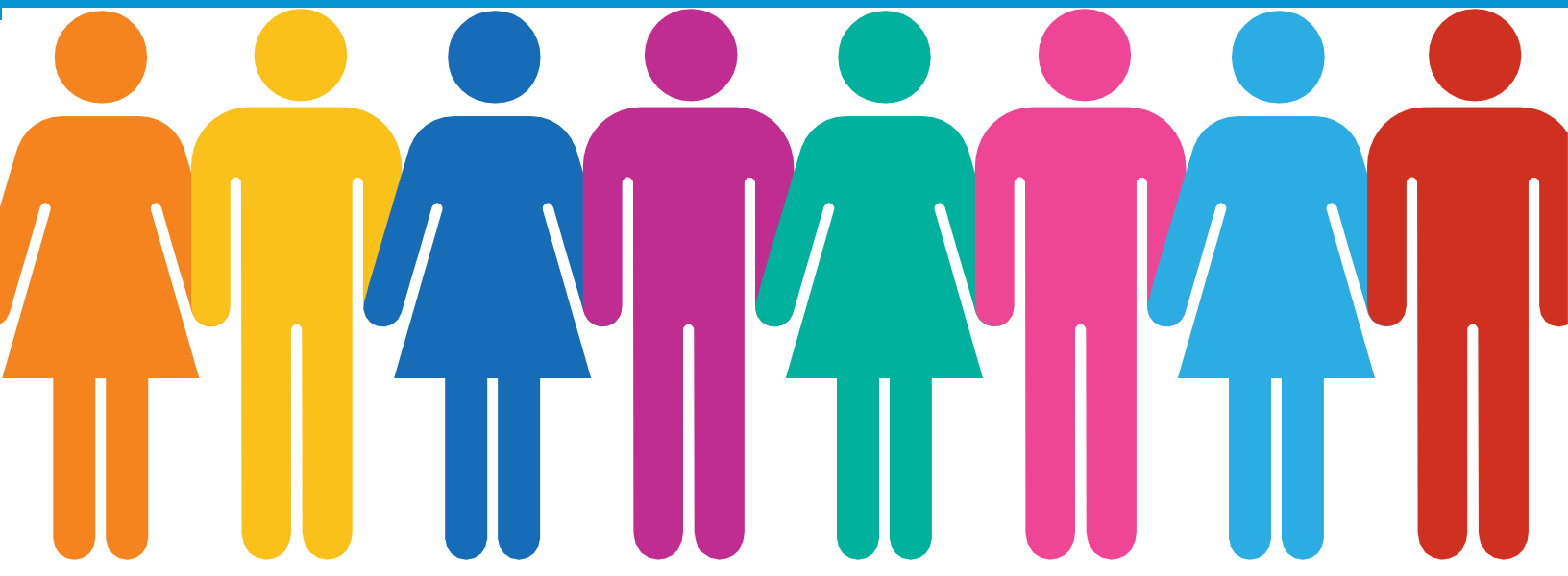
Joint United Nations Programme on HIV/AIDS

UNAIDS

2024 UN-SWAP 3.0

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS ENTITIES



UN WOMEN

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BACKGROUND

The UN System-wide Action Plan (UN-SWAP) on gender equality and women's empowerment constitutes the first unified accountability framework to systematically revitalize, capture, monitor and measure performance on mainstreaming gender perspectives into the work of the UN system.

Created as a response to ECOSOC agreed conclusions 1997/2, which called upon the UN system to mainstream a gender perspective throughout its work, and the CEB endorsed UN System-wide Policy on Gender Equality and the Empowerment of Women in 2006. Following the creation of UN Women in 2010, the UN-SWAP framework was developed through inter-agency consultations to operationalize the policy. The UN-SWAP was endorsed by the United Nations Chief Executives Board for Coordination (CEB) in April 2012.

In response to the request of the United Nations General Assembly in resolution 67/226, the Joint Inspection Unit review (JIU/REP/2019/2) of the UN-SWAP 1.0 (2012-2017) found that the UN-SWAP has proven to be a catalyst for progress towards gender mainstreaming, an effective framework for tracking system-wide advancement and a system-wide achievement. UN-SWAP 3.0 (2018-2022) raised the bar for accountability by strengthening existing indicators and anchoring the framework within the 2030 Agenda for Sustainable Development. UN-SWAP 3.0 and the and the equivalent framework at the UN country team level, UN Country Team System-wide Action Plan (UNCT-SWAP) Gender Equality Scorecard, have been contextualized to the UN reform and the planned move to system-wide reporting on collective results linked to gender-related targets of the SDGs, including SDG 5. The gender dimensions of the UN Response to the health and development crisis emanating from the COVID-19 have been also integrated in the accountability frameworks for the period 2020-2022.

I. UN-SWAP 3.0 ACCOUNTABILITY FRAMEWORK REPORT COMPONENTS

Indicator Rating and explanation

As elaborated in its technical guidance, the UN-SWAP 3.0 includes a set of 17 Performance Indicators (PIs), organized in two sections (Gender-related SDG results and Institutional strengthening to support achievement of results) and clustered around six broad areas.

The UN-SWAP rating system consists of five levels. The ratings allow UN entities to self-assess and report on their standing with respect to each indicator, and to move progressively towards excellent performance.

Not Applicable > **Missing** > **Approaches requirements** > **Meets requirements** > **Exceeds requirements**

Entities report against each indicator to UN Women annually through an online reporting system. In addition to the selection of ratings and explanations, entities are required to provide supporting evidence for each rating selection.

Action Plans

UN-SWAP reporting requires the submission of Action Plans to accompany ratings for all indicators, including timelines, resources and responsibility for follow-up actions in order to maintain or improve current ratings. Action plans are critical for enabling gaps and challenges to be addressed, and agreed upon at the highest possible level within entities. Further explanation of the elements.

Supporting evidence and knowledge hub

To ensure the integrity of self-assessments, entities are required to provide evidence substantiating each indicator rating as outlined in the UN-SWAP technical guidance

Entities are encouraged to share these supporting documents and best practices within the UN-SWAP 3.0 Knowledge Hub – the first system-wide library of gender mainstreaming documents, available to all UN-SWAP reporting platform users.

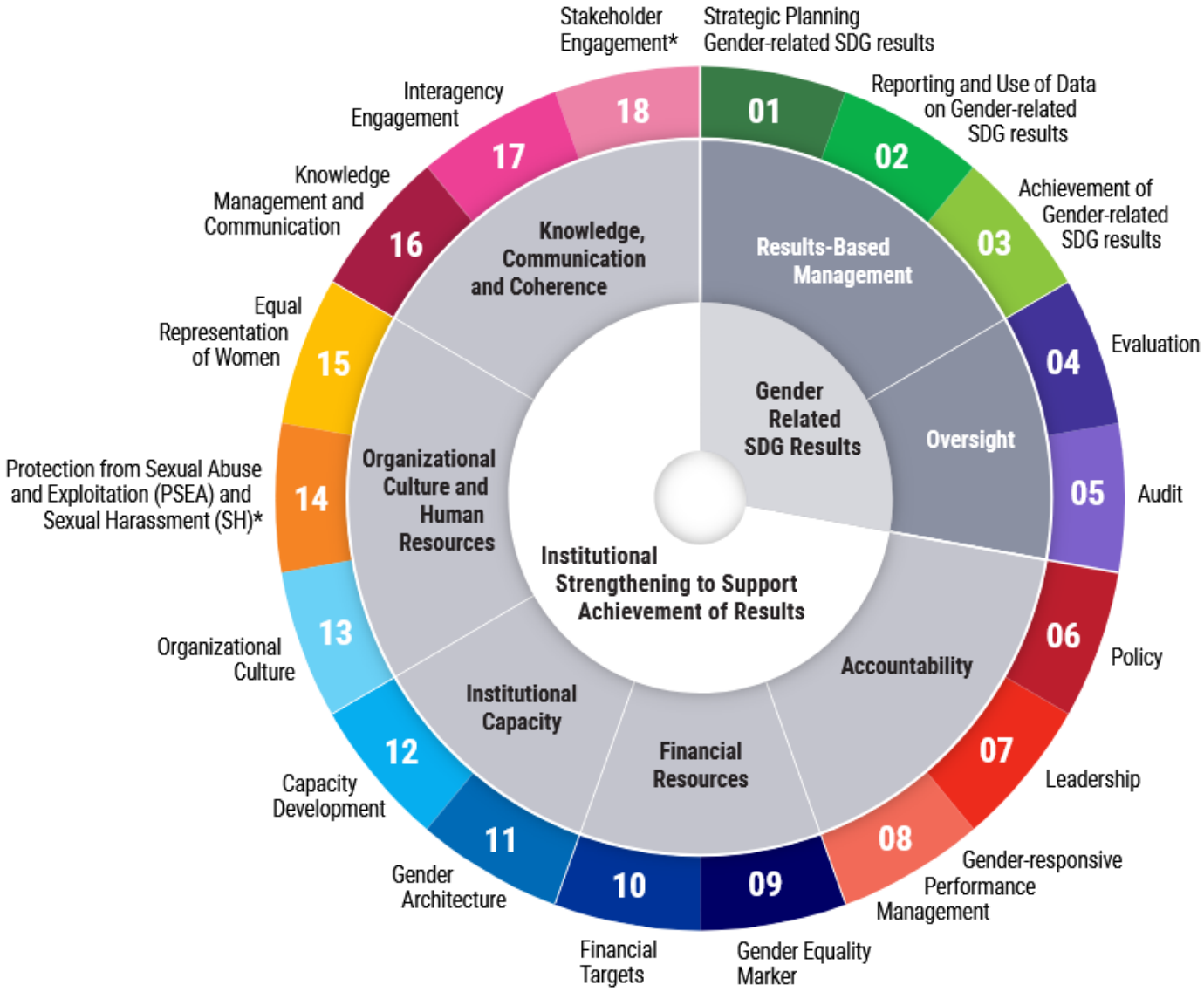
II. QUALITY ASSURANCE AND UN-SWAP 3.0 RESULTS REPORTING

As part of the quality assurance process, UN Women reviews UN-SWAP 3.0 annual reports submitted by UN entities for thoroughness and consistency of ratings. UN Women is responsible for coordinating and facilitating the implementation of the UN-SWAP 3.0, providing guidance to participating entities through a help-desk function and reporting on system-wide progress towards gender equality and the empowerment of women. The annual Report of the Secretary-General on mainstreaming a gender perspective into all policies and programmes in the United Nations system includes an analysis of system-wide performance on gender mainstreaming based on UN-SWAP 3.0 results. To enhance transparency, individual entity results are available on the UN-Women website.

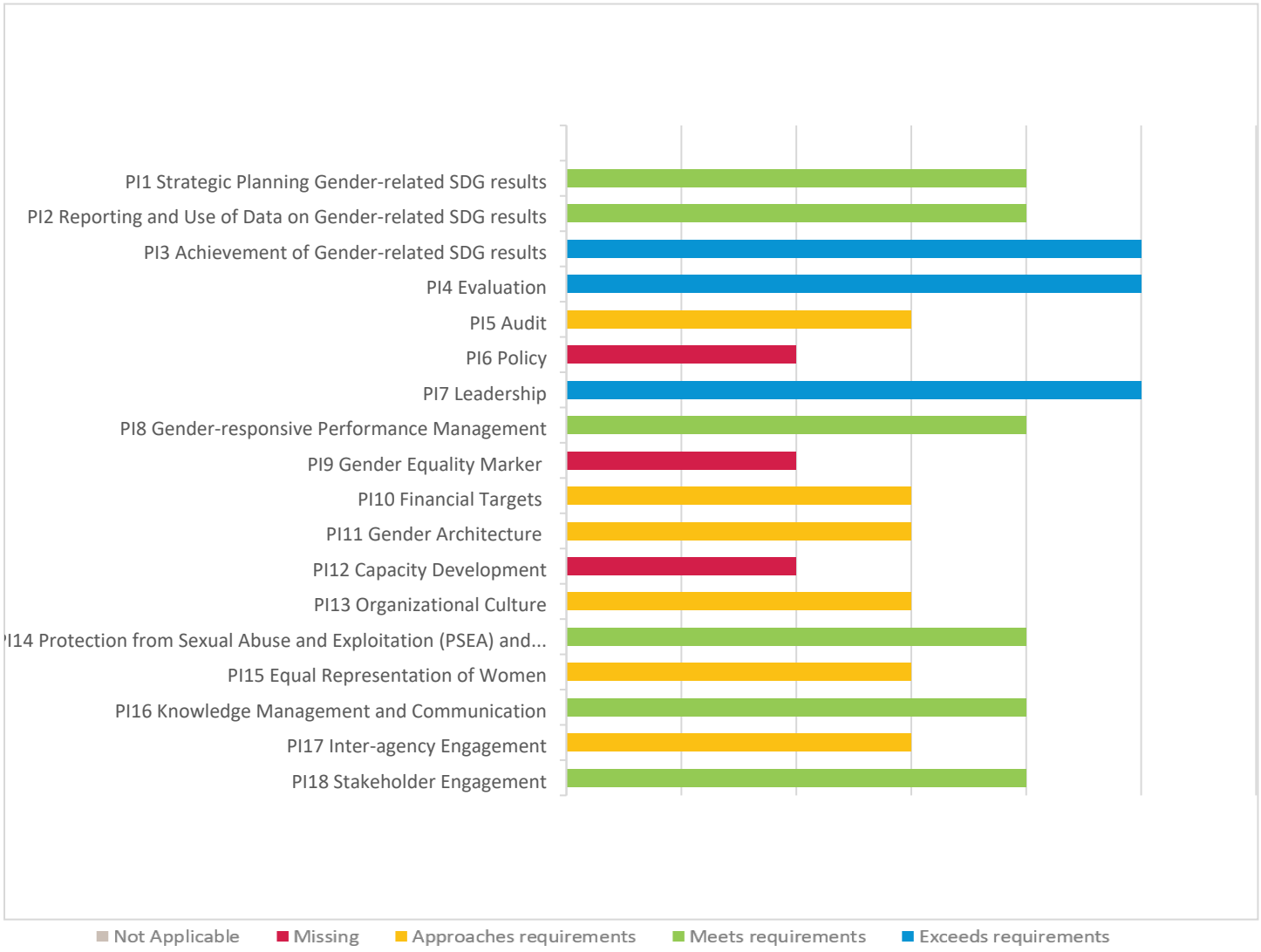
III. UNAIDS REPORTING INTERNAL REVIEW PROCESS

Please refer to the updated Terms of Reference for the SWAP reporting.
- Process involved a coordinating team, of 4 staff from Gender Team, Culture Change Team and Programme Planning and Field Support Team
- Focal points across UNAIDS Secretariat involve over 20 staff (see Terms of Reference)
- Clearance is done by the Director, Department of Management
- Dialogue across all focal points have been started in 2024 on an annual basis and help align responses across teams, focusing on action points and how to further progress in a systematic and collaborative manner.

IV. THE UN-SWAP 3.0 PERFORMANCE INDICATOR FRAMEWORK



V. UNAIDS 2024 UN-SWAP 3.0 REPORTING RESULTS SNAPSHOT



VI. UNAIDS 2024 UN-SWAP 3.0 RESULTS BY PERFORMANCE INDICATOR

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT

Performance Indicator:

PI1 Strategic Planning Gender-related SDG results

MEETS

1bi. An intersectional gender analysis, incorporating sex-disaggregated data, is carried out throughout its strategic planning process

The UNAIDS Global AIDS Strategy 2021-2026: End Inequalities, End AIDS (GAS) is the result of extensive analysis of HIV data and an inclusive process of consultation with member states, communities, and partners. It applies an intersectional gender lens in its strategic planning process, ensuring that experiences of women and girls in all their diversity, adolescent girls and young women (AGYW), women living with HIV across the life course, and community-led organisations, including women-led are included. A unique feature is systematic attention to excluded and marginalised voices such as gender diverse persons including transwomen and men, sex workers, women users of drugs and migrants. The strategy was shaped through an extensive, inclusive consultation process involving over 10,000 stakeholders from 160 countries, highlighting UNAIDS' commitment to evidence-based and participatory approaches to achieve gender equality and respond to HIV.

