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

(September 2019)

Progress

- The UNAIDS Secretariat conducted a **peer review of the UN-SWAP reports with UNHCR** which contributed to inter-agency learning between technical focal points and confirmed UNAIDS ratings.
- **UN Women has confirmed UNAIDS' compliance with the UN-SWAP 2.0 framework** and applauds UNAIDS for the impressive targets the Gender Action Plan 2018-2023 sets out.
- A **Diversity Taskforce** is being set up drawing on the steady progress made towards gender equality to address other dimensions of diversity.

Challenges and remedial action

- In her letter Phumzile Mlambo-Ngcuka, Executive Director of UN Women, encourages UNAIDS to **sustain and strengthen efforts to achieve the equal representation of women at all levels**. While UNAIDS had previously achieved gender parity at some grades, these gains appear to be reversing. To regain its previous achievements in this area, diligent monitoring of progress towards achieving gender parity at each grade across all categories is necessary.
- Equally she calls to continue to **improve organizational culture**. There is always more that can be done to ensure that all staff experience an inclusive work culture.

Updates available on the **Gender Action Plan intranet page**: https://unaids.sharepoint.com/sites/intranet/services-for-staff/gender-action-plan

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

50:50 across all staff levels and categories	1 of 16*
50:50 among SMT members	35% women, 65% men
50:50 among UCDs	48% women, 52% men

