



Executive Board of the United Nations
Human Settlements Programme

Second session of 2020

Online, 27–29 October 2020

Item 3 of the provisional agenda*

Financial, budgetary and administrative matters

Report on staffing as at 30 September 2020

I. Introduction

1. The present report presents the staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 30 September 2020.¹ In addition to the information on posts presented by source of funding set out below, annex I shows professional staff by nationality, grade and gender, and annex II provides a summary of the distribution of all professional staff (national and international) by duty station, category and gender.

II. Overview

2. Table 1 shows that, as at 30 September 2020, there were 447 active posts, of which 302, or 67.6 per cent, were occupied. That comprised 311 active professional posts, of which 197, or 63.3 per cent, were occupied; and 136 active general service posts, of which 105, or 77.2 per cent, were occupied. Table 2 shows the post distribution by grade. Table 3 presents additional detail about junior professional officer posts. Regular budget posts include general temporary assistance (GTA) posts under section 15 and section 23, regional programme of technical cooperation (RPTC).

3. Figure 1 shows the number of approved posts broken down by source of funding, and figure 2 shows the distribution of all occupied posts and the number of staff by grade and gender on the reporting date.

Table 1

Post distribution by grade

Funding source	Professional category and above				General service				Total			
	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.
Foundation non-earmarked	93	23	70	24.7	42	22	20	52.4	135	45	90	33.3
Regular budget	52	49	3	94.2	28	27	1	96.4	80	76	4	95.0
Programme support	31	27	4	87.1	21	17	4	81.0	52	44	8	84.6
Foundation earmarked	73	50	23	68.5	39	33	6	84.6	112	83	29	74.1
Technical cooperation	62	48	14	77.4	6	6	-	100.0	68	54	14	79.4
Total	311	197	114	63.3	136	105	31	77.2	447	302	145	67.6

Abbreviations: Appr.: approved; Occ.: occupied; Vac.: vacant; Pct.: percentage of occupancy

* HSP/EB.2020/19.

¹ The present report does not include UN-Habitat personnel hired through other United Nations entities or human resource service providers (the United Nations Development Programme or the United Nations Office for Project Services, for example).

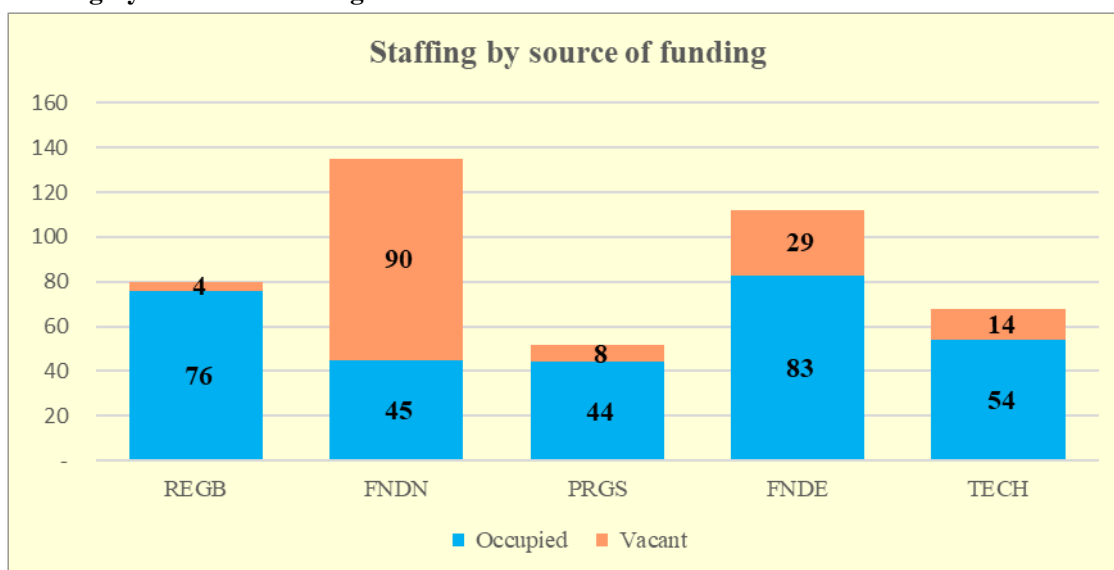
Table 2
Post distribution by grade

Funding source	Professional category and above									General service		
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	N-O	Total	L-L	Total
Foundation non-earmarked	-	1	1	1	7	10	3	-	-	23	22	45
Regular budget	1	-	1	4	10	16	11	6	-	49	27	76
Programme support	-	-	-	1	7	6	8	3	2	27	17	44
Foundation earmarked	-	-	-	-	1	8	20	11	10	50	33	83
Technical cooperation	-	-	-	-	7	9	13	5	14	48	6	54
Total	1	1	2	6	32	49	55	25	26	197	105	302

