

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

(March 2019)

Progress

Initiatives implemented that allowed for progress on five commitments:

- The **second quarterly update** is herewith available (commitment 1.8).
- **Upward feedback** included in new Performance Management Policy and available for final evaluation (commitment 2.3).
- **Session on unconscious bias** held and [available online](#) for teams and individual staff members (commitment 2.6).
- UNAIDS shared data and emerged as one of 17 high performing organisations on gender equality in the 2019 [Global Health 50/50](#) report – *Equality Works* (commitment 2.7).
- The annual **UN-SWAP** report was prepared by an inter-disciplinary working group, reporting **100% compliance** for the 3rd year in a row. A **peer review** will be conducted with UNHCR adding an independent assessment (commitment 4.2).

Challenges and remedial action

- Progress towards target 1 ‘50:50 across all staff levels and categories’ continues to be the most challenging. **In none of the grades there is parity!** Women remain underrepresented at lower grades of the P&D category (P1-P4) and at the NO-B level while men are underrepresented at higher GS levels (GS5, 6 & 7). A **Gender Scorecard** was developed to show the impact of selecting a man or a woman for a position on gender parity within the Department or Region to provide up-to-date information to the hiring manager and the MRC. At a minimum, the Gender Scorecard will be piloted in the mobility exercise and for the selection of UCDs.
- **New ways of engaging the Gender Action Plan Challenge** Group need to be explored to facilitate their role in overseeing the implementation of UNAIDS Gender Action Plan 2018-2023, advising on how to achieve progress and overcoming challenges in a way which contributes to ensuring staff ownership and sustainability of results.

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

50:50 across all staff levels and categories

0 of 15*

* 15 grades across all categories with more than one staff member.

All staff set work and learning objectives on gender

81%

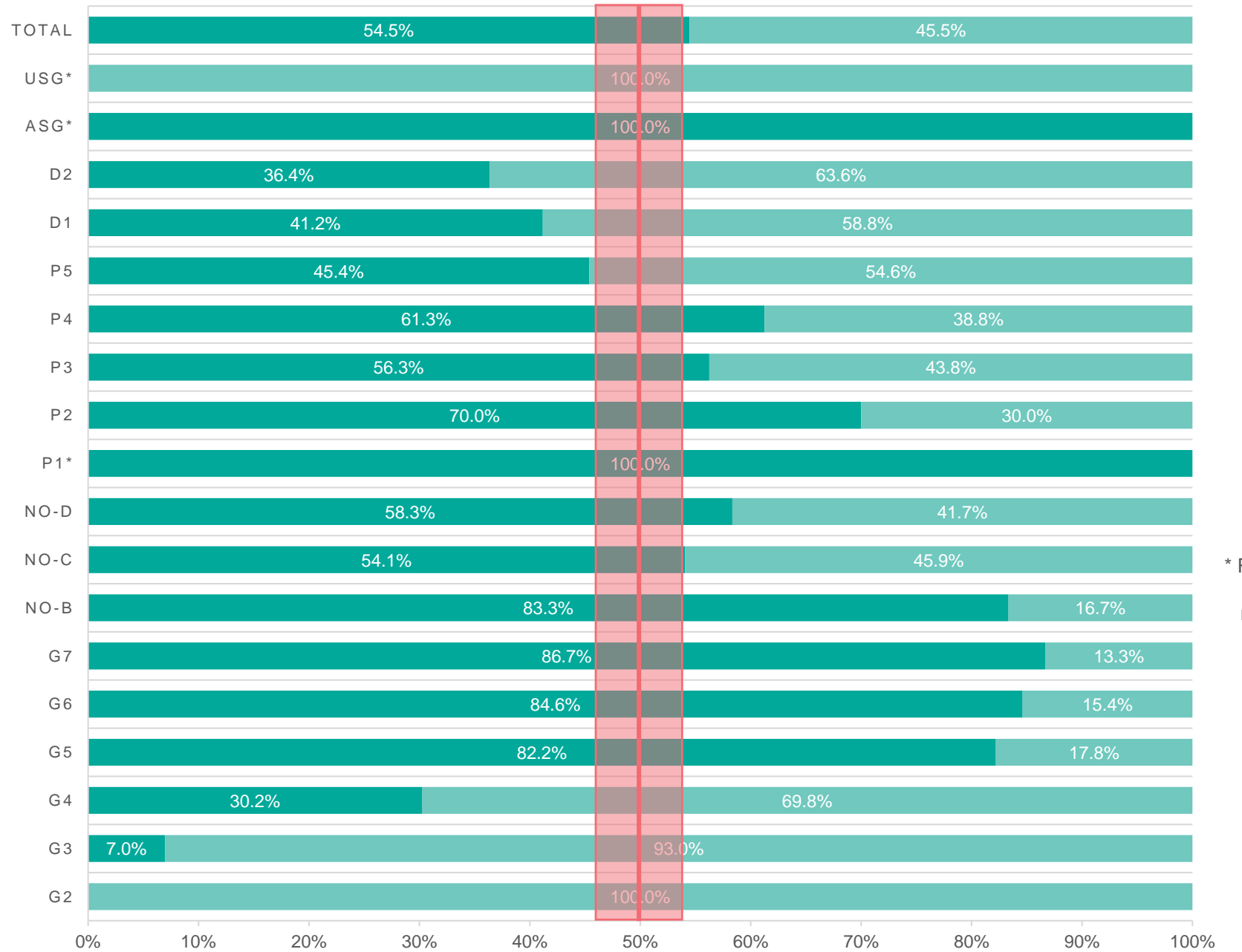
Expansion of women's leadership and mentoring programmes

In progress

100% compliance with UN-SWAP 2.0 framework

100%

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

14

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.

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.

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

6

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

2.6 Sensitization of staff on unconscious bias. ↑

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

3.2 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

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

Successful

10

1.8 Quarterly updates on progress and challenges 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. ↑

3.3 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

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

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

0