



Executive Board of the United Nations
Human Settlements Programme
First session of 2024
Nairobi, 6–8 May 2024
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 2020–2025 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 2023**

Report of the Executive Director

I. Introduction

1. The present report presents the staffing situation in the United Nations Human Settlements Programme (UN-Habitat) as of 31 December 2023.¹ In addition to the information on posts by source of funding set out below, annex I shows UN-Habitat staff by nationality, level and gender. Annex II shows staff by regional group, while annex III provides a summary of the distribution of all staff by duty station and category.

II. Overview

2. Table 1 presents the status of post occupancy for un-earmarked and earmarked funds at UN-Habitat as of 31 December 2023. From un-earmarked funds, a total of 162 positions were approved, comprising of 157 regular positions and 5 general temporary assistance positions. 128 positions were occupied, representing 79.0% occupancy comprising 76 (59.4%) professional positions and 52 (40.6%) general service positions.

3. Table 2 shows UN-Habitat staffing by source of funding and grade at the reporting date, while Figure 1 shows staff distribution by level and gender.

4. From earmarked funding, a total of 177 positions were occupied, comprising 115 foundation earmarked positions and 62 technical cooperation positions. Of the foundation earmarked positions, six were for Junior Professional Officers as detailed in Table 3.

* HSP/EB.2024/1.

** The present document has not been formally edited.

¹ The present report does not include personnel hired through other United Nations entities or human resource service providers, e.g. the United Nations Development Programme or the United Nations Office for Project Services.

5. Staffing by nationality, level and gender as of 31 December 2023 is presented in Annex I. Annex II shows the staffing status by regional grouping, while staffing by duty station and category is presented in Annex III.

Table 1
Post occupancy by source of funding and category

Funding source	Professional and higher				General service				Total			
	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.	Appr.	Occ.	Vac.	Pct.
Foundation non-earmarked	9	5	4	55.6	5	2	3	40.0	14	7	7	50.0
Regular budget (S15 Est.)	57	52	5	91.2	25	23	2	92.0	82	75	7	91.5
Regular budget (S15 GTA)	–	–	–	–	1	1	–	100.0	1	1	–	100.0
Regular budget (S23 GTA)	3	3	–	100.0	1	1	–	100.0	4	4	–	100.0
Programme support	30	16	14	53.3	31	25	6	80.6	61	41	20	67.2
Subtotal: Un-earmarked	99	76	23	76.8	63	52	11	82.5	162	128	34	79.0
Foundation earmarked	n.a.	75	n.a.	n.a.	n.a.	34	n.a.	n.a.	n.a.	109	n.a.	n.a.
Technical cooperation	n.a.	53	n.a.	n.a.	n.a.	9	n.a.	n.a.	n.a.	62	n.a.	n.a.
Junior Professional Officers	n.a.	6	n.a.	n.a.	n.a.	–	n.a.	n.a.	n.a.	6	n.a.	n.a.
Subtotal: Earmarked	n.a.	134	n.a.	n.a.	n.a.	43	n.a.	n.a.	n.a.	177	n.a.	n.a.
Grand total	n.a.	210	n.a.	n.a.	n.a.	95	n.a.	n.a.	n.a.	305	n.a.	n.a.

Abbreviations: Appr.: Approved; Occ.: Occupied; Vac.: Vacant; Pct.: Percentage of occupancy; n.a.: Not applicable; Est.: Established; GTA: General temporary assistance

