

HabPost

Updates from
UN-Habitat

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A word on restructuring

Editor's note

Dear Reader,

As promised, we have re-oriented HabPost to bring to you a more structural news package. No more COVID-19 exclusives, but keep in mind that the virus is still around, so we will continue to keep you updated on important information.

In a previous issue, we had explained what HabPost would look like post COVID-19 issues. The menu below sums it up and highlights the information you will be able to find (or not) in each issue. While this forms the basic structure of HabPost, you can expect to receive special issues including a feature article focused as much as possible on colleagues and their own stories. Special as they may be, you might see quite a few of them the first few weeks as we feel there is a lot to share. So stay tuned — the news is coming.

Happy Reading,

The HabPost team



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Alerts

COVID-19

The coronavirus continues to cause disruptions to the way we work, live, and travel. Here are selected highlights from the international press, and an update from our Spain-based office.

Worldwide

- **Brazil and the US** are the two countries reporting over 10,000 new confirmed cases in the last seven days, bringing their total cases to 498,440 and 1,734,040 respectively.
- Several global companies have announced new permanent teleworking standards, including tech giant Facebook, which announced a long-term transition plan for up to half its staff, and Hitachi, which aims to make working from home the “new normal” from April 2021.
- International air travel is slowly returning across the world. **Turkey, Singapore, Greece** and **Pakistan** are among countries resuming international flights.

UN-Habitat Spain Office

The office follows the recommendations of the UNWTO headquarters (based in Madrid) and of the Ministry of Transport, Mobility and Urban Agenda, where the office is located. UNWTO will continue telecommuting until 12 June when they will re-evaluate this arrangement. Reopening will mean a staggered reincorporation of personnel, with essential personnel coming in first. The recommendation is to continue teleworking for those who can, while hygiene and psychological care reminder posters will be displayed in the facilities for those who come in. Air conditioning systems will be regularly cleaned, the facilities will be regularly disinfected, and hygiene kits distributed to employees. Flexible working hours will be implemented in order to avoid the rush hour.





General update on the current restructuring exercise

To better enable UN-Habitat to fulfil its mandate to support Member States and development partners in the implementation, realisation, and monitoring of the Sustainable Development Goals and of the New Urban Agenda, UN-Habitat has been operationalizing its organizational restructuring at headquarters and in the field for some time. This restructuring effort is the last of four pillars of a reform process launched by UN-Habitat in February 2018 to transform its governance, strategic, and substantive focus.

What has been achieved, what is coming up, and when can you expect change? We provide some answers below.

At Headquarters

As of 1 June, the restructuring of UN-Habitat's headquarters-based offices and divisions has been completed, with confirmation of placements initiated during the lateral reassignment exercise commenced in January 2020. These include:

1. **The Office of the Executive Director (OED)**
2. **External Relations, Strategy, Knowledge and Innovation Division (ERSKID)**
3. **Global Solutions Division (GSD)**
4. **Management, Administration and Compliance Service (MACS)**

A Corporate RACI has also been completed. The RACI sets out the assignment of responsibilities across our organization and will serve as the basis for division, branch, section, and unit work plans. The human resources aspect of the restructuring is being further refined through an ongoing classification of posts and the designation of focal points to lead on both administrative and programmatic matters.



What's a RACI?

RACI is an acronym that stands for responsible, accountable, consulted, and informed. A RACI chart is a simple matrix used to assign roles and responsibilities to tasks — in less fancy terms, it's a table showing who's doing what. It looks like this:

R A C I

	R	A	C	I
TASK 1			C	R
TASK 2	A	R		I
TASK 3	A	A		I
TASK 4	C		I	C

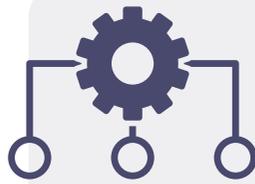
Still reading? Here are the definitions of each role:

- **Responsible:** person who performs an activity or does the work.
- **Accountable:** person who is ultimately accountable and says yes or no.
- **Consulted:** person that needs to feedback and contribute to the activity.
- **Informed:** person that needs to know of the decision or action.

Away from Headquarters

At the regional level, the Executive Director has established a task team to develop a set of recommendations and policies to help define our global presence. Taking into account the financial situation of UN-Habitat as well as the challenges associated with the COVID-19 pandemic, the task team has recommended that UN-Habitat implement the exercise to realign and strengthen its regional architecture in a two-phased approach:

Phase one



The first phase will focus on strengthening the human resources capacity and resources of existing offices away from headquarters. It will also focus on staffing the headquarters-based elements of the Regional Programme Division.

It is envisaged that the first phase of this process, including the possible reassignment of staff, will take place over approximately six months, starting from July 2020.

Phase two

During the next six months, the task force together with UN-Habitat Senior Management will also continue to expand and refine its plan of action to implement the second phase of the regional realignment exercise. It is envisaged that the second phase will include the possible establishment of sub-regional/ multi-country offices. For this reason, it is anticipated that the second phase of the realignment exercise will require consultation with, and guidance from UN-Habitat's Executive Board and other Member States.



The recommendations of the task team will be presented within the coming weeks to the UN-Habitat Senior Management. Once approved, it is envisaged that Phase 1 of the realignment exercise will commence immediately, though the COVID-19 crisis may impact how quickly implementation moves forward.

