6)	745.8
Regular budget	1 366.8	133.8	9.8	1 500.6
Foundation earmarked	48 116.8	378.6	0.8	48 495.4
Technical cooperation	109 937.6	5 193.2	4.7	115 130.8
Programme support	4 610.5	584.6	12.7	5 195.1
Total non-post costs	**165 541.4**	**5 526.3**	**3.3**	**171 067.7**

13. The Committee was furthermore informed that the total increase in programme support resources between 2026 and 2027 amounts to $4.2 million (35 per cent) and is driven mainly by post-related costs and to a lesser extent by contractual services. Post costs increased by $3.7 million (48 per cent), accounting for approximately 86 per cent of the total increase, mainly due to an additional 28 positions proposed for establishment. Non-post costs increased by only $0.6 million (13 per cent) and constituted the remaining 14 per cent of the total increase.

14. The Committee was informed that this reflects a shift toward strengthening internal institutional capacity, rather than expanding administrative expenditure and that the increase in post costs reflects reinforcement of programme management, oversight, compliance, and fiduciary support functions, particularly in response to higher delivery volumes, increased donor reporting and compliance requirements and the complexity of managing a growing portfolio of earmarked and multi-partner funding. The Committee was furthermore informed of efficiency-oriented reductions related to consultants (18 per cent), travel (18 per cent) and general operating expenses (5 per cent).

15. Paragraph 11 of the budget submission indicates that the allocation of resources across the four new subprogrammes of the Strategic Plan 2026–2029 is based on an estimate of resource requirements in each strategic area based on the expected deliverables for each subprogramme for the budget year and the strategic priorities of UN-Habitat. The table below provides the resource breakdown by subcategory of expenditure.

Table 3
Resource breakdown by subcategory of expenditure
(Thousands of United States dollars)

Subcategory of expenditure	*Approved 2024*	*Actual 2024*	*Approved 2025*	*Actual 2025*	*Approved 2026*	*Change amount*	*% change*	*Estimates 2027*
Posts	21 495.7	19 806.4	25 402.1	24 986.7	22 014.6	5 382.3	24.4	27 396.9
Other staff costs	55 410.0	61 368.9	49 376.2	63 960.9	60 939.6	274.5	0.5	61 214.1
Hospitality	3.3	–	3.4	–	3.4	0.1	2.9	3.5
Experts	73.7	–	101.8	–	78.3	–	–	78.3
Consultants	341.4	124.1	384.2	158.9	353.7	(39.7)	(17.7)	314.0
Travel of representatives	11.6	–	12.0	–	12.0	–	–	12.0
Travel of staff	3 098.9	9 528.4	7 242.8	3 634.0	5 116.7	(1 784.4)	(34.9)	3 332.3
Contractual services	25 782.0	30 304.6	28 548.4	36 293.3	28 385.7	3 558.8	12.5	31 944.5
General operating expenses	14 707.4	17 666.9	11 529.9	11 570.0	18 217.5	(4 691.3)	(25.8)	13 526.2
Supplies and materials	837.7	1 424.4	1 958.0	640.5	667.7	(74.1)	(11.1)	593.6
Furniture and equipment	2 310.9	2 518.8	3 604.5	2 198.0	2 454.4	(151.9)	(6.2)	2 302.5
Grants and contributions	51 021.8	46 872.2	51 148.1	64 702.1	48 391.0	8 083.1	16.7	56 474.1
Improvement of premises	604.8	5.7	–	1 417.5	900.6	332.3	36.9	1 232.9
Other costs	0.3	20.5	–	–	20.8	18.9	90.9	39.7
Total	**175 699.5**	**189 599.9**	**179 311.4**	**209 561.9**	**187 556.0**	**10 908.6**	**5.8**	**198 464.6**

Source: HSP/EB.2026/21, Table 27

16. **The Advisory Committee notes the additional information provided in tables 12 and 27 of the budget submission and trusts that future budget submissions will include detailed explanations of significant variances, including under programme support costs, staffing levels, contractual services, grants and contributions. The Committee notes that proposed resources for 2027, in the amount of $198.4 million, represent an increase of $10.9 million (or 5.8 per cent) compared to the 2026 approved budget. The Committee also notes that the proposed budget for 2027 is $11.1 million lower than actual expenditures in 2025. The Committee acknowledges the efforts to reduce expenditures under travel of staff and consultants, and the increased resources dedicated to grants and contributions in support of programme countries, and trusts that additional information will be provided to the Executive Board on proposed increases under post resources (see also para 27 below).**

C. Resource projections and mobilization

17. Upon enquiry, the Advisory Committee was informed that, to support the implementation of its new Strategic Plan, UN-Habitat has developed a dedicated Resource Mobilization Strategy structured around two mutually reinforcing objectives: (1) to secure direct financial and in-kind contributions to UN-Habitat, including core and earmarked resources, to deliver its normative and operational activities effectively and at scale; and, (2) to create the conditions that expand resources for sustainable urban development, including through policy guidance, advocacy and partnerships, and embedding housing, land and basic services into financing frameworks.