The UNAIDS-led Participatory Strategy Review and Development Process was divided into two phases:
Phase 1: Strategy Review: focused on evaluating the eight strategy result areas and their corresponding Fast Track Targets, assessing successes, identifying areas where progress has lagged, and understanding the underlying reasons. Result Area 5, focused on engaging women and men to work together to end gender-based, sexual, and intimate partner violence to mitigate the risk and impact of HIV, was one of the eight strategy result areas covered in the review. The evidence review addressed key gender-related topics, including the intersections of women, men, and HIV; social marginalization with a particular focus on transgender women; combination HIV prevention with an emphasis on AGYW.
The methodology for this phase adopted a gender analysis approach to uncover gaps in gender equality. This approach included the following key components:
Quantitative Survey: With participation from over 8,300 individuals across 163 countries, the survey evaluated the achievement of targets, and provided valuable insights into priorities, challenges, and perspectives for ending the AIDS epidemic. GEWE emerged as critical focus areas, with actions to promote equality and address GBV rated as high priorities across all regions, genders, and age groups. The importance of GEWE was evident in the responses to the survey's quantitative questions on priorities, barriers, and principles essential to the strategy.
The quantitative data was disaggregated based on the analysis framework and additional cross-tabulation was made available involving gender, age, reach of organization, diversity of communities (including transgender women, sex workers, lesbian or bisexual women, heterosexual female) as well as organizational type (including civil society, community network or association, grass-roots organisations).
In-Depth Interviews: a total of 65 one-on-one semi-structured dialogue interviews were conducted involving over 70 participants, representing a broad spectrum of stakeholders within the HIV/AIDS system. These interviews prioritized people living with HIV, key populations, women and youth networks, and civil society organizations, aligning with the goal of placing these groups at the center of the process. Additionally, views were sought from other stakeholders external to the UNAIDS Secretariat to ensure a diverse range of perspectives. The interviews focused on addressing structural drivers of inequality, particularly gender inequality, and emphasized the roles of communities and civil society in the HIV response. Notably, 44% of respondents were representatives from PLHIV, KP, women's networks, and civil society organizations.
Focus Group Discussions (FGDs): civil society, partners, the UNAIDS Secretariat, and Cosponsors carried out over 35 FGDs. These discussions highlighted the necessity of adopting a holistic approach that integrates services beyond just health, recognizing the multifaceted needs of communities.
Key gender-related recommendations from participants included:
• Comprehensive sexuality education in schools to foster understanding and promote treatment adherence.
• Implementation of social protection measures for vulnerable groups such as adolescent girls out of school, young mothers, and others facing amplified risks.
• Scaling up combination prevention strategies, including PrEP and other female-controlled prevention tools, as part of tailored interventions for AGYW.
• Empowering communities through community-led interventions, with a focus on engaging men and boys to challenge harmful norms and amplify the voices of AGYW.
• Addressing legal barriers by advocating for lowering the age of consent to allow independent access to essential HIV

services.

Phase 2: Strategy Development and Finalization included two rounds of work groups, focus groups, and desktop research to prioritize findings, with AGYW as a key discussion area. A multi-stakeholder consultation and workshops synthesized insights and aligned priorities. The process concluded in March 2021 with a Special Session to finalize and approve the strategy by UNAIDS Board.

Throughout 2024, UNAIDS has taken key steps to prepare for the next Strategy. These incorporated an intersectional gender analysis, and include: (1) conducting the mid-term review of the 2021–2026 Strategy, emphasizing the need for accelerated action on HIV prevention and societal enablers while maintaining progress in HIV treatment; (2) establishing an advisory Global Task Team on Targets for 2030; and (3) supporting countries in creating sustainability roadmaps.

1bii. At least one high-level transformative result on gender equality and the empowerment of women that is directly linked to SDG achievement is included in its main strategic planning document or equivalent

The UNAIDS Global AIDS Strategy 2021-2026: End Inequalities, End AIDS (GAS) seeks to reduce the inequalities that drive the AIDS epidemic and places the SDGs at the heart of its approach. Guided by human rights principles, standards, and norms, as well as commitments to achieve gender equality, the Strategy is one of the first in the United Nations system to be aligned with the SDGs, linking its outlined strategic priorities and result areas with the 10 SDGs related to the reduction of inequalities.

Using an inequalities lens that is rooted in human rights, gender equality and community-led responses, the Strategy includes targets and commitments with a focus on reducing gender-based inequalities, discrimination, and criminalisation with an increased focus on the intersecting inequalities experienced by women, girls, and key populations in all their diversities (societal enablers). For that, the Strategy outlines one ambitious strategic result area dedicated to gender equality in the context of HIV (Result Area 6) for its Strategic Priority on breaking down barriers to achieving HIV outcomes. In addition, gender equality is also mainstreamed across the other result areas.

The GAS contributes to meeting SDG 5, by prioritizing resources for the empowerment of women and girls, guaranteeing their rights in order to protect themselves from acquiring HIV, overcome stigma and discrimination, as well as gain greater access to HIV testing, treatment, care and support services, and to sexual and reproductive health (SRH) services. Ensuring that AGYW have access to education and are economically empowered – such as the Education Plus Initiative – is a sound HIV prevention strategy linked with SDG 5 that specifically addresses the vulnerability and enhanced risks that adolescent girls face that deprives them of the opportunity to live a full, violence-free, and productive life. The Strategy's contribution to SGD 5 is also reflected in its goal of tackling gender-based inequalities driving the HIV epidemic, in the context of addressing harmful gender and social norms, gender-based violence (GBV), building resilience, and emphasizing gender equality being mainstreamed across the Strategy's targets, commitments, strategic priorities, and result areas.

The 10-10-10 Targets of the GAS aims to institute social enablers that will reduce and eliminate barriers due to gender inequality, including GBV, gender-related stigma and discrimination, and unequal access to opportunities and services.

The UNGA 2021 Political Declaration on HIV and AIDS guides not only the work of the UNAIDS Secretariat but also the 11 UN Agencies that form the Joint Programme. It also states the commitment from governments to support the efforts of the Joint Programme to contribute to the follow-up and review of the 2030 Agenda in order to ensure that the HIV response and its interlinkages with other SDGs, including SDG 5, are fully reflected. For the first time, the 2021 Political Declaration introduced and adopted an additional concrete and measurable target on gender equality: reducing to no more than 10% the number of women and girls living with, at risk of and affected by HIV who experience gender-based inequalities and sexual and gender-based violence.

1biii. Adequate resources, both human and financial, for implementation of the gender-related high-level results(s) are allocated/described in the main strategic planning document, and/ or the entity's budget document

Carrying forward the strategic directions set out in the UBRAF, the 2022– 2023 Workplan and Budget - covering the first biennial under the 2022–2026 UBRAF - provided detailed guidance on priority actions, deliverables, and the allocated budget for each of the 10 result areas at the output level. This includes a dedicated result area on gender equality and gender-based violence (Result Area 6) along with specific actions under that area and gender-responsive actions integrated across other result areas.

UBRAF Result Area 6 - Gender equality.

Output: Strengthened capacities of governments, communities and other stakeholders to ensure that women and girls, men and boys, in all their diversity, practice and promote gender-equitable social norms and gender equality and work together to end gender-based violence in order to mitigate the risk and impact of HIV.

Specific outputs (for 5 years):
6.1 Strengthen gender expertise and capacity in countries supported by the Joint Programme to design, resource, implement, and monitor gender-transformative national and local HIV plans, policies, and programmes, that address unequal gender norms, and to meaningfully engage women and girls, in all their diversity together with men.
6.2 Mobilize strategic partnerships to prioritize gender-responsive HIV prevention, treatment, care and support services free of gender-based discrimination and violence.

Milestone (2023)
6.1; 30 countries supported by the Joint Programme strengthen gender expertise and capacity to integrate gender equality into the national HIV response, and meaningfully engage women in all their diversity together with men by 2030.
6.2; 27 countries supported by the Joint Programme receive policy and advocacy support and for mobilizing partnerships, to implement gender-responsive HIV prevention, treatment, care and support services that are free of gender-based discrimination and violence by 2026

Budget (2022 – 2023)
Core funds (US$): 7 703 200
Non-core funds (US$) 55 005 400
TOTAL (US$) 62 708 600

In June 2024, at the 54th Programme Coordinating Board Meeting, UNAIDS Secretariat presented the 2022-2023 results of the Joint Programme for all 10 result areas. Under Result Area 6, the expenditures and encumbrances for all Cosponsors were as follow:

Total budget: 67 033 200 US$
Expenditures and encumbrances: 67 437 577 US$

Please extract the exact results statement directly from main strategic planning document and include the statement, document name and the page number here
Global AIDS Strategy – End Inequalities. End AIDS.
Societal enabler targets – Pages 20, 138, 141.
• Less than 10% of women and girls experience physical or sexual violence from an intimate partner by 2025;
• Less than 10% of people support inequitable gender norms by 2025;
• Greater than 90% of HIV services are gender-responsive by 2025.
Complementary targets
• 80% of services for women, including prevention services, reduction and elimination of violence against women and stigma and discrimination against women, legal literacy and legal services specific for women-related issues, to be delivered by community-led organisations that are women-led.

UBRAF Results Framework Output Indicators - Joint Programme Result Area 6 at output level:
Gender equality: Strengthened capacities of governments, communities, and other stakeholders to ensure that women and girls, men and boys, in all their diversity, practice and promote gender equitable social norms and gender equality and work together to end gender-based violence and to mitigate the risk and impact of HIV.

Specific outputs (for 5 years):
6.1 Strengthen gender expertise and capacity in countries supported by the Joint Programme to design, resource, implement, and monitor gender-transformative national and local HIV plans, policies, and programmes, that address unequal gender norms, and to meaningfully engage women and girls, in all their diversity together with men.
6.2 Mobilize strategic partnerships to prioritize gender-responsive HIV prevention, treatment, care and support services free of gender-based discrimination and violence.

Milestone (2023)
6.1; 30 countries supported by the Joint Programme strengthen gender expertise and capacity to integrate gender equality into the national HIV response, and meaningfully engage women in all their diversity together with men by 2030.

6.2; 27 countries supported by the Joint Programme receive policy and advocacy support and for mobilizing partnerships, to implement gender-responsive HIV prevention, treatment, care and support services that are free of gender-based discrimination and violence by 2026.

Target (2026):
6.1- 54 countries supported by the Joint Programme to strengthen gender expertise and capacity to integrate gender equality into the national HIV response, and meaningfully engage women in all their diversity together with men by 2026.
6.2 - 53 countries supported by the Joint Programme receive policy and advocacy support and for mobilizing partnerships, to implement gender-responsive HIV prevention, treatment, care and support services that are free of gender-based discrimination and violence by 2026.

Please indicate the timeframe of your entity's current Strategic Planning document or equivalent
The timeframe of the UNAIDS Budget Results and Accountability Framework (agency Strategic planning document) is 2022-2026. The timeframe of the UNAIDS Global AIDS Strategy (global plan) is 2021-2026.

Specific SDG target(s) and indicators to which result contributes

- Goal 16/Target 16.1 Significantly reduce all forms of violence and related death rates everywhere
- Goal 16/Target 16.1/Indicator 16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months
- Goal 16/Target 16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children
- Goal 16/Target 16.2/Indicator 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18
- Goal 16/Target 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all
- Goal 16/Target 16.3/Indicator 16.3.1 Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms
- Goal 16/Taregt 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels
- Goal 16/Target 16.b Promote and enforce non-discriminatory laws and policies for sustainable development
- Goal 17 Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development
- Goal 10/Target 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
- Goal 10/Target 10.3/Indicator 10.3.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law
- Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable
- Goal 5/Target 5.1 End all forms of discrimination against all women and girls everywhere
- Goal 5/Target 5.1/Indicator 5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
- Goal 5/Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- Goal 5/Target 5.2/Indicator 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
- Goal 5/Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision- making in political, economic and public life
- Goal 5/Target 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
- Goal 5/Target 5.6/Indicator 5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
- Goal 5/Target 5.6/Indicator 5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education
- Goal 5/Target 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
- Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Goal 1 End poverty in all its forms everywhere
- Goal 2 End hunger, achieve food security and improved nutrition and promote sustainable agriculture
- Goal 3 Ensure healthy lives and promote well-being for all at all ages
- Goal 3/Target 3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases
- Goal 3/Target 3.3/Indicator 3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations
- Goal 3/Target 3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes
- Goal 4/Target 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- Goal 4/Target 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
- Goal 3/Target 3.7/Indicator 3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods
- Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- Goal 4/Target 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes

UN functions to which the high-level result contributes (select all that apply)

- Other (including coordination)
- Financing for development
- Direct Support/Service Delivery
- Convening/Partnerships/Knowledge Sharing
- Capacity Development/Technical Assistance
- Data Collection and Analysis
- Policy Advice and Thought Leadership

If you select "Other", please provide explanation if any

- Support, empower, resource and integrate community-led HIV responses, including women- and key populations-led, for a transformative and sustainable HIV response.

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT

Performance Indicator:

PI2 Reporting and Use of Data on Gender-related SDG results

MEETS

2bi. Guidance on measuring and reporting gender-related SDG results including but not limited to utilizing an intersectional approach and sex-disaggregated data developed and provided by the Entity Strategic Planning Unit or equivalent

The 2022-2026 UBRAF guides and operationalizes the Joint Programme's contributions to the achievement of the goals and targets of the Global AIDS Strategy (GAS). Under its reporting framework, the five Secretariat Functions are identified as core responsibilities of UNAIDS Secretariat for ensuring coordinated strategic focus, effective functioning and accountability across the Joint Programme's work. The indicators for each Secretariat Function track the Secretariat's progress against its intended results (output), with set milestones (by biennial cycle) towards set targets (by 2026). This framework is clearly aligned with the SDGs and reinforces the gender-transformative elements of an HIV response.

These five functions are:

• S1. Leadership, advocacy, and communication
• S2. Partnerships, mobilisation, and innovation
• S3. Strategic information

• S4. Coordination, convening and country implementation support
• S5. Governance and mutual accountability
In 2024, the UNAIDS Gender Team developed a practical guidance for all staff to effectively measure and report on the Secretariat Functions indicators, focusing on gender-transformative results, including the use of intersectional approaches and sex-disaggregated data. As a stand-alone document, the Secretariat Functions and gender transformative approach practical guidance outlines UNAIDS' guidance for integrating a gender-transformative approach into the global HIV response. Key components include:
• Gender-Transformative Approach: examples of actions the Secretariat can take within its five Secretariat Functions to promote a gender-transformative approach aligned with the GAS and SDGs, using a Framework for Elements of Gender transformative Approach within the context of the HIV response.
• Practical Implementation: examples of gender-transformative elements aligned to each Function. The examples include activities supporting women-led initiatives, promoting inclusive decision-making, addressing gender-specific barriers to healthcare, and advocating for policy reforms.
• Integrated Focus on SRHR and GBV: strategies for incorporating a gender transformative response to sexual and reproductive health, gender-based violence, and HIV interventions, ensuring comprehensive, respectful, and accessible services.
• Definitions and frameworks: Provides a list of key terms and targets that are key components of a gender transformative approach.

2bii. High-level transformative result(s) on gender equality and the empowerment of women that are directly linked to SDG achievement reported to its Governing Body or equivalent by systematically utilizing sex-disaggregated data in its strategic plan mon

UNAIDS provides comprehensive annual reports to its Programme Coordinating Board (PCB) on progress against the current Global AIDS Strategy. These reports, which also inform a UN Secretary-General report to the UN General Assembly, capture high-level transformative results on gender equality and the empowerment of women that contribute to meeting Sustainable Development Goal (SDG) targets. This includes reporting against SDG 5, linked to the Unified Budget, Results, and Accountability Framework (UBRAF) Result Area 6: "Women and girls, men and boys, in all their diversity, practice and promote gender-equitable social norms and gender equality, and work together to end gender-based violence and mitigate the risk and impact of HIV." Additionally, the reports cover the Strategy's targets dedicated to gender equality in the context of HIV, as stated in Performance Indicator 1. These publicly available reports reflect UNAIDS' commitment to advancing gender equality within the HIV response.

UNAIDS annual reports are informed by extensive data collection facilitated through the Joint Programme Planning, Monitoring and Reporting System (JPMS). This web-based tool allows the Joint Programme to plan and report on the implementation and outcomes of the UBRAF in a structured way, aligning with relevant SDGs and the UNAIDS Gender Equality Marker. The JPMS collects planning and reporting data from countries, regions, and the global level, enabling the preparation of consolidated reports for the PCB, such as the annual Performance Monitoring Report (PMR) of the Joint Programme. The JPMS captures a wide range of data, including gender-related date disaggregated by age, sex, and gender (see Result Area 6 and the Global AIDS Monitoring framework), which are subsequently analyzed, synthesized, and made accessible through the UNAIDS Results and Transparency Portal: https://open.unaids.org.

In addition, UNAIDS supports countries in collecting information on their national HIV epidemic and AIDS responses and measure progress towards achieving national HIV targets and linked SDGs through the Global AIDS Monitoring (GAM) framework. As part of this process, countries generate national and sub-national HIV estimates, which are integrated into GAM reporting. These reports, along with the finalized estimates, are submitted annually by the end of March. The global results are then analyzed and published in UNAIDS' mid-year report, with the corresponding data made publicly available on the AIDSinfo website (www.aidsinfo.unaids.org), which are ultimately reported to the General Assembly.

The 2022-2026 GAM framework is based on the structure of the 2021 Political Declaration on AIDS. Gender equality and empowerment of women and girls are one of the eight core focus areas monitored, included through the following indicators:

• Physical and/or sexual violence experienced by key populations (sex workers, gay men and other men who have sex with men, people who inject drugs, transgender people)
• Attitudes towards violence against women
• Gender-responsiveness of HIV services
• Prevalence of recent intimate partner violence (reported through SDG)

In addition to these indicators, the GAM framework includes policy questions related to gender inequalities, including domestic violence legislation, violence protection, requirements for parental and spousal consent to access services, the involvement of women in national AIDS responses, the existence of a gender equality plan or strategy and/or training programs to prevent violence by police and healthcare workers.

Indicators under the UBRAF and GAM are disaggregated by age and sex, where feasible. Additionally, since 2017, the GAM online reporting tool has included an analytical output that calculates the percentage of indicators with a recommended gender disaggregation—according to GAM guidelines—for which countries provide gender-disaggregated data.