Table 3
Junior professional officers

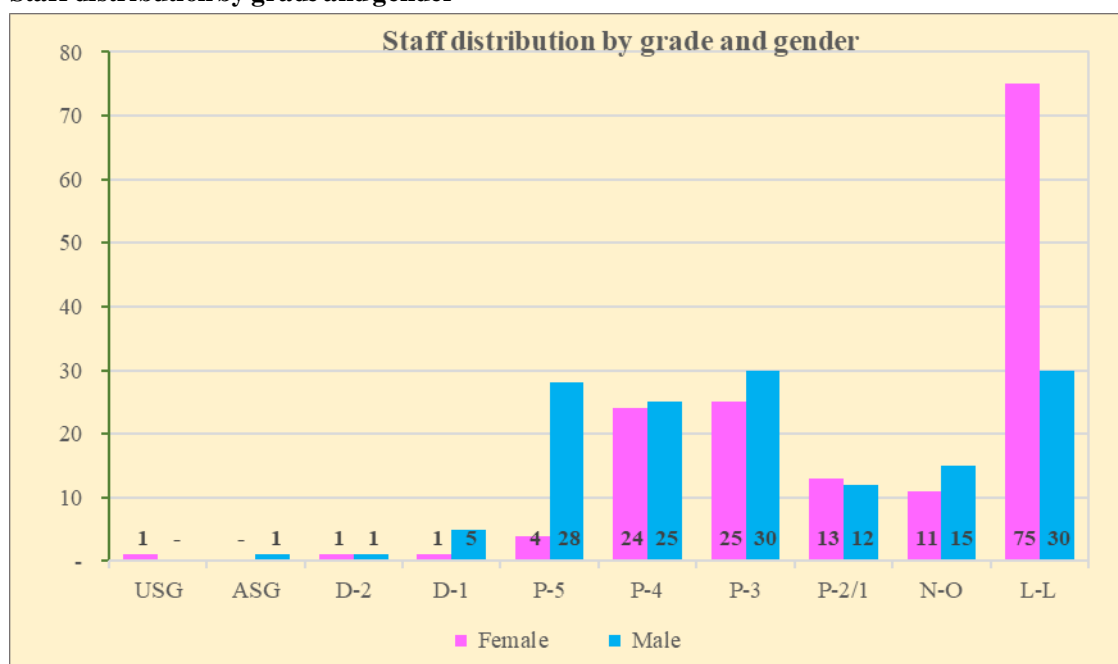
Description	Financing Government			Total
	Germany	Italy	Japan	
Number of junior professional officers	3	2	2	7

Figure 1
Staffing by source of funding*



*Abbreviations: REGB: regular budget; FNDN: Foundation non-earmarked; PRGS: programme support; FNDE: Foundation earmarked; TECH: technical cooperation.