18. The Committee was informed that UN-Habitat will pursue a more strategic and diversified partnership approach at the operational level including consolidating existing relationships with government and intergovernmental partners, moving from fragmented project-based funding towards more coherent, multi-year and programmatic cooperation, and expanding engagement with new and non-traditional partners. These include non-OECD development partners, local and regional governments, city networks, foundations, philanthropic actors, the private sector, multilateral development banks and international financial institutions. At the same time, UN-Habitat indicated that it would strengthen its ability to leverage larger-scale financing through United Nations pooled funds, vertical funds, joint programming, South-South and triangular cooperation, and strategic collaboration with other UN entities.

19. Upon enquiry, the Committee was informed that in recent years, fund balances have sufficed in meeting resource requirements across all funding segments. The earmarked funding streams have consistently met or exceeded budget levels while the Foundation non-earmarked funding did not meet the budgeted level in 2025, with a shortfall of around $0.8 million. For 2026, anticipated voluntary contributions towards the Foundation non-earmarked fund from UN-Habitat's consistent donors are estimated at around $2.2 million, in addition to $0.4 million already received by 15 April 2026. While UN-Habitat has made progress in diversifying its core contributor base, including increased contributions from developing countries, more effort is required to secure higher levels of non-earmarked funding from OECD-DAC countries and to further broaden the contributor base in order to meet the approved budget level of $5 million for 2026. The Committee was informed that non-earmarked resources remain essential to sustaining UN-Habitat’s normative functions, as well as core management and executive capacities and that any shortfall in this segment may therefore affect the full delivery of these functions. Furthermore, field operations, country offices, and global programmes are primarily financed through earmarked funding, including technical cooperation and Foundation earmarked resources. As of April 2026, funding streams are approximately $140 million and remain stable with no adverse impact anticipated on field operations or field offices.

20. The Committee was also provided with information regarding the possible application of an indicative assessment scale model where for Foundation non-earmarked resources, the voluntary contribution model of funding does not offer predictable and guaranteed funding to this funding source and regardless of the level of the budget approved by the Member States. UN-Habitat indicated that the indicative scale of assessment benchmarked upon the UNEP model is being considered for proposal to the Executive Board and the UN-Habitat Assembly in order to close the gap and synchronize the role of Member States in approving the Strategic Plan, the Annual Work Programme and the Budget as well as providing predictable funding for the Strategic Plan and the work programme in relation to the Foundation non-earmarked resources. The Committee was informed that UN-Habitat believes that the indicative assessment scale model will not only increase the core foundation non-earmarked resources but will bring more clarity for Member States in terms of the fact that the Member states approved contributions towards the Strategic Plan, the Annual Work Programme and the Budget that the Member States may not necessarily be considered voluntary, as has always been presented up to this time, but rather as a responsibility to which a firm commitment should be made as soon as the annual work programme and its related budget have been approved.

21. **The Advisory Committee notes the progress achieved in diversifying the donor base and that earmarked funding streams have consistently met or exceeded budget levels. The Committee also notes, however, that Foundation non-earmarked funding has not reached the estimated level in 2025, with a shortfall of $0.8 million. The Committee once more notes the planned resource mobilization efforts by UN-Habitat and trusts that further efforts will be made to expand funding options and increase the level and predictability of unearmarked core funds. The Committee furthermore trusts that updated information on funding trends, resource mobilization efforts and any proposals under consideration regarding the financing model for Foundation non-earmarked resources will be included in future budget submissions**.

D. Regular budget resources

22. On an annual basis, the General Assembly approves the regular budget resources for UN-Habitat, which are appropriated under the following programme budget sections (see HSP/EB.2026/21, para.5):

(a) Section 15 (Human settlements), which are direct allocations to UN-Habitat from the assessed contributions;

(b) Section 23 (Regular programme of technical cooperation), which are indirect allocations for sectoral advisory services in the field of human settlements and sustainable urban development;

(c) Section 35 (Development Account), which is related to specified development projects administered through the Department of Economic and Social Affairs of the United Nations Secretariat;

(d) Other resources from the regular budget allocated to UN-Habitat through section 2 (General Assembly and Economic and Social Council affairs, and conference management) in support of UN-Habitat-mandated components of conferences, and a small training fund for language courses, allocated through the United Nations Office at Nairobi (section 29D (Administration, Nairobi)).

