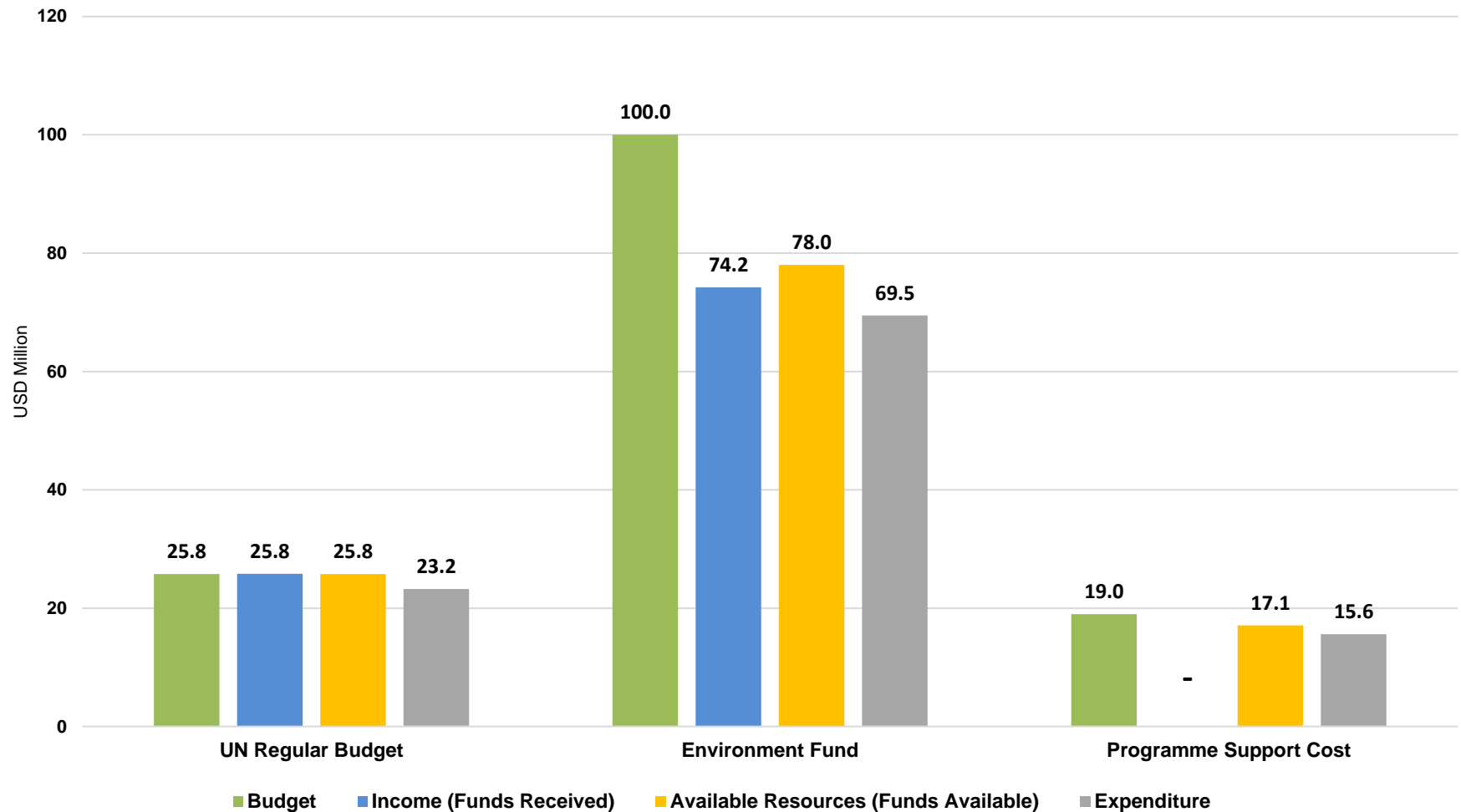


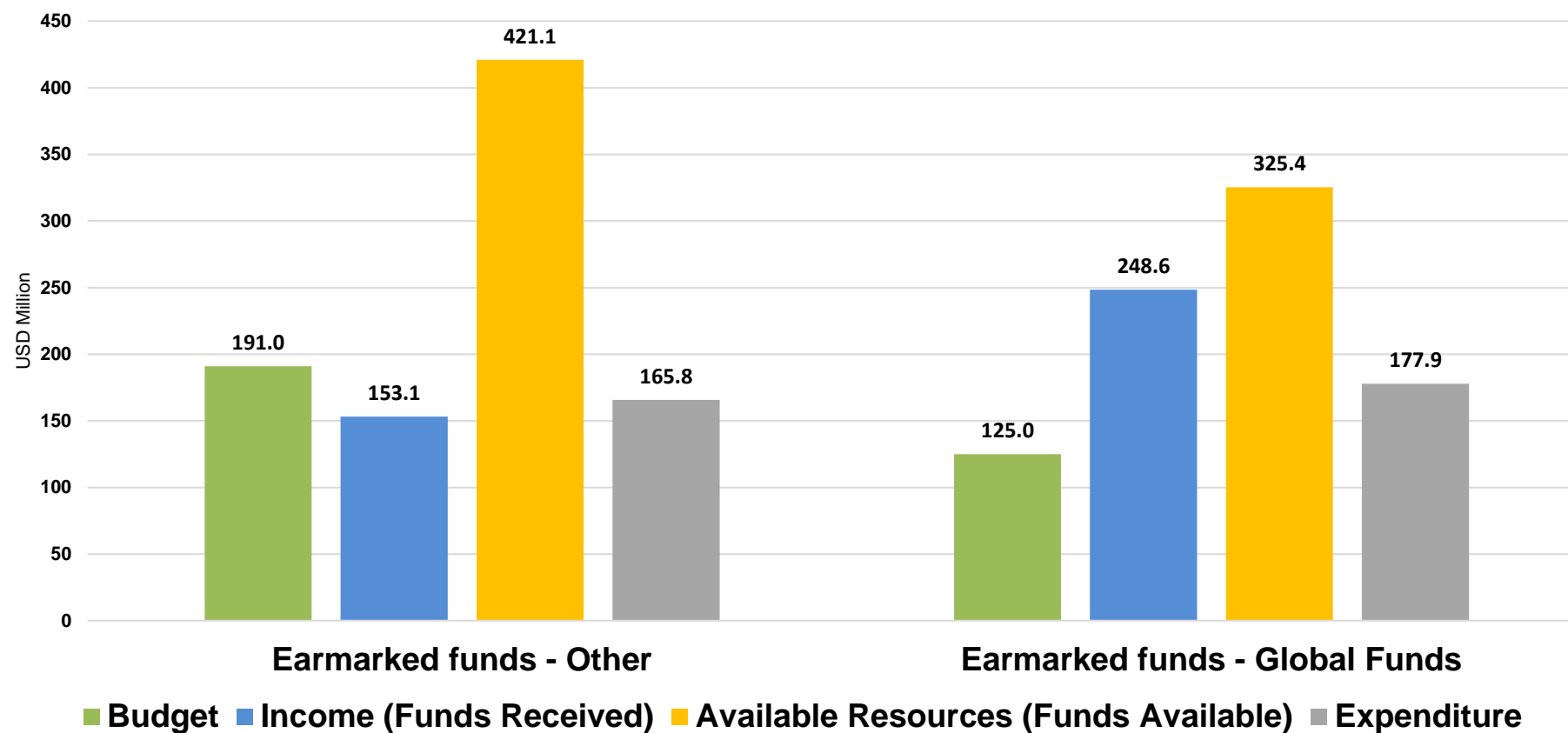
Overview Resources & Management 2020 Programme Performance Report