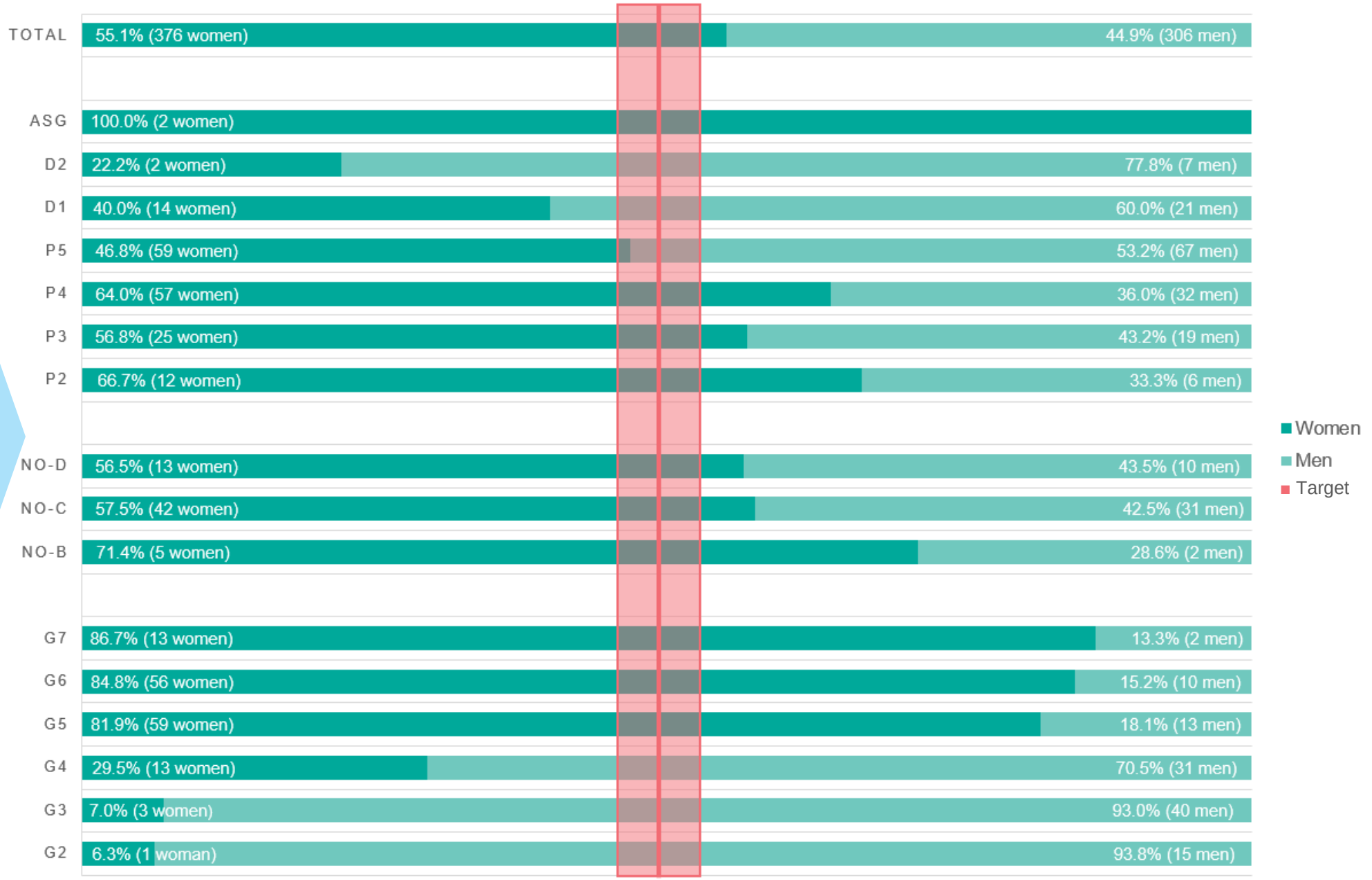
* 16 grades across all categories

All staff set a learning objective on gender	88%
All staff set work objective on gender	15%

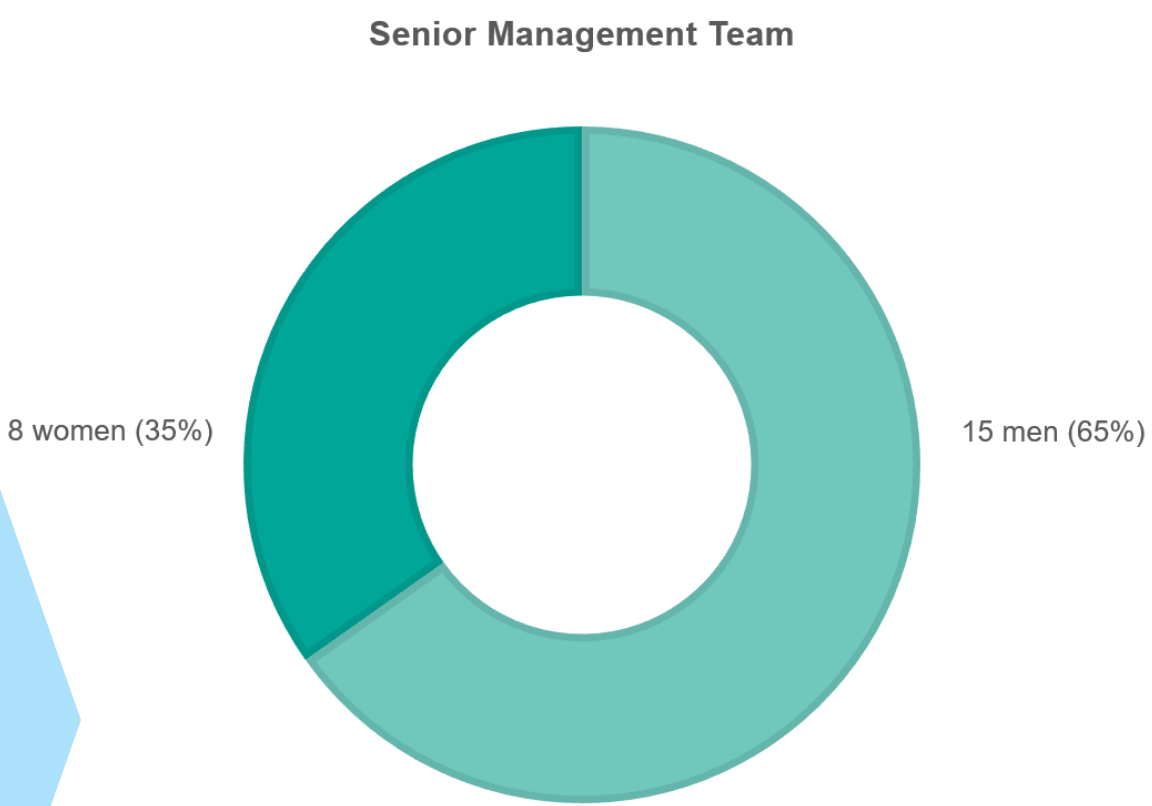
Expansion of women's leadership and mentoring programmes	In progress