The Advisory Committee provides its related observations and recommendations in its report on the United Nations proposed programme budget for 2027 (A/81/7 (Sect. 15)).

E. General financial reserve

23. As indicated in paragraphs 18 and 19 of the budget proposal, pursuant to decision 2022/5 of the Executive Board, it is the policy of UN-Habitat to set the general reserve for the Foundation non-earmarked fund for any year at a minimum level of $3.0 million or 20 per cent of the approved budget of the following financial year, whichever is higher. As 20 per cent of the 2027 proposed budget of $5.0 million ($1.0 million) is lower than $3.0 million, the reserves for 2026 will be set at $3.0 million while that for 2027 will be based on the 2028 approved budget.

F. Staffing requirements

24. As indicated in tables 7 and 8 of the budget submission and in the table below, a total of 174 posts are proposed comprising: (a) 66 posts under the regular budget; (b) 33 posts under the Foundation non-earmarked funds; and, (c) 75 posts under the programme support fund.

Table 4
Distribution of posts for 2026–2027, by source of funding

	Professional and higher categories									*General Service and related categories*			
Source of funding	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	*Subtotal*	NPO	LL	OL	*Total*
2026													
Foundation non-earmarked	–	1	–	5	2	–	3	1	12	–	7	–	19
Regular budget	1	–	1	4	6	17	13	5	47	–	17	2	66
Programme support	–	–	–	–	7	9	10	2	28	2	17	–	47
Total, 2026	**1**	**1**	**1**	**9**	**15**	**26**	**26**	**8**	**87**	**2**	**41**	**2**	**132**
Change from 2026 to 2027 (decrease)/increase													
Foundation non-earmarked	–	(1)	–	1	3	2	–	–	5	–	9	–	14
Regular budget	–	–	–	–	–	–	–	–	–	–	–	–	–
Programme support	–	–	1	-	(1)	–	15	3	18	1	9	–	28
Net change	**–**	**(1)**	**1**	**1**	**2**	**2**	**15**	**3**	**23**	**1**	**18**	**–**	**42**
2027													
Foundation non-earmarked	–	–	–	6	5	2	3	1	17	–	16	–	33
Regular budget	1	–	1	4	6	17	13	5	47	–	17	2	66
Programme support	–	–	1	–	6	9	25	5	46	3	26	–	75
Total, 2027	**1**	–	**2**	**10**	**17**	**28**	**41**	**11**	**110**	**3**	**59**	**2**	**174**

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

25. Upon enquiry, the Advisory Committee was provided with information regarding the staff positions approved from 2020 (see table below) and informed that the workforce of UN-Habitat comprises staff funded from core resources on staff positions as well as other personnel including staff working on projects, consultants, individual contractors, United Nations volunteers, individual contractors and interns. As of 31 December 2025, the workforce of UN-Habitat comprised a total of 1,500 personnel, encompassing both staff and non-staff categories that collectively enable the organization to deliver on its mandate globally.

Table 5
Staff positions approved from 2020 to 2026 and the proposed staff positions for 2027

Fund/Year	*Type*	*2020*	*2021*	*2022*	*2023*	*2024*	*2025*	*2026*	*2027*
Foundation non-earmarked	XB	135	58	69	14	19	19	19	33
Regular budget	RB	73	75	75	82	82	82	66	66
Programme support	XB	47	50	61	61	56	55	47	75
Total		**255**	**183**	**205**	**157**	**157**	**156**	**132**	**174**

26. The Committee was informed that the increase in posts reflects a realignment to support the delivery of the Strategic Plan 2026–2029 and to strengthen capacities essential for accountability, oversight, and results in an organization where over 90 per cent of funding is extrabudgetary. Furthermore, growth is driven by the need to manage a complex portfolio, meet heightened donor compliance and reporting requirements, support decentralized delivery through implementing partners and country operations, and protect core functions amid Regular Budget volatility. The Committee was informed that staffing increases are concentrated in programme support at mid- and junior levels (P-2 to P-4 and LL) rather than at the senior level. Senior-level posts declined from 70 (2020) to 30 (2027), with management share falling from 27 per cent to 17 per cent. The Committee was further informed that the proposed changes align with efficiency objectives by reducing duplication, strengthening internal controls, lowering audit and delivery risks, and enabling a larger portfolio to be delivered with fewer senior posts resulting in a leaner, more delivery-focused organization aligned with Strategic Plan priorities.