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

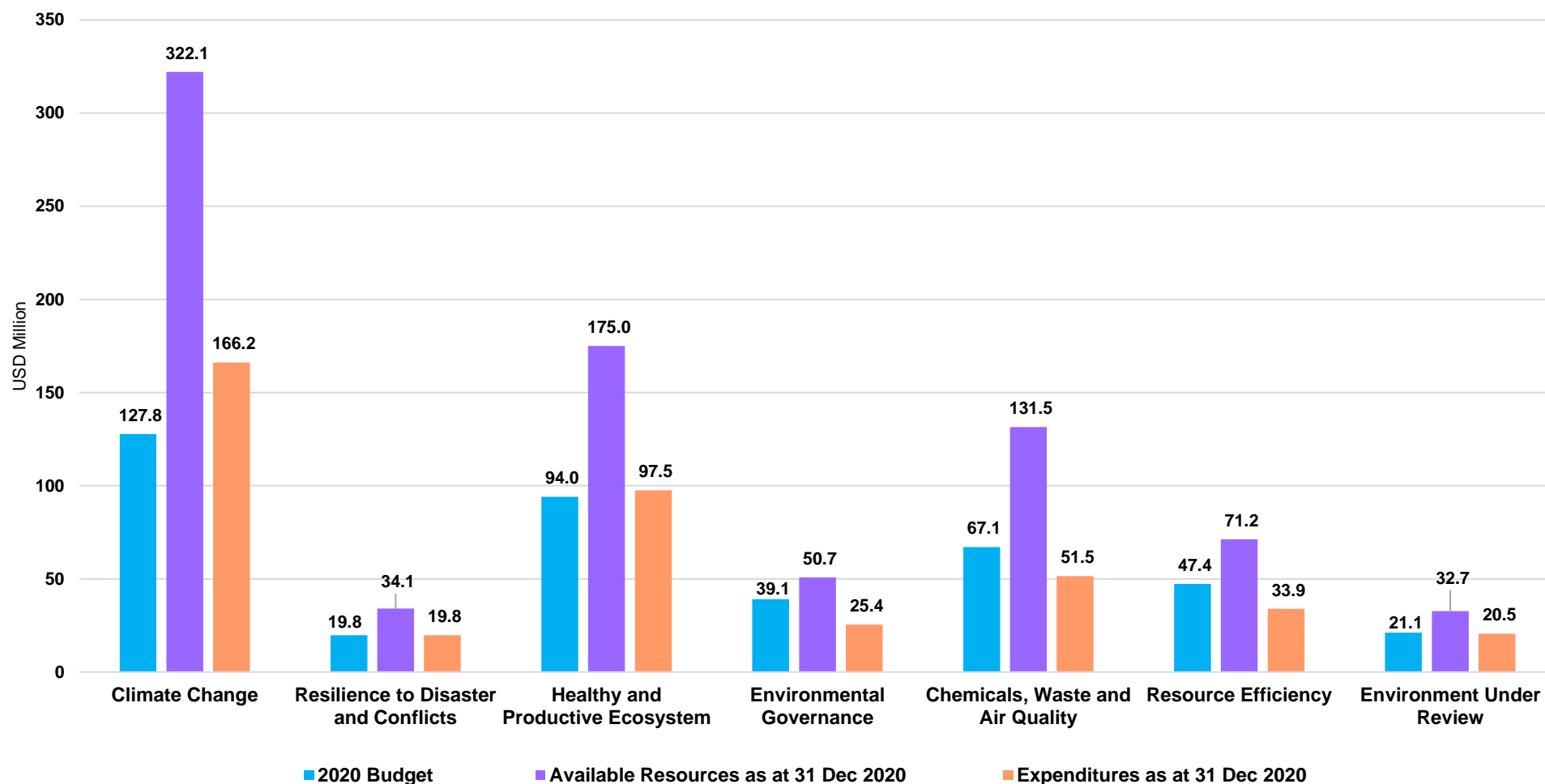
Budget, Income, Available Resources and Expenditure (Annual Funds) January - December 2020