Corporate calendar

01

8 June: meeting of the Bureau of the Executive Board

02

15 June: briefing to Member States by the Executive Director

03

29 June: meeting of the Executive Board. [Learn more](#)

Vacancies



Role
Senior Advisor
Duty Station
Colombia
Deadline
7 June 2020
[Apply Here](#)

Role
Consultor/a especialista en diseño urbano
Duty Station
Tulum / Bacalar, Mexico
Deadline
Not specified
[Apply Here](#)

Role
Oficial de Enlace Lima proyecto "Fomentar la solidaridad de las comunidades locales hacia los migrantes y refugiados de Venezuela"
Duty Station
Colombia
Deadline
7 June 2020
[Apply Here](#)

Role
Urban Law Consultant
Duty Station
Nairobi, Kenya
Deadline
Not specified
[Apply Here](#)

Role
Communication Consultant
Duty Station
Nairobi, Kenya
Deadline
5 June 2020
[Apply Here](#)

Role
Associate Programme Management Officer, Human Settlements, P2
Duty Station
Nairobi, Kenya
Deadline
26 June 2020
[Apply Here](#)

Upcoming events

By other organizations



Africa Knowledge in Time on COVID-19 Series (5 May – 31 July)

Africa Knowledge in Time for COVID-19 (coronavirus) is an initiative of the World Bank's Chief Economist for Africa that highlights crucial questions and issues for policymakers and development experts on the pandemic in the region. The next virtual session on Afrobarometer Survey Results on Covid-19, Service Delivery and Trust in African Governments will take place on 9 June. [Learn more](#)



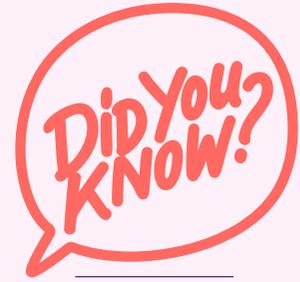
Global Consultations on Harnessing Climate and SDG Synergies for a Better and Stronger Recovery from Covid-19 (11 June)

Hosted by the UNDESA and UNFCCC Secretariats, in partnership with the European Union, three online sessions in May and June are scheduled to advance the application of synergistic approaches to recover better and faster from COVID-19 and accelerate enhanced climate action and transitions to sustainable development. The theme for the 11 June Session will be Synergies for Just Transitions and Economic Recovery. [Learn more](#)



Fragility Forum 2020 (8 June – 31 August)

The World Bank's Fragility Forum convenes practitioners and policymakers from around the world to exchange experiences and lessons learnt from engaging in environments affected by fragility, conflict and violence. Starting the week of 8 June, the Fragility Forum Virtual Series will provide an online alternative to share practical solutions and concrete approaches to maximize the collective impact of humanitarian, development, security and peacebuilding actors to help prevent conflict, build resilience, and sustain peace. [Learn more](#)



Learning opportunities, development chances, training: find out what is available to you, and initiatives you might not have heard of.

In the spotlight

Preventing Sexual Exploitation and Abuse (PSEA)

Following the Secretary General's mandate, UN-Habitat has committed to strengthening its institutional approach to preventing sexual exploitation and abuse. Find out below how PSEA is being tackled at UN-Habitat and what you can and should do to champion it.

Training The UN PSEA Training Programme is mandatory for all uniformed and civilian personnel. It covers the UN Standards of Conduct concerning sexual exploitation and abuse, including what qualifies as prohibited behaviour and the consequences and impact of sexual misconduct on peacekeeping personnel, operations and host populations. It is available in English and French as a self-paced course on [Inspira](#) for personnel who have access, and on the [UN Staff College platform](#) for those who those who don't. More information on training can be found [here](#).

Focal point To strengthen UN-Habitat's zero-tolerance policy, Amy Wood has been appointed the focal point for PSEA. She can be reached at amy.wood@un.org. The alternate focal point is Jacqueline Macha, who can be reached at jacqueline.macha@un.org.

Action The PSEA focal point will spearhead an awareness campaign which includes rolling out "no excuses" cards setting out clear standards and obligations for all personnel. Special mechanisms will be established for the participation of specific communities and those working in the field.

Resources The [UN PSEA Webpage](#) contains comprehensive information on the prevention of sexual abuse and exploitation, including [assistance for victims](#), [trust fund in support of victims of sexual exploitation and abuse](#), [data on allegations](#), how to report abuse by agency, published reports and independent review, and [protocols and standards of conduct](#).

Learning opportunities



2020 Language Proficiency Examinations

Registration is open until 22 June for the 2020 Language Proficiency Examinations. As this will be the first online-administered session, staff members are encouraged to register early to familiarise themselves with the platform. More information on eligibility, sample exams, participating entities and registration is available [here](#).



Career Transitioning and Coaching From 9 to 11 June, UNON Global Learning will host a facilitator-led workshop on making a career transition, including mock interviews. Staff from UNEP, UN-Habitat and UNON can enroll via [Inspira](#) by searching the course code LMS-4008, free of cost. Staff from other agencies or self-paying registrants can register for USD 240. Visit the UNON Language Programmes portal for more information and registration [here](#).



Inspira Learning and Performance

Management Orientation A facilitator-led workshop on using Inspira for learning opportunities and performance tracking will take place on 12 June. Register [here](#).



Psychology Café To support mental health during COVID-19, UNHQ staff counsellors office hosts a daily virtual café over Microsoft teams. It is an open and informal setting, a safe space where any staff member can drop in and exchange experiences with colleagues from around the world. Details [here](#).



E-Management Certificate The E-Management Certificate (EMC) is designed to respond to the needs and challenges of UN managers, both at headquarters and in the field. The self-paced certification allows participants to personalize their own management development journey. Anchored in the UN system leadership framework, it spans across four different dimensions of management, including: people management, planning, programme implementation and resource management. The certificate is open to all staff members, geared mainly towards staff with First Reporting Officer (FRO) functions. You can find more information [here](#), and register [here](#).



Participate!

Want your story featured? Submit your ideas or reach out to us at unhabitat-habpost@un.org.

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