

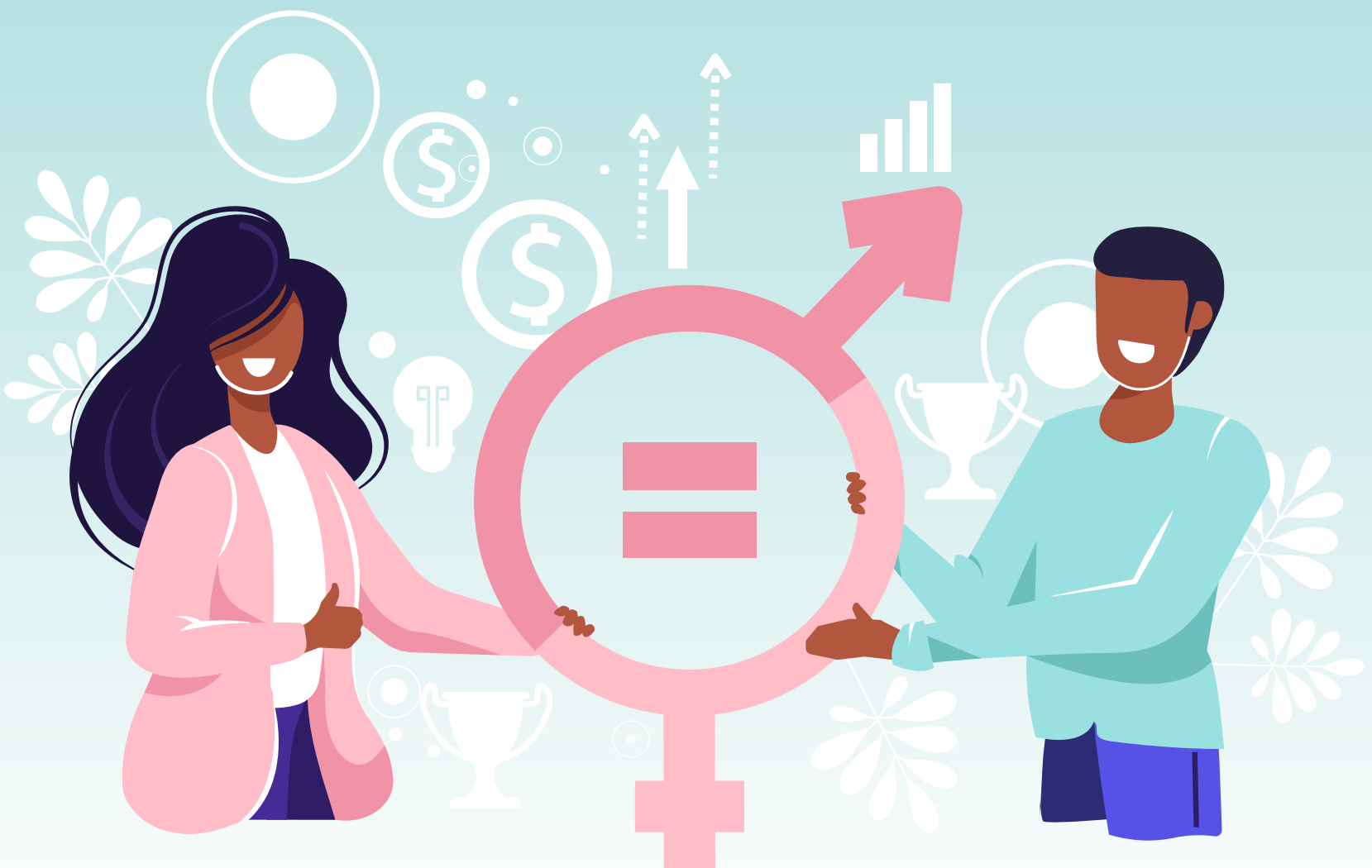
HabPost

Updates from
UN-Habitat

UN HABITAT
www.unhabitat.org
unhabitat-info@un.org

ISSUE 26 | 11 MARCH 2021

(Do) I know gender?



Editor's note

Dear Reader,

8 March was International Women's Day, so we're seizing the opportunity to both celebrate and share a bit on our efforts towards gender equality and gender parity. It's a contest without many hurdles, but the vision and the passion remain intact. Join us in celebrating women, making a change, and thanking all the women in our lives.

