

3(b) Management and administration of UNEP

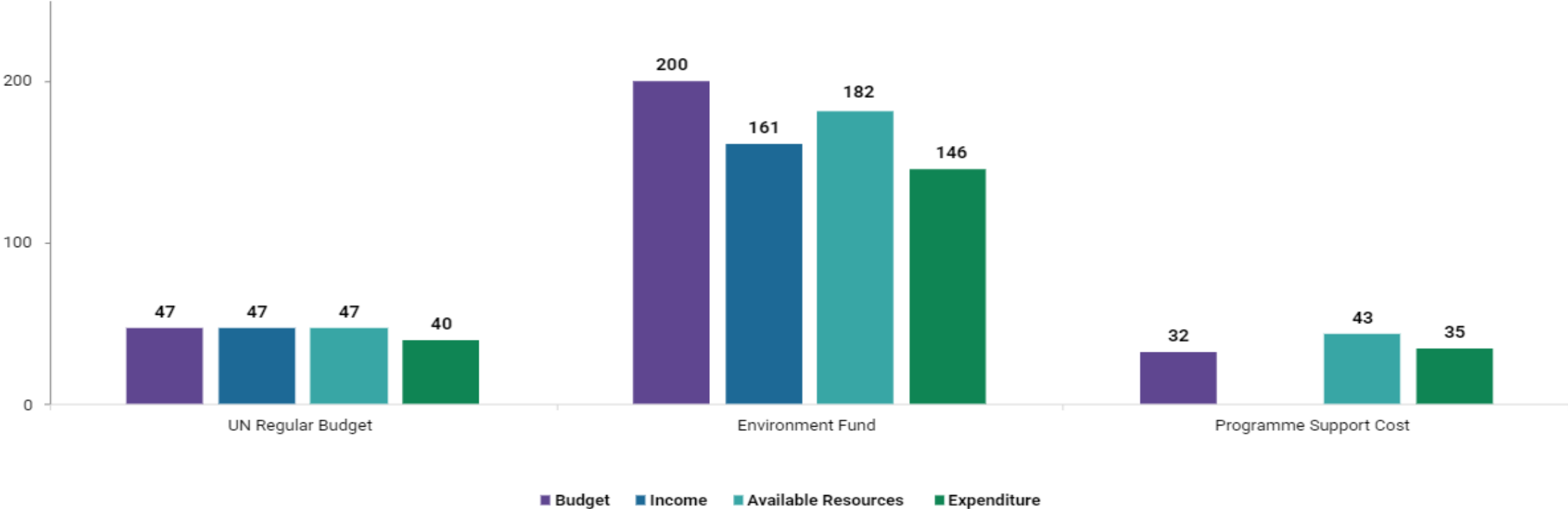
Kathleen Creavalle, Deputy Director, Corporate Services Division
21 November 2023, Nairobi

Budget

How did we perform?

