

UNAIDS Programme Coordinating Board
Fortieth Meeting
Geneva, 27-29 June 2016

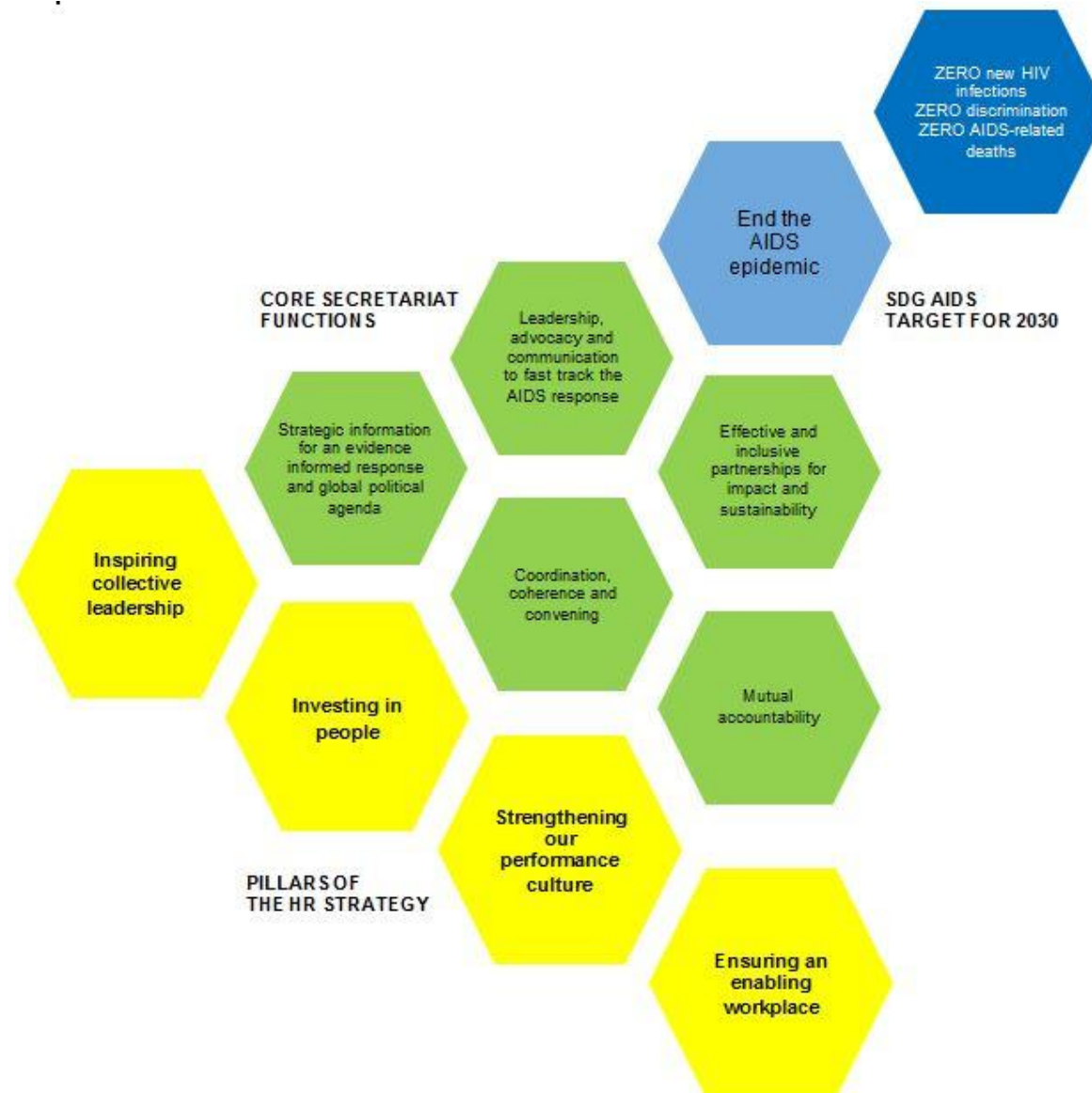
Update on strategic human resources management issues