Figure 2
Staff distribution by grade and gender

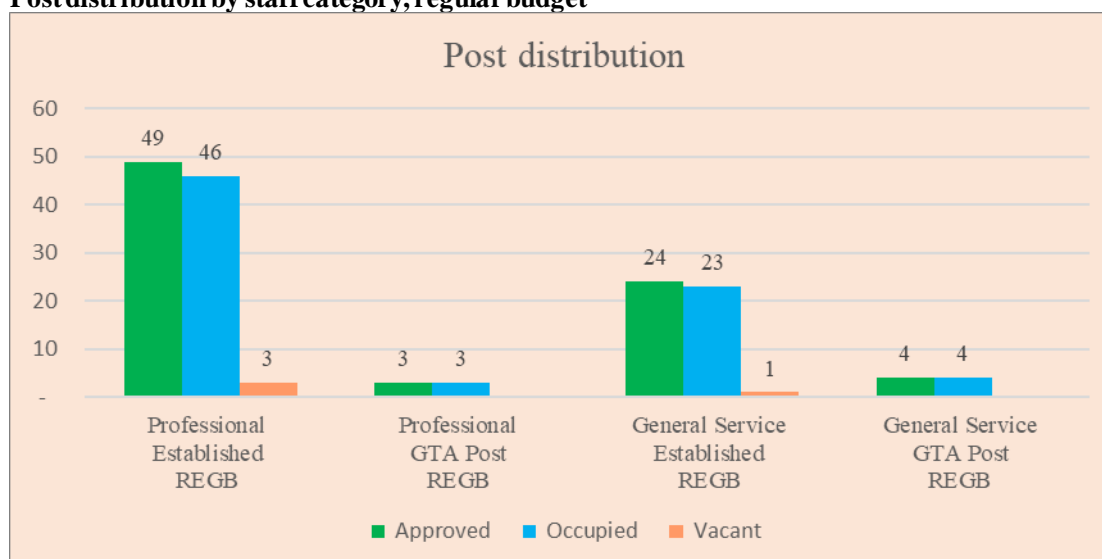


Abbreviations: USG: Under-Secretary-General; ASG: Assistant Secretary-General; D: director; P: professional; N-O: national professional officer; L-L, Local level:

III. Regular budget

4. The regular budget for 2020 provides for a total of 80 posts, comprising 73 established posts and 7 general temporary assistance posts. The established posts consist of 49 professional and 24 general service posts. The 7 general temporary assistance posts, for which additional resources have been made available, consist of 4 posts for the regional programme for technical cooperation and 3 for the recurrent provision under the executive direction and management area of the work programme. A total of 76 posts were occupied.

Figure 3
Post distribution by staff category, regular budget

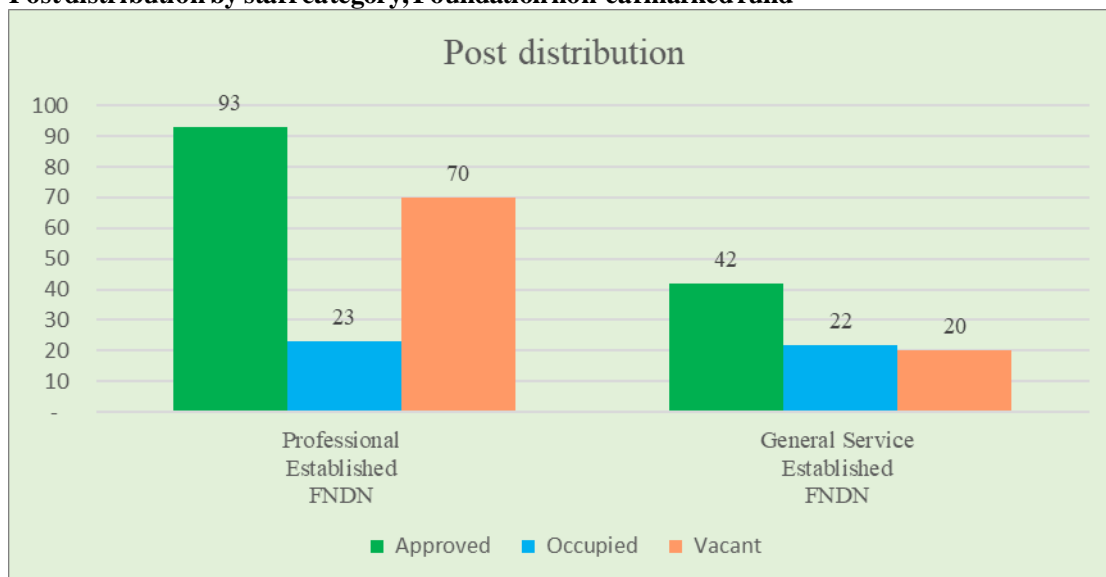


IV. Foundation non-earmarked fund

5. There were 135 posts funded by the Foundation non-earmarked fund in the year, comprising 93 professional posts and 42 general service posts. Of those, 45 were occupied as at 30 September 2020, with a total of 90 vacant posts, as shown in figure 4 below.

