

**UN Environment's HUMAN RESOURCES MANAGEMENT REPORT
31 December 2017**

This report is submitted to the Committee of Permanent Representatives to describe the staffing situation of UN Environment as at 31 December 2017.

Staffing

As at 31 December 2017, UN Environment employed 1,174 staff members (UN Environment Secretariat 870; UN Environment hosted MEAs* and Conventions 304) of which 700 were Professional staff and 474 General Service staff.

Table 1 below provides the distribution of UN Environment administered staff by source of funding. 9% of the staff was funded by the Regular Budget. 32% of the staff was funded by the Environment Fund. 74% of the staff was working for UN Environment, while 26% of the staff was working for Secretariats of MEA's, Funds and Regional Conventions hosted by UN Environment.

Table 1: UN Environment Staff by Source of Funding*

UN Environment	Professional	NO-C	GS	Total	%
Regular budget	92		16	108	9%
Environment Fund	190	2	178	370	32%
Extra-Budgetary Resources (Trust & Earmarked funds)	173	1	70	244	21%
GEF Trust Funds	45		31	76	6%
Program Support Fund-UN Environment	12		41	53	6%
Sub Total	529	3	338	870	74%
MEAs and Conventions					
Trust Funds supporting MEAs and Regional Seas Secretariats	12		41	53	5%
Program Support Fund -MEAs and Regional Seas Secretariats	156		95	251	21%
Sub Total	168		136	304	26%
Grand Total	697	3	474	1174	100%

*Please refer to Annex 4 for clarification of used acronyms and explanation of the different sources of funding

Gender Distribution

UN Environment Secretariat

Overall in the UN Environment Secretariat, the gender representation is 60% female and 40% male. The female representation at the professional level within the UN Environment Secretariat is 51% which is above the UN target of 50%. Within the UN Environment Secretariat there is a higher ratio of female to male staff at the junior and medium professional levels (NO-C – P-4). The representation of female staff at the senior level (P-5 – D-2) is 38%. UN Environment will continue its efforts to attract more female staff members at middle and senior management levels as articulated in the UN Environment Gender Parity Strategy 2018-19 and ensuring that Gender Parity targets will be met, particularly at the D1 and P5 levels.

Table 2: Gender Distribution – UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	P Total	GS Total	Grand Total
Female			3	12	38	74	95	45	1	2	270	254	524
Male	1	2	0	31	56	94	63	16		1	264	82	346
Grand Total	1	2	3	43	94	168	158	61	1	3	534	336	870
Female	0%	0%	100%	28%	40%	44%	60%	74%	100%	67%	51%	76%	60%
Male	100%	100%	0%	72%	60%	56%	40%	26%	0%	33%	49%	24%	40%

MEA's and Conventions

For the MEAs and Conventions the overall gender representation is 61% female and 39% male. The female representation at the professional level overall is 48% while the male representation is 52%. At the junior and medium professional level (P2-P4) the female representation is 51% and the male representation is 49%. For the senior level (P5 – D2) the female representation is 38% and male representation is 62%.

Table 3: Gender Distribution – MEAs and Conventions

Gender	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P Total	GS Total	Grand Total
Female	1	1	3	12	22	22	19	80	106	186
Male		3	5	18	26	22	12	86	32	118
Grand Total	1	4	8	30	48	44	31	166	138	304
Female	100%	25%	38%	40%	46%	50%	61%	48%	77%	61%
Male	0%	75%	63%	60%	54%	50%	39%	52%	23%	39%

Age Distribution

Over half of UN Environment’s staff is between the age of 41 and 55, while 28% of the staff is 40 years or younger. Based on the mandatory retirement age of 65, about 17% of the staff will reach retirement age within the next 9 years.

Table 4: Age Distribution

Age Category	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	G-7	G-6	G-5	G-4	G-3	G-2	Grand Total
≤ 30							1	7	1			3	6	6			24
31-35							15	40			2	18	17	8	1		101
36-40					2	24	55	23			5	43	30	17	1		200
41-45				7	15	45	63	16		2	13	26	25	10	1	1	224
46-50		1	2	4	35	60	31	2		1	11	37	22	16	5		227
51-55				14	37	51	18	2			8	27	24	8		1	190
56-60		2	3	22	27	30	13	2			15	31	17	2		1	165
≥ 61	1		2	4	8	6	6				2	9	3	2			43
Grand Total	1	3	7	51	124	216	202	92	1	3	56	194	144	69		3	1174

Geographical Distribution

The top 10 most represented nationalities in the Professional category are presented in the table below. It should be noted that UN Environment aims to recruit staff members from as wide a geographical base as possible. The organization currently employs staff members from a total of 109 different countries. A comprehensive list of staff representation of all nationalities is enclosed as Annex 2.

