

Agenda Item 3:

PPR 2024

Budget, Human
Resources and
Operations overview

Executive Summary



Over 90%
expenditure on
core funds



Resource
mobilization
expanded with 64%
of EF contributors
giving full share



UNEP surpassed
gender parity targets
(57% women at
professional level)



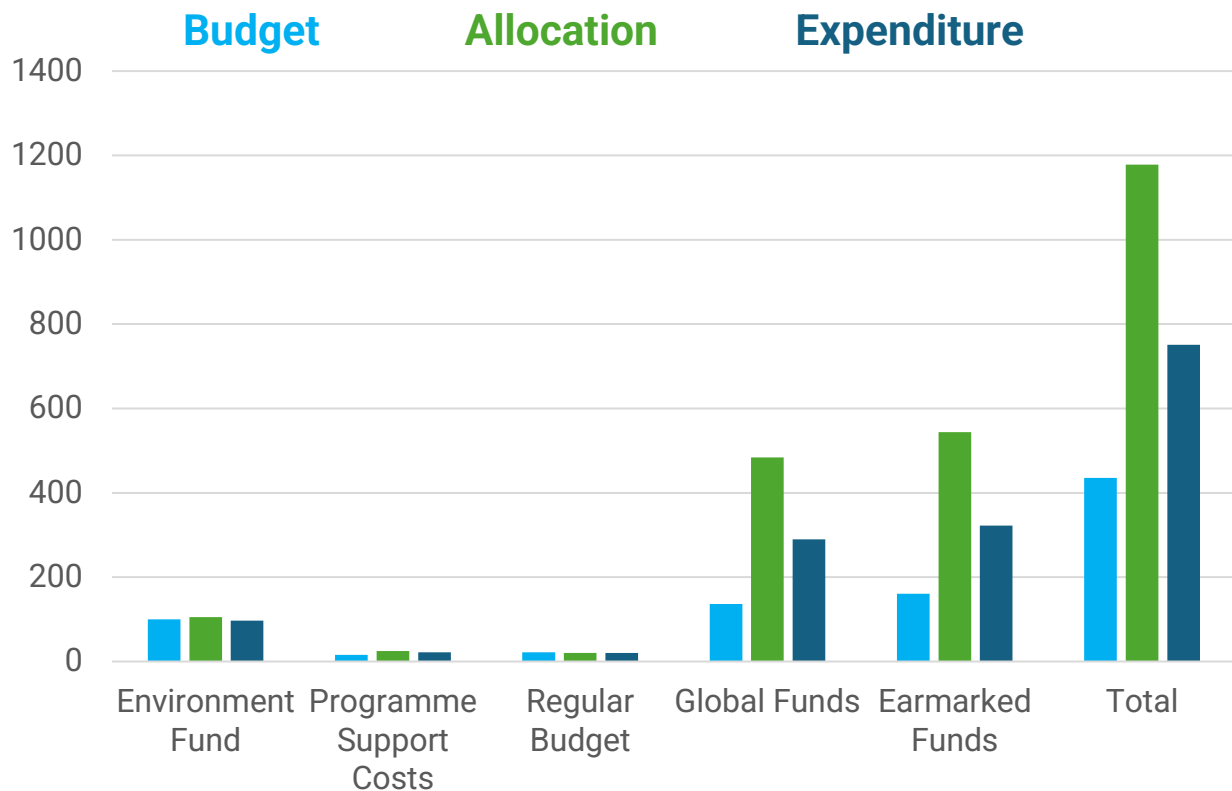
Representation
improved in less
represented regions
(+26% EEG, +6%
GRULAC)



