UN-Habitat Reform

Drivers of Reform:

- Efficiency
- Productivity
- Transparency
- Accountability

One UN-Habitat

Shared Vision and Values

New Strategy 2014-2019

Catalogue of Model Projects

Governance Review

Organizational Review
Drivers of Reform

To Increase:

- **EFFICIENCY** in the field:
  - Project selection not shallow but deeper

- **PRODUCTIVITY** in normative work:
  - Substantive knowledge excellence

- **TRANSPARENCY**:
  - Project allocated resources based on needs

- **ACCOUNTABILITY**:
  - Project Based Accrual accountability
Organisational Review

New Structure

- Project is central unit for all activities. Each individual project will have a Project Director to lead the Project Teams (Flex Teams).
- Seven thematic Virtual Branches
- Virtual Branch with 3-4 Units
- This project-based structure will be supported by organisational entities such as Executive Direction, Management and Administration, Cross-Cutting elements and Project Office for project support.
UN-HABITAT’s Reorganisation PROJECT
Central Unit for all activities

Each Project will have:
- Project Leader
- Flex team of several staff
- Project Administrator

Minimum Budget:
- $300,000

Projects could and should be:
- Normative and Operational
  - Global Land Tool Network (GLTN) with pilot projects
  - Cities in Climate Change Initiative (CCCI) with demonstration
  - Land and Property Interventions in DRC
  - Land Conflict Management in South Sudan
  - Strategic Urban Plans for Small Cities Egypt
  - Adapting to Climate Change Risks, Senegal
Organisational Review

- A horizontal, flatter matrix organization;
- A project-based organization which brings together normative and operational work under each project;
- A flexible organization working through flex teams;
- An organization with clear DoA, and
- Both existing field projects and normative/policy work to be managed through a project-based accountability approach.
Organisational Review

Benefits

- Closer alignment of normative and operational work to the strategic plan;
- Greater opportunities for staff in general because they will be working on different types of assignments
- Opportunity to learn new skills
- HQ staff will gain field experience and a greater understanding of the challenges faced by field staff
- Breaking down silos.
Organisational Review

Benefits – cont’d

- Lessons learned in the field will be cycled back to HQ for integration in policy and other tools
- Project Leaders will have opportunities to grow
- More flexible and responsive Organisation to client needs and emerging issues;
- UN-Habitat will be viewed by the rest of the Secretariat as innovative and implementing best practice
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Reform Activities

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