

Quarterly update on progress and challenges in implementing the Gender Action Plan 2018-2023

(Dec 2018)

Progress

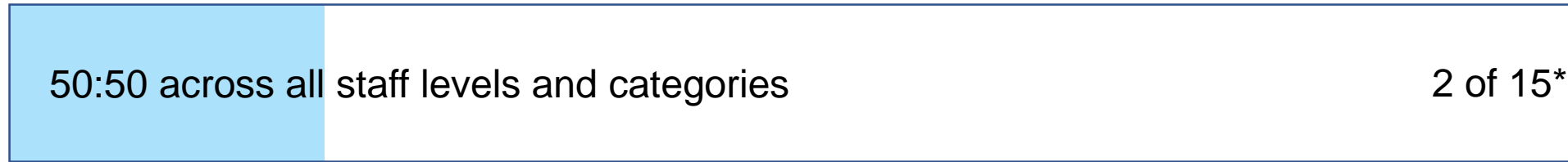
With less than six months since the launch of the Gender Action Plan, UNAIDS can already report that seven of the 30 commitments to progress in the four action areas have been successfully implemented. Among those are the:

- introduction 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.
- **selection by vote of a Challenge Group** that will guide the implementation of the Gender Action Plan for enhanced accountability and staff engagement.
- **expansion of Leadership Programme for Women** to all women in the organization with 34 UNAIDS Women across categories and grades having participated in the training in 2018.
- update of the **Gender Action Plan intranet page**: <https://unaids.sharepoint.com/sites/intranet/services-for-staff/gender-action-plan>

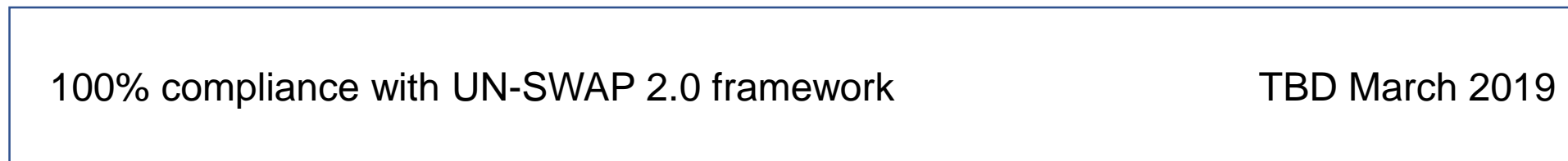
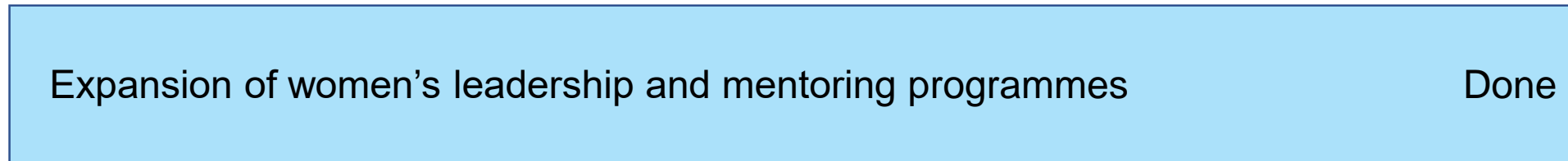
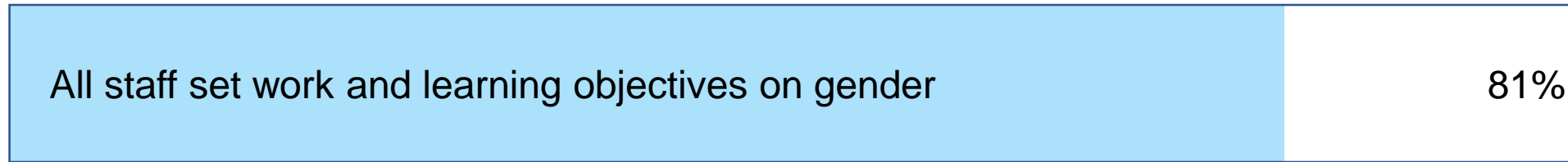
Challenges and remedial action

