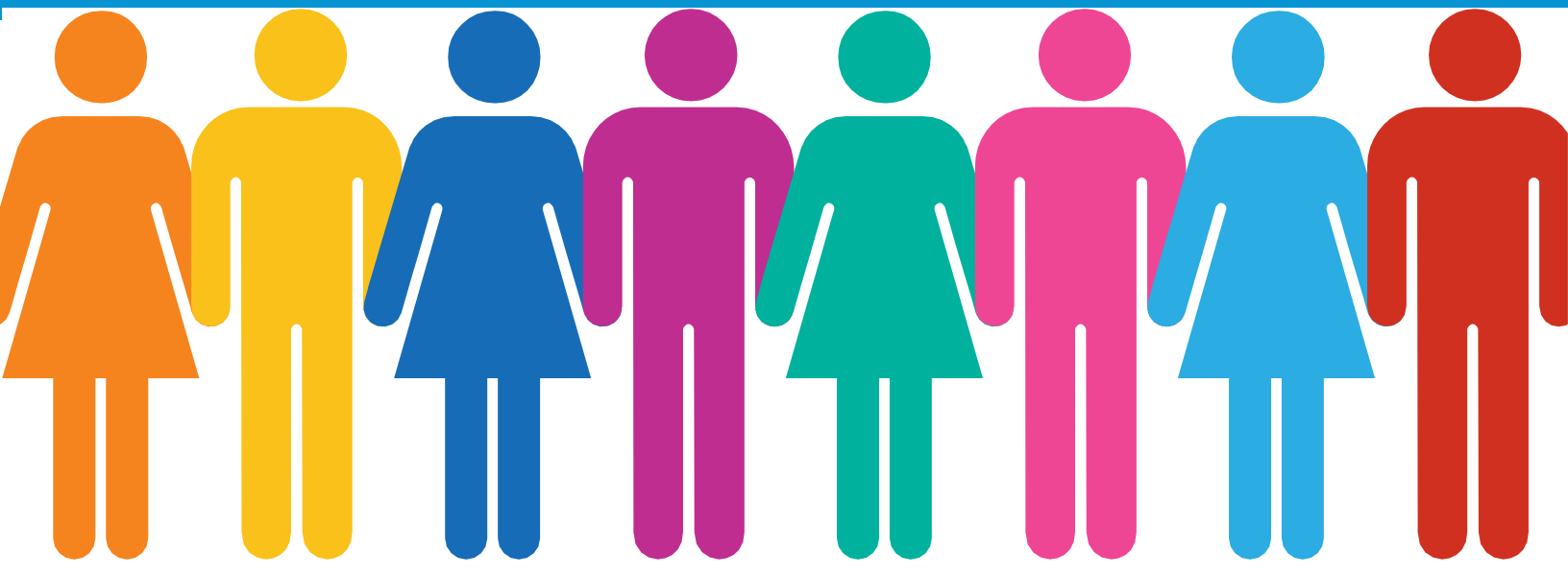
Joint United Nations Programme on HIV/AIDS

UNAIDS

2018 UN-SWAP 2.0

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS ENTITIES



UN WOMEN

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I. BACKGROUND

The UN System-wide Action Plan (UN-SWAP) on gender equality and women's empowerment constitutes the first unified accountability framework to systematically revitalize, capture, monitor and measure performance on mainstreaming gender perspectives into the work of the UN system.

Created as a response to ECOSOC agreed conclusions 1997/2, which called upon the UN system to mainstream a gender perspective throughout its work, and the CEB endorsed UN System-wide Policy on Gender Equality and the Empowerment of Women in 2006. Following the creation of UN Women in 2010, the UN-SWAP framework was developed through inter-agency consultations to operationalize the policy. The UN-SWAP was endorsed by the United Nations Chief Executives Board for Coordination (CEB) in April 2012.

In response to the request of the United Nations General Assembly in resolution 67/226, the Joint Inspection Unit review (JIU/REP/2019/2) of the UN-SWAP 1.0 (2012-2017) found that the UN-SWAP has proven to be a catalyst for progress towards gender mainstreaming, an effective framework for tracking system-wide advancement and a system-wide achievement. UN-SWAP 2.0 (2018-2022) raised the bar for accountability by strengthening existing indicators and anchoring the framework within the 2030 Agenda for Sustainable Development. UN-SWAP 2.0 and the and the equivalent framework at the UN country team level, UN Country Team System-wide Action Plan (UNCT-SWAP) Gender Equality Scorecard, have been contextualized to the UN reform and the planned move to system-wide reporting on collective results linked to gender-related targets of the SDGs, including SDG 5. The gender dimensions of the UN Response to the health and development crisis emanating from the COVID-19 have been also integrated in the accountability frameworks for the period 2020-2022.

II. UN-SWAP 2.0 ACCOUNTABILITY FRAMEWORK REPORT COMPONENTS

Indicator Rating and explanation

As elaborated in its technical guidance, the UN-SWAP 2.0 includes a set of 17 Performance Indicators (PIs), organized in two sections (Gender-related SDG results and Institutional strengthening to support achievement of results) and clustered around six broad areas.

The UN-SWAP rating system consists of five levels. The ratings allow UN entities to self-assess and report on their standing with respect to each indicator, and to move progressively towards excellent performance.

Not Applicable > **Missing** > **Approaches requirements** > **Meets requirements** > **Exceeds requirements**

Entities report against each indicator to UN Women annually through an online reporting system. In addition to the selection of ratings and explanations, entities are required to provide supporting evidence for each rating selection.

Action Plans

UN-SWAP reporting requires the submission of Action Plans to accompany ratings for all indicators, including timelines, resources and responsibility for follow-up actions in order to maintain or improve current ratings. Action plans are critical for enabling gaps and challenges to be addressed, and agreed upon at the highest possible level within entities. Further explanation of the elements.

Supporting evidence and knowledge hub

To ensure the integrity of self-assessments, entities are required to provide evidence substantiating each indicator rating as outlined in the UN-SWAP technical guidance

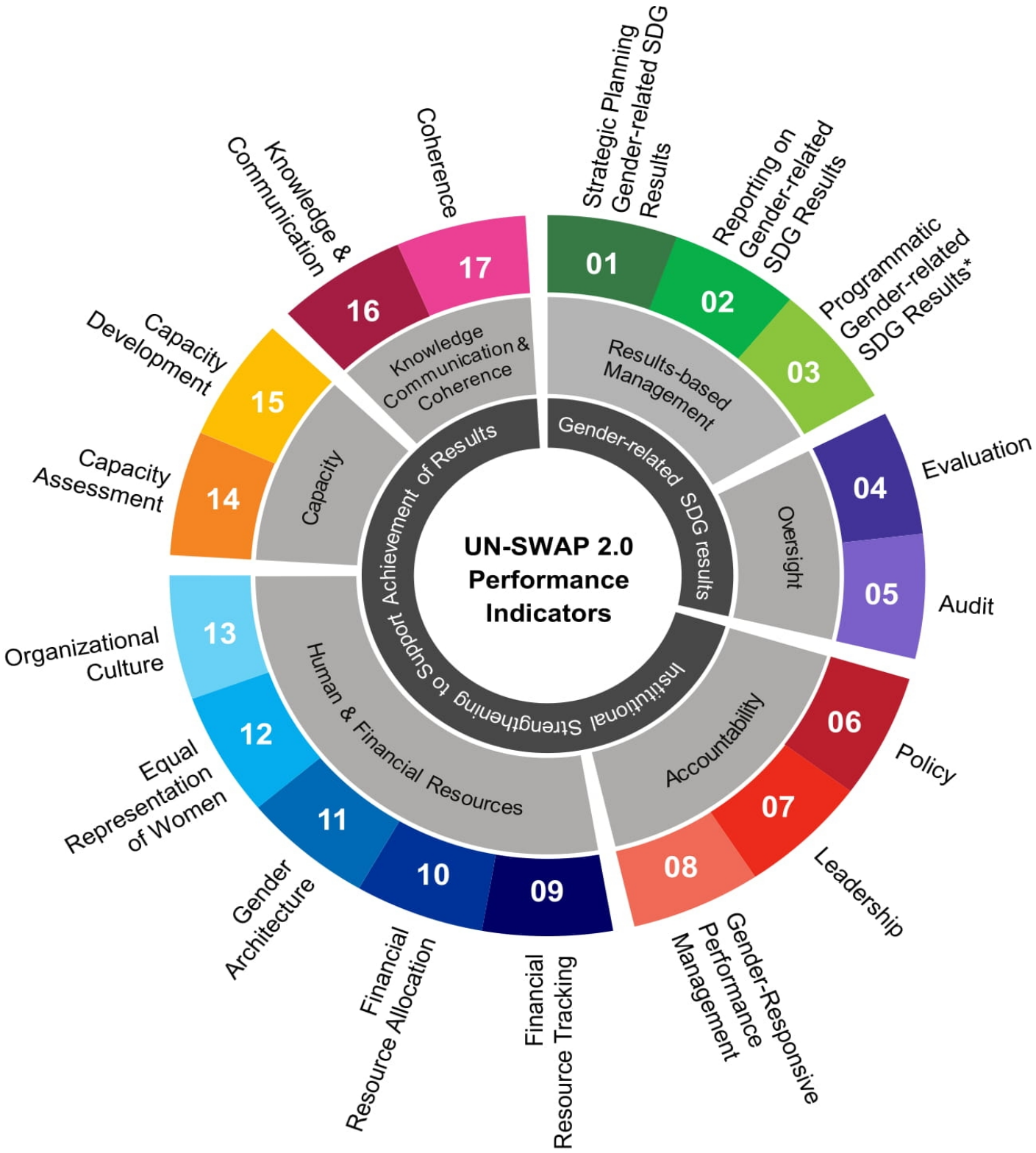
Entities are encouraged to share these supporting documents and best practices within the UN-SWAP 2.0 Knowledge Hub – the first system-wide library of gender mainstreaming documents, available to all UN-SWAP reporting platform users.

III. QUALITY ASSURANCE AND UN-SWAP 2.0 RESULTS REPORTING

As part of the quality assurance process, UN Women reviews UN-SWAP 2.0 annual reports submitted by UN entities for thoroughness and consistency of ratings. UN Women is responsible for coordinating and facilitating the implementation of the UN-SWAP 2.0, providing guidance to participating entities through a help-desk function and reporting on system-wide progress towards gender equality and the empowerment of women. The annual Report of the Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system includes an analysis of system-wide performance on gender mainstreaming based on UN-SWAP 2.0 results. To enhance transparency, individual entity results are available on the UN-Women website.