To what extent does the entity communicate UN-SWAP results

- Other
- Externally (e.g. website, donors)
- Internally (e.g. email, Intranet)
- Reporting to Governing body or equivalent

Please provide any further details and/or include hyperlinks if available

Reporting to Governing body: UNAIDS reports on key indicators and core elements of the UN-SWAP through various PCB reports (see UBRAF indicator scorecard Strategic Function 5 on reports).
Internally: UNAIDS Secretariat reports on UNSWAP results internally, through stories on the internal communicator or by email to all staff through weekly updates. The scorecard was shared as well as the letter from UN Women was shared that helped inform certain discussions and other reporting. An internal meeting of focal points and selected member of the senior management, convened by the Director Management, meets annually to discuss the annual report submitted.
Externally: UNAIDS Secretariat shares UNSWAP results externally, more specifically through the Results and Transparency Portal https://open.unaids.org/.
Other: UN-SWAP results and areas are communicated through the process on reporting on the Quadrennial Comprehensive Policy Review (QCPR) and linked Funding Compact Indicators. - As part of the 2022-2026 UBRAF and its reporting processes, UNAIDS also reports to the board on UN-SWAP progress.

I. GENDER-RELATED SDG RESULTS / RESULTS-BASED MANAGEMENT

Performance Indicator:

PI3 Achievement of Gender-related SDG results

EXCEEDS

3ci. Entity has achieved or is on track to achieve its planned transformative results on gender equality and the empowerment of women which will contribute to SDG achievements

The UBRAF Performance Monitoring Report (PMR) outlines UNAIDS collective achievements and performance against its Result Area 6 and related indicators. The 2022-2023 PMR Report dated from June 2024 shows that the Joint Programme is on track to achieve concrete results on gender equality and empowerment of women, for Result Area 6; 50 countries strengthened their gender expertise and capacity to further integrate gender equality into the national HIV response, and meaningfully engaged women in all their diversity together with men; the Joint Programme provided policy and advocacy support and contributed to mobilizing partnerships to implement gender-responsive HIV prevention, treatment, care and support services free of gender-based discrimination and violence in 30 countries.

Key gender transformative achievements of the year included a collaborative effort by UN Women, UNFPA, and the UNAIDS Secretariat to provide policy support to the Southern African Development Community (SADC) in preparation for the 66th session of the Commission on the Status of Women in 2022. This collaboration led to the unanimous reaffirmation by Member States of the 2016 CSW 60/2 Resolution on Women, the Girl Child, and HIV and AIDS. Additionally, the UNAIDS Secretariat supported the International Community of Women Living with HIV Asia-Pacific in building the capacities of women living with HIV to actively participate in decision-making processes at subnational, national, and regional levels across six countries. Gender assessments, conducted by the UNAIDS Secretariat and UN Women in 20 countries, provided evidence on

the impact of gender norms within the HIV context, informing improvements to national HIV strategies and plans.

In 2024, UNAIDS' efforts to measurably contribute to GAS Result Area 6 on gender equality, the targets on societal enablers, and, by extrapolation, to SDG 5 were also significant. Technical and financial support for gender-transformative activities was provided in more than 30 countries, in collaboration with national, regional, and global partners and women's networks. These activities covered five thematic areas (changing social norms, addressing gender-based violence and HIV, promoting sexual and reproductive health and rights in the context of HIV, strengthening women's leadership in HIV responses, and combating gender-related stigma and discrimination), and showcased meaningful contributions to eight key areas aligned with UBRAF's output indicators on gender equality:
1. Gender-transformative, community-led innovations.
2. Women-led responses and leadership in the HIV response.
3. Effectiveness of UNAIDS planning and delivery on gender in 2024-2025;
4. Eliminating gender-based violence in all its forms;
5. Gender assessments for a gender-transformative national HIV response;
6. Stigma and discrimination, including repealing discriminatory laws and policies;
7. Addressing the multiple needs of adolescent girls and young women;
8. The Education Plus Initiative in empowering adolescent girls and young women.

3cii. Entity contributes to transformative gender-related results through joint initiatives and/ or joint programmes or equivalent

The Education Plus Initiative represents a collaboration within the Joint UN Programme, co-led by the Executive Directors of UNAIDS, UNESCO, UNFPA, UNICEF, and UN Women, in partnership with the African Union and 15 African Heads of State. This initiative unites governments, donors, civil society, girl-led movements, and the UN to implement policies and increase investments that prioritize keeping girls in secondary education. The initiative emphasizes empowering adolescent girls and young women (AGYW) with life skills, providing access to youth-friendly health services, ensuring violence-free environments, and expanding economic opportunities after school. Collectively, these actions aim to reduce the risk of new HIV infections among AGYW by 50 to 87% in some countries.

Investment cases in eight Education Plus countries highlighted the catalytic role of secondary education for girls in reducing HIV infections among AGYW. Achieving universal secondary education or enrolment targets by 2030 could reduce HIV infections by 67% to 87%, averting 61,000 to 84,000 new infections annually and driving a 20% to 29% annual decline by 2030. These findings reinforce education's transformative role in health outcomes and gender equity. Education Plus initiative continued its support to champion countries to put in place required policy, legal and normative frameworks. For instance, policy and strategic changes in 6 countries school health and SRHR policies will positively impact at least 8.6 million adolescent girls aged15-18yrs in these countries. National gender policies and strategies to combat sexual and gender-based violence in 5 countries will impact positively 7.9 million adolescent girls and young women aged 15-24 yrs in these 5 countries, while the National AGYW strategy and National Youth Policy will enhance school-to-work transitions and economic empowerment of at least 2.2 million AGYW (15-24yrs) in Malawi.
The Education Plus Initiative prioritizes amplifying the voices and agency of AGYW. Over 15,000 AGYW from 10 countries have been actively engaged in advocacy with policymakers and in leading impactful social media campaigns and community initiatives, showcasing their role as advocates and changemakers. Contributions included:
• Supporting the African Union in integrating Education Plus objectives into the Continental Education Strategy for Africa (CESA 2026-2035).
• Shaping the African Regional Review of Beijing+30 Common Africa Position, which emphasized school-to-work transition, SRHR, freedom from violence, and digital education access for girls.
• Influencing gender-transformative education actions in the G20 Ministers of Education Declaration through collaboration with the Feminist Network for Gender-Transformative Education.
The Global HIV Prevention Coalition (GPC) was created in 2017 to accelerate progress on HIV prevention. Co-convened by UNAIDS and UNFPA, the Coalition brings together governments, UNAIDS Cosponsors, donors, international and regional organizations, funding partners, and civil society organizations. At its core, the GPC focuses on 40 priority countries requiring an intensified HIV prevention response. The GPC's primary objective is to strengthen and sustain political commitment for primary prevention by fostering a shared agenda among key policymakers, funders, and program implementers.

The GPC actively addresses the gender dimensions of HIV prevention, recognizing that gender inequality is a key driver of the epidemic. It prioritizes interventions to reduce HIV risk among adolescent girls and young women, who account for a disproportionate share of new infections in high-burden countries, through jointly coordinating the Global Men and HIV Technical Working Group (MENHT) with WHO, and works to engage men and boys as allies in prevention efforts. The

Coalition also supports the integration of gender-transformative approaches into national HIV prevention strategies, including addressing gender-based violence, advancing sexual and reproductive health and rights, and challenging harmful gender norms and stereotypes.

Through its commitment to gender equality, the GPC amplifies the voices of women, girls, and gender-diverse communities in decision-making processes, ensuring that prevention responses are inclusive and tailored to their needs. The Coalition emphasizes accountability and monitors progress toward achieving transformative gender-related results by using country scorecards to monitor progress on key gender-specific indicators and implementing regular reviews of country progress that allow for monitoring gender-specific interventions and their outcomes. The GPC also provides technical support to ensure data collection and analysis capture gender-disaggregated insights. These efforts are integral to achieving the Coalition's overall goal of reducing new HIV infections to fewer than 370,000 by 2025 and ending the AIDS epidemic by 2030.

The Global Partnership for Action to Eliminate all Forms of HIV-related Stigma and Discrimination prioritizes gender equality by addressing HIV-related stigma and gender-based barriers to health and rights. Key efforts achieved in 2024 included providing emergency support for displaced women, promoting inclusive communication campaigns, and conducting gender-sensitive data collection to inform equitable policies. The Global Partnership also empowered healthcare students to challenge discrimination in healthcare settings and strengthened the agency of adolescent girls and young women in all their diversity by helping them overcome internalized stigma through economic empowerment and capacity-building workshops.

How does your entity define "transformative gender-related results"?

Gender-transformative approach: Seeks to actively examine, challenge and transform the underlying causes of gender inequality rooted in inequitable social structures and institutions. It aims to address imbalanced power dynamics, rigid gender norms and roles, harmful practices, and discriminatory legislative and policy frameworks that perpetuate gender inequality. This approach goes beyond treating the symptoms of gender discrimination, such as unequal access to resources and benefits for women, by focusing on the structural determinants of gender inequality. It encourages critical reflection and examination among both women and men of gender roles, norms, and power dynamics. The goal is to eradicate systemic forms of gender-based discrimination by creating or strengthening equitable gender norms, dynamics and systems that support gender equality.

Gender transformative HIV response: In the context of HIV, adopting a gender-transformative approach involves working to transform harmful gender norms, prevent gender-based violence, remove gender barriers to services, and advocate for gender equality (37). Gender-transformative programmes recognize and address HIV-related disparities across genders and seek to transform gender norms and stereotypes that increase the vulnerability of people who do not conform to gender norms.

By using these definitions, UNAIDS defines transformative gender-related results as those that not only address immediate gender inequalities but also create structural and systemic changes that promote lasting gender equality and equity in all contexts, particularly within the global HIV response.

If your entity is currently involved in large scale programmes or joint programmes (over one million US Dollars) focused on advancing gender equality and the rights and empowerment of women and girls, please provide the names of the three largest programmes, and their overall funding per programme.

The Education Plus Initiative: In 2024, UNAIDS investments in Kenya, Malawi and Uganda provided a total of USD 1.73 million for the implementation of Education Plus. Additional complementary funding in the Education Plus champion countries from UNAIDS co-sponsors and partners amounted to USD 11.067 million.

The Beijing Platform for Action (BPfA) identifies 12 critical areas of concern for women's rights and gender equality. Please indicate which areas of concern your entity is contributing to (select all that apply):

- The Girl-Child
- Environment
- Human Rights
- Institutional Mechanisms
- Decision-making
- Violence
- Health
- Education and Training

If you select "Other", please provide explanation if any

II. GENDER-RELATED SDG RESULTS / OVERSIGHT

Performance Indicator:

PI4 Evaluation

EXCEEDS

4ci. Meets the UNEG gender equality - related norms and standards

UNAIDS Evaluation Policy is based on the fundamental principle that evaluations are guided by UNAIDS people-centred approach, with full respect for diversity. In line with the Evaluation Policy, UNAIDS evaluations assess how far equity and gender equality have been addressed in policies, advocacy and programmes. The Policy and its implementation are guided by the internationally accepted UNEG norms and standards and a geographically representative and gender balanced Expert Advisory Committee. This has been recognized in the externally facilitated self-assessment conducted on the UNAIDS evaluation function.

4cii. Applies the 2024 UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluation during all phases of the evaluation

UNAIDS evaluation office has provided specific guidance on conducting gender and human right responsive evaluations aimed at supporting evaluators assess gender and human rights in all phases of an evaluation. All evaluations consider gender equality and human rights in the design of the evaluation. In some cases, gender equality and empowerment of women (GEWE) is reflected as a separate section in the evaluation framework and evaluation report. In other cases, GEEW questions are interspersed in the evaluation matrix, analysis and report. The same applies to human rights. Disaggregation of key informants by gender is standard practice.

The above explanation can be found in the three evaluations completed in 2024, where gender diversity and human rights were addressed as cross cutting issues and, more specifically:

1) Mid-term Evaluation of the 2021-2025 UNAIDS-CDC Cooperative Agreement: the evaluation team included gender equality as a cross-cutting topic in data collection, analysis and reporting for all its country case studies. The team found encouraging data showing emerging evidence that the Cooperative Agreement initiatives have made progress toward enhancing gender equity and protecting human rights. Key informants from South Africa, Côte d'Ivoire, UR Tanzania, Jamaica, and Thailand indicated that a key strength of UNAIDS' approach has been the complementarity of initiatives, including HIV-related stigma and discrimination training and tools development.
2) The Independent Joint Evaluation of the Global Action Plan for Healthy Lives and Well/Being for All (SDG 3 GAP). This evaluation integrated gender equality questions and criteria. The evaluation shows a wealth of information on gender equality in country cases studies, such as the one of Colombia. Moreover, the report brings light to the work done on SDG3 related to gender equality and other relevant cross-cutting issues such as, human rights, disability, protection of humanitarian principles and accountability of affected populations (AAP).
3) The Review of UNAIDS Joint Programme Evaluations and Assessments (2020-2024): It consist of a review of the evidence from 21 evaluations and reviews completed by UNAIDS evaluation office in the last 5 years. Gender equality is integrated throughout the review from TOR, data analysis and reporting. The final report includes its own section on gender equality. The review found substantial evidence of Joint Programme having added value to advance people-centred systems for health and equity. This included empowered institutions and community-led organizations through its work with social mobilization, and advocacy on issues such as human rights, gender equality, and equity issues - all crucial areas to address the social determinants of HIV vulnerability. However, stigma and discrimination remained significant repeated barriers to the Joint Programme's engagement of key and vulnerable populations and remains an area where the Joint Programme needs to invest more capitalizing on the established partnerships and decades of experience.

Additionally, the Joint Programme has demonstrated organizational commitment to foster gender equality, supporting gender-focused interventions at country level. Eight reports (11–16,23,25) and two related management responses 20, 21 discuss the Joint Programme's engagement with gender and GBV, however with reported gaps in funding, strategic joint planning and joint implementation, and ensuring comprehensive intersectional approaches. The management responses

reiterated UNAIDS' commitment to addressing gender inequality and GBV through dedicated actions and targets in its upcoming strategies and budgets. Another evaluation reported programmes targeting adolescent girls and young women and the development of gender equality strategies in countries like Kyrgyzstan and Zambia (14)). Some barriers were however noted, an example included HIV and GBV prevention interventions in workplaces which reportedly were largely handled separately, with little systematic gendered approach or integration between the two and limited evidence of connecting these programmes or addressing bi-directional VAWG/HIV issues (11).

4ciii. Conducts at least one evaluation to assess the entity's corporate performance on gender mainstreaming or equivalent every 5 years

In 2021, an evaluation of the UNAIDS Secretariat Gender Action Plan 2018–2023 (GAP) was carried out to provide an unbiased assessment on whether the gender-related investment delivered on the Global AIDS targets. This evaluation is what brought the UNAIDS Secretariat to exceed requirements of this UN-SWAP Performance Indicator.

The evaluation assessed the extent to which the GAP has achieved its objectives and explored options for institutional arrangements to achieve the commitments and targets in the remainder of the implementation period. The evaluation included desk review, key informant interviews, and focus group discussions with staff, such as members of the Gender Challenge Group, Young UN, the Staff Association; and staff in charge of related initiatives, like the Culture Transformation at UNAIDS. Also, to hear a diversity of voices, the evaluators interviewed staff selected at random, ensuring good representation of gender, grades and locations.

The evaluation report was externally reviewed by C4ED, which concluded that Human Rights and GEEW were fully integrated throughout. The assessors highlighted that gender equality and the empowerment of women and other groups were central to the GAP and the evaluation, with these aspects comprehensively addressed in the report. Gender-related questions were a core focus of the GAP and the evaluation, effectively reflected in the findings, conclusions, and recommendations. While human rights were not explicitly emphasized in the evaluation, the design allowed for related information to be captured when raised by respondents, and these aspects were included where relevant, such as in the conclusions.

The evaluation identified the primary achievement to date as advancing gender parity in the UNAIDS workplace. The next step involves deepening this progress by developing tailored actions, setting specific targets, and making concrete commitments to sustain and support these changes. The findings and recommendations are expected to further promote gender equality and contribute to broader cultural transformation within UNAIDS. A management response to the evaluation's recommendations was developed collaboratively by a cross-departmental group of women and subsequently approved by the UNAIDS Cabinet.

The management response, as well as the full tracking following one year implementation is available online: https://www.unaids.org/sites/default/files/media/documents/management-response_GAP-evaluation_en.pdf

What modality was used for the assessment?

- Self-assessment

II. GENDER-RELATED SDG RESULTS / OVERSIGHT

Performance Indicator:
PI5 Audit

APPROACHING

5ai. The internal audit risk universe considers risks and challenges related to gender equality and empowerment of women, identified in consultation with the gender units/focal point

The Internal audit function of the WHO Office of Internal Oversight Services (IOS) regularly considers gender equality and the empowerment of women risks in individual UNAIDS audit related engagements. At the planning stage, the annual audit risk assessment has a criteria for prioritizing UNAIDS Offices based on a set of parameters. The risk assessment criteria includes a criteria of previous investigation cases including investigations of allegations of sexual exploitation and abuse, sexual harassment and assault. Furthermore, as part of the annual risk assessment, IOS seeks management feedback on specific risks. At the execution stage, a set of standardized audit tests are performed as part of operational audits (e.g. Country Offices, Regional Offices, etc). These audit tests include reviewing efforts in relation preventing sexual exploitation and abuse

including compliance with mandatory training requirements. At the reporting stage, audit reports include recommendations to strengthen controls in this area, if applicable.

5aii. The internal audit function regularly considers gender equality and the empowerment of women risks in individual engagements

See response to 5ai

In case of recurring and high-risk findings regarding gender equality and empowerment of women, IOS will include these finding as part to the IOS annual report to the UNAIDS Programme Coordinating Board (PCB).

