



UN-Women Integrated Budget 2024-2025

Informal Executive Board Session

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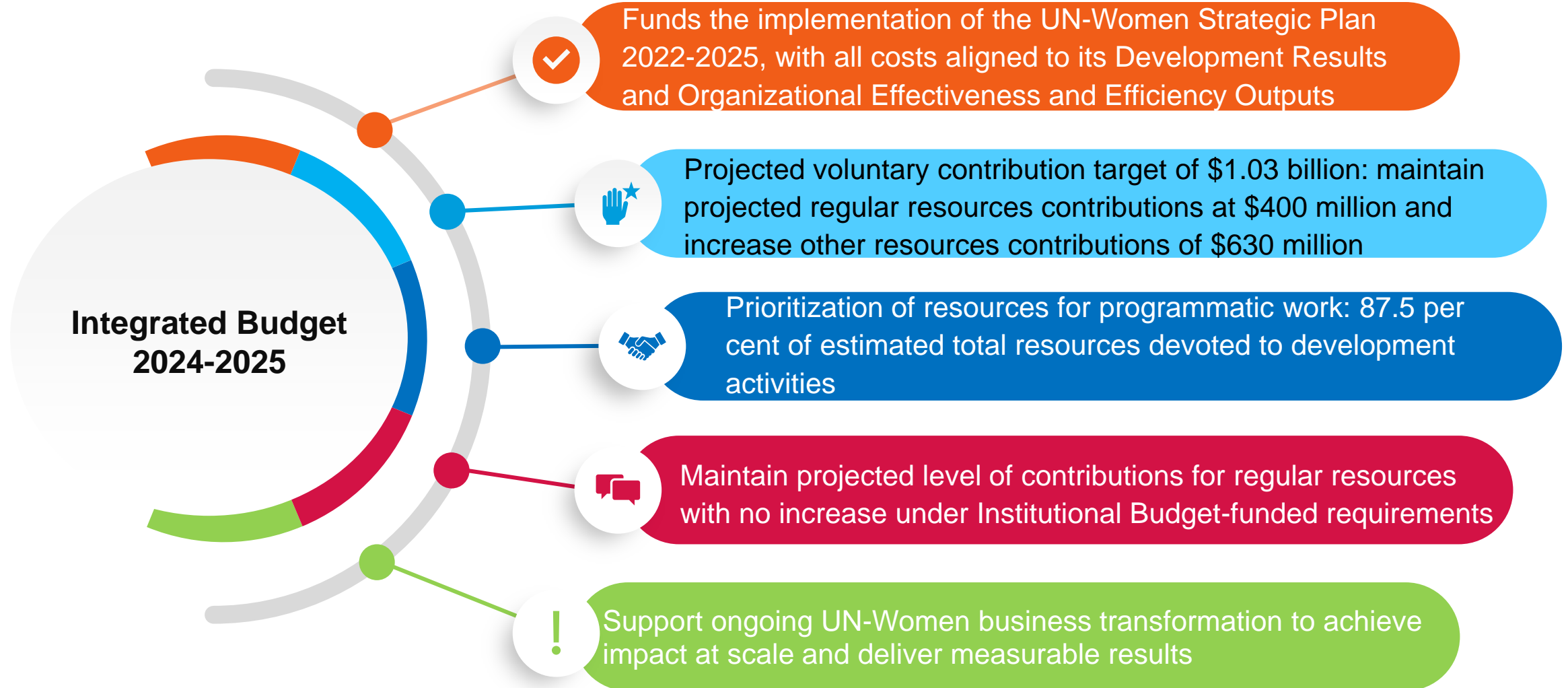
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1. Integrated Budget 2024-2025 Highlights



2. Institutional Budget – Main Elements

Zero-growth institutional budget of \$204.4 million

- Budget-neutral establishment of six (6) additional field coordination posts fully offset by cost savings and efficiencies due to savings of \$1.5 million in HQ rent and \$1.2 million in ICT costs

Budget- and post-neutral organizational realignment

- Upgrade P5 Chief of Humanitarian Action in New York to a D1 Chief of Humanitarian Action/Director of Geneva Office, through internal realignment

Special Purpose activities

- Maintain the special purpose ERP funding, including for corporate planning and reporting, system integration and transparency: \$5.0 million
- Support to strategic executive initiatives: \$300,000



3. ACABQ Recommendations – Management Response

Recommendation

Para. 8. Notes that savings used to offset the requirements for additional staffing reflect a change in the apportionment of costs (rent and ICT) from regular resources to other resources. Further information requested on the criteria used that resulted in this change.