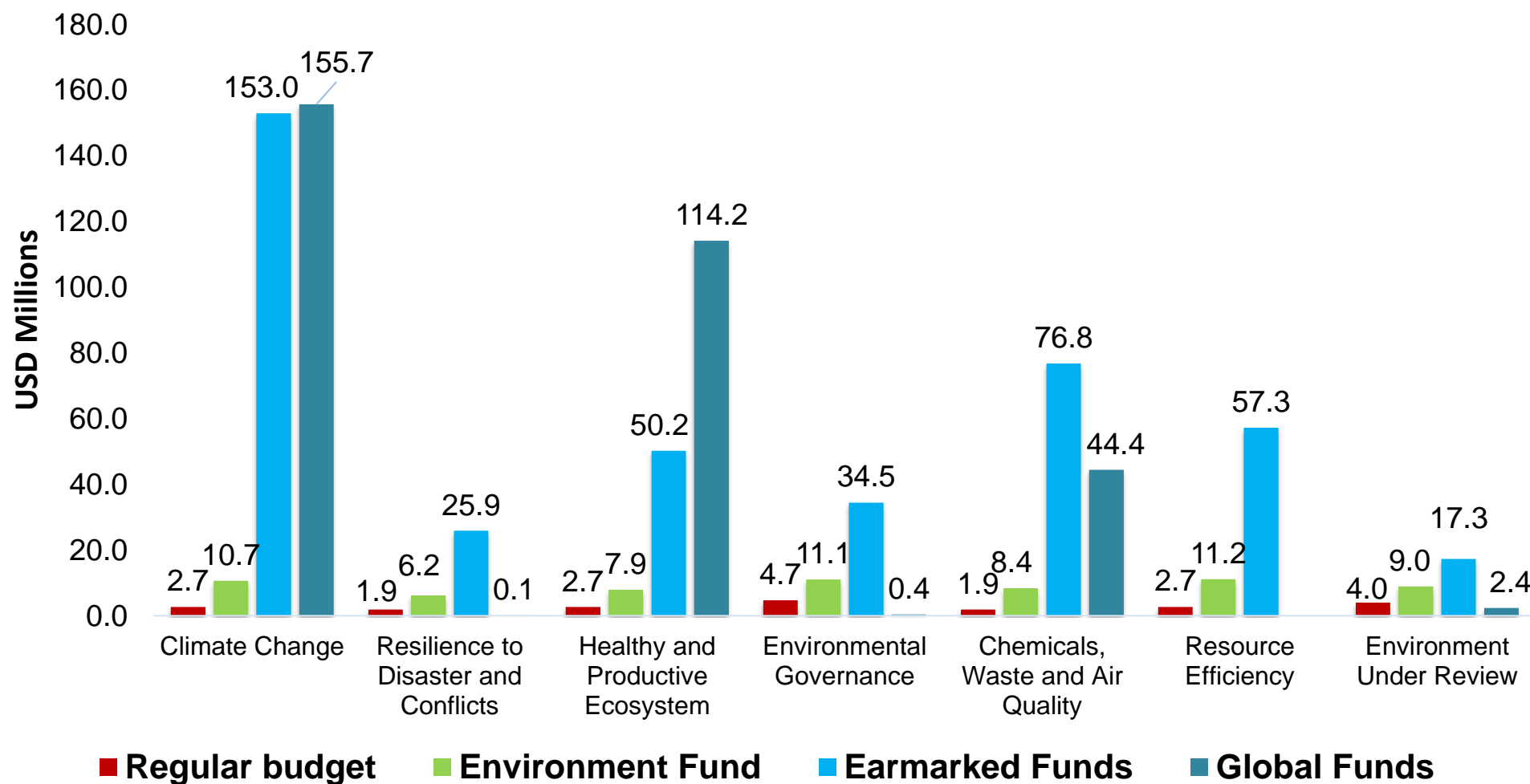
Budget, Income, Available Resources and Expenditure (Multi-year Funds) January - December 2020