Happy reading,

The HabPost Team



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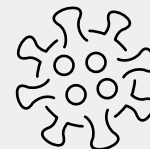
Alerts



VIOLENCE IN MYANMAR

- Violence continues to escalate in Myanmar, where at least 54 people have been killed in protests, hundreds more wounded, and over 1,700 arbitrarily arrested and detained, according to the Office of the High Commissioner for Human Rights (OHCHR).
- The UN office in Myanmar called for an "immediate de-escalation of the situation", and urged the security forces to allow protestors to return home safely.
- For any assistance and support in relation to the situation in Myanmar, please reach out to our Emergency Director, Ms. Christine Knudsen (christine.knudsen@un.org, +254 717 083 025) or the Country Programme Manager, Mr. Bijay Karmacharya (bijay.karmacharya@un.org, +959 421 170 787).

COVID-19



- As of 9 March 2021, there were over 117 million confirmed cases of COVID-19, including over 2.6 million deaths, reported to WHO. Monitor the situation [here](#).
- Travelers from Brunei, the Czech Republic, Kuwait, Spain, Switzerland and Thailand will be required to undergo a mandatory 14-day quarantine at their own cost upon arrival into Kenya.
- The COVID-19 vaccine developed by Pfizer and BioNTech was able to neutralize a new variant of COVID-19 currently spreading in Brazil.



Survey

The HabPost survey is still open!



It is almost a year since we launched HabPost — time sure flies.

If you have been reading us, chances are you have an idea or two on how to make HabPost better. Or maybe you think it's fine as is — so let's hear it!

It will take you two minutes; it will help *us* for months.

[Take the survey](#)

Scan the QR code



Thank you!

The HabPost Team



► Feature Story

(Do) I know gender?

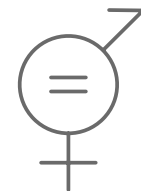
From challenge comes change – that was in essence the message of this year’s theme of the [International Women’s Day \(IWD\)](#).

Monday 8 March marked the 110th anniversary of the first International Women’s Day, which focused on women’s rights to work, vote, be trained, hold public office and end discrimination. Over a century later, the organizers of IWD remind us that “a challenged world is an alert world,” and encourage us all to [#Choose to challenge](#).

IWD is about celebrating the social, economic, cultural and political achievements of women. It is about equality, and it is a call to action for accelerating gender parity, at a time when the [World Economic Forum](#)

predicts that none of us will see gender parity in our lifetime – and neither will many of our children.

As an agency of the United Nations, UN-Habitat is committed to empowering women both in the work we deliver and in the way we work. Whether it is facilitating gender related projects and activities to ensure women and girls are an integral part of the sustainable development of cities or reaching gender parity across the board, we are taking steps to make sure gender equality becomes a reality.



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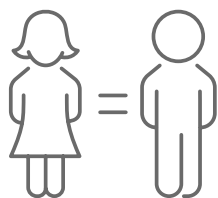
Gender parity at UN-Habitat

Gender parity, just like balanced geographical representation of staff, is what makes the United Nations a unique institution. It enhances the effectiveness of the organization and bolsters the credibility of the international civil service.

At UN-Habitat, the Gender Parity Strategy was updated in 2020. Whilst progress last year has only been incremental due to financial austerity measures and the impact of COVID-19, 2021 is shaping up to be a better year to ensure the organization takes even more active steps to implement the Strategy.

We aim to achieve gender parity at UN-Habitat at all professional levels within the current Strategic Plan period – in other words by 2023. This was at least the plan with the original projected funding of USD 18.9 million in mind during the first year of the Strategic Plan. It would have allowed us to fill in close to 90 vacant positions, but as we all know non-earmarked funding came short and we struggled to reach USD 5 million.

As austerity bites, the Gender Parity Strategy's alternative deadline is set to 2028, in accordance with the UN



UN-Habitat aims to achieve gender parity at all professional levels within the current Strategic Plan period – by 2023

System-wide Strategy on Gender Parity. The latest figures from December 2020 demonstrate positive progress made at the P-2, P-4 and D-2 Levels. We are on the cusp at the P-3 level, and what truly remains a challenge is achieving parity at the more senior levels of P-5 and D-1.

The main basis for the Strategy is to expand the pie so that we could achieve the targets faster as we fill vacant positions. As most of our revenue comes from earmarked funding – more than 90 per cent of the USD 202 million in revenue last year were made up of project funding – we need to appreciate that meeting the targets will be nothing short of a challenge. A challenge, but not one out of reach.

As the Gender Parity Strategy recommends, we continue to improve our recruitment processes. For example, the Executive Director has the authority to request a post to be re-advertised to ensure a more gender-balanced pool of candidates. In some cases, even for project-funded positions and with the support of donors, several positions have been re-advertised to ensure we have a wider pool of qualified candidates.