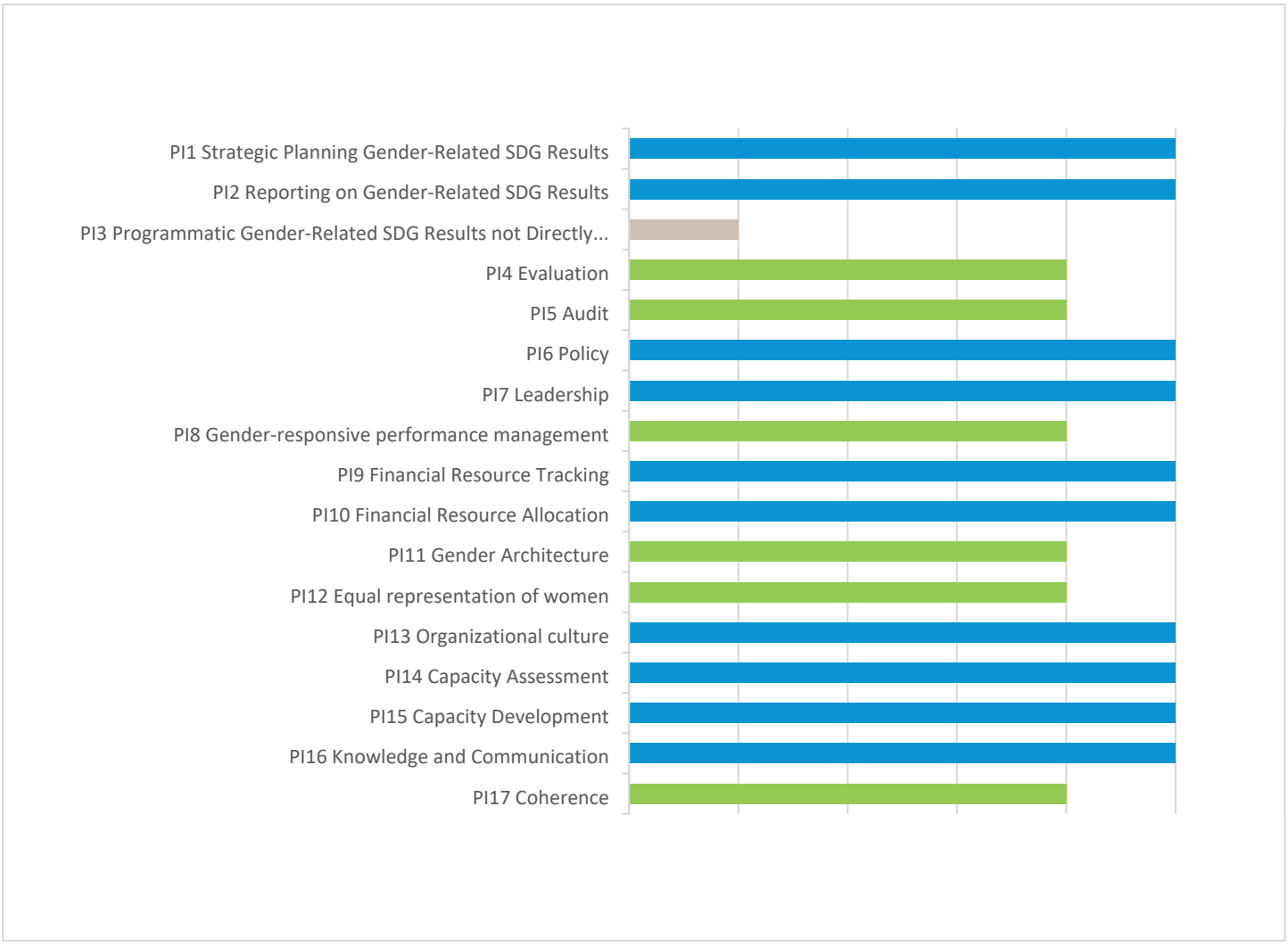
IV. UNAIDS REPORTING INTERNAL REVIEW PROCESS

V. THE UN-SWAP 2.0 PERFORMANCE INDICATOR FRAMEWORK



*not directly captured in the Strategic Plan

VI. UNAIDS 2018 UN-SWAP 2.0 REPORTING RESULTS SNAPSHOT



VII. UNAIDS 2018 UN-SWAP 2.0 RESULTS BY PERFORMANCE INDICATOR

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT

Performance Indicator:

PI1 Strategic Planning Gender-Related SDG Results

EXCEEDS

1ci. Main strategic planning document includes at least one high level transformative result on gender equality and the empowerment of women which will contribute to meeting SDG targets, and reference to SDG 5 targets.

The UNAIDS 2016–2021 Strategy was one of the first in the United Nations system to be aligned with the SDGs. The five SDGs that are most relevant to the AIDS response are: SDG3: Good health and well-being; SDG 5: Gender equality; SDG 10: Reduced inequality; SDG 16: Peace, justice and strong institutions and SDG 17: Partnerships for the Goals.

UNAIDS Strategy emphasizes gender equality being mainstreamed across all the ten targets, in addition to a specific target on gender equality, and emphasises the imperative of "empowering young people, particularly young women, as utmost important to prevent HIV, including by ending gender-based violence and promoting healthy gender norms." Specifically, Target 7, ("90% of women and girls live free from gender inequality and gender-based violence to mitigate the risk and impact of HIV") reflect UNAIDS commitments to gender equality and sexual and reproductive health and rights.

1cii. Entity has achieved or is on track to achieve the high level transformative result on gender equality and the empowerment of women.

(continuation of examples from 2. How was the result achieved, what were the barriers, and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?)

In partnership with UNFPA, the UNAIDS Secretariat, WHO, UN Women and UNICEF, UNESCO led publication of the revised International technical guidance on sexuality education (ITGSE). This reflects new evidence and good practices, bringing together education, health and gender equality. Sexuality and HIV education programmes that include gender and power dynamics are five times more effective in preventing sexually transmitted infections.

UNAIDS adopted an eMTCT "last-mile" agenda that includes integrating services using different service delivery platforms to close gaps in coverage. Some of the high-profile advocacy initiatives of the Secretariat for achieving eMTCT goals were by engaging the First Ladies of Côte d'Ivoire, Kenya, Namibia and Panama; strategic and catalytic investments made with Luxembourg and Gala funds to all 21 Global Plan focus countries in sub-Saharan Africa including Fast-Track cities; and mobilization and engagement of communities to improve uptake and retention of pregnant and breastfeeding women in antenatal and postnatal care.

The Secretariat also led the analysis and publication of a supplement in the Journal of Acquired Immune Deficiency Syndromes in May 2017, on the legacy of the Global Plan towards the elimination of new HIV infections among children by 2015 and keeping their mothers alive. The Secretariat and PEPFAR launched Start Free Stay Free AIDS Free to further galvanize global momentum around a shared and ambitious agenda.

UNAIDS Secretariat supported the International Community of Women living with HIV and Global Network of People Living with HIV/AIDS to develop a framework and criteria, under the guidance of the GVAC, to evaluate whether national efforts to end vertical transmission were upholding human rights, gender equality and community engagement standards.

The event, entitled Empowering Women and Girls organized by the UNAIDS at the European Union Development Days (EDD) forum in Brussels, Belgium —Reducing New HIV Infections, highlighted the importance of empowering young women and girls to stop new HIV infections. Held on 5 and 6 June 2018, the EDD forum was attended by more than 6000 people from 140 countries, representing 1200 organizations from the development community.

Explanation of why this rating has been given

High-level result(s) on gender equality and empowerment of women

UNAIDS Strategy 2016-2021 on the Fast-Track to end AIDS:

Target 7: 90% of women and girls live free from gender inequality and gender-based violence to mitigate risk and impact of HIV.

Result Area Five: Women and men practice and promote healthy gender norms and work together to end gender-based, sexual and intimate partner violence to mitigate risk and impact of HIV.
Strategy Result Area 5 output 5.1: Strategic actions for gender equality and women and girls included and resourced in AIDS responses.
Strategy Result Area 5 output 5.2: Actions to address and prevent all forms of gender-based violence implemented.
High Level Political Declaration by the UN General Assembly translated the ambitious goals set out in the UNAIDS Strategy 2016-2021 with a target on eliminating gender inequalities and end all forms of violence and discrimination against women and girls and ensuring access to sexual and reproductive health services by 2020.

Achievement in year/s (Not mandatory in 2021)

1. Indicator: Percentage of countries with national HIV policies and strategies that promote gender equality and transform unequal gender norms. Target for 2017: 50%
The Joint Programme provides advocacy, technical advice, legal and policy review and reform and capacity development to promote gender equality and the empowerment of women and girls, including the most vulnerable and marginalized.
In 2017, 52% of 96 countries with Joint Programme presence (of which 20 are Fast-Track countries) have national HIV policies and strategies that promote gender equality and transform unequal gender norms
2. Indicator: Percentage of countries with laws and/ or policies and services to prevent and address gender-based violence. Target for 2017: 50%
The Joint Programme supports coordinated, integrated action across sectors to build broader coalitions addressing barriers to preventing and addressing violence in the context of HIV, and developing actionable recommendations on how to achieve progress, with particular attention to justice, law enforcement, health, education, labour and social welfare. Measurement questions for this indicator identify elements that are more directly linked to Joint Programme support such as availability of relevant data for evidence-based services; existence of laws and policies addressing gender-based violence; mechanisms to report and address cases of gender-based violence and stronger integration.
In 2017, 47% of 96 countries with Joint Programme presence, of which 18 are Fast-Track countries have laws and/or policies and services to prevent and address gender-based violence.

Internal evidence base (non-Secretariat) – include attachments and page numbers

Unified Budget, Results and Accountability Framework Performance Monitoring Report - UNAIDS/PCB (42)/18.8 June 2018 – Page numbers 54-62, 85-101
Unified Budget, Results and Accountability Framework Performance Monitoring Report (Organizational report) - UNAIDS/PCB (42)/18.9 June 2018 - Page numbers: 140-147
The National Commitments and Policy Instrument (NCPI), a component of Global AIDS Monitoring, collects data on the policy and legal environment related to the AIDS response. Through 2018 NCPI reporting, 98% (91 of 93) of reporting countries indicated they either had a stand-alone AIDS strategy or policy (69 countries) or a health strategy or policy that integrates the AIDS response (22 countries). Of these 91 countries, 58% (53 countries) indicated that the national strategy or policy guiding the AIDS response includes gender-transformative interventions, including interventions to address the intersections of gender-based violence and HIV. Of these 53 countries, 57% (30 countries) indicated that a budget was included in the strategy or policy for implementing gender-transformative interventions

Internal assessment of progress using entity assessment methodology for reporting on its main strategic planning document (Not mandatory in 2021)

On track

Progress

Please explain why this specific percentage was chosen

Specific SDG target(s) and indicators to which result contributes

- Goal 3 Ensure healthy lives and promote well-being for all at all ages
- Goal 5 Achieve gender equality and empower all women and girls
- Goal 10 Reduce inequality within and among countries
- Goal 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- Goal 17 Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs.

- Women's Engagement and Participation
- Eliminate All Forms Of Violence Against All Women and Girls
- Norms and Standards

Narrative on results to be completed by all entities

1. What was achieved?

The Joint Programme generated evidence of the impact of harmful gender norms on women's ability to prevent HIV and mitigate its impact. UNAIDS supported countries in integrating gender equality into national HIV strategies, monitoring and evaluating frameworks and budgets, and enhancing leadership and participation of women living with HIV in decision-making. Technical assistance from the Secretariat, (as part of the Inter-Agency Working Group on Gender Equality and HIV) was key to SADC adopting the 2016 Commission the Status of Women Resolution 60/2 on women, the girl child and HIV and AIDS. This acknowledged women and girls' vulnerabilities in the context of HIV and the importance of securing their SRHR, ending all forms of violence and reducing the burden of care work. In 2017, UN Women, the Secretariat and UNFPA assisted SADC on an action programme to accelerate implementing the commitments of the Resolution.

Promoting leadership of women living with HIV was a major advocacy focus for the Joint Programme. This resulted in young women and networks of women living with HIV taking on greater roles in defining a common agenda and participating meaningfully in HIV policy and programming at national, regional and global levels. This included their active engagement in the 60th and 61st sessions of the Commission on the Status of Women, the High-Level Meeting on Ending AIDS, the 2016 International AIDS Conference and the Women Deliver event.

By the end 2017, 11 countries had been validated for eMTCT of HIV and/or syphilis and all regions had established validation structures. UNAIDS Secretariat continued to play a pivotal advocacy role to maintain momentum towards achieving eMTCT goals by 2020, raising the visibility of the eMTCT agenda through high-profile initiatives

Results from the ILO and the Secretariat's economic empowerment programme in Malawi, Mozambique, South Africa, United Republic of Tanzania, Zambia and Zimbabwe found the proportion of women who reduced sex partners rose from 56% in 2011 to 74% in 2015, those who adopted HIV risk reduction strategies from 31% to 81% over the same period.

2. How was the result achieved, what were the barriers, and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?

Following are some examples of how the result was achieved.

To support implementation of the SDGs in local and national planning, the Joint Programme led in engaging women living with HIV. "Unzip the Lips", the regional movement working for the rights of key affected women and girls, and the International Community of Women Living with HIV (ICW) in Asia-Pacific, supported by UN Women, UNDP, the Secretariat and other partners, launched and disseminated a video and brief, Unzipping agenda 2030, identifying opportunities for monitoring and tracking of the progress towards the SDGs for women and girls.

To support country efforts to integrate gender equality priorities in national HIV strategies and Global Fund Concept Notes, the Joint Programme developed and piloted tools and guidance notes. These included:

• guidance note on Fast-Tracking HIV prevention among adolescent girls and young women;

• the Secretariat and the Stop TB Partnership's gender assessment tool for national HIV and TB responses, piloted by UN Women and the Secretariat in Pakistan;

• WHO and the Secretariat's tool for strengthening gender-sensitive national HIV and SRH monitoring and evaluation systems, piloted for monitoring and evaluation staff and civil society partners from 15 countries with UN Women's support, and replicated by the Secretariat in 12 countries in eastern and southern Africa;

• UN Women's regional case study and guidance note on applying gender responsive budgeting to HIV policies and programmes in Asia and Pacific

• WHO's consolidated guideline on SHRH of women living with HIV, developed in consultation with women living with HIV, UNFPA, OHCHR and the Secretariat.

(further examples added under 1cii)

COVID-19 crisis, response and recovery.

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT

Performance Indicator:

PI2 Reporting on Gender-Related SDG Results

EXCEEDS

2ci. Reporting to the Governing Body or equivalent on the high level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, including SDG 5.