Performance by Sub-Programme January - December 2020

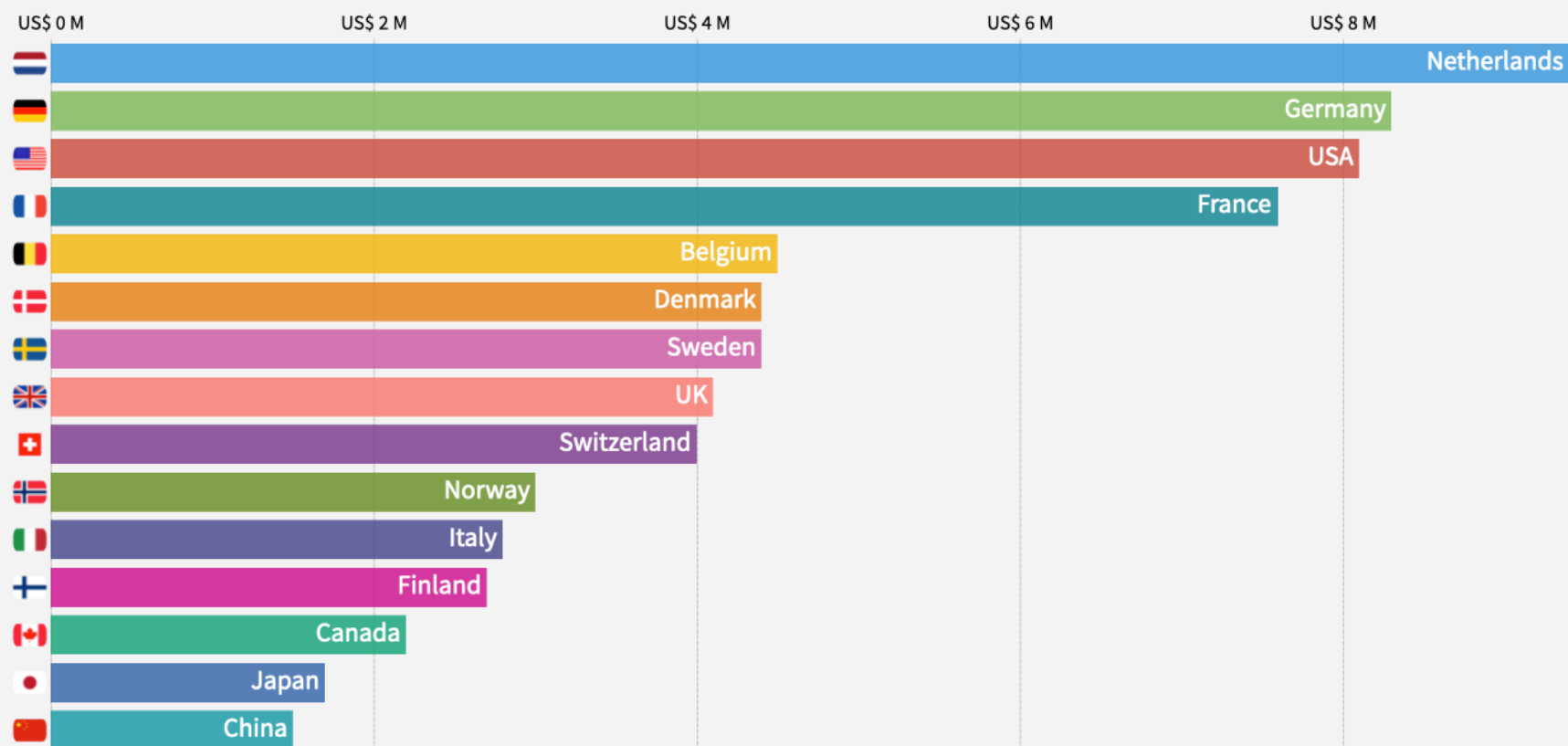


Available Resources by Sub-Programme Jan-December 2020

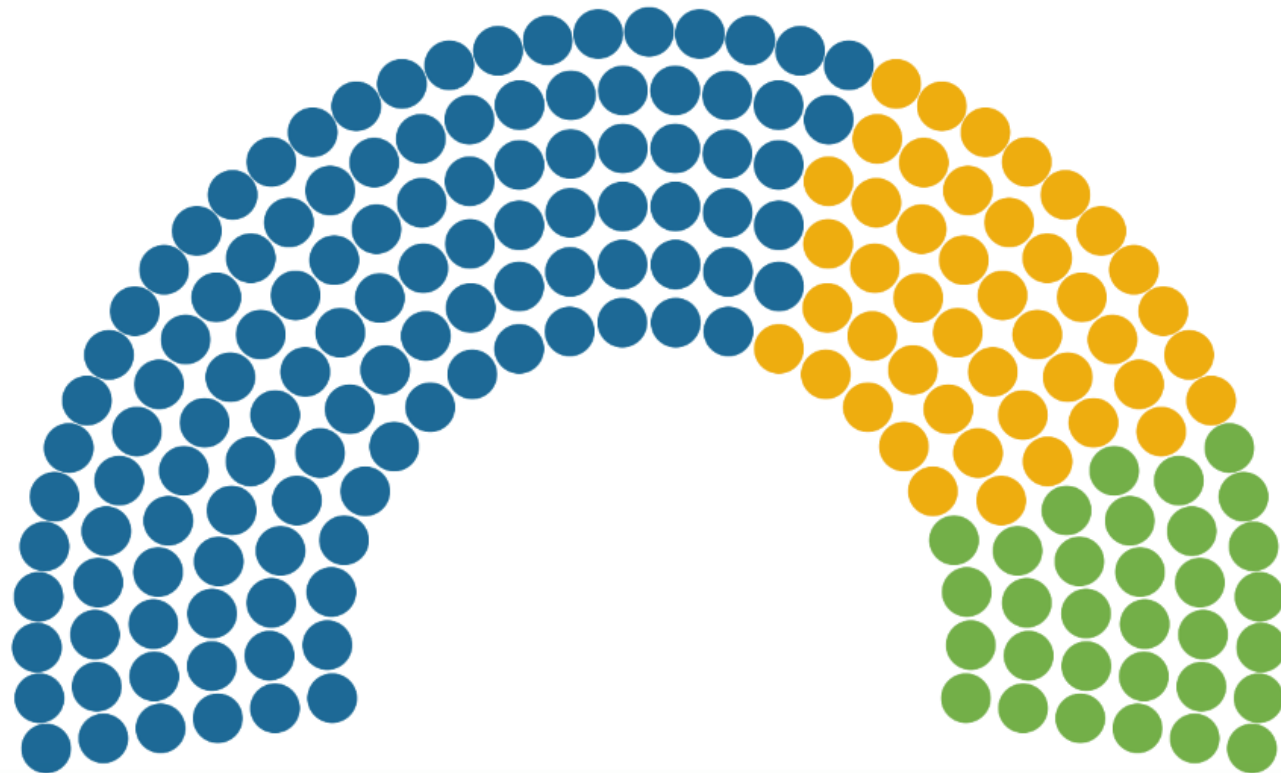


Top-15 contributors to the Environment Fund 2020

Top Contributors to the Environment Fund (2020)

