Update on strategic human resources management issues
Overview of Update

• Update and extension of the UNAIDS Secretariat Human Resources Strategy 2016-2021
• Continued alignment through strategic deployment, staff development, performance management, gender balance
• Secretariat workforce profile as of 1 April 2016
• Challenges and next steps for human resources management in the Secretariat
UNAIDS Secretariat HR Strategy 2016-2021

Core Secretariat Functions:
- Leadership, advocacy and communication to fast track the AIDS response
- Strategic information for an evidence informed response and global political agenda
- Coordination, coherence and convening
- Investing in people
- Strengthening our performance culture
- Ensuring an enabling workplace

Pillars of the HR Strategy:
- Investing in people
- Strengthening performance culture
- Ensuring an enabling workplace

End the AIDS epidemic
- Zero new HIV infections
- Zero discrimination
- Zero AIDS-related deaths

SDG AIDS Target for 2030
- Effective and inclusive partnerships for impact and sustainability
- Mutual accountability
Workforce planning, recruitment, mobility

- Ongoing workforce planning to align the workforce with the epidemic
- Agenda 2030: an agile, flexible and multi-disciplinary workforce
- Country-level and regional structures continuously reviewed
- New recruitment policy in implementation: transparent and rigorous process
- 2015 mobility: 30 staff members, primarily to Sub-Saharan Africa, Asia
Gender Action Plan

TARGET 1
50/50 gender balance in the Secretariat
53% Women in 2016
52% Women in 2013

TARGET 2
50% of UCDs are women
41% Women in 2016
27% Women in 2013

TARGET 3
50% of PS level positions and above are held by women
44% Women in 2016
36% Women in 2013

TARGET 4
50% of PA level positions and above are held by women
48% Women in 2016
44% Women in 2013

TARGET 5
50% of NOC/NDO positions are held by women
59% Women in 2013
54% Women in 2016

TARGET 6
50% of General Service (GS) positions are held by women
57% Women in 2013
57% Women in 2016

UNAIDS
Learning and leadership development

- PALM online learning platform expanded to include new courses for staff
- New online language courses reach staff in all duty stations
- Heads of Country Office receive comprehensive induction and regular global webinars
- Junior Professional Officers supported with briefings, online community, and webinars
Strengthening staff performance

- Performance and learning management system well established - 98% compliance rate for performance evaluations
- All staff objectives are aligned with the strategic results areas of the Secretariat
- Focus on continually improving the quality of work objectives, feedback, and overall consistency
Ensuring an enabling workplace

- Strong staff-management partnership on issues affecting staff
- Progress made with Staff Health Insurance
- New initiatives for a strong ethical culture in the Secretariat
- Coordination of UN Plus and UN Cares workplace programmes
- Active engagement in staff safety and security issues
Workforce profile - 1 April 2016

- Overall: 799 staff - 4% reduction from 2015
- International/local balance: 51% locally-recruited; 49% internationally-recruited
- International Professional staff come from 106 countries / all regions
Workforce Profile - Field presence

- Strong field capacity: Field-to-HQ ratio 71% to 29%
- Largest International Professional presence is in Sub-Saharan Africa
- 62% of country office staff serving in Fast Track priority countries
The four pillars of the HR Strategy aim for a strategically-deployed, high-performing workforce focused on results.

- Agenda 2030, Political Declaration and the UNAIDS Strategy require new ways of working.
- The Secretariat will continuously reposition itself to deliver on the targets and commitments.
- The four pillars of the HR Strategy aim for a strategically-deployed, high-performing workforce focused on results.