Table 2
Staff by source of funding and grade

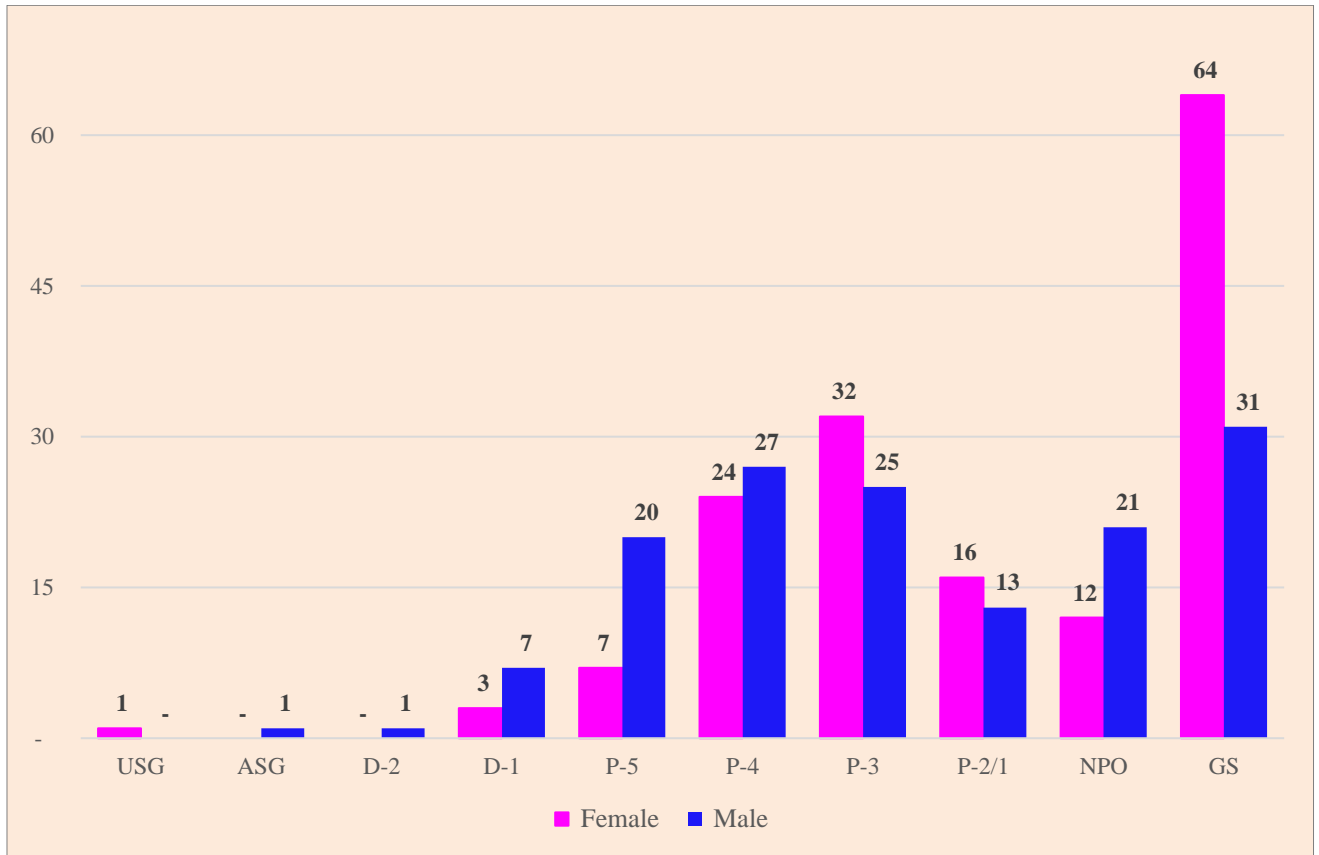
Funding source	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	NPO	Total	GS	Total
Foundation non-earmarked	–	1	–	3	–	1	–	–	–	5	2	7
Regular budget (S15 Est.)	1	–	1	5	7	20	14	4	–	52	23	75
Regular budget (S15 GTA)	–	–	–	–	–	–	–	–	–	–	1	1
Regular budget (S23 GTA)	–	–	–	–	3	–	–	–	–	3	1	4
Programme support	–	–	–	1	5	3	4	3	–	16	25	41
Foundation earmarked	–	–	–	–	5	13	27	15	15	75	34	109
Technical cooperation	–	–	–	1	7	14	12	1	18	53	9	62
Junior Professional Officers	–	–	–	–	–	–	–	6	–	6	–	6
Total	1	1	1	10	27	51	57	29	33	210	95	305

Abbreviations: USG: Under-Secretary-General; ASG: Assistant Secretary-General; D: Director; P: Professional; NPO: National Professional Officer; GS: General service; Est.: Established; GTA: General temporary assistance

Table 3
Junior Professional Officers

Gender	China	Germany	Japan	Total	Percentage
Male	1	1	1	3	50.0
Female	1	1	1	3	50.0
Total	2	2	2	6	100.0

Figure 1
Staff distribution by level and gender



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

Annex I

Staff by nationality, level and gender as at 31 December 2023

	Country of nationality*	Professional															Total	National Professional Officer								Total	General service		Grand Total
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		NPO-D	NPO-C	NPO-B	NPO-A	Total	G-1 to G-7						
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female							Male	Female	Male		Female	Male	
1	Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1	-	-	2	-	1	1	4	
2	Australia	-	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
3	Austria	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
4	Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	
5	Belgium	-	-	-	-	-	1	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
6	Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
7	Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
8	Brazil	-	-	-	-	-	-	-	-	-	1	-	4	-	1	-	-	-	1	-	-	-	-	2	2	-	2	10	
9	Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	1	
10	Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	1	
11	Cameroon	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
12	Canada	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
13	China	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	8	
14	Colombia	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
15	Cote d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	
16	Egypt	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	
17	Ethiopia	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2	1	-	-	4	
18	Finland	-	-	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	
19	France	-	-	-	-	-	-	-	-	1	-	2	1	1	2	1	-	-	-	-	-	-	-	8	-	-	-	8	