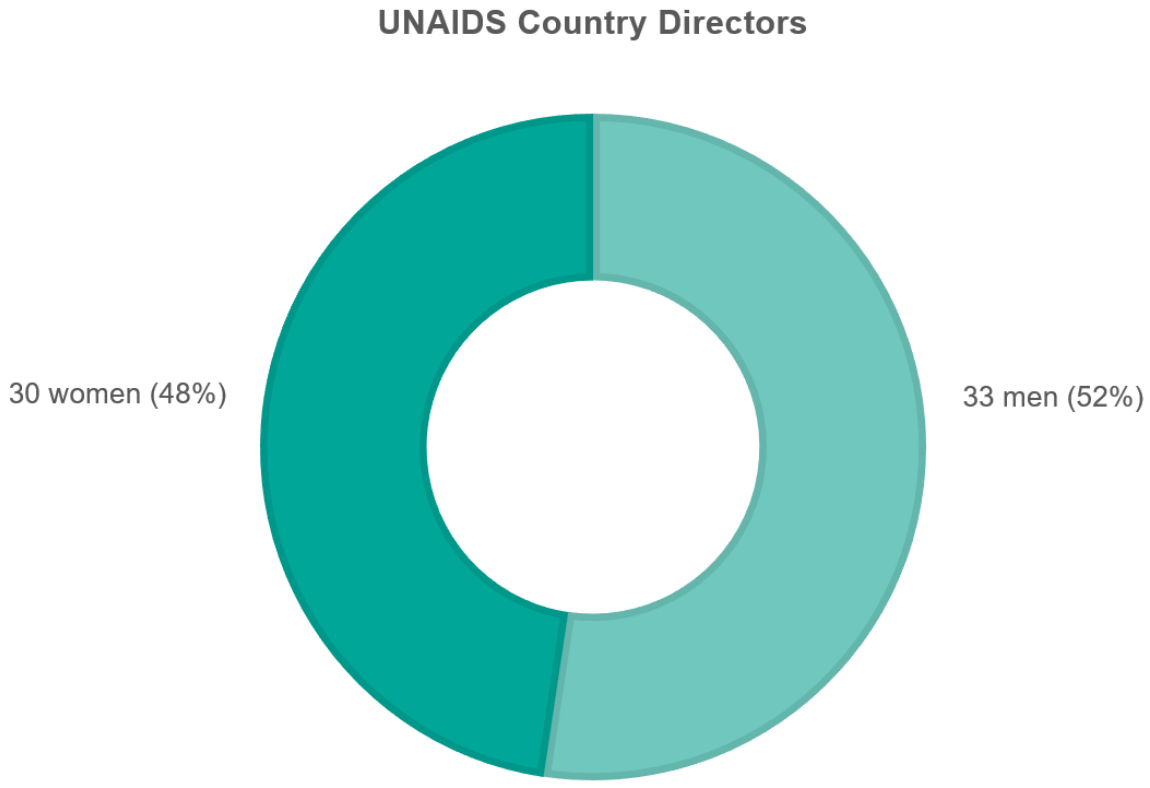
100% compliance with UN-SWAP 2.0 framework	100%

