



**UN HABITAT** Executive Board  
of the United Nations  
Human Settlements  
Programme

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Executive Board of the United Nations  
Human Settlements Programme  
First session of 2022  
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Item 4 of the provisional agenda\*

**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**

## **Staffing of the United Nations Human Settlements Programme as at 31 December 2021**

### **Report of the Executive Director**

#### **I. Introduction**

1. The present report presents the staffing situation at the United Nations Human Settlements Programme (UN-Habitat) as at 31 December 2021.<sup>1</sup> In addition to the information on posts by source of funding set out below, annex I shows Professional posts 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 there were 406 approved posts as at 31 December 2021, of which 308, or 75.9 per cent, were occupied. That comprised 271 approved Professional posts, of which 205, or 75.6 per cent, were occupied, and 135 approved General Service posts, of which 103, or 76.3 per cent, were occupied. Table 2 shows the post distribution by grade. Table 3 presents additional information on Junior Professional Officer posts. Regular budget posts comprise established posts and general temporary assistance posts under section 15 (Human settlements) of the United Nations regular budget and general temporary assistance posts under section 23 (Regular programme of technical cooperation).

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, as at 31 December 2021.

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\* HSP/EB.2022/1.

<sup>1</sup> 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 1  
Post occupancy by source of funding

Funding source	Professional and higher categories				General Service				Total			
	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.
Foundation non-earmarked	32	8	24	25	26	1	25	4	58	9	49	16
Regular budget (S15 established)	51	46	5	90	24	22	2	92	75	68	7	91
Regular budget (S15 GTA)	–	–	–	–	3	3	–	100	3	3	–	100
Regular budget (S23 GTA)	3	3	–	100	1	1	–	100	4	4	–	100
Programme support	30	30	–	100	20	20	–	100	50	50	–	100
Programme support, over-incumbency	7	–	7	–	10	7	3	70	17	7	10	41
Foundation earmarked	74	60	14	81	39	37	2	95	113	97	16	86
Technical cooperation	62	46	16	74	12	12	–	100	74	58	16	78
Junior Professional Officers	12	12	–	100	–	–	–	–	12	12	–	100
<b>Total</b>	<b>271</b>	<b>205</b>	<b>66</b>	<b>76</b>	<b>135</b>	<b>103</b>	<b>32</b>	<b>76</b>	<b>406</b>	<b>308</b>	<b>98</b>	<b>76</b>

Abbreviations: Appr. – approved; Occ. – occupied; Vac. – vacant; Pct. – percentage of occupancy; GTA – general temporary assistance; S15 – section 15; S23 – section 23.

Table 2  
Post distribution by grade

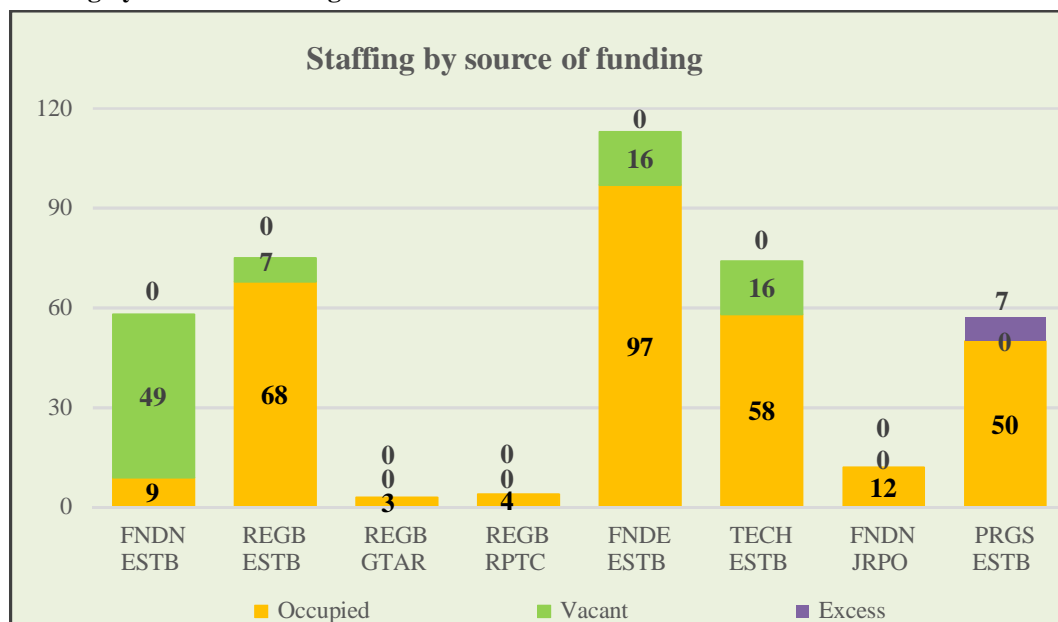
Funding source	Professional and higher categories									General Service		
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	NPO	Total	L-L	Total
Foundation non-earmarked	–	–	–	1	2	3	1	1	–	8	1	9
Regular budget (S15 established)	1	–	1	4	7	15	13	5	–	46	22	68
Regular budget (S15 GTA)	–	–	–	–	–	–	–	–	–	–	3	3
Regular budget (S23 GTA)	–	–	–	–	2	1	–	–	–	3	1	4
Programme support	–	–	–	3	7	12	6	–	2	30	27	57
Foundation earmarked	–	–	–	–	2	12	22	12	12	60	37	97
Technical cooperation	–	–	–	–	7	10	14	2	13	46	12	58
Junior Professional Officers	–	–	–	–	–	–	–	12	–	12	–	12
<b>Total</b>	<b>1</b>	<b>–</b>	<b>1</b>	<b>8</b>	<b>27</b>	<b>53</b>	<b>56</b>	<b>32</b>	<b>27</b>	<b>205</b>	<b>103</b>	<b>308</b>

