

THE STRATEGIC PLAN

2020-2023

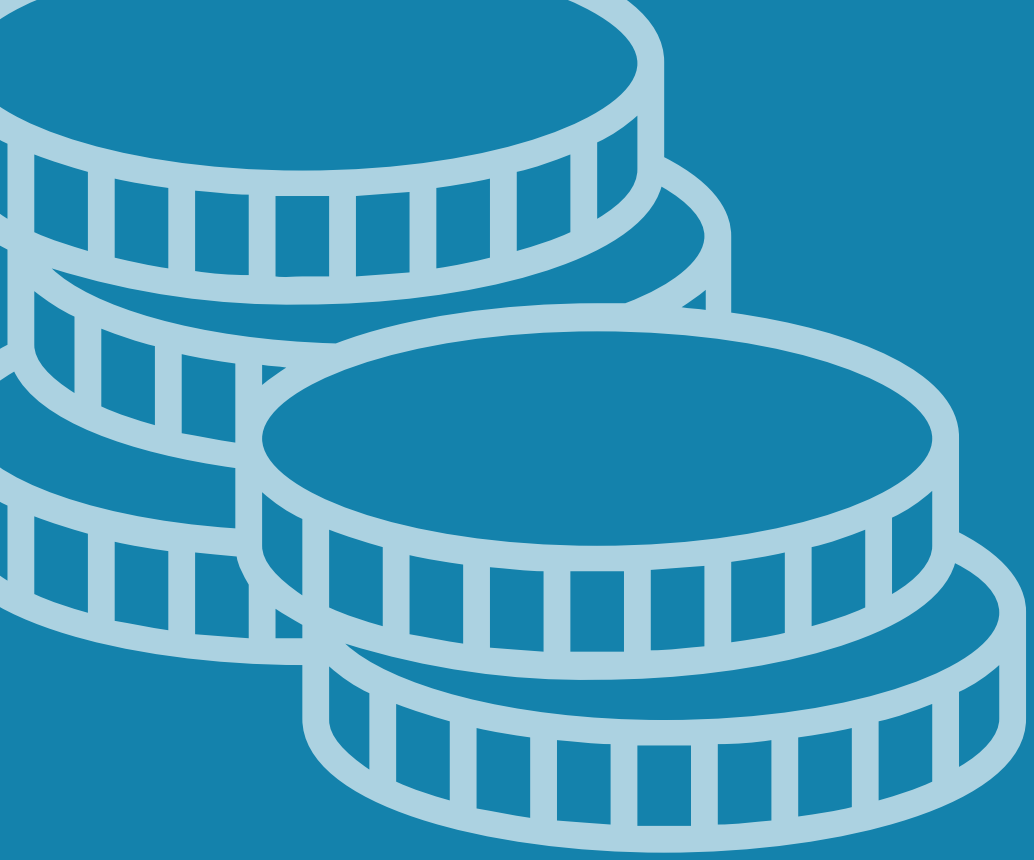
EXECUTIVE BOARD OF UN-HABITAT

Second session of the year 2022
21-23 November 2022

AGENDA ITEM 4

Financial, budgetary and administrative matters, including the implementation of the resource mobilization strategy in accordance with the strategic plan for the period 2020–2023 and action by UN-Habitat to address geographical and gender imbalances in the composition of its staff