		Professional														National Professional Officer								General service			Grand Total					
Country of nationality*		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D		NPO-C		NPO-B		NPO-A			Total	G-1 to G-7		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			Female	Male		
20	Germany	-	-	-	-	-	-	-	-	1	2	1	2	6	2	4	2	20	-	-	-	-	-	-	-	-		-	-	1	-	1
21	Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
22	Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	
23	Hungary	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
24	India	-	-	-	-	-	-	1	-	-	1	1	1	2	1	-	-	7	-	-	-	-	-	-	-	-	-	1	-	1	8	
25	Indonesia	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	2	
26	Iraq	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
27	Italy	-	-	-	-	-	-	-	1	1	3	2	1	2	2	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	12	
28	Jamaica	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
29	Japan	-	-	-	-	-	-	1	-	-	1	-	1	-	2	2	1	8	-	-	-	-	-	-	-	-	-	3	-	3	11	
30	Kenya	-	-	-	-	-	-	-	-	-	4	-	5	7	1	3	20	-	-	-	3	4	6	1	-	14	48	29	77	111		
31	Lebanon	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
32	Lithuania	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
33	Malawi	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
34	Malaysia	1	-	-	-	-	-	1	-	-	-	-	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	3	
35	Mexico	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
36	Morocco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
37	Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1	
38	Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	
39	Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-	-	-	2	
40	Netherlands	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
41	Nigeria	-	-	-	-	-	-	-	-	2	1	-	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	4	
42	Norway	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
43	Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
44	Peru	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	1	2	

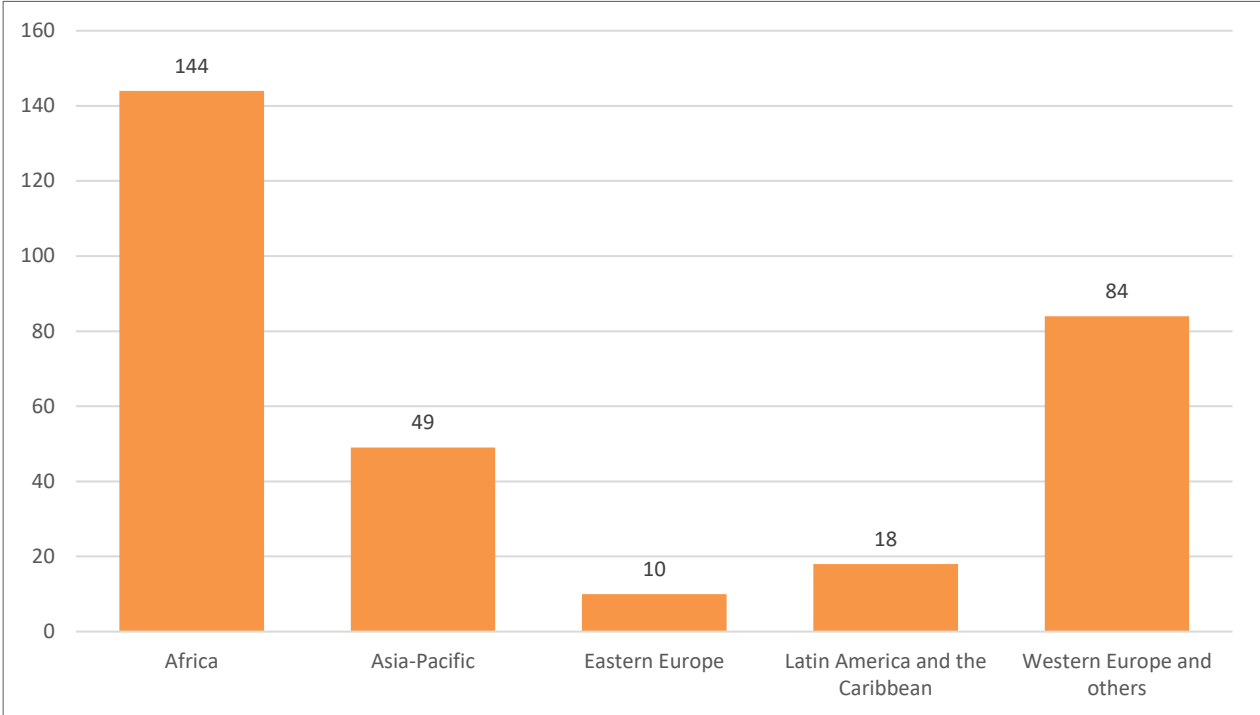
	<i>Country of nationality*</i>	<i>Professional</i>														<i>Total</i>	<i>National Professional Officer</i>								<i>Total</i>	<i>General service</i>		<i>Grand Total</i>					
		<i>USG</i>		<i>ASG</i>		<i>D-2</i>		<i>D-1</i>		<i>P-5</i>		<i>P-4</i>		<i>P-3</i>			<i>P-2</i>		<i>NPO-D</i>		<i>NPO-C</i>		<i>NPO-B</i>			<i>NPO-A</i>			<i>G-1 to G-7</i>				
		<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>		<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>		<i>Female</i>	<i>Male</i>		<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>
45	Philippines	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	
46	Portugal	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
47	Republic of Korea	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1		
48	Russian Federation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	
49	Senegal	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
50	Serbia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	2	
51	Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
52	Slovakia	-	-	-	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
53	Somalia	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	2	
54	South Africa	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
55	Spain	-	-	-	-	-	-	-	-	-	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
56	Sri Lanka	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
57	Sweden	-	-	-	-	-	-	-	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5
58	Syrian Arab Republic	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
59	The Gambia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
60	Türkiye	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3
61	Uganda	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	2	-	-	2	5	
62	United Kingdom of Great Britain and Northern Ireland	-	-	-	-	-	-	-	-	3	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6
63	United Republic of Tanzania	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	2	-	-	2	4	