Abbreviations: USG – Under Secretary General; ASG – Assistant Secretary-General; D – Director; P – Professional; NPO – National Professional Officer; L-L – Local level; GTA – general temporary assistance; S15 – section 15; S23 – section 23.

Table 3  
Junior Professional Officers

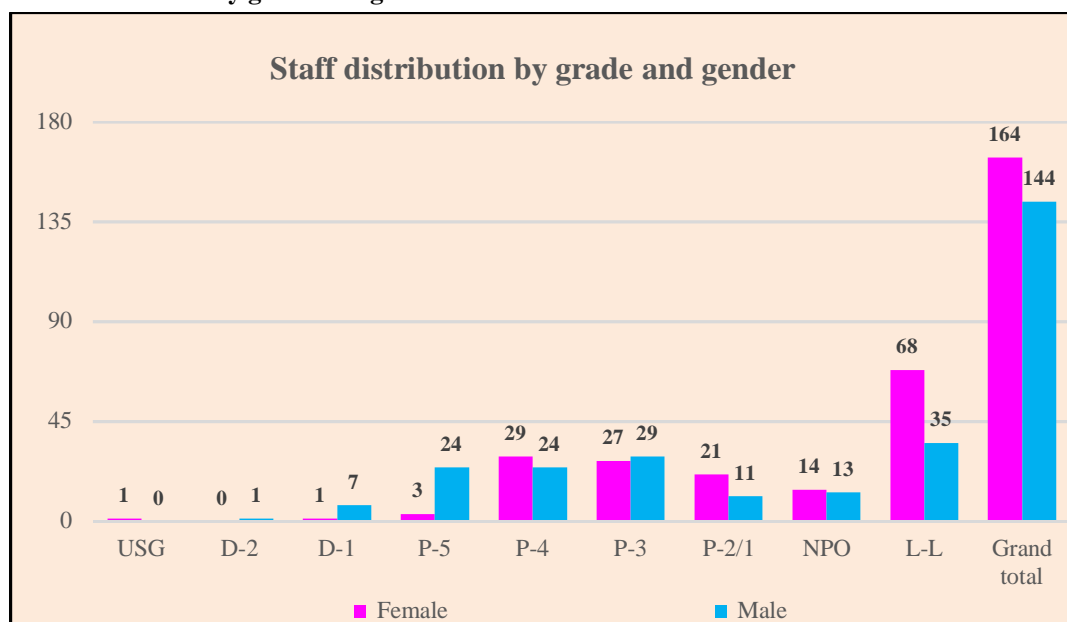
Description	Financing Government					Total
	China	France	Germany	Italy	Japan	
Number of Junior Professional Officers	4	1	4	2	1	12

Figure 1  
Staffing by source of funding



Abbreviations: ESTB – established posts; FNDE – Foundation earmarked; FNDN – Foundation non-earmarked; GTAR – general temporary assistance for regular budget; JRPO – Junior Professional Officer; PRGS – programme support; REGB – regular budget; RPTC – regular programme of technical cooperation; TECH – technical cooperation.