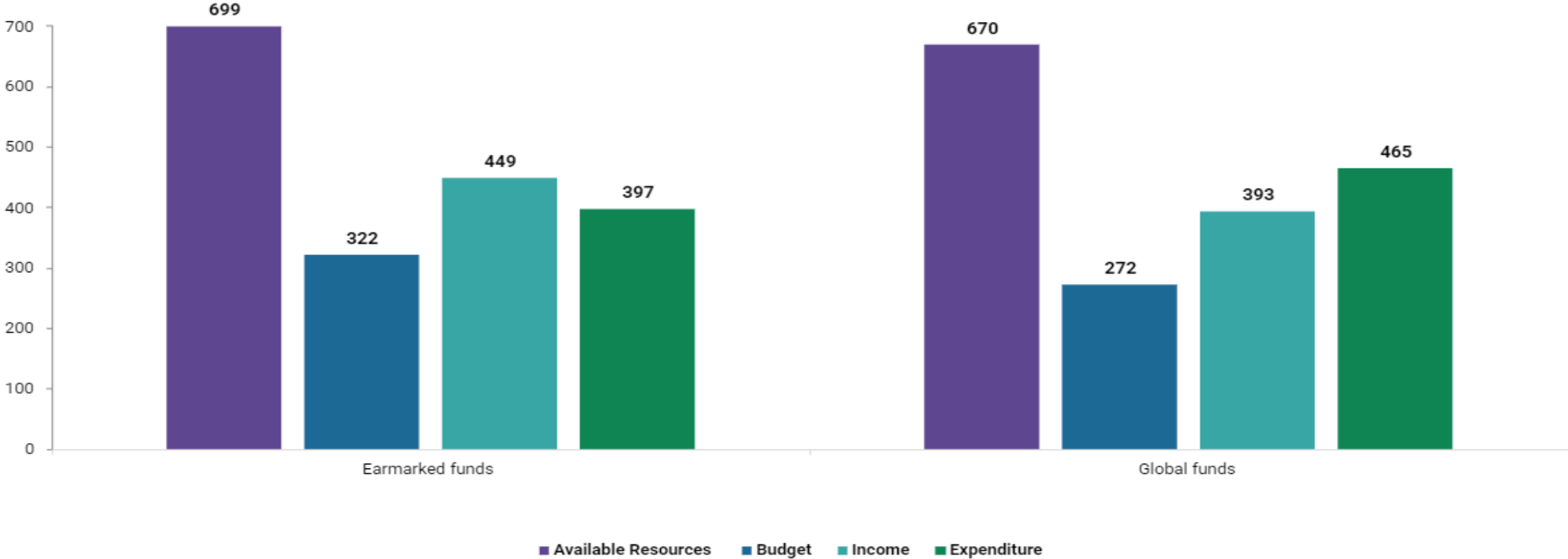


Budget How are we funded ? Core resources

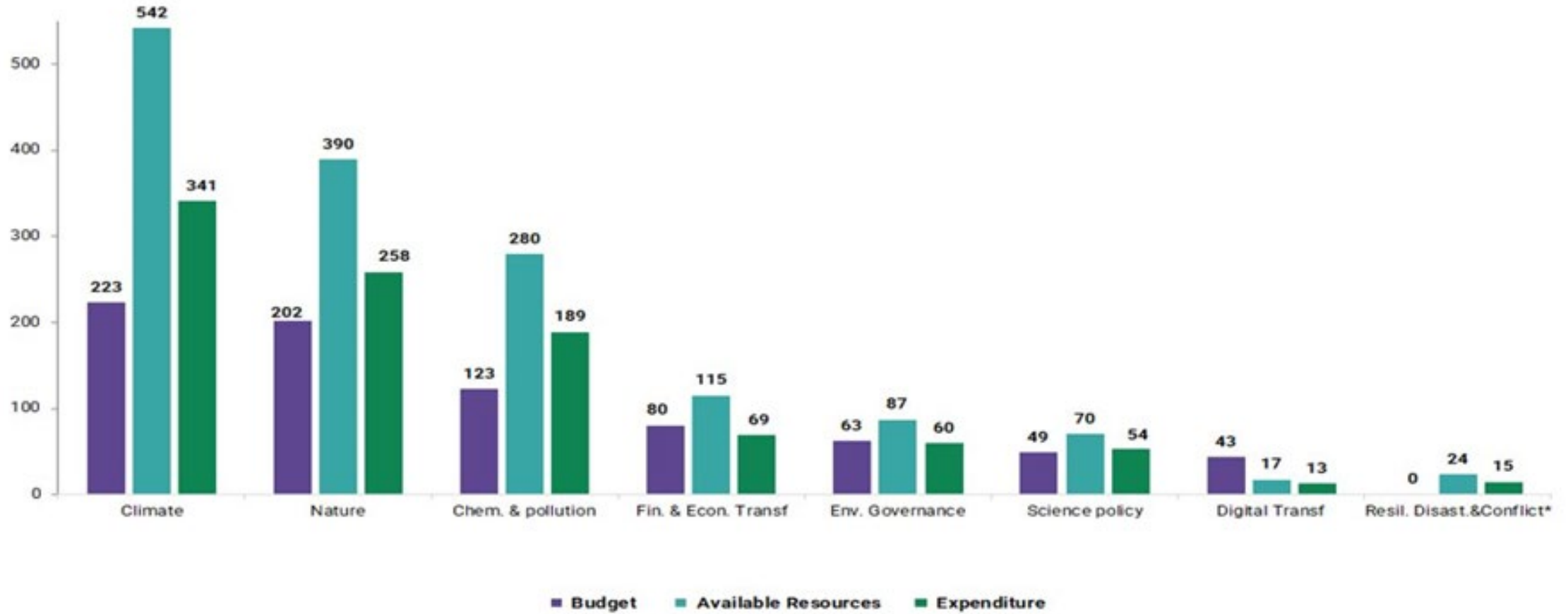


Budget

