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

Kathleen Creavalle
10 July 2024, Nairobi (Kenya)
Overall Financial Data


- 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

<table>
<thead>
<tr>
<th>Sub-programme</th>
<th>Available Resources</th>
<th>Budget</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate action</td>
<td>616</td>
<td>223</td>
<td>223</td>
</tr>
<tr>
<td>Nature</td>
<td>423</td>
<td>202</td>
<td>202</td>
</tr>
<tr>
<td>Chemicals and pollution</td>
<td>306</td>
<td>123</td>
<td>123</td>
</tr>
<tr>
<td>Finance and economic</td>
<td>134</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>Science Policy</td>
<td>62</td>
<td>49</td>
<td>49</td>
</tr>
<tr>
<td>Environmental Governance</td>
<td>71</td>
<td>63</td>
<td>63</td>
</tr>
<tr>
<td>Digital transformations</td>
<td>16</td>
<td>43</td>
<td>43</td>
</tr>
</tbody>
</table>
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

- **Budget**: 200, 200
- **Available Resources**: 150, 182
- **Expenditure**: 142, 176

Graph showing the comparison between budget, available resources, and expenditure for the biennium 2020-2021 and 2022-2023.
Core Funding

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

<table>
<thead>
<tr>
<th>Biennium</th>
<th>Budget</th>
<th>Available Resources</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-2021</td>
<td>38</td>
<td>32</td>
<td>0</td>
</tr>
<tr>
<td>2022-2023</td>
<td>35</td>
<td>43</td>
<td>31</td>
</tr>
<tr>
<td>2022-2023</td>
<td>39</td>
<td>43</td>
<td>39</td>
</tr>
</tbody>
</table>
Thematic Funds

Thematic Funds 2023 Results

- Climate Fund: Available 9.6, Allocated 6.2
- Nature Fund: Available 8.4, Allocated 8.1
- Pollution Fund: Available 5.9, Allocated 5.5
Earmarked Funding

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

- 2020-2021: $382 million
- 2022-2023: $634 million
- 2020-2021: $788 million
- 2022-2023: $486 million

Legend:
- Red: Budget
- Blue: Available Resources
- Gray: Expenditure
Global Funds

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

- 84% Regular Budget
- 16% Environment Fund
- 66% Extra Budget
- 55% Programme Support Costs
- 45% Total Staff
- 33% G Staff
- 34% NPO Staff
- 65% P+ Staff
Human Resources

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.
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 variated by 1% the female-to-male representation, being 30% percent of male and 70% of female.
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
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

<table>
<thead>
<tr>
<th>OVERALL STAFF</th>
<th>PROFESSIONAL STAFF</th>
<th>P5 AND ABOVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEOG 38%</td>
<td>WEOG 48%</td>
<td>WEOG 43%</td>
</tr>
<tr>
<td>Africa 31%</td>
<td>Africa 18%</td>
<td>Africa 20%</td>
</tr>
<tr>
<td>Eastern European 4%</td>
<td>Eastern European 4%</td>
<td>Eastern European 5%</td>
</tr>
<tr>
<td>GRULAC 9%</td>
<td>GRULAC 10%</td>
<td>GRULAC 13%</td>
</tr>
<tr>
<td>Asia Pacific 18%</td>
<td>Asia Pacific 20%</td>
<td>Asia Pacific 19%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Before</th>
<th>After</th>
</tr>
</thead>
<tbody>
<tr>
<td>WEOG</td>
<td>38%</td>
<td>48%</td>
</tr>
<tr>
<td>Africa</td>
<td>31%</td>
<td>18%</td>
</tr>
<tr>
<td>Eastern Europe</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>GRULAC</td>
<td>9%</td>
<td>10%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>18%</td>
<td>20%</td>
</tr>
</tbody>
</table>

Percentage changes indicate the shift in geographical representation over the specified period.
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%
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%)

In January 2023, P+ Staff was distributed as follows:
- WEOG 48%
- Africa Group 18%
- EEG 4%
- GRULAC 10%
- Asia Pacific Group 20%.
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%
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.
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?

- 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.
- Planned victim-centered approach initiatives
- Increase PSEA Trainings
- No 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.
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)
Environmental Sustainability

Key Achievements
- 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

Kathleen Creavalle.
Deputy Director of Corporate Services Division, UNEP
Kathleen.creavalle@un.org