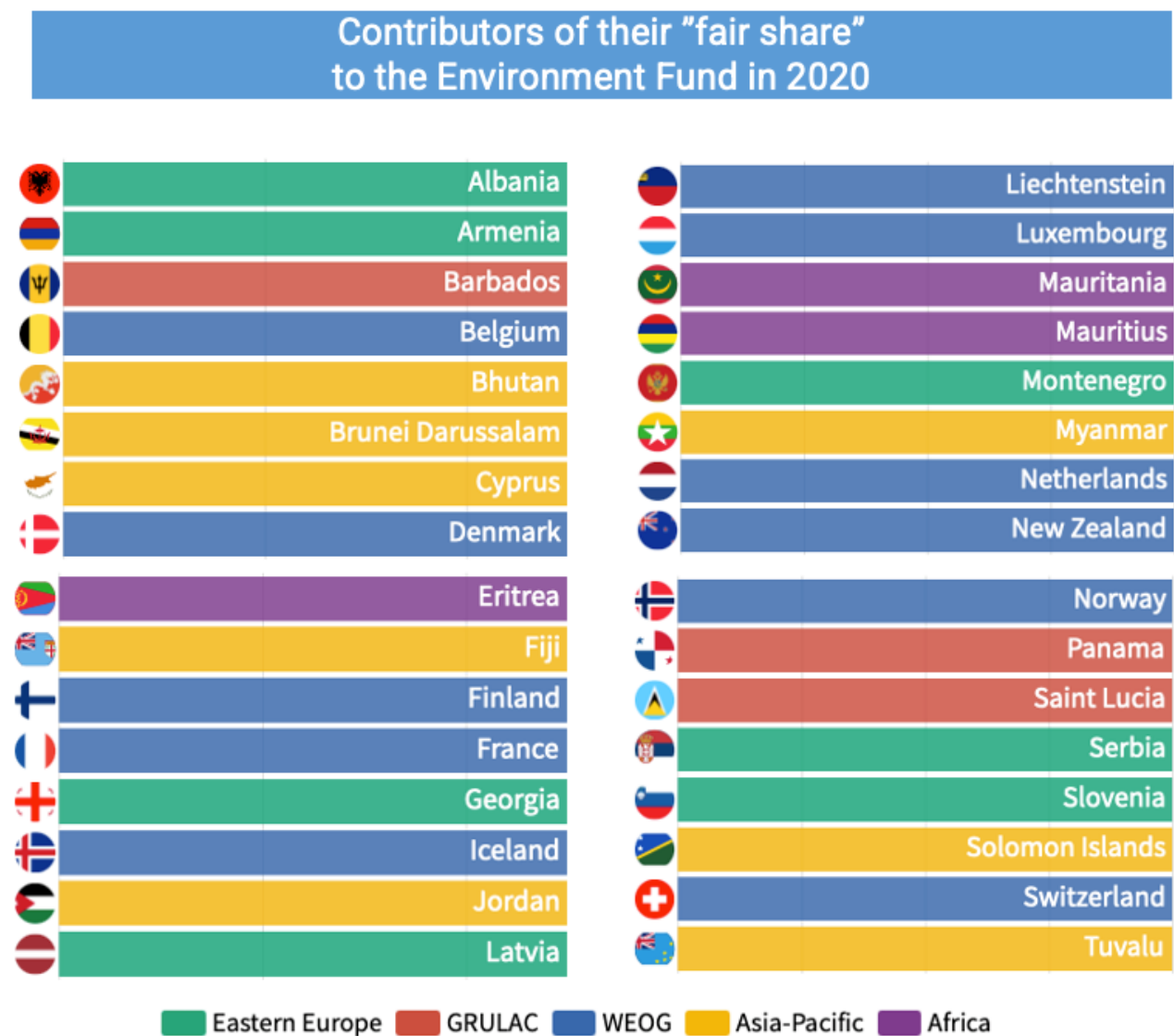


Every Member State Counts – so does contributing the "Fair Share"



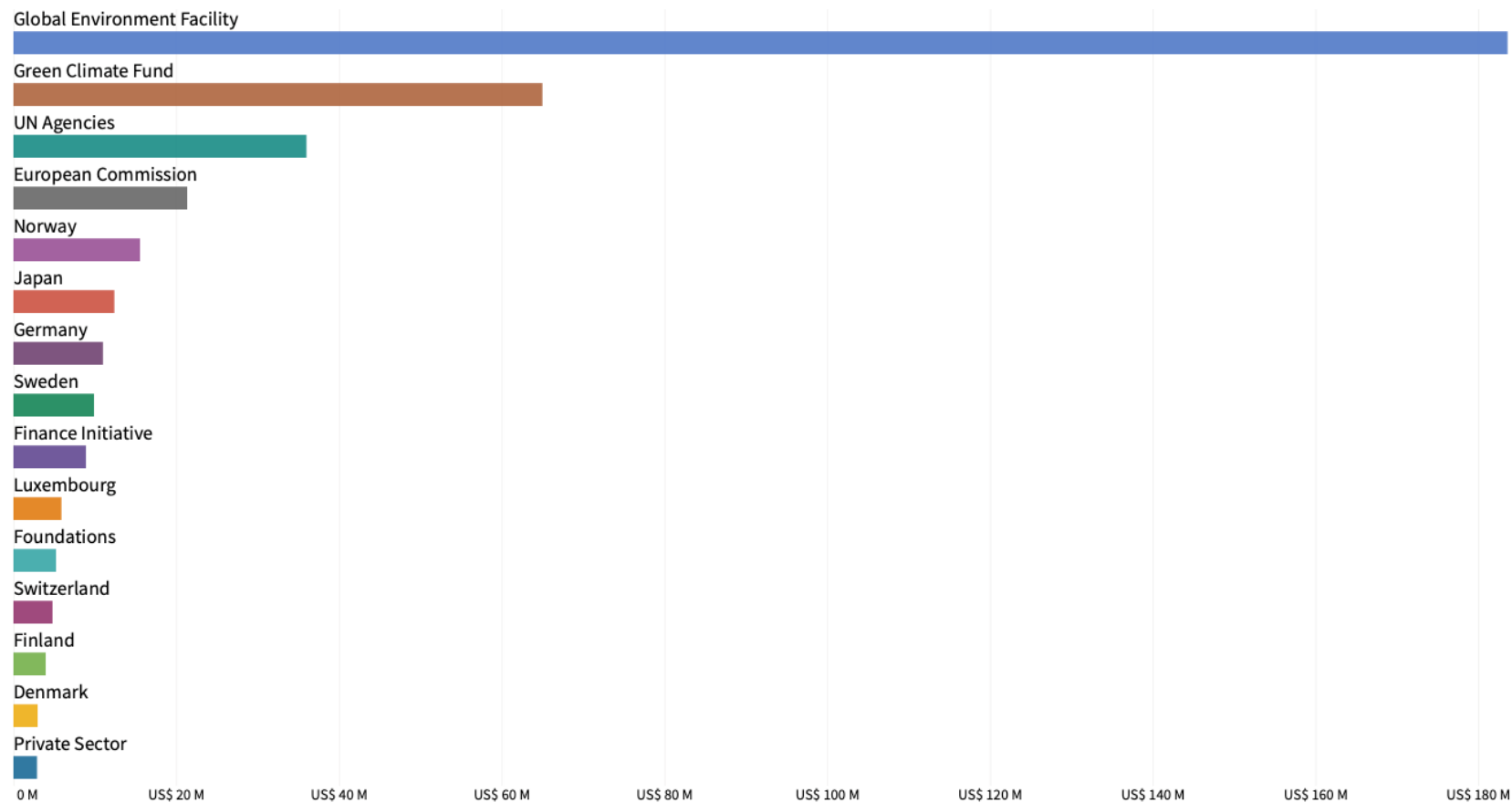
116 **45** **32**
Non-Contributors Other Contributors "Fair Share" Contr.

