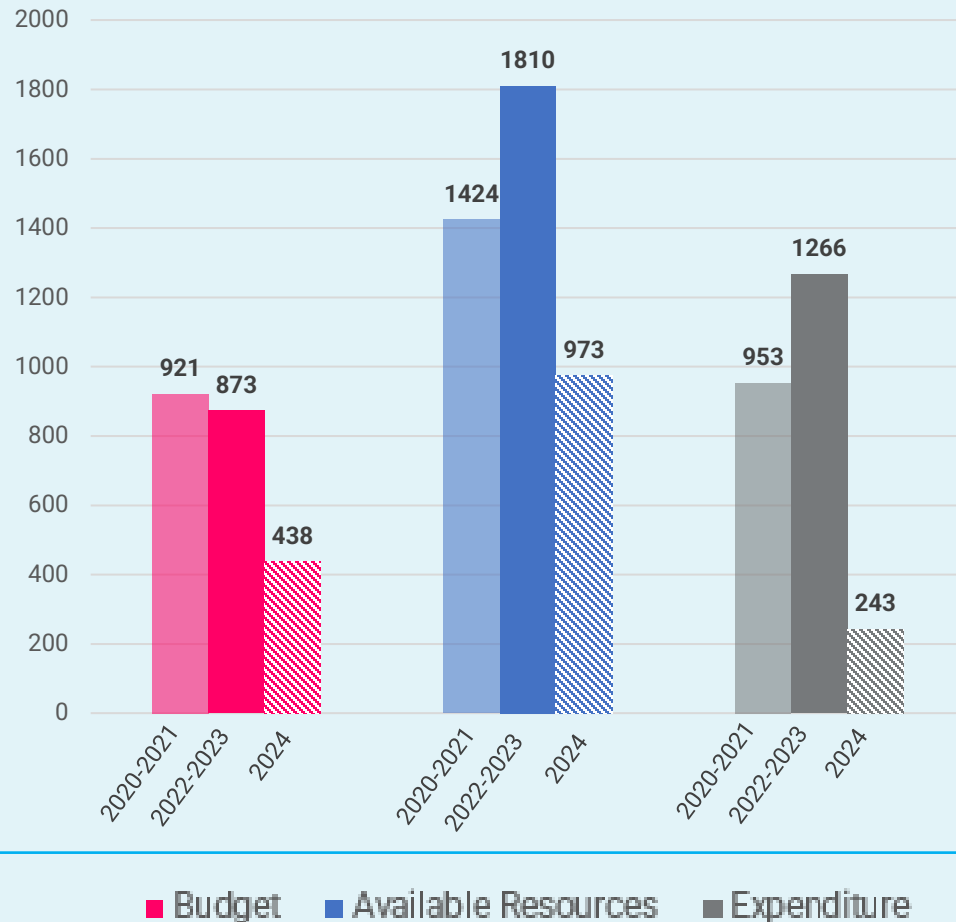


Agenda item 3b) Management and administration of UNEP

Annual subcommittee meeting of the Committee of Permanent Representatives to UNEP
Eleventh meeting, Nairobi, 8 – 12 July 2024

Overall Financial Data

UNEP Financial performance of Biennium, Jan 2020 – Dec 2021; Jan 2022 – Dec 2023 and January to May 2024
(in US\$ millions)

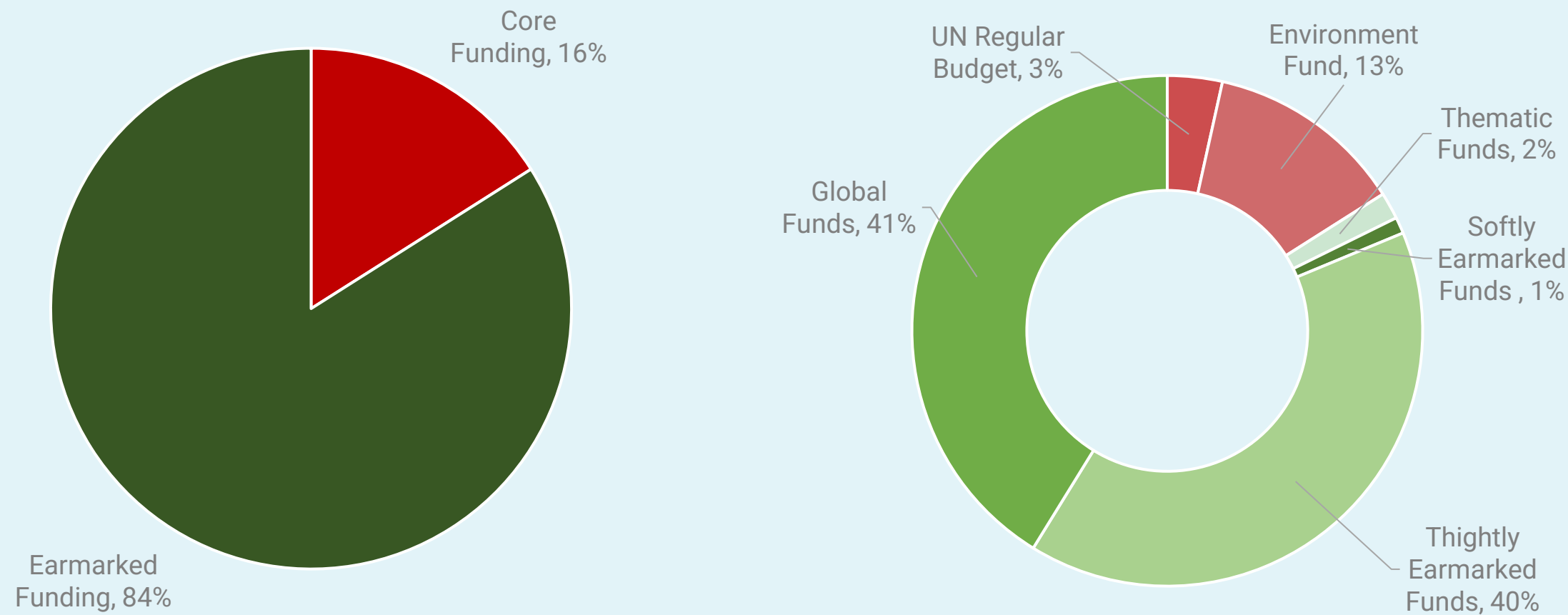


- The budget for the 2022-2023 biennium was of \$873 million
- The available resources, including unspent balances and multi-year grants was \$1.8 billion
- The expenditure was \$1.2 billion

- As of May 2024, the budget is \$438 million (50%), the available resources is \$973 million (53%) and the expenditure is \$243 million (19%).

Overall Financial Data

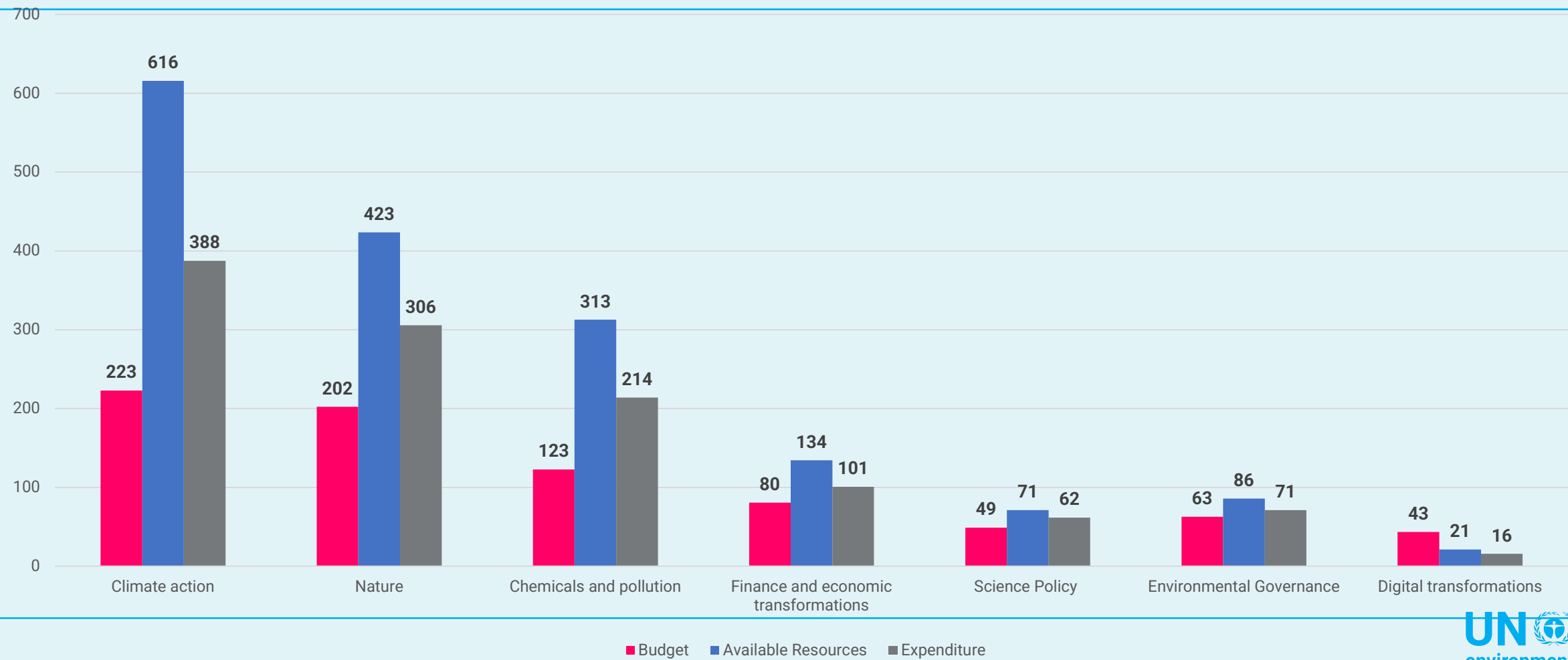
Income* distribution from Jan 2022 to December 2023 by Funding Source



