



Olga Algayerova

Executive Secretary of the United Nations Economic Commission for Europe

2023

*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 2023.

Strategic Objective
<p>Fostering dialogue among ECE member States and responding to urgent needs within ECE's mandates and expertise.</p>
Specific commitments
<p>Available resources are redeployed, and new resources sought to respond to the requests from the Governments of Ukraine and neighboring countries to address the consequences of the war.</p>
<p>ECE intergovernmental architecture substantively contributes to the 70th Commission (2023) high-level theme on "Digital and Green Transformations for sustainable development in the UNECE region". (Baseline: ECE digital toolbox report; 2023 Commission report; Commission side events).</p>
<p>ECE intergovernmental architecture implements decisions taken at the 69th Commission (2021), on the</p>



Specific commitments

high-level theme "Promoting circular economy and the sustainable use of natural resources". (Baseline: Progress report on relevant decisions taken at 69th Commission; 2023 Commission report; Commission side events).

Subject to ECE Executive Committee approval, establishment of the Forum of Mayors as a platform for enhanced multilateralism in the region, providing a space for local authorities to interact with governments on city-related matters. (Baseline: Executive Committee approves establishment of the Forum).

Strategic Objective

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

Specific commitments

Successful implementation of the 2023 workplan of the Regional Collaborative Platform (RCP) 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 (RFSD), including a substantive contribution from the UNECE region to the preparations of the SDG Summit, 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; 2022 target 18)

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 (2022 baseline 7, performance measure: number of new projects developed or



Specific commitments

inter-agency projects to which UNECE contributes).

Strategic Objective

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

Specific commitments

Active involvement of the Executive Secretary in high-level activities promoting road safety (2022 baseline 6, 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. (2022 baseline: 4).

Increased number of international UNRSF projects implemented to promote road safety (2022 baseline: 36).



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 2023, 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 2023 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

Since 2020, as reflected in the successive audit and evaluation reports, 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 2023, 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



Specific commitments and expected results

Executive Committee. *Expected results: new projects prepared with UNCTs/RCOs in 2023.*

- 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: 1 programme-level internal evaluations and 1 external evaluation supported in 2023.*
- Regular update of the Resource Mobilization Action Plans, presented to our Executive Committee. *Expected results: revised RM Action Plans presented to EXCOM.*
- Continue update of relevant risks and mitigation measures in the implementation, and adjustment of ECE's programme. *Expected results: Risk Register and Risk Treatment Plans updated at least once in 2023.*
- Finalize the deployment and use of the Umoja IPMR application for all voluntary contributions. *Expected results: all new projects approved by ECE Executive Committee reflected, continuous enrichment of legacy projects migrated to IPMR in 2022.*
- Submission to ECE Executive Committee of a Partnership Strategy for its consideration and approval. *Expected result: Partnership Strategy submitted to ECE Executive Committee.*

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

ECE will continue to follow and comply with UNOG Environmental Policy and initiatives. Additionally, I will propose to UNOG innovative measures for GHG emission reduction, including through the proposals elaborated by 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 2023, building on the lessons of the pandemic, UNECE will continue to adopt remote meeting formats for one-to-one informal meetings or short missions. Together with UNOG and DCM, a pilot to be undertaken to



Specific commitments and expected results

study how select intergovernmental and expert bodies could modify their meeting formats to include more hybrid and virtual modalities.

In 2023, ECE will participate to the COP28 in the United Arab Emirates. Where possible, ECE will contribute to these events through virtual/hybrid and paperless side events.

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 2023, 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. Subject to endorsement by the General Assembly of the Secretary-General's report on the ICT Strategy (A/77/489), an ECE ICT strategy will be issued or initiated in 2023, with ECE directors responsible for operationalization in their respective divisions.
2. Based on a template provided by the Programme Management & Support Services Division (PMSSD) by 30 June, each ECE substantive division will develop a Data Strategy Action Plan by 31 December, including measurable targets on: (a) recruitments for data-focused job openings; (b) data-focused positions established or reclassified in budgets; (c) percentage change of staff in data-focused roles to meet the Secretary-General's 10% target; (d) divisional data governance processes to be established to improve data quality and use.
3. The PMSSD will: (a) Launch an improved knowledge management portal in 2023; (b) Upgrade its Project Management Tool, with the new version to be accessible in Open UNECE in 2023; (c)



Specific commitments and expected results

Encourage divisions to take data related training in 2023.

4. ECE Economic Cooperation and Trade Division will continue fundraising efforts with ECE member States to revamp the UN/LOCODE (UN Location Code) application, to align with UN cybersecurity standards and global business needs.



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	<p>Staff recruitment timelines</p> <p>End-of-cycle performance evaluations</p> <p>Gender parity</p> <p>Greater geographical representation</p>	<p>A.1 At least 60% of job openings filled within 120 days from the time of issuance to selection.</p> <p>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.</p> <p>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.</p> <p>A.4 Equitable geographical distribution: At least 50% of appointments on posts subject to geographical distribution are from un- or under-represented Member States.</p> <p>A.5 Progress towards recruiting staff on as wide a geographical basis as possible for all posts making optimum use of vacancies.</p>
B. Financial resources	Effective financial management	<p>B.1 Timely yearly submission of annual financial package and report relevant to the entity.</p> <p>B.2 Timely yearly submission of presumptive fraud and fraud report.</p> <p>B.3 Yearly submission to the</p>



Area	Topics	Indicators
		<p>Controller of regular budget proposals (programme plans and resources) on or before the 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</p>



Area	Topics	Indicators
		mutually agreed slot dates, within the word limits, and in full compliance with all editorial 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 unsatisfactory conduct, including a victim-centered approach to sexual exploitation and abuse, sexual harassment, discrimination based on race or disability, fraud and other forms of unsatisfactory conduct, 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 unsatisfactory conduct

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 unsatisfactory conduct 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 unsatisfactory conduct. 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: promoting a culture free from all forms of discrimination, including based on race and disability, 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 supporting the implementation of the strategic action plan on addressing racism and the disability inclusion strategy; 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 unsatisfactory conduct risk management, to prevent these acts of unsatisfactory conduct 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 unsatisfactory conduct.

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

Protecting staff who report unsatisfactory conduct against retaliation

I will do everything possible to create an environment where staff feel safe to report suspected unsatisfactory conduct, and I will protect from retaliation all personnel who report unsatisfactory conduct 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, 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, 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.



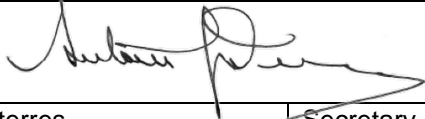
SECTION 5: DECLARATION

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: 23/02/2023

I endorse the objectives and priorities stated in this Compact.

Signature: 		
António Guterres	Secretary-General	Date: 23/02/2023