Figure 2  
Staff distribution by grade and gender

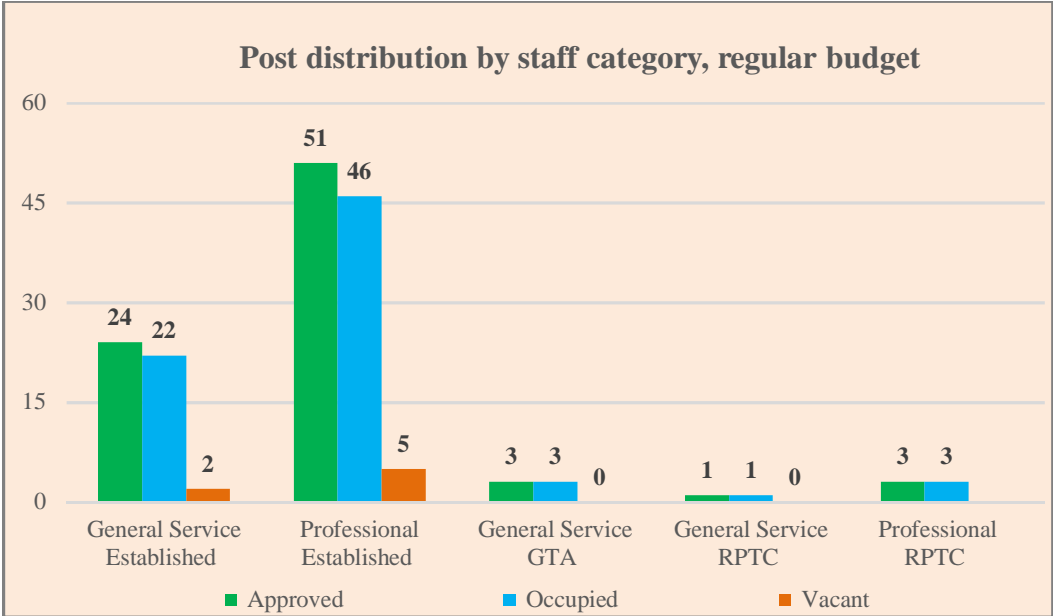


Abbreviations: USG – Under Secretary-General; D – Director; P – Professional; NPO – National Professional Officer; L-L – Local level. The above includes temporary appointments.

### III. Regular budget

4. The regular budget for 2021 provides for a total of 75 established posts and 7 general temporary assistance posts. The established posts consist of 51 Professional and 24 General Service posts, while the general temporary assistance posts, for which additional resources have been made available, consist of 4 posts for the regular programme for technical cooperation and 3 for the recurrent provision under the executive direction and management area of the work programme. A total of 72 posts were occupied as at 31 December 2021.