Figure 4

Post distribution by staff category, Foundation non-earmarked fund

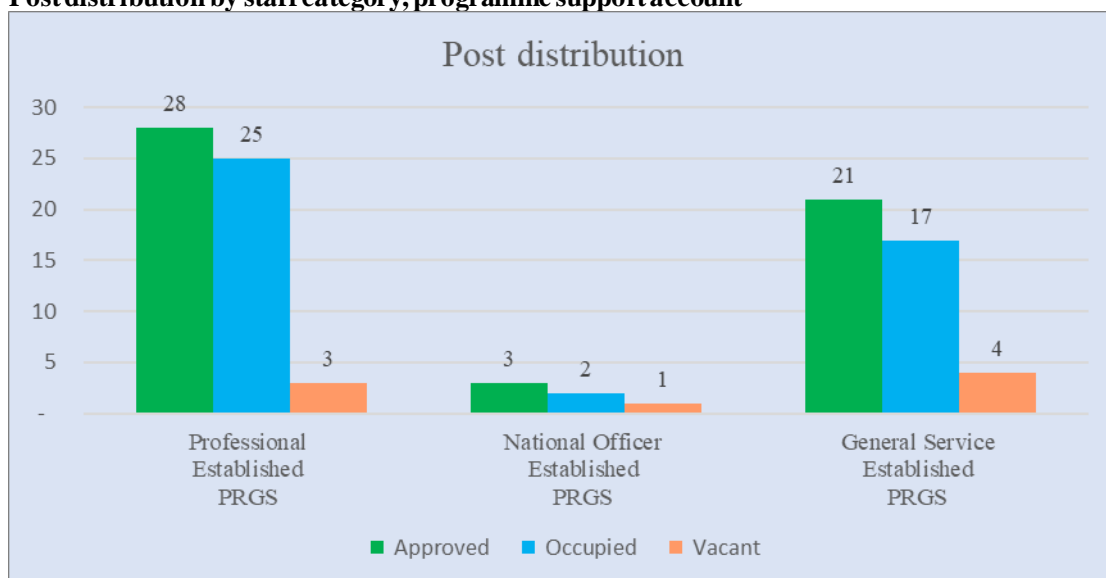


V. Programme support account

6. There were 52 active posts under the programme support account, consisting of 28 professional posts, 3 national officer posts and 21 general service posts. Of those posts, 44 posts, or 84.6 per cent, were occupied. During the year, eight countries were supported by UN-Habitat programme managers. It should be noted, however, that the UN-Habitat programme manager posts are cost-shared with earmarked funds from those countries.

Figure 5

Post distribution by staff category, programme support account

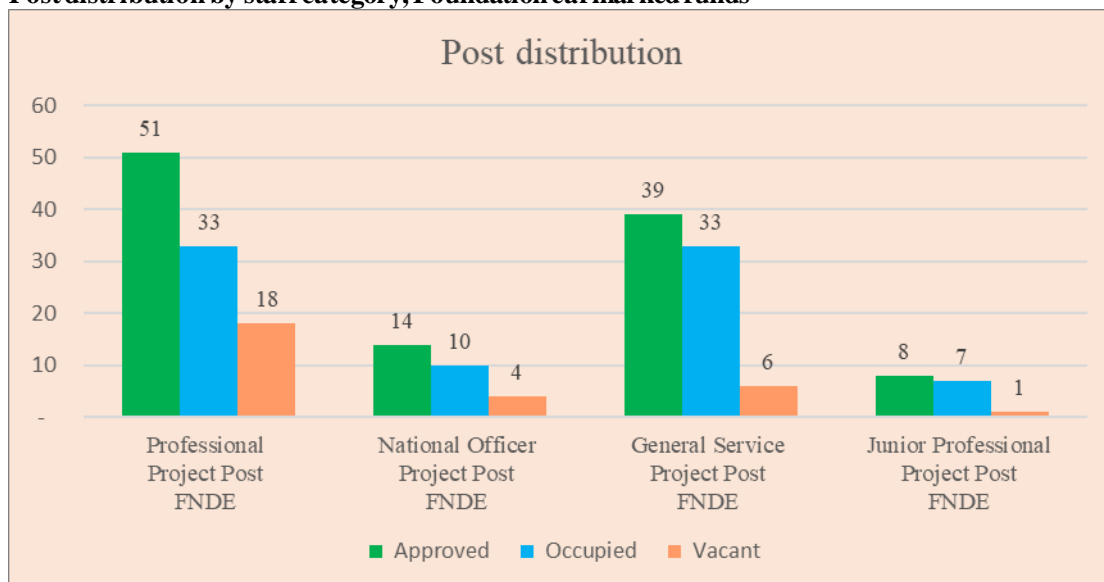


VI. Foundation earmarked funds

7. There were 112 approved posts under the Foundation earmarked funds, consisting of 51 professional posts, 14 national officer posts, 8 Junior Professional Officer posts and 39 general service posts. Of those, 83 posts, or 74.1 per cent, were occupied.