UNAIDS reports annually to its Programme Coordinating Board (PCB) on progress of the current UNAIDS Strategy and its operational plan, the UBRAF. This includes reporting annually against SDG 5 linked UNAIDS Strategy Result Area five: Women and men practice and promote healthy gender norms and work together to end gender-based, sexual and IPV to mitigate risk and impact of HIV, and on Strategy Target (7): 90% of women and girls live free from gender inequality and Gender based violence (GBV) to mitigate risk and impact of HIV. Reporting also covers the two output result areas directly related to gender equality: Output 5.1: Strategic actions for gender equality and women and girls included and resourced in AIDS responses and output 5.2: Actions to address and prevent all forms of GBV. Reports cover progress and challenges at country, regional and global level - through narratives and aggregated indicators data.

The refined operating model of the United Nations Joint Programme on HIV/AIDS (UNAIDS) of June 2017 was endorsed by the UNAIDS' 40th Programme Coordinating Board meeting. Important decisions were taken on redefining the ways in which the Joint Programme works to deliver results efficiently and effectively and continues to advance global efforts to end the AIDS epidemic as part of the Sustainable Development Goals. The Action Plan strengthens the coherence and effectiveness of UNAIDS' support to countries and presents clear results and deliverables on joint working, financing, accountability and governance. It also outlined that the PCB will be encouraged to undertake regular stocktaking of the state of the epidemic and response, and global efforts to fact-track and reach the targets in the UNAIDS Strategy. Stocktaking will be informed by epidemic and response updates provided by the annual Secretary-General Report to the General Assembly on AIDS and the UNAIDS Global AIDS Monitoring. Stocktaking, as well as the general function of the PCB, will also be further strengthened by reinvigorating commitment to ensuring gender-balanced and inclusive participation.

The web-based, Joint Programme Monitoring System (JPMS) introduced in 2012, is used to facilitate collecting, collating and analysing performance information from countries, regions and global levels from the Cosponsors as well as the Secretariat. It enables collection of indicator data as well as qualitative information on progress and challenges. The JPMS is reviewed for necessary refinements each year to tailor the collection of report data to the PCB requirements.

UNAIDS also supports countries to collect information on their national HIV responses through the Global AIDS Monitoring (GAM) framework—an annual collection of 72 indicators on the response to HIV in a country. These data form part of the data set used to report back to the General Assembly. A software is made available to countries in early January and the final estimates are submitted by countries at the end of March. The analysis of the global results of both data collections are published in UNAIDS' mid-year report and on the AIDSinfo website, and ultimately are reported to the United Nations General Assembly. In 2018, two new indicators—on HIV testing among pregnant women and on experiences of HIV-related discrimination in health-care settings—were added, while others were modified. In 2017 GAM framework included an indicator on cervical cancer screening among women living with HIV and revised questions on policies related to domestic violence, child marriage, parental and spousal consent to access services, as well as on women's organisations participation in the national AIDS response, the existence of training programmes on preventing violence for police and healthcare workers, and integration of HIV services with violence screening and mitigation and cervical cancer screening.

2cii. Systematic use of sex-disaggregated data in strategic plan reporting.

Monitoring the global HIV epidemic and the response is a core function of UNAIDS. The Secretariat supports countries in their annual reporting of programme, behavioural, financial and epidemiological data through the GAM system. The response rate has remained roughly stable since 2012, with 174 Member States (90%) reporting in 2017. Experts from Cosponsors and global partners are consulted to maintain high-quality and up-to-date reporting and analysis methodologies. The Monitoring Technical Advisory Group develops the GAM indicator set and guidelines which countries use to report on progress in their HIV responses.

UBRAF and GAM indicators are disaggregated by age and sex, where possible. Strategy indicators (disaggregated by age and sex) are also used to triangulate and contextualize UBRAF data.

With regard to data about children, there is currently no evidence to suggest there is a difference in the risk of HIV infection between boys and girls, or in health outcomes between girls and boys living with HIV. There is currently also no evidence of a

difference in treatment coverage between boys and girls living with HIV from countries that have these disaggregated data available. At the moment, there is therefore no recommendation for countries to report these data for children through age 14 disaggregated by sex.
In 2018, 173 countries submitted GAM reports. GAM indicators are disaggregated by sex, where possible and appropriate. For the first time in 2017, an analytical output was included in the GAM online reporting tool through which countries submit GAM data, which calculates the percentage of indicators with a recommended gender disaggregation as per the GAM guidelines for which countries report gender-disaggregated data.
Analysis of progress towards commitment 4 to "eliminate gender inequalities and end all forms of violence and discrimination against women and girls, people living with HIV and key populations by 2020," based on data reported by countries through GAM, is reflected in global UNAIDS reports. In 201 this included the reports, "Miles to Go – closing gaps, breaking barriers, righting injustices" and "Knowledge is Power". Gender-disaggregated analyses of progress towards other commitments are also reflected in these global reports.
UNAIDS also supports the development of modelled HIV estimates every year by country teams using a UNAIDS-supported software (Spectrum). 2018 HIV estimates are available for 169 countries. Age and gender-specific estimates of new HIV infections, HIV prevalence and AIDS-related deaths are available on www.aidsinfo.unaids.org. GAM and estimates data are used in national planning processes, as well as resource mobilization efforts, including applications to the Global Fund.

2ciii. Reporting every two years to the Governing Body or equivalent on implementation of the entity's gender equality and empowerment of women policy.
There is annual reporting to the governing body on the implementation of UNAIDS work in the area of gender equality and empowerment of women. Reporting is at two levels.

Firstly, through the annual Global AIDS reporting (against the UNAIDS Global AIDS Monitoring Framework), such as the most recent Global AIDS Update 2018: Miles to Go reports that the gender inequality and the disempowerment of women remain formidable barriers to progress against the epidemic. There are also barriers to the maternal and child health services that are instrumental in the prevention of mother-to-child transmission of HIV and early diagnosis and treatment initiation of infants who acquire HIV. But despite these barriers, women are more likely than men to take an HIV test and to initiate and adhere to HIV treatment. This translates to lower AIDS-related mortality in women compared to men, while also limiting the preventative benefits of treatment for women. This information is shared with the PCB (governing body) through the Executive Director's intervention and also through special PCB session on gender related issues.

Secondly, at the level of organisational annual performance monitoring report which is the primary tool used to report to the PCB on results against the UBRAF. The report captures progress against outputs, core indicators as well as expenditures; shows the link to outcomes, goals and targets; distinguishes Cosponsor, Secretariat and joint results; and, showcases country performance. The report extensively covers progress made by the Joint Programme on women and gender-related issues including specific initiatives of the Secretariat in mainstreaming gender equality and the empowerment of women in its core results framework. Achievements have been presented with contributions to outcomes and goals. The last report of the 2016-2021 UBRAF cycle was presented to the 42nd PCB in June 2018.
The Performance Monitoring Report is complemented by an annual financial report and is distinct from the UNAIDS Global AIDS Monitoring Framework (GAM) and the progress report of the Secretary-General on AIDS, which present progress against global AIDS targets and commitments, beyond the contributions of the Joint Programme. To complement the paper-based reporting to the PCB and observers, a web portal, Investing for Results is available at https://results.unaids.org/
UNAIDS supports Member States to generate, analyse and use strategic information on the status of the HIV epidemic and its response, including through the submission of reports on progress towards the commitments in the 2016 Political Declaration on HIV/AIDS. Countries have submitted reports every two years since 2004 and every year since 2013. Data from these reports represent the most comprehensive data available on the status and response to the epidemic. Analyses of country epidemic and response data are provided to the UN Secretary-General for his annual reporting to the General Assembly. Country data are also made available through the AIDSinfo online resource Data reported by countries are available at www.aidsinfo.unaids.org.

Explanation of why this rating has been given

For approaching requirements, please select which requirement the entity fulfills:

To what extent does the entity communicate UN-SWAP results?

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT

Performance Indicator:

PI3 Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan

NOT APPLICABLE

Result(s) on gender equality and empowerment of women

UNAIDS Strategy 2016-2021 on the Fast-Track to end AIDS - Result Area Five: Women and men practice and promote healthy gender norms and work together to end gender-based, sexual and intimate partner violence to mitigate risk and impact of HIV.
Strategy Result Area 5 output 5.1: Strategic actions for gender equality and women and girls included and resourced in AIDS responses.
Strategy Result Area 5 output 5.2: Actions to address and prevent all forms of gender-based violence implemented.

Achievement in year/s (not mandatory in 2021)

1. Indicator: Percentage of countries with national HIV policies and strategies that promote gender equality and transform unequal gender norms. Target for 2017: 50%
The Joint Programme provides advocacy, technical advice, legal and policy review and reform and capacity development to promote gender equality and the empowerment of women and girls, including the most vulnerable and marginalized.
In 2017, 52% of 96 countries with Joint Programme presence (of which 20 are Fast-Track countries) have national HIV policies and strategies that promote gender equality and transform unequal gender norms
2. Indicator: Percentage of countries with laws and/ or policies and services to prevent and address gender-based violence. Target for 2017: 50%
The Joint Programme supports coordinated, integrated action across sectors to build broader coalitions addressing barriers to preventing and addressing violence in the context of HIV, and developing actionable recommendations on how to achieve progress, with particular attention to justice, law enforcement, health, education, labour and social welfare. Measurement questions for this indicator identify elements that are more directly linked to Joint Programme support such as availability of relevant data for evidence-based services; existence of laws and policies addressing gender-based violence; mechanisms to report and address cases of gender-based violence and stronger integration.
In 2017, 47% of 96 countries with Joint Programme presence, of which 18 are Fast-Track countries have laws and/or policies and services to prevent and address gender-based violence.

Internal evidence base - include attachments and page numbers

E.g. reports to the Governing body (PCB)
Unified Budget, Results and Accountability Framework Performance Monitoring Report - UNAIDS/PCB (42)/18.8 June 2018 – Page numbers 54-62, 85 - 101
Unified Budget, Results and Accountability Framework Performance Monitoring Report (Organizational report) - UNAIDS/PCB (42)/18.9 June 2018 - Page numbers: 140-147

Internal assessment of progress using entity assessment methodology for reporting (not mandatory in 2021)

On track

Explanation of why this rating has been given

Recommendation from UN Women: "This indicator is specific to programmes outside of the strategic plan, whereas UNAIDS's submission appears to include only initiatives covered by its strategic plan, so the rating should be n/a. Please clarify if the initiatives covered in the submission are included in the strategic plan."

Specific SDG target(s) and indicators to which result contributes

- Goal 3 Ensure healthy lives and promote well-being for all at all ages
- Goal 5 Achieve gender equality and empower all women and girls
- Goal 10 Reduce inequality within and among countries
- Goal 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- Goal 17 Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

UN system-wide contributions to support the achievement of gender equality and the empowerment of women and girls in the context of the SDGs.

- Women's Engagement and Participation
- Eliminate All Forms Of Violence Against All Women and Girls
- Norms and Standards

Narrative on results to be completed by all entities

Please see PI 1 also for achievements under this indicator.

1. What was achieved?

Secretariat's advocacy with Cosponsors resulted in greater leadership and mobilization of young women advocates and networks of women living with HIV to define a common agenda and participate meaningfully in HIV and SRHR policy setting and programming at national, regional and global levels. Feminist leadership was promoted and social media leveraged by supporting #WhatWomenWant, through the Athena Network to ensure sustainable, transformative results. Furthermore, UNAIDS launched the #UNAIDS, UN Women and the Global Coalition on Women and AIDS (GCWA), intersectional and multi-sectoral accountability initiative #BeTeamWomen, which aims to unite, share information, exchange ideas, connect and amplify the voices, and actions women's rights groups, social justice actors, and AIDS advocates, has hosted a monthly series of Facebook live discussions, reaching a global audience of over 85,000. The #BeTeamWomen website which features country profiles with gender specific GAM indicators, will be launched in early 2019.