Figure 3  
**Post distribution by staff category, regular budget**

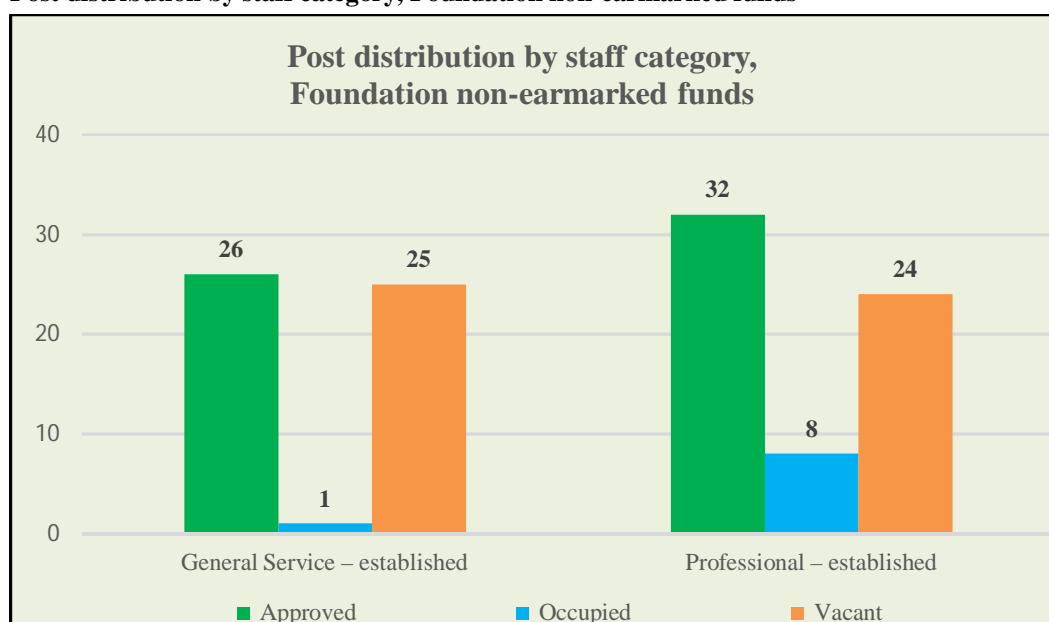


Abbreviations: GTA – general temporary assistance; RPTC – regular programme of technical cooperation.

### IV. Foundation non-earmarked funds

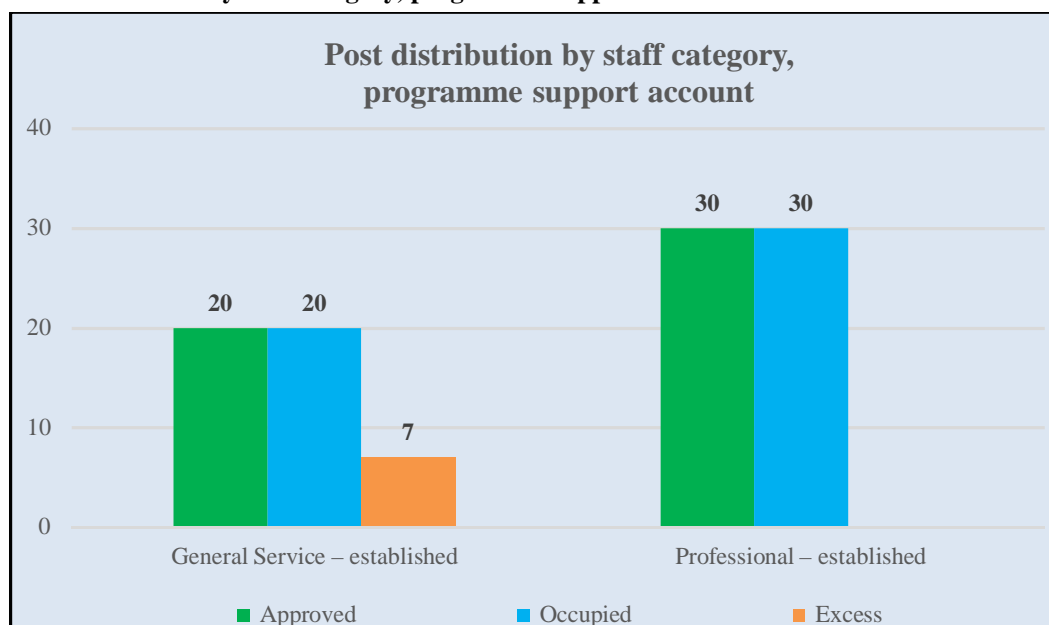
5. There were 58 posts funded by Foundation non-earmarked funds in 2021, comprising 32 Professional posts and 26 General Service posts. Of those, 9 were occupied as at 31 December 2021, with a total of 49 vacant posts, as shown in figure 4. The UN-Habitat Executive Board, in its decision 2020/3, approved the UN-Habitat work programme and the Habitat and Human Settlements Foundation budget for 2021 (HSP/EB.2020/22), thereby also approving a reduced composition of 58 posts for the Foundation non-earmarked funds budget with effect from 1 January 2021.

