



Olga Algayerova

Executive Secretary of the United Nations Economic Commission for Europe

2022

*I, **Olga Algayerova, Executive Secretary of the United Nations Economic Commission for Europe**, will strive to fulfil the goals of the United Nations Charter. My actions and behaviour will embody the values of the Organization at all times as I work to achieve the mandates and priorities of the Organization.*

I commit myself to using the authorities delegated to me by the Secretary-General to implement the mandate of my department/office/mission effectively and accountably, and in doing so to achieve the objectives detailed below, for which the Secretary-General will hold me accountable. I, in turn, will foster a results-oriented culture and ensure that these objectives are reflected in the work plans and performance assessments of my staff at all levels.

SECTION 1: DELIVERING PROGRAMMATIC OBJECTIVES

I commit to delivering programme results and tracking programme performance using the Umoja SPPM solution to foster a results-oriented culture and proactively and systematically manage human and financial resources to ensure that sustainable results are achieved.

I will give personal attention to delivering against the following strategic objectives pertaining to my entity in 2022.

Strategic Objective
ECE supports its member States to accelerate progress towards the SDGs, recovering from the COVID-19 pandemic and making full use of the opportunities provided by the "Our Common Agenda" report.
Specific commitments
ECE intergovernmental architecture substantively contributes to preparation of the 70th Commission (2023) high-level theme on "Digital and Green Transformations for sustainable development in the UNECE region". (Baseline: progress reported to the Chair's of the Executive Committee)
ECE intergovernmental architecture implements decisions taken at the 69th Commission (2021), on the high-level theme "Promoting circular economy and the sustainable use of natural resources". (Baseline: progress reported in the reports of the sectoral committees)
As the 2022 Coordinator of the Regional Commissions, I will facilitate active engagement in implementation of Our Common Agenda, as appropriate, and provide substantive contributions to relevant high-level meetings at UN Headquarters. (Baseline: Regional Commissions contributions to high-level meetings)



Specific commitments

Subject to available extrabudgetary funding, UNECE's 75th Anniversary provides an opportunity to take stock, and look forward, discussing ECE's role in supporting member States towards the SDGs and beyond. (Baseline: Agenda of the 75th Anniversary)

Strategic Objective

Accelerated action for the implementation of the 2030 Agenda for Sustainable Development at the regional level.

Specific commitments

Successful implementation of the 2022 workplan of the Regional Collaborative Platform for Europe and Central Asia with demonstrated progress in the implementation of the recommendations of the UNDS reform at the regional level. (Baseline: achievements reflected in the annual results-based report of the RCP)

Successful meeting of the Regional Forum on Sustainable Development with active participation by member States, civil society and the regional UN system entities. (Baseline: report of the RFSD)

Increased number of ECE activities supporting sub-regional and transboundary cooperation are developed and implemented in support of the SDGs (2021 baseline: 16)

Strategic Objective

Increased support to ECE member States, RC System and UNCTs for the implementation of the 2030 Agenda for Sustainable Development at the national level.

Specific commitments

ECE contributes to all Sustainable Development Cooperation Framework (UNSDCF) in the ECE region.

Active engagement of ECE subprogrammes in the 17 programme countries in partnership with RC Offices and UN Country Teams (new indicator, performance measure: number of new projects developed by ECE or inter-agency projects to which ECE contributes)

Strategic Objective

Increased engagement of ECE towards building a world where roads are safer.



Strategic Objective
Specific commitments
Active involvement of the Executive Secretary in high-level activities promoting road safety (new indicator, performance measure: number of press releases)
New partnerships promoting road safety. (Target: 3 new contributions to UNRSF received with a total of at least \$5 million)
Increased or sustained number of accessions to the UN Road Safety Conventions. (2021 baseline: 4)
One Country Road Safety performance review done by Transport Division in 2022
Increased number of international UNRSF projects implemented to promote road safety (2021 baseline: 25)



SECTION 2: DELIVERING ON SPECIFIC AREAS

Senior managers of the United Nations Secretariat have a collective responsibility to personally support and ensure their entity makes progress against all the Secretary-General's priorities and makes an effective contribution to delivering on the Common Agenda. For 2022, the Secretary-General has chosen **three** specific areas to include in the compact. Please describe how you will proactively support the areas of focus as indicated below.