Stephen Slawsky
Director
Management Advisory & Compliance

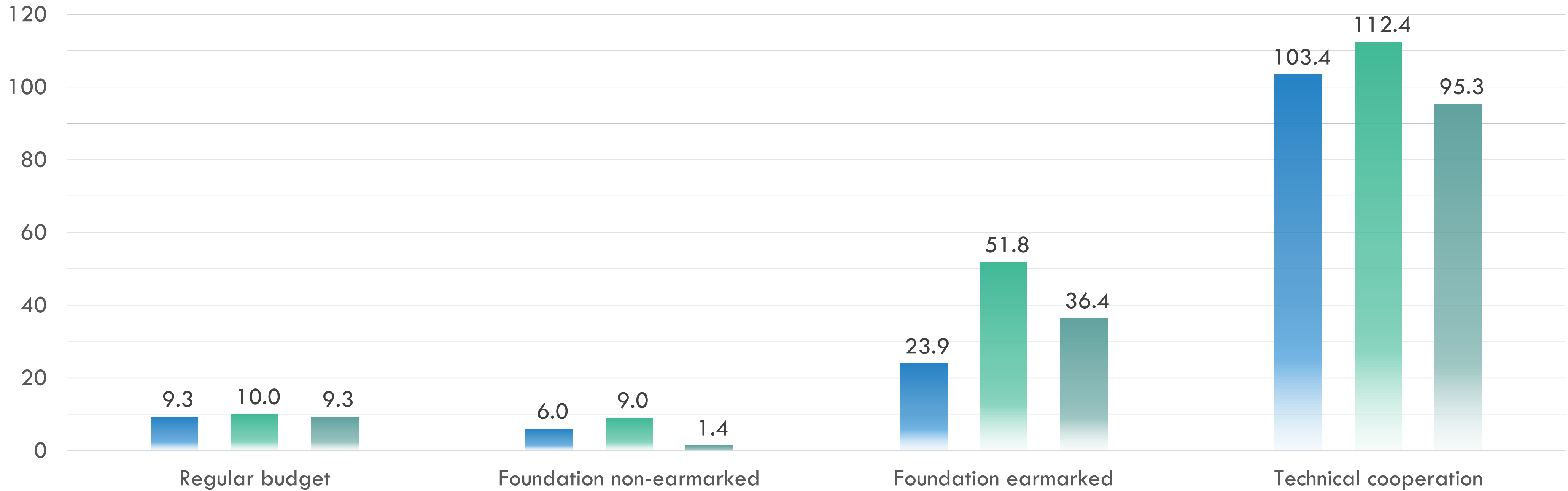


Financial status as of 30 September 2022

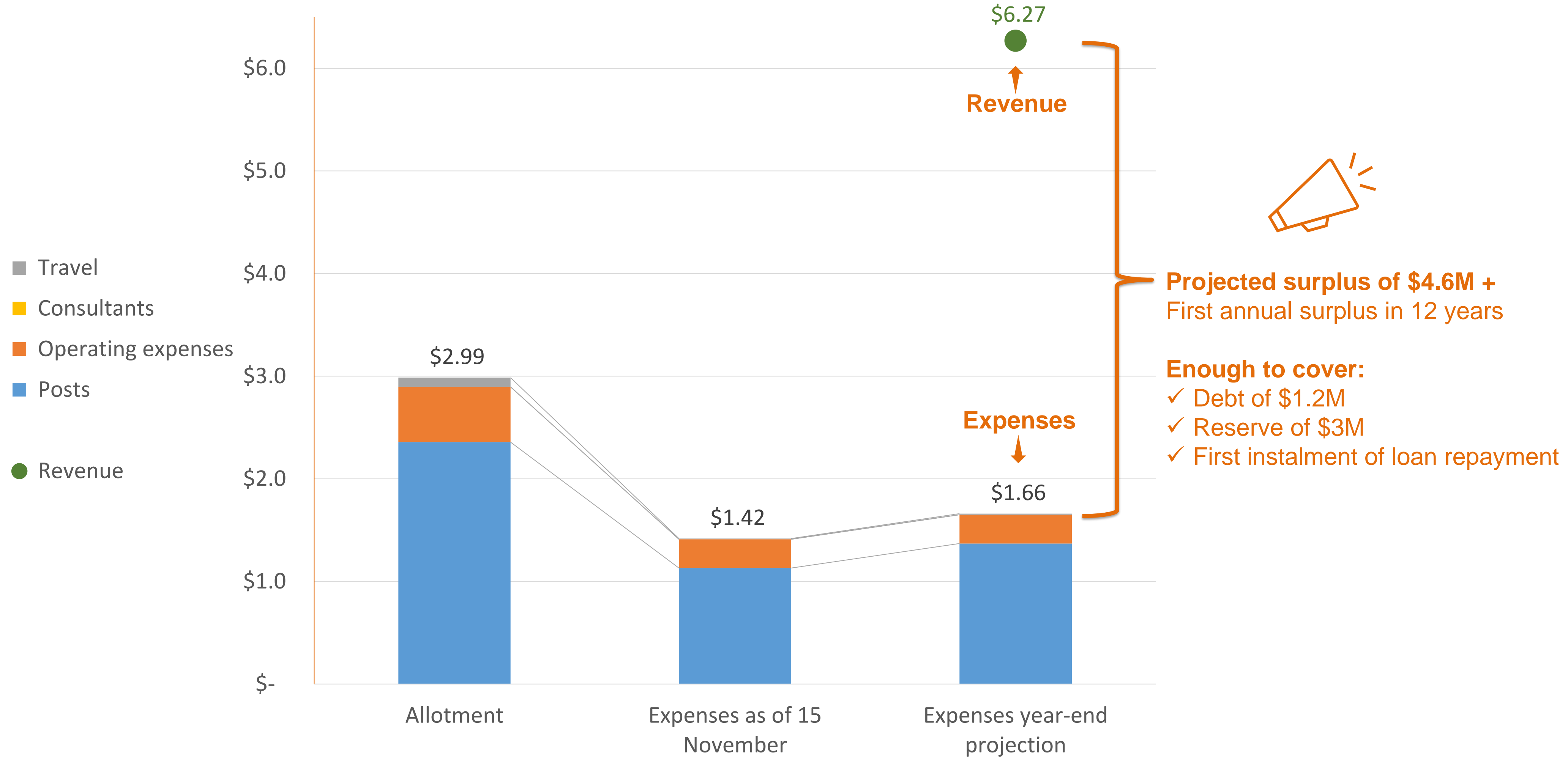
| In the first three quarters of 2022

All funding sources as 30 September 2022
(millions USD)

- Revenue
- Prorated budget
- Expenditure



Foundation non-earmarked as of 15 November 2022 (millions USD)