In the 2021 E-PAS for senior managers the Office of the Executive Director, working with the Gender Focal Point, will be issuing a reminder for us all to include gender mainstreaming objectives and targets to ensure we become a more inclusive organization. To lead by example, it is important to actively include gender and social inclusion-oriented targets in our daily work.

Most recently, the Executive Director has committed herself and UN-Habitat to a mentorship programme whereby women leaders at all levels of the organization are invited to reach out to colleagues so that all can lean in and support UN-Habitat's commitment to achieve gender parity, mainstream gender inclusion in our work, and help colleagues realize the full extent of their abilities.





Advancing the gender agenda

On the programmatic side of things, the Human Rights and Social Inclusion (HRSI) Unit has been focusing on the inclusion of human rights principles and social inclusion perspectives — including gender perspectives — in all UN-Habitat programmes, projects, and policies. Gender equality has been at the heart of the New Urban Agenda and of the activities of UN-Habitat since the establishment of the Women in Human Settlements Development Programme in 1990 — which later became the Women and Habitat Programme.

These efforts were followed among others by the institutionalization of a gender policy that sought to ensure women and men participated in and benefitted equitably from the interventions of UN-Habitat and its partners. Successive gender policies, action plans, and initiatives have since then been based on the same

principle: how the work of UN-Habitat can promote gender equality in the urban development process. UN-Habitat continues for example to work towards safety and inclusion of women in cities by ensuring that gender considerations are prioritized in agency-wide programmes, activities, and initiatives. This work is guided by the strategic results framework and the Gender Policy and Action Plan.

At the World Urban Forum 10, the gender team organized the Women's Assembly and the Women's roundtable events which provided an opportunity to discuss progress in gender mainstreaming in cities as well as actions of women in localizing and implementing the 2030 agenda and the New Urban Agenda. A few months after, in May 2020, an Expert Group Meeting on Gender Inclusive Cities was held and helped UN-Habitat define how to integrate gender mainstreaming in the four domains of change but also better capture the intersectionality with age and disability, among others.

The HRSI team also has an ongoing collaboration with the gender team at UNEP to coordinate the activities of the Nairobi Hub of the International Gender Champions (IGC), which officially launched on 26 June 2020. The IGC is a leadership network that brings together female and male decision-makers determined to break down gender barriers and make gender equality a working reality in their spheres of influence. The Executive Director of UN-Habitat sits on the board of the IGC and committed for instance to establish a senior accountability mechanism to help ensure a gender responsive workplace while monitoring gender parity and mainstreaming within UN-Habitat.

Ambitions are high, mandates are wide, and resources are scarce — reach out to the Human Rights and Social Inclusion (HRSI) Unit (unhabitat-hrsi@un.org, angela.mwai@un.org) to find out how you can help advance gender equality and gender parity in your work and at UN-Habitat.

Urban Agenda Platform Insider



Chapter 3: The Abu Dhabi Declared Actions

The Tenth Session of the World Urban Forum (WUF10) debated issues related to rapid urbanization, building inclusive and resilient cities, and taking steps to advance the New Urban Agenda – in turn accelerating achievement of the Sustainable Development Goals in the Decade of Action. WUF10 began with a call to action and concluded with the Abu Dhabi Declared Actions.

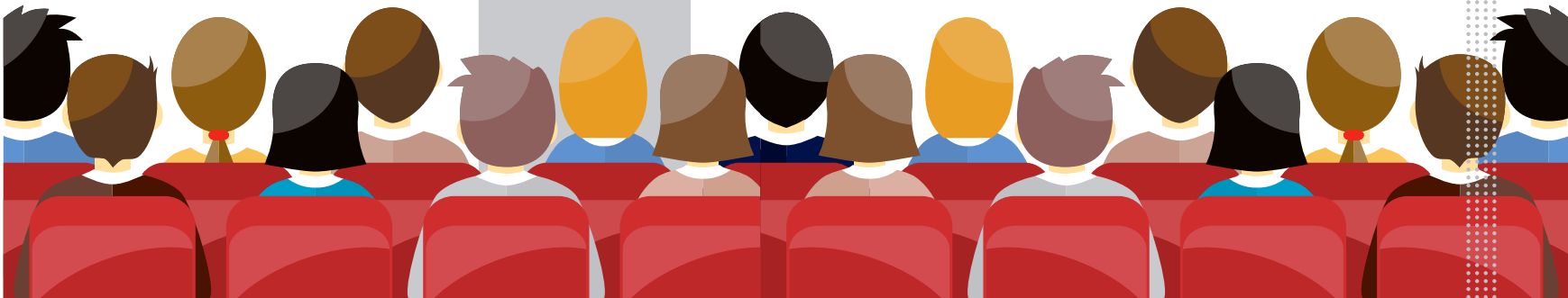
The **Abu Dhabi Declared Actions** are actions committed on a voluntary basis by governments, partners, individuals, communities, and the business sector from cities and countries around the world to accelerate the implementation of the Sustainable Development Goals by 2030. The Actions were developed in consultation with the WUF10 Advisory Group and with representatives from partners in urban development.