How are we funded ? Earmarked Funds



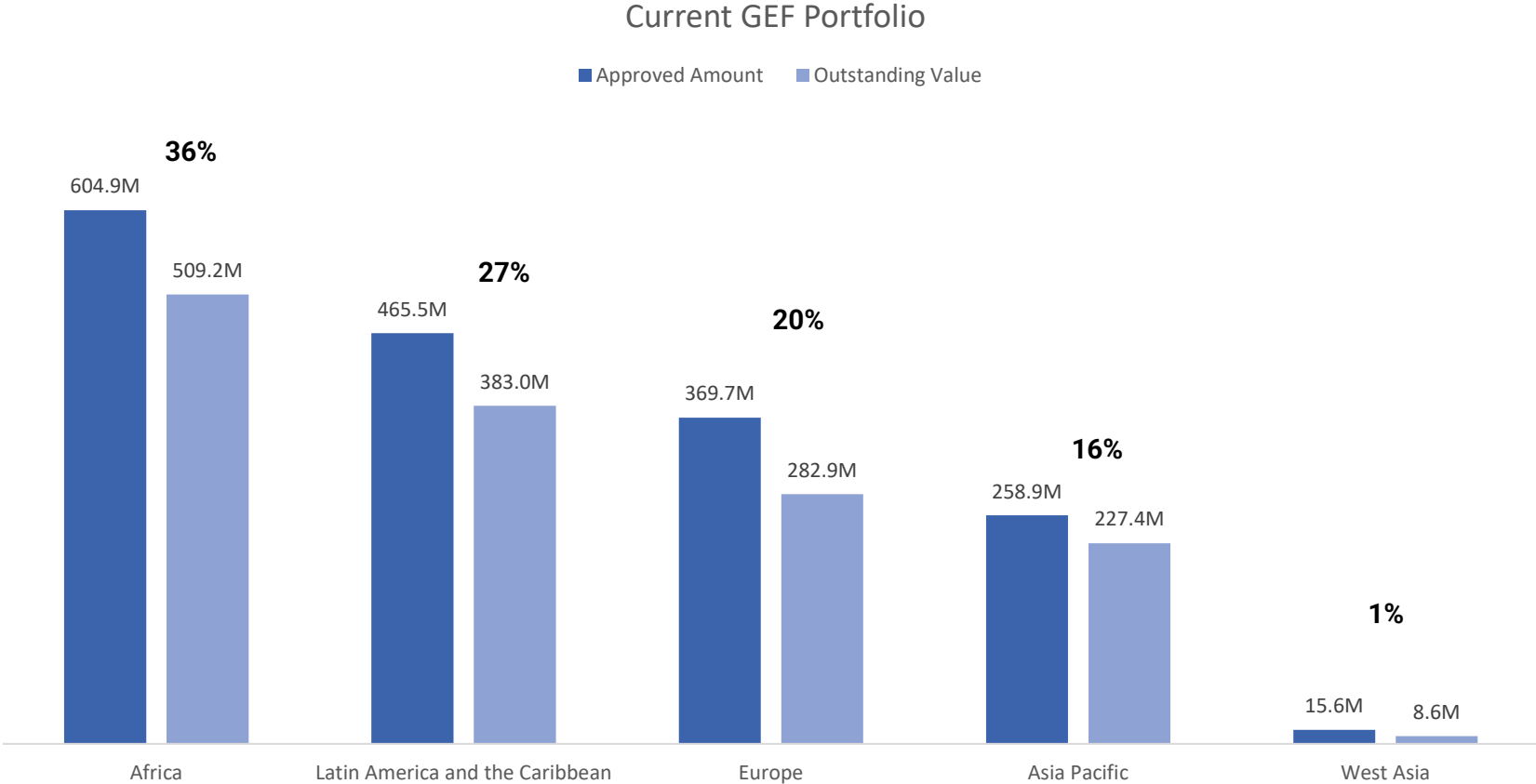
Budget How are we funded – Sub programmes



Global Environment Facility (GEF)

