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UNAIDS

Accelerating progress  
towards gender equality in  
the UN system and beyond

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# UNAIDS: ACCELERATING PROGRESS TOWARDS GENDER EQUALITY IN THE UN SYSTEM AND BEYOND

In sub-Saharan Africa, three in four new infections in 15–19 year old are among girls while HIV is the leading cause of death among women aged 30–49 globally. We know that gender equality and women’s empowerment are key for ending the AIDS epidemic by 2030 as part of the sustainable Development Goals (SDGs). UNAIDS is committed to mainstreaming gender equality and human rights in its programmatic and management policies.

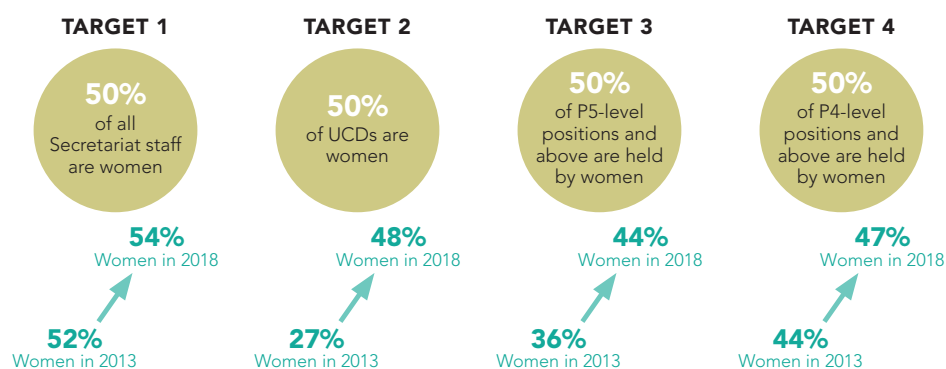
UNAIDS has been at the leading edge of progress on gender in the UN. In just four years, UNAIDS has transformed its leadership at the country level from 27–48% women (2013–2017).

## UNAIDS Gender Action Plan driving results

UNAIDS launched its first Gender Action Plan in 2013. It is a comprehensive framework to advance gender equality and women’s empowerment in the organization and integrates gender-responsive action across UNAIDS’ work.

This has led to:

- Progress to parity:



- Empowering staff:

- UNAIDS has created a special leadership programme for women at P4 and P5 level, as well as National Officers, designed to foster women’s empowerment and career development.
- The UNAIDS Mentoring Programme for Women has now run for three years and aims to contribute to professional growth and job satisfaction for women participating in the programme. It is open to women at all levels of the organization, with mentors being both women and men.

- Greater work-life balance:

- A contemporary Flexible Working Arrangements Policy was adopted that supports staff to optimize productivity while balancing professional and personal commitments.
- Maternity leave extended to provide new mothers with additional 8 weeks leave with full pay.

- Accountable gender-mainstreaming:

- All staff are encouraged to set gender-sensitive work and learning objectives.
- A ‘gender equality marker’ has been implemented and a target for 15% of all expenditures to be in support of gender equality and women’s empowerment.

## UNAIDS as a leading example in the UN system

These results have been recognized in the UN and beyond. In 2017, UNAIDS became the first UN entity to either meet or exceed the UN System-Wide Action Plan (UN-SWAP)'s 15 performance indicators – one year ahead of the deadline. These results spanned six result areas: accountability, results-based management, oversight, human and financial resources, capacity, and coherence and communication.

The UNAIDS Women's Mentoring Programme has been shared as an example of best practice while the UNAIDS Leadership Programme for Women inspired the UNSSC's inter-agency leadership course for women.

## Gender equality in governance

In 2017, recognizing that governing bodies are central to embedding gender equality in organizations, the UNAIDS Programme Coordinating Board called for equal representation of women and men in all delegations. This decision point is being monitored, holding delegations accountable.



## Support to the International Gender Champion movement

UNAIDS has consistently supported and proactively engaged with the International Gender Champions (IGC) movement, including through, for example, developing a *"How to" checklist for International Gender Champions: Embedding gender equality across structures, systems and mindsets*, as co-chair of the IGC Change Management Impact Group.



To galvanize joint action to end the epidemic of violence against women and girls, the African Women Ambassadors to the United Nations in Geneva and UNAIDS convened a special event on the eve of the International Day for the Elimination of Violence against Women and to kick off 16 Days of Activism at which five Geneva-based International Gender Champions participated as panellists.

