

AGENDA ITEM 5: UNEP Management and Administration

Streamlining for efficiency, resilience and reform alignment

Soomi Ro, Director, Corporate Services Division

1 to 5 of September 2025, 12th Annual SubCommittee Meeting of the CPR, Nairobi, Kenya

UNEP Budget Outlook: 2025 Trends and 2026 Implications



Regular Budget Reduction for 2026 – Impact



20%

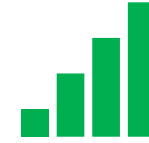
\$20M

2025 allocation

\$17.6M

2026 anticipated allocation, pending
UN Secretariat liquidity situation

- 20% RB post reduction in revised 2026 submission
- UNEP submitted 23 RB-funded posts for potential reductions to UNHQ



Environment Fund (EF) Status – Challenges and Opportunities

Budget

(biennium 2024-2025)

\$200M

Allocation

(biennium 2024-2025)

\$175M

- Projected decrease in contributions to EF 2025/6
- Anticipated changes due to financial landscape
- Triggered functional review and efficiency measures

UN80 Initiative: What it is and why it matters

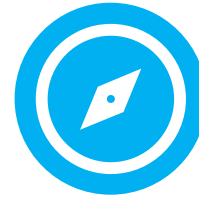
- Reform process grounded in UN Charter and founding values
- A means of enabling the UN to better deliver the 2030 Agenda and the Pact for the Future
- A driver of enhanced delivery across three core pillars: *peace and security*, *development*, and *human rights*
- Led by a dedicated UN80 Task Force with a system-wide lens – with 3 Thematic Clusters
- UNEP has been contributing to all three parallel workstreams

Efficiencies and Improvements



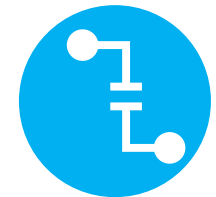
- Focuses on efficiency measures - streamlining operations;
- Common Administrative Platforms (CAP);
- Relocations/Consolidations of functions to lower-cost duty stations;

Mandate Implementation Review



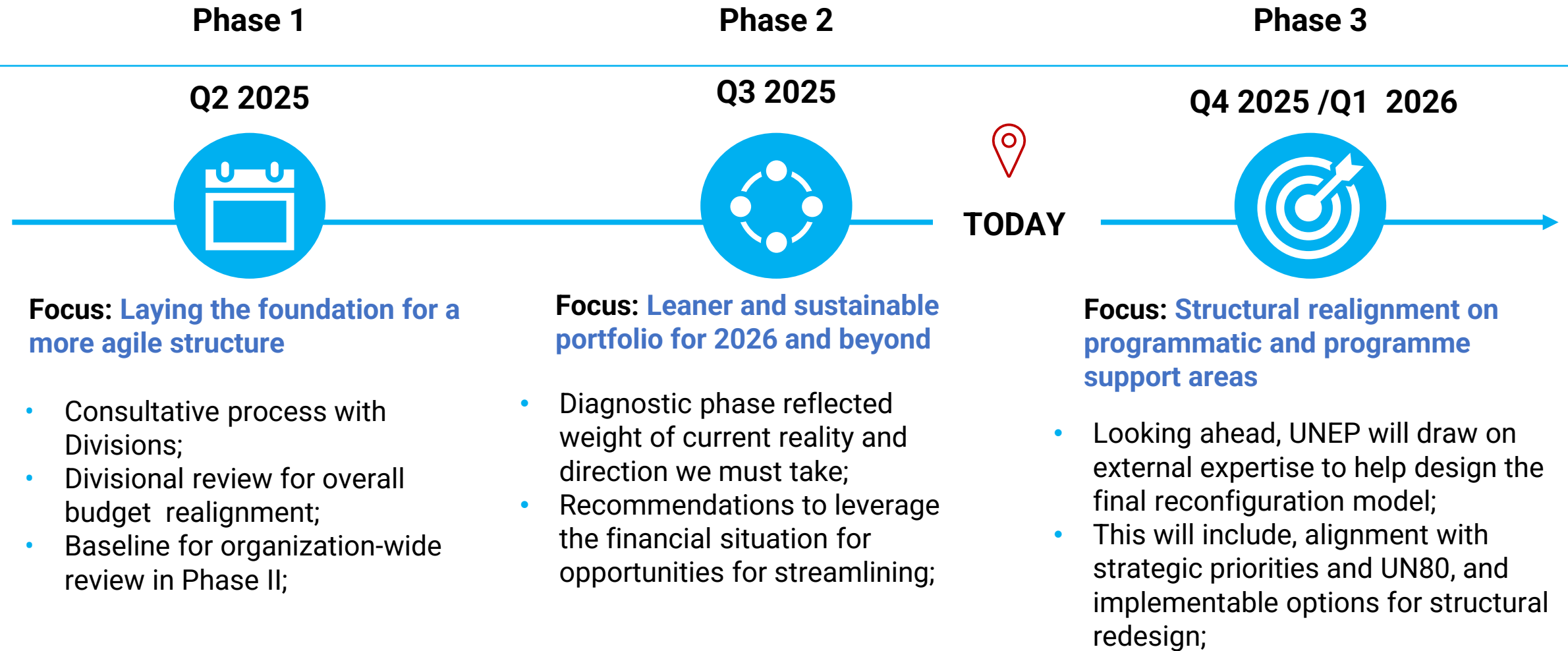
- Reviewing how mandates are implemented; Not what they are;
- Report issued on 31 July, SG briefing to GA;
- How we work; "to deliver real results, in real lives, in the real world"