2. How was the result achieved and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?

The Joint Programme addressed the gender dimensions of the HIV epidemic in 2016– 2017 through a range of activities.
A feminist blog series for young women leaders to share expertise was developed. Using WhatsApp groups, virtual consultations and twitter chats, young women were engaged and accessed UNAIDS guidance on HIV prevention. The consultation and social media resulted in #WhatWomenWant: HIV prevention that works for adolescent girls and young Strategy Result Area 5: Women and men practice and promote healthy gender norms and work together to end gender-based, sexual and intimate partner violence to mitigate risk and impact of HIV on women, and a toolkit, Accountability in Action, putting women and girls at the centre via new social media, by the global ATHENA Network.
The UNAIDS Secretariat, UN Women UNFPA and UNDP supported a youth engagement strategy for the High-Level Meeting on HIV and AIDS, including the ATHENA Networked WhatWomenWant campaign, engaging 120,000 people in more than 40 countries, with 13 million followers on Twitter. Following six months of consultation, the report #WhatWomenWant was published, outlining a transformative framework to place gender squarely on the global development agenda, and what women and young women have said they need to make the commitments real in their lives.
UNAIDS co-chairs Working Group 2 on Community Mobilisation, Communications and Advocacy for the WHO led initiative on Cervical Cancer Elimination. UNAIDS leveraged its role in the Pink Ribbon-Red Ribbon (PRRR) partnership to combat cervical and breast cancer. In the United Republic of Tanzania, the UNAIDS country office secured high-level political commitment for HIV and cervical cancer prevention and control integration, strengthening coordination and monitoring and evaluation of cervical cancer interventions and the engagement of the network of women living with HIV. In 2016–2017, they reached 31% of the national target in the current PRRR-supported regions, screening 30,000 women for cervical pre-cancer, and treating 56% of those who need it.
The Secretariat continues to coordinate the work of the Inter-Agency Task Team on social protection care and support and assists countries to strengthen programming on HIV-sensitive social protection. Zambia's Global Fund concept note targeted 3000 adolescent girls and young women with cash transfers to keep them in school and protect them from acquiring HIV. In Kenya, a similar programme is targeting 20,000 adolescent girls to increase their take-up of HIV services.
The Secretariat worked with the Global Fund to develop a format for mapping intervention by age and geography for the new catalytic grants for supporting HIV programmes among adolescent girls and young women. These will be key for the Prevention Coalition's Works stream on adolescent girls and young women.

Building on the successes achieved under the Global Plan towards the elimination of new HIV infections among children by 2015 and keeping their mothers alive, the Secretariat has co-convened, together with PEPFAR, Start Free Stay Free AIDS Free: a collaborative framework to accelerate the end of the AIDS epidemic among children, adolescents and young women by 2020, by accelerating prevention of vertical transmission, paediatric and adolescent treatment, and preventing new infections in adolescents and young women. Political leadership and partnerships have been at the heart of driving action. Consultations with a wide range of national partners and stakeholders, community members, women living with HIV, religious leaders, philanthropists, donors and private sector representatives of leading pharmaceutical and diagnostic companies have all contributed to building global consensus and momentum.

(further examples added under 3ci)

COVID-19 crisis, response and recovery.

II. GENDER-RELATED SDG RESULTS / OVERSIGHT

Performance Indicator:

PI4 Evaluation

MEETS

4bi. Meets the UNEG gender equality - related norms and standards.

Building on the evaluation components of the 2016-2021 Unified Budget, Results and Accountability Framework (UBRAF), the UNAIDS Secretariat has continued to strengthen the evaluation function in 2018, with clear steps taken towards establishing a structurally independent function.

The UNAIDS Evaluation Policy sets out the concepts, purpose and intended use of evaluation; outlines guiding principles, norms and standards for evaluation in UNAIDS; and clarifies roles and responsibilities. The policy sets that Evaluation is guided by the people-centred approach of UNAIDS, which enhances capabilities, choices and rights for all people with full respect for diversity. The policy states that UNAIDS evaluations will assess how far equity and gender equality have been addressed in policies, advocacy and programmes. A review of UNAIDS evaluation policy is envisaged in 2019 to involve all PCB constituencies as well as a peer review by Cosponsor evaluation offices before being presented to the Board for endorsement in June 2019.

UNAIDS follows UNEG guidance on the conduct of gender-responsive evaluations. The Evaluation Policy is supported by annual prioritised and funded Evaluation Plans which are shared with the PCB.

UNAIDS and WHO published a tool to enhance the ability of countries to collect, analyse and disseminate gender-responsive data. A tool for strengthening gender-sensitive national HIV and sexual and reproductive health (SRH) monitoring and evaluation systems helps countries to assess whether their monitoring and evaluation systems are capturing data on gender inequality and HIV and to analyse data on the HIV epidemic and response from a gender perspective. The gender-sensitive data analysis described in the publication uses existing data, including sex- and age-disaggregated data, to help identify whether inequalities exist in HIV outcomes by gender, as well as by age or key populations, and potential contributing factors. The publication is a complement to the UNAIDS HIV Gender Assessment Tool.

In order to achieve the Fast-Track commitment to eliminate gender inequalities and end all forms of violence and discrimination against women and girls, people living with HIV and key populations by 2020, the tool will help to ensure that data are available to assess whether inequalities exist in HIV outcomes. A total of 27 countries have piloted the tool and a more comprehensive country application and follow up is planned in 5 countries in Eastern and Southern Africa in 2018-20.

For the scorecard, please see page 22 of the UNAIDS guidance on integrating HR and GE into UNAIDS Evaluations. We are using that checklist as a guide.

4bii. Applies the UNEG Guidance on Integrating Human Rights and Gender Equality in evaluation during all phases of the evaluation.

In 2018, UNAIDS has finalised specific guidance on conducting gender and human right responsive evaluations. The guidance is already in used and it aims to support evaluators to account for gender and human rights issues in all phases of conducting

an evaluation (from drafting of TOR, to engagement of stakeholders, to data collection, analysis and reporting).
UNAIDS is increasingly demonstrating effective use of the UNEG and UNAIDS specific guidance on evaluating from a human rights and gender equality perspective, with some recent examples provided below:
The "Independent Evaluation of Phase I: PEPFAR-UNAIDS Faith Initiative Strengthening Faith Community Partnerships for Fast Track", finalised in 2017, adopted a gender focus and developed gender related recommendations based on a gender analysis. The evaluation TOR specified clearly among the evaluation objectives: to analyze the full integration of gender equality and human rights throughout the entire spectrum of the initiative and recommend any improvement if required.
The end of project evaluation "Expanded Accelerated AIDS Response towards HLM Targets and Elimination Commitments in ESA Region 2013 – 2017" included the assessment of political and development commitments on prevention for young women, gender inequality, and human rights as one of the priority evaluation area. Evaluators/consultants had expertise in areas of gender equality and human rights.
The "Independent Evaluation of the Partnership between UNAIDS and the Global Fund to Fight AIDS, Tuberculosis, and Malaria", finalised in 2017, identified, among the aspects of the Partnership to be assessed, the UNAIDS commitment to support in-country gender analyses and human rights assessments. The use of UNAIDS supported "gender assessments" at country level was part of the metrics to assess UNAIDS work at country level.
The End Review of ACT!2030 Phases 1-4: Youth-led, data-driven accountability for the Sustainable Development Goals, finalised in 2018, along with the use of relevant OECD/DAC evaluation criteria, included relevant gender and human rights issues, such as the inclusion of marginalized and vulnerable groups of young people. The analysis considered gender and social barriers to the full realisation of young people's rights, and covered questions such as the extent to which ACT!2030 adapted local approaches to address gender issues.
The Review of the implementation of the UNAIDS Joint Programme Action Plan and revised operating model, assessed responsiveness to gender equality and human rights issues and included relevant evaluation questions. Most respondents, across regions, were of the view that implementation of the Joint Programme Action Plan is contributing to gender equality, women's empowerment and human rights related to HIV. Nonetheless, across Joint Plans, gender equality and human rights have uneven prominence and the evaluation recommended more guidance, capacity and tools so that gender and human rights issues can feature more prominently in design, implementation and monitoring.

Explanation of why this rating has been given

What modality was used for the assessment?

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

II. GENDER-RELATED SDG RESULTS / OVERSIGHT

Performance Indicator:
PI5 Audit

MEETS

5b. Based on risks assessments at engagement level, internal audit departments have developed tools for auditing gender equality and the empowerment of women related issues (e.g. policy compliance, quality of reporting etc.) and apply these as appropriate in all relevant audit phases.
Management accountability is embedded in the management and governance structure of UNAIDS, including its operational policies and procedures. The Management Accountability Framework operates in tandem with the Risk Management Framework (ERM) and the Internal Control Framework (ICF). There is an annual process which is automated and which is integrated into annual work planning and reporting processes. Risk management is against the achievement of the UNAIDS Strategy and its operational plan, the UBRAF, of which gender is a Strategy Result area. Therefore, GEWE is fully incorporated into annual risk management assessment and is subject to external audit as other areas of UNAIDS. There are quality assurance processes/reviews against annual performance reporting, and GEWE as a component of the Strategy and UBRAF is one element of this and subject to these reviews. UNAIDS is IPSAS compliant.
In addition, and to note that UNAIDS does not have an internal audit department The WHO Office of Internal Oversight

Services (IOS) provides independent objective assurance and advisory services designed to add value and improve the operations of UNAIDS. The aim is to bring systematic, disciplined approach to evaluating and improving the effectiveness of processes for risk management, control, and effective governance including conducting investigation of alleged irregular activity. The annual report of the Internal Auditor is presented to the UNAIDS Programme Coordinating Board (PCB) which is able to question the Secretariat and the Director IOS on any matter regarding the content of the report.
Of related interest, the UNAIDS Gender Action Plan has specific accountability measures in place, i.e. "1."Leadership and accountability" and "Monitoring and reporting", to monitor and track progress on gender. Monitoring gender mainstreaming as a cross-cutting concern within UNAIDS' objectives, programmes and budget; monitoring staffing and human resources concerning gender balance and gender friendly policies; ensuring information and knowledge management on gender issues; and dedicated attention to organizational culture and its effects on gender equality continue to be important elements of UNAIDS consultative approach. In addition, the Gender Action Plan has institutionalized monitoring of gender balance within UNAIDS, based on the six core targets (covering all categories of staff).
Progress towards meeting the Gender Action Plan's targets is continuously monitored and reported to the UNAIDS Programme Coordinating Board (PCB) through the Update on strategic human resources management issues, high-level management meetings, as well as regular updates to staff by the Executive Director and the Deputy Executive Director, Management and Governance. In addition, on International Women's Day a dedicated update on progress in meeting the Gender Action Plan targets, including areas where further efforts are needed, is shared with all staff. A dedicated intranet page serves as one-stop location for information and materials related to the Plan.
Finally, in 2016, the Secretariat achieved the target of becoming International Aid Transparency Initiative compliant and Secretariat data is published online. All reporting materials are made available on the Investing for Results web portal. A financial overview, funding levels and trends reflecting the expenditure and UBRAF indicators data was also presented, this covers the organisation's gender related work /activities.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

Performance Indicator:
PI6 Policy

EXCEEDS

6ci. Up to date policies and plans implemented on gender equality and women's empowerment, including gender mainstreaming and the equal representation of women.
In June 2018, UNAIDS has launched its new Gender Action Plan for 2018–2023. The plan builds on the progress achieved under the 2013–2018 plan, which provided a framework to advance gender equality and empower women across the UNAIDS Secretariat. The new Gender Action Plan also addresses lessons learned and sets far-reaching targets that address not only issues of gender parity but also performance, learning, empowerment and accountability. The 2018–2023 Gender Action Plan puts particular emphasis on empowering all staff to play their part in organizational change and strengthening key aspects of managerial accountability. The 2018–2023 Gender Action Plan was developed through a rigorous, evidence-informed and consultative process to ensure an effective, tailor-made plan for UNAIDS, while increasing ownership and commitment among all staff members. An all-staff survey helped obtain valuable feedback and insights to further improve and expand the Gender Action Plan.
Four targets are established to be met as early as possible but not later than 2023:
Target 1: 50:50 gender parity across all staff levels and categories.
Target 2: 100% of staff at all levels set a work and learning objective on gender.
Target 3: 100% of eligible UNAIDS female staff to participate in the UNAIDS Women's Leadership Programme and 100% of eligible UNAIDS staff to participate in the Mentoring Programme for Women.
Target 4: 100% compliance with the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women 2.0 framework.

