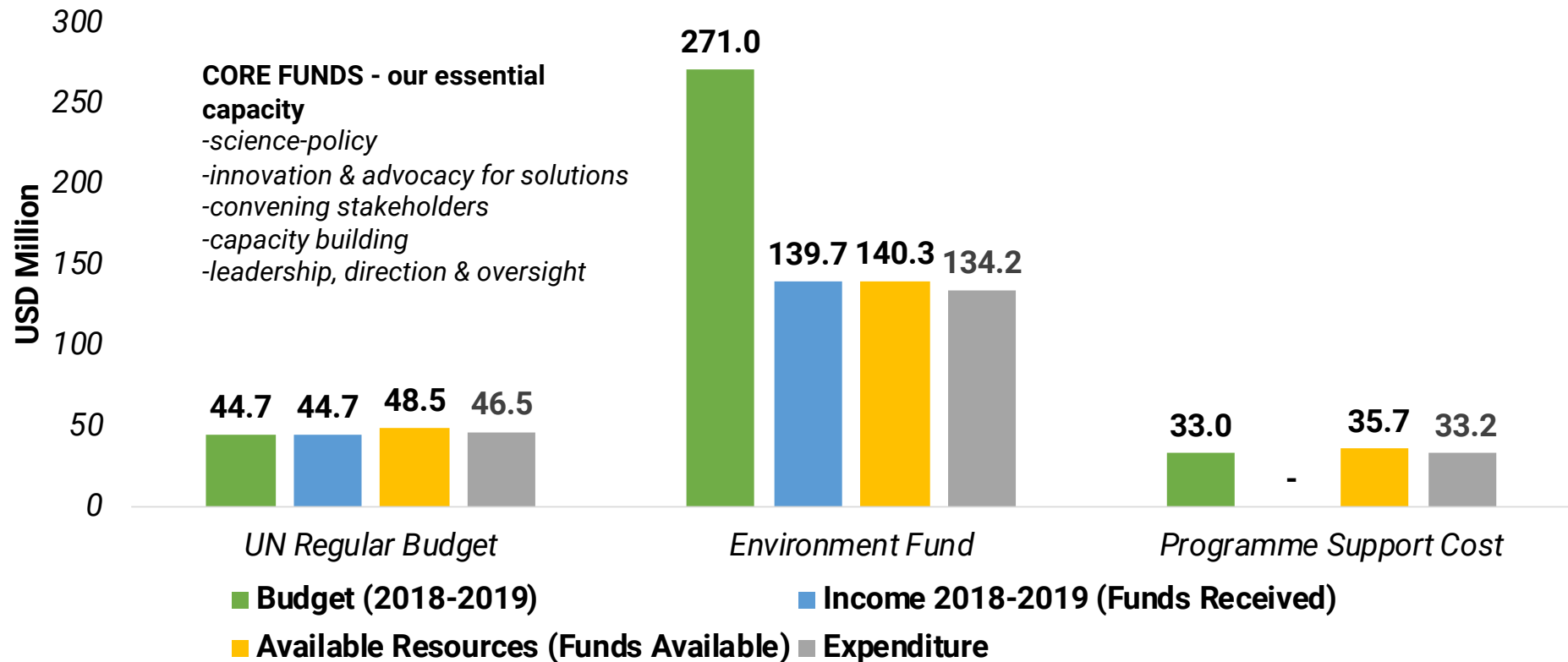




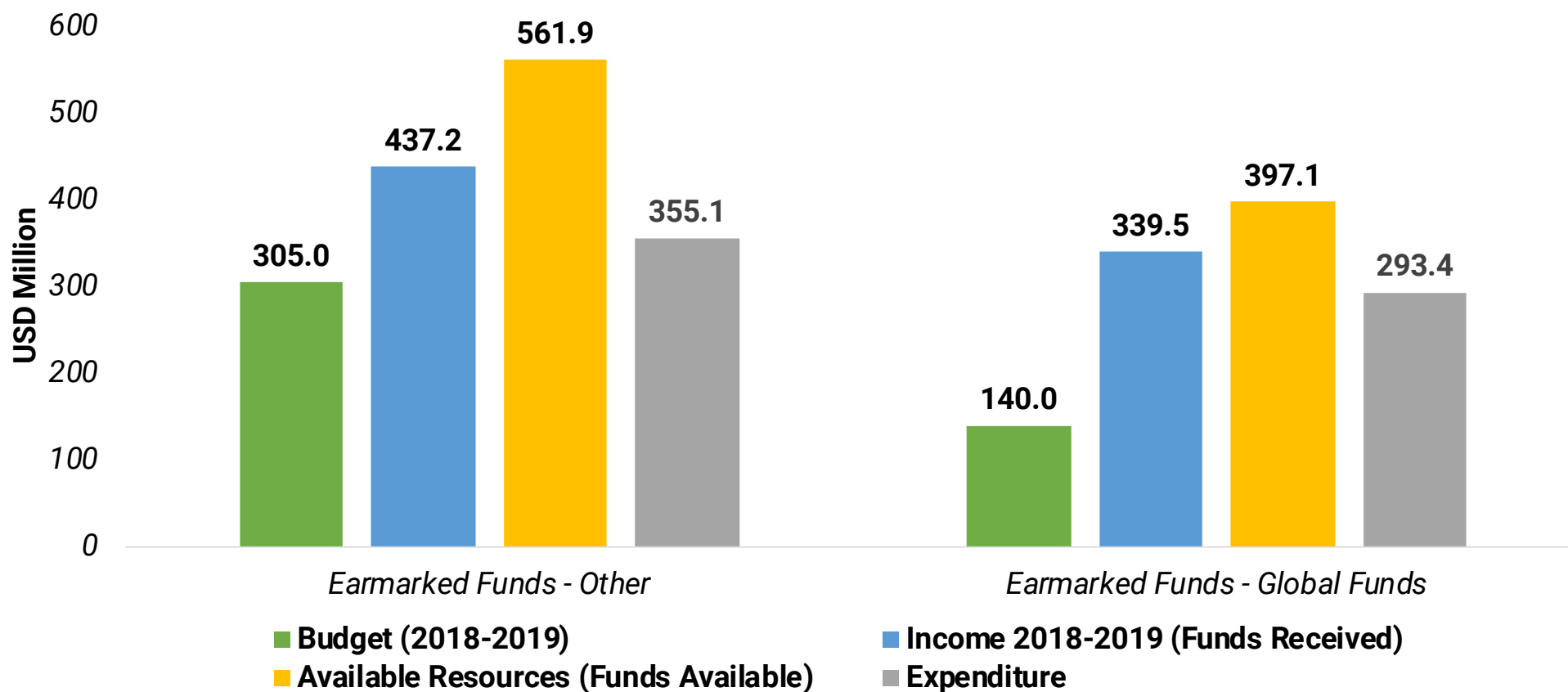
Overview Resources & Management Programme Performance Report 2018 - 2019

Sonja Leighton-Kone – Director, Corporate Services Division
sonja.leighton-kone@un.org