Audit and risk
management actions
led to fewer
outstanding
recommendations

Strategic Execution of Core and Earmarked Funds

In millions of US\$



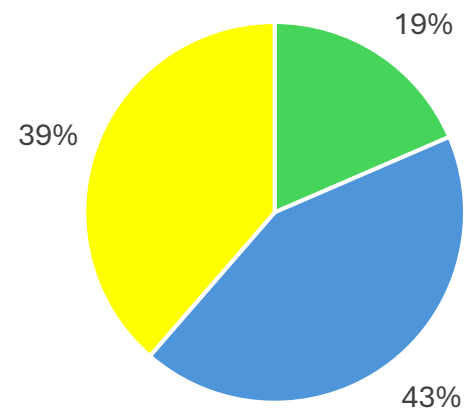
Overall budget for UNEP 2024 - US\$ Million 435

**core funding: Environment Fund, Regular Budget and Programme Support Costs*

90% of core funding spent –
Indicating strong programme delivery

60% XB/GEF/GCF expenditure –
Due to the multi-year nature of earmarked funds

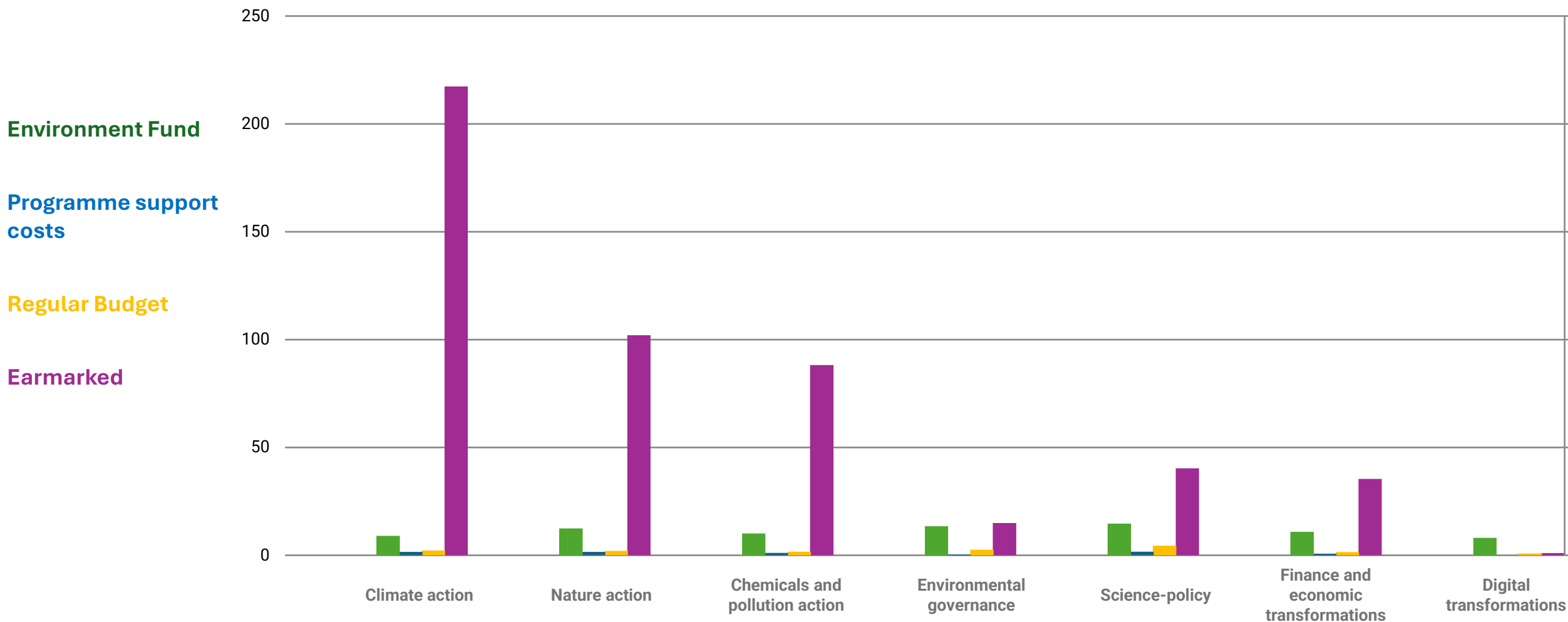
Distribution of UNEP expenditure across funds (2024)