Figure 6

Post distribution by staff category, Foundation earmarked funds

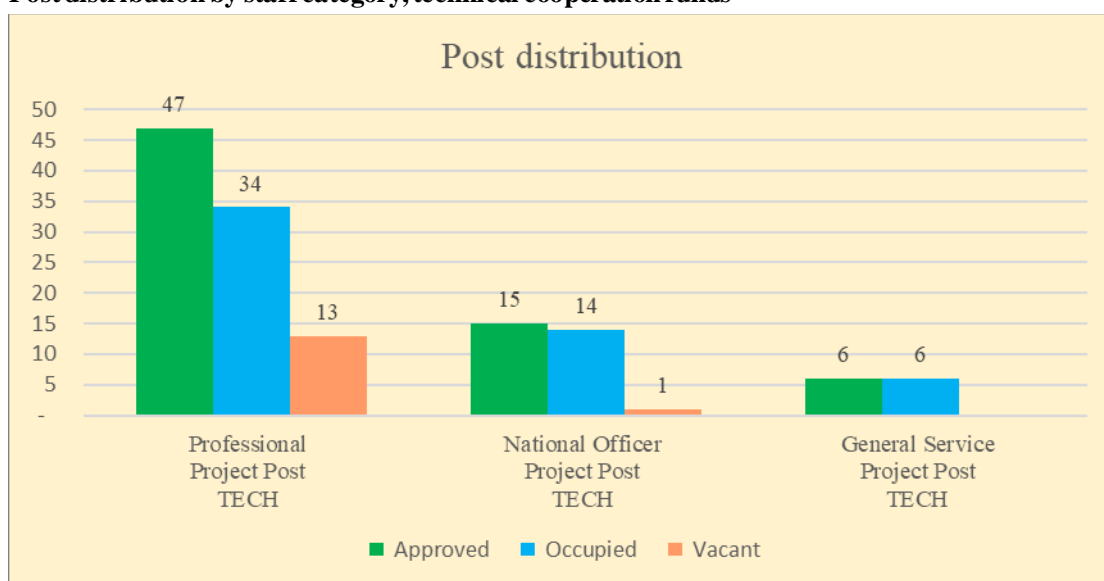


VII. Technical cooperation funds

8. There were 68 active posts under the technical cooperation segment, consisting of 47 professional posts, 15 national officer posts and 6 general service posts. Of those posts, 54 posts, or 79.4 per cent, were occupied.

Figure 7

Post distribution by staff category, technical cooperation funds



Annex I

Professional posts at UN-Habitat by nationality, grade and gender as at 30 September 2020¹

Country of nationality	International professional posts*																National professional posts (including HPMs)						Grand total	
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NO-D (P-4)	NO-C (P-3)	NO-B (P-2)	NO-A (P-1)	Total		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male								Female
Afghanistan	-	-	-	-	-	-	-	-	-	1	1	-	-	2	-	1	5	-	-	3	-	-	3	8
Australia	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	3	-	-	-	-	-	-	3
Austria	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1
Belgium	-	-	-	-	1	-	-	-	-	2	-	1	-	-	-	-	4	-	-	-	-	-	-	4
Bolivia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1
Bosnia-Herzegovina	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	1
Brazil	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	3	-	-	-	1	-	1	4
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
Cameroon	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	2
Canada	-	-	-	-	-	-	-	-	-	2	1	2	2	2	-	-	9	-	-	-	-	-	-	9
Chad	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1
Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1
China	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	-	2
Colombia	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Côte d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1
Egypt	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1
Finland	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-	-	-	-	-	2
France	-	-	-	-	-	-	-	-	1	-	1	-	2	1	1	1	7	-	-	-	-	-	-	7
Gabon	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1
Gambia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1
Germany	-	-	-	-	-	-	-	-	-	1	2	2	4	2	5	2	18	-	-	-	-	-	-	18

¹ **Abbreviations:** ASG: Assistant Secretary-General; D: director; GS: general service; HPM: UN-Habitat programme manager; NO: national professional officer; P: professional; USG: Under-Secretary-General.

Country of nationality	International professional posts*																Total	National professional posts (including HPMS)									Grand total	
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2			Total	NO-D (P-4)		NO-C (P-3)		NO-B (P-2)		NO-A (P-1)			Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male			Female	Male	Female	Male	Female	Male	Female	Male		
Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
India	-	-	-	-	-	-	1	-	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	5	
Indonesia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Italy	-	-	-	-	-	-	-	-	1	1	2	2	-	2	2	2	2	2	2	2	2	2	2	2	2	2	12	
Japan	-	-	-	-	-	-	1	-	1	-	1	1	2	1	2	2	2	2	2	2	2	2	2	2	2	2	10	
Kenya	-	-	-	-	-	-	-	-	-	-	3	-	4	6	-	1	14	-	-	-	-	-	-	-	-	-	14	
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
Lithuania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Malawi	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	
Malaysia	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
Mexico	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Mongolia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Morocco	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Nepal	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
Nigeria	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	
Philippines	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Russian Federation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senegal	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	
South Africa	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
South Korea	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Spain	-	-	-	-	-	-	-	-	-	-	2	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	5	
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	2	
Sweden	-	-	-	-	-	-	-	-	-	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
Syria	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Tanzania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	
Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	