**Elaborated information on Income will be provided under Agenda Item 4*

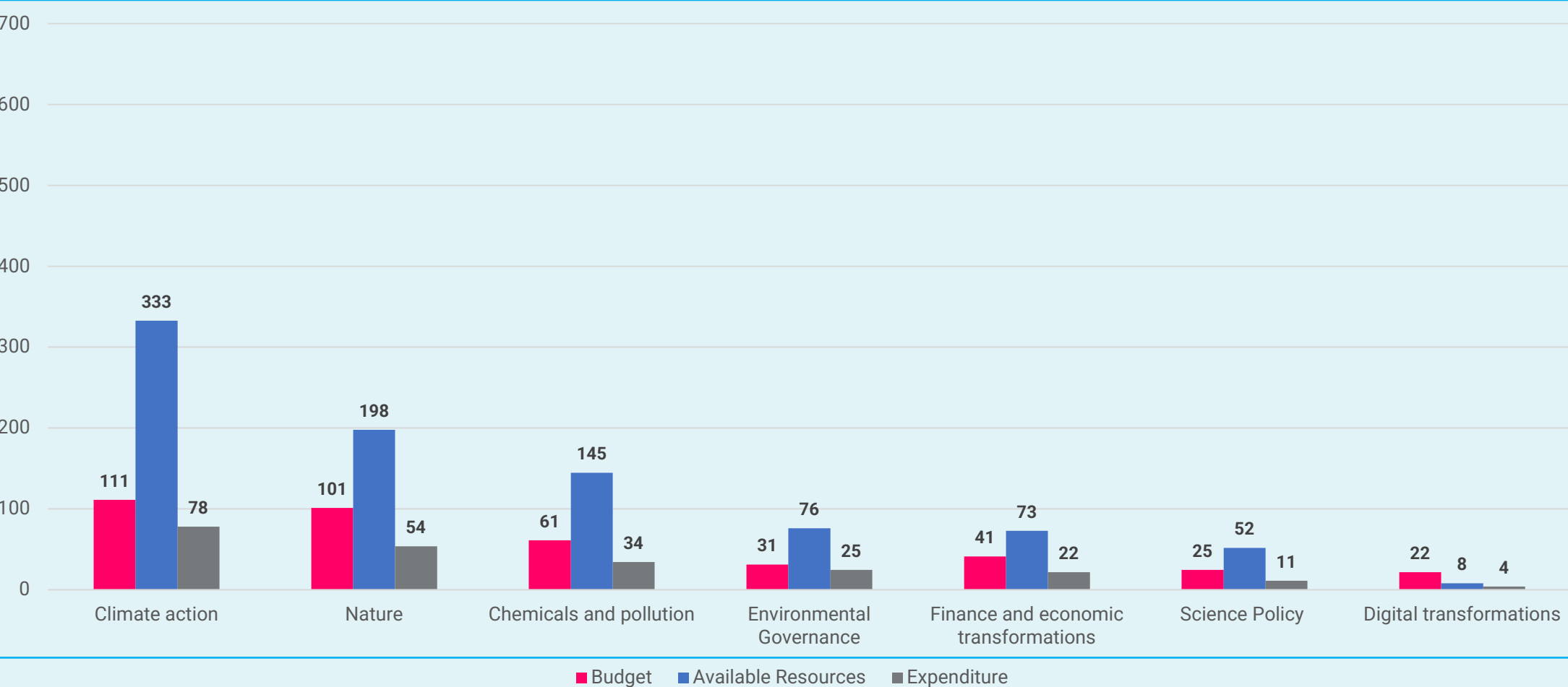
Overall Financial Data

Available resources, Budget and Expenditure in US\$ millions Biennium Jan 2022 – Dec 2023 by sub-programme



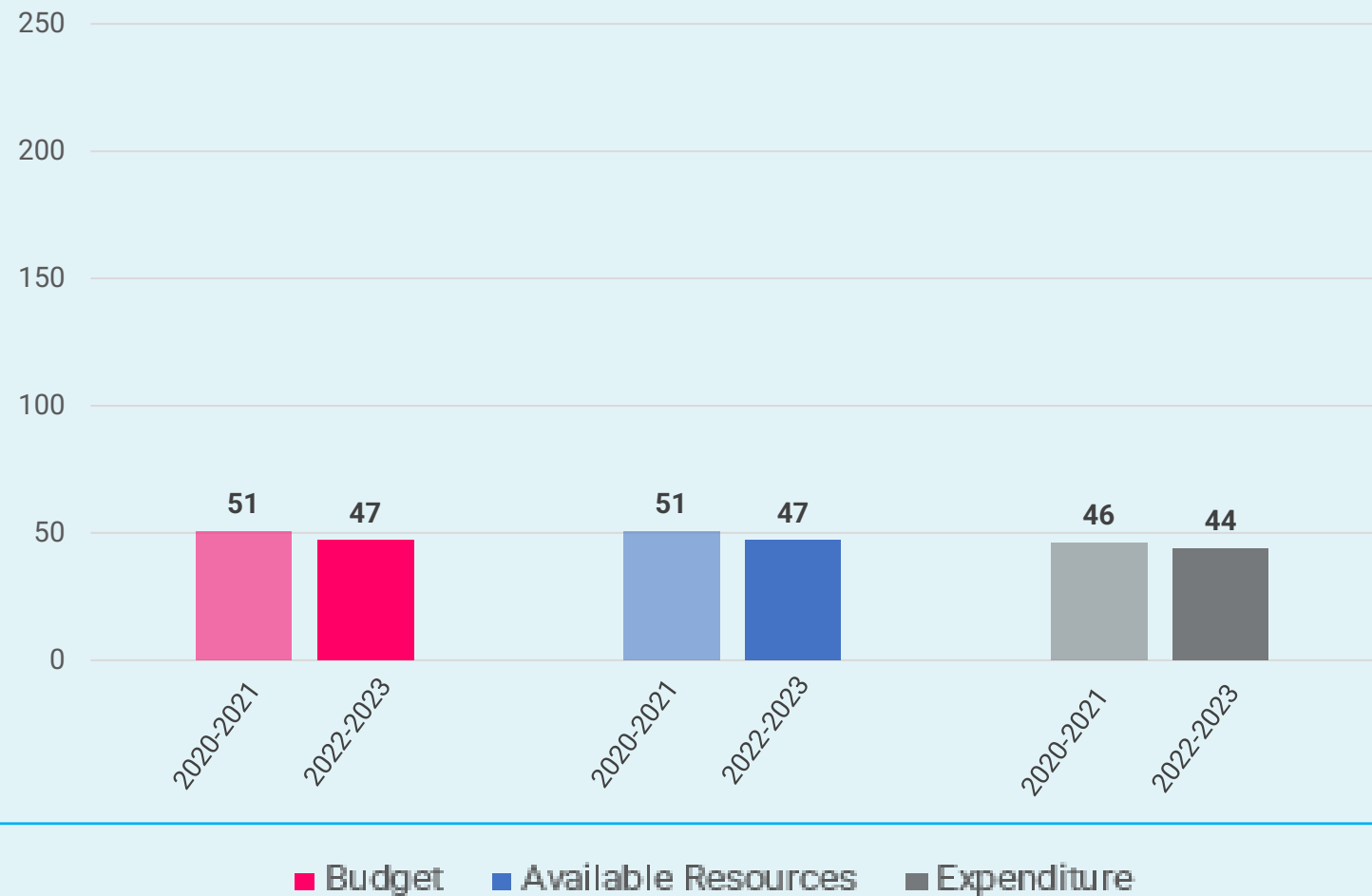
Overall Financial Data

Available resources, Budget and Expenditure in US\$ millions Jan 2024 – May 2024 by sub-programme