Underpinning the four Action areas seek to address the complexity of gender-responsive change through a range of interventions to shift policies, attitudes, mindsets and behaviours. The action areas relate to each of the targets set out in the plan, distilling concrete commitments that will be taken to achieve them. Below graph gives a real time update on where the UNAIDS Secretariat stands with progress against each of the 30 commitments.
Action area 1: achieving gender parity
Action area 2: embedding gender across UNAIDS performance and learning
Action area 3: empowering staff
Action area 4: standard-setting

6cii. Specific senior level mechanism in place for ensuring accountability for promotion of gender equality and the empowerment of women.
The UNAIDS Gender Action Plan in sponsored by the Deputy Executive Director for Management and Governance and its implementation coordinated through her office. This ensures that actions for accelerating progress are coordinated across departments and adequately prioritized.
To reach targets and achieve an organizational culture that fully upholds gender equality and diversity, progress and challenges are shared with staff on a quarterly basis while the intranet tracks progress in real time. In addition to sex-disaggregated data on staffing at each level, the progress update details the status for each of the 30 commitments (unsuccessful, successful, in progress, pending).
A Gender Action Plan Challenge Group has been set up and is responsible for monitoring progress towards the full achievement of the Gender Action Plan targets and the related action areas, and for raising critical voices and challenges to senior management, so as to urge the Secretariat to further accelerate progress. The group works under the leadership of the Deputy Executive Director for Management and Governance.
The UNAIDS Secretariat reports annually to its Programme Coordinating Board on progress in implementing the plan and reaching the targets through the Update on Strategic Human Resources Management Issues.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

Performance Indicator:
PI7 Leadership

EXCEEDS

7ci. Senior managers internally and publicly champion gender equality and the empowerment of women.
Internally, the importance of and the commitment to gender equality and the empowerment of women are consistently part of communication to all staff from Senior Leadership and an important item at all-staff and Branch meetings, as well as Regional Management Meetings and Senior Management Team meetings. UNAIDS Regional and Department Directors are encouraged to organize periodic meetings for their staff to share information and concerns.
Within UNAIDS, the Deputy Executive Director, Management and Governance regularly (quarterly) reports on progress towards achieving the Plan's targets, including UN-SWAP performance, and drives the implementation of the UNAIDS Leadership Programme for Women. The Deputy Executive Director also leads the Gender Action Plan Challenge Group and the implementation of the Gender Action Plan.
UNAIDS senior leadership demonstrably champions gender equality and the empowerment of women publicly, through active engagement in initiatives including the International Gender Champions Geneva, as well as the 'HeForShe' initiative. UNAIDS also promotes support for the UN-SWAP and gender issues at the interagency level, including in the CEB, HLCM, HLCP and UNSDG, as appropriate.
The Deputy Executive Director participates actively in the CEB's Task Force on the Prevention of Sexual Harassment.
The PCB has called for equal representation of women and men in all PCB delegations, at its 40th session in June 2017 through a decision point, adopted by consensus, encouraging equal representation of women and men in delegations. The

decision point came in response to a report by the UNAIDS Executive Director in which he highlighted gender equality and the empowerment of women as one of the core pillars of the Fast-Track approach to ending AIDS and a key priority in the repositioning of the Joint Programme. Tracking and publishing the gender breakdown of delegates participating in PCB meetings to strive towards stronger gender balance is one of the commitments as International Gender Champion of UNAIDS Executive Director.

7cii. Senior managers proactively promote improvements in UN-SWAP Performance Indicators where requirements are not met/exceeded.

Through its 2018-2023 Gender Action Plan which was launched by the Deputy Executive Director, UNAIDS commits to 100% compliance with the UN-SWAP 2.0 framework as one of the four targets: "Meet or exceed all performance indicators of the UN-SWAP 2.0 Framework, demonstrating progress over time. The UN-SWAP performance indicators pertain to a range of issues, including human resources and management, budgets and finances, communications, programmes and policies, organizational culture and leadership."

This target is underpinned by Action Area 4 on standard-setting which sets the following commitments in support of the UN-SWAP.

Shaping the way forward: active participation in UN-SWAP technical working groups in order to contribute to further shaping and refining the quality and coherence of UNSWAP.

Enhanced reporting and quality assurance: UNAIDS will continue to prepare its UN-SWAP reporting through an interdisciplinary, cross-organizational team. It will also establish an internal quality assurance process with a group of peers to test and review the reporting data before submission.

Concerted progress: each year UNAIDS will identify at least one performance indicator on which to progress from "meets requirements" to "exceeds requirements", as per the definitions of the UN-SWAP framework.

Transparency in information: UNAIDS will make its UN-SWAP reporting available to all staff and post it on its website.

In 2017 and 2018, UNAIDS has published feature stories through its website to highlight the performance against the UN-SWAP indicators, including the summary results for the 2012-2017 UN-SWAP framework.

Advocates for gender equality and the empowerment of women in at least two of the following areas:

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

Performance Indicator:

PI8 Gender-responsive performance management

MEETS

8b. Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above.

UNAIDS Competency Framework includes three values that lay out the shared principles for all staff. The value 'Respect for Diversity' makes specific reference to gender: 'We demonstrate inclusive behaviour and willingness to work without bias with all individuals and groups, regardless of gender, nationality, sexual orientation, HIV status or any other characteristic.' Data from the all-staff survey conducted at the end of 2015 suggested continued strong support among staff across all categories and offices for the Competency Framework in its current form. All values and relevant competencies are included in vacancy announcements and job profiles at the UNAIDS Secretariat.

With the introduction of the integrated performance and learning management system (PALM) in April 2014, and a revised performance management policy, UNAIDS is now better able to monitor and report on staff's performance. Each staff member, including managers, is assessed against the UNAIDS Competency Framework. The performance management policy clarifies the processes, timelines and responsibilities of staff and managers, resulting in a streamlined approach and where

the UNAIDS competencies are more tangible and accessible to UNAIDS staff.
For 2018, the mandatory managerial competencies have been reinforced, in particular the competency of Managing Performance and Resources, strengthening the requirement for managers to act in a just, equitable and non-discriminatory manner for all team members, particularly relating to human and financial resources.
Capacity assessment regarding gender equality and women's empowerment forms part of the performance review and is aligned to the performance management cycle. Since April 2017, the start of the UNAIDS performance management cycle, all staff are requested to set gender-sensitive individual work objectives to reflect on how gender considerations are addressed in all aspects of the staff member's work and how those can be further strengthened. To enhance their capacity on gender equality concepts, gender mainstreaming or gender issues in a specific technical field, each staff member must identify one formal or on-the-job learning objective to be completed during the performance management cycle.
15% of all individual work objectives set, have been identified to be gender-sensitive, i.e. satisfy any one of the following conditions: align to SRA 5, or a combination of SRAs/functions that includes SRA 5, link to a Top task/Expected result that includes gender/women/girls in its text body and/or women/gender/girls is in the individual work objective text. 88% of staff members have identified a gender focused learning objective at the outset of the performance management cycle.
UNAIDS is tracking and monitoring performance ratings of all staff and disaggregates data by sex. There is no significant difference in performance ratings between female and male staff at UNAIDS. UNAIDS has also integrated the monitoring of performance ratings for female staff by grade levels (General Service, Professional / National Officer, Director) with the aim of identifying any performance barriers experienced by female staff at differing grade levels. Performance rating distribution appears to be the same across grade levels.
Equal representation of women at all levels and across categories with a particular emphasis on P4 and above levels as well as among UNAIDS Country Directors is a key organizational priority, as demonstrated with the clear targets of the UNAIDS Gender Action Plan. Progress is continuously monitored and regularly shared with the UNAIDS Programme Coordinating Board, managers, as well as all staff via the live GAP tool on the UNAIDS intranet.
Through the Leadership Programme for Women, Induction Programme for Heads of Country Offices, and active engagement on gender parity and empowerment by UNAIDS senior managers, UNAIDS is promoting a gender-responsive leadership approach.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI9 Financial Resource Tracking

EXCEEDS

9ci. Financial resource tracking mechanism in use to quantify disbursement of funds that promote gender equality and women's empowerment.
The 2016-2021 UNAIDS Strategy and its UBRAF adopted in October 2015 continue to identify gender equality as a key strategic result area of the global AIDS response. The UBRAF not only serves as a tracking system to quantify funds disbursed e.g., for the promotion of gender equality and addressing gender-based violence, but also links resource tracking with the results-based budgeting processes. The budgets are detailed, with all strategy results disaggregated by Cosponsor and region. UNAIDS' core funds are further disaggregated at the level of output and non-core funds at the level of strategy results area.
Following the approval of the 2016-2021 UNAIDS Strategy in October 2015, the UNAIDS Secretariat Gender Equality Marker (GEM) was applied in line with the UN-SWAP requirements to all of the 2016-2017 and again in 2018-2019 UBRAF workplans and budget allocations across the Secretariat which reflected expected contributions of planned budgets to gender equality and/or women's empowerment. The GEM rating was assigned by members of the UNAIDS Secretariat SWAP working group, reviewed by gender specialists and approved by senior management.
In the context of the roll out of the refined UNAIDS operating model, during 2018 the UNAIDS Gender Equality Marker was extended to all Joint Programme activities funded by core resources. A checklist for planning and reporting on human rights,

gender equality and women's empowerment was prepared to ensure that GEWE is incorporate into all Joint UN Plans on AIDS being implemented at country level and the Gender Equality Marker was applied to each deliverable. This information and its analysis will provide a basis for further substantive discussion on how the Joint Programme approaches and how it can improve approaches to GEWE in its country level programming.

9cii. Results of financial resource tracking influences central strategic planning concerning budget allocation.
The results for UNAIDS Secretariat 2016-2017 workplans at the planning stage were as follows:
The financial benchmark of 15% was achieved. The main findings reveal that 19% of 2016-2017 Secretariat expenditure was against activities where advancing gender equality and women's empowerment was a principal objective, well above the benchmark of 15% and the planned figure of 14%. In addition, 9% of expenditure against 12% planned budget showed no contribution to GEWE, 11% of expenditure against 26% planned budget showed marginal/limited contribution to GEWE and 61% of expenditure against 48% planned budget showed significant contribution to GEWE. The rating code of 2 is the goal for the majority of UNAIDS Secretariat 2016-2017 workplans.

Explanation of why this rating has been given

Which type of scale is being used?

In which areas or budget sources does the entity apply the Gender equality markers?

The gender marker system is used for...

In which ERP is the gender marker system embedded?

Has there been guidance and training on the use of gender markers in the entity in the reporting year?

Which department is in charge of quality assurance of gender markers in the entity?

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI10 Financial Resource Allocation

EXCEEDS

10c. Financial benchmark for resource allocation for gender equality and women's empowerment mandate is exceeded.
At the end of 2015, further to the approval of the 2016-2021 UNAIDS Strategy, its UBRAF and the development of the UNAIDS Secretariat Gender Equality Marker (in line with the UN-SWAP requirements), a financial benchmark with a target of 15% of the expenditures of the UNAIDS Secretariat was established for 2016-2017 based on the 2016-2017 biennium budget. The target was to have allocated 15% of UNAIDS Secretariat funds in support of actions that 'address women's specific needs, advance gender equality and empower women' as a principal objective'. This corresponds to the rating of 3 in the UNAIDS Secretariat Gender Equality Marker but the rating code of 2 was considered to be the goal for the UNAIDS Secretariat workplans.
The measure was tracked and monitored through the Gender Equality Marker and the results showed that the financial benchmark of 15% was achieved. The main findings reveal that 19% of 2016-2017 Secretariat expenditure was against activities where advancing gender equality and women's empowerment was a principal objective, well above the benchmark of 15% and the planned figure of 14%. In addition, 9% of expenditure against 12% planned budget showed no contribution to GEWE, 11% of expenditure against 26% planned budget showed marginal/limited contribution to GEWE and 61% of expenditure against 48% planned budget showed significant contribution to GEWE. The GEM was applied to the 2018-219

biennium UBRAF workplans and allocated budgets (activities, staff and operations) across the UNAIDS Secretariat. It was applied at the planning stage in 2017 and reflects expected contributions of allocated budgets to gender equality and/or women's empowerment. For the first time the GEM rating was assigned by workplan owners from across the UNAIDS Secretariat in reference to the guidance and checklist issues and reviewed by gender specialists.
The GEM coding entails the percentage of Secretariat's 2018-19 planned budget committed towards gender equality and women empowerment. Overall, 3% of the workplans showed no contribution (GEM code 0) to gender equality and women's empowerment, 18% of the workplans demonstrate marginal/limited contribution to GEWE (GEM code 1), 62% of the workplans demonstrate significant contribution (GEM code 2) to GEWE, and 17% of the workplans show advancing GEWE as a principal objective (GEM code 3). The GEM rating of demonstrating significant contribution (GEM code 2) is considered as the general goal for UNAIDS Secretariat and can be seen from the majority of workplans (62%).
The methodology applied was essentially the same as used for the 2016-2017 workplans. The only difference was that the workplan owners themselves selected the most appropriate GEM code against output result (top task in ERP) and uploaded the information in the ERP. The selected GEM codes were reviewed by the workplan quality assurance group that included Gender experts and endorsed by the senior management while approving the workplans. The median of the GEM codes per workplan was automated in the ERP system based on the GEM code marking of top tasks. The business intelligence report generated from the ERP provided data with the planned budget and median GEM score for each workplan of the Secretariat.
In the 2016-2017 biennium, UNAIDS Secretariat set a target of 15% of budget allocation towards contribution as principle objective to advance GEWE (GEM code 3) and the final 2016-2017 expenditure figures demonstrate 19% as a principal objective towards advancing GEWE, thus exceeding the benchmark by 4%. In the 2018-2019 workplans and budgets, the planning figures show 17% of planned budget contributing as a principal objective toward advancing GEWE. Based on these results the financial benchmark for the 2018-2019 biennium is proposed as 17%.
As stated above under 9, an important development has been that the GEM methodology was extended to the core UBRAF 2018-2019 budget which is transferred to Cosponsors.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI11 Gender Architecture