Structural Changes and Programme Realignment

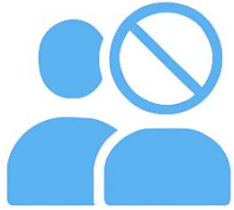


- Reorganizing the UN architecture and align programmes for better synergy and impact;
- Represented by ASG in NY to lead UNEP's work in this workstream

UNEP Functional Review: Phased Approach



HR Cost-savings Measures: focus on efficiency and agility



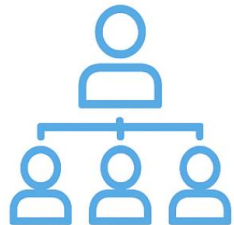
Hiring

- RB hiring restrictions
- Prudency measures for all new hires



Equity & Balance

- Mindful of gender balance
- Increased geographical representation



Efficient Staffing Structure

- Optimal staffing composition
- Realignment of functions



Focus on Delivery

- Prioritization of high-level impact deliverables

Cost-savings Measures: focus on efficiency and agility



Travel Management

Shift to hybrid models, lower-cost travel options



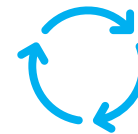
Monthly Financial Oversight

Regular updates and reviews in Senior Management Team (SMT) meetings



Resource Management and Reallocation

Ongoing assessments for posts /resources management



Process Streamlining

Process simplifications; reduced redundancies & inefficiencies in workflows

Outcome: A more agile, responsive and forward-looking UNEP



Improved/Impactful programme delivery



Maintain trust of Member States



Resource mobilization strategy focused on diversified funding



Efficient interface with service providers



Use of Artificial Intelligence/Business Automation

Staff Engagement and Change Management



Staff Consultations

Conduct regular engagements involving feedback and two-way dialogue



Duty of care

Uphold staff-well-being principles and provide ongoing support

Conclusions

Staying the Course with Purpose and Agility



UNEP remains committed to organizational streamlining to enhance agility, efficiency and impact



UNEP recognizes the human dimension of reform and are committed to upholding duty of care for all staff throughout the transition period



UNEP will maintain transparent communication with Member States and align with broader UN reforms efforts



UNEP ensures continued focus on collaborative change management and evidence-based adjustments will ensure long-term success

Thank you



Soomi Ro, Director, Corporate Services Division
1 to 5 of September 2025, 12th Annual SubCommittee Meeting of the CPR, Nairobi, Kenya
ros@un.org

United Nations Avenue, Gigiri
PO Box 30552 – 00100 GPO Nairobi, Kenya

www.unep.org