■ Core Funding ■ Earmarked funds ■ Global Funds

Strong Delivery Across All Subprogrammes

2024 Expenditure by Subprogramme (In millions of US\$)
(as at 31 December 2024)

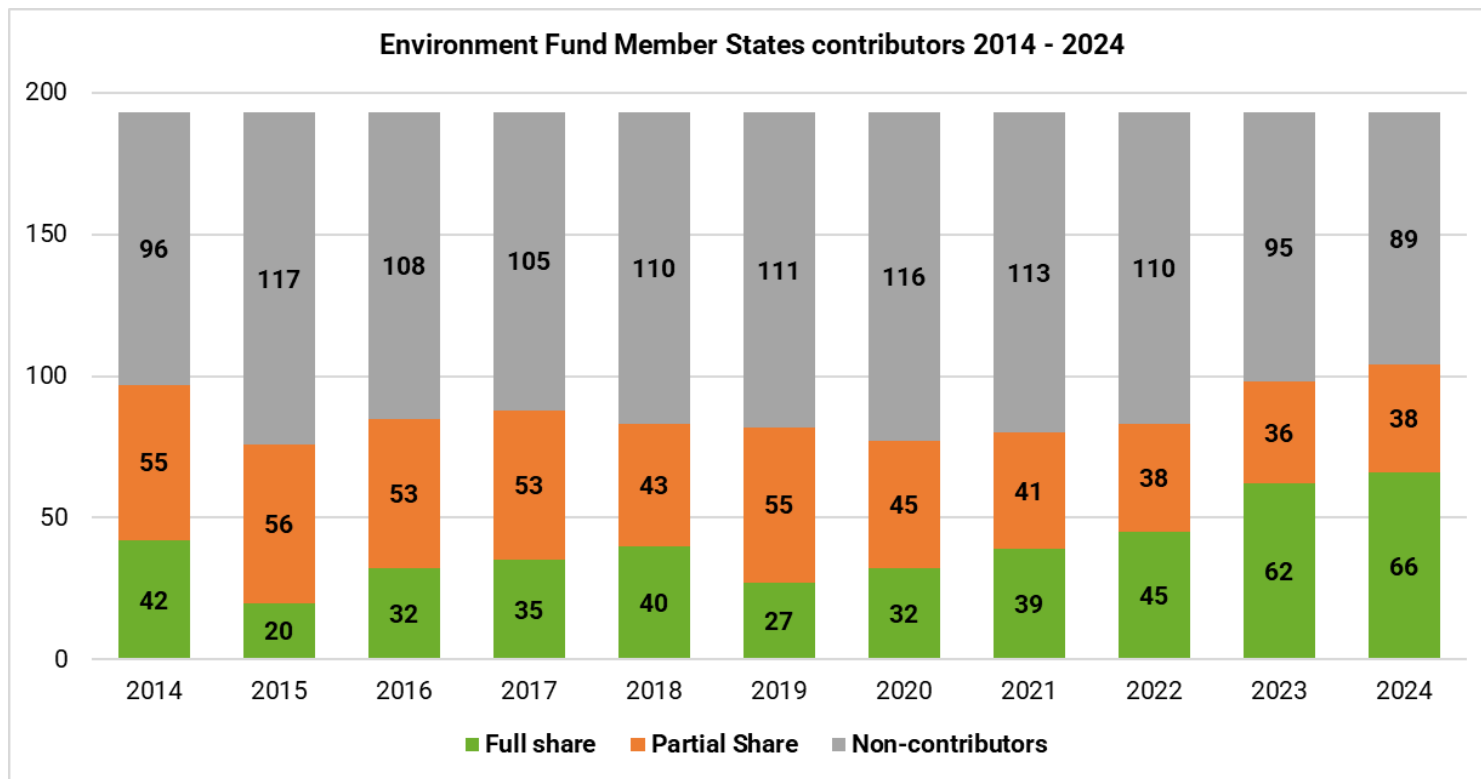


Stronger Base, Stronger Impact

RESOURCE MOBILIZATION PROGRESS

Environment Fund Member State contributors 2015–2024

As at 31 July 2025



"Multi-year pledges from eight Member States – Belgium, Canada, Denmark, Finland, Monaco, the Netherlands, Norway and South Africa – brought in \$US 38.14 million in 2024, representing 42% of Environment Fund income."