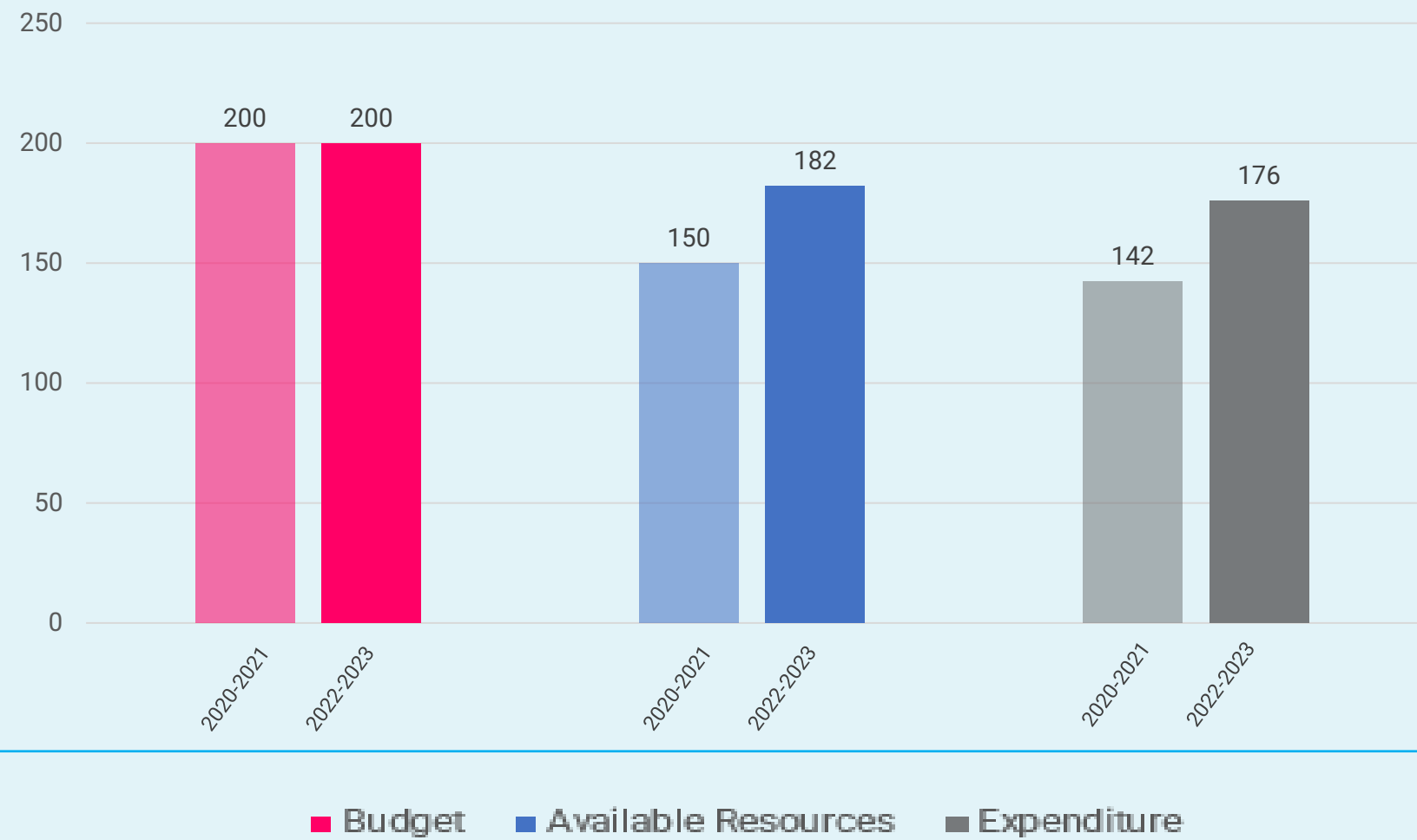
Core Funding

UN Regular Budget: Biennium 2020-2021 and 2022-2023 in \$US millions



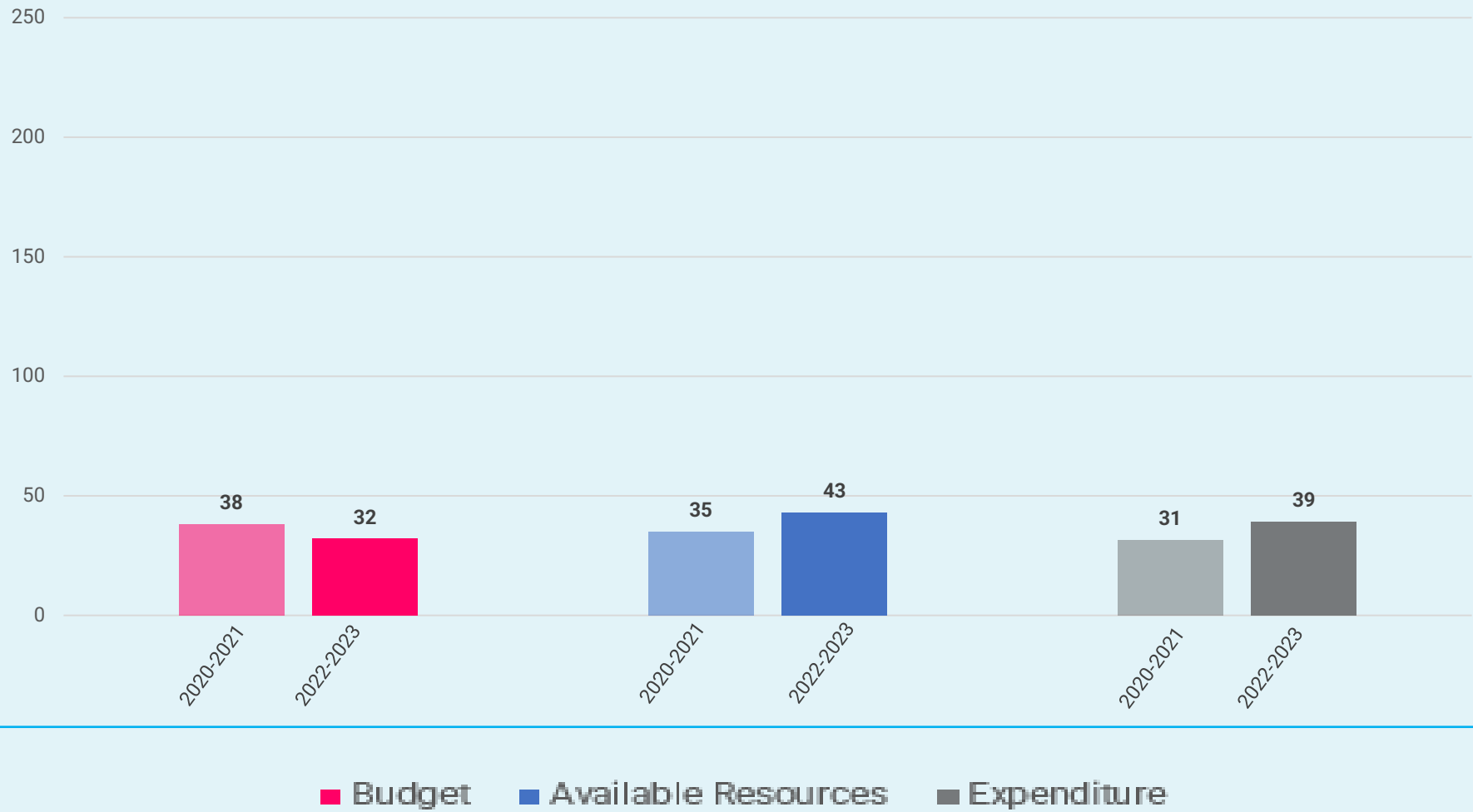
Core Funding

Environment Fund: Biennium 2020-2021 and 2022-2023 in \$US millions



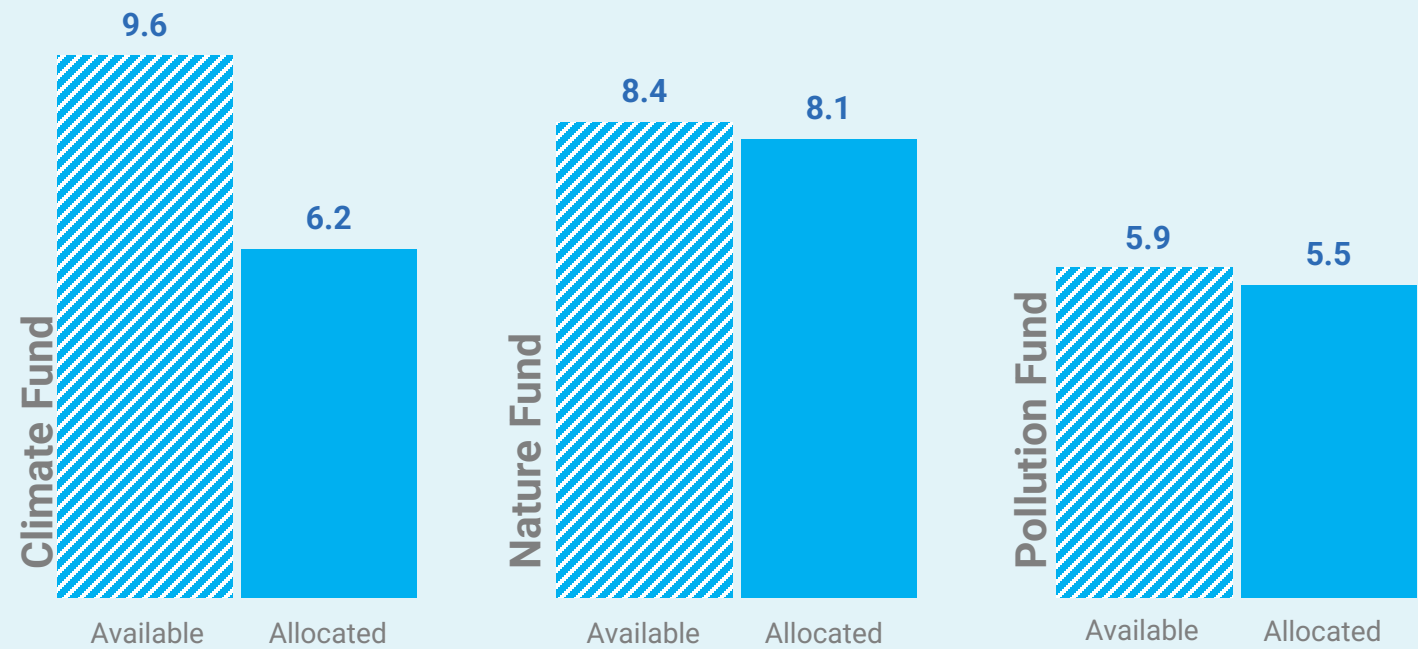
Core Funding

Programme Support Costs: Biennium 2020-2021 and 2022-2023 in \$US millions



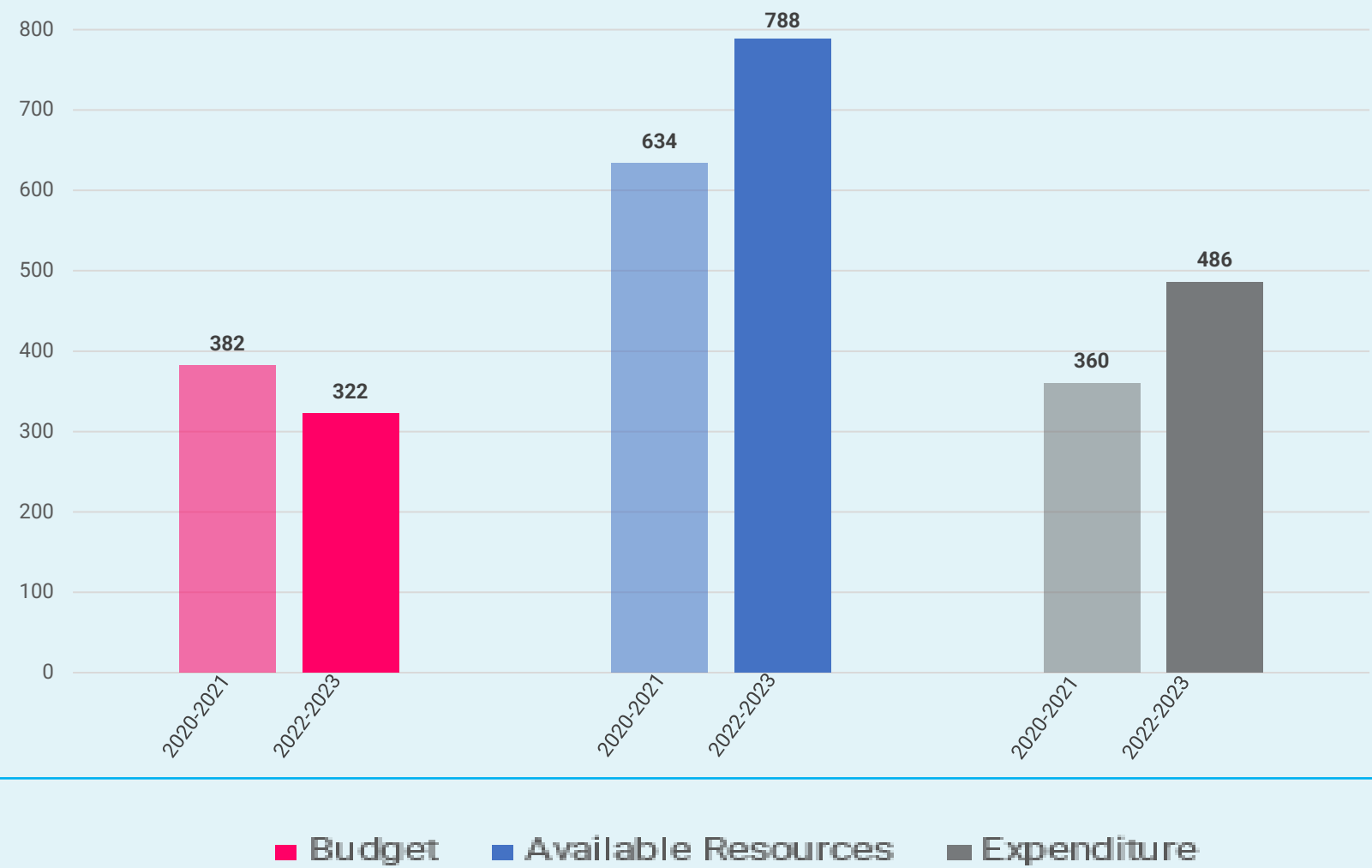
Thematic Funds