Big thanks to these 32 Member States that contributed their Fair Share!



Top-15 contributors of Earmarked Funds 2020

Top-15 Contributors Earmarked Funds (2020)



2020 Survey on Funding of UNEP

“UNEP on right track identifying and addressing funding challenges”

Wide agreement on **UNEP’s strengths and comparative advantages** (95%)

“**Fair share**”/**VISC** useful tool (85%)

Tools and products in use to **increase visibility of funding partners** important (> 80%)

Information products on funding helpful

(e.g. web 92%, PPR 81%, monthly Environment Fund reports 86%)

Good guidance received on increasingly **shifting** tightly earmarked funding **to softly earmarked funding**



Investing in UNEP means investing in people, planet and prosperity.

UNEP Staff Overview

As of 31 December 2020

UNEP Staff at a Glance

UNEP Staff Component	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total Professional & above	NPO	GS Total	Total Staff
UNEP Secretariat	1	2	4	39	100	193	160	70	569	7	368	944
MEAs		1	3	10	36	53	49	28	180	1	144	325
Total Staff	1	3	7	49	136	246	209	98	749	8	512	1269

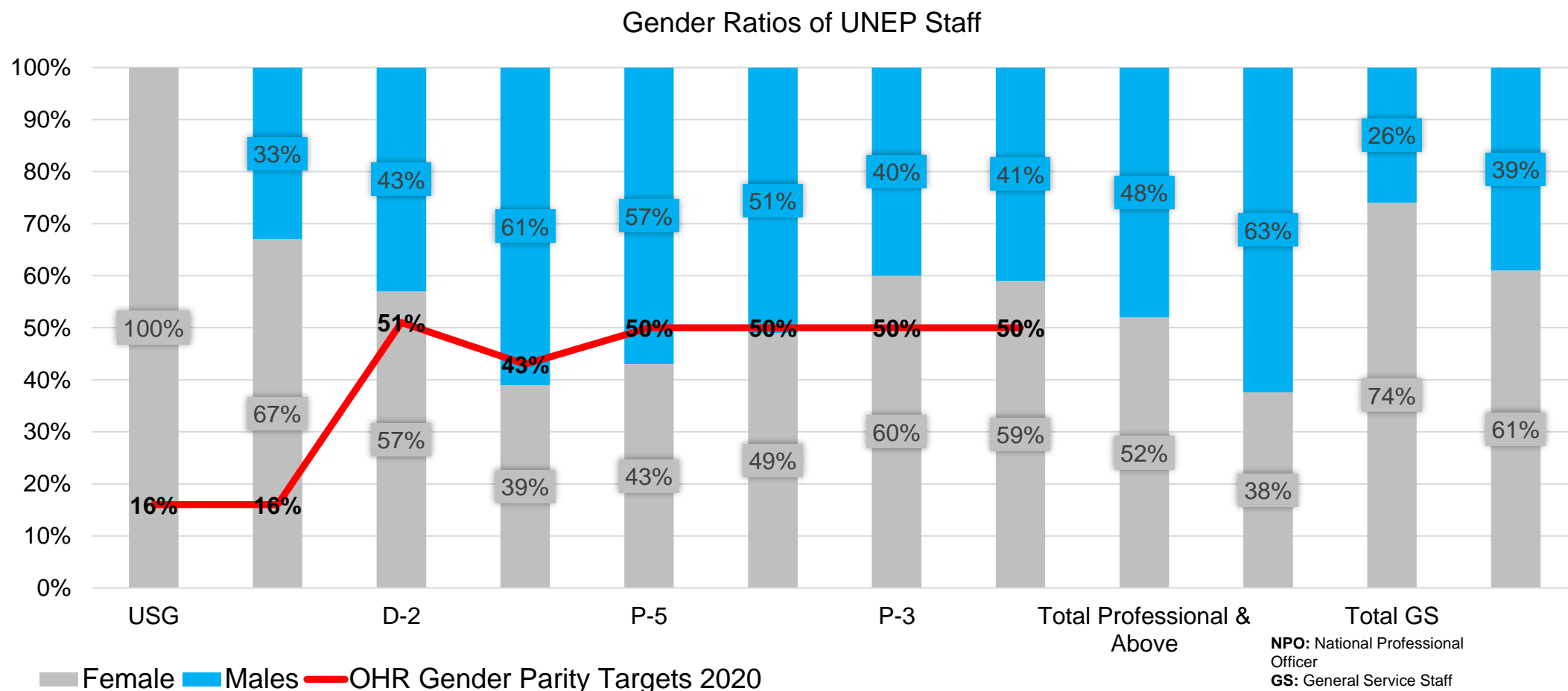
Overall Gender Distribution (Secretariat and MEAs)	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total Professional & above	NPO	Total GS	Total Staff
Female	1	2	4	19	58	120	126	58	388	3	377	769
Male	0	1	3	30	78	126	83	40	361	5	135	500
Total Staff	1	3	7	49	136	246	209	98	749	8	512	1269
Female %	100%	67%	57%	39%	43%	49%	60%	59%	52%	38%	74%	61%
Male %	0%	33%	43%	61%	57%	51%	40%	41%	48%	63%	26%	39%
OHR Gender Parity Targets 2020	16%	16%	51%	43%	50%	50%	50%	50%	-	-	-	-