Advancing Geographical Diversity and Gender Parity at UNEP in 2024

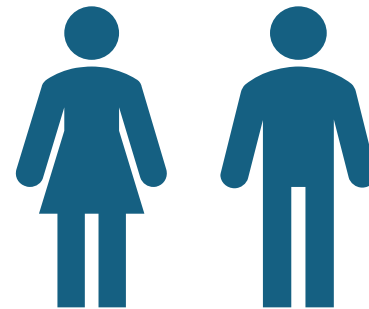
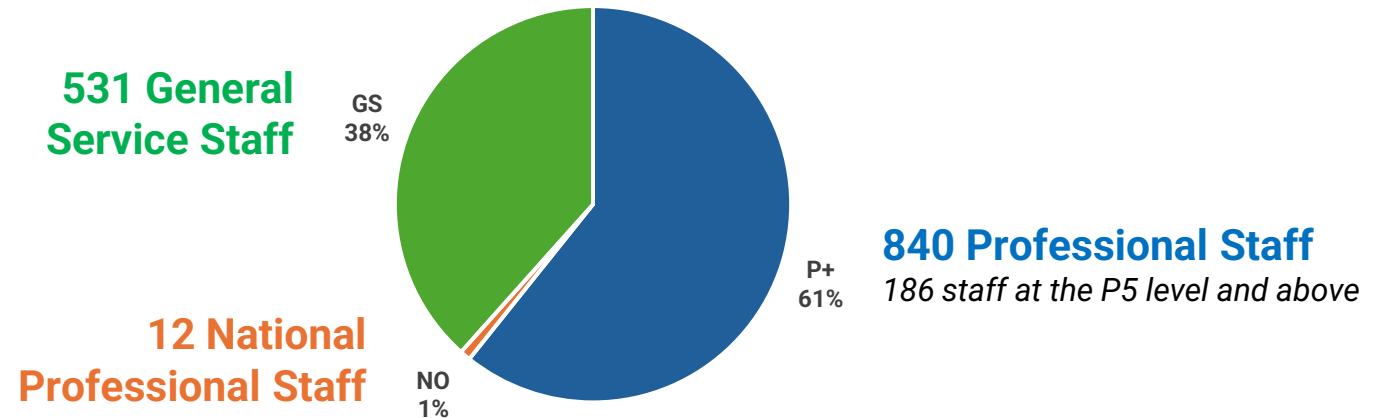
1383 STAFF