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

Performance Indicator:

PI6 Policy

MISSING

Explanation of why this rating has been given

In the previous reporting period, UNAIDS has reported on its Gender Action Plan (GAP) for 2018–2023, which provides a framework to advance gender equality and empower women across the Secretariat. While the GAP has ended in 2023, it continues to be implemented beyond its end date pending the development of the integrated Gender, Diversity, Equality, Inclusion, and Accessibility (GDEIA) Framework and the GEAP plan. This new Framework aims to provide strategic direction and actionable steps to foster gender equality, diversity, equity, inclusion, and accessibility within the organization.

The GDEIA Framework is a key component of the UNAIDS Secretariat's "People Strategy 2023–2026: Fulfilling UNAIDS Vision by Supporting Our People," launched in 2023. This strategy envisions "enabling UNAIDS people to give their best each day to end AIDS by 2030" and underscores the organization's commitment to continuously improving processes, policies, and practices. These efforts are designed to support staff and enable them to focus on what matters most: achieving UNAIDS' goals.

Three interrelated building blocks are critical in fulfilling this vision: 1) People practices; 2) Organizational culture; and 3) Organizational design and structure. Within the three building blocks, the Secretariat has identified five interdependent key priorities, of which the second carries forward the years-long work and achievements of previous gender action plans. The key priorities are:

1. Investing in learning, development and growth
2. Enhancing gender equality, diversity, equity, inclusion and anti-racism
3. Supporting staff wellbeing and engagement
4. Building capacity to deliver
5. Ensuring respectful conduct and zero tolerance

For missing requirements, please select whether the entity fulfills any of the following requirements:

- A costed action plan in place

Does your entity have a strategy/policy that focuses on advancing the entity's commitments to gender equality in humanitarian settings?

- No

III. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

Performance Indicator:

PI7 Leadership

EXCEEDS

7ci. Gender equality and the empowerment of women is proactively promoted and pushed forward by senior leadership both internally and publicly

• In 2024 the UNAIDS Cabinet (which is UNAIDS' most senior internal decision-making body), at its retreat in August 2024, reviewed the progress on implementation of the implementation of feminist principles and brave spaces, reaching over 60% of its staff, and recognized the initiative which is part of the work on culture change and staff well-being, as critical area to strengthen gender equality, diversity and inclusion internally. The Cabinet also reviewed its own Value Charter where leadership committed, among others, to individual and collective commitments that should strengthen gender equality.
• Developing the 2030 Global AIDS Targets, UNAIDS in close support of the senior leadership, has in 2024 built on lessons from the 2025 Global AIDS Targets and further developed the targets that should strengthen gender equality. These targets include global commitments to (1) less than 10% gender equality and violence against women, girls, people living with HIV and key populations, as well as (2) less than 10% coercion and abuse in sexual and reproductive health services among women living with HIV.
• At the request of the Executive Director, UNAIDS actively participates in the inter-agency gender task team convened by the Secretary-General in 2023, with continued activities in 2024. The UNAIDS Cabinet, led by the Chief of Staff, has taken important steps to follow through on the Gender Equality Acceleration Plan pillars and action points for UNAIDS and led the development of Terms of Reference of a senior level Gender Steering and Implementation Committee that was consecutively endorsed.
• The UNAIDS Cabinet has provided strategic direction and feedback on the development of a comprehensive intersectional
• Gender Equality, Diversity, Equity, Inclusion, Anti-Racism and Accessibility (GDEIAA) framework.
• Senior leadership took part in the 68th Commission on the Status of Women (CSW), where, through a collaborative effort with other key UN agencies, Member States unanimously reaffirmed the 2016 CSW 60/2 Resolution on Women, the Girl Child, and HIV and AIDS. Additionally, UNAIDS supported the core group and negotiations for resolution 56/20 at the Human Rights Council on Human Rights in the Context of HIV which reiterated the need to take action to support gender equality, remove gender-based violence and harmful gender norms, provide comprehensive education in relation to sexual health and included the first ever reference to sexual and reproductive health and rights - it was adopted by consensus.
- The push-back against gender was indeed discussed in every cabinet meeting, as part of the review of programmatic implementation and emerging trends.
- The Secretary General Report included inclusive of data/evidence to highlight the intersectional approach to advancing gender equality.
- UNAIDS champions CCM dialogues at country level in ensuring voices from key populations, including from women and girls.
- Cabinet, and regional support teams provided direct oversight with country offices and civil society organizations in preparation of the CSW and HRC (lobbying with diplomats etc).
- In terms of intersectionality, the Cabinet supports and ensures country office focus on most marginalized groups, confronted by intersecting inequalities, such as trans, sex workers and women users of drugs.
- Cabinet tracked cases of abuses of human rights violations and oversaw provision of support (example Uganda, Ghana, etc.)

7cii. Entity's progress, learning and accountability for achieving results in the gender equality policies is enhanced through a senior level Gender Steering and Implementation Committee or equivalent

• Establishment of a UNAIDS Gender Steering and Implementation Committee, started in 2024 through the development of draft Terms of References and is planned to be operational in 2025 with key responsibilities around planning, implementation and reporting around the GEAP 5 pillars through UNAIDS Secretariat work. The Executive Director in principle agreed to ToRs and a first meeting is planned in 2025.

7ciii. Head of Gender Unit or equivalent participates in senior management team meetings, as relevant

• UNAIDS Secretariat Equality and Rights for All (ERA) Practice Director has a direct reporting line and participates as relevant in Senior Leadership Team meetings. ERA Practice Director also served on the Gender Equality and Acceleration Plan task force. Gender Equality Team Lead also participates when relevant topics are discussed.

7civ. The Head of the Gender Unit or equivalent has a direct reporting line to senior leadership

• UNAIDS Secretariat Equality and Rights for All (ERA) Practice Director has a direct reporting line and participates as relevant in Senior Leadership Team meetings. ERA Practice Director also served on the Gender Equality and Acceleration Plan task force. Gender Equality Team Lead also participates when relevant topics are discussed.

Performance Indicator:
PI8 Gender-responsive Performance Management

MEETS

8bi. Entity senior leadership are held accountable for entity performance against the gender equality policies or equivalent
Alignment of performance management to GEWE principles and requirements has been gradually incorporated over the years to strengthen leadership and staff accountability. Integration together with work objectives, competencies and learning objectives (the three elements that are assessed during performance reviews), have been an iterative process and strengthened based on findings of the bi-annual UNAIDS Global Staff Survey (GSS).

All staff members with supervisory responsibilities, including those in senior leadership positions, are assessed against mandatory competencies such as 'Managing Performance and Resources' and 'Empowering and Accountable People Management.' These competencies ensure that managers are held accountable for acting in a just, equitable, and non-discriminatory manner, in alignment with GEWE principles. They include multiple indicators that managers must continuously consider throughout the review period. While GEWE principles are embedded across all indicators, two are of particular importance:

1. Tangible steps taken to promote gender equality, diversity, equity and inclusion, ensure fair and just treatment, paying specific attention to work arrangements, team dynamics and the needs of those with intersecting marginalized identities.
2. Demonstrates duty of care towards personnel by providing and facilitating a flexible, safe work environment that enables staff to balance work and personal life taking into account care responsibilities.

Clear guidelines are provided to help managers integrate and deliver on these indicators and to support their supervisors to evaluate performance.

The following two elements were incorporated to clarify and establish an individual and organisational accountability framework.

1. All staff individual work objectives are aligned to workplan Top Tasks of their office/team. Each Top Task links to a UNAIDS Secretariat Gender Equality Marker (GEM). Please refer to PI9 for a more detailed explanation on organisational workplanning and GEM. In essence, when the staff member selects a Top Task in the system, to enter their individual work objective during the Planning phase, the objective is weighted by a pre-defined gender marker that can be potentially reported on.
2. At the start of every performance cycle, all staff are requested to set gender-sensitive individual work objectives to reflect on how gender considerations are addressed in all aspects of the staff member's work and how those can be further strengthened. Over 85% of UNAIDS staff members declared that gender equality and GEWE had been considered when formulating their work objectives. For 2024/5 this report will be generated in April 2025.

8bii. Knowledge or experience in gender equality is embedded as a desirable competency in new Job Descriptions/ Terms of Reference and recruitment processes as relevant
Currently, UNAIDS job profiles do not feature a focused and specific competency dedicated solely to GEWE. However, gender equality and the empowerment of women are embedded within the UNAIDS Competency Framework under the value of 'Respect for Diversity' and the competencies of 'Working in Teams' and 'Managing Performance and Resources.' These competencies outline specific behaviors that support gender equality and are incorporated into job descriptions. They are also applied during the selection process to identify candidates who best align with the functional requirements of all positions, ensuring that GEWE principles are consistently upheld.

8biii. A requirement for a proven track record in gender equality and the empowerment of women is included in senior appointments
We do not check for relevant experience or track record of candidates for appointments to Leadership position unless a requirement for effective performance on a specific role. This is however conscientiously applied for all positions in Cabinet including at ASG positions.

Demonstration of these competencies are continuously tracked and monitored for Senior leadership positions. Every 2 years,

UNAIDS implements a 360 assessment with a focus on leadership styles, team wellbeing and level of a nurturing work environment free from bias. The individual reports frame coaching sessions for senior leaders. The UNAIDS Global Staff Engagement Survey is implemented every 2 years to provide feedback to senior leadership on organisational health that is free from gender bias, and evidence of a culture that is fair and equitable to all staff. Performance reviews, Global staff engagement and surveys and the 360 are the key tools used to ensure senior leadership are accountable to GEWE principles.

8biv. System of recognition rewards excellent work promoting gender equality and the empowerment of women
A rewards and recognition programme linked to team achievements was launched in 2024. One of the key criteria is linked to GEWE principles and teams with titled 'Championing Gender Equality'.

Gender equality is central to the Secretariat's role in ending AIDS and achieving The World We Want. Outstanding team contributions will be recognized where members have shown exemplary commitment and effort in identifying, addressing, and ending gender inequality in all its forms. The award celebrates efforts and innovative initiatives that seek to address and eliminate gender inequalities, discrimination, violence, stigma and burdens that women and girls, women living with HIV and women key populations face, simply because they identify as women. The award also recognizes efforts to transform social norms and harmful masculinities by working with men and boys, institutions, laws and policies that deny people their basic rights based on their gender and innovations in finance, operations and systems that seek to engender budgets, personnel and capacities for gender parity and equity.

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI9 Gender Equality Marker

MISSING

Explanation of why this rating has been given
While UNAIDS applies the GEM to the Secretariat workplans and Country Envelopes, it is not yet applied in the ERP system. The ERP system used by UNAIDS is managed by WHO and a whole new system is being developed by WHO. The new ERP, called BMS, that will be used only 2026 onward will provide the option to include the GEM and other markers as per the information at this moment.

Does the entity apply the Gender Equality Marker (GEM)?
- Yes

Which type of scale is used?
- 4-point scale (0, 1, 2/2A, 3/2B)

At what level of tagging is the GEM applied?
- Activity level

Does the entity apply the GEM to track finances?
- Yes

In which areas or budget sources does the entity apply the GEM?
- Other

Please provide the percentage of expenses that are tagged with a GEM score and the percentage of total expenses that is not GEM coded (e.g. 30% if programmatic cost is tagged with a GEM, 70% of expenses are not tagged)
UNAIDS currently does not tag expenses but at budget level.

How is the GEM information generated?

- Other

Is the GEM embedded in the Enterprise Resource Planning (ERP) of the entity?

- No

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI10 Financial Targets

APPROACHING

10a. A financial target for gender equality and the empowerment of women is set and a plan is developed to reach it?

• UNAIDS adopted the GEM in 2015. The 2021-2026 Global AIDS Strategy and the 2022-2026 Unified Budget Results and Accountability Framework (UBRAF) include strong focus on gender equality, committing to an ambitious result area dedicated to gender equality in the context of HIV. The UBRAF specifically highlights the GEM as part of the tools that will further help integrate gender-transformative actions, indicators, and resources across the UBRAF (see para 45). The 2022-2026 UBRAF also commits to further strengthening the capacity of the Joint UN teams on AIDS to use the GEM to analyze pertinent data to inform planning, implementation, monitoring and reporting (see para 124).
• In keeping with the UN-SWAP requirement, UNAIDS Secretariat adopted the GEM in 2015, including a financial benchmark of 15% of resources deemed to have a principal objective to contribute to gender equality and women's empowerment (GEM 3). In September 2017, the GEM was extended to the work of the Joint Programme and integrated into the Joint UN Plans at country level.
• As per the 2024 Gender Equality Marker Analysis and its conclusions and next steps. Plans to remain at 15% of GEM 3 after the reduction from 15% in 2023 to 11% in 2024 were set, and through the development
• In the 2024 Gender Equality Marker Analysis, UNAIDS Secretariat notes the following and thus continues to reach the set goal of 15% at GEM3: Recalling the existing GEM training through skill-advance and leveraging the revised 2023 UNAIDS policy marker guidance, to consider a refresher/training during the next Joint Programme and Secretariat planning cycle to ensure knowledge and application of the Gender Equality Marker, including giving good examples for GEM 3. (2024 GEM Analysis_to share.docx)
• The Gender Equality Acceleration Plan and the UNAIDS steps to translate this plan internally by developing a UNAIDS GEAP will include the GEAP pillars and thus consider the resources and financial targets as per the GEAP action asking UN agencies following: 4.1. We strongly discourage gender-blind funding and gradually increase to minimum 15% our expenditures on all programmes to outputs where gender equality is the principal objective.

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI11 Gender Architecture

APPROACHING

11a. Gender focal points or equivalent at at HQ, regional and/or country levels are: a. appointed from Professional staff level P4 and above or equivalent National Professional Officers b. have written terms of reference c. capacitated with adequate gender expertise d. at least 20 percent of their time is allocated to gender focal point functions

a. appointed from Professional staff level P4 and above or equivalent National Professional Officers.

The Equality and Rights for All Department at UNAIDS Global Center has established two (2) dedicated positions focused on gender equality for the year 2024: D1 and P3 level. Additionally, the gender equality team receives support at the regional level and from five (5) additional staff members at the country level, matrixed into the gender team, including the following

roles: Senior Adviser, Gender Advisor, Adviser, and Officer, Youth and Gender Equality. The team is actively engaged in critical areas of the HIV response, emphasizing gender equality and the empowerment of women. Their efforts include the mainstreaming and representation of women, which are essential to achieving the goal of ending AIDS as a public health threat by 2030.

At its 53rd meeting in December 2023, the UNAIDS Programme Coordinating Board requested the Executive Director of UNAIDS and the Committee of the Cosponsoring Organizations to continue to ensure that the Joint Programme remains sustainable, resilient and fit-for-purpose. In response to the request, the Executive Director of UNAIDS and the International Labour Organization Director-General, on behalf of the Committee of Cosponsoring Organizations, have convened a 'High-level panel on a resilient and fit-for purpose UNAIDS Joint Programme in the context of the sustainability of the HIV response' which brings together diverse stakeholders, representing the multisectoral nature of the HIV response. Recommendations from the Panel will be reported back to UNAIDS Programme Coordinating Board at its June 2025 meeting.

Additionally, it was decided in 2024 that a strategic organizational review would be carried out to also ensure the highest levels of organizational effectiveness and achieve cost efficiencies. These preparatory stages of a future transformative agenda contribute to explain the organizational decision to put on hold staff selection processes, with few exceptions.

b. have written terms of reference,
The Gender Team staff, along with the Senior Gender Adviser in ESA, operate under clearly defined terms of reference that outline their contributions to advancing gender equality. The gender focal points at country and regional level are matrixed into the gender team and collaborate closely, particularly within the framework of a knowledge-driven organogram. Moreover, it is important to highlight that, in addition to embedding gender equality and women's empowerment into the job descriptions of new positions, the contributions of gender focal points can be effectively incorporated into their work objectives and competency assessments as part of the performance management cycle.

c.capacitated with adequate gender expertise

In 2024, mandatory trainings linked to GEWE continued to be offered and closely tracked. The xic core trainings assigned as mandatory to all staff include: PSEA, Ethics and Integrity in the UN, Ethics@UNAIDS. and United to Respect: Preventing harassment.

Other relevant external off the shelf courses linked to GEWE are continuously curated, made available and offered to staff throughout the year. Gender focal points may also explore job or career related objectives linked to GEWE and these trainings may be supported by UNAIDS on an individual basis, based on availability of resources.

Additionally, UNAIDS provides an introductory Gender Equality course which delves into basic concepts and their connection to gender-based violence and HIV and AIDS. Topics covered include gender equality concepts, the link between gender inequality and the AIDS epidemic, barriers to accessing HIV services, and UNAIDS' role. Participants gain a comprehensive understanding of the interplay between gender equality, gender-based violence, and HIV and AIDS. The course also explores UNAIDS' strategy for disseminating knowledge and tools to integrate a gender-transformative approach into HIV response efforts.

d. at least 20 percent of their time is allocated to gender focal point functions

The Gender Equality team dedicates 100% of their time to advancing gender-related roles in the context of the HIV response. In contrast, other gender focal points across the organization have varying levels of time allocated to gender initiatives. Members of the interdisciplinary UN-SWAP Working Group contribute significantly to gender equality and women's empowerment within the UNAIDS Secretariat, actively advancing these objectives in alignment with the Global AIDS Strategy. Some members devote the majority of their working hours to these critical initiatives.

Total number of entity staff
671

Total cost of all entity staff
109100000

Where is the gender parity function located?