MEETS

11bi. Gender focal points or equivalent at HQ, regional and country levels are: a. designated from staff level P4 or equivalent and above for both mainstreaming and representation of women b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions.

a. appointed from staff level P4 and above for both mainstreaming and representation of women
Given the importance of gender equality and women's empowerment in the overall UNAIDS Strategy 2016-2021 and the Secretariat's Gender Action Plan, all staff members need to reflect gender issues in all their activities and devote a part of their time to advancing progress towards achieving the Strategy's outcomes. This mainstreamed approach has been further strengthened by requiring each staff member to formulate gender-sensitive work objectives and to set a learning objective on gender issues for the 2017/2018 performance management cycle. The 2018-2023 Gender Action Plan formulates that '100% of staff at all levels set gender-sensitive work and learning objectives' as one of its four targets.
The overall efforts to achieve gender equality and the empowerment of women staff in the UNAIDS Secretariat are led by the Deputy Executive Director, Management and Governance. A staff member at the DXD's Office at the P4 level is actively driving this important work including through coordinating the UNAIDS Gender Action Plan Challenge Group which is comprised of 11 colleagues from various parts of the Secretariat.
An interdisciplinary working group supports the organization's work on the UN-SWAP, including the annual reporting, participation in technical working groups as well as identification of opportunities to make progress on gender equality and women's empowerment and their operationalization. One working group member is at the director levels, two at P5, three at

P4, two at P3, and two at P2 level.

b. have written terms of reference
In addition to including gender equality and women's empowerment into the post descriptions of new posts, contribution to gender equality and women's empowerment by focal points can be captured in the work objectives and assessment of competencies through the performance management cycle.
Terms of Reference for members of the Gender Action Plan Challenge Group are available.

c. at least 20 per cent of their time is allocated to gender focal point functions
Members of the interdisciplinary UN-SWAP working group spend at least 20% of working their time to contribute to gender equality and women's empowerment within the UNAIDS Secretariat as well as programmatically advancing gender equality and women's empowerment in support of the UNAIDS Strategy 2016-2021. It should be noted in this context that throughout 2018 UNAIDS was proactively engaged in the UN-SWAP working groups on 'Theory of Change' and 'Quality Assurance', piloted the new UN-SWAP 2.0 Performance Indicators and has hosted the 2018 global meeting of UN-SWAP and gender focal points in October.

11bii. Gender department/unit is fully resourced according to the entity mandate.
Since 2016 and in the context an internal UNAIDS repositioning process, gender equality and women's empowerment were integrated into the job descriptions of new posts. At regional level the Senior Community Support Advisers have integrated Gender Equality, SRHR and GBV as part of their job profiles, and at country level the functions of gender equality and human rights is included in the new job profiles of Fast Track Advisers and Community Support Advisers. The Community Support, Social Justice and Inclusion Department in UNAIDS Headquarter has two of its 15 professional positions dedicated to work full time on gender equality at P5 and P2 level respectively.
Furthermore, the continuous coordination work to implement the measures outlined in the Gender Action Plan is carried out by a staff member at the P4 level at the Office of the Deputy Executive Director.

Explanation of why this rating has been given

Does the gender unit address GEWE issues only?

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI12 Equal representation of women

MEETS

12b. The entity has reached the equal representation of women for General Service staff and all professional levels.
The overall gender distribution at the UNAIDS Secretariat is 54% women and 46% men. As a result of the implementation of the two Gender Action Plans since 2013, the share of women in positions at P4 and above levels has increased to 49% in 2018 - now perfectly within the margin of equal representation of men and women. In General Service category, the there is still a slight overrepresentation of women (57%). The UNAIDS Secretariat is determined to consolidate the success of reaching the equal representation of women at P4 and above levels, and to further progress in the General Service category.
As reported in detail under Performance Indicator 6, various activities are implemented to meet the numeric targets of the Gender Action Plan 2018-2023 and make progress in its focus areas. Furthermore, gender equality and women's empowerment are mainstreamed across the pillars of the UNAIDS Secretariat Human Resources Strategy 2016-2021. Developing cohorts of women leaders, implementation of the Gender Action Plan, and staff-friendly policies are defined as focus areas.
The Department for Human Resources Management monitors and promotes gender balance in the context of organizational change, under the guidance of Senior Management. Systematic reporting of trends on female staff in all categories continues

through the monitoring of the targets of the Gender Action Plan. The main change in the new Gender Action Plan's numerical targets adopted in 2018 is that UNAIDS Secretariat now tracks progress at each grade instead of looking at groups of grades. Additionally, quarterly staffing updates continue to be shared with managers, including sex-disaggregation of data which regularly highlight the remaining gap towards achieving gender parity in their department or geographical region.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

Gender parity data by level

	Female	Male
P1	1	0
P2	13	6
P3	26	22
P4	49	31
P5	58	71
D1	13	20
D2	4	7
ASG	1	0
USG	0	1

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:

PI13 Organizational culture

EXCEEDS

13ci. Organizational culture fully supports promotion of gender equality and the empowerment of women.

The overall policy framework supporting work-life balance and gender balance was reported upon in previous reports and continues to be implemented and monitored. In terms of new developments in the 7 areas of this indicator, note the following:

1 UN Ethics-related Legal Arrangements
The Senior Ethics Officer administers the Declaration of Interests Programme, provides ethics advice and guidance to staff, including through the UNAIDS Secretariat Ethics Guide, and administers the Whistleblowing and Protection against Retaliation Policy and Procedures. A confidential integrity hotline, introduced in November 2017, is an integral part of the implementation of the Whistleblowing and Protection Against Retaliation Policy and Procedures. 'Prevention of Harassment, Sexual Harassment and Abuse of Authority', and 'Ethics and Integrity at the UN' are mandatory training for all UNAIDS staff (100% compliance).

The WHO internal justice system also applies to UNAIDS, with certain adaptations.

2 Facilitative Policies
2.1: UNAIDS introduced of a single parental leave policy which extends adoption and paternity to 16–18 weeks, depending on the number of children, and introduces surrogacy leave of the same duration. This more equitable policy framework supports caregiving by men and women and can help in overturning perceptions that women of childbearing age are potentially too expensive or an absentee risk when compared with similarly qualified men. Maternity leave is 24-28 weeks.
2.2: The Flexible Working Arrangements (FWA) policy is in place for all staff, covering flexible working hours, compressed working hours and teleworking. Provisions in place for staff members with a breastfeeding infant (or infants) under the age of

twenty months who are requested to undertake duty travel.
2.3: Implementation of the FWA policy is centrally monitored by HRM. Cloud-based solutions enable staff to work from anywhere at any time. Hence staff enabled to agree on working arrangements accommodating individual needs.
2.4: As an organizational practice, meetings are scheduled with staff working schedules in mind; technologies in use to facilitate meetings at a distance.

3 Monitoring Mechanisms
All-staff surveys are conducted to inform UNAIDS' Gender Action Plan, including perceptions on organizational culture, awareness and uptake of facilitative policies. Additionally, the UNAIDS Staff Association regularly surveys staff on issues related to organizational culture, including ethics, conduct and healthy working environment. The survey results inform staff-management dialogue to identify priority areas.
Human Resources presents annual reports to the PCB outlining policy developments and highlighting progress on gender equality and gender diversity by grade. The report will also include anonymous summaries of disciplinary measures implemented over the previous year.
In 2019, UNAIDS will introduce 360-degree feedback in management appraisals for Director-level staff to assess competency in managing people and resources.
The UNAIDS Insight Dashboard was launched in November 2018. Accessible to all staff via the UNAIDS intranet, the dashboard increases transparency in internal planning, monitoring and reporting.

4 Sexual harassment
UNAIDS' Integrity Hotline provides a confidential and anonymous medium for reporting any concerns relating to misconduct, including abuse of power, bullying, harassment and sexual harassment. Policy, procedural and resource information is provided in a confidential manner by the Senior Ethics Officer to staff members who report incidents of harassment or sexual harassment. The possibility for direct referral of such allegations by the Executive Director to WHO Internal Oversight Services (IOS) for preliminary review and investigation exists, when warranted.
In February 2018, the Executive Director developed the 5+ Point Plan to address harassment, including sexual harassment, and unethical behaviour within UNAIDS which led to the Dignity at Work Agenda focussing on four pillars:
1. Advancing gender equality and diversity, inclusion and non-discrimination
2. Preventing and addressing conflict, bullying, harassment and abuse of authority
3. Promoting staff mental health and wellbeing
4. Knowing your rights at work
A first cohort of 19 Advisors was trained in 2018.
The Executive Director requested the PCB to appoint an Independent Expert Panel (IEP)to assess the organizational culture, evaluate the effectiveness of existing policies and procedures, and recommend a comprehensive set of prioritised measures. Building on the findings, an Agenda for Change was developed around five key components:
1. Putting staff at the centre;
2. Strengthening compliance and standards;
3. Galvanizing leadership, governance and oversight;
4. Investing in management systems and activities; and,
5. Enhancing capacity.

Development of a more detailed management action plan is underway.
UNAIDS uses the ClearCheck database on sexual harassment.

13cii. ILO Participatory Gender Audit or equivalent carried out at least every five years.
UNAIDS Secretariat Gender Action Plan 2018-2023 – A Framework for Accountability was launched in June 2018. Building on the progress made under the initial plan (2013-2018), it sets new and further-reaching goals. An external gender auditor conducted a desk review, aligned to the ILO's gender audit methodology, which examined the Secretariat's processes from a gender perspective, assesses the relative progress and identifies areas for further development in promoting gender equality. The desk review included reviewing key organizational policy documents, performance monitoring reports as well as other documents such as the generic job descriptions, TORs, reports, publications and other studies from a gender perspective to establish a baseline for the new Gender Action Plan and identify areas where more action is needed. The consultative process was carried out to engage all staff through hold broad consultations and to solicit their inputs to inform the 2018-2023 Gender Action Plan for the UNAIDS Secretariat. 196 staff members, 28% of the UNAIDS workforce, responded to the comprehensive all-staff survey in September 2017. A deeper inquiry through focus group discussions and individual interviews with some 40 colleagues representing a cross-section of the UNAIDS staff allowed for probing of survey findings

and concrete suggestions for bridging the gap as well as contribute to stronger ownership among key stakeholders. The data from survey, focus group discussions and interviews was analysed by the external gender auditor and recommendations for areas of focus for a new Gender Action Plan made in conjunction with findings from the desk review.

Explanation of why this rating has been given

Implement, promote and report on facilitative policies for maternity, paternity, adoption, family and emergency leave, breast-feeding and childcare

Implement, promote and evaluate policies related to work-life balance, including part-time work, staggered working hours, telecommuting, scheduled breaks for extended learning activities, compressed work schedules, financial support for parents travelling with a child, and phased retirement

Promote existing UN rules and regulations on work-life balance with an internal mechanism available to track implementation and accessibility by gender and grade.

Periodic staff meetings by units are scheduled during core working hours and on working days of staff working part-time, with teleconference or other IT means actively promoted.

Regular global staff surveys

Sexual harassment

UN Ethics-related Legal Arrangements

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

V. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

Performance Indicator:
PI14 Capacity Assessment

EXCEEDS

14ci. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women's empowerment is carried out.

UNAIDS continues to assess staff capacity in GEWE through reviews of staff profiles and it forms part of the performance review and is aligned to the performance management cycle through assessment of demonstration of competencies, formulation of gender-sensitive work objectives and setting of a mandatory learning objective to strengthen gender competence. During the initial objective setting phase of the performance management cycle, all staff members are requested to set gender-sensitive individual work objectives to reflect on how gender considerations are addressed in all aspects of the staff member's work and how those can be further strengthened during the performance cycle. Staff members and supervisors will agree on specific actions to take and indicators to measure progress during the final evaluation phase. A one-pager accompanied by set of questions to raise awareness on gender equality dimensions across areas of work has been shared with all staff and is accessible to staff when completing both their work and learning objectives to enhance focus on GEWE.