Thematic Funds 2023 Results



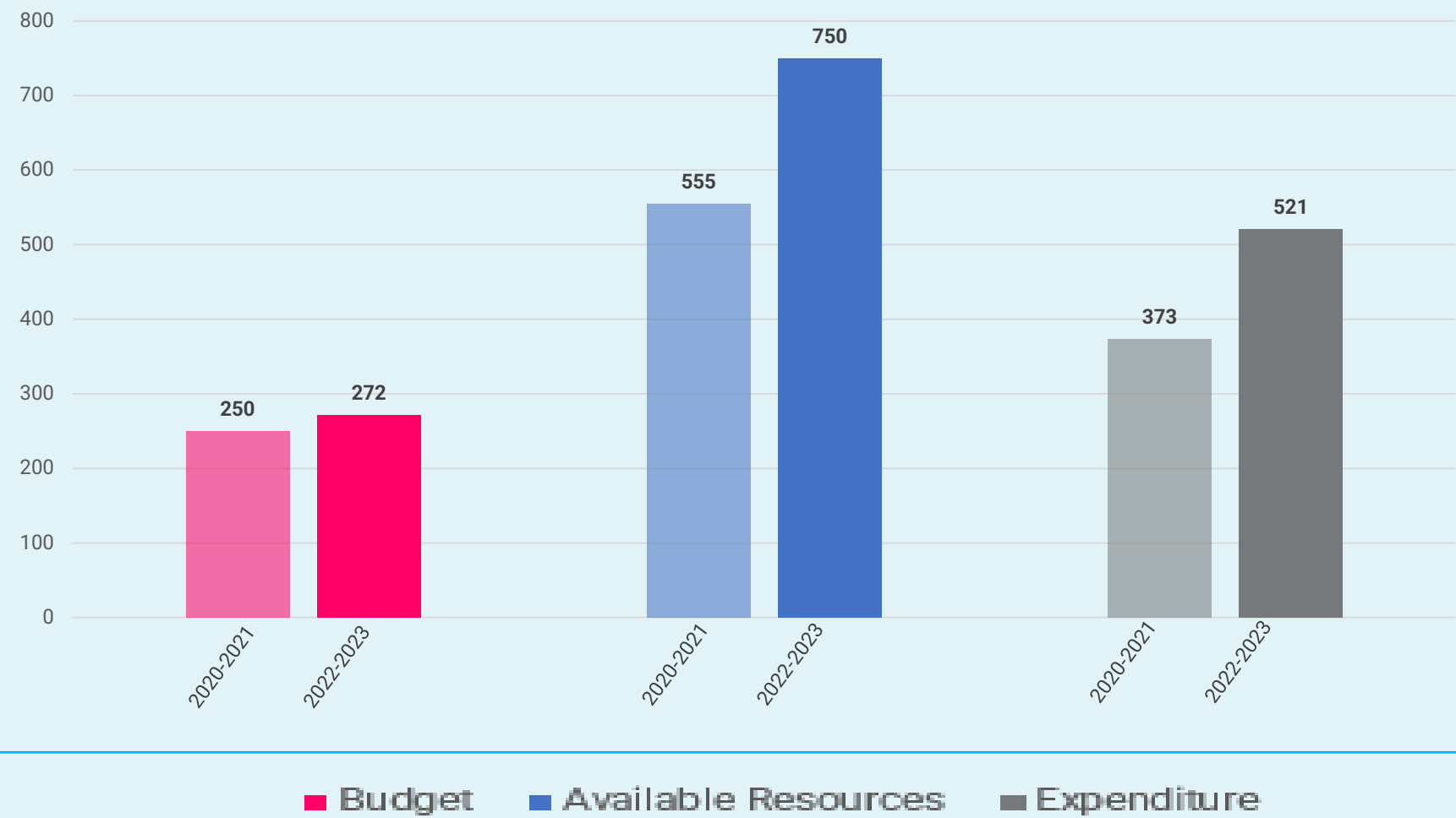
Earmarked Funding

Earmarked funds: Biennium 2020-2021 and 2022-2023 in US\$ millions



Global Funds

Biennium 2020-2021 and 2022-2023 in US\$ millions



Human Resources

Staff Distribution

Distribution

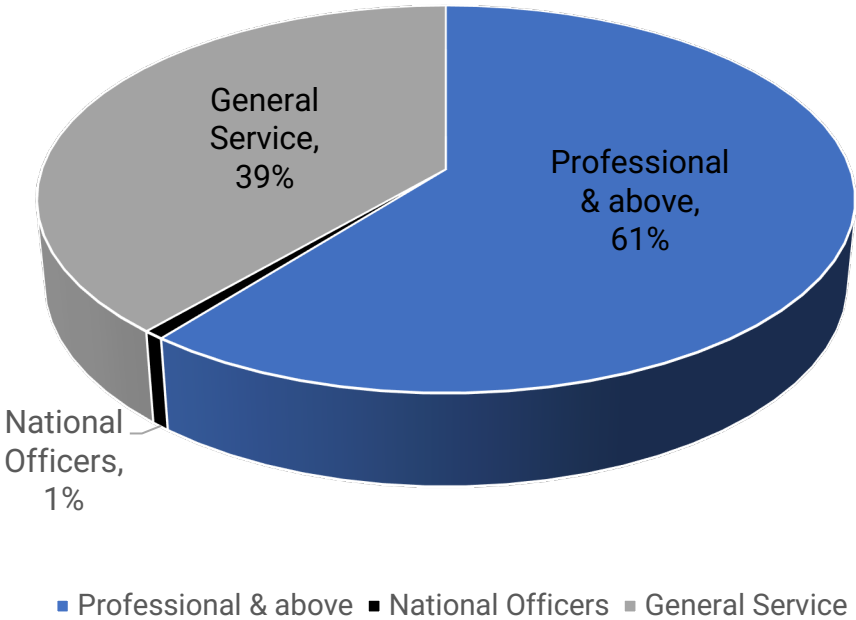


The Biennium 2022 – 2023 ended with 1365 staff members within UNEP.

In the first 5 months UNEP has added 6 staff members in the MEAs section.