The key focus areas of the Abu Dhabi Declared Actions are:

1. Fostering global city-to-city cooperation
2. Advancing sustainable urbanization in the Commonwealth
3. Making cities resilient by 2030
4. Promoting the implementation of the New Urban Agenda at the national level

5. Developing a New Urban Agenda monitoring platform
6. Promoting sustainable urban development and the implementation of the New Urban Agenda at regional and local levels
7. Actively promoting the implementation of the United Nations Systemwide Strategy for Sustainable Urban Development among Resident Coordinators
8. Implementing the Global Compact on Inclusive and Accessible Cities
9. Mainstreaming disability inclusion, universal design, and accessibility in cities
10. Promoting greater respect for international humanitarian law to achieve sustainable urban development
11. Enhancing the private sector contribution towards sustainable urban development
12. Enhancing the contribution of civil society towards sustainable urban development

It has been a year since our commitment to the **Abu Dhabi Declared Actions**. Partners are now showcasing the creative ways they are following through on the Actions, and they are innovating to tackle the most pressing urban challenges including the pandemic. To view the different initiatives, visit <https://www.urbanagendaplatform.org/actions>



► **Vacancies**

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<p>Role Regional Representative, D1 Duty Station Nairobi, Kenya Deadline 18 April 2021 Apply here</p>	<p>Role Senior Programme Officer, Human Settlements, P5 Duty Station Nairobi, Kenya Deadline 20 March 2021 Apply here</p>	<p>Role Administrative Assistant, G4 (Temporary Job Opening) Duty Station Barcelona, Spain Deadline 10 March 2021 Apply here</p>	<p>Role Programme Management Officer (Project Post), P3 Duty Station Bonn, Germany Deadline 26 March 2021 Apply here</p>	<p>Role Regional Representative, Regional Office for Arab States (ROAS), D1 Duty Station Cairo, Egypt Deadline 21 April 2021 Apply here</p>	<p>Role Programme Management Officer, Human Settlements (Project Post), P4 Duty Station Beirut, Lebanon Deadline 6 April 2021 Apply here</p>
<p>Role Inter-Regional Adviser, P5 Duty Station Nairobi, Kenya Deadline 3 April 2021 Apply here</p>	<p>Role Programme Management Officer, Human Settlements, P3 (Temporary Job Opening) Duty Station Nairobi, Kenya Deadline 15 March 2021 Apply here</p>	<p>Role Administrative Assistant, G6 Duty Station Nairobi, Kenya Deadline 24 March 2021 Apply here</p>	<p>Role Senior Research Assistant, Social Affairs, G7 Duty Station Nairobi, Kenya Deadline 21 March 2021 Apply here</p>	<p>Role Programme Management Officer, NOC Duty Station Kathmandu, Nepal Deadline 11 March 2021 Apply here</p>	<p>Role Associate Coordination Officer, NOB Duty Station Kathmandu, Nepal Deadline 23 March 2021 Apply here</p>

Upcoming events and corporate calendar



UN HABITAT



Launch event of the first United Nations Innovation Technology Accelerator for Cities (UNITAC)

UN-Habitat, the UN Office for ICT (UN-OICT), HafenCity University and Germany are organizing a virtual event to officially launch the United Nations Innovation Technology Accelerator for Cities (UNITAC-Hamburg). UNITAC has been established to address the potential of digital technologies and data and innovation to contribute to sustainable urban development. The Accelerator will use innovation, prototyping and applied research methodologies to develop innovative solutions to achieve the Sustainable Development Goals related to cities and communities. The virtual launch event will be an opportunity to find out more about UNITAC and how it will contribute with innovation solutions to the global agenda on urban digital transformation and people-centred smart cities. [More information](#)