Policy, Advocacy and Knowledge Branch; Equality and Rights for All Practice; Gender Equality Team.

Total number of gender focal points in the entity:
19

Number of gender advisor and women's protection advisor posts that have been vacant for six months or more in the previous reporting year:
1

Does the entity have gender advisors/specialists that are not part of the gender unit?

- No

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:
PI12 Capacity Development

MISSING

Explanation of why this rating has been given
UNAIDS has not recently conducted a formal gender equality capacity assessment. However, elements of GE Capacity Assessments are integrated in other related processes including capacity building for Gender Focal Points. In 2024, over 150 leaders and managers across the organisation participated in a 360 programme and received their individual reports in January 2024. This provided a framework for the coaching sessions to follow based on findings linked to the strengthened DEI and culture change indicators in the 360.
Through the SkillAdvance programme, UNAIDS introduces staff to the Equality and Rights for All (ERA) practice area within its microlearning onboarding path. This includes a video featuring ERA director Suki Beavers, outlining the practice's current work, its crucial connection to HIV and AIDS, and key priorities for the next five years.

Complementing this introduction are three self-paced "Deep Dive" courses accessible to all secretariat staff. These specialized courses are titled "Introduction to Gender Equality @ UNAIDS," "Human Rights and Law in the ERA Practice Area," and "Partnering with Communities to End AIDS." Each course, curated by UNAIDS experts, provides a deeper understanding of past and future challenges and opportunities within the ERA practice area. Staff learn how to contribute to achieving Equality and Rights for All on a daily basis.

The introductory Gender Equality course, for instance, delves into basic concepts and their connection to gender-based violence and HIV and AIDS. Topics covered include gender equality concepts, the link between gender inequality and the AIDS epidemic, barriers to accessing HIV services, and UNAIDS' role. Participants gain a comprehensive understanding of the interplay between gender equality, gender-based violence, and HIV and AIDS. The course also explores UNAIDS' strategy for disseminating knowledge and tools to integrate a gender-transformative approach into HIV response efforts.

The Human Rights course navigates learners through UNAIDS' approach to human rights law, highlighting opportunities and challenges in the fight against AIDS. Finally, "Partnering with Communities" explores community and youth engagement, covering the GIPA principle and UNAIDS' commitments to letting communities lead.

All courses include knowledge checks and quiz questions for an engaging and memorable learning experience.

For missing requirements, please select whether the entity fulfills any of the following requirements:

- A capacity assessment in gender equality and the empowerment of women is carried out
- Ongoing mandatory training on gender equality and the empowerment of women provided for all levels of entity personnel at HQ, regional and country offices

Please indicate if the "I Know Gender" course is the mandatory training on GEEW

- Yes

Does your entity provide tailored trainings to gender focal points (GFP)?

- No

Does your entity provide trainings to technical staffs or programmatic staffs, e.g., on gender-responsive implementation/programming?

- Yes

IV. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

Performance Indicator:

PI13 Organizational Culture

APPROACHING

13a. Organizational culture fully supports promotion of gender equality and the empowerment of women

UNAIDS is committed to ongoing efforts to create a work culture that is equal, safe and empowering. Continuous staff engagements through Global Staff Surveys (GSS) and mental health checks are employed to provide a gauge of staff engagement,
perceptions and sense of inclusion. All surveys make provision for intersectional disaggregation by diversity variables including gender identity, sexual orientation, disability, race, HIV status, job grade etc. The organisation is intentional in responding to the findings and in 2024 every department (Regional and Global Centre) continued implementation of 2022/2023 GSS Action Plans. In the Pulse Survey (PS) conducted in 2024, 62% of all respondents were positive, which suggests good progress made in staff perceptions relating to a safe and empowering workplace. The areas with most progress were communication, commitment, role and overall leadership by the Cabinet. There was also progress in addressing gender disparities (decrease of 9% from 2022 GSS to 2024 PS), although women were 5% less positive than men on average. There were significantly fewer experiences of misconduct, and in particular sexual harassment (0%).

Culture Transformation at UNAIDS is informed by an intersectional antiracist and feminist approach. Through a consultative process involving staff UNAIDS co-created 9 Feminist Principles which seek to challenge negative power dynamics based on gender, work grade, race, and position. The Principles are applied in action through culture transformation initiatives including values charters and Team Learning Journeys. Up to 55 teams across the Secretariat, including the Cabinet, have developed value charters which articulate norms around ways of working and team civility. Implementation of the Team Learning Journey kicked off in 2024 with Module 1 focusing on building Brave spaces for psychological safety within the organisation and on the practicalities of embodying the Feminist Principles. The Module was delivered in a participatory manner across the organisation by the 23 trained internal facilitators with coverage of up to 67% of staff across all grades.

Implement, promote and report on facilitative policies for parental, family and emergency leave, breast-feeding/nursing and childcare

UNAIDS applies the WHO unified parental leave policy given that UNAIDS is governed by the WHO Staff Regulations and Rules adapted for special needs of UNAIDS. The policy applies to all staff members whose child/ren were born/arrived on or after 1 January 2023. The new policy introduced unified parental leave for all parents of equal length -16 weeks, extended for 2 additional weeks in case of birth or arrival of more than one child. When both parents are UNAIDS staff members, they remain entitled to exercise in full their respective parental leave entitlements. The birthing parent will have an additional leave of 10 weeks for pre-natal protection resulting in a total of 26 weeks of leave for a single birth. In case of multiple births (e.g. twins), the additional leave will be 14 weeks, resulting in a total of 30 weeks of leave. Any parent of a child under 12 months of age will be allowed additional time off for breastfeeding, feeding, nurturing and bonding. For example, up to the child's 1st birthday, time off for feeding, including breastfeeding, nurturing and binding will be granted based on 2 hours per day where a staff member works 8 hours per day/40 hours per working week. Parents continue to benefit from the use of uncertified sick leave days including in cases of family emergencies up to 7 days per year.

Implement, promote and evaluate policies related to work-life balance/professional and personal life integration, including part-time work and flexible working arrangements, such as staggered working hours, telecommuting, scheduled breaks for extended learning activities, compressed work schedules, financial support for parents travelling with a child, and phased retirement

In 2024 UNAIDS updated and revised the Flexible Working Arrangements Policy (DPM/IN 2024-2), the provisions of which enter into effect on, 27 May 2024. The revisions were made to adapt to an evolved 'post-Covid' work world, to align UNAIDS provisions with the WHO framework, to employ modern and attractive employment practices, and to make UNAIDS an employer of choice. In this respect, this Policy sets out updated parameters whereby staff and supervisors can agree on the most efficient and effective ways of optimizing productivity, while enabling staff to successfully balance professional and private commitments. The Policy covers three types of flexible working arrangements available to individual staff members within UNAIDS: Flexible Working Hours, Compressed Working Schedule, and Flexible Place of Work (also known as "Teleworking"). Arrangements for teleworking may be agreed upon between staff and supervisors. Some of the key policy changes and adaptations are as follows:

• Teleworking from outside the country of the duty station can be requested for up to 30 consecutive calendar days at a time but cannot exceed a total period of ninety (90) cumulative days per calendar year.
• Office presence of at least three (3) days per week is normally required.
• Regarding the compressed working schedule, the pre-existing ten-in-nine option is complemented by the newly-introduced five-in-four-and-a-half option.
• A simple and supervisor-focused approval process is maintained.

Promote existing UN rules and regulations on work-life balance with an internal mechanism available to track implementation and accessibility by gender and grade

accessibility by gender and grade. (Max:800 Words) *:
To allow timely submission of teleworking requests and due monitoring of staff location in compliance with the new policy, UNAIDS launched a new electronic Teleworking Form and the introduced an Employee Presence dashboard (Employee Presence - Power BI).
These tools facilitate the submission of teleworking requests through a modern, user-friendly interface. Via the same platform staff are able to submit both types of teleworking requests (teleworking within duty station and outside your country of duty station), and to manage those requests (view, update, cancel). The information entered in the teleworking form, will be available on the Employee Presence Dashboard - along with duty travel and leave information coming from ERP. This dashboard is available to all staff and allows us all to know colleagues' availability, and plan for meetings, office space and security. A new intranet page on Teleworking was also developed to provide a user guide to the form as well as information about our policies on teleworking.

Periodic staff meetings by units are scheduled during core working hours and on working days of staff working part-time, with teleconference or other IT means actively promoted.

Implementation of Strategies to manage workloads kicked off in 2024. To promote intentional allocation of time for planning and prioritization. quarterly stocktaking periods of up to 3 days were introduced to be applied across the organization. In addition to planning and prioritizing workplans teams were expected to:
• Agree on and apply office "hard-stop" working hours; Teams also had to take into consideration time-zones especially for Teams in different locations. Staff briefings on the use of outlook's Inline Suggestions were conducted. The App suggests meeting times that respect everyone's schedules, making global coordination easier.
• We've created this 1-page guide to help you use this feature effectively. It also covers options to schedule your message sending and meeting invitations.
•
• Designate/block off common lunch hours during the workday;
• Agree to the appropriate use and application of flexible working policy;
• Joint reviews of travel and leave plans;

The Strategies also required adoption of communication etiquettes including no emails after hours and weekends and the careful purposeful planning of meetings – set objectives; selection of participants (mindful of time-zones), NFR etc; Other strategies that are slowly becoming a norm include no-meeting Friday esp. to allow staff time to consolidate the week that was and plan ahead, and also time for mandatory training completion.
In 2024, 4 quarterly stocktaking periods were implemented with compliance from most of the Teams/Departments.

Conduct, disseminate results of, and report on regular global surveys and mandatory exit interviews which obtain and analyse data relevant for an assessment of the qualitative aspect of organizational culture and provide insight into issues that have a bearing on recruitment, retention and staff experience, including staff well-being, equality and zero tolerance for unethical behaviour, including online

In 2024 nine Departments (Regional and Global Centre) continued implementation of Action Plans in response to the 2022/2023 Global staff survey. The Action Plans are continuously monitored with progress reported to Cabinet quarterly. A dedicated monitoring PI Dashboard (snippet below) is accessible to all staff.

Implement policies for the prevention of discrimination and harassment, including special measures for prevention from sexual exploitation and sexual abuse, ethics office, abuse of authority, administration of justice, conflict resolution and protection against retaliation. Demonstrate adherence to all system-wide and agency/ organization- specific sexual harassment policies, including the CEB Model Policy adopted in November 2018, and the UN system's Model Code of Conduct. When investigations are called for, use the Investigators' Manual as a guide for consistent, effective and efficient investigations into sexual harassment complaints that puts victims/survivors at the centre of efforts to address sexual harassment in the UN system

See indicator 14

UN rules and regulations on ethical behaviour are enforced and personnel are required to complete the mandatory ethics training, with zero tolerance for discrimination, harassment, including sexual harassment and abuse of authority implemented

See indicator 14

V. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

Performance Indicator:

PI14 Protection from Sexual Abuse and Exploitation (PSEA) and Sexual Harassment (SH)

MEETS

14bi. Entity-wide Action Plan developed, resourced and implemented (or on track for implementation) based on risk assessments across the entity globally on Protection from Sexual Exploitation and Abuse using a victim-centered approach

A PSEA action plan was developed in 2024 using the OSCSEA model template. The plan covers five broad outcome areas: policy and oversight; victims' rights to assistance; investigation; accountability and training; and risk management. It also outlines several targets linked to each outcome area. For policy and oversight, the targets included the development and implementation of effective protection policies against sexual exploitation and abuse, regular review and dissemination of the policies, mechanisms to track policy implementation, and the establishment of protection against retaliation for reporting misconduct. The targets for addressing victims' right to assistance include integrating the 2019 Protocol on the Provision of Assistance to Victims, establishing mechanisms for prompt referral of victims for support, and ensuring safe and accessible reporting channels at the community level. Regarding investigations, the plan sets targets for formalizing procedures for handling complaints and ensuring that investigations are conducted by qualified professionals. The outcome area on accountability and training includes targets for providing mandatory and continuing training on the prohibition against sexual exploitation and abuse. Finally, Outcome 5, includes targets for conducting risk assessments, ensuring implementing partners prevent and respond to sexual exploitation and abuse, and sharing best practices and lessons learned with other entities.
A Policy on Preventing and Addressing Sexual Misconduct was launched in 2023. This policy addresses all forms of prohibited sexual behaviour, sexual exploitation, sexual abuse, and sexual harassment, incorporating a victim/survivor-centred and human rights-based approach in preventing and addressing sexual misconduct. In addition, in 2023, the Policy on Preventing and Addressing Retaliation was issued, re-emphasizing zero tolerance for retaliation and the commitment of the Organization to providing a workplace where everyone feels safe and confident to speak up against wrongdoing without fear of reprisal. UNAIDS Staff and collaborators have a duty to report potential misconduct and to cooperate with a duly authorized investigation or audit. Those who do so, in good faith, have a right to be protected from retaliation. These policies and related educational materials are available on the intranet.
Allegations of SEA are reported either through the Integrity Hotline or directly to WHO IOS (IOS). Allegations received through the Integrity Hotline are promptly referred to the IOS. Similarly, any staff member who receives any allegations of SEA is

obliged to report to IOS or through the Integrity Hotline.
IOS has SOPs and protocols to apply a victim-centered approach in the investigation of sexual misconduct and the engagements with victims respectively. Measures to protect victims' rights include assigning investigators who match victims' gender, investigators and interpreters familiar with victims' cultural, linguistic, and regional backgrounds, and specially trained investigators for child victims. Victims also receive regular updates on the investigation, information about the process and its risks and benefits, and the option to have a support person during interviews.
There are also measures to protect victims, including relocation of victims to safe houses, supporting the victim to navigate local law enforcement and security/safety processes, and placing alleged perpetrators on administrative leave during the investigation and/or reassignment of the alleged perpetrator from the location of the victim.
Risk identification is coordinated annually by the Global Centre during the work planning exercise. Managers identify main risks related to their activities, including Sexual Exploitation and Abuse. In February 2024, a country-level risk assessment was introduced to help UNAIDS Country Offices manage sexual misconduct risks locally. This tool evaluates socio-economic and cultural factors, local capacities for prevention and support, and internal controls for SEAH. It also assesses project design aspects like interaction with vulnerable communities and risks linked to implementing partners. Based on identified risks, Country Offices developed mitigation plans to support PSEAH activities under Resident Coordinators' leadership. As part of measure to reduce SEA risks, UNAIDS continued to use the IASC harmonised Implementing Partner (IP) assessment tool to assess the capacity of Implementing Partners to in line with the minimum standards of the UN IP Protocol. In addition, UNAIDS continued to oblige Ips to take reasonable measures to prevent SEA and to report any actual or suspected violations of the PASM policy to UNAIDS.
Country Offices have staff members as PSEAH Focal Points who engage in UN system-wide PSEAH activities and lead country-level PSEA activities.
UNAIDS continued to implement a mandatory UN system-wide training on PSEA in 2024. The course aims to increase knowledge of UN policies on standards of conduct concerning sexual exploitation and abuse, including what qualifies as prohibited behaviour and the consequences and impact of sexual misconduct on personnel, field operations, and host populations. The completion rate has been consistently high at 98% in 2023 and 95% in 2024.
The Ethics Office and Human Resource reports to the UNAIDS Programme Coordination Board include actions taken to prevent and address Sexual Misconduct including PSEA.

14bii. Entity developed, disseminated, and implemented an entity-level protection sexual harassment measures using a victim-centred approach for their actions, in line with UN system standards and good practices

A Policy on Preventing and Addressing Sexual Misconduct was launched in 2023. This policy addresses all forms of prohibited sexual behaviour, sexual exploitation, sexual abuse, and sexual harassment, incorporating a victim/survivor-centred and human rights-based approach in preventing and addressing sexual misconduct. In addition, in 2023, the Policy on Preventing and Addressing Retaliation was issued, re-emphasizing zero tolerance for retaliation and the commitment of the Organization to providing a workplace where everyone feels safe and confident to speak up against wrongdoing without fear of reprisal. UNAIDS Staff and collaborators have a duty to report potential misconduct and to cooperate with a duly authorized investigation or audit. Those who do so, in good faith, have a right to be protected from retaliation. These policies and related educational materials are available on the intranet.
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UNAIDS continued to implement a mandatory UN system-wide training on PSEA in 2024. The course aims to increase knowledge of UN policies on standards of conduct concerning sexual exploitation and abuse, including what qualifies as prohibited behaviour and the consequences and impact of sexual misconduct on personnel, field operations, and host populations. The completion rate has been consistently high at 98% in 2023 and 95% in 2024.
IN 2024 UNAIDS implemented the Code of Conduct to Prevent Abusive Conduct and Sexual Misconduct at UNAIDS events and gatherings. The Code applies universally to all participants, whether engaging in-person or virtually, across a spectrum of gatherings – from assemblies to expert meetings. By delineating unacceptable behaviour, outlining reporting mechanisms, and safeguarding against retaliation, the Code assures all participants an inclusive and secure environment.

A core team of Culture Transformation and Internal Communications works with People Management, Ethics, Ombuds, Staff Health and Wellbeing Services, Staff Counsellor and Staff Association, has been maintaining the multi-year #RESPECT campaign which includes materials with guidance on support services, infographics and factsheets in different languages; and engages with colleagues through webinars, virtual roundtables and facilitated team discussions to further unpack and discuss prevention and addressing abusive conduct and sexual misconduct. The #RESPECT campaign uses close-to-reality scenarios to help start conversations and deepen understanding among UNAIDS' workforce on these issues.
A range of facilitative policies (see below) are available to support UNAIDS staff in their integration of professional and personal commitments.