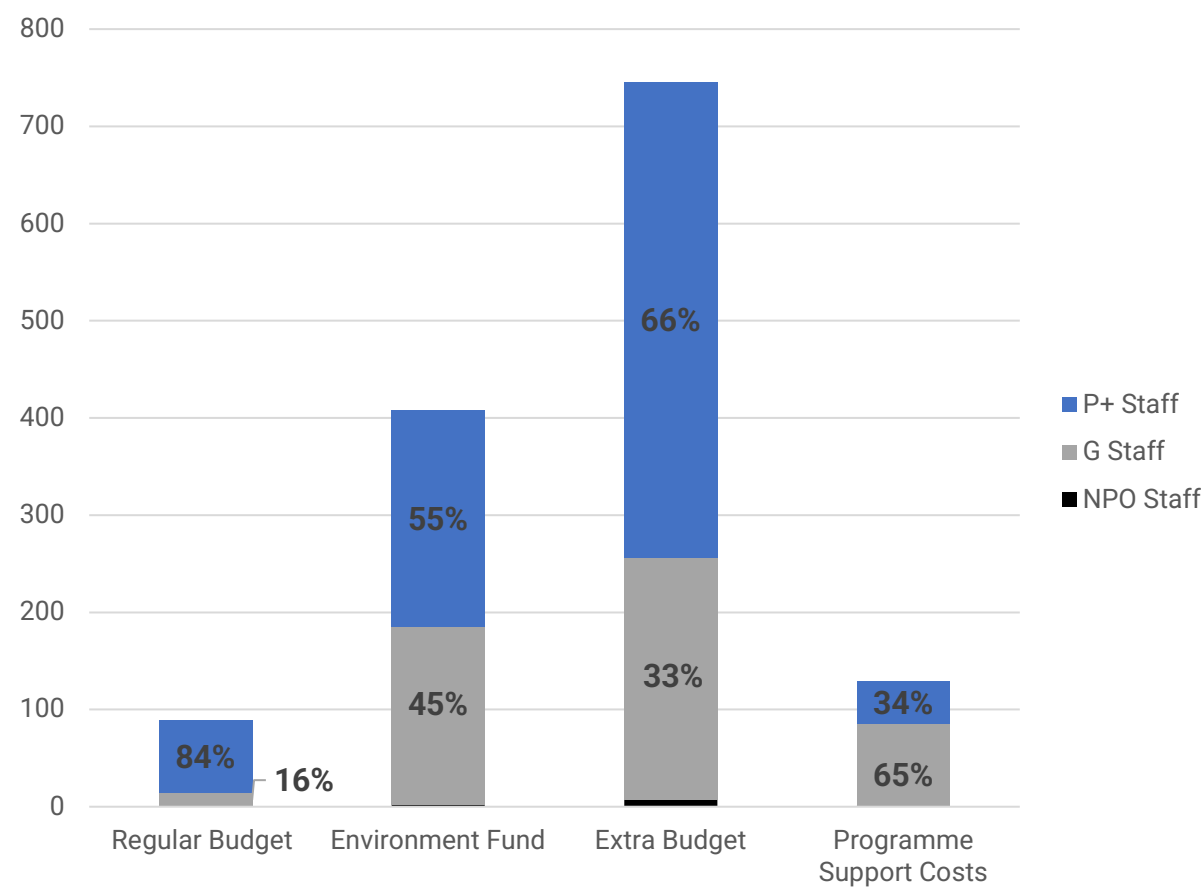
At the end of the Biennium 2022 -2023, UNEP had 832 P+ staff, 523 G staff and 10 National Officers.

Categories



Human Resources

Staff Distribution by funding source as of 31st May 2024



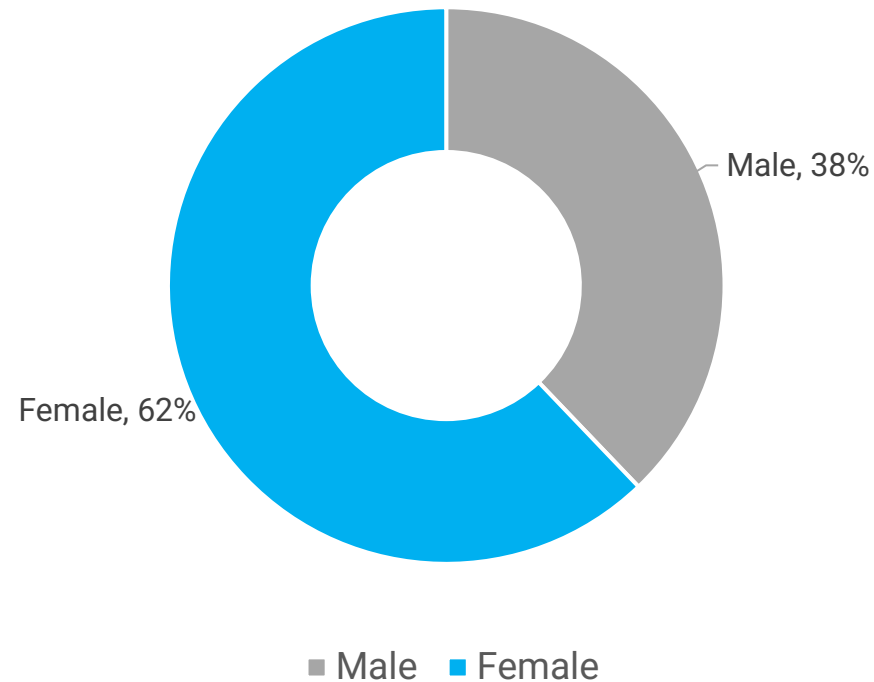
How does UNEP finance its positions?

- Most positions are funded by Extra Budget sources

Human Resources

Gender Distribution

UNEP Overall Gender Distribution

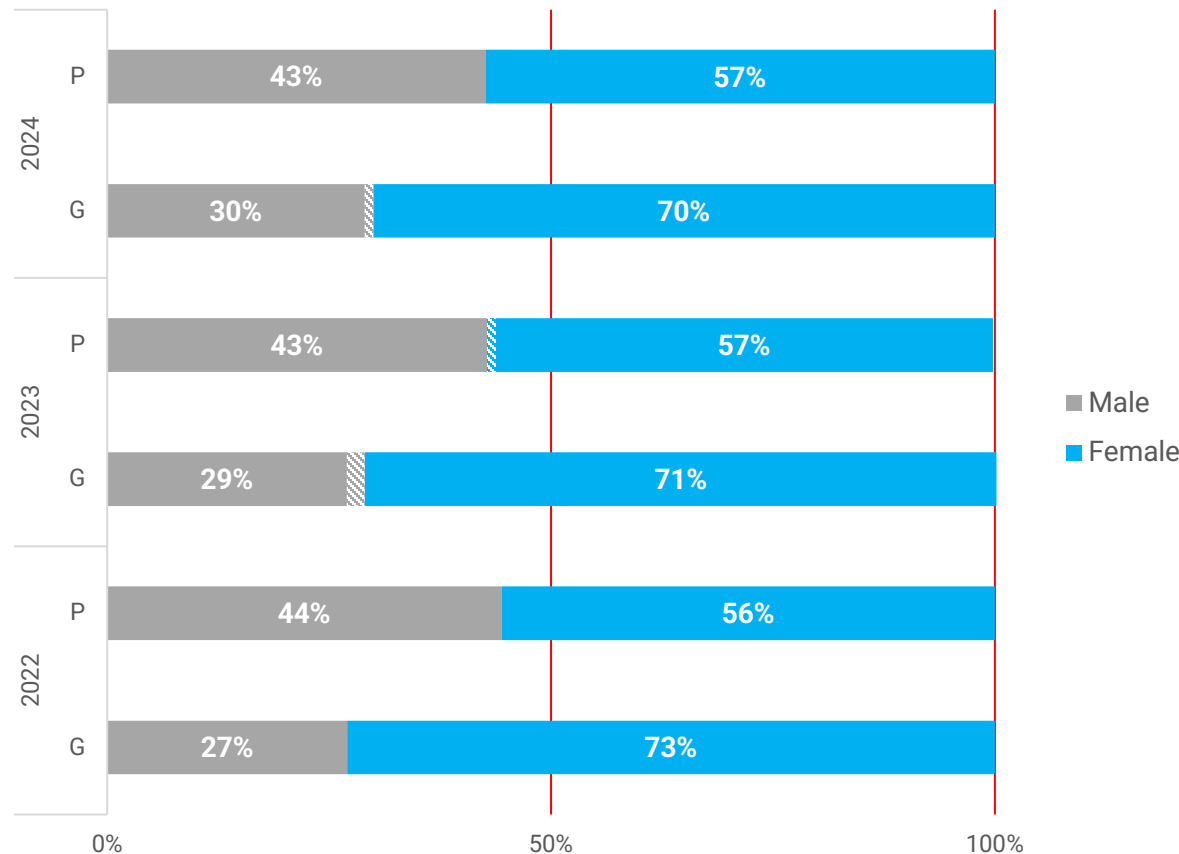


UNEP has achieved and surpassed the gender parity targets at all levels in the Professional and above categories.

UNEP is among the top ten entities within the UN Secretariat with the highest levels of female representation in the professional and above levels. UNEP is ranked third in the list of entities within the UN Secretariat with more than 100 international staff members with the highest levels of female representation in the professional and above levels.

Human Resources

UNEP towards gender balance in G and P+ categories



Since 2022, UNEP has put its efforts in maintaining gender parity in all levels.

As of 31 December 2023, the female-to-male representation was 57 percent to 43 percent in the Professional category and 71 percent to 29 percent in the General Service category.

In May 2024, the General Service category varied by 1% the female-to-male representation, being 30 percent of male and 70% of female.