440 Projects across the globe amounting to \$ 1.7Billion.

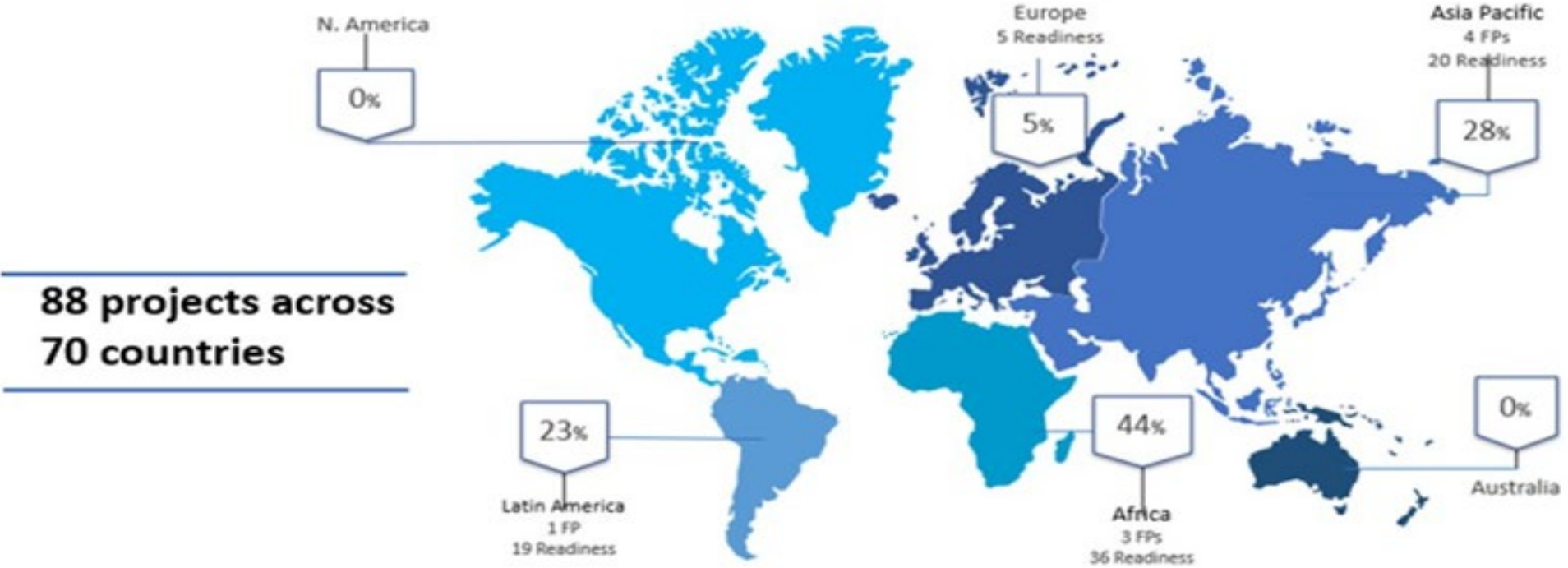
Majority of these projects being implemented in Africa (36%) and Latin America & Caribbean (27%).



Status	Approved Value	Outstanding Value**	2023 Expenditures**
318 Under Implementation- Ongoing	1.2B	864.4M	301.3M
25 Internalization (Awaiting PCA Signatures)	90.3M	90.1M	250.8K
97 PIF Approved (Projects Under Pipeline)	458.6M	458.6M	-
Total	1.7B	1.4B	301.5M

** Data as at 30 September 2023

Green Climate Fund (GCF)

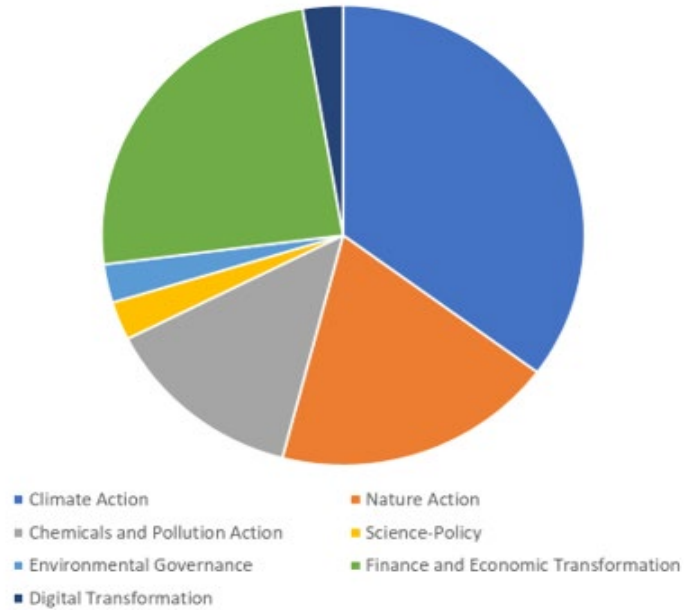


Project Type	Total GCF Budget	Project Expenditure	Fee Income	Period for Fee Income
8 Funded Activities	\$303 million	\$30 million	5.9 million	6 years
80 Readiness Projects	\$94 million	\$25.8 million	7.4 million	7 years
TOTAL	\$397 million	\$55.8 million	\$13.3 million	