As per previous cycles, to enhance their capacity on gender equality concepts, gender mainstreaming or gender issues in a specific technical field, each staff member must identify one formal or on-the-job learning objective to be completed during the performance management cycle. Staff members must record their identification of a learning objective on 'Gender Equality and Women's Empowerment' within the UNAIDS performance management platform (PALM). Data on identification of learning objectives is periodically assessed via the Insight Dashboard, with further information on identification of gender-focused goals being assessed and reported via the UNAIDS Gender Action Plan 2018-2023.

Data from the 2017 staff survey was analysed and incorporated into the formation of the Gender Action Plan 2018-2023, aimed at the strategic advancement of gender equality and women's empowerment and the demonstration of gender-sensitive behaviours in line with UNAIDS Competency Framework and the value 'Respect for Diversity'. Data for this will be fed into the intranet-based live tracker, assessing progress against target and therefore staff capacity.
Furthermore, the introduction of the Gender Action Plan Challenge Group allows for continuous identification and guidance on UNAIDS entity-wide assessment of capacity, including identification of opportunities where this may be enhanced. The diverse make-up of the Challenge Group allows for such assessment to be carried across geographic locations and levels.

14cii. A capacity development plan is established or updated at least every three years.

To strengthen their capacity on gender equality concepts, gender mainstreaming or gender issues in a specific technical field, each staff member had to identify one formal or on-the-job learning objective to be completed during the following performance management cycle. This can be achieved through participating in a workshop or course including massive open online course, reading scientific articles or UN documents, engaging in a community of practice or following the proceedings of a specific UN body (e.g. CEDAW, CSW). Staff members identified and agreed with their supervisor on a subject relevant to their function that will strengthen their capacity to include aspects of GEWE in their work. Formal learning opportunities (including e.g. I know gender, UN for All, Building Gender IQ, and Gender Equality, UN Coherence and You) are made available and staff members are empowered to identify subjects and means most relevant to their learning needs.
Through tracking staff members work and learning objectives in PALM, it is possible to conduct analyses thereof to inform future initiatives and make other relevant learning resources available to all staff. 34 UNAIDS colleagues participated in the fourth edition of the UNAIDS Leadership Programme for Women in Turin, Italy during the last week of October. The programme is one of the key components of the UNAIDS Gender Action Plan and is now open to female staff across all grades and categories. Tailored to UNAIDS needs, the programme focuses on the development of a new generation of women leaders, enabled assume greater responsibility in leading the delivery of UNAIDS strategic and programmatic objectives and managing organizational change. Participants are leadership champions who have the knowledge and skills to promote a sound, gender-sensitive leadership culture in UNAIDS.
Additional focus is planned in coming months on key areas such as unconscious bias in performance management.
As mentioned above, the 2018-2023 UNAIDS Gender Action Plan includes specific targets for the enhancement of capacity in gender equality and women's empowerment.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

V. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

Performance Indicator:

PI15 Capacity Development

EXCEEDS

15ci. Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices.

As outlined in PI14, to strengthen their capacity on gender equality concepts, gender mainstreaming or gender issues in a specific technical field, each staff member must identify one formal or on-the-job learning objective to be completed during the performance management cycle. This can be achieved through participating in a workshop or course including open online courses, reading scientific articles or UN documents, engaging in a community of practice or following the proceedings of a specific UN body (e.g. CEDAW, CSW). Staff members identify and agree with their supervisor on a subject relevant to their function that will strengthen their capacity to include aspects of gender equality and empowerment of women in their work. Formal learning opportunities (including e.g. I know gender, UN for All, Building Gender IQ, and Gender Equality, UN Coherence and You) are made available. Close monitoring is conducted to ensure compliance of gender related learning objectives in the UNAIDS Performance and Learning Management System. All in-house training is competency-based and hence incorporates UNAIDS Values of which 'Respect for Diversity' makes specific reference to gender, inclusive and unbiased behaviour.

In 2018, the UNAIDS Mentoring Programme was opened for all staff, regardless of gender. A Mentoring is an important learning tool for professional development of UNAIDS staff members. Since 2014, 102 women staff members have participated in the Programme as metees and 81 as mentors.
Performance management is receiving particular attention. All managers are strongly encouraged to participate in extensive training to conduct effective performance reviews that includes gender-based bias in performance assessment.

15cii. Senior managers receive tailored training during orientation.
First-time and returning UNAIDS Country Directors (28 staff members, 10 of whom women) participated in the 2018 edition of the Orientation Programme which included leadership and gender related content. A 360-leadership assessment was assigned to Senior Managers and participants of this programme to provide constructive feedback on individual leadership styles, followed by lessons on good leadership skills. The programme while focusing on programmatic result areas, also addressed very specific needs of 16 women UNAIDS Country Directors. Extensive needs analysis was conducted before designing the Orientation programme to ensure both women and men roles and contributions were highlighted during the programme while their differential learning needs and perspectives were addressed. The participants have been encouraged to sign up for coaching sessions to enhance leadership skills and areas of development under the close supervision of HRM.
In addition, in 2018, all members of the Senior Management Team participated in a half-day session on Dignity at Work which explicitly sensitizes for gender dimensions and power dynamics of leadership.

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

VI. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

Performance Indicator:
PI16 Knowledge and Communication

EXCEEDS

16ci. Knowledge on gender equality and women's empowerment is systematically documented and publicly shared.
UNAIDS Strategy 2016-2021 emphasises the imperative of 'empowering young people, particularly young women, as utmost important to prevent HIV, including by ending GBV and promoting healthy gender norms'. Specifically target 7 reflects UNAIDS commitment to gender equality and SRHR. The Strategy furthermore outlines 'Women and men practice and promote healthy gender norms and work together to end gender-based, sexual and intimate partner violence to mitigate risk and impact of HIV' as a result area. Along with other targets and results areas, progress and achievements are reported annually to the PCB. This performance monitoring report includes a narrative highlighting the Joint Programme's contributions, expenditures, case studies, and key evaluation findings. Gender-sensitive indicators are measured annually through the UBRAF reporting. UBRAF indicators are disaggregated by age and sex, where possible. In the 2016 PD, member states committed to "Pursuing transformative AIDS responses to contribute to Gender Equality and the Empowerment of All Women and Girls".
The HIV Gender Assessment Tool (GAT) which has been implemented in over 70 countries has been revised, in line with the, SDGs, HLM PD and the UNAIDS Strategy 2016-2021, and translated into Arabic, French and Spanish to support broader dissemination. Updated data on HIV and progress towards gender equality in countries is collected and analyzed annually through the Global AIDS Monitoring process. Prevalence of intimate partner violence is monitored as an outcome in itself and as a proxy for gender equality. Progress in the development and implementation of national HIV policies, strategies and laws, including in relation to women and girls and empowerment, are collected every two years. Data are available on the UNAIDS webpage through an online database (www.aidsinfo.unaids.org) and countries are supported to report gender-disaggregated data and analyse HIV data from a gender perspective through the GAM reporting process.

16cii. Communication plan includes gender equality and women's empowerment as an integral component of internal and public information dissemination.
The UNAIDS Executive Director and the Deputy Executive Director, Management and Governance, regularly reports on progress towards achieving the Gender Action Plan's targets and UN-SWAP performance, gives visibility to female staff at all

levels and drives the flagship Leadership Programme for Women. GEWE are regularly included on the agenda of senior management retreats. Specific aspects are included in regular Management Updates sent to all staff, as well as staff meetings. In addition, on International Women's Day a dedicated update on progress in meeting the UNAIDS Gender Action Plan targets, including areas where further efforts are needed, is disseminated. A dedicated intranet page serves as one-stop location for information and materials related to the Plan.
UNAIDS senior leadership champions GEWE publicly, through active engagement in initiatives including the International Gender Champions, as well as the 'HeForShe' initiative. UNAIDS also promotes support for the UN-SWAP and gender issues at the interagency level, including in the CEB, HLCM, HLCP and UNDG, as appropriate. The Executive Director actively contributes to the IGC through his public commitments and panel parity pledge. UNAIDS co-chairs the Change Management Impact Groups and has held workshops for Senior HR staff from across the system on designing inclusion nudges and applying a deliberate gender-responsive change management approach. In November 2017, UNAIDS led efforts on launching a 'A "how To" Checklist For International Gender Champions - Embedding gender equality across structures, systems and mindsets'.

16ciii. Entity is actively involved in an inter-agency community of practice on gender equality and the empowerment of women.

UNAIDS, was one of six agencies supporting the development, review and launch of The International technical guidance on sexuality education to assist education, health and other relevant authorities in the development and implementation of school-based and out-of-school comprehensive sexuality education programmes and materials. In addition, UNAIDS supported the development of the Consolidated guideline on sexual and reproductive health and rights of women living with HIV, with WHO, HRP, UNFPA and the OHCHR.
UNAIDS, UN Women and the GCWA, intersectional and multi-sectoral accountability initiative #BeTeamWomen, which aims to unite, share information, exchange ideas, connect and amplify the voices, and actions women's rights groups, social justice actors, and AIDS advocates, has hosted a monthly series of Facebook live discussions, reaching a global audience of over 75,000. The #beTeamWomen website which features country profiles with gender specific GAM indicators, will be launched in early 2019. Furthermore, the ALIVHE Framework: Action Linking Initiatives on Violence Against Women and HIV Everywhere launched in November 2017, which is an applied research implementation initiative providing a step-by-step approach to develop an effective programme, including an M&E framework, for implementing and evaluating VAW and HIV responses, is currently being implemented in 5 countries in MENA.
UNAIDS in partnership with WHO and the #BeTeamWomen is leading on the advocacy work on the integration of services for the prevention and control of Female Genital Schistosomiasis with HIV and other SRHR interventions. Furthermore, UNAIDS co-chairs the advocacy, communications and community mobilisation working group for the WHO led Elimination of Cervical Cancer as a public health problem initiative.
Gender equality and empowerment of women is regularly featured on the UNAIDS website including through web-stories about both staff (UNAIDS Gender Action Plan, UN-SWAP) and about how gender equality and the empowerment of women is important to progress in the AIDS response (at least 2-3 times/month in 2018).

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

VI. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

Performance Indicator:
PI17 Coherence

MEETS

17bi. Participates systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women.

In early 2018, UNAIDS continued its engagement in the process developing the UN-SWAP 2.0 framework through piloting the new Performance Indicators and subsequently provided feedback and inputs. Throughout 2018 UNAIDS staff was proactively

engaged in the UN-SWAP working groups on 'Theory of Change' and 'Quality Assurance'. In October 2018, UNAIDS hosted the 5-day global meeting of UN-SWAP and gender focal points, and focal points for women. UNAIDS staff also joined the meetings for Geneva-based focal point and various online meetings.
UNAIDS continues to share lessons learned on prioritizing progress to meet or exceed all UN-SWAP Performance Indicators with other focal points and entities within and beyond the UN system.
Through its 2018-2023 Gender Action Plan which was launched by the Deputy Executive Director, UNAIDS commits to 100% compliance with the UN-SWAP 2.0 framework as one of the four targets: "Meet or exceed all performance indicators of the UN-SWAP 2.0 Framework, demonstrating progress over time. The UN-SWAP performance indicators pertain to a range of issues, including human resources and management, budgets and finances, communications, programmes and policies, organizational culture and leadership."
This target is underpinned by Action Area 4 on standard-setting which sets the following commitments in support of the UN-SWAP.
Shaping the way forward: active participation in UN-SWAP technical working groups in order to contribute to further shaping and refining the quality and coherence of UNSWAP.
Enhanced reporting and quality assurance: UNAIDS will continue to prepare its UN-SWAP reporting through an interdisciplinary, cross-organizational team. It will also establish an internal quality assurance process with a group of peers to test and review the reporting data before submission.
Concerted progress: each year UNAIDS will identify at least one performance indicator on which to progress from "meets requirements" to "exceeds requirements", as per the definitions of the UN-SWAP framework.
Transparency in information: UNAIDS will make its UN-SWAP reporting available to all staff and post it on its website.

17bii. Participates in a UN-SWAP peer review process.
In continuation of UNAIDS' proactive engagement in the development of the UN-SWAP 2.0 Framework, the new Performance Indicators were piloted. Draft reporting was shared with UN Women and other entities as to inform any updates to the indicators and technical notes. In addition, and building on the first reporting against the UN-SWAP 2.0 Performance Indicator Framework UNAIDS has agreed to undertake a peer review with UNHCR in the second quarter 2019.

Explanation of why this rating has been given

Has the entity's work in this field been impacted by the COVID-19 crisis, response and recovery?