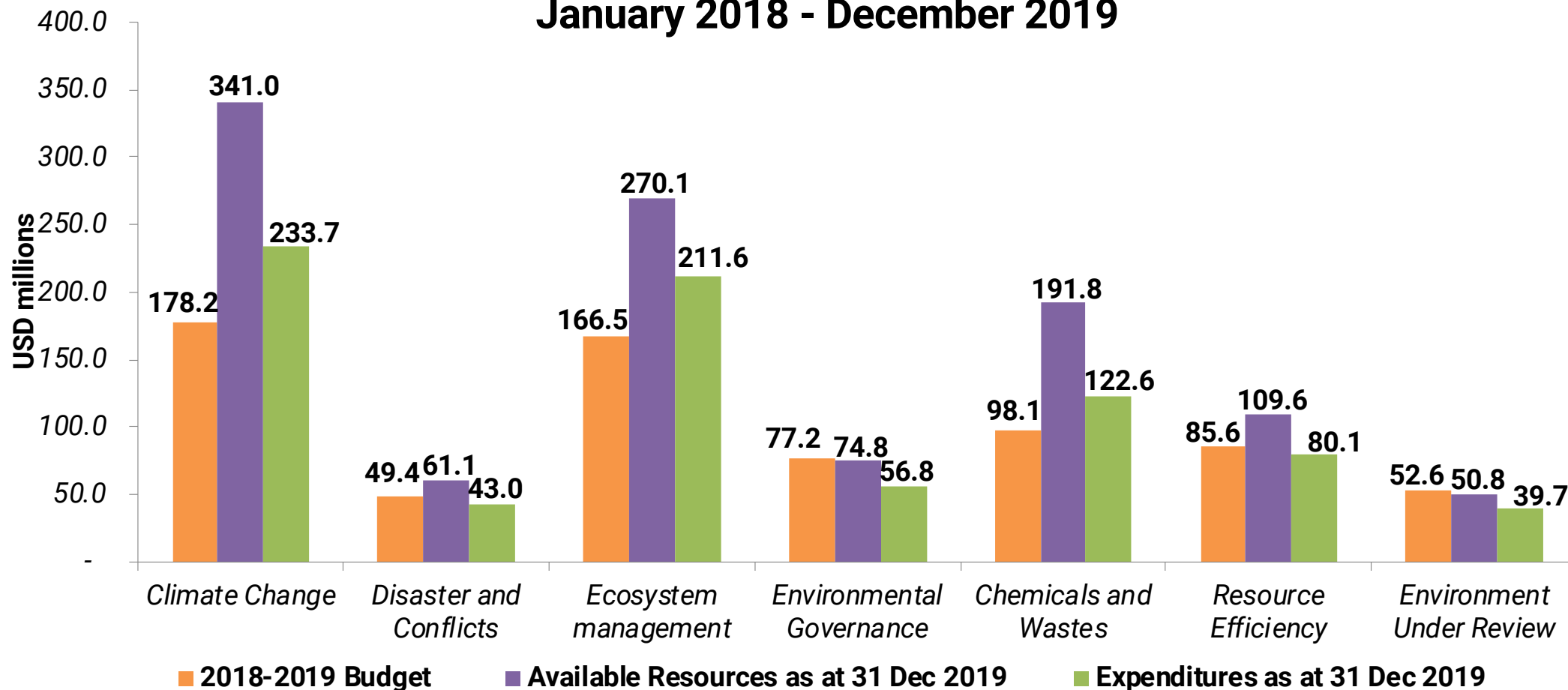
Budget, Income, Available Resources and Expenditure (Annual Funds) January 2018 - December 2019