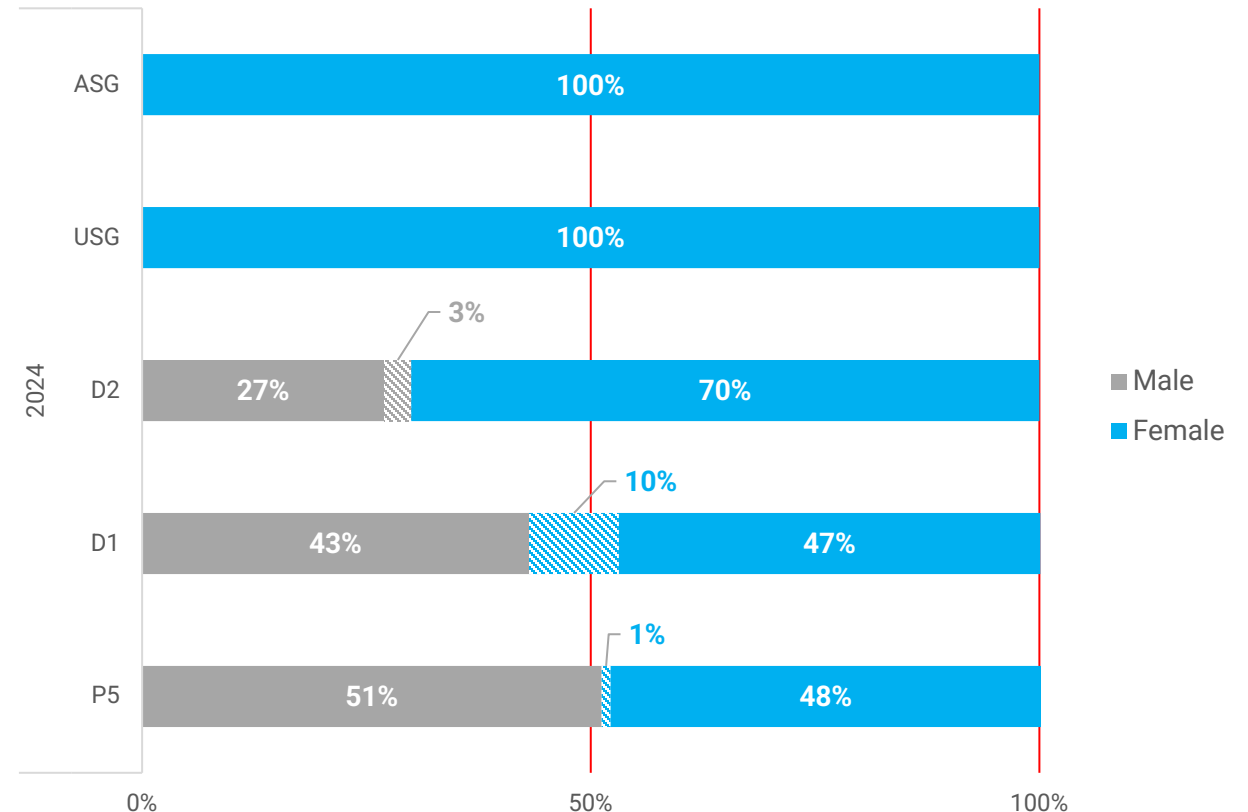
Human Resources

Gender Distribution since 2022 for P5 +

When focusing on the Gender Distribution since December 2022 for P5 & above categories:

- In the D2 level there has been an increase of male percentage (3%)
- In the D2 level, female percentage increased up to a 57%
- P5 had experience an increase of 1% of female in that position

Gender Distribution since 2022 for P5 +



Progress on Resolution UNEP/EA.5/Res.13

Due regard to the principle of equitable geographic distribution, under paragraph 3 of Article 101 of the Charter of the UN

UNEP has made progress in addressing the gender and geographic diversity of its staffing.

4 Point Plan

1. **Increased talent outreach:** 16 events (online and in-person), reaching over 28,000 potential candidates.
2. **Leveraging networks:** Young Talent Pipeline recruited through UN Volunteers; talent outreach events through Member States or OneUN Talent Outreach (2 in-person, and 1 online); use of online licenses to increase visibility of UNEP opportunities outside of INSPIRA.
3. **Pipeline for young professionals:** Recruitment and selection of Cohort 1 of Young Talent Pipeline resulted in selections from AFG (5), APG (1), EEG (4), and GRULAC (2).
4. **UNEP launched on the 25th June the 2nd Young Talent Pipeline**

2023 Results

Upward trend:

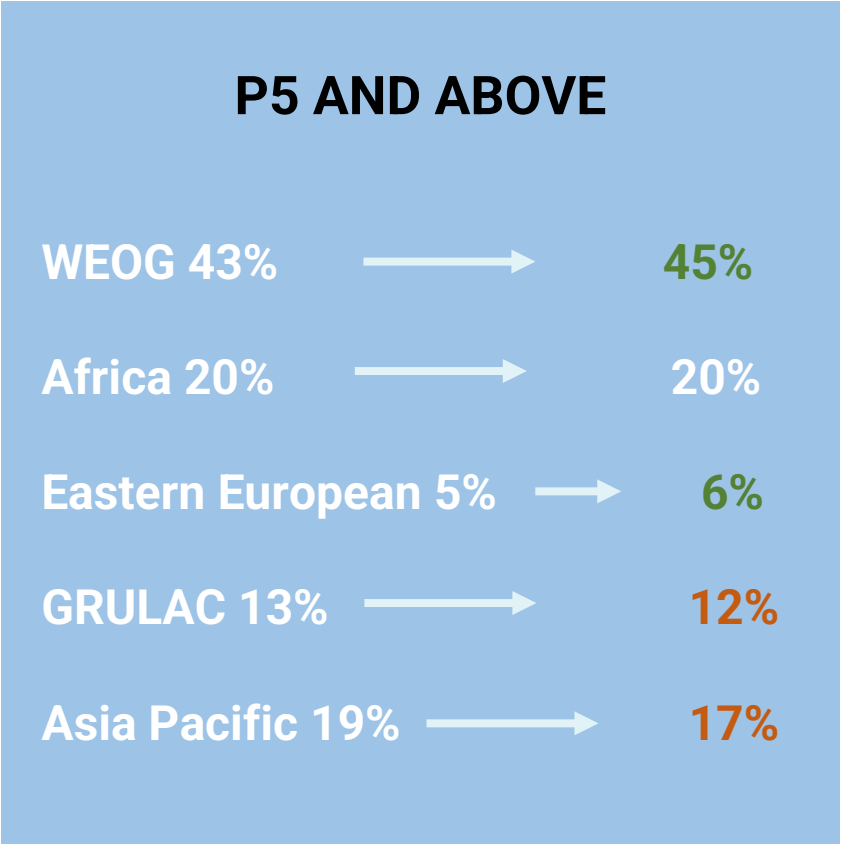
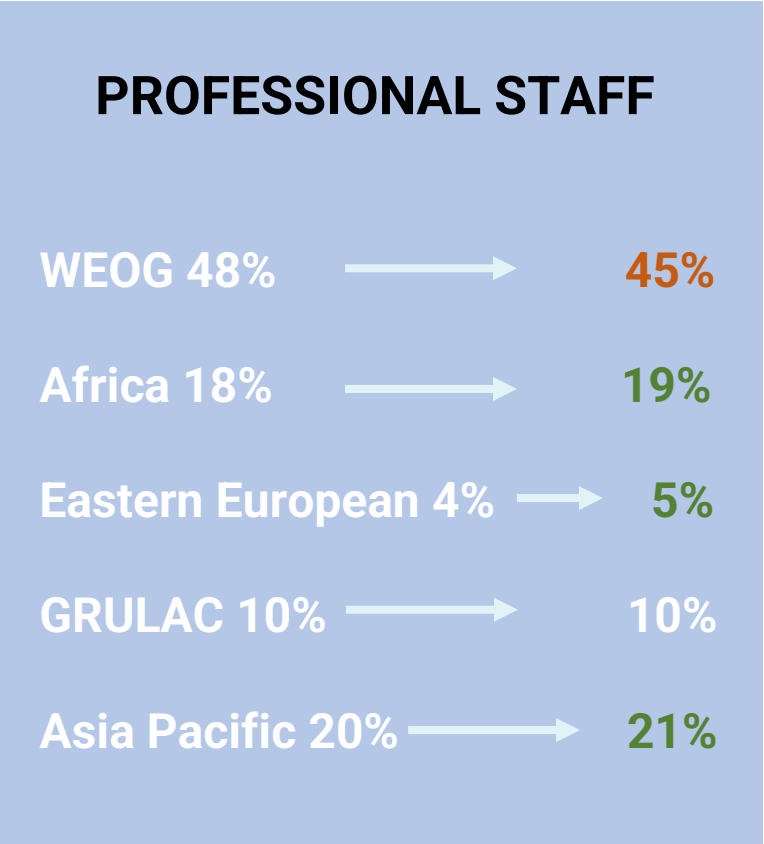
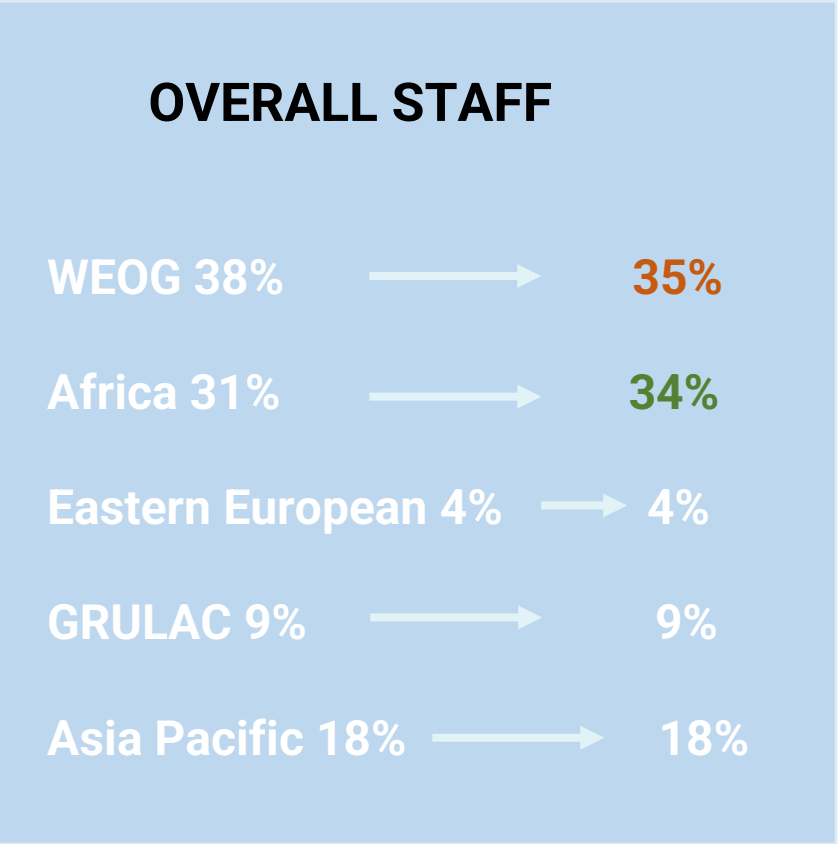
By the end of December 2023, the total number of staff in the Professional and above categories from AFG (+9%), APG (+6%), EEG (+12%), and GRULAC (+2%) increased in comparison to January 2023, while the number of staff from WEOG decreased (-2%)

External recruitments:

In 2023, 63% of externally selected candidates were from less represented geographical regions.