| Austerity measures

13 actions

- ✓ Financially retroactive to 1 January where possible

Reassign to regular budget

Reassign to projects

13 actions

- ✓ Including two relocations

14 eligible staff

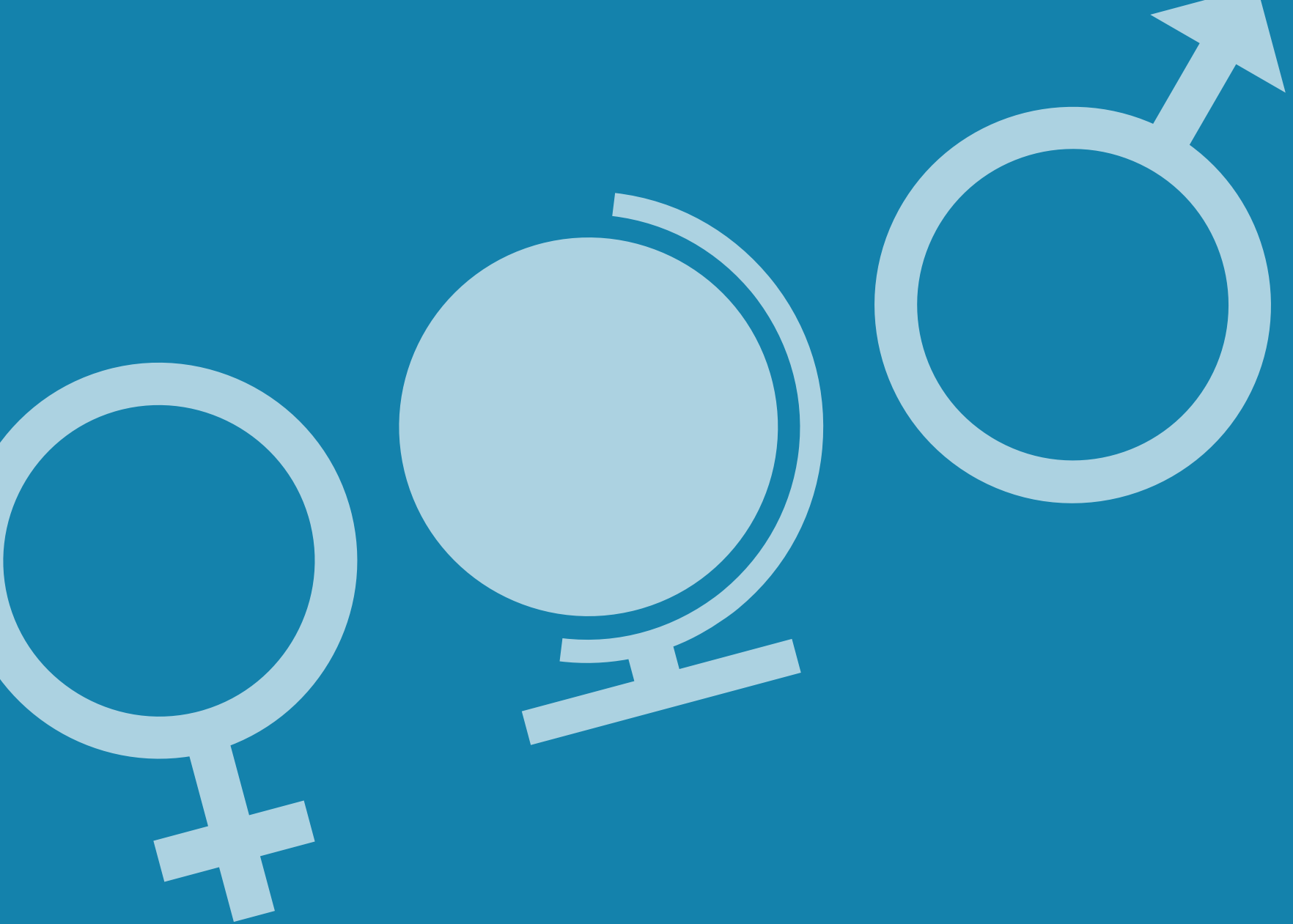
- ✓ Not activated

Early retirements and agreed terminations

Hiring freeze

13 selections suspended

- ✓ All vacant core-funded posts frozen

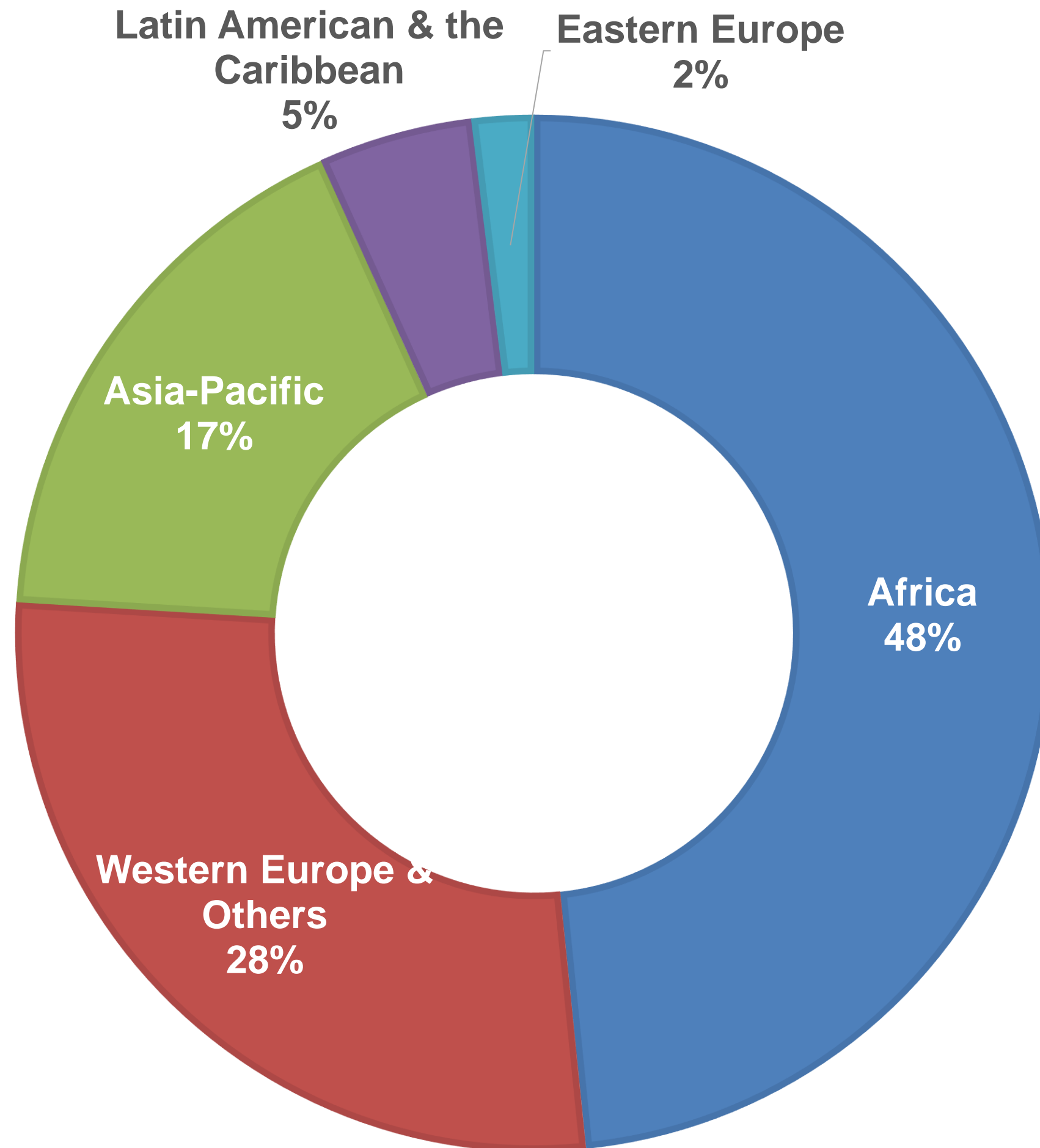


Gender & geographical distribution