NPO: National Professional Officer
GS: General Service Staff

Overall UNEP Gender Distribution

Gender Distribution

Consolidated data of Secretariat and MEAs



Gender Distribution

Disaggregated by Secretariat and MEAs

UNEP Secretariat	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Professional & above Total	NO	GS Total	Total
Female	1	1	3	14	44	90	96	47	297	3	271	571
Male		1	1	25	56	103	64	23	272	4	97	373
Total	1	2	4	39	100	193	160	70	569	7	368	944
Female %	100%	50%	75%	36%	44%	47%	60%	67%	52%	43%	74%	60%
Male %	0%	50%	25%	64%	56%	53%	40%	33%	48%	57%	26%	40%

UNEP Secretariat

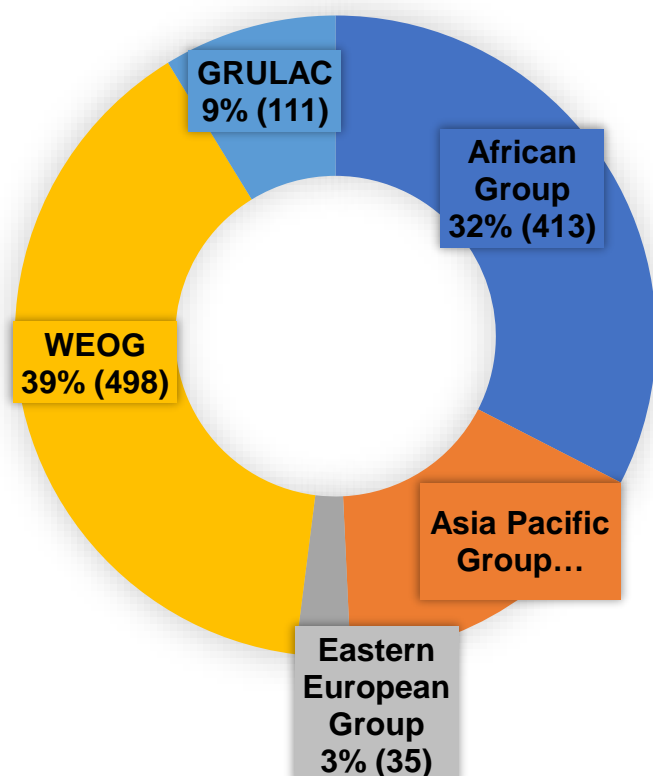
NPO: National Professional Officer
GS: General Service Staff

UNEP Hosted MEAs	UNEP Hosted MEAs	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Professional & above Total	NO	GS Total	Total
	Female	1	1	5	14	30	30	11	92	0	106	198
	Male		2	5	22	23	19	17	89	1	38	127
	Total	1	3	10	36	53	49	28	181	1	144	325
	Female %	100%	33%	50%	39%	57%	61%	39%	51%	0%	74%	61%
	Male %	0%	67%	50%	61%	43%	39%	61%	49%	100%	26%	39%