Country of nationality	International professional posts*																	National professional posts (including HPMS)									Grand total
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NO-D (P-4)	NO-C (P-3)	NO-B (P-2)	NO-A (P-1)	Total					
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male											
Uganda	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	2			
United Kingdom	-	-	-	-	-	-	-	-	-	-	3	1	1	2	2	-	-	-	-	-	-	-	-	9			
United States of America	-	-	-	-	1	-	-	1	-	1	2	-	1	1	-	-	-	-	-	-	-	-	-	7			
Viet Nam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1			
Zambia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1			
Zimbabwe	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
Grand Total	1	-	-	1	1	1	1	5	4	28	24	25	25	30	13	12	171	-	1	1	6	9	2	1	6	26	197

Total number of women	80
Total number of men	117
Total number of countries represented	63

* *Note:* Staff may temporarily occupy posts at one grade above their level while on temporary assignment.

Annex II

UN-Habitat professional staff: distribution by duty station, category and gender as at 30 September 2020

Duty station	Professional category			National professional category (including HPMS)			General service category			Grand total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Addis Ababa	-	-	-	-	1	1	-	-	-	1
Baghdad	1	1	2	-	-	-	-	-	-	2
Barcelona	1	2	3	-	-	-	-	-	-	3
Beirut	1	-	1	-	-	-	-	-	-	1
Bonn	2	1	3	-	-	-	-	-	-	3
Brussels	1	2	3	-	-	-	-	-	-	3
Cairo	1	2	3	-	-	-	-	-	-	3
Colombo	-	1	1	-	1	1	-	-	-	2
Conakry	1	-	1	-	-	-	-	-	-	1
Damascus	-	1	1	-	-	-	-	-	-	1
Erbil	1	-	1	-	-	-	-	-	-	1
Fukuoka	-	6	6	-	-	-	3	-	3	9
Garoowe	-	-	-	-	1	1	-	-	-	1
Geneva	-	1	1	-	-	-	-	-	-	1
Hargeisa	-	-	-	1	-	1	-	-	-	1
Kabul	-	2	2	3	-	3	-	-	-	5
Kathmandu	-	1	1	-	1	1	-	-	-	2
Khartoum	-	1	1	-	-	-	-	-	-	1
Kigoma	-	-	-	-	1	1	-	-	-	1
La Paz	-	1	1	-	-	-	-	-	-	1
Madrid	1	-	1	-	-	-	-	-	-	1
Manila	-	-	-	-	1	1	-	-	-	1
Maputo	-	1	1	-	-	-	-	-	-	1
Mogadiscio	-	2	2	-	-	-	-	-	-	2
Moscow	-	-	-	1	-	1	1	-	1	2

Duty station	Professional category			National professional category (including HPMS)			General service category			Grand total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Mwanza	-	-	-	-	1	1	-	1	1	2
Nairobi	54	65	119	5	6	11	69	28	97	227
New York	3	3	6	-	-	-	1	1	2	8
Panama City	1	-	1	-	-	-	-	-	-	1
Phnom-Penh	-	-	-	-	1	1	-	-	-	1
Pristina	-	-	-	-	1	1	-	-	-	1
Rio de Janeiro	-	2	2	1	-	1	1	-	1	4
Riyadh	-	1	1	-	-	-	-	-	-	1
Santiago	-	1	1	-	-	-	-	-	-	1
Sao Tome	-	1	1	-	-	-	-	-	-	1
Tunis	1	-	1	-	-	-	-	-	-	1
Vientiane	-	1	1	-	-	-	-	-	-	1
Yangon	-	3	3	-	-	-	-	-	-	3
Total	69	102	171	11	15	26	75	30	105	302
Gender (percentage of category)	40.4	59.6		42.3	57.7		71.4	28.6		

Total number of duty stations:	38
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Abbreviations: ASG: Assistant Secretary-General; D: director; GS: general service; HPM: UN-Habitat programme manager; NO: national professional officer; P: professional; USG: Under-Secretary-General.