1. UN Reform

The Secretary-General set out a vision of an Organization that is field-focused, integrated across pillars, nimble, decentralized, multilingual, transparent and accountable. The reforms are aimed at improving the functioning of the Organization, as well as the managing of its resources in support of effective programme delivery.

The structural aspects of the reforms are now well consolidated. The Secretary-General's focus for 2022 is to make these structures, accountabilities, and processes as effective as possible through a process of continuous improvement.

I commit myself to ensuring that the reforms are operating effectively in my entity by operating an effective system of delegation of authority, using risk information for strategic decision-making, using evaluation to better inform programme planning and performance reporting, promoting operational integration, being accountable for performance, and escalating problems or opportunities to improve performance to relevant departments or offices.

Specific commitments and expected results

During 2020 and 2021, ECE has taken the full advantage of the UN reform, revising its policies towards more agility but also increased accountability and transparency vis-à-vis its member States.

In 2022, I will continue to consolidate these processes, namely:

- Increased support to the Resident Coordinators and UNCTs of the ECE region through our Regional Advisers, in line with the Technical Cooperation policy approved in 2021 by our Executive Committee. *Expected results: new projects prepared with UNCTs/RCOs in 2022.*
- Increased use of our evaluations results to improve programme planning and internal processes, in line with the Evaluation Policy approved in 2021 by our Executive Committee. *Expected results: 3 subprogramme-level internal evaluations and 1 external evaluation supported in 2022.*



Specific commitments and expected results

- Regular update of the Resource Mobilization Action Plans, presented to our Executive Committee. *Expected results: revised RM Action Plans included in the 2021 Technical Cooperation report presented to EXCOM.*
- Regular monitoring of the implementation of the deliverables included in our approved Programme of Work through Umoja SPPM. *Expected result: 3 monitoring reports delivered in May, September and January 2023.*
- Continue update of relevant risks and mitigation measures in the implementation, and adjustment of UNECE's programme. *Expected results: Risk Register and Risk Treatment Plans updated at least once in 2022.*

2. Climate action

Reduction of the environmental impact of your entity's operations and commitments toward the targets of the UN Secretariat Climate Action Plan.

Specific commitments and expected results

The United Nations Office at Geneva (UNOG) is mandated to provide administrative and general services to ECE. In this regard, ECE will continue to follow and comply with UNOG Environmental Policy and initiatives. However, I will also suggest and encourage UNOG to adopt additional innovative measures to accelerate efforts to reduce GHG emissions, including through the propositions of the Young ECE Sustainable working group.

Through its organization-wide climate action and circular economy task forces, ECE will continue to strengthen synergies on its climate work and will increase outreach to the Geneva-based community on sustainability matters.

In 2022, building on the lessons of the pandemic, UNECE will continue to explore the greater use of remote meeting formats for one-to-one informal meetings or short missions, to reduce air travel where appropriate.

In 2022, ECE will participate to the COP27 in Cairo. Where possible, ECE will contribute to these events through virtual/hybrid and paperless side events.



Specific commitments and expected results

I will encourage ECE staff to take the *Greening the Blue Tutorial* training, providing helpful advice on how each staff member can contribute to improve its environmental performance.

Finally, in 2022, in line with ECE Evaluation policy, internal evaluations will assess, when relevant, how ECE projects have contributed to the Paris Climate agreement of 2015 to disseminate best practices.

3. Data strategy

Operationalization of the UN-wide data strategy (i.e., entity-specific action plans; changes of profiles in staffing tables, recruitment, organizational design; investment in data training; engagement in data governance; new partnerships; resource mobilization).

Specific commitments and expected results

1. An ECE ICT strategy will be issued in 2022, taking into account the operationalization of the UN-wide data strategy
2. A data governance process will be established in 2022 to improve data quality and accessibility compliance (Directive on Metadata Tagging, development of ECE-wide metadata standards and improved knowledge management tools)
3. All ECE digital tools & initiatives will be catalogued in a single repository in 2022.



SECTION 3: MANAGING RESOURCES

Achievements against the following quantitative indicators, which are drawn from existing monitoring tools, will be reported on at the end of the cycle.

