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HUMANITARIAN LEADERSHIP SNAPSHOT

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CHANGES IN HC ASSIGNMENTS IN JANUARY 2021

SUDAN: Mr. Babacar Cissé has completed his assignment as RC/HC a.i.

Acronyms

DHC Deputy Humanitarian Coordinator
DHC a.i. Deputy Humanitarian Coordinator ad interim
DRHC Deputy Regional Humanitarian Coordinator
DSC Deputy Special Coordinator
DSRSG Deputy Special Representative of the Secretary-General
HC Humanitarian Coordinator
HC a.i. Humanitarian Coordinator ad interim
RC Resident Coordinator
RHC Regional Humanitarian Coordinator

Credits

The Humanitarian Leadership Snapshot is maintained by OCHA’s Humanitarian Leadership Strengthening Section (HLSS).

The report is circulated on a monthly basis. For an updated list of Humanitarian Coordinators, please go to

https://interagencystandingcommittee.org/humanitarian-leadership-strengthening

If you no longer wish to receive this update, please contact hlss@un.org.
Humanitarian Leadership Snapshot

Country Presence
- RC/HC, HC a.i., RHC, DHC or DRHC
- DSRSG/RC/HC, DSC/RC/HC

DSRSG/RC/HC
1. Haiti
2. Libya
3. Central African Republic
4. South Sudan
5. Somalia
6. Iraq
7. Afghanistan

DSRSG/RC/HC + DHC
8. Mali
9. Democratic Republic of the Congo

RC/HC
10. Colombia
11. Ukraine
12. Chad
13. Niger
14. Burkina Faso
15. Cameroon
16. Jordan
17. Syrian Arab Republic
18. Yemen

RC/HC + DHC
19. Eritrea
20. Sudan
21. Mozambique
22. Pakistan
23. Myanmar
24. Philippines
25. Zimbabwe

RC/HC + DHC
26. Ethiopia
27. Nigeria
28. Venezuela

DSC/RC/HC
29. occupied Palestinian territory
30. Lebanon

RHC
31. Syria Crisis (Amman, Jordan)

DRHC
32. Syria Crisis (Gaziantep, Turkey)
### List of Humanitarian Coordinators

#### Humanitarian Coordinators

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>DUTY STATION</th>
<th>FULL NAME</th>
<th>POSITION</th>
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<tbody>
<tr>
<td>Afghanistan</td>
<td>Kabul</td>
<td>Ramiz Alakbarov</td>
<td>DSRSG/RC/HC</td>
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<td>Burkina Faso</td>
<td>Ouagadougou</td>
<td>Metsi Makhetha</td>
<td>RC/HC</td>
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<td>Cameroon</td>
<td>Yaoundé</td>
<td>Matthias Naab</td>
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<td>Chad</td>
<td>N'Djamen</td>
<td>Violet Kakyomya</td>
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<td>Colombia</td>
<td>Bogota</td>
<td>Josef Merkx</td>
<td>HC a.i.</td>
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<td>Democratic Republic of the Congo</td>
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<td>Eritrea</td>
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<td>Addis Ababa</td>
<td>Catherine Sozi</td>
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<td>Haiti</td>
<td>Port Au Prince</td>
<td>Bruno Lemaquis</td>
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<td>Iraq</td>
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<td>Irena Vojackova-Sollorano</td>
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<td>Louise Aubin</td>
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<td>Abuja</td>
<td>Edward Kallon</td>
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<td>Pakistan</td>
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<td>Palestine</td>
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<td>Lynn Hastings</td>
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<td>Alain Noudéhou</td>
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<td>Axel Bisschop</td>
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<td>Damascus</td>
<td>Imran Riza</td>
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<td>Osnat Lubrani</td>
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<td>Caracas</td>
<td>Peter Grohmann</td>
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<td>Sana’a</td>
<td>Laurent Bukera</td>
<td>HC OiC</td>
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<td>Zimbabwe</td>
<td>Harare</td>
<td>Maria do Valle Ribeiro</td>
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**Regional Humanitarian Coordinator**

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<tr>
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<td>Syrian Arab Republic</td>
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**Deputy Regional Humanitarian Coordinator**

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<td>Syrian Arab Republic</td>
<td>Gaziantep</td>
<td>Mark Cutts</td>
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# Deputy Humanitarian Coordinators

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<th>COUNTRY</th>
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<td>Democratic Republic of the Congo</td>
<td>Goma</td>
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<td>Ethiopia</td>
<td>Addis Ababa</td>
<td>Wafaa Saeed</td>
<td>DHC OIC</td>
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<td>Nigeria</td>
<td>Maiduguri</td>
<td>Vincent Lelei</td>
<td>DHC</td>
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<tr>
<td>Venezuela</td>
<td>Caracas</td>
<td>Samir Elhawary</td>
<td>DHC</td>
</tr>
</tbody>
</table>
Humanitarian Coordinator Characteristics

By Gender

- **42%** Female
- **58%** Male

Out of 31 sitting HCs, 18 are men and 13 are women. Out of 16 newly designated HCs in 2020, 8 (50%) were women contributing to bringing the percentage of women up from 37% at the beginning of 2020 to 42% as of 01 February 2021.