Figure 4

**Post distribution by staff category, Foundation non-earmarked funds****V. Programme support account**

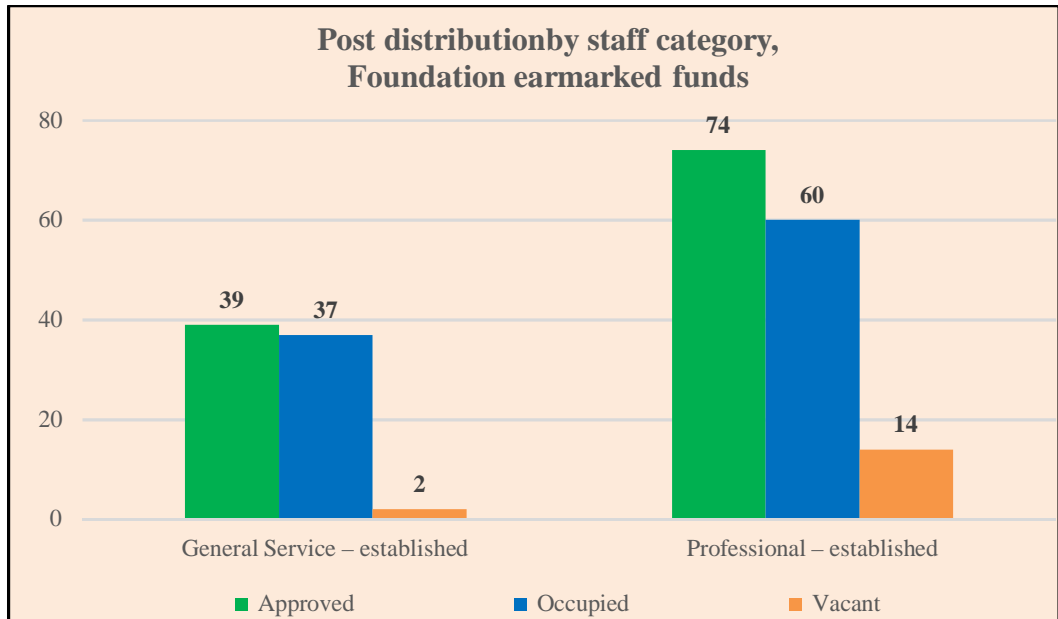
6. There were 50 approved posts under the programme support account in 2021, comprising 30 Professional posts and 20 General Service posts. All posts were occupied as at 31 December 2021. Furthermore, an additional 7 posts are being temporarily charged to this budget following a shortfall in Foundation non-earmarked funding, making a total of 57 posts funded under the programme support account budget.

Figure 5

**Post distribution by staff category, programme support account****VI. Foundation earmarked funds**

7. There were 113 approved posts under the Foundation earmarked funds budget in 2021, comprising 74 Professional posts and 39 General Service posts. Of those, 97 posts, or 85.8 per cent, were occupied.

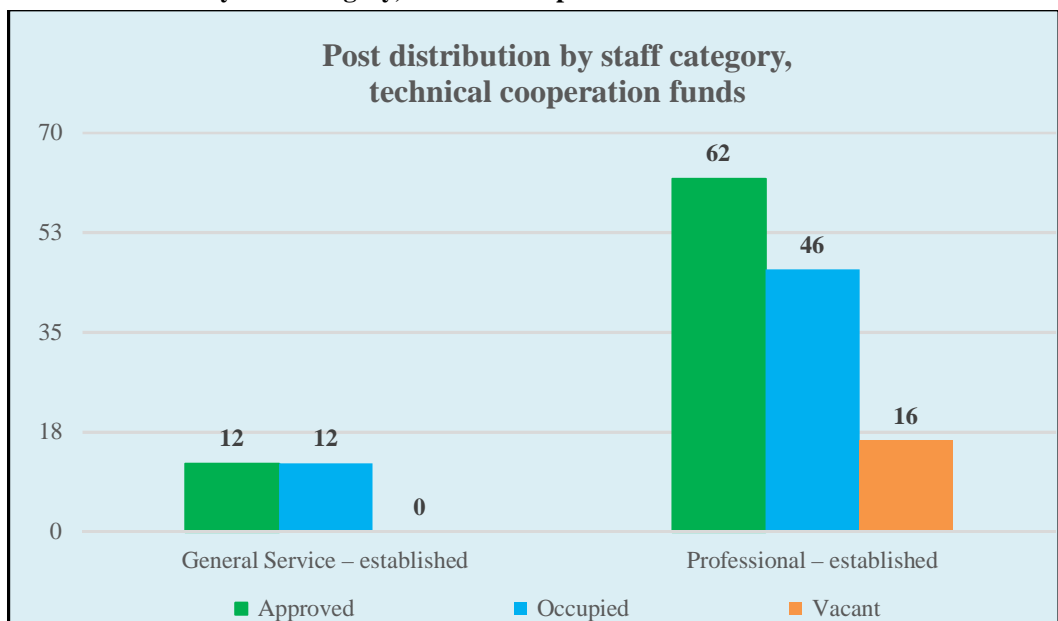
Figure 6  
**Post distribution by staff category, Foundation earmarked funds**