↑ Increase of 18 staff
members compared to
Dec. 2023



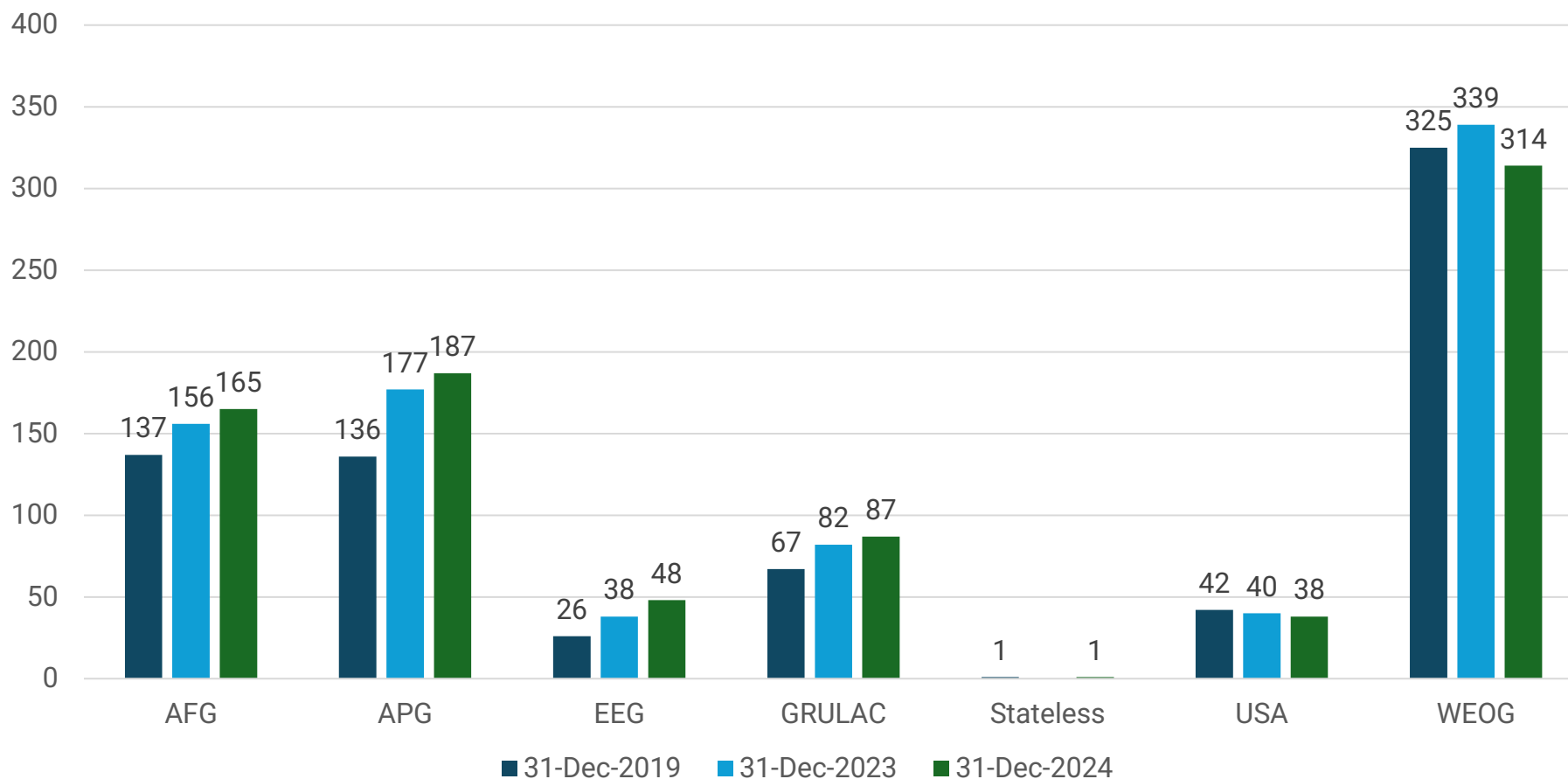
**Global staff workforce
133 countries represented**

UNEP Staff Composition



**62% overall female
representation**

Progress on Regional Representation at the Professional Level since 2019



Variance	AFG	APG	EEG	GRULAC	Stateless	USA	WEOG
2019 – 2024	20%	38%	85%	30%	0%	-10%	-3%
2023 – 2024	6%	6%	26%	6%	0%	-5%	-7%