Policy Dialogue and Forum on New Governance Strategies for Urban Design

For the past two years, the Urban Maestro project (urbanmaestro.org) has explored and encouraged innovation in the field of urban design governance through enabling a better understanding of alternative non-regulatory (soft power) approaches and their contribution to the quality of the built environment. The Policy Dialogue will present the project's main findings, illustrated by concrete examples related to the use of soft power in the governance of urban design. Policy implications at European, national and local levels will be debated. The Expert Forum will offer a better understanding of the broad range of formal and informal tools available to decision makers. [More information](#)

Other organizers



5th Water Sensitive Cities Conference

The conference will highlight the potential of water sensitive cities. Some of the topics include integrating urban land use planning with water system planning to create opportunities for water sensitive solutions through urban development processes, debating centralised and decentralised approaches and how they are best integrated, and building the authorising environment for water sensitive cities. [More information](#)



65th session of the Commission on the Status of Women (CSW65)

The priority theme of the sixty-fifth session of the Commission on the Status of Women is women's full and effective participation in decision-making in public life, as well as the elimination of violence to achieve gender equality and the empowerment of all women and girls. Representatives of Member States, UN entities, and ECOSOC-accredited non-governmental organizations (NGOs) from all regions are invited to attend. [More information](#)



UrbanA Berlin Arena

UrbanA aims to synthesize and broker knowledge for sustainable and just cities and translate this knowledge into action and influence policies in favour of sustainable and just cities. The UrbanA Berlin Arena will focus on governance arrangements for sustainable and just cities. [More information](#)

Key dates	21 March	22 March	23 March	25 March
	International Day for the Elimination of Racial Discrimination	World Water Day	Briefing by the Executive Director on preparations for the 2021 first session of the Executive Board	International Day of Solidarity with Detained and Missing Staff Members



Learning

New Hire Orientation – Online

UNON has made available online resources for the virtual inducting of UN-Habitat, UNON, and UNEP staff members.

In addition to the training sessions already being offered virtually on Inspira and Umoja, new (and existing) staff are now able to access the information they need to hit the ground running in their new roles via a series of short videos on topics ranging from IT support to requirements for salary payment instructions and information about pension fund.

The [Virtual Orientation](#) Teams site was created to give an overview of entities that personnel would likely interact with or who will be relevant to them as they settle into their new roles. Short videos and materials were developed with new personnel in mind, as a way of orientation. Whether entirely new to the UN Secretariat or new to your functions, these videos might be relevant for you.

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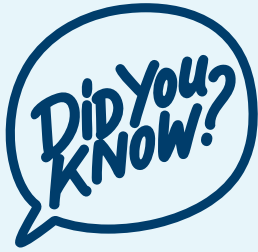
Free Data & Analytics Training for UN personnel

The Secretary General's Data Strategy calls for a data driven organization. This means all of us will need to have a basic understanding of how we find, create and use data in effective and responsible ways. The Office of Information and Communications Technology's Data as a Service (DaaS) initiative has created a curriculum covering different aspects of data and analytics. There is no prerequisite for the training and it is free of charge for UN personnel. [More information](#)



For questions and/or more information, please contact Greg Ogolla (ogolla@un.org).





Carry-over of accrued annual leave

A further exception to carry forward accrued annual leave in excess of the maximum authorized was recently granted to allow staff members to carry over up to a maximum of 15 days of accrued annual leave days beyond 31 March 2021, in addition to the maximum authorized – provided that the days in excess are taken by 31 December 2021.

Umoja is being configured to allow for a unique carryover at 31 March 2021 of a maximum of 75 annual leave days instead of the usual 60 days for staff members holding a permanent, continuing, indefinite or fixed-term appointment; and 33 annual leave days instead of 18 days for staff members holding a temporary appointment.

The maximum number of annual leave days allowed for carry-over will revert to 60 days on 31 March 2022 for staff holding a permanent, indefinite, continuing or fixed term appointment and 18 days for staff holding a temporary appointment.

Should a staff member separate from service before 31 March 2022, any payment of annual leave that may be due shall not exceed the maximum allowed under the UN Staff Regulations and Rules (18 days for staff members holding a temporary appointment, 60 days for staff members holding a permanent, continuing, indefinite or fixed-term appointment).

Any accumulated annual leave days beyond 75 or 33 days will be automatically forfeited on 31 March 2021. If staff members do not use the exceptionally approved additional days up to a maximum of 15 by year end, these 15 days will also be automatically forfeited on 31 December 2021.

To benefit from rest periods and maintain your mental health and well-being, it is important to regularly avail of annual leave.



Participate!

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

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