

**UNAIDS Programme Coordinating Board
Thirty-Eighth Meeting
Geneva, 28-30 June 2016**

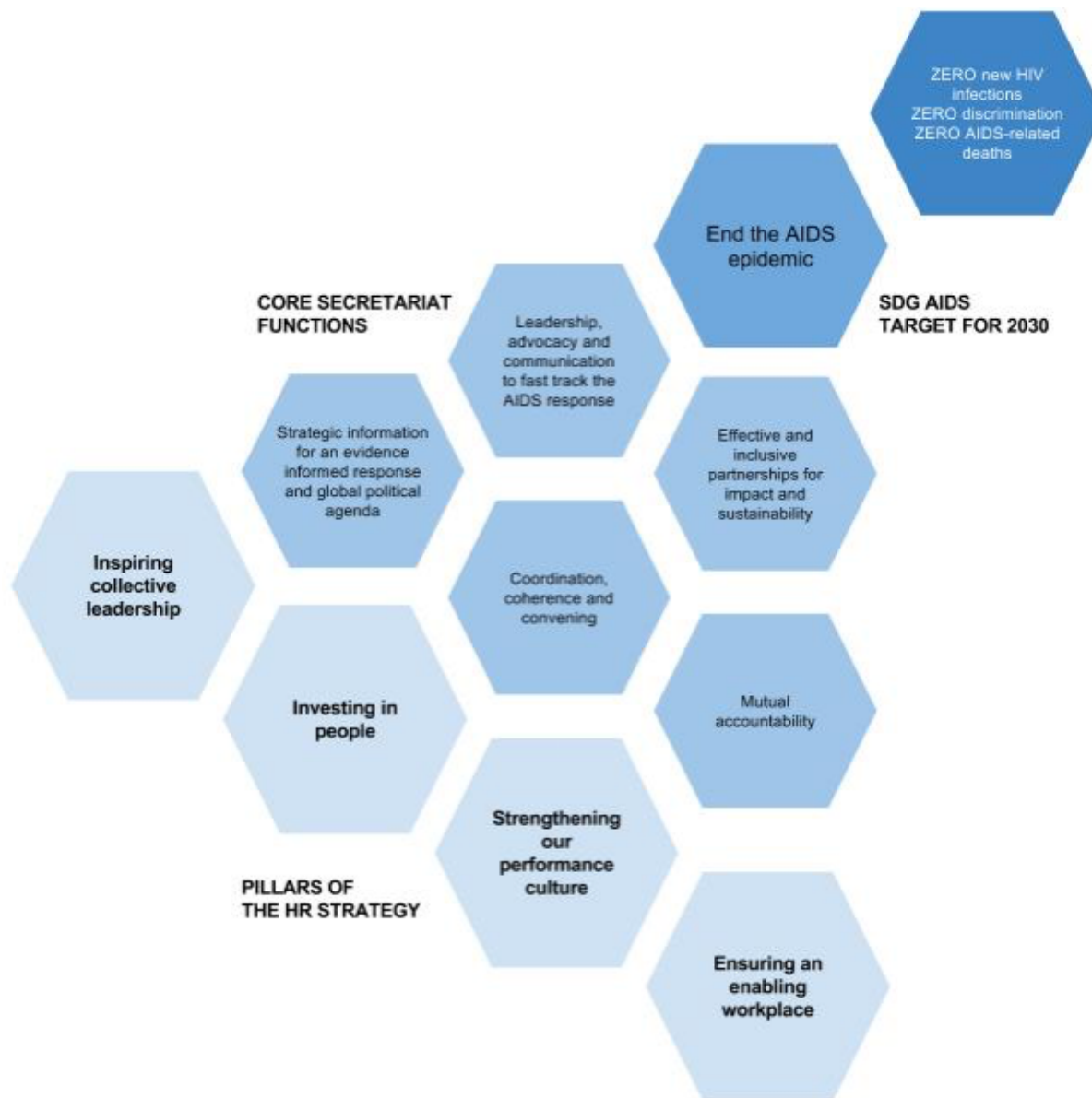
**Update on strategic human resources
management issues**