Table 5: Geographical Distribution of Staff in the Professional and above categories

Nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
British				5	11	16	11	2		45
German				3	6	10	8	18		45
Kenyan				1	3	12	20	7		43
American				7	10	5	11	4		37
French				1	5	9	13	5	1	34
Canadian				5	3	9	9	5		31
Italian				3	2	8	10	5		28
Finnish				3	2	6	6	6		23
Japanese				1	4	8	3	6		22
Spanish				1	1	8	8	4		22

Gratis Personnel

Gratis Personnel can be engaged in UN Environment only for specialized functions and for a limited and specified duration. Gratis personnel in UN Environment can be engaged through different arrangements: Personnel engaged under trust fund agreements (e.g. Junior Professional Officers) and Technical Cooperation Experts on non-reimbursable loans.

The overall objective for engaging gratis personnel in UN Environment is to enable the organization to acquire supplementary up-to-date academic knowledge and expertise required to fulfill its mandate and implement its Programme of Work. On 31 December 2017, UN Environment employed 34 JPO's, financed by 11 different governments and hosted 10 employees through non-reimbursable loan agreements.

Table 6: Gratis Personnel

Financing Country	JPOs			Other		
	Male	Female	Total	Male	Female	Total
Belgium	1		1			
Finland	1	4	5			
France		2	2		1	1
Germany	4	4	8		1	1
Italy	1	1	2			
Japan	2	4	6			
Korea		3	3	1		1
Mexico					3	3
Netherlands		1	1	1		1
Norway	1	2	3			
Spain		1	1			
Sweden		2	2		1	1
Switzerland				1		1
Uruguay					1	1
TOTAL	10	24	34	3	7	10

Annex 1 - Staff Distribution by Duty Station

Duty Station	P+		NO		GS		Grand Total
	Female	Male	Female	Male	Female	Male	
Abidjan	1	2			1	1	5
Abu Dhabi	2	2			1		5
Addis Ababa	1	1			1		3
Almaty (Alma Ata)	1						1
Apia		2					2
Athens	5	5			8	2	20
Bangkok	15	16			18	3	52
Beijing			1		1		2
Bogota		1					1
Bonn	18	13			23	4	58
Brasilia	1				1		2
Brussels	4	1			2		7
Busan		1			1		2
Cambridge	1	1					2
Copenhagen	1	5			2		8
Dar es Salaam			1				1
El Fasher		1					1
Geneva	65	64			38	19	186
Hanoi				1			1
Jakarta		1					1
Juba		1					1
Kabul		1					1
Khartoum		2					2
Kingston	2	3			7	3	15
Les Cayes		1					1
Manama	4	8			8	3	23
Mexico City	1						1
Montevideo		1					1
Montreal	30	36			43	11	120
Moscow		1			1		2
Nairobi	125	120			150	57	452
New Delhi		1					1
New York	4	4			4	1	13
Osaka	1	4			4		9
Panama City	12	14			13	3	42
Paris	42	28			28	5	103
Port-au-Prince		1					1
Pretoria	1				1		2
Rome		2					2
Toyama		1			1		2
Vienna		3			2		5
Washington DC	10	2			2	1	15
Grand Total	347	350	2	1	361	113	1174

Annex 2: Professional Staff Distribution by Nationality

Nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		NO-C		Grand Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Albanian									2												2	
Algerian												1		1								2
American							3	4	3	7	3	2	7	4	3	1						37
Argentinian									1	1	2			2	1							7
Australian					1						3	3	1	1								9
Austrian										1	1	2	2	1		1						8
Azerbaijani												1										1
Bahamian											1											1
Bahraini												1		1								2
Bangladeshi												1	1									2
Barbadian							1			1												2
Belgian									1	1	2	1	1	1		1						8
Beninese							1					1										2
Bhutanese							1							1								2
Bolivian											1											1
Botswana											1											1
Brazilian									1		3	1	4	1	2							12
British							5	2	9	5	11	6	5	2								45
Bulgarian									1				1	1								3
Burkina Faso											1	1		1								3
Cameroonian									1		1	1	1	1	1	1						7
Canadian						1	4			3	4	5	5	4	2	3						31
Cape Verdean												1										1
Chilean											1		1									2
Chinese							1		1		4	1	4	1				1				13
Colombian									1	3	1	3		1								9
Costa Rican													2									2
Cuban										1				1		1						3
Czech							2															2
Danish				1			3		1	1	1											7
Djibouti												1										1
Dutch									1	6	3	4	3	2	2							21
Ecuadorian											1											1
Egyptian											1	1	1	1	1							5
Ethiopian										1	1	2										4
Fijian										1				1								2
Filipino									2		1		2	2								7
Finnish						1	2	1	1	4	2	6		5	1							23
French						1		5		4	5	10	3	5		1						34

Nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		NO-C		Grand Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		M
Gambian														1								1
Georgian												1				1						2
German							1	2	1	5	3	7	5	3	13	5						45
Ghanaian												1	1									2
Greek				1					1		1	2	2	1								8
Guatemalan														1								1
Guyanese												1										1
Honduran											1											1
Hungarian															1							1
Indian				1					1	4		5	1	1		1						14
Indonesian										1		1										2
Iranian									1	1					1							3
Iraqi												1										1
Irish										1	2	2	2	1								8
Italian							3	2		4	4	5	5	4	1							28
Ivoirian										1												1
Jamaican									1													1
Japanese						1			2	2	8			1	2	4	2					22
Jordanian								1							1							2
Kazakh															1							1
Kenyan						1			2	1	6	6	10	10	5	2						43
Lebanese								1				1	1	2								5
Libyan															2							2
Lithuanian																1						1
Luxembourgian															1							1
Malawian												1										1
Malaysian									1						1							2
Mauritanian				1							2											3
Mauritian												1			1							2
Mexican					1		1	2			1				1							6
Mongolian									1						1							2
Montenegrin												1										1
Moroccan									1	1	3	1				1						7
Nepalese												1	1	1								3
New Zealander										2	1			2								5
Niger													2									2
Nigerian									1			1	1			1						4

Nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		NO-C		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M			
Norwegian	1														2	2					5
Pakistani							1					2		1		1					5
Peruvian									1												1
Portuguese							1					1									2
Rep.of Korea											4		1	1	2	1					9
Romanian		1							1				1								3
Russian								1	2				1			1					5
Rwandan													1								1
Saint Lucian												1	1								2
Saudi Arabian													1	1							2
Senegalese								1				2									3
Seychelles					1																1
Sierra Leonean									2						1						3
Singaporean												1									1
Slovakian												1									1
South African						1		3	3	1	1										9
Spanish							1		1	2	6	5	3	3	1						22
Sri Lankan									1			1		1							3
Stateless														1							1
Swazi													1								1
Swedish						2			3	2			3		3	1					14
Swiss									2		2	3	2								9
Syrian														1							1
Tanzanian				1						1	1	1								1	5
Thai													2	1							3
Trini&Tobago			1				1				1										3
Turkish									1			1		1							3
Ugandan							1	1	1	1	4	1									9
Uruguayan								1		2	1										4
Venezuelan										1	1										2
Vietnamese														1						1	2
Yemeni												1									1
Zambian											1										1
Zimbabwean							2								1						3
Grand Total	1	1	2	4	3	15	36	50	74	96	120	117	85	64	28	1	2	1		700	

Annex 3: Comparison Staff Distribution (2011- 2016)

As at 31 December 2011

UN Environment Secretariat and Multilateral Environmental Agreements (MEAs)

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	NO-D	Total Professional	GS	Grand Total
Female	0	2	5	11	32	82	92	67	2	2	1	296	377	673
Male	1	1	6	39	85	115	97	28	1	0	0	373	105	478
Total	1	3	11	50	117	197	189	95	3	2	1	669	482	1,151

As at 31 December 2012

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female	0	1	3	10	22	61	72	39	0	2	210	261	471
Male	1	0	3	28	58	85	70	22	0	2	269	69	338
Total	1	1	6	38	80	146	142	61	0	4	479	330	809

Multilateral Environmental Agreements (MEAs)

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female	0	0	2	1	8	22	20	16	1	0	70	111	181
Male	0	1	3	8	22	28	23	6	0	0	91	37	128
Total	0	1	5	9	30	50	43	22	1	0	161	148	309

As at 31 December 2013

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female	0	0	2	12	20	69	76	44	0	2	225	264	489
Male	1	1	4	27	59	85	60	20	1	1	259	80	339
Total	1	1	6	39	79	154	136	64	1	3	484	344	828

Multilateral Environmental Agreements (MEAs)

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female	0	0	2	2	10	21	23	20	0	0	78	110	188
Male	0	1	3	8	20	29	24	4	0	0	89	36	125
Total	0	1	5	10	30	50	47	24	0	0	167	146	313

As at 31 December 2014

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female	0	0	5	10	29	61	79	46	1	2	233	279	512
Male	1	1	3	31	57	83	59	20		1	256	83	339
Total	1	1	8	41	86	144	138	66	1	3	489	363	851

Multilateral Environment Agreements (MEAs)

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female	0	0	1	3	10	21	20	18	0	0	73	106	179
Male	0	1	3	8	19	29	23	6	0	0	89	37	126
Total	0	1	4	11	29	50	43	24	0	0	162	143	305