Area	Topics	Indicators
A. Human resources	Staff recruitment timelines End-of-cycle performance evaluations Gender parity Greater geographical representation	A.1 At least 60% of job openings filled within 120 days from the time of issuance to selection. A.2 At least 90% of end-of-cycle evaluations under the authority of the senior manager are completed within three months of the end of the cycle. A.3 Progress towards achieving gender parity at each internationally recruited staff level (FS, P-1 to D-1) making optimum use of vacancies filled during the reporting period. A.4 Equitable geographical distribution: 50% of appointments on posts subject to geographical distribution are from un- or under-represented Member States. A.5 Progress towards achieving greater geographical representation in all posts, making optimum use of vacancies filled during the reporting period.
B. Financial resources	Effective financial management	B.1 Timely yearly submission of annual financial package and report relevant to the entity. B.2 Timely yearly submission of presumptive fraud and fraud report. B.3 Yearly submission to the Controller of regular budget proposals (programme plans and resources) on or before the



Area	Topics	Indicators
		<p>deadlines communicated in the budget instructions.</p> <p>B.4 Evidence of periodic use of SPPM to Monitor progress towards results as contained in the approved programme plan/RBB.</p>
C. ICT resources	Cybersecurity	C.1 100% of websites and apps are in compliance with ICT policies as self-reported in Unite Apps per OICT guidance.
D. Internal controls and oversight	<p>Oversight body recommendations OIOS</p> <p>Oversight body recommendations BoA</p> <p>Statement on Internal Controls</p>	<p>D.1 90% of critical OIOS recommendations targeted for implementation during the compact period are implemented.</p> <p>D.2 70% of important OIOS recommendations targeted for implementation during the compact period are implemented.</p> <p>D.3 Increase of the ratio of closed BoA recommendations to the total number of BoA recommendations assigned to the entity individually.</p> <p>D.4 Increase of the ratio of closed BoA recommendations to the total number of BoA recommendations assigned to the entity jointly with other entities.</p> <p>D.5 Submission of self-assessment questionnaire, remediation plan and assurance statement as per Controller's timeline.</p>
E. Cross-cutting	Conference services and multilingualism	<p>E.1 100% of the entity's and its subdivisions' workplan(s) integrate multilingualism and/or language considerations.</p> <p>E.2 100% of documents submitted to Conference Services by mutually agreed slot dates, within the word limits, and in full compliance with all editorial</p>



Area	Topics	Indicators
		directives.



SECTION 4: DELIVERING MY RESPONSIBILITIES AS A SENIOR MANAGER OF THE UNITED NATIONS

A. COMPLIANCE

Compliance with regulations and rules

I will exercise the authority delegated to me in compliance with regulations, rules, and all relevant policies and guidelines. I will operate an effective system of delegation of authority within my entity to ensure that resources are managed in a responsible manner to achieve effective programme delivery and to contribute to the priorities outlined by the Secretary-General. I commit to utilizing Delegation of Authority KPIs and other tools to monitor progress against targets, inform decision making and take corrective actions when required.

Compliance with ethical standards

I will exercise my delegated authorities as a senior manager in compliance with UN standards of conduct, free from conflicts-of-interest, and lead my department's/office's/mission's commitment to the Organization's ethical culture by ensuring that my daily decisions and actions and those of my staff demonstrate integrity, transparency, accountability, respect and fairness. I will ensure that conflicts of interest are promptly disclosed and resolved in the best interest of the Organization.

I will fully comply with my financial disclosure obligation and will ensure that the staff working under my authority fully comply with their obligations as required.

B. ACCOUNTABILITY ON ADHERENCE TO UNITED NATIONS STANDARDS OF CONDUCT

I will ensure that all possible measures are taken to raise awareness of expected standards of conduct, to prevent all forms of misconduct, including a victim-centered approach to sexual exploitation and abuse, sexual harassment, discrimination based on race or disability, fraud and other forms of misconduct, by personnel under my authority and to respond to, redress and remediate any violation. I will demonstrate my commitment to the creation of a harmonious work environment and act as a role model by maintaining a high standard of personal conduct with consciousness of the power my position holds.

