

UNAIDS Programme Coordinating Board
Thirty-second Meeting
25-27 June 2013

Update on strategic human resources management issues

Overview of the Update

The Update provides strategic information on:

- The UNAIDS Secretariat Human Resources Strategy
- The organizational realignment of the Secretariat
- The strengthening of human resources management
- The Secretariat workforce profile
- Priorities for 2013 and beyond

Strategic Human Resources Management: Foundations

Strategy on Human Resources 2011-2015

- Competency framework
- Workforce planning
- Recruitment and staffing
- Staff administration
- Staff development, career growth and mobility
- Performance management
- Staff well-being
- Human resources information

Single Administrative System

- Strengthened provision of administrative services
- All staff under a UNAIDS contract and a single framework of staff regulations and rules
- Single ERP, single staffing table and single budgeting and expenditure system

Organizational realignment

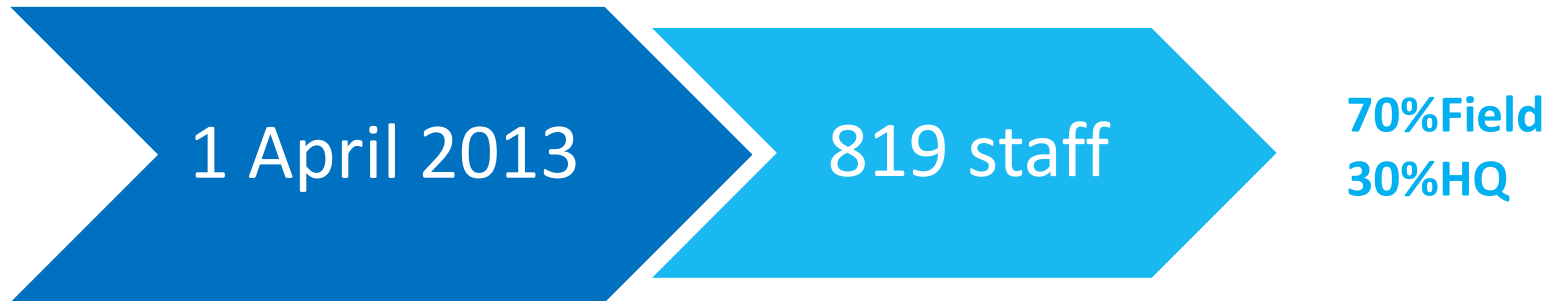
Objectives:

- Align UNAIDS Secretariat internal structure to our vision, Strategy and the Political Declaration targets
- Strengthen staff skills and deployment with country focus
- Lower operating costs and value for money

Results:

- Streamlined headquarters
- Stronger regional and country focus
- Re-profiled and new functions aligned with HLM targets
- Realigned country presence
- Lower operating costs

Realignment – staffing numbers



Implementing the Human Resources Strategy

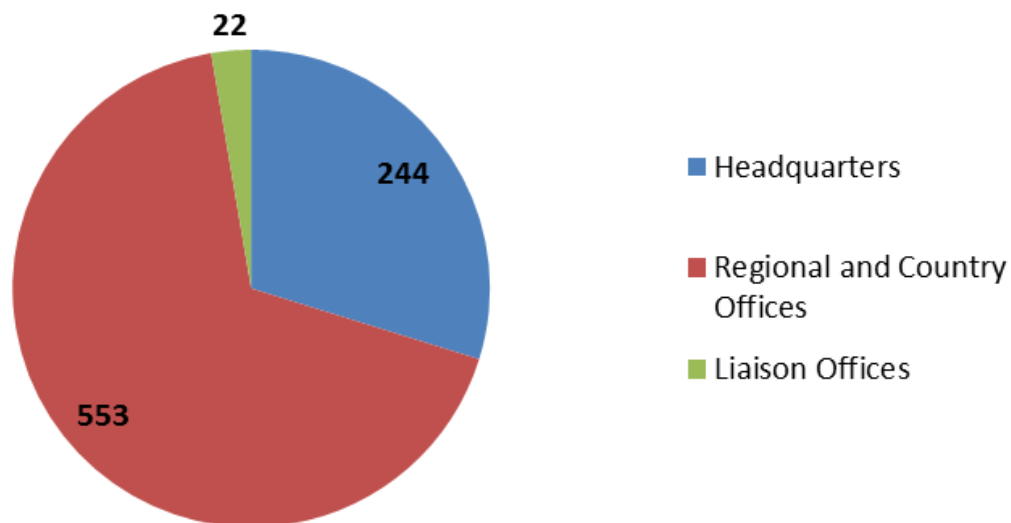
- **Workforce planning:** Ongoing review of staffing requirements against evolving organizational priorities
- **Performance and learning:** New integrated system for performance and learning management
- **Gender:** UNAIDS Secretariat Gender Action Plan launched
- **Staff safety and security**
- **Staff well-being:** updated policies and collaboration with the UNAIDS Staff Association
- **UN Plus and UN Cares:** Strengthening system-wide support to staff members and families through

UNAIDS Secretariat workforce profile – April 2013

Deployment of UNAIDS Secretariat staff:

- 819 globally
- 244 in HQ
- 553 in Regional and Country offices
- 22 in Liaison Offices

UNAIDS Secretariat staff by location



UNAIDS Secretariat workforce profile

Staff deployment:

- Streamlined headquarters, strengthened field deployment
- Nearly half in the epicenter of the epidemic in Africa, followed by Asia-Pacific
- Re-profiled and strengthened capacities in high-impact countries

Geographical representation:

- International Professionals from 99 countries, representing all regions

Gender balance:

- Women represent 52% of the Secretariat workforce
- 45% professional positions in the Secretariat are held by women
- 39% of P5 and above are women
- 30% of UNAIDS Country Coordinators are women

Priorities for 2013 and beyond

- Continued implementation of organizational realignment
- Strengthened accountability for staff performance and innovative learning
- Implementation of Gender Action Plan
- Increased opportunities for younger professionals and general service staff
- Strengthened and refined human resources policies
- Staff safety and security
- Continued close collaboration with UNAIDS Staff Association