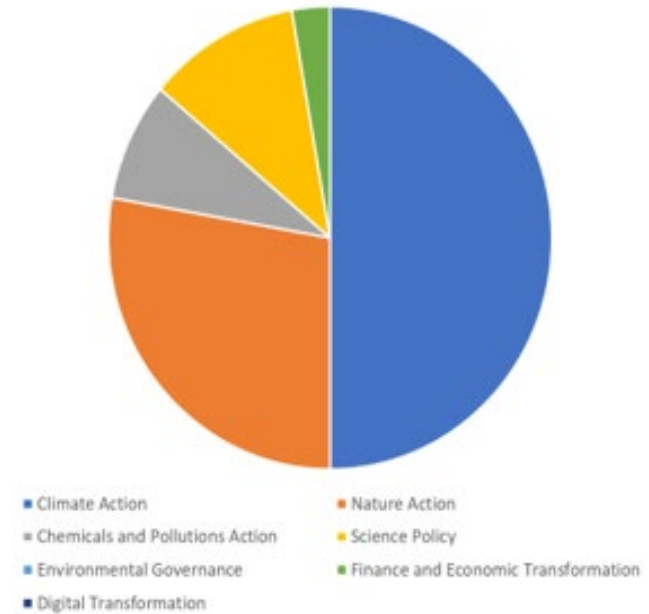
★ As of October 2023

Private Sector Engagement

35 Multistakeholder Partnerships

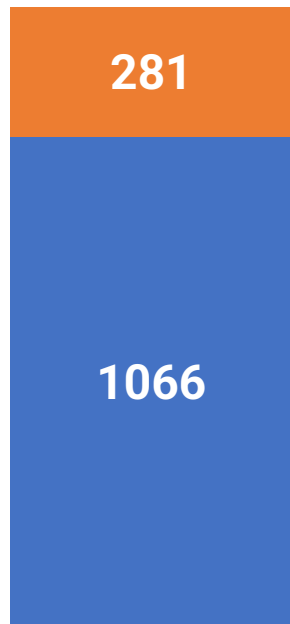


35 bilateral partnerships

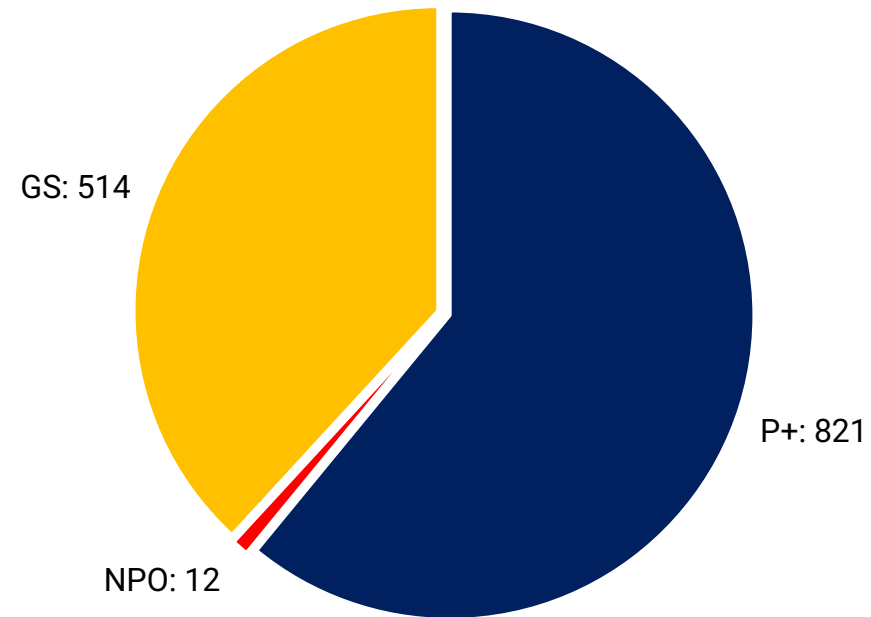


Human Resources Staff Distribution

As of 30 September 2023, UNEP employed 1347 staff members: 821 (61%) in the professional and above categories, 12 (1%) in the National Professional Officer (NPO) category, and 514 (38%) in the General Service category.