Overview of Update

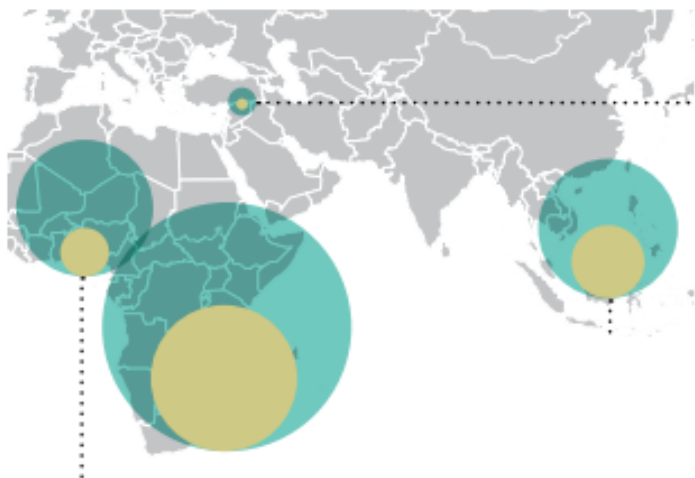


- Update and extension of the UNAIDS Secretariat Human Resources Strategy 2016-2021
- Continued alignment through strategic deployment, staff development, performance management, gender balance
- Secretariat workforce profile as of 1 April 2016
- Challenges and next steps for human resources management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

UNAIDS Secretariat HR Strategy 2016-2021



Workforce planning, recruitment, mobility



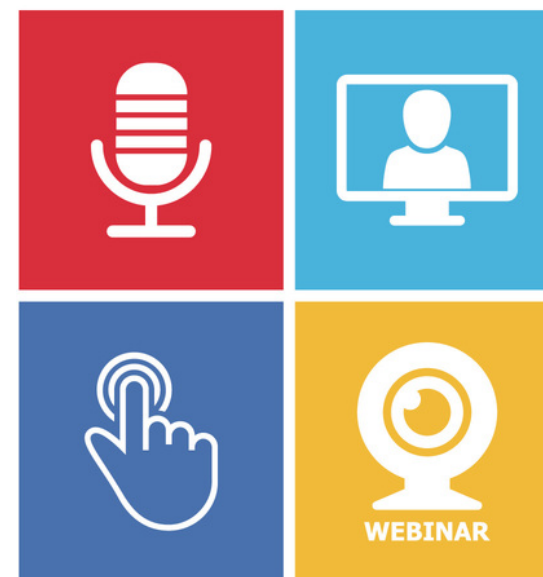
- Ongoing workforce planning to align the workforce with the epidemic
- Agenda 2030: an agile, flexible and multi-disciplinary workforce
- Country-level and regional structures continuously reviewed
- New recruitment policy in implementation: transparent and rigorous process
- 2015 mobility: 30 staff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