Para. 10. Calls for UN-Women to diversify the donor base and engage with the private sector to increase the level of available unearmarked contributions.

Para. 17. Encourages UN-Women's change management initiatives and looks forward to seeing the future budgets reflect the outcomes of these, in particular strengthened investments at the country level

Management Response

The identified cost savings and efficiencies gains is a direct result of implementing the harmonized joint cost-recovery policy (DP/FPA-ICEF-UNW/2020/1), which emphasizes that regular resources shouldn't subsidize other resources, with apportionment of eligible costs such as rent and ICT.

While UN-Women's donor base is already wider than the majority of its peers in the UN system, it continues to seek to widen that base further, increasing contributions from non-traditional donors and investing in individual giving (from private individuals).

UN-Women's "Pivot to the Field" process includes capacitating locations outside HQ, increasing regional delegation of authority (decentralization of functions) and reducing NY-based staffing ratio (relocation). The Entity has also committed to analyzing the allocation of core resources, in consultation with its governing bodies.

3. ACABQ Recommendations – Management Response

Recommendation

Para. 19. Notes UN-Women’s cooperation with the UN development system and trusts that the six new positions can contribute to further enhancing this, avoiding duplication and promoting effectiveness and efficiency.

Para. 21. Requests further information on the additional requirements justifying the relocation and reclassification of the D1 Chief of Humanitarian, and on the criteria used to decide which country offices have D1 representatives.

Management Response

UN-Women appreciates the emphasis on the need for further cooperation in the UNDS and has placed coordination at the centre of its strategic pivot. The six new coordination posts in the ROs will work closely with the Regional DCOs and support Issue-based coalitions and Regional Collaborative Platforms.

The D1 Chief of the Humanitarian Section will lead UN Women’s membership in the IASC and related structures, promote accountability in the humanitarian system, strengthen gender in global humanitarian action and its translation into concrete results. Based on the functions, the position was classified at D1 level in accordance with ICSC Job Evaluation and Classification Standards. The D1 Representatives also follow ICSC Classification standards and are informed by the UN Women Presence Governance Policy.

3. ACABQ Recommendations – Management Response

Recommendation

Para. 25. Notes the imbalance in the geographical representation of staffing and the difference in the geographical composition between staff and non-staff, and trusts that UN-Women will increase its efforts to achieve broader geographical representation among its staff and provide more information on this.

Para. 31. Notes that ERP systems should build capacity across the UN development system and advance common business operations to achieve higher level of interoperability, and that investments should reduce over time. Requests further information on the costs of the ERP moving forward, as well as on the benefits and efficiencies achieved after implementation of the new system.

Management Response

UN-Women will continue to monitor the representation of regional groups and identify outreach opportunities to engage as diverse a population as possible. UN-Women wishes to highlight that many personnel hold dual or multiple nationalities, while the UN system recognizes only one, with the most recently obtained nationality reported in accordance with Staff Rule 4.3.

UN-Women confirms that the ERP system will continue to be part of a joint interagency project, aiming to further improve interoperability of core components and business operations that are common to all Agencies. UN Women is aligned with the expectation of reduced costs for the ongoing operation of the ERP once implementation is complete.

3. ACABQ Recommendations – Management Response

Recommendation

Para. 32. The roll-out of the new ERP system and planned investments in customization should support the entity to improve its Results Based Budgeting and Management (RBB/RBM), develop strong linkages between resources and the Strategic Framework, and provide more detailed information on institutional budget estimates and expenditures.

Para. 35. Encourages UN-Women to continue to collaborate with the RC system to consolidate gender equality efforts within the UN system. UN-Women to explore ways to further integrate its global office footprint with the RC system to achieve greater efficiencies and balance operational requirements with cost efficiency considerations, including consolidation of locations and back-office functions.

Management Response

UN-Women confirms that the envisioned scope for the future development of the ERP system aims to further improve and integrate Results Based Budgeting (RBB) and Management (RBM) functionality with the ERP and enhance corporate reporting on results, cost components and expenditures.

UN-Women is a strong partner to RCs and other UN partners, including identifying cost efficiencies at the country level through co-location, common premises, and common back-offices. About 80% of UN-Women's country presences are located in UN Common Premises. Together with UN DOCO, UN-Women developed the Gender Equality Coordinator model, to be co-located with the RCO in countries that require UN-Women support but where UN-Women does not have a Country Office. UN-Women is committed to continue this ambition in the future whenever feasible.



Thank you!