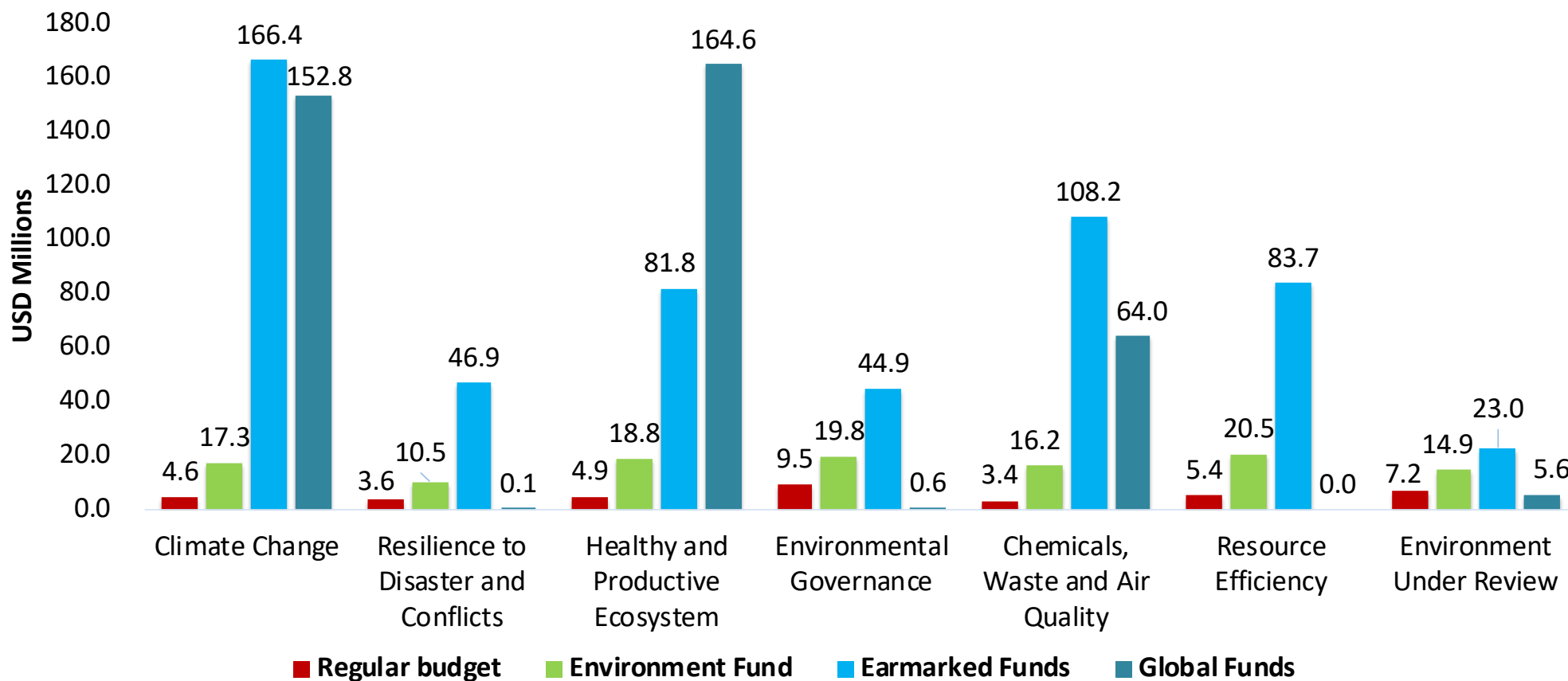
Budget, Income, Available Resources and Expenditure (Multi-Year Funds) January 2018 - December 2019