14biii. Report on the PSEA actions taken provided to entity's governing body and the Office of the Special Coordinator on improving the UN response to sexual exploitation and abuse (OSCSEA)

The Ethics Office and Human Resource reports to the UNAIDS Programme Coordination Board include actions taken to prevent and address Sexual Misconduct including PSEA. Annual End-of-Year Management Letters on Protection from Sexual Exploitation and Abuse (SEA) and Reporting of SEA Allegations are sent to OSCSEA.

14biv. Report on SH measures taken provided to the entity's governing body

The UNAIDS Programme Governing Board received the following annual reports
• The Office of Internal Oversight Services (IOS) of the World Health Organization
• Updates on Administrative Review cases and corrective administrative actions, including disciplinary measures to address cases of unacceptable behaviours and misconduct are shared annually with UNAIDS Secretariat staff

V. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

Performance Indicator:
PI15 Equal Representation of Women

APPROACHING

15a. Plan in place to achieve the equal representation of women for all professional and higher staff levels

All three USG and ASG's of UNAIDS are women.
At the D2 level, 3 out of 8 Directors are women. This is the only grade where statistically women are considerably fewer than men, although given the small sample, 1 position would bring parity.
At the D1 and P5 levels, women are fewer than men by no more than 4%.
In all other P grades, all NPO levels, and senior GS levels (G5 to G7), women's headcount exceeds men's.
Various activities are implemented to meet the numeric targets of gender parity and make progress. Gender equality and women's empowerment are included in the new People Strategy in the principles and key priority (Key priority 2 on Enhancing gender equality, diversity, equity, inclusion and antiracism). The People Management Department monitors progress towards and promotes gender parity in the context of organizational change, under the guidance of Senior Management.
The online live dashboards have been further expanded to include recruitments to allow for monitoring, tracking and internal reporting of the number of men / women required to reach parity at all levels.
The UNAIDS Country Director Assessment Center includes a specific goal of ensuring at least 50% shortlisted candidates are female.

Gender parity data by level

	Female	Male
P1	1.00000000	0.00000000
P2	10.00000000	10.00000000
P3	27.00000000	20.00000000
P4	54.00000000	34.00000000
P5	46.00000000	54.00000000

D1	19.00000000	21.00000000
D2	3.00000000	5.00000000
ASG	2.00000000	0.00000000
USG	1.00000000	0.00000000

VI. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

Performance Indicator:

PI16 Knowledge Management and Communication

MEETS

16bi. Transformative change in relation to gender equality and the empowerment of women promoted through entity's communication channels and products

UNAIDS communication strategies and campaigns—both internal and external—consistently prioritize the inclusion of women and girls in all their diversity across all aspects of our plans, priorities, and outputs. Recognizing the profound impact of HIV on women and girls, especially from key populations and marginalized communities, UNAIDS ensures that data is systematically provided to highlight the gendered dimensions of the epidemic and the actions required to address gender inequalities that hamper the HIV response. Key highlights from this year are the 2024 Global Report and the World AIDS Day report, which feature comprehensive sections dedicated to women and girls. Additionally, UNAIDS has produced gender-focused reports, such as The Missing Link on HIV and GBV in fragile settings published in 2024, and Press Releases on key gender-related events and the need to advancing gender equality as central to ending AIDS.

1. Global AIDS Report 2024: The Urgency of Now - This report highlights the critical decisions and policy choices made by world leaders to meet the commitment to end AIDS as a public health threat by 2030. It includes new data and case studies demonstrating the impact of these decisions.
2. UNAIDS 2024 Global Report- This comprehensive report provides detailed data on the HIV epidemic, including progress towards gender equality and the empowerment of women and girls.
3. The Missing Link: Rethinking and reprioritizing HIV and gender-based violence in fragile settings. This report explores the extent to which evidence, policy, normative guidance and commitments on HIV and gender-based violence, and their interlinkages, is being translated into action on the ground in fragile settings. These issues are explored through the lens of training of peace support operations deploying African troops across Africa and beyond.
4. Press Release on the updated Resolution on 'Women, the Girl Child and HIV and AIDS.
https://www.unaids.org/en/resources/presscentre/pressreleaseandstatementarchive/2024/march/20240325_gender-based-violence-discrimination-inequalities
5. Press Release on the 16 Days of Activism against gender-based violence.
https://www.unaids.org/en/resources/presscentre/pressreleaseandstatementarchive/2024/november/20241125_end-violence-against-women-girls
6. Feature Story: Women living with HIV continue to face violations of their sexual and reproductive rights—including coercion into sterilization.
https://www.unaids.org/en/resources/presscentre/featurestories/2024/july/20240724_confronting-coercion
(Please refer to the attached document for a collection of links to reports, videos, stories, and other resources.)

UNAIDS has publicly committed to evolving into a feminist organization. The Executive Director and both Deputy Executive Directors regularly update on progress towards meeting the Gender Action Plan targets and UN-SWAP performance indicators, while also amplifying the visibility of female staff at all levels and advancing the Leadership Programme for Women. GEWE remains a key focus at senior management retreats, staff meetings, and in regular communications with all personnel.

To enhance transparency, UNAIDS maintains a dedicated public webpage on gender and diversity: www.unaids.org/en/whoweare/gender_diversity. This page provides detailed information on UNAIDS gender-related targets and includes the annual progress report on the Gender Action Plan.

16 bii. Knowledge management system leveraged to share gender-related information and/or research internally and externally

UNAIDS has made substantial progress in leveraging its knowledge management systems to share gender-related information and research internally. These efforts are guided by the UNAIDS Knowledge Management Strategy 2022–2026, which aims to transform UNAIDS into a knowledge-driven, networked organization. The strategy prioritizes harnessing both tacit and explicit knowledge to deliver more effectively on UNAIDS' mandate, with a strong foundation in feminist principles.

Key initiatives Supporting Gender-related knowledge sharing.

1) Communities of Practice (CoP)
As a central priority for UNAIDS Knowledge management approach, the creation of the internal Community of Practice on Equality and Rights for All created in 2024 has provided critical mechanism for sharing knowledge and resources. This CoP focuses on critical areas such as gender equality, human rights, and community and youth engagement and leadership. It fosters collaboration and ensures staff have access to knowledge and tools to enhance gender transformative approaches and address gender-related barriers in the HIV response.
2) Digital Platforms for External Engagement:
UNAIDS supports knowledge-sharing with external stakeholders through two dedicated digital platforms, which enable regional and global collaboration on gender-related issues:
• #WhatWomenWant: Focused on addressing gender-based violence in the Eastern and Southern Africa Region.
• SparkBlue: Tackling stigma and discrimination in the Asia and Pacific region.
These platforms facilitate the exchange of ideas, resources, and research between UNAIDS and external stakeholders.

Webinars Organized by the Gender Team Global Centre (2024):
• A series of six webinars hosted by the UNAIDS Gender Team provided vital opportunities for knowledge exchange among UNAIDS staff. These sessions covered a range of important gender-related topics, including: Political Pushback and the Anti-Gender Movement, Feminist Approaches to Research and Evidence in the HIV Response, International Women's Day, CSW 68th Session Post-Mortem, The Education Plus Initiative, Promoting a gender transformative approach embracing LGBTQI+ people.

16biii. A gender perspective mainstreamed in high-level reports and/ or briefings as relevant, including UN Secretary-General reports as appropriate

In 2024, efforts were made to mainstream a gender perspective in high-level reports and briefings, including UNAIDS and UN Secretary-General reports. These documents underscore the critical intersection of gender and HIV/AIDS, providing key insights and actionable measures. Below is a summary of relevant reports that reflect these efforts:
• UNAIDS Data 2024 - This report includes comprehensive data on the impact of HIV on women and girls, highlighting gender disparities and progress towards gender equality.
• Take the Rights Path to End AIDS — World AIDS Day Report 2024 - Emphasizes the importance of gender equality and women's empowerment in the fight against AIDS
• HIV and Adolescent Girls and Young Women — Thematic Briefing Note 2024 - Focuses on the specific challenges faced by adolescent girls and young women in the context of HIV
• The Missing Link: Rethinking and Reprioritizing HIV and Gender-Based Violence - Addresses the intersection of HIV and gender-based violence, advocating for integrated approaches to tackle both issues

Additionally, here are some relevant UN Secretary-General reports from 2024 that incorporate a gender perspective:
• Accelerating the Achievement of Gender Equality and the Empowerment of All Women and Girls - This report addresses poverty, strengthens institutions, and finances with a gender perspective
• Mainstreaming a Gender Perspective into All Policies and Programmes in the United Nations System - Focuses on integrating a gender perspective across all UN policies and programs.

VI. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

17ai. Entity participated systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women

UNAIDS has participated systematically in inter-agency coordination mechanisms on gender equality and the empowerment of women. For instance, UNAIDS is an active member of the Interagency Group on Gender and Women's Empowerment (IANGWE), which is convened by UN Women with the participation of UN partners. The ERA Director, Suki Beavers, represented the Executive Director of UNAIDS on the inter-agency gender task team convened by the UN Secretary General in 2023. In this role, Ms. Beavers, alongside other UN agency representatives, contributed significantly to the formulation of the CLARA plan. Renamed the Gender Equality Acceleration Plan (GEAP), the plan facilitates the adoption and implementation of a new internal UN Gender Equality Directive, which establishes an UN-wide, norm-based, and robust policy to promote gender equality and the human rights of women and girls in all their diversity.

Additionally, UNAIDS played an active role in the development of the new UN System-Wide Policy on Gender Equality and the Empowerment of Women (UN-SWAP 3.0). Gender and planning staff from the Secretariat participated in the consultation survey to refine the framework and in weekly meetings of the UN-SWAP 3.0 working group, providing substantive technical input on the performance indicators discussed, to ensure that the reporting platform was user-friendly and impactful agencywide.

• In addition to these efforts, UNAIDS actively participates in the following global and regional mechanisms:
Gender Focal Points network coordinated by the Office of the Focal Point for Women in the UN System at UN Women;
• Inter-agency group on Sexual and Reproductive Health and Rights (SRHR);
• UN Executive Group to Prevent and Respond to Sexual Harassment;
• The regional inter-agency gender group and in the Boards of the Regional Conference of Women in Latin America and the Caribbean. A specific product of this participation is the regional gender profile in which we participated as authors of the document: https://lac.unwomen.org/es/digital-library/publications/2024/03/perfil-regional-de-igualdad-de-genero-america-latina-y-el-caribe.
• Regional Gender Taskforce on Ukraine led by UN Women.
• UN LGBTIQ+ Strategy: Inter-Agency Network.

17aii. Entity undertakes a UN-SWAP peer review process at least once every 4 years

UNAIDS conducted a peer review with UNHCR in 2019. The UNAIDS/UNHCR UN-SWAP peer review was initiated with a kick-off meeting in April 2019, which was attended by performance indicator focal points from across both agencies. The meeting was used to outline and refine the peer review methodology and process. Following the kick-off meeting focal points from the two agencies responsible for the same indicator met to review each other's reporting with a focus on answering the following questions:

•
• Is the entity's reporting on the UN-SWAP performance indicator accurate and complete?
• Which actions could be implemented to make progress against the performance indicator?
• How can your entity inform and support such progress in the reviewed entity?
• Will the reviewed entity likely meet or exceed this UN-SWAP PI by December 2023?

The outcomes of the individual peer review meetings have been consolidated in a final peer-review report.
General findings from the UNAIDS/UNHCR UN-SWAP peer review
• The peer review was a useful mutual learning opportunity through which a number of good practices have been shared and opportunities for collaboration and peer support identified.
• The peer review meetings provided a good opportunity to discuss and share experiences around the 17 indicators more generally and to elaborate on the reporting, e.g. how to address gaps between policy and practice in the two agencies.
• During the review meetings it also became clear that the two agencies in some cases had interpreted the SWAP indicators in slightly different ways, which highlighted the complexity of different agencies with unique structures and processes reporting on a uniform set of indicators.
• The peer review meetings also allowed for a deeper discussion and understanding of both progress towards the indicators and persisting challenges. Although the 17 indicators capture many aspects of the two agencies' work to advance gender equality and women's empowerment, the face-to-face meetings allowed for a broader discussion of areas where there is still room for improvement.

The name of the top UN entity your organization collaborated with the most in the past year:
As a Joint Programme, we collaborate with 11 Cosponsors for all our work. This includes joint planning and reporting, sharing of resources, joint resource mobilization, implementation of programmes and projects, initiatives, knowledge sharing and more.

The name of the second UN entity your organization collaborated with the most in the past year:
NA

The name of the third UN entity your organization collaborated with the most in the past year:
NA

VI. INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

Performance Indicator:
PI18 Stakeholder Engagement

MEETS

18bi. Entity regularly consults appropriate organization/s or associations that promote gender equality and/or the rights and empowerment of women and girls through established consultation system/s to inform relevant programming and/or inter-governmental processes
The GAS acknowledges the central roles of communities most affected by HIV, including people living with HIV, key populations, and other priority groups like adolescent girls and young women, displaced people, migrants, indigenous populations, people with disabilities, and LGBTQI individuals. This approach emphasizes the importance of including these communities in the HIV response at every level, ensuring that their needs and realities are reflected in global, regional, and national strategies and actions.

One of the primary mechanisms for ensuring that affected communities are heard in global HIV policy discussions is the NGO Delegation on the UNAIDS PCB meeting. Since its inclusion in 1996, the delegation has played a crucial role in integrating the voices of civil society organisations into the highest levels of UNAIDS decision-making. More than 88 organisations, including women- and girl-led organisations, across five regions (Africa, Asia and the Pacific, Europe, Latin America and the Caribbean, and North America) had representatives participated in PCB meetings to date.
Secondly, the Education Plus Initiative places adolescent girls and young women (AGYW) at the center of the HIV response. By actively consulting and integrating community perspectives, particularly those of adolescent girls and young women, this initiative exemplifies a structured and inclusive approach to addressing gender equality and promoting the rights and empowerment of women and girls. Significant achievements in 2024:
• Amplifying Voices: Engaging over 15,000 AGYW in 2024 from countries like Senegal, Malawi, Kenya, and South Africa, empowering them to directly advocate with policymakers and mobilize support for impactful policies.
• Advocacy and Leadership: AGYW have led social media campaigns and community initiatives, showcasing their role as influential advocates and changemakers.
Similarly, the Global Partnership for Action to Eliminate all Forms of HIV-related Stigma and Discrimination demonstrates a strong commitment to addressing gender and human rights barriers through multi-stakeholder collaboration. Its efforts focus on eliminating HIV-related stigma and discrimination across six critical settings: healthcare, justice, community, education, workplace, and humanitarian environments. Supported by a technical working group comprising 10 UN agencies and 24 civil society organizations, including women-led organisations, it ensures that all actions are community-led, evidence-based, and gender-transformative, by mobilizing the commitment of over 40 members to create an enabling environment for effective HIV prevention, treatment, and care.

18bii. Entity regularly engages with organizations or associations that promote gender equality and/or the rights and empowerment of women and girls for their meaningful participation in activities led or supported by UN entities

The GAS underscores the importance of financing women-led responses to HIV and increasing women's leadership in HIV monitoring and advocacy at all levels, with UNAIDS actively supporting networks of women living with and affected by HIV to engage in decision-making processes. A notable example of this support was seen during the 68th Commission on the Status of Women (CSW) in March 2024, where the ATHENA Networks was assisted to advocate for the inclusion of issues affecting adolescent girls and young women in the updated Resolution 60/2 on gender and HIV/AIDS.

Beyond the CSW, UNAIDS continues to facilitate the participation of women- and girls-led networks and organisations in other influential global and regional forums focused on gender equality and women's empowerment, such as ICASA (International Conference on AIDS and STIs in Africa), Women Deliver, and the AWID International Forum. Additionally, UNAIDS has sustained its support for the Women's Networking Zone (WNZ), a community-driven forum held annually at various global conferences. Since its inception in 1996, this forum has served as a space for feminist organisations to network, strategize, and elevate the voices of women and girls in shaping global HIV policies. The 2024 International AIDS Conference (IAC) featured the WNZ, with UNAIDS Executive Director Winnie Byanyima in attendance, further emphasizing the importance of such vibrant and inclusive spaces in fostering women's leadership.

At the policy level, in 2024, UNAIDS developed the guidance "Partnering for Sustainable Community-led Responses to HIV" (currently in press) as an essential tool for enhancing the role of community-led organisations in the global HIV response. This guidance aims to foster a shared understanding of the nature and benefits of community-led responses to HIV, emphasizing the enabling environment required to unlock the full potential of community-led networks and organisations. It underscores the need to shift influence and resources toward these organisations, aligning with the 30/80/60 targets set in the 2021 UN Political Declaration on HIV/AIDS, which calls for a more equitable distribution of resources and decision-making power to community-driven efforts.

Additionally, UNAIDS is finalizing an internal guide on partnerships with civil society organizations (CSOs) and actors, designed to provide UNAIDS staff with a concise, practical, and up-to-date tool support identify which partnerships with non-community-led organisations should be prioritized and leveraged, and under what conditions these partnerships can most effectively contribute to the broader goals of the HIV response.

Both documents are key components of UNAIDS' broader efforts to prioritize, remove barriers to, and incentivize the participation of women- and girls-led organisations in the HIV response, ensuring that they can participate meaningfully in UNAIDS activities. By shifting resources and influence towards community-led responses, UNAIDS is recognizing the importance of empowering grassroot organizations, particularly those led by women and girls in all their diversity in the design and implementation of HIV interventions, grounded in their needs and lived experiences and that the voices of women and girls are central to decision-making processes.