VIII. Joint United Nations Programme on HIV/AIDS ACTION PLAN 2018

PI1 Strategic Planning Gender-Related SDG Results EXCEEDS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

PI2	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0

Reporting on Gender-Related SDG Results EXCEEDS	**Use of Funds**	NA
	Timeline	0

 PI3 Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan NOT APPLICABLE	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

 PI4 Evaluation MEETS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

 PI5 Audit MEETS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

 PI6 Policy	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0

EXCEEDS	**Use of Funds**	NA
	Timeline	0

PI7

Leadership

EXCEEDS

Action Plan	NA
Responsible For follow up	NA
Resources Required	0
Use of Funds	NA
Timeline	0

PI8

Gender-responsive performance management

MEETS

Action Plan	NA
Responsible For follow up	NA
Resources Required	0
Use of Funds	NA
Timeline	0

PI9

Financial Resource Tracking

EXCEEDS

Action Plan	NA
Responsible For follow up	NA
Resources Required	0
Use of Funds	NA
Timeline	0

PI10

Financial Resource Allocation

EXCEEDS

Action Plan	NA
Responsible For follow up	NA
Resources Required	0
Use of Funds	NA
Timeline	0

PI11 Gender Architecture MEETS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

PI12 Equal representation of women MEETS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

PI13 Organizational culture NOT APPLICABLE	**Action Plan**	While UNAIDS exceeds requirements under this Performance Indicator, the UNAIDS Secretariat acknowledges that more needs to be done to ensure that all staff experience the inclusive work culture to which UNAIDS aspires. In 2018, the UNAIDS Executive Director requested the PCB to appoint an Independent Expert Panel on the prevention of and response to bullying, harassment, sexual harassment and abuse of authority (IEP) to assess the organizational culture, evaluate the effectiveness of existing policies and procedures, and recommend a comprehensive set of prioritised measures. The Panel's report and a management response to the findings and recommendations were discussed at the 43rd meeting of the UNAIDS Programme Coordinating Board and the development of a Management Action Plan is underway. The Management Action Plan builds on a strong body of work already under way to create a model working environment and draws on recommendations made by an Independent Expert Panel.http://www.unaids.org/en/resources/presscentre/pressreleaseandstatementarchive/2018/december/independent-expert-panel-report http://www.unaids.org/en/resources/presscentre/pressreleaseandstatementarchive/2018/december/pcb43 In the Agenda for Change Management response to the IEP report, the following five key components for action are identified: 1. Putting staff at the centre; 2. Strengthening compliance and standards; 3. Galvanizing leadership, governance and oversight; 4. Investing in management systems and activities; and, 5. Enhancing capacity. Development of a more detailed management action plan is underway for implementation of Agenda for Change in 2019.It should also be noted that while informing the UN-SWAP 2.0 Framework the UNAIDS Secretariat had suggested broader reviews to the Performance Indicators including this one to better capture organizational culture beyond existence of policies.

	Responsible For follow up	Cabinet and Senior Management Team
	Resources Required	300000
	Use of Funds	Implemetation of the Management Action Plan
	Timeline	3 years

PI14 Capacity Assessment EXCEEDS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

PI15 Capacity Development EXCEEDS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

PI16 Knowledge and Communication EXCEEDS	**Action Plan**	NA
	Responsible For follow up	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

	Action Plan	NA

PI17 Coherence MEETS	**Responsible For follow up**	NA
	Resources Required	0
	Use of Funds	NA
	Timeline	0

IX. SUPPORTING DOCUMENTATION

PI1 Strategic Planning Gender-Related SDG Results

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

EXCEEDS

Category	Documents
Strategic Plan/Strategic Framework or equivalent	UNAIDS 2016-2021 Strategy- On the Fast-Track to end AIDS
Strategic Plan/Strategic Framework or equivalent	Political declaration on HIV and AIDS
Other	Performance Monitoring Report
Other	Performance Monitoring Report 2016-2017 Organizational reports

PI2 Reporting on Gender-Related SDG Results

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

EXCEEDS

Category	Documents
Annual report	Global AIDS Monitoring 2018
Annual report	Performance Monitoring Report 2016-2017 Organizational reports
Annual report	Global AIDS update 2018 -Miles to Go
Annual report	Performance Monitoring Report

PI3 Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

NOT APPLICABLE

Category	Documents
Programmatic Document	Performance Monitoring Report
Programmatic Document	When-women-lead-change-happens_en
Other	UNAIDS Accelerating progress towards Gender Equality in the UN system and beyond
Other	UNAIDS Gender Equality Marker Guidance 2018-19 workplans
Other	Checklist for reporting on GEWE

PI4 Evaluation

GENDER-RELATED SDG RESULTS / OVERSIGHT

MEETS

Category	Documents
Other	tool-SRH-monitoring-eval-systems_en
Other	UNAIDS Evaluation Plan 2018
Other	Evaluation Policy UNAIDS - currently being revised
Other	Integrating HR and GE into UNAIDS Evaluations - guidance

PI5 Audit

GENDER-RELATED SDG RESULTS / OVERSIGHT

MEETS

Category	Documents
	No documents uploaded

PI6 Policy

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

EXCEEDS

Category	Documents

Gender Policy/Strategy	UNAIDS HR Strategy 2016-2021
Gender Policy/Strategy	unaids-gender-action-plan-2018-2023_en
Senior level accountability mechanism	2018-12 Gender Action Plan - quarterly update
Senior level accountability mechanism	UNAIDS_PCB42_HR_update_EN

PI7 Leadership

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

EXCEEDS

Category	Documents
Other	unaids-gender-action-plan-2018-2023_en
Other	2017 Feature story
Other	2018 Feature story
Other	Executive Director Michel Sidibé's pledge as International Gender Champion
Other	PCB40_Decisions_EN

PI8 Gender-responsive performance management

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

MEETS

Category	Documents
Performance management document	UNAIDS Competency Framework
Performance management document	HRM-IN 2017- 1 Performance Management Policy
Performance management document	UNAIDS_PCB42_HR_update_EN
Performance management document	UNAIDS Take Action for GEWE - jobaid

Performance management document	Mainstreaming gender through performance management - Ideas to take action

PI9 Financial Resource Tracking

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

EXCEEDS

Category	Documents
Gender Marker Scorecard	GEM 2016-2017 expenditure report_Final March 2018
Gender Marker Guidelines	UNAIDS Gender Equality Marker Guidance 2018-19 workplans
Gender Marker Guidelines	UBRAF 2018_2019 Guidance_Implementation Review and Envelope Allocation_31082018

PI10 Financial Resource Allocation

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

EXCEEDS

Category	Documents
Annual report	GEM 2016-2017 expenditure report_Final March 2018
Annual report	GEM 2018-2019_Planning Final January 2019

PI11 Gender Architecture

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

MEETS

Category	Documents
Gender Policy/Plan/Strategy	unaids-gender-action-plan-2018-2023_en
Other	UNAIDS 2016-2021 Strategy- On the Fast-Track to end AIDS
Other	UNAIDS HR Strategy 2016-2021
Other	UNAIDS_PCB42_HR_update_EN

Focal Point Terms of Reference	Gender Action Plan Challenge Group ToR - for review

PI12 Equal representation of women

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

MEETS

Category	Documents
Other	UNAIDS_PCB42_HR_update_EN
Parity Strategy/ Implementation Plan	UNAIDS HR Strategy 2016-2021
Parity Strategy/ Implementation Plan	unaids-gender-action-plan-2018-2023_en

PI13 Organizational culture

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

EXCEEDS

Category	Documents
Other	TORs Consultancy - Informing a Gender Action Plan 2018+
Other	20171102_Preventing_Acting on Sexual Harassment_UNAIDS4
Other	20190101 UNAIDS Travel Policy
Other	UNAIDS Secretariat Ethics Guide_2015
Other	Information Note MER_Ethics 2017-1
Flexible Work Arrangement Policy	HRM-IN 2013- 7 Flexible Working Arrangements Policy and Guidelines
Other	HRM-IN 2018-2 Internal Justice System
Leave Policy	HRM-IN 2018-10 UNAIDS Paternity_Adoption_Surrogacy Leaves Policy_111018
Other	2018-02 WHO staff-rules-en
Other	WHO e-Manual Section-III 12
Other	2018-02 UNAIDS_IntroductiontoStaffRules1February2018English

PI14 Capacity Assessment

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

EXCEEDS

Category	Documents
Other	UNAIDS Competency Framework
Other	HRM-IN 2017- 1 Performance Management Policy
Capacity Development Plan	Mainstreaming gender through performance management - Ideas to take action
Capacity assessment survey/questionnaire	UNAIDS Take Action for GEWE - jobaid

PI15 Capacity Development

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

EXCEEDS

Category	Documents
Other	UNAIDS Competency Framework
Other	HRM-IN 2017- 1 Performance Management Policy

PI16 Knowledge and Communication

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

EXCEEDS

Category	Documents
Other	Executive Director Michel Sidibé's pledge as International Gender Champion
Other	UNAIDS_PCB42_HR_update_EN
Other	unaids-gender-action-plan-2018-2023_en
Other	UNAIDS HR Strategy 2016-2021
Knowledge product	IGC A how To Checklist For International Gender Champions
Knowledge product	Global AIDS Monitoring 2018

Knowledge product	International technical guidance on sexuality education
Knowledge product	Consolidated guideline on sexual and reproductive health and rights of women living with HIV
Knowledge product	WhatWomenWant_en

PI17 Coherence

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

MEETS

Category	Documents
	No documents uploaded

UN-SWAP 2.0

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS ENTITIES

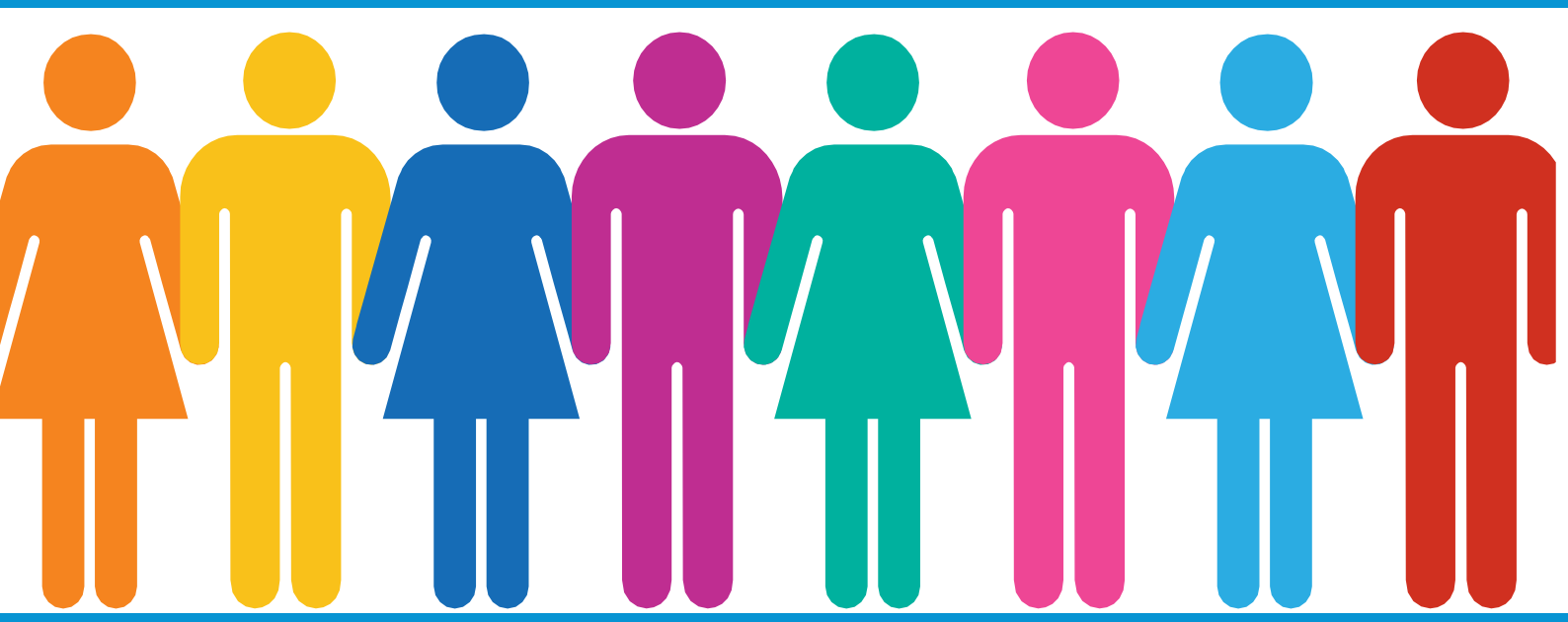
FOR MORE INFORMATION ON THE UN-SWAP

PLEASE VISIT

https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability

UNITED NATIONS SYSTEM COORDINATION DIVISION, UN WOMEN

UNSWAP.Helpdesk@unwomen.org



UN WOMEN