As at 31 May 2015

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	Total Professional	GS	Grand Total
Female			5	8	31	64	75	49	1	2	235	278	513
Male	1	2	2	32	55	90	59	23		1	265	82	347
Total	1	2	7	40	86	154	134	72	1	3	500	360	860
Female	0%	0%	71%	20%	36%	42%	56%	68%	100%	67%	47%	77%	59%
Male	100%	100%	29%	80%	64%	58%	44%	32%	0%	33%	53%	23%	41%

Multilateral Environment Agreements (MEAs)

Gender	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total Professional	GS	Grand Total
Female		1	4	9	22	26	15	77	110	187
Male	1	3	7	18	29	23	6	87	41	128
Total	1	4	11	27	51	49	21	164	151	315
Female	0%	25%	36%	33%	43%	52%	65%	46%	74%	59%
Male	100%	75%	64%	67%	57%	48%	35%	54%	26%	41%

As at 31 December 2015

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	NO-C	Total Professional	GS	Grand Total
Female	0	0	5	9	35	63	80	48	2	242	272	514
Male	1	2	0	31	60	98	65	22	1	280	85	365
Total	1	2	5	40	95	161	145	70	3	522	357	879
Female	0%	0%	100%	23%	37%	39%	55%	69%	67%	46%	76%	58%
Male	100%	100%	0%	77%	63%	61%	45%	31%	33%	54%	24%	42%

MEAs and Conventions

Gender	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total Professional	GS	Grand Total
Female	0	1	4	8	22	24	15	74	104	178
Male	1	3	8	21	27	23	10	93	32	125
Total	1	4	12	29	49	47	25	167	136	303
Female	0%	25%	33%	28%	45%	51%	60%	44%	76%	59%
Male	100%	75%	67%	72%	55%	49%	40%	56%	24%	41%

As at 31 December 2016

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	NO-C	P Total	GS Total	Grand Total
Female			5	10	34	72	85	46	2	254	253	507
Male	1	2		30	59	92	55	23	1	263	83	346
Grand Total	1	2	5	40	93	164	140	69	3	517	336	853
Female	0%	0%	100%	25%	37%	44%	61%	67%	67%	49%	75%	59%
Male	100%	100%	0%	75%	63%	56%	39%	33%	33%	51%	25%	41%

MEAs and Conventions

Gender	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-Total	GS Total	Grand Total
Female		1	5	11	19	27	17	80	106	186
Male	1	3	5	20	23	24	13	89	35	124
Grand Total	1	4	10	31	42	51	30	169	141	310
Female	0	0.25	50%	35%	45%	53%	57%	47%	75%	60%
Male	100%	0.75	50%	65%	55%	47%	43%	53%	25%	40%

As at 30 June 2017

UN Environment Secretariat

Gender	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NO-C	P Total	GS Total	Grand Total
Female			4	11	37	73	91	45	1	2	264	248	512
Male	1	2		31	59	95	61	21		1	271	79	350
Grand Total	1	2	4	42	96	168	152	66	1	3	535	327	862
Female	0%	0%	100%	26%	39%	43%	60%	68%	100%	67%	49%	76%	59%
Male	100%	100%	0%	74%	61%	57%	40%	32%	0%	33%	51%	24%	41%

MEAs and Conventions

Gender	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P Total	GS Total	Grand Total
Female	1	1	3	12	21	21	17	76	105	181
Male		3	6	18	25	25	12	89	32	121
Grand Total	1	4	9	30	46	46	29	165	137	302
Female	100%	25%	33%	40%	46%	46%	59%	46%	77%	60%
Male	0%	75%	67%	60%	54%	54%	41%	54%	23%	40%

Annex 4: Abbreviations used and explanation of source of funding:

Abbreviations

- USG - Under Secretary General
- ASG - Assistant Secretary General
- GEF - Global Environment Facility
- JPO - Junior Professional Officer
- MEAs - Multilateral Environmental Agreements
- NO-C - National Officer Category C

Explanation of source of funding

- Regular Budget - This is funded from assessed contributions and approved by the United Nations General Assembly to support UN Environment's programme of work
- Environment fund - This is the core fund into which voluntary contributions are made by member states to support UN Environment's programme of work. It was established by the United Nations General Assembly Resolution 2997(XXXVII) of 15 December 1972
- Extra-budgetary resources - These are voluntary contributions by member states to various funds for earmarked programmes or activities
- Programme Support Fund - This is funded by recoverable charges (also known as programme support cost) against programmes and activities funded from extra-budgetary resources
- GEF - Funding received by UN Environment as an implementing agency of the GEF, to cover the costs of management oversight and reporting on UN Environment's portfolio of GEF projects and for GEF corporate activities. This includes an annual corporate budget to cover the GEF's Scientific and Technical Advisory Panel (STAP) Secretariat which is housed within UN Environment