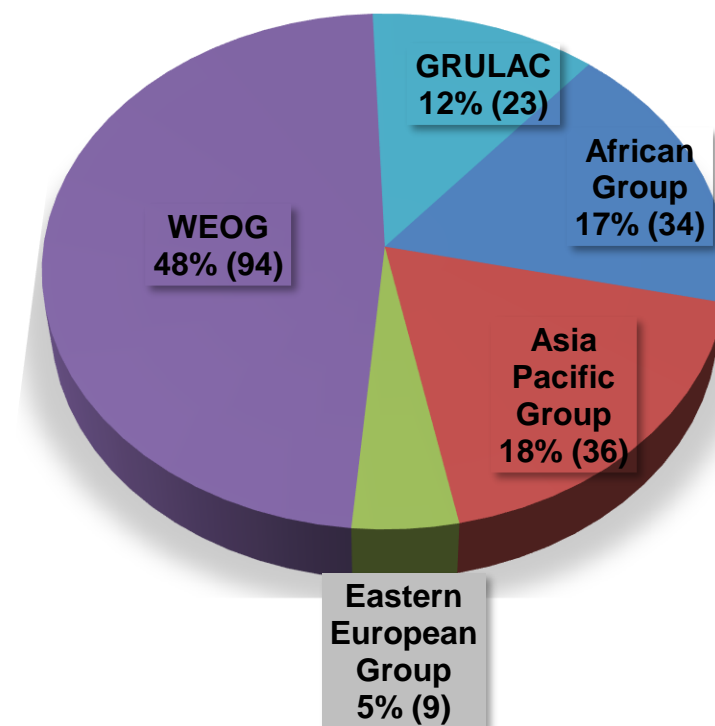
Regional Representation

By General Assembly Regional Groupings

Regional Representation of All UNEP Staff



Regional Representation at P5 & Above

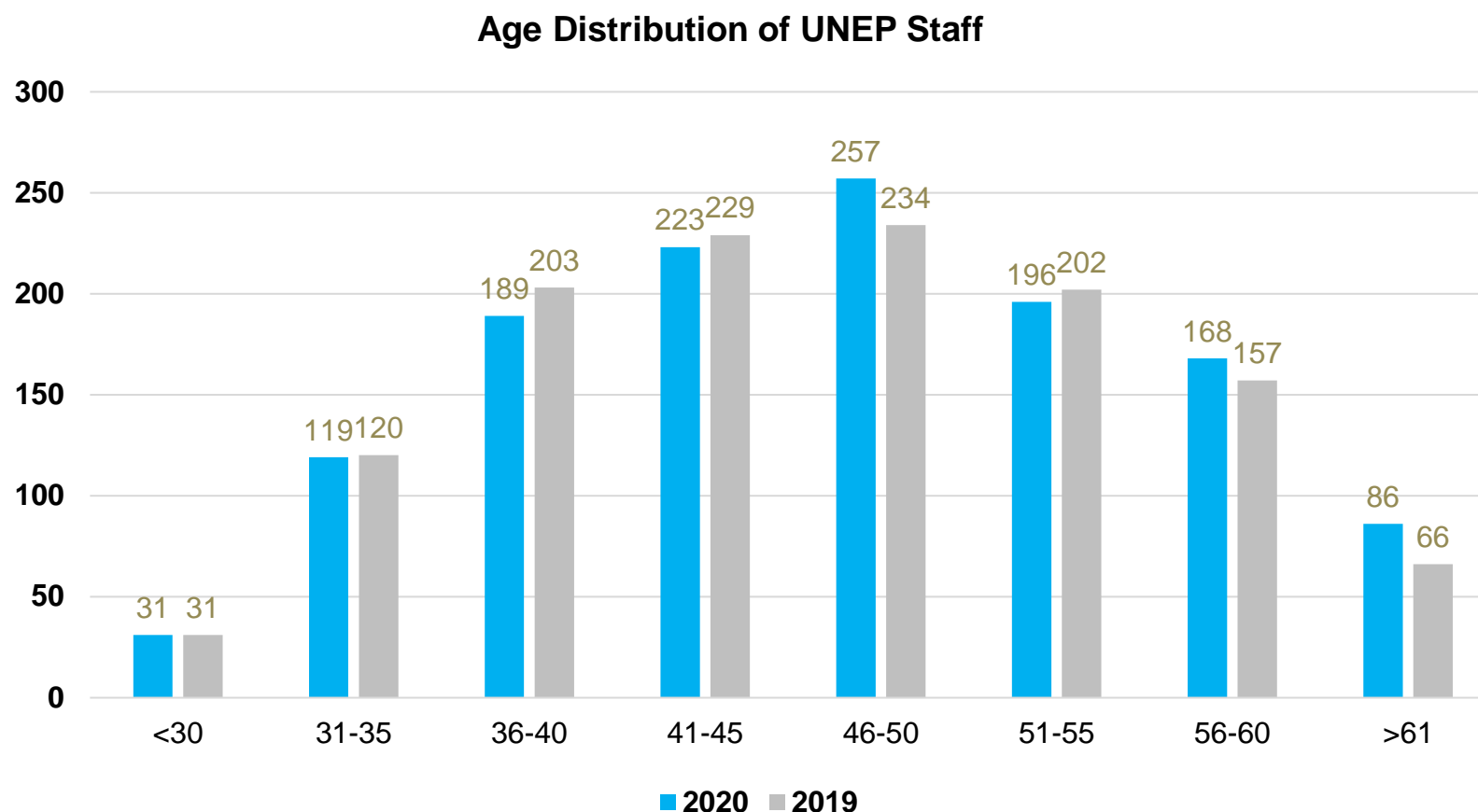


*GRULAC: Latin America and Caribbean Group

*WEOG: Western Europe and Other

Age Distribution

Comparison between 2019 and 2020



Strengthening the management of UNEP

- Initiated a transformation strategy centered around change management interventions that identify and prioritize culture change, business transformation, and leadership team development interventions.
 - Establishment of systematic communities of practice for finance and HR (“Networks”)
 - Development of HR standard operating procedures and issuance of financial guidance policies to establish clarity and lines of accountability, reduce duplication and streamline working arrangements
 - Use of dashboards to track and monitor programme implementation, internal controls, budget implementation, recruitment, travel.
 - Implementation of key system-wide UN Reform strategies - Implementation, monitoring and reporting of the Funding Compact; active member of the Business Operations Strategies (BOS) and Common Back Office (CBO); participation in HLCM; joined the Management Accountability Framework (MAF) for assessment of Resident Coordinators; representation in the Management Client Board.
-

Audit Updates

In 2020, the following audits were undertaken:

- Management of Partnerships at UNEP: Received 1 Critical, 12 important recommendations. On the critical recommendation, UNEP has already taken remedial action that has been submitted for auditors consideration
 - Grants Management at UNON, UNEP and UN-Habitat: Received 6 important recommendations
 - Management of Data Classification and Data Privacy at UNON, UNEP and UN-Habitat: ongoing
 - The Board of Auditors team (CNOA) from China conducted the Internal Control and Management Audit (2020 Interim Audit) of UNEP Headquarters, Regional Office for Asia and the Pacific, BRS Conventions, and the Addis Ababa Liaison Country Office. The final report is yet to be issued.
 - Internally, UNEP improved coordination and capacity building to ensure timely review and implementation of oversight body recommendations.
-

Challenges and Risk management

Challenges:

- The COVID – 19 pandemic posed several challenges around HR related issues, duty of care and in transitioning the organization to a remote workplace to ensure business continuity
- A freeze on all Regular Budget related recruitment also impacted on UNEP's ability to fill key positions
-

Risk Management:

- - In 2020, UNEP continued to build on the back-to-basics model focusing on risk mitigation measures through capacity building initiatives
- Launched an online platform of the Corporate Academy to ensure training of staff in their role as gatekeepers and custodians of rules and policies
- Initiated a comprehensive workforce mapping exercise of FMO/Administrative Officers
- Continued to utilize the Peer Review Mechanism to identify potential risks, inform decision-making and monitor project implementation
- Appointed a Conduct & Discipline Focal point
- Enhanced decision-making on performance monitoring through monthly management dashboards
- Creation of the Crisis Management Group to coordinate UNEP's response to the COVID-19 pandemic

Lessons Learnt

- Monthly dashboards supported monitoring of our COVID-19 response
 - The Corporate Academy continues to empower participants and to transform knowledge into impactful actions by strengthening accountability, transparency and mastery of organizational policies contributing to improved oversight and management.
 - Two Peer Review processes were carried out which informed decision-making around risk mitigation and early detection of potential challenges in project implementation.
 - The workforce mapping will provide clarity around the performance standards as well as the skills and knowledge that FMOs are expected to hold in order to fulfil their functions and allow for key updates and policy sharing.
 - Issuance of Standard Operating Procedure (SoPs) HR manuals consolidated efforts to further the systematization of HR processes and keep all stakeholders in alignment in the critical area of recruitment.
 - Shifting from a defensive strategy to one that is more proactive and future-proofing by rolling our Management Reform into the Operational Excellence Pillar.
-



Thank you



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