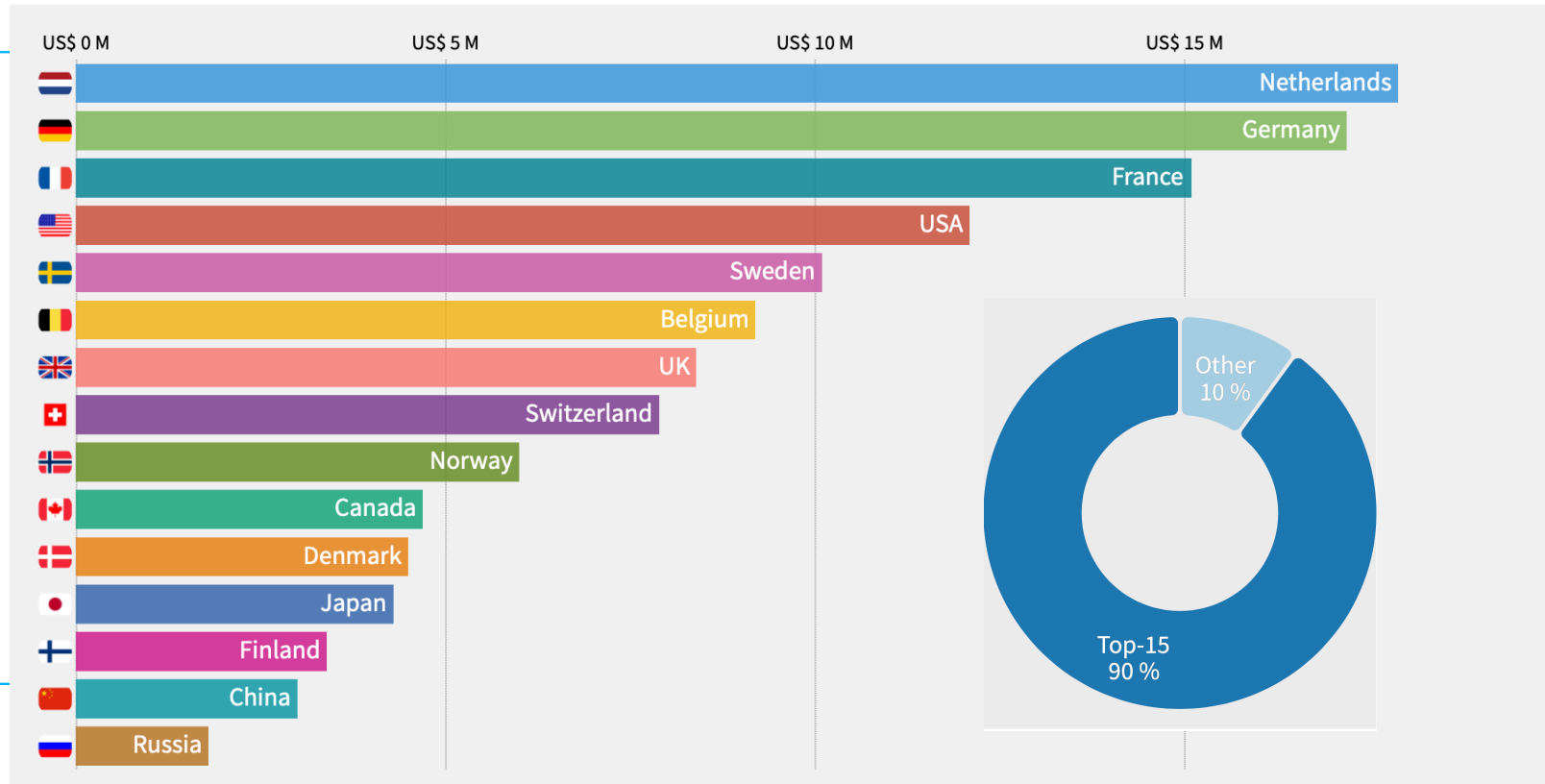
Performance by Sub-Programme January 2018 - December 2019