VII. UNAIDS THEMATIC RESULTS

1. Normative Results

Please indicate the intergovernmental fora in which your entity participated last year (e.g.: CSW, HLPF, UNGA, COP, Human Rights Council, UN Security Council, Peace Building Commission, G7, G20, International Labour Conference, World Health Assembly, ECOSOC, Regional fora (i.e. African Union, ASEAN, etc.))?

The UNAIDS Secretariat took part in the 68th Commission on the Status of Women (CSW), where, through a collaborative effort with other key UN agencies, Member States unanimously reaffirmed the 2016 CSW 60/2 Resolution on Women, the Girl Child, and HIV and AIDS. Additionally, UNAIDS supported the core group and negotiations for resolution 56/20 at the Human Rights Council on Human Rights in the Context of HIV which reiterated the need to take action to support gender equality, remove gender-based violence and harmful gender norms, provide comprehensive education in relation to sexual health and included the first ever reference to sexual and reproductive health and rights - it was adopted by consensus.

UNAIDS also engaged substantively during the lead-up and Action Plan for the global UN Secretary General-led Transforming Education Summit (TES) through the UNAIDS-hosted Education Plus Initiative. UNAIDS contributed to the global summit's background note and Education Plus was selected as a strategic initiative

highlighted in the TES Action Track 1 Inclusive, equitable, safe and healthy schools Discussion Paper. Through concerted support and outreach to diverse stakeholders, the thematic content of the Education Plus initiative was prioritised and reflected in the Youth Declaration. For instance, actions on provision of quality Comprehensive Sexuality Education (CSE) in and out of school; gender-transformative education to create a present and future that is feminist, equitable, and free from harmful gender stereotypes; as well as human rights that enable every young person to lead a fulfilling, motivated, enjoyable, and quality life. Following on the outcomes of the Transforming Education Summit, UNAIDS is supporting member states and other key stakeholders through the Global Platform for advancing gender equality in and through education.

Can you provide an example of how your entity's specific engagement contributed to the result (e.g.: policy advisory support, capacity-building, or advocacy, technical support (drafting resolutions/agreed conclusions), logistical support, staffing support, other)? Please share your observations on the effectiveness of the support provided.

UNAIDS providing technical support and advocacy in multilateral spaces. UNAIDS works closely with member states, other UN agencies, and community-based organizations, civil society including networks of adolescent girls and young women, regional organizations including the African Union and its regional economic communities, in ensuring that HIV remains on the agenda in multi-lateral spaces and that the norms and political commitments are upheld and continue to develop in line with the needs of the HIV response and related broader SRHR and human rights concerns.

In 2024, UNAIDS was instrumental in providing technical assistance to the drafters and other member states, as well as during informal negotiations for the UN Human Rights Council Resolution 56/20 Human Rights in the Context of HIV and AIDS, adopted by consensus in July 2024. In New York, the UNAIDS Secretariat played a leading coordinating role in bringing together member states, UN agencies and civil society to update Resolution 60/2 on Women, Girls and HIV/AIDS, adopted during the 68th session of the Commission on the Status of Women (CSW) on 22 March 2024. UNAIDS' advocacy helped ensure a substantive update, not only reaffirming the centrality of advancing gender equality in the fight against AIDS but also calling upon governments worldwide to enact and enforce laws and policies aimed at eradicating all forms of gender-based violence, alongside efforts to dismantle HIV-related stigma and discrimination against women and girls. Additionally, it advocates for the active involvement and leadership of women and girls living with HIV in shaping the AIDS response.

Leveraging evidence and its extensive network of allies, the Education Plus Initiative provided support to the African Union and its member states through the AU Specialized Technical Committee on Education, Science, Technology, and Innovation. This collaboration contributed to the development of the Continental Education Strategy for Africa (CESA 2026-2035), where the strategy's 20 new objectives align closely with Education Plus priorities. Further support was extended to the African Regional Review of Beijing+30, where the Common Africa Position emphasized Education Plus objectives, including school-to-work transitions, sexual and reproductive health and rights, freedom from violence, and girls' access to digital education. Additionally, in implementing the outcomes of the Transforming Education Summit, Education Plus partnered with the Feminist Network for Gender-Transformative Education. This collaboration ensured the integration of gender-transformative education actions into the Declaration of the G20 Ministers of Education, advancing a global commitment to gender equality in education.

Please share the main concrete outcomes in gender equality and the rights and empowerment of women and girls that resulted from your technical assistance to these fora (e.g.: the adoption of a gender-responsive policy, agreement on a resolution, increased capacity of Member States to advance gender equality, etc.)?

CSW 2024: On 22 March, governments attending the 68th session of the Commission on the Status of Women (CSW) adopted, by consensus, Resolution 60/2 on Women, the Girl Child and HIV, focused on advancing the rights and empowerment of women. The girl child and HIV. UNAIDS welcomes governments' commitment to end AIDS, tackle gender-based violence, discrimination and inequalities | UNAIDS

HRC 2024: UNAIDS was a key actor in the revision of the UN Human Rights Council Resolution 56/20 Human Rights in the Context of HIV and AIDS which was adopted without a vote at the 37th meeting on the 12th of July 2024. This ground-breaking text includes the first unqualified recognition of sexual and reproductive health and rights in a UN negotiated document. For the first time it also included a call for comprehensive education programmes on sexual and reproductive health and is still the only resolution that recognizes the harms of punitive laws for all key populations and the need for law reform in this area. The HIV resolution has been adopted by consensus every year, except 2021, and was back to consensus in 2024 despite strong resistance to not only new language, but also long-standing concepts such as comprehensive combination HIV prevention. UNAIDS welcomes the adoption of a key HIV resolution by the Human Rights Council | UNAIDS.

2. Humanitarian Action

Please indicate whether your entity has the means to monitor level of humanitarian financing to Women-Led Organizations (WLOs), whether it has established a percentage target of overall humanitarian financing that goes to WLOs which they are working towards meeting and whether that target has been met or exceeded

UNAIDS does not currently have the means to monitor the level of humanitarian financing directed to WLOs. This is because UNAIDS is not an organization that specializes in implementing humanitarian assistance nor providing humanitarian financing, despite supporting cosponsors and community organizations, including WLOs within its specialized field (HIV). For instance, in 2024, UNAIDS provided funding to two women-led organizations in South Sudan following a gender assessment conducted in collaboration with UNWOMEN the previous year. In South Sudan, more than 80% of the population currently needs humanitarian assistance, and this funding helped the National Women Empowerment and Rehabilitation Organization (NWERO) and the Women Initiative for Self-Empowerment and Health (WISH) to strengthen their leadership, advocacy skills, and capacities to help improve women and girls' access to HIV, GBV, and SRHR prevention and treatment services including in humanitarian contexts.

Please explain whether the entity has a methodological note for the established target and any plans to move existing benchmark to a higher level:

There is no percentage target of overall humanitarian financing for WLOs. Since UNAIDS has not established a target, there is no plans to move existing benchmark.

In what ways has increasing funding to LWOs expanded your entities reach in delivering humanitarian assistance?

NA. Please see above.

Please provide an example of an engagement (e.g., policy advice, capacity-building, technical support, logistical support, staffing support) with Member States and humanitarian actors on gender-related issues in humanitarian contexts in 2024 and the resulting humanitarian outcome (e.g., improved access to services for women and girls, shifts in gender-responsive humanitarian policies, enhanced protection mechanisms for women and girls, or measurable improvements in access to life-saving services and resources for affected populations)

In 2024, UNAIDS engaged at the global level with UNHCR, WFP and other stakeholders from the Inter-Agency Task Team on HIV in emergencies to update the 2010 IASC guidelines on addressing HIV in humanitarian settings. This update aims to promote inclusive approaches that address intersectional vulnerabilities, particularly among women, girls, key populations, and individuals at risk of GBV. The guidelines emphasize community engagement, cultural sensitivity, and local ownership throughout the humanitarian cycle—from preparedness to evaluation. By addressing systemic and immediate gaps, these updated guidelines are expected to improve access to integrated services for sexual and reproductive health, HIV, and GBV, thereby fostering more equitable and effective humanitarian responses.
UNAIDS also launched The Missing Link: Rethinking and reprioritizing HIV and GBV in fragile settings, a study report about the linkage between HIV and GBV in peace support operations. Key findings indicated that response to HIV and GBV, although present in peace support mandates, was often disconnected and that translating agreed principles into action faced many challenges. The report stressed the need for comprehensive training and capacity development to enhance the effectiveness of peace support operations in addressing HIV and GBV, and provided guidance to duty bearers. It recommended a multisectoral approach, integrated responses and the empowerment of affected communities to combat stigma and discrimination.
 At the country level, UNAIDS supported gender-focused analyses and transformative interventions in humanitarian settings. For example, in Mali and Cameroon, gender assessments were initiated to examine harmful social norms driving gender inequality and HIV transmission, with findings expected in 2025. In Haiti, UNAIDS, WFP, ILO, and the Peacebuilding Fund worked collaboratively to support displaced women living with HIV and GBV survivors. This initiative linked participants to agricultural value chains, improving their income, access to social safety nets, and adherence to treatment. It also fostered gender-sensitive environments, community resilience, and intra-community dialogue to resolve conflicts and strengthen peacebuilding efforts.

3. GEAP

Has your entity developed its own specific GEAP or updated existing action plans or equivalent to integrate GEAP accelerators?

• Gender Equality Acceleration agency specific plan underway, with aim to finalize 1st quarter of 2025.

How many staff member(s) at USG and ASG level does your entity have in 2024?

 1 USG: Executive Director Winnie Byanyima, who holds the rank of Under-Secretary-General
 2 ASGs: Deputy Executive Directors who holds the rank of Assistant Secretary-General
o Christine Stegling, Deputy Executive Director of the Policy, Advocacy and Knowledge Branch
o Angeli Achrekar, Deputy Executive Director of the Programme Branch

How many of them have participated in a Gender Responsive Leadership training in 2024?

None has participated gender responsive leadership training in 2024. • USG has for examples designed and trained on the Gender Equality Marker in the past. • Please note that additional information and guidance is needed on what such a training entails and what trainings the GEAP would recommend for them to attend. (As reference noting here response from GEAP coordination team that TRANSFORMATIVE LEADERSHIP for gender equality = working with a feminist vision of social justice to individually and collectively transform yourself, your organizations, your partnerships and societal norms to pay close attention to gender power structures and discriminatory practices

What type of resources has your entity allocated specifically for the implementation of the GEAP:

- Human Resources

For which GEAP pillars has your entity allocated funding:

- None

How much funding [USD] has your entity provided directly to local (country-level) women's organizations in Women, Peace and Security - Humanitarian Action? (numerical value)

UNAIDS funds women's organizations, however not/less in the area of women, peace and security-humanitarian action.

In which regions?

N/A

What specific types of support does your entity require to accelerate the implementation of the GEAP:

- Additional funding
- Capacity building

If other, please describe:

n/a

Can you highlight one good practice or successful initiative your entity has implemented in 2024 that significantly contributes to accelerating gender equality under the GEAP framework?

CSW 2024: On 22 March, governments attending the 68th session of the Commission on the Status of Women (CSW) adopted, by consensus, Resolution 60/2 on Women, the Girl Child and HIV, focused on advancing the rights and empowerment of women, the girl child and HIV.

HRC 2024: UNAIDS was a key actor in the revision of the UN Human Rights Council Resolution 56/20 Human Rights in the Context of HIV and AIDS which was adopted without a vote at the 37th meeting on the 12th July 2024.

Strengthening Capacity to adopt a gender transformative approach: The UNAIDS Gender Team Global Centre organised two regional workshops to analyse and pivot portfolios towards a resource efficient but gender transformative catalytic approach to the HIV response.

UN Joint Programme on Education Plus:The Education Plus Initiative represents a groundbreaking collaboration within the Joint UN Programme, co-led by the Executive Directors of UNAIDS, UNESCO, UNFPA, UNICEF, and UN Women, in partnership with the African Union and 15 African Heads of State. This initiative unites governments, donors, civil society, girl-led movements, and the UN to implement policies and increase investments that prioritize keeping girls in secondary education. The initiative emphasizes empowering adolescent girls and young women (AGYW) with life skills, providing access to youthfriendly health services, ensuring violence-free environments, and expanding economic opportunities after school. Collectively, these actions aim to reduce the risk of new HIV infections among AGYW by 50% to 87% in some countries.

Culture Transformation at UNAIDS is informed by an intersectional antiracist and feminist approach. Through a consultative process involving staff UNAIDS co-created Feminist Principles which seek to challenge negative power dynamics based on gender, work grade, race, and position. The Principles are applied in action through culture transformation initiatives including values charters and Team Learning Journeys. Implementation of the Team Learning Journey kicked off in 2024 with Module 1 focusing on building Brave spaces for psychological safety within the organisation and on the practicalities of embodying the Feminist Principles, with coverage of up to 67% of staff across all grades. The initiative was recognized in 2024 by the UN Women-led Gender Parity team during its annual conference.

VIII. Joint United Nations Programme on HIV/AIDS ACTION PLAN 2024

PI1 Strategic Planning Gender-Related SDG Results MEETS	**Action Plan**	Although UNAIDS possess the three requirements of Exceeds (1ci, 1cii, and 1civ) in its main strategy plan and Unified Budget and Responsibility framework, the Secretariat has opted to score it as Meets. This is because the current Global AIDS Strategy does not explicitly address the human resources required and lacks financial resources that can be considered “adequate” to achieve its high-level goals on gender equality and women’s empowerment. Action points will focus on addressing these gaps during the ongoing development process of the new Global AIDS Strategy (2026–2030).
	Responsible For follow up	Strategy Team, The Gender Team, Equality and Rights for All department, Directors ERA and PAK
	Resources Required	0
	Use of Funds	n/a
	Timeline	By end 2025

PI2 Reporting and Use of Data on Gender-related SDG results MEETS	**Action Plan**	• Ensure that the new Gender Equality Acceleration agency specific plan, when/if available in time before the development and finalization of the next UBRAF, is reflected in the next 2027-2031 UBRAF. • Consider strengthening gender equality aspects specifically through the Secretariat Functions for the next UBRAF period, aligned with the next Global AIDS Strategy.• Linked to the Global AIDS Strategy development process, and specifically through the development of the GEAP agency plan, to further discuss financial targets, and reaching 15% at Gender Equality Marker 3 through a combination of gender-focused and gender mainstreaming interventions. (same as under Indicator Financial Targets).• UNAIDS efforts to set meaningful financial targets will reflect the current resource and financial constraints, as well as political uncertainties that have already resulted in human and financial budget cuts.
	Responsible For follow up	Gender Team, Budget Team, Programme Planning and Field Support, Office of the DXDs and PAK and Programme.
	Resources Required	500000
	Use of Funds	UNAIDS is experiencing extreme funding cuts and a precarious financial situation. Strategic prioritization will remain essential as well as further resource mobilization for gender equality.
	Timeline	By end 2027

PI3 Achievement of Gender-related SDG results EXCEEDS	**Action Plan**	Continue to share within and beyond organization the definition and lessons.
	Responsible For follow up	Gender Team.
	Resources Required	0
	Use of Funds	NA
	Timeline	NA

PI4 Evaluation EXCEEDS	**Action Plan**	Conduct a UNEG Professional Peer Review of the evaluation function at UNAIDS that provide recommendations on enhancing the integration of Gender Equality across all the work of the evaluation function.
	Responsible For follow up	Independent Evaluation Office.
	Resources Required	35000
	Use of Funds	Funds available from UNEG Peer Review Working Group and UNAIDS Evaluation Function.
	Timeline	One year to conduct the Peer Review during 2025.

PI5 Audit APPROACHING	**Action Plan**	Actions may include following up on the UNSWAP indicator requirements and checking if progress can be achieved in coming years.
	Responsible For follow up	Risk Management and Accountability Office
	Resources Required	0
	Use of Funds	Funds to be considered depending on next actions
	Timeline	by end 2025

PI6 Policy MISSING	**Action Plan**	UNAIDS is developing the next Global AIDS Strategy and will also develop its gender strategy and GEAP plan which will be aligned with the new Strategy. Work to develop the Gender, Diversity, Equality, Inclusion, and Accessibility (GDEIA) Framework has started and this will articulate the internal institutional intersectional feminist DEI vision and goals, centred around gender equality. (see also Action plans under PI13)
	Responsible For follow up	Executive Office and Gender Team
	Resources Required	500000
	Use of Funds	Needs to be mobilized.
	Timeline	GEAP plan ready by April 2025 Draft gender strategy by early 2027 based on the next Global AIDS Strategy. Gender, Diversity, Equality, Inclusion, and Accessibility (GDEIA) Framework by June 2025

PI7 Leadership	**Action Plan**	Convene UNAIDS Gender Steering and Implementation Committee as per its Terms of Reference, and development of the GEAP Plan.
	Responsible For follow up	Executive Office
	Resources Required	0

EXCEEDS	**Use of Funds**	NA
	Timeline	By end of 2025

PI8 Gender-responsive performance management MEETS	**Action Plan**	• Strengthen the rewards and recognition programme based on lessons learnt in pilot year for GEWE.• Include a focused gender related competency and experience in new job descriptions from July 2025 or through the Competency Framework.• Strengthen monitoring and tracking of staff accountability objectives on gender.• Strengthen outreach to candidates with operational experience on transformative gender approaches and interventions in HIV (lean on experience/lessons from Gender Team on recruiting consultants in 2024)
	Responsible For follow up	Department of People Management
	Resources Required	0
	Use of Funds	None available so far and will require to be mobilised
	Timeline	18 months

PI9 Gender Equality Marker MISSING	**Action Plan**	• To continue engaging in the BMS/ERP development (led by WHO) to ensure Gender Equality Markers are part of the next planning and reporting tool, allowing tracking and analysis of expenditure data as per the CEB VII financial standard setting. • Recalling the existing GEM training through skill-advance and leveraging the revised 2023 UNAIDS policy marker guidance, to consider a refresher/training during the next Joint Programme and Secretariat planning cycle to ensure knowledge and application of the Gender Equality Marker, including giving good examples for GEM 3. • To continuously strive to use the Gender Equality Marker to further improve UNAIDS work for gender equality, making it fit for purpose for UNAIDS.
	Responsible For follow up	Gender Team, Budget Team, Programme Planning and Field Support Team
	Resources Required	50000
	Use of Funds	Designed product of experiences/training material (budget through Gender Team)
	Timeline	As UNAIDS depends heavily on WHO new ERP system development for making progress on this indicator, their given timeline of 2026 as earliest year to operationalize and transition to the new ERP system, is the most realistic at the moment.