- During the first six months of implementation of the Gender Action Plan, progress towards target 1 '**50:50 across all staff levels and categories**' has been the most challenging. Despite close monitoring, and progress at P3, NO-C, G5 and G4 levels, further efforts need to be taken to close the parity gap for underrepresented genders in the remaining 12 grades. For this, we will take concerted efforts to launch activities under action area 1 'Achieving gender parity'.
- **Unconscious biases** are another factor hindering the objective assessment whether in hiring, performance evaluations or everyday decision-making. We will therefore offer opportunities for staff to become aware of own biases and develop strategies to mitigate biases.
- The first reporting against the **UN-SWAP 2.0 framework** is due in January 2019 and UNAIDS rating against its 17 Performance Indicators will establish the benchmark for identifying areas for further action. Once validated by UN Women, the report will be shared with all staff.

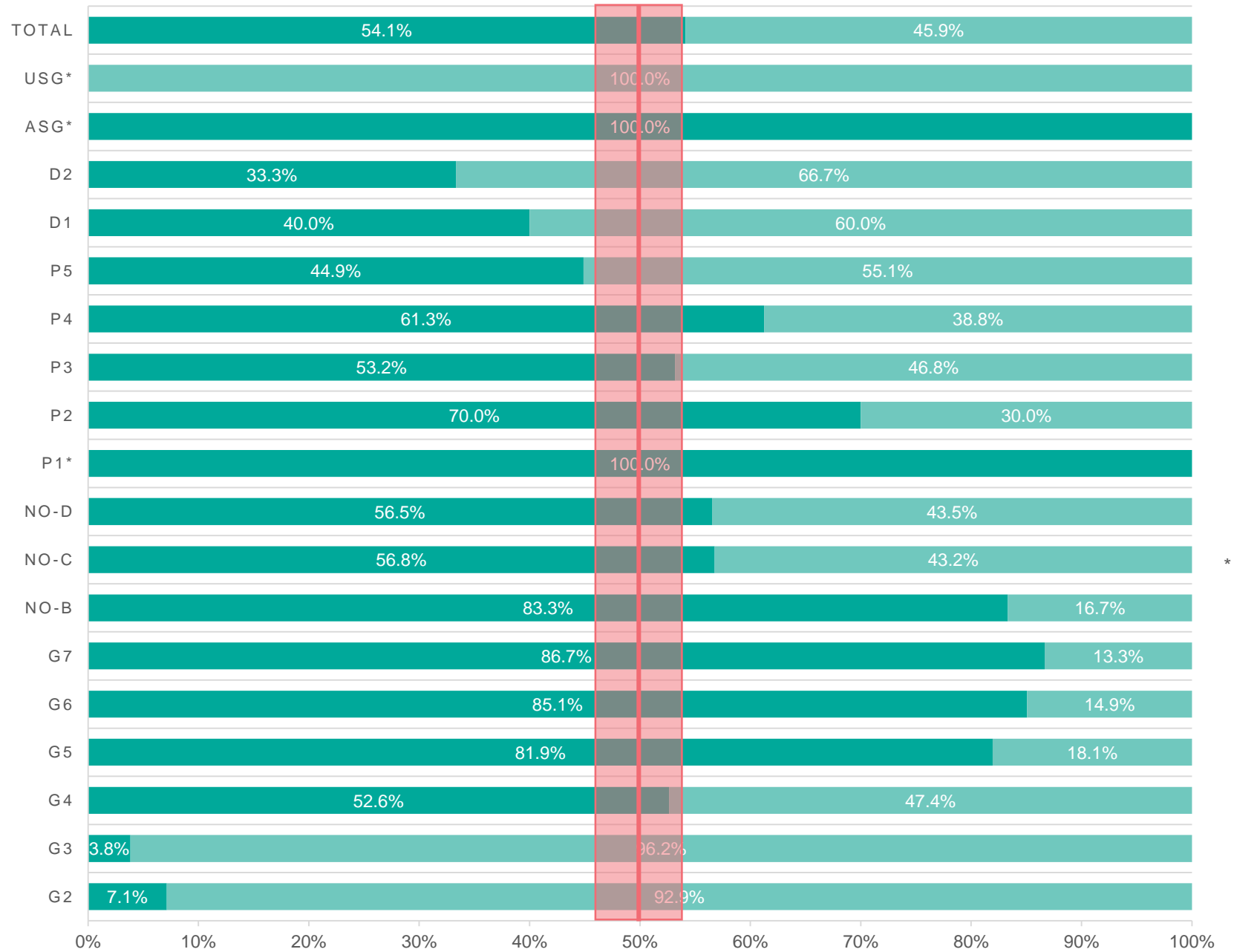
The UNAIDS Gender Action Plan 2018-2023 includes four targets:



* 15 grades across all categories with more than one staff member. In two (G4, P3), the share of women and men is within the margins of parity.



Target 1:
50:50 across
all staff
levels and
categories



Women
Men
Target

* Represents
1 staff
member

The UNAIDS Gender Action Plan 2018-2023 includes 30 commitments to progress in the four action areas:

1. Achieving gender parity
2. Embedding gender across UNAIDS performance and learning
3. Empowering staff
4. Standard-setting



Pending

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1.1 Review job profiles to address bias and gendered language.

1.2 UNAIDS' commitment to gender equality will be highlighted in vacancy announcements, which will specifically note any gender underrepresentation and encourage people to apply accordingly

1.3 Review UNAIDS recruitment policy to include special measures for women and men at levels where they are underrepresented, including through active outreach.

1.4 Standard question to assess gender sensitivity of applicants to be included in all recruitment processes.

1.5 Standard clauses related to gender sensitivity will be developed for inclusion in non-staff contracts.

1.6 Develop an internal talent-sourcing database that maps post requirements and staff skills, including for staff to express interest in temporary assignments.

1.7 Development of a real-time dashboard that monitors and displays sex-disaggregated staffing data by department, region, grade and category.

1.8 Quarterly updates on progress and challenges to staff

2.1 Develop guidance for every headquarters division and field office to hold discussions on how teams and individuals can contribute to the Gender Action Plan.

2.4 Ensure availability of and monitor compliance with mandatory training for all staff on inclusion, diversity, gender-responsiveness, norms and behaviours complemented by regular follow-up through dialogue forums at the departmental or office level.

2.5 Development of training for supervisors, recruitment panel members, members of the Mobility and Reassignment Committee, and members of the Human Resources Advisory Committee on unconscious bias.

2.6 Sensitization of staff on unconscious bias

2.7 Identify ways to showcase commitment and reward progress related to gender equality and diversity.

3.1 Revision of the UNAIDS Diversity and Inclusion policy

3.7 Advocacy at interagency level for coverage of preschool costs, consideration of childcare facilities and support for staff

3.8 Development of briefing notes on key provisions of the flexible working arrangements to encourage staff uptake

4.4 UNAIDS will make its UN-SWAP reporting available to all staff and post it on its website

In progress

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2.2 Review of personal gender-sensitive work and learning objectives, with ongoing support to staff.

2.3 Development of 360-degree feedback tool for managers, which will include elements on demonstrating gender sensitive behaviours and incentivizing gender-responsive programming.

3.2 Develop protocols to respond to harassment, including a first-responder system to ensure all claims— and the people who voice them—are treated with seriousness, urgency, confidentiality and respect.

3.4 Expansion of UNAIDS Mentoring Programme to all staff

4.2 Preparation of annual UN-SWAP reporting with enhanced internal quality assurance

4.3 Identification of at least one UN-SWAP performance indicator per annum on which UNAIDS will make progress.

Successful

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3.3 Ensure availability and monitor compliance of all staff on mandatory course that sets the standard for respectful behaviour at work and promotes a harassment-free workplace.

3.5 Expansion of UNAIDS Leadership Programme for Women to all women in the organisation

3.6 Introduction of a single parental leave policy to apply equally to all staff

4.1 Active participation in UN-SWAP technical working groups

A Development of ToR for Challenge Group

B Call for applications and selection of membership for Challenge Group

C Convening of meetings and ongoing management of Challenge Group

Unsuccessful

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