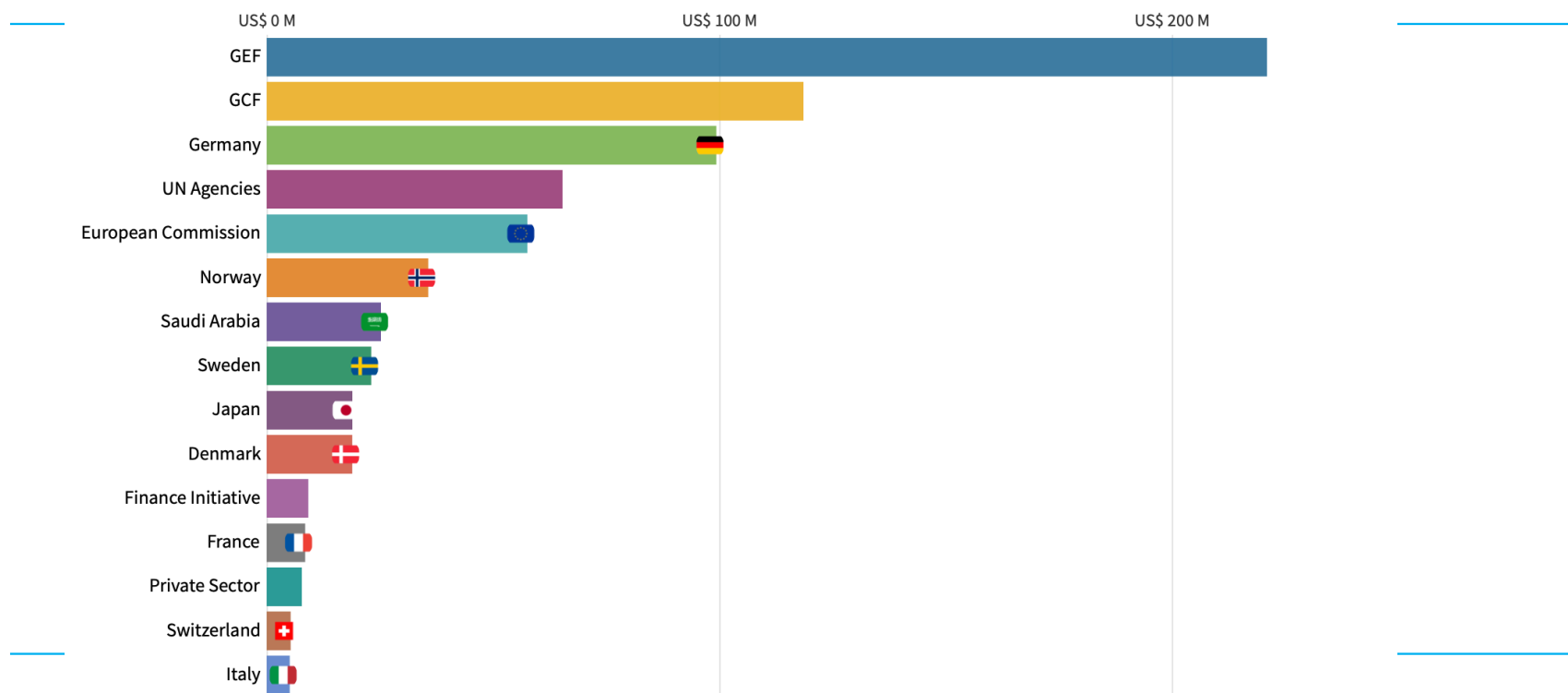
Available Resources by Sub-Programme



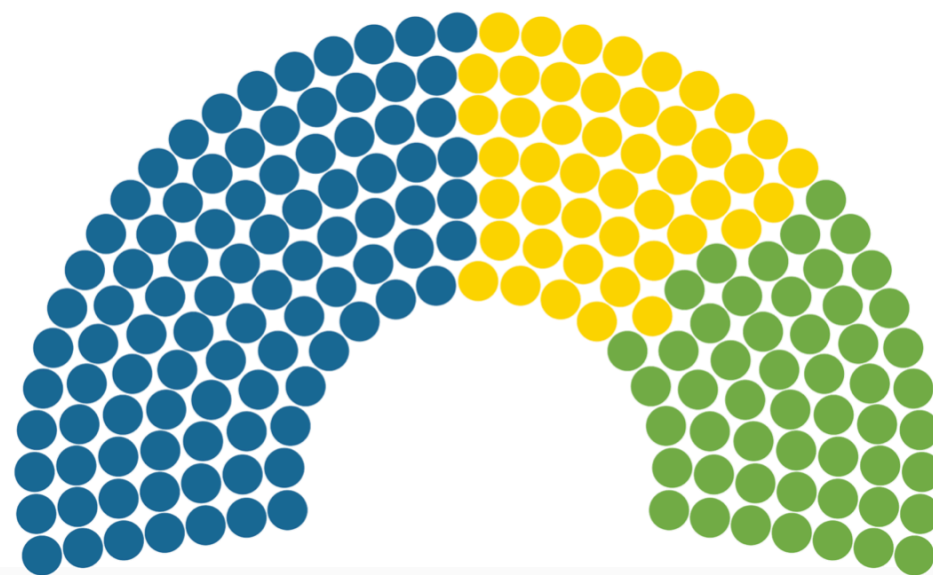
Top-15 contributors to the Environment Fund (2018-2019 combined)



Top-15 contributors of Earmarked Funds (2018 and 2019 combined)



Every Member State Counts – so does contributing the Fair Share



95
No Contributions

46
Other Contributors

52
Fair Share Contributors

Big thanks to these 52 Member States that contributed their Fair Share!



■ Europe ■ L America & Car. ■ Africa ■ Asia Pacific ■ West Asia



It's me again...

*thanking you for your support
in 2018 and 2019...*