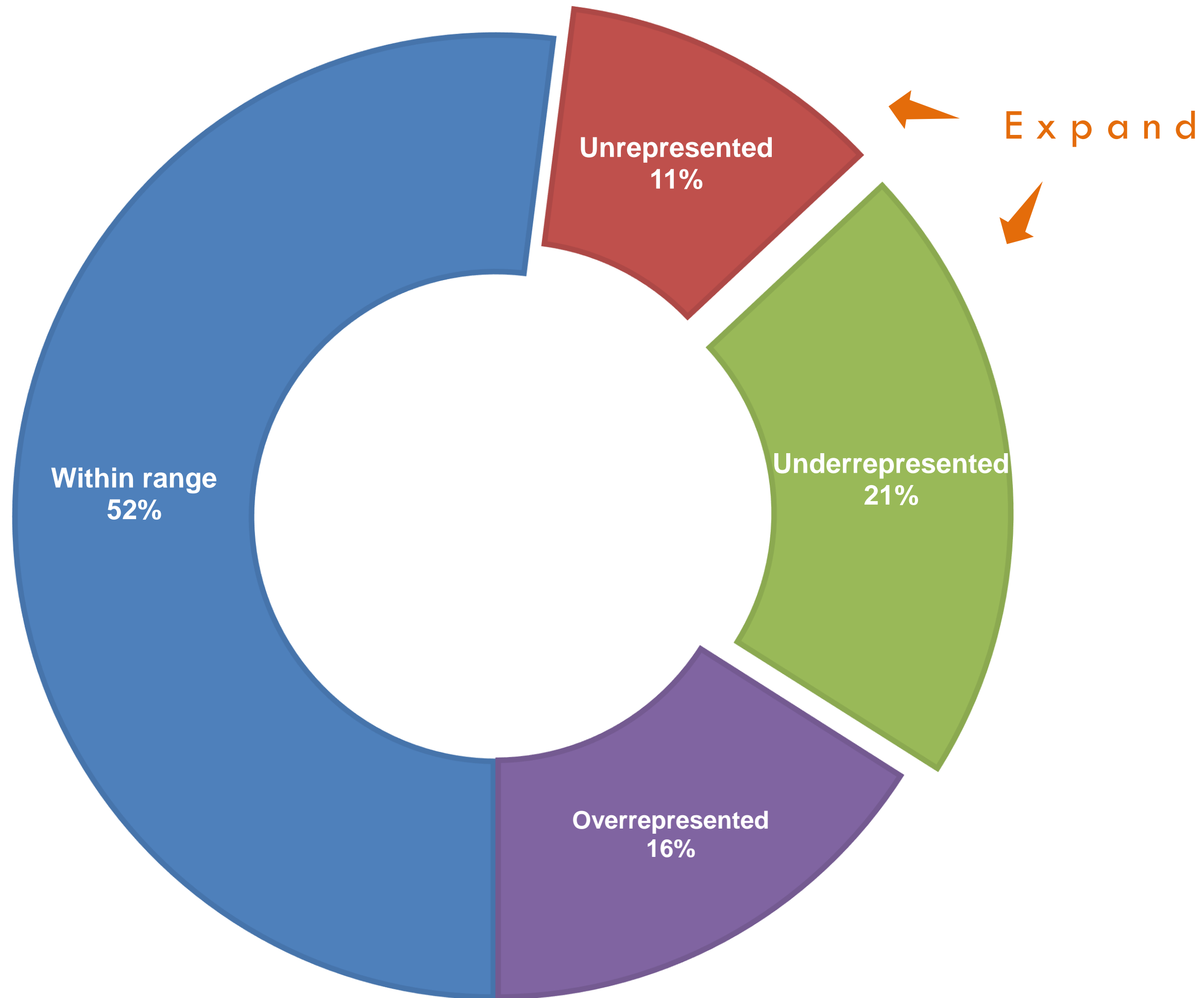
| Staff gender distribution by level

Category and level	Female	Male	Total
General Service	64%	36%	100%
P-2	69%	31%	100%
P-3	53%	47%	100%
P-4	54%	46%	100%
P-5	17%	83%	100%
D-1	14%	86%	100%
D-2	0%	100%	100%
USG	100%	0	100%
All staff	53%	47%	100%

| Staff distribution by regional nationality



| Staff distribution by degree of representation



| Actions to improve gender & geographic diversity

- ✓ **Advocacy** with Member States, the UN System, Partner organisations to expand the candidate pool
- ✓ **Training** for hiring managers to sensitise colleagues on the power of diversity and on eliminating bias
- ✓ **Improved monitoring and reporting** on demographics
- ✓ **Outreach and job fairs** to expand the pool of candidates
- ✓ **New ways of working** to enable flexibility

THANK YOU

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