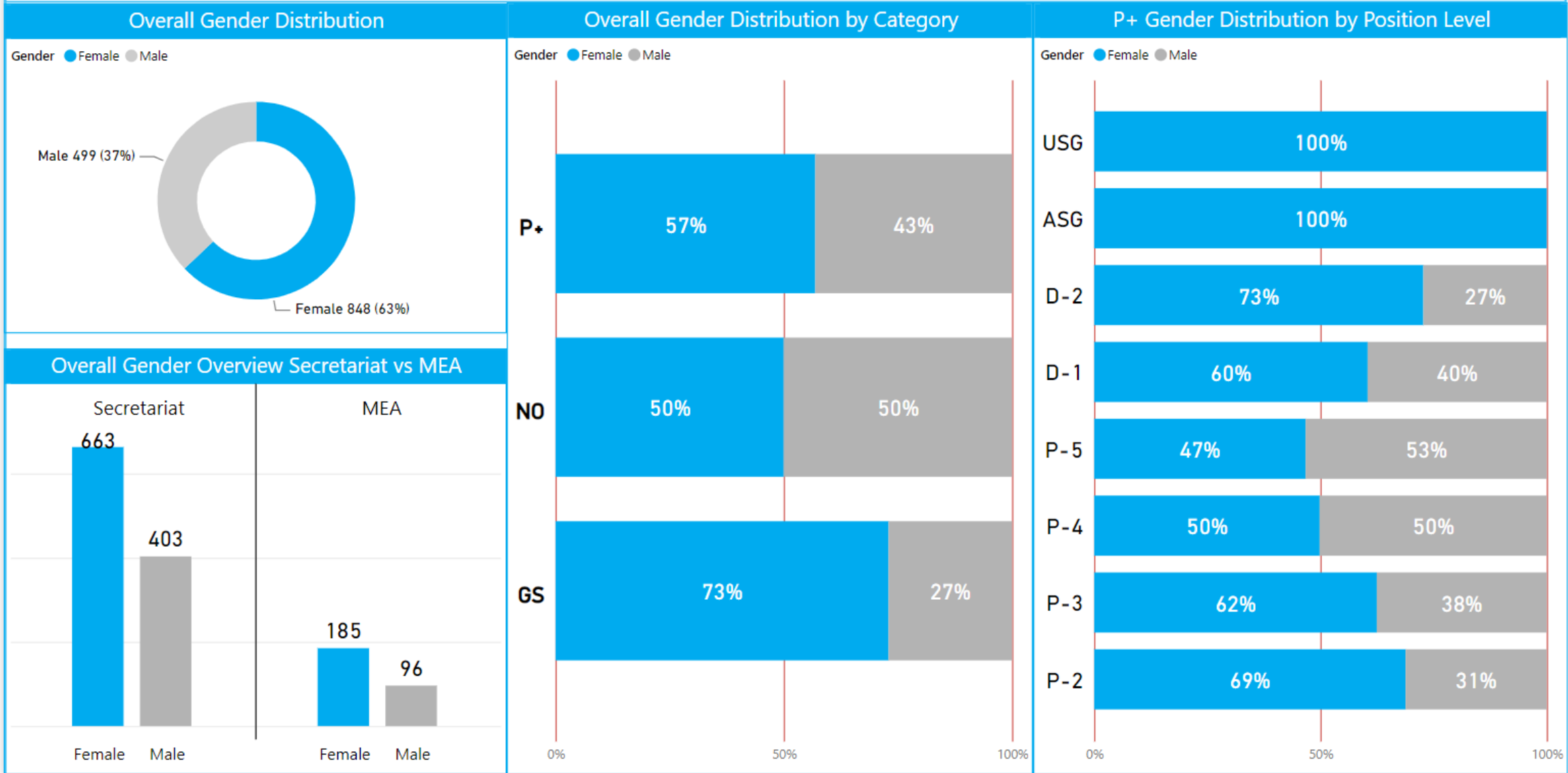


■ Secretariat ■ MEA

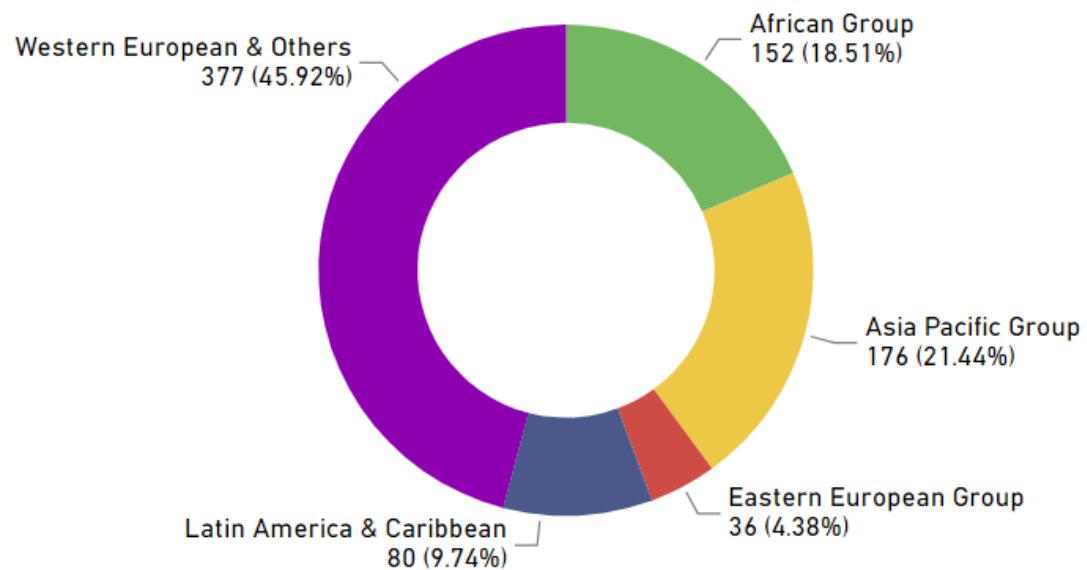


■ Professional and above (P+) ■ National Professional Officer (NPO) ■ General Service (GS)

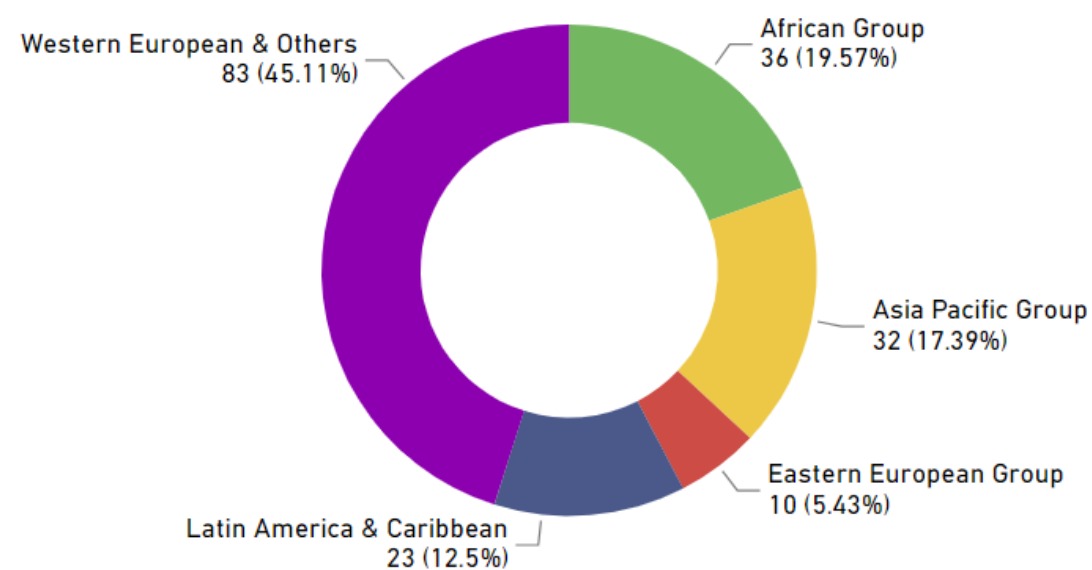
Human Resources Gender Parity



Number of P+ Staff by Regional Group



Number of P5 and Above Staff by Regional Group



Number of P+ Staff by Regional Group

Region	Secretariat	MEA	Total
African Group	135	17	152
Asia Pacific Group	143	33	176
Eastern European Group	30	6	36
Latin America & Caribbean	60	20	80
Western European & Others	288	89	377
Total	656	165	821

Number of P5 and Above Staff by Regional Group

Region	Secretariat	MEA	Total
African Group	27	9	36
Asia Pacific Group	23	9	32
Eastern European Group	8	2	10
Latin America & Caribbean	16	7	23
Western European & Others	70	13	83
Total	144	40	184

UNEP has made progress to address the gender and geographic diversity of its staffing.

2023 Results

1. Increased internal direction

- In 2023, UNEP maintained gender parity at all Professional levels and above.
- In 2023, 71% of external selections at Professional and above levels corresponded to candidates from less represented regional groups.
- Hiring managers and supervisors engaged in training for *Unconscious Bias for Hiring Managers* and *Diversity, Equity, Inclusion, and Belonging for Managers*.