*and counting on your support
also in 2020, and beyond!*

*Investing in UNEP means
investing in the health of
the planet and its people.*

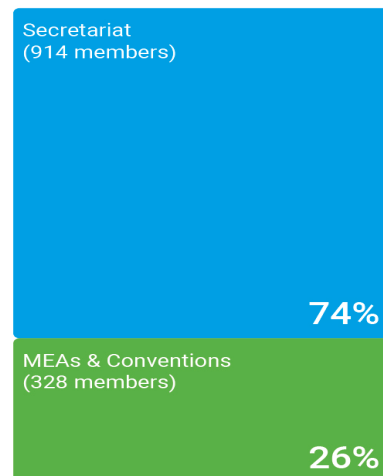
HR OVERVIEW - GENERAL STAFFING

STAFF DISTRIBUTION AND CATEGORIES

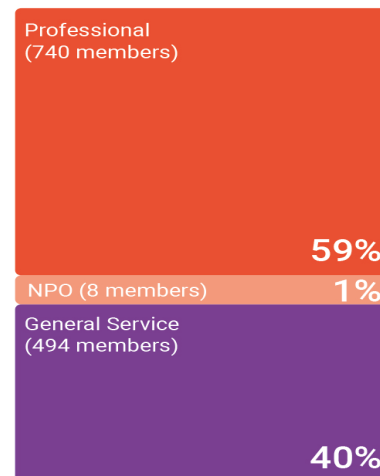
As at 31 December 2019, UNEP employed 1,242 staff members comprising 914 (74%) in the secretariat and 328 (26%) in the MEAs and conventions. Of the 1, 242 staff members, 740 (59%) were in the Professional and higher Categories, 8 (1%) in the National professional Officer category and 494 (40%) in the General Service category.