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



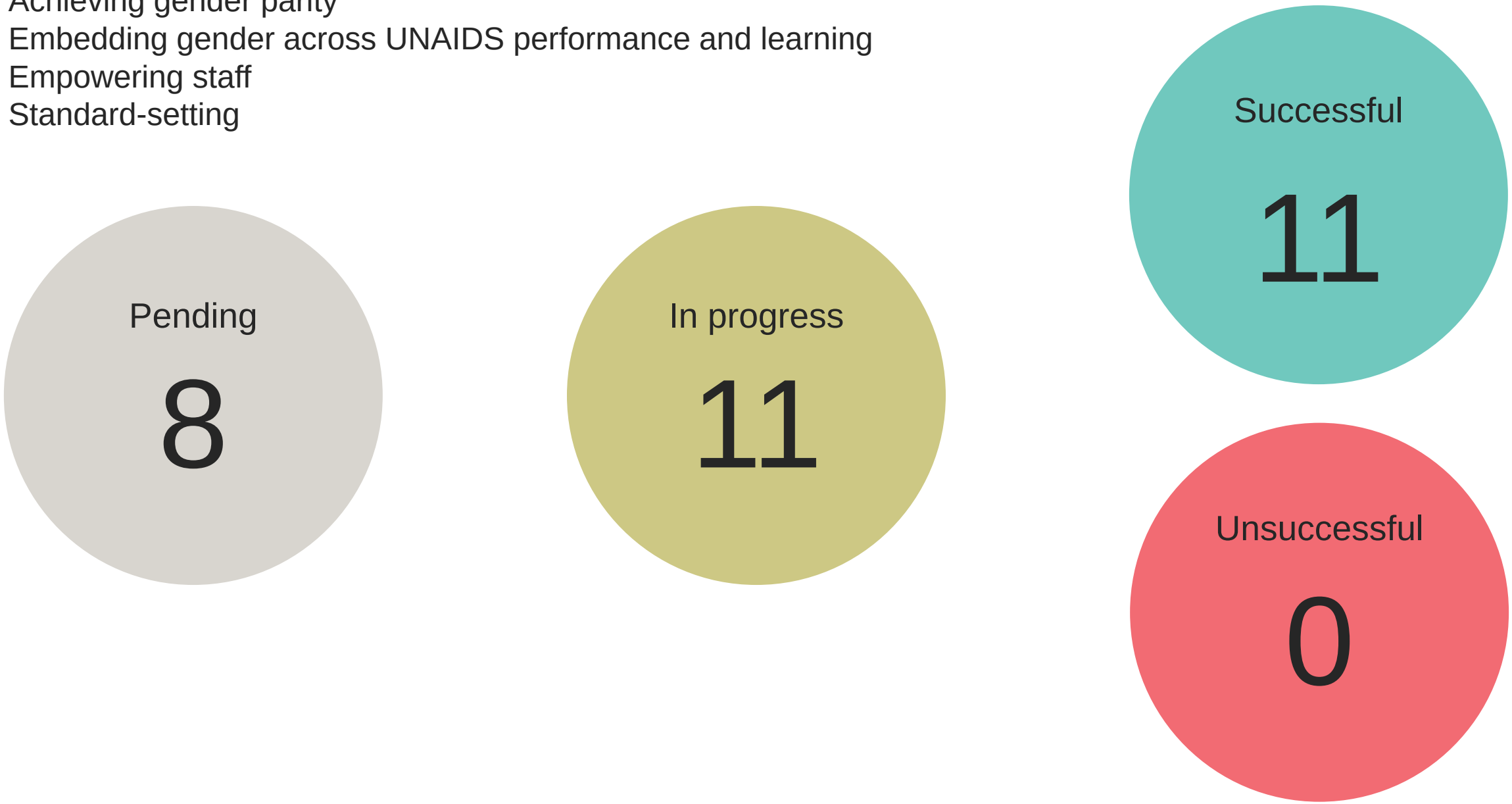
Target 1: 50:50 among SMT members and UCDs





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.
1.5 Standard clauses related to gender sensitivity will be developed for inclusion in non-staff contracts.
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.
3.7 Advocacy at interagency level for coverage of preschool costs, consideration of childcare facilities and support for staff.

In progress

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1.4 Standard question to assess gender sensitivity of applicants to be included in all recruitment processes.
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.
2.2 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.
3.1 Revision of the UNAIDS Diversity and Inclusion policy.
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
3.8 Development of briefing notes on key provisions of the flexible working arrangements to encourage staff uptake.
4.3 Identification of at least one UN-SWAP performance indicator per annum on which UNAIDS will make progress.
4.4 UNAIDS will make its UN-SWAP reporting available to all staff and post it on its website.

Successful

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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.
3.4 Expansion of UNAIDS Mentoring Programme to all staff.
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 membershipfor Challenge Group
C Convening of meetings and ongoing management of Challenge Group

Unsuccessful

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