By Country of Origin

- **48%** Non-WEOG
- **52%** WEOG

Out of 31 sitting HCs, 15 are from underrepresented non-WEOG countries. Out of 16 newly designated HCs in 2020, nine (55%) came from non-Western countries that were historically underrepresented contributing to bringing the percentage of HCs that are from non-Western countries up from 41% at the beginning of 2020 to 48% as of 01 February 2021.

By Agency of Origin

- UNDP: 9
- OCHA: 5
- WFP: 4
- UNICEF: 3
- OHCHR: 2
- UNHCR: 1
- UNW: 1
- UNFPA: 1
- IOM: 1
- FAO: 1
- DPKO: 1
- DPA: 1
- UNAIDS: 1

By Grade and Gender

- **ASG**: 6 Female, 6 Male
- **D2**: 5 Female, 7 Male
- **D1**: 2 Female, 5 Male

Gender parity has been reached for ASG-level HCs.

By Grade and Geography

- **ASG**: 5 Non-WEOG, 7 WEOG
- **D2**: 4 Non-WEOG, 8 WEOG
- **D1**: 3 Non-WEOG, 4 WEOG

Geographic diversity is also stronger at ASG-level.

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1 These charts include DSRSG/RC/HCs, RC/HCs, RHCs, DRHCs, DHCs, HCs and ad interim HCs designated by the ERC. Colombia, Sudan and Yemen are not part of this analysis.
Deputy Special Representative of the Secretary-General / Resident Coordinator / Humanitarian Coordinator

Characteristics

By Gender

- 55% Female
- 45% Male

Out of 11 sitting DSRSG/RC/HCs and DSC/RC/HCs, 6 are female and 5 are male. Out of 5 newly designated “triple hats” in 2020, 4 were women.

By Grade and Gender

- The proportion of women assigned as Humanitarian Coordinators at ASG level has reached 60%.

By Grade and Geography

- Out of 11 sitting DSRSG/RC/HCs and DSC/RC/HCs, 5 came from non-WEOG countries.

By Grade and Geography

- Half of the Humanitarian Coordinators assigned at ASG level are non-WEOG.

By Agency of Origin

- UNDP: 4
- OCHA: 2
- OHCHR: 2
- IOM: 1
- UNFPA: 1
- WFP: 1

2 These charts include DSRSG/RC/HCs and DSC/RC/HCs and ad interim DSRSG/RC/HCs and DSC/RC/HCs designated by the ERC.
**HC Characteristics – Trends**

**By Gender since 1992**

Towards a more gender inclusive and diverse humanitarian field leadership

In line with the Secretary-General’s human resources strategy and the system-wide strategy on gender parity, and through investments in talent scouting and talent management over the years within the humanitarian system, the cadre of humanitarian field leaders is not only recognized for high performance but also increasingly diverse.

Over the past year, the humanitarian system witnessed significant progress, particularly on geographical diversity. Out of sixteen newly designated HCs in 2020, eight (50%) were women and nine (55%) came from non-Western countries that were historically underrepresented. This contributed to bringing the percentage of HCs that are from non-Western countries up from 41% at the beginning of 2020 to 48% today, and the percentage of women from 37% at the beginning of 2020 to 42% as of 01 February 2021.

However, as reflected in the graphs on the left which go back to the early 1990’s, there is still some way to go to achieve gender, geographical and UN/non-UN balance among Humanitarian Coordinators (HCs). The Humanitarian Leadership Strengthening Section (HLSS) continues to prioritize a broadening and deepening of the pool of humanitarian senior leaders to enable a more inclusive and effective international humanitarian system.

**By Geography since 1992**

3 Data included in this chart includes designations of RC/HC, DSRSG/RC/HCs, DSC/RC/HCs, RHCs, DHCs as well as ad interim designations by the ERC and appointments since 1992.
Humanitarian Coordinator Pool Membership

**All HCs : Pool Membership**
- Yes: 65%
- No: 35%
- Total: 31

**ASG-Level HCs: Pool Membership**
- Yes: 65%
- No: 33%
- Total: 12

**DSRSG/RC/HCs : Pool Membership**
- Yes: 73%
- No: 27%
- Total: 11
The term «Collective» refers to pool members who are currently holding a collective leadership role such as RC or HC. In the “Agency of origin” chart, the “other” category includes pool members on official retirement, those working for an organization whose representation in the pool is equal to 1 or candidate whose status is currently unknown.