27. UN-Habitat proposes the establishment of 52 new positions and the abolishment of 10 positions resulting in a net increase of 42 new positions under extrabudgetary resources for the 2027 work programme and budget. Of the 42 positions, 14 are proposed under the Foundation non-earmarked fund and 28 under the programme support fund. Upon enquiry, the Advisory Committee was informed that following a review of the staffing requirements for the new Strategic Plan, UN-Habitat conducted a structural review and needs assessment which resulted in the staffing proposals reflecting the structural realignment in response to funding constraints, evolving programme delivery requirements, and efficiency considerations as follows:

(a) Reassignment of one P-5 and 4 lower-level positions from programme support fund to project funding to better align funding sources and functions;

(b) Abolishment of 3 positions (2 P-4, 1 NPO) to reflect a reprioritization toward delivery-enabling functions;

(c) Downward reclassification of the ASG position to D-2 level, with continued funding under the Foundation non-earmarked funding. The reclassification reflects a streamlined senior management structure while maintaining strategic and oversight capacity and reducing senior-level cost exposure; and,

(d) Increase of 12 positions, from 21 to 33 positions, under executive direction and management as follows: (i) reclassification of 5 existing Regional Director positions from programme of work to executive direction and management as long-standing recurrent positions with direct responsibility for overseeing implementation of the Strategic Plan across all regions. UN-Habitat indicated that the reclassification reflects their role in strategic direction, results oversight, and organizational accountability, rather than an expansion of executive management; and, (ii) establishment of 8 positions (1 P5, 1 P4, 2 P3, 4 LL) to strengthen executive direction and management.

28. As regards the impact of reduced funding, the Committee was informed that Regular Budget funded staffing generally remained stable between 2020 and 2025, indicating predictability of funding of core normative mandates from the General Assembly. The reduction from 82 to 66 posts in 2026 reflects broader Secretariat-wide budgetary constraints, requiring strategic prioritization of critical statutory and governance functions. In terms of extrabudgetary funding, Foundation-non-earmarked

post resources declined from 135 posts in 2020 to 14 in 2023, reflecting reduced availability and predictability of resources thereby constraining the ability of UN-Habitat to finance normative work, cross-cutting, and catalytic work traditionally supported by non-earmarked contributions. In comparison, programme support funding shows relative stability where an increase is projected for 2027 and reflecting anticipated adjustments to support delivery and compliance requirements as a result of the implementation of the new Strategic Plan 2026-2029. The Committee was informed that reductions in extrabudgetary resources, particularly non-earmarked funds impose limited institutional flexibility resulting in tighter prioritization of activities and that while some core mandates continue to be delivered through Regular Budget resources, the scope and scale of programmatic engagement, innovation, and upstream support have been affected by constrained funding levels.

29. **The Advisory Committee notes that the Executive Director is leading a comprehensive review of the organization's structure in alignment with the 2026–2029 Strategic Plan including downgrading, abolishing, and consolidating posts, as well as pooling certain administrative support functions (see para 25 above). The Committee notes that there is an overall increase in staffing in UN-Habitat from 132 posts in 2026 to 174 proposed for 2027. The Committee also notes the reclassification of 5 existing Regional Director positions and the establishment of additional positions under executive direction and management resulting in an increase from 21 to 33 posts and an increase in programme support funded posts from 47 of 132 posts (36 per cent) to 75 of 174 posts (43 per cent) proposed for 2027. The Committee furthermore notes that the proposed increase in staffing under Foundation non-earmarked and programme support resources is based on a projected growth in extrabudgetary activities and trusts that staffing levels will continue to be reviewed carefully, in light of actual income, implementation capacity and evolving funding conditions, while ensuring that staffing structures remain aligned with operational and regional delivery requirements under the Strategic Plan. The Committee is of the view that additional justification on the requirements for additional posts under executive direction and management, including positions in liaison offices, and under programme support, in terms of their alignment with geographical and operational priorities, should be provided to the UN-Habitat Executive Board at the time of its review of the present report.**

IV. Other matters

A. UN80 initiative and system-wide collaboration

30. Upon inquiry, the Advisory Committee was informed that the mandate of UN-Habitat on sustainable urbanization and access to adequate housing, basic services and land for all, is central to a wide range of development and humanitarian priorities, including peace, security and safety; climate action and resilience; human rights and social inclusion, including the rights and needs of women, youth, persons with disabilities, older persons and Indigenous Peoples; local economic development and employment; digital transformation; food and water security; public health; and local governance and participatory processes. In this context, UN-Habitat has placed strengthened collaboration with United Nations agencies and programmes at the core of its priorities, to be continued under the Strategic Plan 2026-2029.

