

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

(December 2019)

Progress

- UNAIDS new Executive Director called for a **feminist approach** to equalize power and make UNAIDS an organization where each one of us can work in equality, safety and dignity.
- The UNAIDS Secretariat **UN-SWAP report is available publicly for the first time ever**, a step for increased transparency and accountability (Action 4.4).
- A **fifth cohort of the Leadership Programme for Women** took place in November equipping 34 UNAIDS colleagues assume greater responsibility in leading the delivery of UNAIDS programmatic objectives and culture change initiatives.

Challenges and remedial action

- The assessment of three commitments was revised:
 - No action was taken over the past six months on 'identifying ways to showcase commitment and reward progress related to gender equality and diversity' (Action 2.7) and 'development of briefing notes on key provisions of the flexible working arrangements to encourage staff uptake' (Action 3.8).
 - The decision on the target audience for the Leadership Programme for Women has been limited to P5, P4, NOD and NOC levels in line with the recommendation of an [external evaluation](#) (Action 3.5).
- Eighteen months into the Plan, parity has only been achieved in **one out of 16 grades** with more than one staff member.

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	36% women, 64% men
50:50 among UCDs	48% women, 52% men

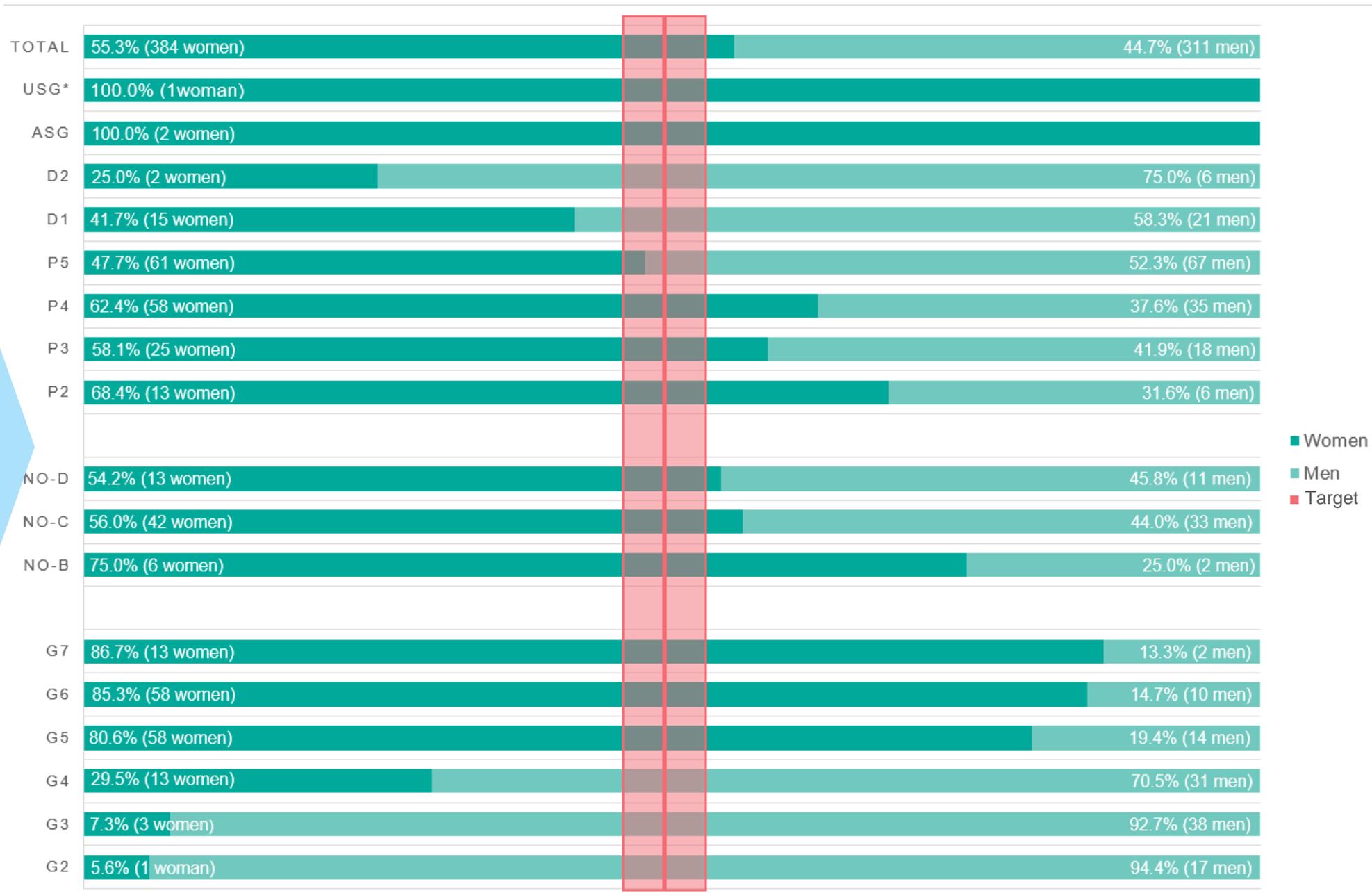
* 16 grades across all categories

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
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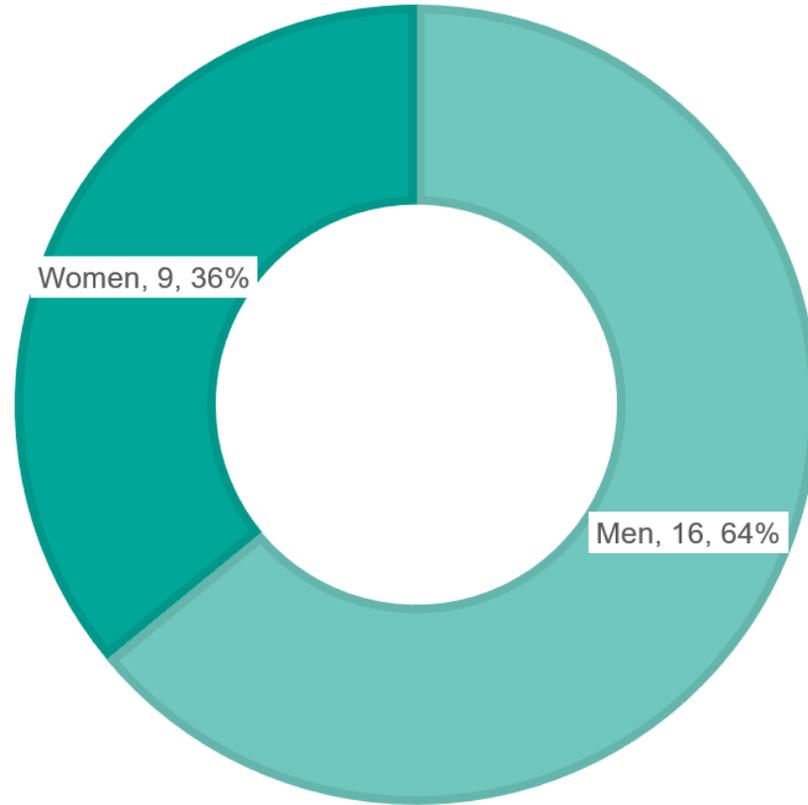
100% compliance with UN-SWAP 2.0 framework	100%
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Target 1:
50:50 across
all staff
levels and
categories

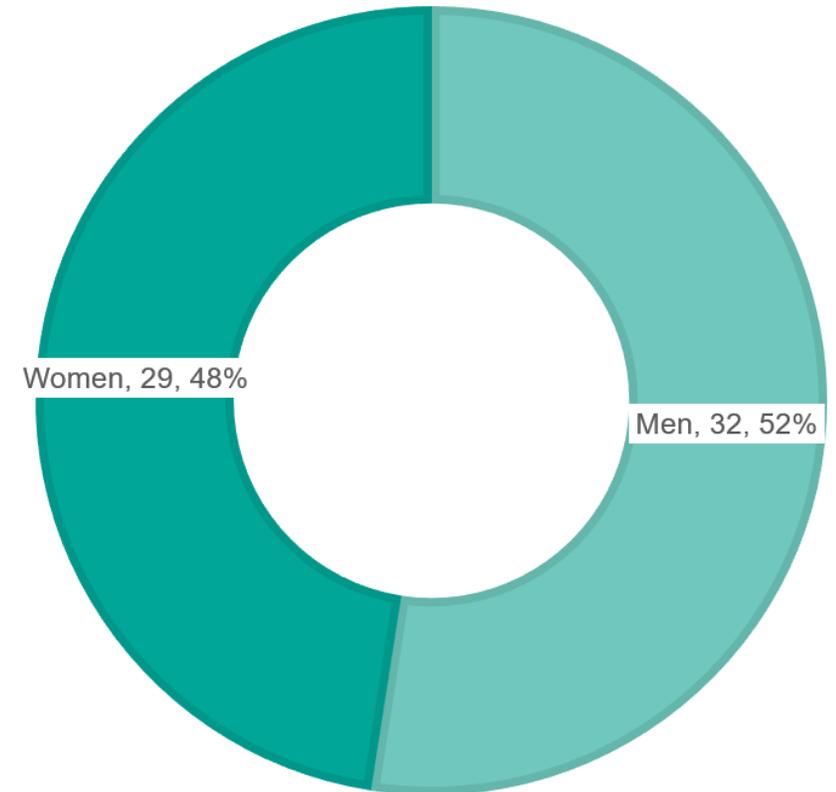


* Grade with one staff member only

UNAIDS Senior Management Team



UNAIDS Country Directors



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.

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.

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

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. ↓

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.

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.

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

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

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.

3.6 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.

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

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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