Overview of Update



- Aligning the Secretariat workforce to better deliver on the targets of the UNAIDS Strategy and the Sustainable Development Goals
- Outcomes of the 2016 organizational repositioning exercise
- Secretariat workforce profile as of 1 April 2017
- Challenges and next steps for human resources management in the Secretariat

UNAIDS Secretariat HR Strategy 2016-2021



2016: Repositioning the UNAIDS Secretariat

Strategic repositioning
of the UNAIDS Secretariat

Delivering on the Fast-Track strategy and
the Sustainable Development Goals



- Secretariat-wide exercise throughout 2016: consultations, working groups, staff communication
- Functions re-profiled at country, regional and HQ level
- Workforce streamlined: overall staffing reduction of 13%.
- Approximately 120 staff reassigned
- Change with a human face

2017: Reinforcing Secretariat Capacity

- Engaging and motivating staff as they take on new functions across the globe
- Supporting heads of office to provide guidance and leadership
- Virtual communities of practice for Fast Track Advisers, Community Support Advisers, and other functions
- Strengthening teamwork through new ways of working

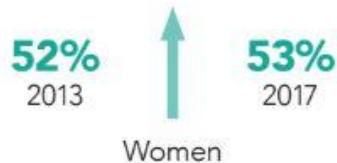


Gender Action Plan

TARGET 1

50/50

gender balance in the Secretariat



TARGET 2

50%

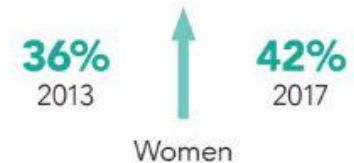
of UCDs are women



TARGET 3

50%

Of P5-level positions and above are held by women



TARGET 4

50%

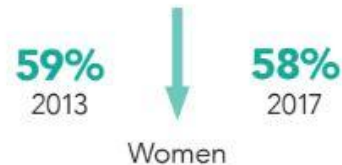
Of P4-level positions and above are held by women



TARGET 5

50%

Of NOC/NOD positions are held by women



TARGET 6

50%

Of General Service (GS) positions are held by women



Learning and career development

- Customized career counselling programme for staff
- Leadership and mentoring programmes for women
- Global webinars for Heads of Office on political and programmatic priorities
- Onboarding, development and virtual community to support Junior Professional Officers



Staff performance: Delivering results



- All staff accountable for results - 99% compliance rate for performance evaluations
- Staff performance objectives aligned with strategic results areas of the Secretariat
- Every staff member including gender considerations in both their work objectives and their learning plan.