31. The Committee was also informed that, over the past eight years, UN-Habitat has advanced partnerships and Memoranda of Understanding with various United Nations entities, including with the World Meteorological Organization (WMO), the International Telecommunication Union (ITU), the Office of the UN Special Envoy on Road Safety, the Food and Agricultural Organization (FAO), the UN Capital Development Fund (UNCDF), the World Health Organization (WHO), the UN Development Programme (UNDP), the UN Office for South-South Cooperation (UNOSSC), the UN Office for Information and Communication Technology (UNOICT), UN High Commissioner for Refugees (UNHCR), UN Children's Fund (UNICEF), UN Office on Drugs and Crime (UNODC), the Industrial Development Organization (UNIDO), UN Women. International Civil Aviation Organization (ICAO), and Local 2030 coalition as a system wide engagement among 14 entities to support SDG localization, with UN-Habitat as co-chair.

32. Further, the Committee was informed that UN-Habitat has positioned the World Urban Forum (WUF) as a strategic convening mechanism for the United Nations system, providing an integrated space for United Nations entities to align policy, normative and operational work related to sustainable urban development, housing, land, basic services and the transformation of informal settlements. A dedicated 'One UN' track of events and sessions enables global dialogue among different United Nations entities. Additionally, Resident Coordinators and United Nations Country Teams are encouraged to participate in and contribute to WUF, for country-level programming and national urban priorities to be reflected in system-wide engagement, and vice versa. As regards complementary

efforts and partnerships, the Committee was provided with additional information regarding initiatives in Africa, Asia Pacific, Eastern Europe, Central Asia, Latin America and the Caribbean, and Arab states, aimed at avoiding duplication and supporting implementation of the Strategic Plan. The Advisory Committee notes the information provided on system-wide collaboration and the efforts undertaken to strengthen partnerships and trusts that UN-Habitat will continue to leverage inter-agency cooperation to promote efficiencies, synergies and the avoidance of duplication of efforts, including in the context of the Strategic Plan 2026–2029 and the UN80 Initiative.

B. Oversight and accountability

33. Annex I of the report of the Executive Director provides a summary of follow-up action taken to implement relevant recommendations of advisory and oversight bodies. The table indicates that a number of Board of Auditors recommendations are either under implementation or in progress regarding the financial report and audited financial statements by the Board of Auditors on the UN-Habitat for the years 2018 through to 2024. **The Advisory Committee emphasizes once more the importance of implementing the recommendations of the Board of Auditors in a timely manner.**

C. Equitable geographical representation and gender balance

34. The report does not include information on the geographical representation and gender balance of UN-Habitat staff. The Advisory Committee was provided with updated information, upon enquiry, indicating that the total number of staff encumbering all posts and positions across all funding sources as at 30 April 2026 at the United Nations Human Settlements Programme was 337 comprising 187 staff members encumbering Professional and above posts and 150 staff members on general service and other posts. 184 staff members were women while 153 were men. The 187 staff members encumbering Professional and above posts were nationals of 58 Member States, of which 52 staff members were nationals of 19 States of the African Group, 34 were nationals of 11 States of the Asia-Pacific Group, 4 were nationals of 3 States of the Eastern European Group, 16 were nationals of 8 States of the Latin American and Caribbean Group, 78 were from 15 States of the Western European and other States Group, 2 were nationals of the United States of America and 1 was a national of 1 state not affiliated with the above regional groups. With respect to gender distribution, 96 of these staff members were women while 91 were men.

35. The Committee was also informed of the measures taken to increase geographical representation and gender parity including expanding and diversifying applicant pools, particularly from unrepresented and underrepresented Member States and tapping into the targeted talent pipeline initiatives which is a United Nations Secretariat-wide strategic initiative under the "Purposeful Partnership" framework with Member States, designed to advance equitable geographical distribution and address evolving talent needs. The Committee was informed that proactive and targeted outreach, combined with effective use of available talent pools, remains essential to attracting a broader and more diverse range of qualified candidates. Furthermore, outreach and sourcing strategies include leveraging existing rosters and talent pools in Inspira; expanding promotion of job openings through universities, professional associations, and public and private sector networks; and identifying innovative channels to reach qualified candidates from underrepresented regions. **The Advisory Committee encourages UN-Habitat to recruit all categories of its personnel on as wide a geographical basis as possible and trusts that UN-Habitat will report thereon as a matter of routine in future budget reports. The Committee makes further observations and recommendations in its forthcoming related report on the United Nations proposed programme budget for 2027 (A/81/7 (Sect. 15)).**