UNEP staff – 1,242 members

Distribution



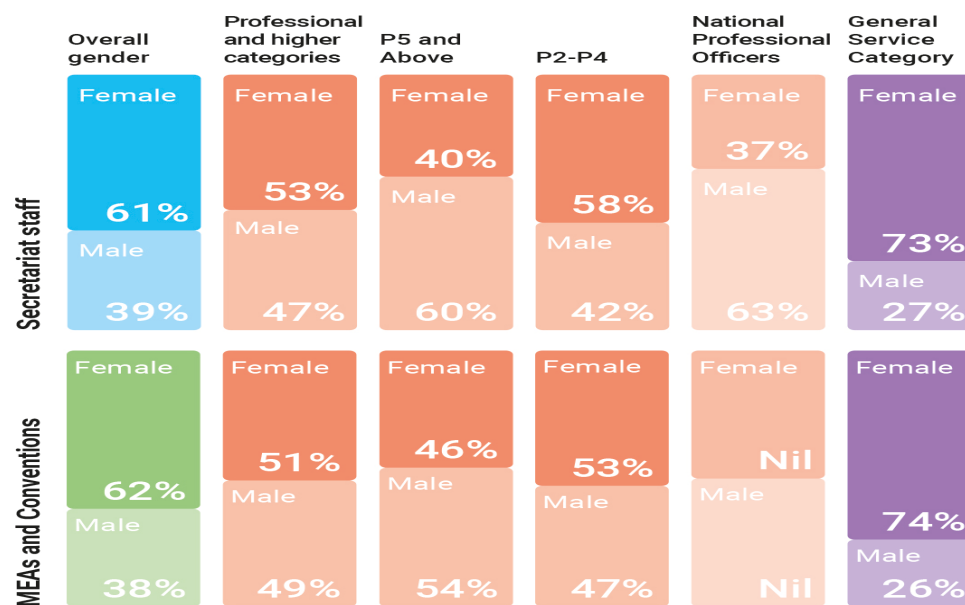
Categories



NPO: National Professional Officer

GENDER DISTRIBUTION

Out of the total staff portfolio of 1,242 in 2019, 61% were female and 39% male. At the professional and higher categories, 53% are female and 47% male, which is above the UN target of 50% female representation. The General service level has 73% female and 27% male. Concerted efforts are being made to increase the number of female staff especially at the P5 and above categories.

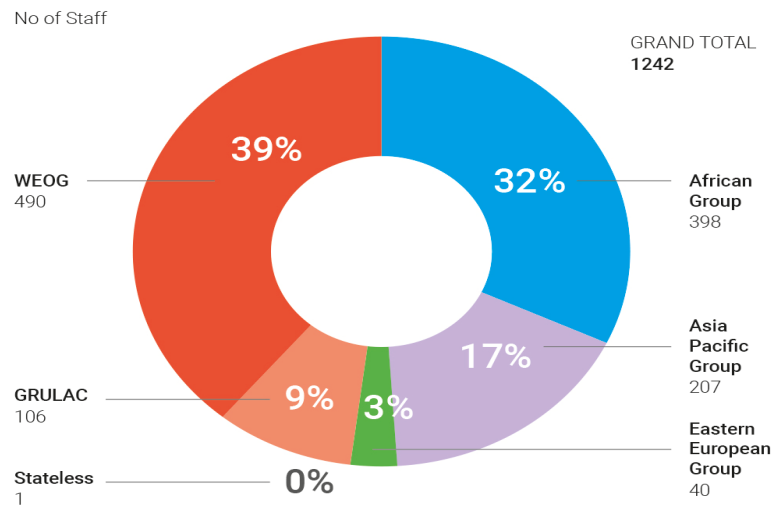


REGIONAL REPRESENTATION

SECRETARIAT AND MEAs

The Western European and Other Groups (WEOG) has a staff representation of 39%, followed by Africa Group with 32%. The Eastern European Group has the smallest representation of 3% (40 staff members). Efforts will continue to be made to recruit more staff from regions with lower representation.