Preventing of all forms of misconduct

I will fully comply with my obligations as the responsible official within the legal and policy framework of the Organization in the prevention of all forms of misconduct committed by personnel under my authority.



I will ensure that all personnel under my authority are familiar with the Organization's standards of conduct and related legal framework and policies and comply with the rules, guidance and principles established therein, including the obligation to report possible misconduct. I acknowledge that I will place particular emphasis on prevention and on addressing the following actions:

Sexual exploitation and abuse: implementing the Organization's zero-tolerance policy on sexual exploitation and abuse as set out in "Preventing sexual exploitation and abuse" (ST/SGB/2003/13);

Sexual harassment: promoting a culture free from all forms of harassment and rapidly responding to all such reports as set out in "Addressing discrimination, harassment, including sexual harassment, and abuse of authority" (ST/SGB/2019/8);

Discrimination based on race or disability: promoting a culture free from all forms of discrimination and rapidly responding to all such reports as set out in "Addressing discrimination, harassment, including sexual harassment, and abuse of authority" (ST/SGB/2019/8); and

Fraud: promoting a culture of integrity and honesty within the Organization, responding to and reporting all allegations of fraud and ensuring all personnel under my authority are familiar with the "Anti-Fraud and Anti-Corruption Framework" (ST/IC/2016/25).

I will ensure preventive measures are in place, including community outreach, awareness raising, training and misconduct risk management, to prevent these acts of misconduct to the best of my ability.

Enforcement of UN standards of conduct

I will ensure that effective mechanisms are in place to allow personnel and those outside the Organization to report misconduct.

I will take all required steps to hold those who commit misconduct accountable, including by responding to allegations of misconduct in a timely manner. I will take necessary actions within my authority, including authorizing investigations, submitting reports of misconduct to appropriate investigative bodies, referring matters for accountability and taking any interim, corrective or managerial measures.

Protecting staff who report misconduct or cooperate in audits or investigations

I will do everything possible to create an environment where staff feel safe to report suspected misconduct, and I will protect from retaliation all personnel who report misconduct or who cooperate with duly authorized audits or investigations.

Support and assistance to victims



I will provide timely support and assistance to victims of sexual exploitation and abuse, sexual harassment or discrimination based on race or disability, in line with the Organization's rules, regulations and policies. I will work with partners to ensure that victims receive any necessary assistance and support, including medical care, psychosocial support, legal assistance, and immediate material needs. In the face of allegations of sexual harassment or discrimination based on race or disability, I will take available interim measures, as required to support and assist victims.

Ensuring dignity through civility and a healthy work environment

I will further ensure the dignity of each person by promoting an environment of civility and psychological safety that empowers staff, fosters creativity and innovation, and enables better communications amongst all staff.

Acknowledging the potential negative impact of unhealthy work environments, I will endeavor to create and maintain a harmonious work environment based on mutual respect, where the contributions of staff are properly recognized and where staff feel free to speak without fear of retribution. I will promote a culture of honesty through leadership by modeling the highest standards of efficiency, competence and integrity.

C. CONTRIBUTION TO THE BROADER INTERESTS OF THE UNITED NATIONS


In addition to the specific objectives and accomplishments referred to above, it is understood that a key element of my responsibilities is to contribute to the broader interests of the United Nations. In this regard, I will ensure that I participate fully in the shared responsibilities of senior management, such as advocacy of the United Nations values and policies and promotion of the United Nations image, and that I will serve as a role model for implementing the Gender Parity Strategy and will contribute to the Secretariat's decision-making and information-sharing committees. I will encourage and participate in the informal resolution of workplace issues and disputes. I will remain committed to the goals of the Organization in advancing peace and security, human rights and development.




SECTION 5: DECLARATION

SIGNATURES

I acknowledge the objectives stated above and undertake to plan, monitor and implement them as well as fully discharge my other responsibilities as a Senior Manager of the United Nations.

Signature: 		
Olga Algayerova	Executive Secretary of the United Nations Economic Commission for Europe	Date: 28/04/2022

I endorse the objectives and priorities stated in this Compact.

Signature: 		
António Guterres	Secretary-General	Date: 21/04/2022