Strengthening Youth Representation, Global Outreach & Staff Capacity



Young Talent Pipeline

- Cohort 1 onboarded in 2024
- Cohort 2 selected in 2024, onboarded in 2025



31 Global outreach initiatives

- 6 languages;
- 15,900+ participants



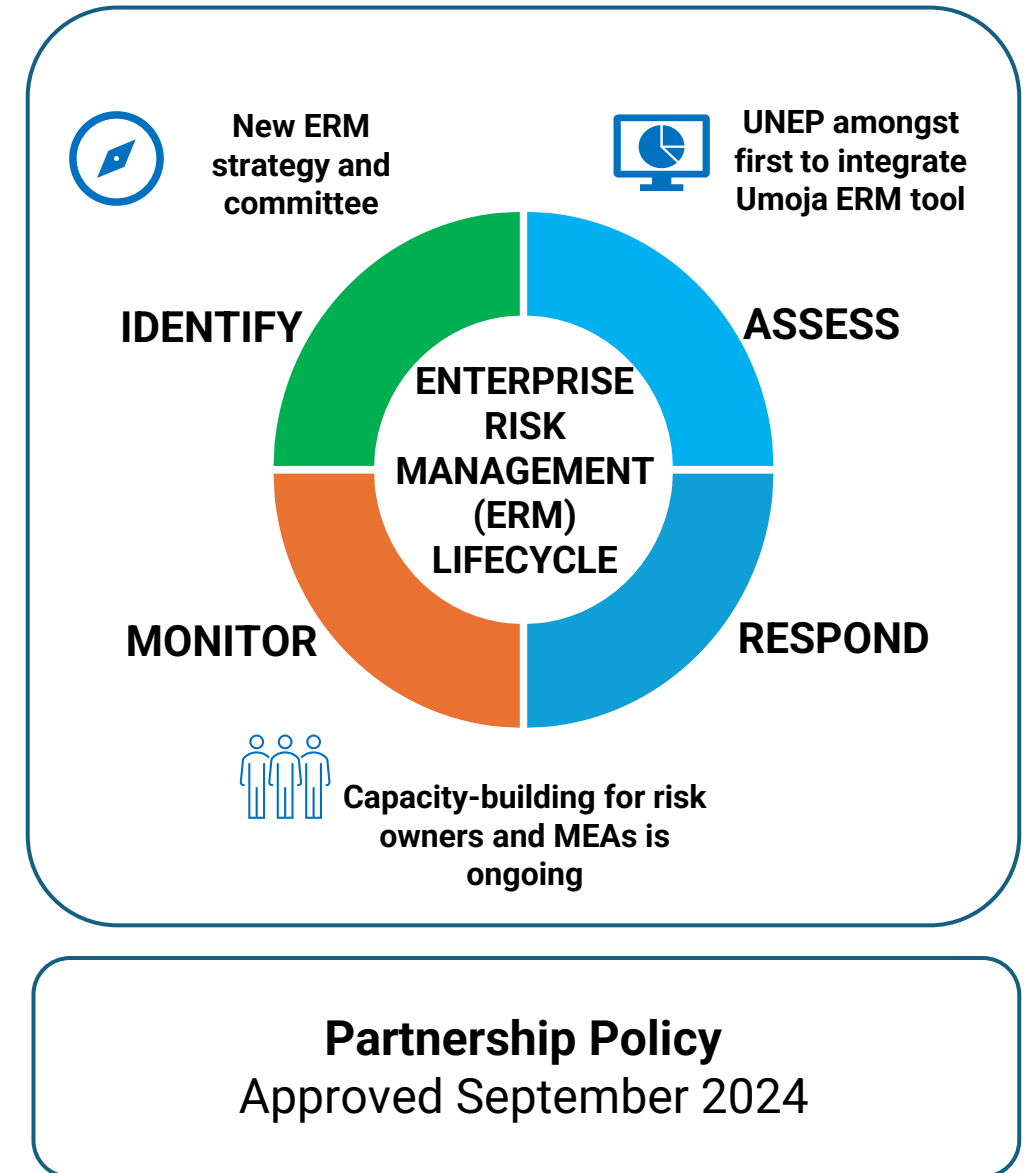
Learning and Development

- New Induction Programme
- Buddy Programme
- Unconscious Bias trainings
- Leadership Dialogues

Fewer Audit Findings, Stronger Internal Controls



Progressive decrease in outstanding BOA and OIOS recommendations



Priorities Ahead: Delivering as One, Investing in Trust



Further deepen
regional and gender
diversity



Consolidate Young
Talent & Learning
programmes



Strengthen ERM across
all offices



Sustain high
delivery rate and
flexible funding