Ensuring an enabling workplace

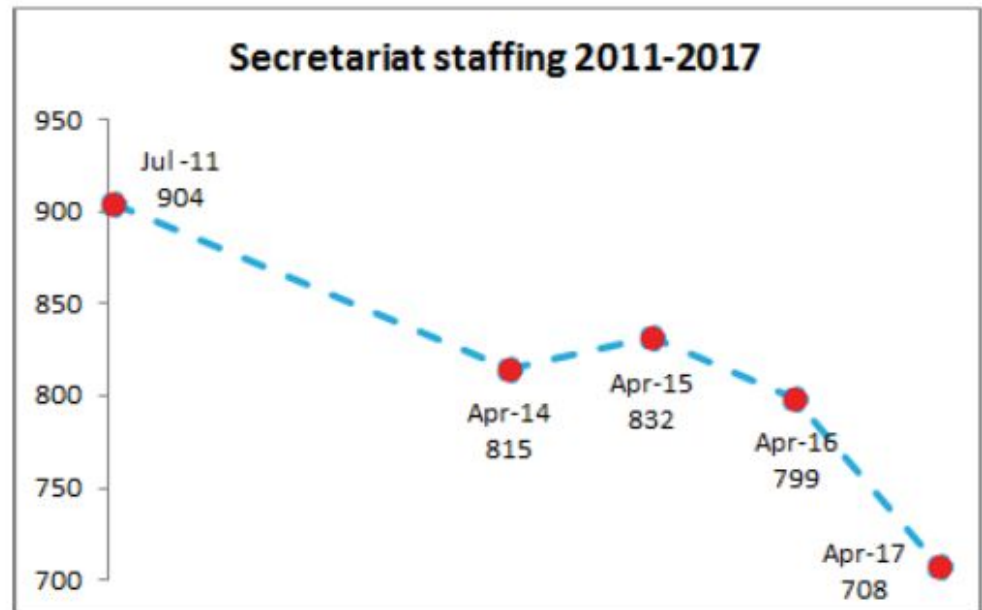
- Strong staff-management partnership
- Continued progress with Staff Health Insurance
- Mandatory training on Ethics and Integrity
- GIPA principle as guidepost: UN Plus and UN Cares workplace programmes
- Environment: Reducing emissions and promoting sustainability

**WELCOME TO
MY OFFICE.
THIS IS A
STIGMA-FREE
ZONE.**



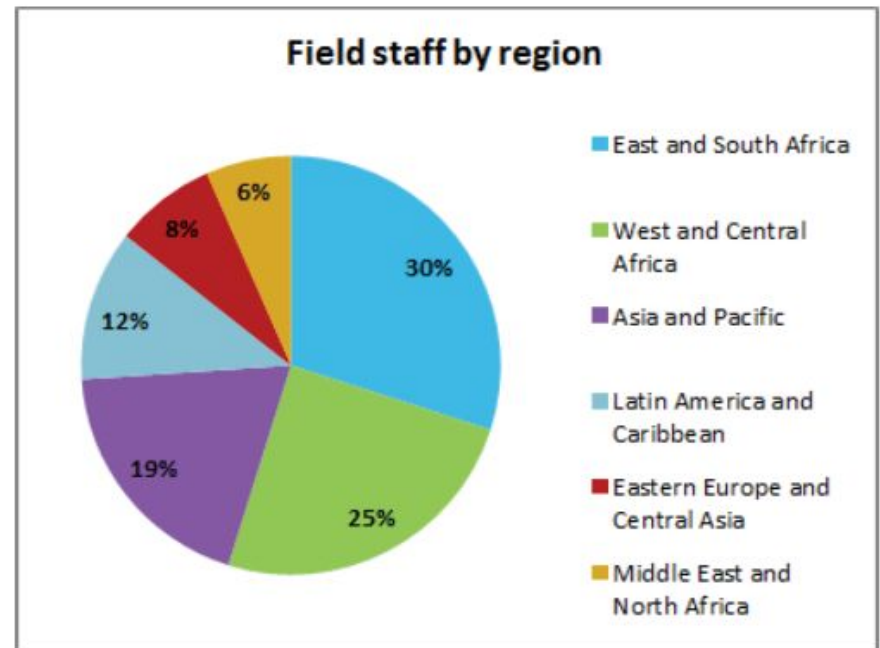
Workforce profile - 1 April 2017

- Overall: 708 staff:
reduced from 799 in
2016
- International/local
balance:
51% locally-recruited
49% international
- International
Professional staff come
from 104 countries / all
regions



Workforce Profile - Field presence

- Strong field capacity:
Field-to-HQ ratio 70% to 30%
- Largest International Professional presence is in Sub-Saharan Africa
- 62% of country office staff serving in Fast Track priority countries



Human resources: Moving forward

- Focus on innovation, collaboration, cross-Secretariat teams, communities of practices
- Empower staff as they deploy to new functions and new duty stations
- Develop a next generation Gender Action Plan
- Support the implementation of the Action Plan: Innovation for impact