Country of nationality*	Professional																National Professional Officer								General service			Grand Total			
	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Total	NPO-D		NPO-C		NPO-B		NPO-A		Total	G-1 to G-7		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		Female			Male	Female
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female	Male
64 United States of America	-	-	-	-	-	-	-	2	-	-	-	-	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	2	-	2	5
65 Zambia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Grand Total	1	-	-	1	-	1	3	7	7	20	24	27	32	25	16	13	177	1	-	2	10	7	11	2	-	33	64	31	95	305	

* Total number of represented nationalities is 65.
 ** Total number of women: 159 (52.0%) and men: 146 (48.0%).
 Abbreviations: USG: Under-Secretary-General; ASG: Assistant Secretary-General; D: Director; P: Professional; NPO: National Professional Officer; G: General service.

Annex II

Staff by regional grouping as at 31 December 2023*



* Africa: 47%; Asia-Pacific: 16%; Eastern Europe: 3%; Latin America and the Caribbean: 6%; Western Europe and others 28%.

Annex III**Staff by duty station and category as at 31 December 2023**

<i>No.</i>	<i>Duty station</i>	<i>Professional</i>	<i>National Professional Officer</i>	<i>General service</i>	<i>Grand total</i>
1	Accra	1	–	–	1
2	AddisAbaba	–	2	–	2
3	Amman	3	–	–	3
4	Baghdad	1	–	–	1
5	Baku	1	–	–	1
6	Bangkok	1	–	–	1
7	Barcelona	1	–	1	2
8	Beijing	–	1	–	1
9	Beirut	1	–	–	1
10	Bissau	–	1	–	1
11	Bogota	1	–	–	1
12	Bonn	7	–	1	8
13	Brussels	3	–	–	3
14	Cairo	3	–	–	3
15	Colombo	1	–	–	1
16	Conakry	1	–	–	1
17	Dakar	1	–	–	1
18	Damascus	1	–	–	1
19	Erbil	1	–	–	1
20	Fukuoka	5	–	3	8
21	Garoowe	–	1	–	1
22	Geneva	3	–	–	3
23	Hargeisa	1	–	–	1
24	Hamburg	1	–	1	2
25	Kabul	1	2	1	4
26	Kampala	–	1	1	2
27	Kathmandu	–	2	–	2
28	Khartoum	1	–	–	1
29	Kigoma	–	1	–	1
30	Kinshasa	1	–	–	1
31	Madrid	–	1	1	2
32	Manama	1	–	–	1
33	Manila	–	1	–	1
34	Maputo	2	1	–	3
35	Mogadiscio	1	–	–	1
36	Mombasa	–	1	–	1
37	Moscow	–	–	1	1
38	Nairobi	121	13	81	215
39	New York	3	–	2	5
40	Ouagadougou	1	1	–	2
41	Panama City	1	–	–	1
42	Phnom-Penh	–	1	–	1
43	Pristina	–	1	–	1

<i>No.</i>	<i>Duty station</i>	<i>Professional</i>	<i>National Professional Officer</i>	<i>General service</i>	<i>Grand total</i>
44	Rio de Janeiro	1	1	2	4
45	Riyadh	2	–	–	2
46	Vientiane	1	–	–	1
47	Yangon	2	1	–	3
Total		177	33	95	305
Percentage		58.0	10.8	31.1	100.0