Regional Representation (All staff)



*Latin American and Caribbean Group (GRULAC)

*Western European and Others Group (WEOG)

Strengthening the management of UNEP

- ❖ *During this period, UNEP implemented the Back-to-Basics Model: “A Roadmap for strengthened foundational controls and principles for management and administration of UN Environment”.*
 - ❖ *The objective of the back-to-basics foundational concept is to improve programme delivery by ensuring that clear systems and frameworks are in place for UNEP to deliver on its mandate and to regain its foothold in leading the global environment agenda.*
 - ❖ *5 Lines of Defense - This model created scope for establishing best practices, defining the role of Corporate Services, improving transparency, accountability and credibility.*
 - ❖ *The model further reinforced sound principles of management across the organization with the aim of encouraging good management behavior.*
-

Challenges and Risk management

- ❖ *UNEP increased engagement with OIOS on thematic and other internal control processes. In 2019 the workplan included audits on Afghanistan, Recruitment, Partnerships and CBD.*
 - ❖ *In 2019, UNEP also launched a Peer Review mechanism with the aim of helping the Executive Director achieve UNEP's strategic objectives by reviewing a range of projects, programmes and areas of operation and making practical recommendations to mitigate risk, enhance management and governance practices and improve systems of risk management and internal control.*
 - ❖ *In light of the UN Secretary General's Delegation of authority in the administration of the Staff Regulations and Rules and the Financial Regulations and Rules at the end of 2019, UNEP updated its Delegation of Authority Policy and Framework. The policy simplifies and streamlines the delegation of authority at UNEP and enables the principle of subsidiarity in decision-making to be applied.*
 - ❖ *UNEP has aligned itself with renewed focus and attention on risk management in the UN Secretariat. UNEP engaged in two workshops in 2019 to update on methodology, approaches and timelines.*
 - ❖ *In October 2019, a Junior Professional Officer on Risk Management funded by the Netherlands joined UNEP which strengthened capacity.*
-

Challenges and Risk management

Challenges:

- ❖ *Strengthening capacity building initiatives to empower staff on their role as gatekeepers and custodians.*
- ❖ *Clarifying and confirming the roles and responsibilities of CSD.*
- ❖ *Reinforcing values, actions and model behavior by management.*
- ❖ *Reinforcing a culture of accountability and transparency.*
- ❖ *Increasing capacity for risk management and training to staff on risk management.*
- ❖ *In line with the Secretary-General's system-wide Gender Parity Strategy and UNEP's Gender Parity Implementation Plan, progress has resulted and remains in a 61:39 female to male ratio. There is the need to further balance recruitment of both senior level and general service staff.*

Risk Management:

- ❖ *As part of efforts to strengthen accountability, transparency and technical capacity as well as enhancing knowledge on organizational policies, UNEP committed to the establishment in 2019 of the Corporate Academy which focused on Fund Management/Administrative Officers and Assistants.*
 - ❖ *The Corporate Academy created scope for capacity building, establishing best practices, defining the role of Corporate Services, improving transparency, accountability, risk mitigation and credibility.*
-

Lessons Learnt

- ❖ *Delegation of Authority: roll out of the new DOA has permitted the Corporate Services Division to monitor the various accountability pillars. Corporate Services constantly advises senior management on specific trends through dedicated visual dashboards. Dashboards focus primarily on the key performance indicators introduced by the Secretary General as part of the new delegation of authority framework.*
 - ❖ *UNEP management has increased awareness on data and takes more decisions based on business intelligence data which has been analyzed and presented in a visual context for example travel dashboard.*
 - ❖ *The Peer Reviews provide the Executive Director with both early insight into emerging risk areas as well as areas of best practice that could be replicated.*
 - ❖ *Corporate Academy: provided clarity around knowledge that Fund Management/Administrative Officers are expected to hold in order to fulfil their functions and allow for key updates and policy sharing.*
 - *The Academy is a living forum that is fluid and will provide participants with continuous learning opportunities that enhance skills and capacity, regular updates on reform initiatives, policies, guidelines, workflow processes and managing risk.*
 - *There is a great deal of work to be done on extending knowledge management and capacity building across UNEP.*
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Thank you



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