2. Enhancing outreach activities

- From Q1-Q3 2023, UNEP has conducted 10 outreach events.
- Outreach events reached over 12,400 potential applicants.
- 6 outreach events targeted to less represented regions; of the 6, 4 were in-person events with the ED or DED and Chief of HR.

3. Leveraging knowledge, experience and resources of Member States

- Secretariat of Governing Bodies released a Note Verbale (NV) on 15 March 2023 on Talent Outreach.
- 3 countries responded, and 1 talent outreach event was a direct outreach with a Member State due to this NV.

4. Establishing a new UNEP programme for young graduates

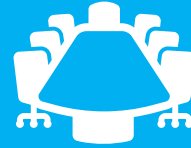
- The Young Talent Pipeline was launched in Q1 of 2023.
- 12 selected candidates are expected to be onboarded in Q4.
- All selected are from less represented regional groups.

Operational Excellence – “Three lines of defense”



Internal Controls

- Heads of entity are expected to identify and manage risks
- UNEP assess the level and adequacy on annual basis
- The latest assessment found four sub-areas that needs strengthening
- Action plans were prepared, implementation is on track



Management Controls

- Functional compliance and risk management
- UNEP's Enterprise Risk Management and Internal Control Framework was endorsed in July 2021
- UNEP is implementing Organization-wide



Independent Assurance

- Office of Internal Oversight Services (OIOS) audits.
- UNEP is working collaboratively with the OIOS
- Recommendations are under implementation

Operational Excellence- Progress

Information Technology



Development and implementation of the UNEP Enterprise Data Warehouse (EDW)



UNEP Automated Publications System



Travel Planning and Reporting Portal

Procurement



Establishment & usage of **long-term agreements**

Enhanced planning, transparency and accountability in the supply chain:

Project Management Action Plan



Strengthening **risk management and control** processes throughout project life cycle



Development of toolkit of **22 deliverables** including policies, guidance notes and trainings.

Risks



New UNEP Risk Register Tool

Revised ERM Strategy

Monitoring and assessment of Internal Controls

Audits - Focused, coordinated approach

UNEP strengthened resources and efforts on the coordination of audits



Key Achievements

- Increased implementation rates
- Several key areas audited by OIOS
- No critical OIOS recommendations



Lessons Learned

- Ensure audit recommendation is clear
- Realistic target dates of implementation



Risks

- Audit overlaps
- Audit fatigue in the organization
- Value added assessments

Conduct and Discipline Commitment to address Sexual Harassment

Accountability

- Annual Entity Level Action Plan to prevent and respond to Sexual Exploitation and Abuse.
- Participation in the SEA Working Group organised by the Office of the Special Coordinator and SEA Networks at country level organized by Resident Coordinator
- UNEP SEA focal points tasked with implementing Action Plan

Cultural Change

- Mandatory and voluntary trainings across UNEP
- Focus on victims – UNON Medical Services, staff counsellor
- UNEP Victim rights statement
- UNEP Statement on Protection from Sexual Exploitation and Abuse for Implementing Partners

Learning

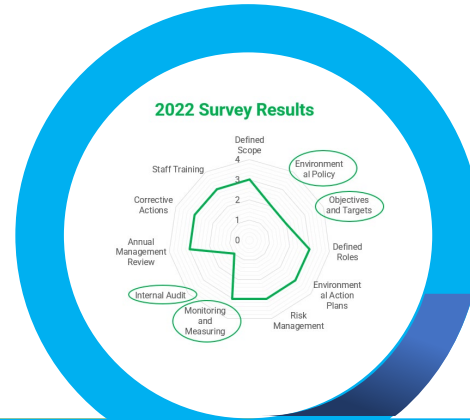
- Data used to identify trends, develop tailored initiatives, set priority areas
- Provisions included in all UNEP agreements
- Included in Implementation Partner assessment

Environmental Sustainability – Enhanced tools



Key Achievements

- Updated Environmental Management System (EMS) Manual
- Environmental Risk registers
- Dashboards and quarterly Management reports
- Boundary extension to MEAs
- Environmental Action Plans for OaHs
- Internal Audit Program



Risks

- Available resources
- Implementation of environmental action plans at shared facilities
- Establishment of GHG emissions reduction targets



Lessons Learned

- Successful implementation of EMS requires:
- Continuous engagement, awareness and trainings
- Drawing up a systematic approach

Climate Division Not a revolution but evolution

- Adjustment of structure to respond to climate stability
- Consolidate the teams working primarily on climate change
- Stronger coherence and proactiveness
- Strengthen UNEP's leadership on climate action
- Enhance coherence with the current Medium-Term Strategy and Programme of Work

Thank you



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