



UNFPA Management Response

to Formative Evaluation of the UNFPA Engagement
in UNDS Reform



UNFPA's Commitment to Reform



- UNFPA has made significant contributions to the design, development and operationalization of UNDS Reform.
- UNFPA's engagement in UNDS Reform has helped advance the overall re-positioning of the UN development system.
- UNFPA remains committed DOING EVER MORE to SUPPORT the implementation of the UNDS Reform, for the achievement of the SDGs and the three transformative results (3TRs).

Commitment

Engagement

Readiness

UNFPA Management Response Overview



- UNFPA fully accepts 5 recommendations, and partially accepts 1 recommendation.
- UNFPA will use the evaluation recommendations to improve its work.
- The Mid-term Review of the Strategic Plan 2022-2025 will be an important opportunity to further mainstream UNDS Reform in UNFPA's work at all levels.

Recommendation 1: Partially Accepted

UNFPA should provide stronger strategic direction for its workforce within the framework of its strategic plan for its engagement with the United Nations development system reform.

Lead Business Unit:
Policy and Strategy Division

UNFPA will:

- Develop an explicit strategy on the UNFPA's engagement in UNDS Reform anchored in the Strategic Plan.
- Build on prior efforts to ensure alignment of internal policies with system-wide priorities.
- UNFPA will utilize the Mid-term Review to further mainstream UNDS Reform in the Strategic Plan 2022-2025. UNFPA does not accept that UNDS Reform should be a Strategic Plan accelerator.

Recommendation 2: Accepted

UNFPA should work towards broadening the ownership and deepening the institutionalization and internalization of the reform of the United Nations development system at all levels of the organization.

Lead Business Units:

Policy and Strategy Division and
Change Management Secretariat.

UNFPA will:

- Increase internal communication, staff engagement and capacity building on UNDS Reform.
- Strengthen the integration of UNDS Reform into annual planning processes, including Regional Planning Meetings.
- Develop of a course on UNDS Reform for training of all staff, in cooperation with UN system partners.

Recommendation 3: Accepted

UNFPA should address human resource challenges arising from the reform of the United Nations development system and incentivize more staff to work in collaboration with their colleagues from other United Nations agencies.

Lead Business Unit:
Division for Human Resources

UNFPA will:

- Develop standard performance indicators on UNDS Reform, in line with the new 2030 People Strategy.
- Strengthen integration of UNDS Reform into staff performance assessments.
- Provide information and career support where staff may be impacted by Local Shared-Service Centres.

Recommendation 4: Accepted

UNFPA should address United Nations development system reform-related challenges and risks for its programme work.

Lead Business Units:

Policy and Strategy Division and Division for Management Services

UNFPA will:

- Continue engagement with DCO to develop a system-wide standard for derivation of Country Programmes from Cooperation Frameworks.
- Strengthen the integration of the three transformative results in Cooperation Framework results frameworks.
- Continue to monitor and manage risks related to common business operations.

Recommendation 5: Accepted

UNFPA should re-assess the way it works in multi-country environments to deliver impact and accelerate the implementation of the commitments made to the multi-country office review.

Lead Business Units:

Policy and Strategy Division, Asia-Pacific Regional Office, Pacific Sub-Regional Office, Latin America and Caribbean Regional Office, Caribbean Sub-Regional Office

UNFPA will:

- Enhance tailored global support to offices in MCO contexts, including by exploring a SIDS community of practice.
- Strengthen knowledge management and information sharing on operating in MCO contexts.
- Continue to support system-wide efforts to implement the recommendations of the MCO review.

Recommendation 6: Accepted

UNFPA should make special efforts to ensure that those working in humanitarian contexts make best use of the reform of the United Nations development system, especially to use the reform in working with partners across the development-humanitarian-peace continuum.

Lead Business Units:

Policy and Strategy Division and
Humanitarian Response Division

UNFPA will:

- Strengthen consistent engagement of the Humanitarian Response Division in discussion on UNDS Reform
- Promote more knowledge exchange of the effects of UNDS Reform on humanitarian response efforts.
- Review relevant internal policies to ensure alignment with system-wide priorities, including the linkage between UNDS Reform and humanitarian response.



Next Steps

- The Policy and Strategy Division will coordinate the overall implementation of the evaluation recommendations.
- All management response actions are expected to be completed by the end of 2023.
- UNFPA will provide updates to the Executive Board through its annual reporting on UNDS Reform. The first update will be provided to the Executive Board at its annual session in 2023.

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