Summary of evolution in geographical representation

January 2023 – May 2024



Human Resources

Overall Regional Representation

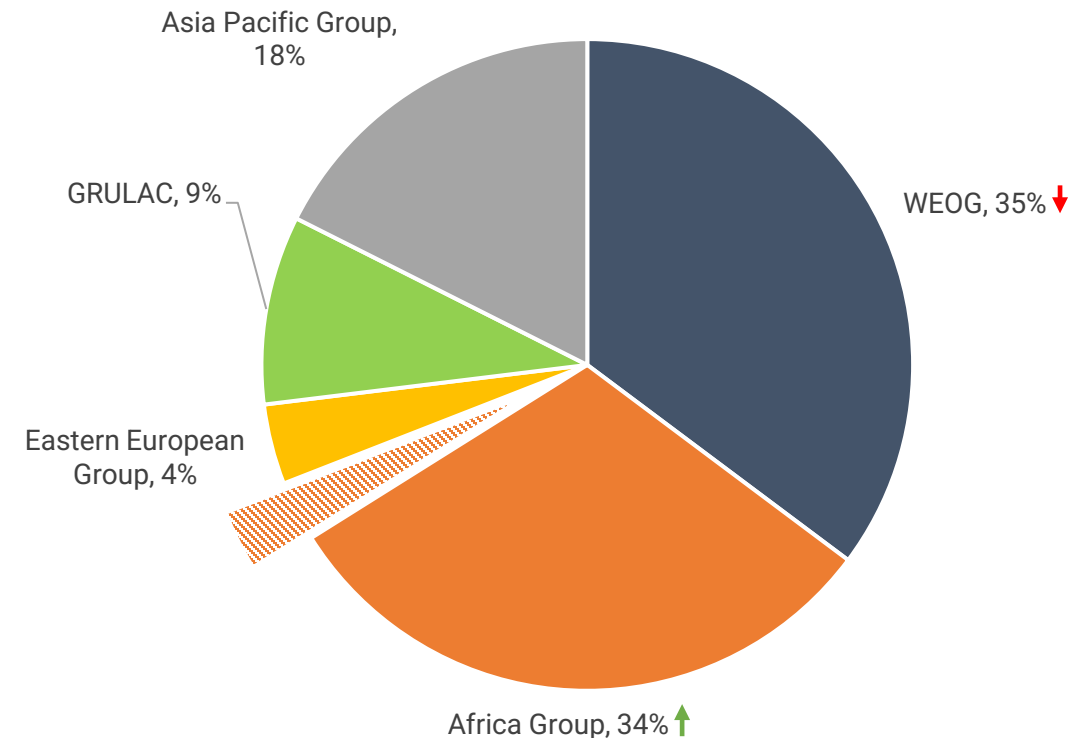
During 2023 UNEP stressed its intention to continuing its efforts to improve regional geographical diversity. In January 2023 the distribution was the following:

- WEOG 38%
- Africa Group 31%,
- EEG 4%,
- GRULAC 9%
- Asia Pacific Group 18%.

As of 31st May 2024:

- WEOG has decreased 3% its representation across UNEP
- African Group has experienced an increase of 3%

Overall Regional Representation May 2024



Human Resources

Regional Representation P+ Staff

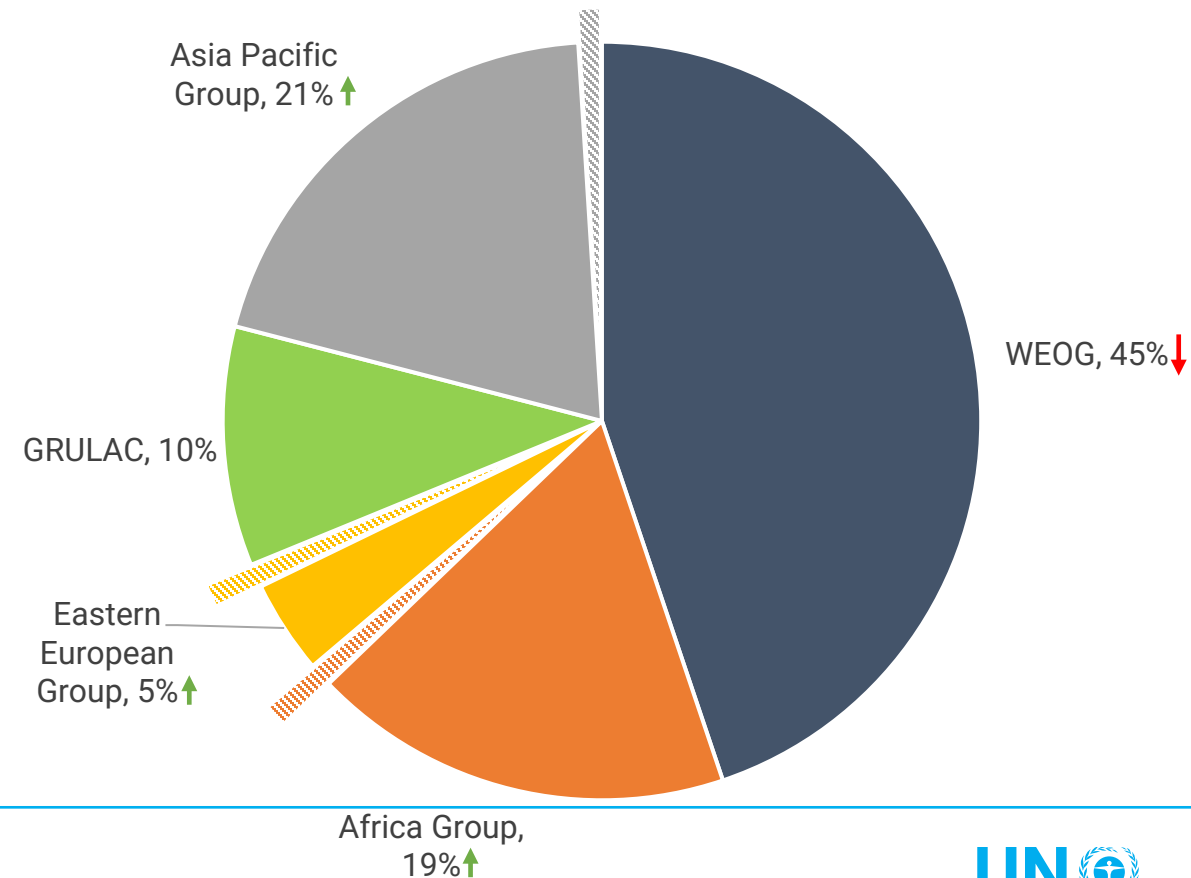
In January 2023, P+ Staff was distributed as follows:

- WEOG 48%
- Africa Group 18%,
- EEG 4%,
- GRULAC 10%
- Asia Pacific Group 20%.

The decrease that has experienced WEOG since beginning of 2024 of 3%, has had a positive impact for regions:

- Asia Pacific Group (1%)
- Eastern European Group (1%)
- Africa Group (1%)

Regional Representation P+ Staff May 2024



Human Resources

Regional Representation P5 and Above

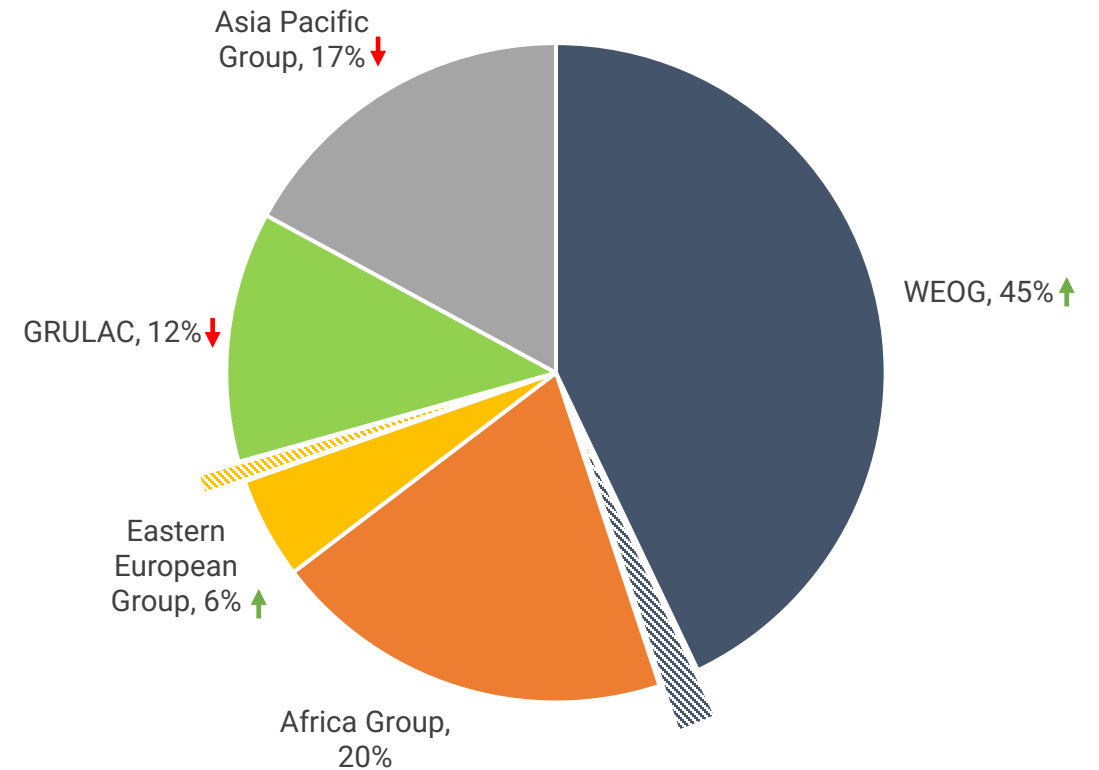
In January 2023, P+ Staff was distributed as follows:

- WEOG 43%
- Africa Group 20%,
- EEG 5%,
- GRULAC 13%
- Asia Pacific Group 19%.