Gender Action Plan



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



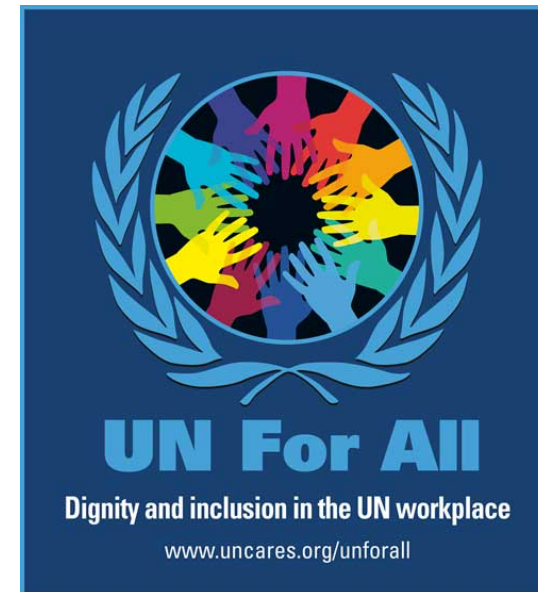
Strengthening staff performance



- 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

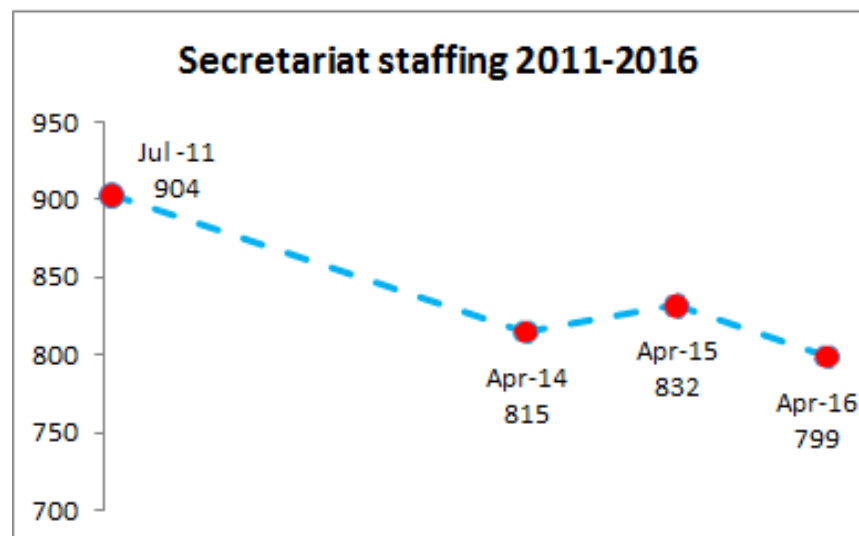
Ensuring an enabling workplace

- 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

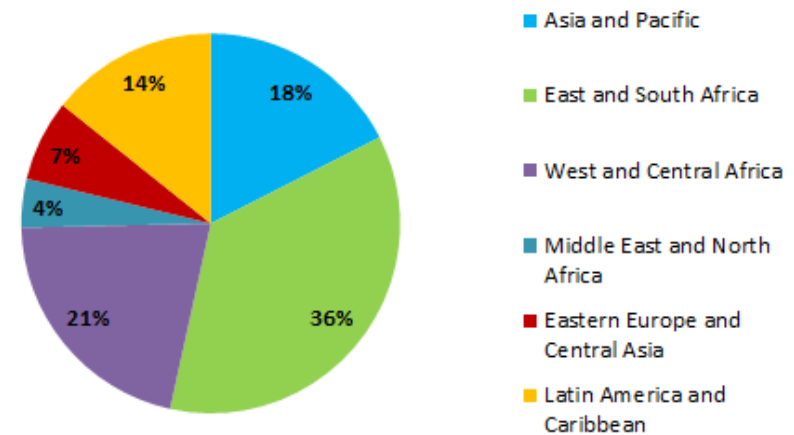
- Overall: 799 staff - 4% reduction from 2015
- International/local balance: 51% locally-recruited; 49% internationally-recruited
- International Professional staff come from 106 countries / all regions



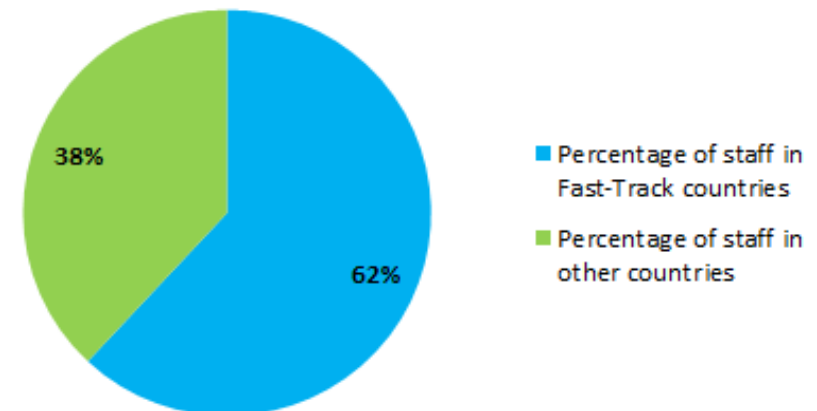
Workforce Profile - Field presence

- 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

Internationally Recruited Field Staff by Region



Presence in Fast-Track countries



Human resources: Moving forward

- 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