PI10 Financial Targets	**Action Plan**	o To continue engaging in the BMS/ERP development (led by WHO) to ensure Gender Equality Markers are part of the next planning and reporting tool, allowing tracking and analysis of expenditure data as per the CEB VII financial standard setting. (same as under Indicator 9)o Recalling the existing GEM training through skill-advance and leveraging the revised 2023 UNAIDS policy marker guidance, to consider a refresher/training during next

APPROACHING		Joint Programme and Secretariat planning cycle to ensure knowledge and application of the Gender Equality Marker, including giving good examples for GEM 3. (same as under Indicator 9)o To continuously strive to use the Gender Equality Marker to further improve UNAIDS work for gender equality, making it fit for purpose for UNAIDS. (same as under Indicator 9) o Linked to the Global AIDS Strategy development process, and specifically through the development of the GEAP agency plan, to further discuss financial targets, and reaching 15% at Gender Equality Marker 3 through a combination of gender-focused and gender mainstreaming interventions. (same as under Indicator 2, with lead Gender Team)
	Responsible For follow up	Gender Team, Budget Team, Programme Planning and Field Support.
	Resources Required	0
	Use of Funds	NA
	Timeline	By end 2025

PI11 Gender Architecture APPROACHING	**Action Plan**	Changes to the gender architecture within UNAIDS Secretariat will be determined by the organisational transformative processes currently underway. The final recommendations of the High-Level Panel expected in June 2025 will define the architecture of the UNAIDS Joint Programme, where gender will remain a priority for the next Global AIDS Strategy development process. However, considering the emerging trends in funding for the Secretariat, the number of Gender Focal Points is not anticipated to increase, and the Gender Department is expected to continue operating at its current capacity. Realistic actions for the year 2025 include:• Capacity development efforts: providing training for current Gender Focal Points on gender transformative approaches to the HIV response.• Refinement of job descriptions: updating job descriptions to include gender related terms of reference, ensuring a stronger focus on gender equality and empowerment in all roles.• Continued gender technical support: delivering gender expertise at global and regional level through the hiring of senior gender consultants.
	Responsible For follow up	Office of the Executive Director, PAK, and People Management.
	Resources Required	0
	Use of Funds	Funds to be mobilized.
	Timeline	1 year

PI12 Capacity Development	**Action Plan**	• Capacity Assessment on GEWE will be included as part of the development of the Gender, Diversity, Equality and Accessibility Framework (GDEIA) in 2025. • Capacity Building plans for Gender Focal Points have been added under PI12 ON Gender Architecture• Internally, UNAIDS will put in mechanism to ensure more than 95% of staff undertake the Mandatory I know gender course. • UNAIDS has designed and implemented some Gender Capacity Development courses as part of the

MISSING		'SkillsAdvance' learning package. The course titled 'Introduction to Gender Equality: ERA Deep Dive' delves into the importance of the work on Gender in the UNAIDS mandate, how access to rights and opportunities are impacted by gender and defines the key programmatic priorities that staff need to address for an effective response at country level. UNAIDS will plan to track 100% compliance with all new staff and all Gender focal points.
	Responsible For follow up	Staff Learning and Development Unit, Department of People Management
	Resources Required	2000
	Use of Funds	Funds available as part of the APW for the GDEIA Framework
	Timeline	End 2025

PI13 Organizational culture EXCEEDS	**Action Plan**	• UNAIDS has started development of a comprehensive intersectional Gender Equality, Diversity, Equity, Inclusion, and Accessibility (GDEIA) framework which will be informed by and grounded in a Theory of Change that takes a gender-transformative lens as entry point to succeed the 2018–2023 Gender Action Plan for the period for 2024 and beyond.
	Responsible For follow up	Development of the GDEIA Framework is led by a Steering Committee comprising diverse staff members across location, job profile and grade with a Champion from the Cabinet. The Culture Transformation unit is responsible for supporting the Committee and is the focal technical lead.
	Resources Required	55850
	Use of Funds	Funds are available and a service provider has been contracted to support the process.
	Timeline	By end 2025

PI14 Protection from Sexual Abuse and Exploitation (PSEA) and Sexual Harassment (SH) MEETS	**Action Plan**	• Develop a plan to facilitate structured implementation of the PASM policy (lead – Director of Management).• Develop an accountability framework to provide a comprehensive division of labour for coordination, management and implementation of all aspects of PASM policy (Lead – Director People Management)• Formalize the roles identified in accountability framework in the job Descriptions of coordinators, managers and implementers identified in the accountability framework (Lead – Director People Management)• Socialize the policy, action plan and accountability framework among all staff members (Lead - Director People Management)• Strengthen the capacity of Country Office PSEA Focal Persons (Lead – Ethics Office)
	Responsible For follow up	Ethics Office and DPM Legal
	Resources Required	0
	Use of Funds	Requirement and use of funds to be discussed throughout the year as needed.

	Timeline	By end 2026

PI15 Equal Representation of Women APPROACHING	**Action Plan**	The current restructuring will result in a new organisational structure and diversity considerations will be taken into account. Gender parity is a key priority for UNAIDS and the commitment will taken forward in the restructuring.
	Responsible For follow up	Department of Management, Office of the Director
	Resources Required	0
	Use of Funds	NA
	Timeline	2025

PI16 Knowledge Management and Communication MEETS	**Action Plan**	• In 2025, the Global Communications Team will stay focused on raising awareness about HIV prevention and sustainability and the importance of agency through education, knowledge about sexual health and human rights. Our twice-yearly main reports will inevitably touch upon these issues with specific messaging about women and girls and gender equality. • Considering some budget cutbacks, we cannot guarantee gender focused reports currently. Note that to utilize funding more efficiently UNAIDS has joined forces with a few UN partners for the IDAHOBIT campaign mid may. There may be more joint efforts in the coming year as well notably with UN Women and UNITAID.• Knowledge Management will continue to support the internal Community of Practice on Equality and Rights for All created in 2024 which has provided to be a critical mechanism for sharing knowledge and resources.
	Responsible For follow up	Global Communications Team, Knowledge Management Team
	Resources Required	30000
	Use of Funds	Allocated funds are for KM work on Community of Practice. Considering some budget cutbacks, adjustments will be made while gender equality will remain a top priority and focus.
	Timeline	By end 2025

PI17 Interagency Engagement APPROACHING	**Action Plan**	Plan a UNSWAP peer review in collaboration with a Cosponsor by 2027, in tandem with the new strategy launch.
	Responsible For follow up	Gender Team
	Resources Required	0
	Use of Funds	NA

	Timeline	By 2027

PI18 Stakeholder Engagement MEETS	**Action Plan**	UNAIDS Secretariat is currently under an organizational transformative processes. The final recommendations of the High-Level Panel expected in June 2025 will define the architecture of the UNAIDS Joint Programme. The transformation will define how UNAIDS will engage with the private sector, philanthropy and other groups.
	Responsible For follow up	Chief of Staff to coordinate with Governance Team, Multilateral System Office, Partnerships, and ERA Practice.
	Resources Required	0
	Use of Funds	NA
	Timeline	2025

IX. SUPPORTING DOCUMENTATION

PI1 Strategic Planning Gender-related SDG results

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

MEETS

Category	Documents
Strategic Plan/Strategic Framework or equivalent	Global AIDS Strategy
Other	Intersessional Plan
Other	Strategy Process
Other	Strategy Process 2
Other	Strategy Process 3
Other	Strategy Global Survey Report
Other	Strategy Evidence Review
Other	Strategy Multistakeholder Consultation
Other	UBRAF 2022-2026

PI2 Reporting and Use of Data on Gender-related SDG results

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

MEETS

Category	Documents
Other	2022-2026 UBRAF
Other	2022-2026 Indicator Framework
Other	Gender Transformative Approach and Secretariat Functions Guidance
Other	2022-2023 Results Report
Other	2022 Global AIDS Monitoring Framework

PI3 Achievement of Gender-related SDG results

GENDER-RELATED SDG RESULTS /RESULTS-BASED MANAGEMENT

EXCEEDS

Category	Documents
Other	UNAIDS Global Partnership against stigma and discrimination
Other	HIV Prevention Coalition
Other	Education Plus website
Other	Education Plus
Other	2024 UNAIDS Terminology Guidance
Other	2022-2023 Results Report

PI4 Evaluation

GENDER-RELATED SDG RESULTS / OVERSIGHT

EXCEEDS

Category	Documents
Other	SWAP evaluation
Other	UNAIDS Evaluation Policy
Management response to the corporate gender mainstreaming evaluation	Management Responst to GAP Evaluation
Other	UNAIDS Gender Action Plan 2018–2023
Other	JP-Review_ EvaluationsAssessments
Other	Joint Evaluation SDG 3 Gap Report
Other	CDC UNAIDS Mid term evaluation
Report of corporate gender	Assessment of UNAIDS evaluation function

mainstreaming evaluation	

PI5 Audit

GENDER-RELATED SDG RESULTS / OVERSIGHT

APPROACHING

Category	Documents
	No documents uploaded

PI6 Policy

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

MISSING

Category	Documents
	No documents uploaded

PI7 Leadership

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

EXCEEDS

Category	Documents
Gender Equality Steering and Implementation Committee - Agenda and meeting minute	GEAP Committee Cabinet PPT
Gender Equality Steering and Implementation Committee - Agenda and meeting minute	GEAP Committee ToRs
All-staff emails from senior management	Cabinet retreat comminque, UNAIDS, August 2024

PI8 Gender-responsive Performance Management

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / ACCOUNTABILITY

MEETS

Category	Documents
Core values and competencies	UNAIDS Competency Framework
System of recognition or award system	UNAIDS Rewards and Recognition Guidance
System of recognition or award system	UNAIDS Rewards and Recognition Framework
Results and reports of staff surveys	2024 Staff Survey Results
Other	UNAIDS 360 Report

PI9 Gender Equality Marker

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

MISSING

Category	Documents
Gender Marker training materials	Gender Equality Marker Skilladvance slides
Gender Marker training materials	Gender Equality Marker UNAIDS Session
Gender Marker guidelines	UNAIDS Integrated policy Marker Guidance
Gender Marker info in the reports of Governing Bodies and/or CEB	2024 UNAIDS Gender Equality Marker Analysis

PI10 Financial Targets

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

APPROACHING

Category	Documents

	No documents uploaded

PI11 Gender Architecture

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

APPROACHING

Category	Documents
Other	Gender Team work - Intranet story
Other	Gender Team work - Luxembourg Factsheet
Other	Job Description Gender Staff
Other	Gender Team work - Press Statement 1
Other	Gender Team work - Press Statement 2
Other	Gender Team work - Press statement 3
Other	Gender Team work - Press statement 4
Other	Gedner Team work - Press statement 4
Organizational chart	Organogram

PI12 Capacity Development

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

MISSING

Category	Documents
Document stating that gender training is mandatory for all staff	UNAIDS Mandatory Trainings

PI13 Organizational Culture

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / HUMAN & FINANCIAL RESOURCES

APPROACHING

Category	Documents
Other	Staff memo workload management
Other	Flexible Working Arrangements Policy

PI14 Protection from Sexual Abuse and Exploitation (PSEA) and Sexual Harassment (SH)

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

MEETS

Category	Documents
Other	UNAIDS Policy_on_Preventing_and_Addressing_Retaliation
Other	UNAIDS Policy on Preventing and Addressing Sexual Misconduc
Other	2023 UNAIDS Ethics report to board
Other	2024 UNAIDS Ethics report to board

PI15 Equal Representation of Women

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / CAPACITY

APPROACHING

Category	Documents
Other	SOP UCD Assessment
Other	UCD Assessment
Other	People Strategy

PI16 Knowledge Management and Communication

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

MEETS

Category	Documents
Gender-related publications	UNAIDS Communication material linked to Gender
Other	Knowledge_Management Strategy_2022-2026
Gender-related publications	2024 End violence against women and girls
Gender-related publications	UNAIDS Confronting coercion
Gender-related publications	UNAIDS The missing link

PI17 Inter-agency Engagement

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

APPROACHING

Category	Documents
Peer review report	Consolidated report on UNAIDS rating
Other	Consolidated report on UNHCR rating
Other	Slides internal SWAP dialogue
Other	NFR internal SWAP 2024 dialogue

PI18 Stakeholder Engagement

INSTITUTIONAL STRENGTHENING TO SUPPORT ACHIEVEMENT OF RESULTS / KNOWLEDGE, COMMUNICATION AND COHERENCE

MEETS

Category	Documents
Other	2024 September Press Statement
Other	PCB NGO Delegation Website
Other	Board Composition
Other	2024 Press Statement
Other	NGO Report

Thematic Results

Tab Name	Category	Documents
		No documents uploaded

UN-SWAP 3.0

ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER EQUALITY

AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS ENTITIES

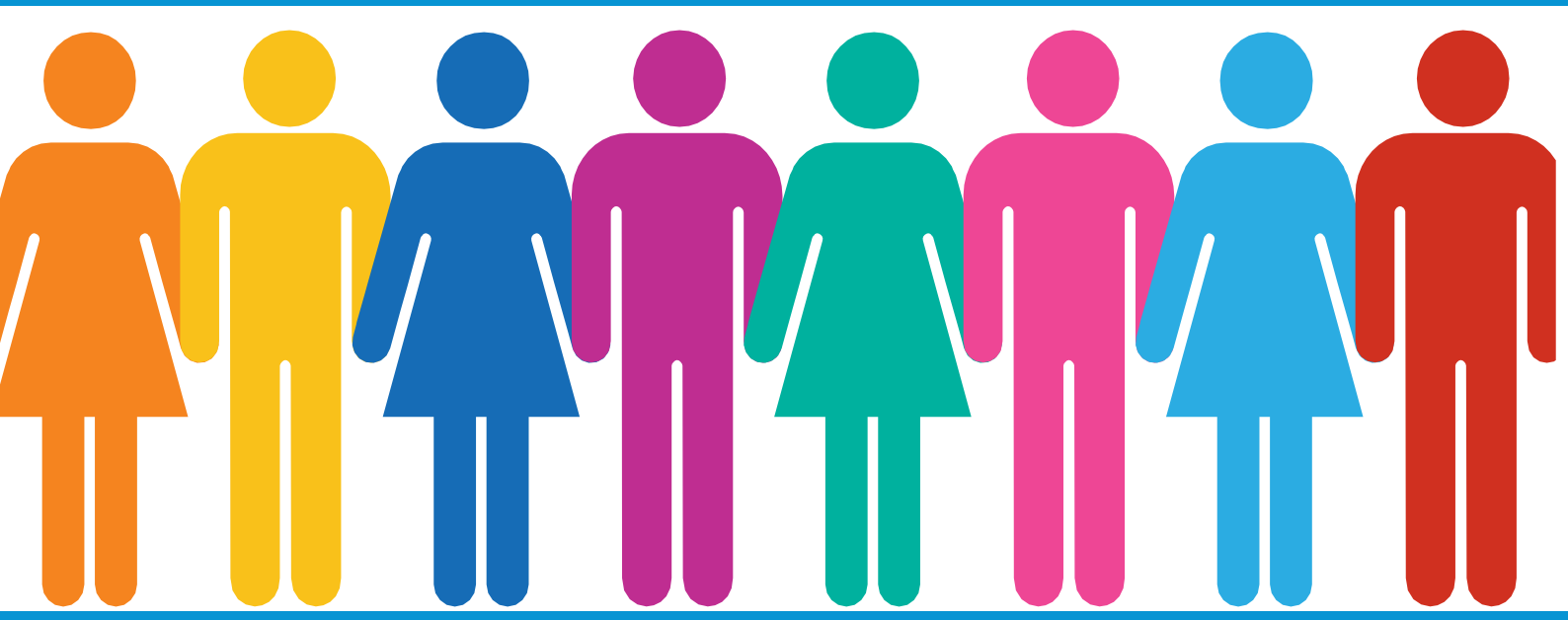
FOR MORE INFORMATION ON THE UN-SWAP

PLEASE VISIT

https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability

UNITED NATIONS SYSTEM COORDINATION DIVISION, UN WOMEN

UNSWAP.Helpdesk@unwomen.org



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