As of May 2024:

- WEOG: Increased 2%
- Asia Pacific Group: Decreased 2%
- GRULAC: Decreased 1%
- Eastern European Group: Increased 1%

Regional Representation P5 & Above



UPDATES ON UNEP'S PRIVATE SECTOR ENGAGEMENT

- The **Annual Report** on Private Sector Engagement, '*Harnessing the Private Sector for Solutions to the Three Planetary Environmental Crises*' was shared with the CPR on 27 June.
- UNEP continues to refine its **Due Diligence Process** on private sector partnerships.
- UNEP's new **Playbook on Private Sector Engagement** is being piloted. It will contribute to standardizing UNEP's corporate-level approach to partnering with business. The PSU will work with all programme officers to embed this approach into the organisation.
- UNEP continues to scale up its engagement with **Multi-stakeholder Partnerships** and reduce **Bilateral Partnerships**. UNEP currently has **34 multi-stakeholder partnerships** and **36 bilateral partnerships**.
- UNEP is deepening its **strategic engagement** with other UN agencies such as UN Global Compact and multilateral organizations such as the World Economic Forum.
- A corporate level **philanthropic giving strategy** will be developed in 2024.
- The Private Sector Unit is strengthening UNEP's private sector engagement in line with UNEP's **next Medium-Term Strategy** (MTS) and Programme of Work (POW).

Strengthening Integrity and Accountability at UNEP

Block 1: Awareness and Prevention

- Workshop on Fraud and Corruption (6 Dec 2023). Attended by 28 UNEP project partners.
- PSEA Training – Completion Rate: 95.61% of UNEP staff completed induction or refresher training on PSEA.

Block 2: Reporting and Transparency

- 2023 Annual Reports on (a) Fraud & Corruption, (b) Conduct & Discipline published on UNEP website.
- PSEA Training by IASC of the Legal Unit staff. Training focused on emerging PSEA issues and fostering cohesive approach in Kenya.
- The Report on the 2023 Annual Survey on Reporting of Sexual Harassment will be launched in the second half of 2024 .
- Case Management Tracking System: Confidential database for recording alleged misconduct by UN personnel which enhances accountability, transparency, and work culture

Block 3: Future Initiatives

- 2024 PSEA Action Plan: Updating Conduct and Discipline management tools to be in alignment with Enterprise Risk Management methodologies for effective accountability.
- 2024 Misconduct Risk Register - objectives are to prevent misconduct, enforce standards, assist victims.
- Planned victim-centered approach initiatives in collaboration with the UN Office of the Victims Rights Advocate
- UNEP has assigned Focal Points for (a) Diversity, (b) Gender, (c) Disability Inclusion, (d) Anti-Racism. Their responsibilities will be raising awareness on these issues and to conduct in-house trainings.

UNEP – Zero Tolerance Policy

How does UNEP measure accountability and cultural change?

2024 PSEA Action Plan

2024 Misconduct Risk Register

Report on the 2023 Annual Survey on Reporting Sexual Harassment

Case Management Tracking Systems

How does the victim-center approach work?

Planned victim-centered approach initiatives

Increase PSEA Trainings

No retaliation

Support available for victims: incl. line manager; conduct and discipline focal point; Office of the Ombudsman and Mediation Services; UNJMS- Medical support and Staff Counsellor ; UN Ethics Office – Retaliation.

Operational Excellence – Risk Management

Key Achievements in 2024



Full risk register included in UMOJA ERM tool
UNEP has been one of the pilot entities



Internal Controls
Mapping of internal controls and risk register prior to UMOJA enhancements



Revised ERM Strategy
Full review of ERM practices completed and updated strategy will be proposed to management

Lessons Learned

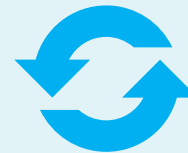


Entity-objective based approach
For successful implementation of ERM framework



Enhanced collaboration among key divisions
Essential for future risk planning and decision-making practices

Risks



Different risk approaches on various levels in the organization
All formal and informal risk practices should be reviewed to ensure appropriate languages, practices and processes.

Audits – External

Each year there is an internal audit and final audit performed by the Board of Auditors (BOA) and we have recently completed the Final Audit of 2023, in April

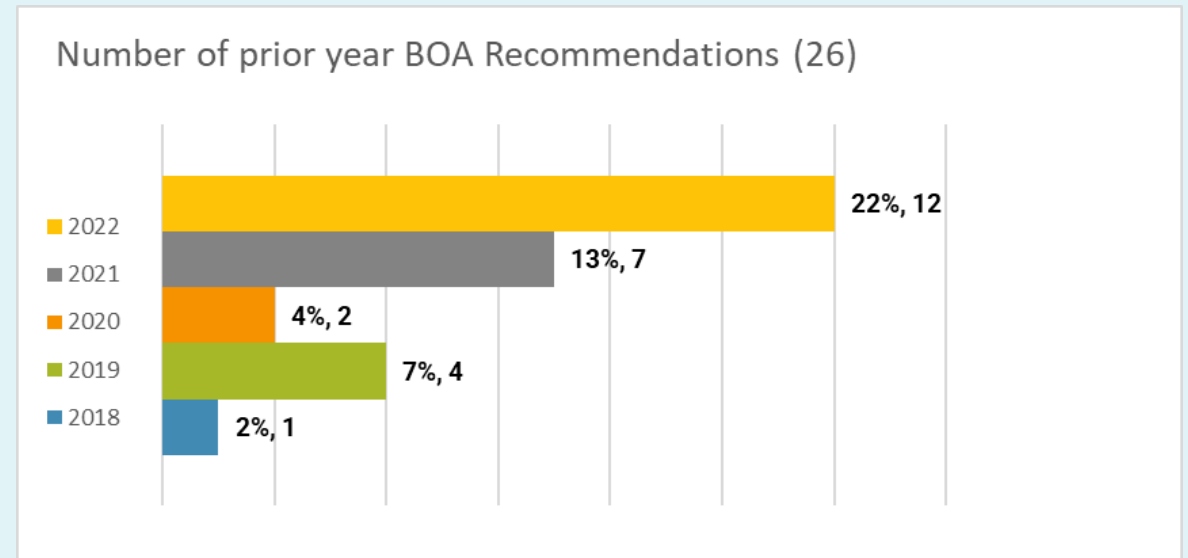
Of the 52 recommendations from prior financial periods,

Based on the interim audit 12 recommendations were closed by the Board. Further 14 were closed during the final audit.

The remaining **26 recommendations** are under implementation.

The draft audit report YE2023 was shared with UNEP end of June 2024 outlining a total of **18** recommendations, of which **16** were **accepted** and **2** were **not accepted**.

Implementation plans for all outstanding and new observations have been drafted and monitoring is ongoing.



Audits – Internal

Office of Internal Oversight Services (OIOS) completed the audit for the delegation of authority and the recommendations are currently under implementation. In 2024 13 recommendations closed and 2 are requested for closure.

OIOS Audits under Implementation as of 9 June 2024 (16)

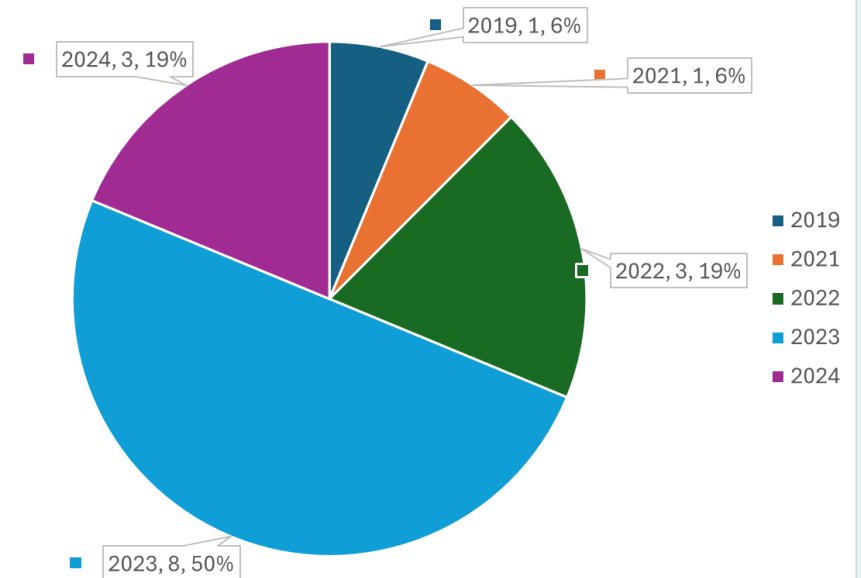
- Procurement (4)
- Convention on Biological Diversity (1)
- Convention on International Trade in Endangered Species of wild Fauna and Flora CITES (1)
- Audit of the Ecosystems Division at UNEP (1)
- Delegation of Authority - (4)
- Cyber-security preparedness (2)
- Conventions on the Basel, Rotterdam and Stockholm - (3)

OIOS ongoing audits:

- Industry and Economy Division
- Convention on the Conservation of Migratory Species (CMS)

Recommendations outstanding by year (2019-2024)

Total amount of Recommendations per Year (16)



Environmental Sustainability



Key Achievements

- Achieved 'Meets EMS Criteria' following the GtB EMS Governance Survey for 2023.
- Launched EnviroData App for environmental inventories reporting.
- Initiated EMS Policy revision.
- Initiated discussions with SMT to set carbon emissions reductions for air travel in line with UN Climate Action Plan and Paris Agreement
- Initiation of quarterly Sustainability Clinics for Nairobi
- Greening the Blue Tutorial completion progress at approximately 70%



Risks

- High turnover of sustainability focal points
- Pushbacks on sustainability initiatives from facility managers/owners
- Concrete GHG emissions reduction and environmental performance targets



Lesson Learnt

Successful implementation of EMS requires:

- Management commitment and support on nominating sustainability focal points
- Continuous engagement with key stakeholders on sustainability initiatives
- Training and awareness raising on overall environmental management system

Thank you



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