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

1 July 2011
904 staff
65% Field
35% HQ

1 April 2013
819 staff
70% Field
30% HQ
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
Deployment of UNAIDS Secretariat staff:

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