## VII. Technical cooperation funds

8. There were 74 approved posts under the technical cooperation segment, comprising 62 Professional posts and 12 General Service posts. Of those, 58 posts, or 78.4 per cent, were occupied.

Figure 7  
**Post distribution by staff category, technical cooperation funds**



## Annex I

**Posts in the Professional and higher categories at UN-Habitat by nationality, grade and gender as at 31 December 2021**

No.	Country of nationality	International Professional posts <sup>a</sup>																National Professional Officer posts (including UN-Habitat programme managers)										Grand total
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		NPO-D (P-4)		NPO-C (P-3)		NPO-B (P-2)		NPO-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			
1.	Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	3	-	-	-	3	4
2.	Australia	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	4	-	-	-	-	-	-	-	-	-	4
3.	Austria	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
4.	Belgium	-	-	-	-	-	1	-	-	-	2	-	1	-	-	-	-	4	-	-	-	-	-	-	-	-	-	4
5.	Bolivia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
6.	Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	1
7.	Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
8.	Brazil	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	3	-	-	-	1	-	-	-	1	4	
9.	Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	
10.	Cameroon	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
11.	Canada	-	-	-	-	-	-	-	-	-	2	2	1	1	2	1	-	9	-	-	-	-	-	-	-	-	-	9
12.	Chad	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
13.	Chile	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1
14.	China	-	-	-	-	-	-	-	-	-	2	-	-	-	-	3	2	7	-	-	-	-	-	-	-	-	-	7
15.	Colombia	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
16.	Côte d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17.	Egypt	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
18.	Finland	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-	-	-	-	-	-	-	-	2
19.	France	-	-	-	-	-	-	-	-	1	-	1	-	4	1	1	2	10	-	-	-	-	-	-	-	-	-	10
20.	Gambia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
21.	Germany	-	-	-	-	-	-	-	-	-	1	3	2	5	-	5	2	18	-	-	-	-	-	-	-	-	-	18
22.	Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
23.	Hungary	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	1

No.	Country of nationality	International Professional posts <sup>a</sup>																	National Professional Officer posts (including UN-Habitat programme managers)										Grand total							
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D (P-4)		NPO-C (P-3)		NPO-B (P-2)		NPO-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										
24.	India	-	-	-	-	-	-	1	-	-	1	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	5		
25.	Indonesia	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1		
26.	Iraq	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1		
27.	Ireland	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1		
28.	Italy	-	-	-	-	-	-	-	-	1	1	3	2	1	1	1	1	-	-	-	-	-	-	-	-	-	-	11	-	-	-	-	-	11		
29.	Jamaica	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1			
30.	Japan	-	-	-	-	-	-	-	1	-	1	-	1	-	3	2	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	8			
31.	Kenya	-	-	-	-	-	-	-	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-	-	-	16	-	-	-	1	7	3	4	15	31
32.	Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2		
33.	Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1		
34.	Malawi	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2		
35.	Malaysia	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2		
36.	Mexico	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	3		
37.	Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1		
38.	Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	
39.	Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	1	-	-	2	4
40.	Netherlands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	
41.	Nigeria	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	3	
42.	Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
43.	Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
44.	Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
45.	Philippines	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	2
46.	Russian Federation	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
47.	Senegal	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	
48.	Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	
49.	Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	



No.	Country of nationality	International Professional posts <sup>a</sup>																	National Professional Officer posts (including UN-Habitat programme managers)										Grand total
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D (P-4)		NPO-C (P-3)		NPO-B (P-2)		NPO-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					
50.	Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	-	-	-	-	1	1	-	-	2	4	
51.	South Africa	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	
52.	Spain	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	5	-	-	-	-	-	-	-	-	-	5	
53.	Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	
54.	Sweden	-	-	-	-	-	-	-	-	-	1	2	1	1	-	-	-	6	-	-	-	-	-	-	-	-	-	6	
55.	Syria	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	
56.	United Republic of Tanzania	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	
57.	Turkey	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1	
58.	Uganda	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	3	-	-	-	-	-	-	-	-	-	3	
59.	United Kingdom of Great Britain and Northern Ireland	-	-	-	-	-	-	-	-	-	4	1	1	3	-	-	9	-	-	-	-	-	-	-	-	-	-	9	
60.	United States of America	-	-	-	-	-	-	-	1	-	-	1	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-	5	
61.	Viet Nam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1	
62.	Zambia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	
63.	Zimbabwe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	
<b>Grand total</b>		<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>24</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>29</b>	<b>21</b>	<b>11</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>5</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>27</b>	<b>205</b>

Total number of women	96
Total number of men	109
Total number of countries represented	63

Abbreviations: USG – Under-Secretary-General; ASG – Assistant Secretary-General; D – Director; P – Professional; NPO – National Professional Officer.

<sup>a</sup> Staff may temporarily occupy posts at one grade above their level while on temporary assignment.

## Annex II

**UN-Habitat staff in the Professional and higher categories: distribution by duty station, category and gender as at 31 December 2021**

No.	Duty station	Professional category			National Professional Officer category			General Service category			Grand total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
1	Baghdad	1	1	2	-	-	-	-	-	-	2
2	Barcelona	-	2	2	-	-	-	-	1	1	3
3	Beirut	1	-	1	-	-	-	-	-	-	1
4	Bonn	4	1	5	-	-	-	-	-	1	6
5	Brussels	1	2	3	-	-	-	-	-	-	3
6	Cairo	1	2	3	-	-	-	-	-	-	3
7	Colombo	-	1	1	-	-	-	-	-	-	1
8	Conakry	1	-	1	-	-	-	-	-	-	1
9	Damascus	1	2	3	-	-	-	-	-	-	3
10	Erbil	2	1	3	-	-	-	-	-	-	3
11	Fukuoka	-	6	6	-	-	-	3	-	3	9
12	Garroowe	-	-	-	-	1	1	-	-	-	1
13	Geneva	-	1	1	-	-	-	-	-	-	1
14	Hargeisa	-	1	1	1	-	1	-	-	-	2
15	Kabul	1	1	2	3	-	3	1	4	5	10
16	Kathmandu	-	-	-	2	-	2	-	-	-	2
17	Khartoum	-	1	1	-	-	-	-	-	-	1
18	La Paz	-	1	1	-	-	-	-	-	-	1
19	Madrid	1	-	1	-	-	-	-	-	-	1
20	Manama	1	-	1	-	-	-	-	-	-	1
21	Manila	-	-	-	-	1	1	-	-	-	1
22	Maputo	-	1	1	-	1	1	-	-	-	2
23	Mogadishu	1	-	1	-	-	-	-	-	-	1
24	Moscow	-	-	-	-	-	-	1	-	1	1

No.	Duty station	Professional category			National Professional Officer category			General Service category			Grand total
		Female	Male	Total	Female	Male	Total	Female	Male	Total	
25	Nairobi	60	60	120	7	8	15	60	30	90	225
26	New York	2	3	5	–	–	–	1	–	1	6
27	Ouagadougou	1	–	1	–	–	–	–	–	–	1
28	Panama City	1	–	1	–	–	–	–	–	–	1
29	Phnom Penh	–	–	–	–	1	1	–	–	–	1
30	Pristina	–	1	1	–	1	1	–	–	–	2
31	Rio de Janeiro	–	2	2	1	–	1	1	–	1	4
32	Riyadh	1	1	2	–	–	–	–	–	–	2
33	Santiago	–	1	1	–	–	–	–	–	–	1
34	Sao Tome	–	1	1	–	–	–	–	–	–	1
35	Vientiane	–	1	1	–	–	–	–	–	–	1
36	Yangon	1	2	3	–	–	–	–	–	–	3
<b>Grand total</b>		<b>82</b>	<b>96</b>	<b>178</b>	<b>14</b>	<b>13</b>	<b>27</b>	<b>68</b>	<b>35</b>	<b>103</b>	<b>308</b>
Gender as a percentage of category		46.1	53.9		51.9	48.1		66.0	34.0		

<b>Total number of duty stations:</b>	<b>36</b>
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