

Independent Expert Panel

A briefing on the Expert Panel on the prevention of and response to harassment, including sexual harassment, bullying and abuse of power at UNAIDS Secretariat

Purpose of the Panel

- International organisations should be exemplars in creating work environments that are safe, respectful and accountable.
 - Responds to concerns raised in the staff association staff survey, the media, individuals, NGOs and other partners.
 - A priority for the PCB, led by the PCB Bureau: the UK, China, Algeria, Latin America NGO delegation and UNHCR on behalf of the Co Sponsors.
 - An opportunity to influence the wider UN as well as ensure UNAIDS is an exemplar.
 - Consultations started from April
-

Consultation Outcomes: Principles of the Review

- Independent
 - Relationships and governance
 - Expert
 - *rights, ethics and gender equality; sexual harassment workplace discrimination,*
 - *international organisations & multicultural environments; organisational culture*
 - *violence against women and men in all their diversity, including sexual exploitation and abuse, victims advocacy*
 - *integrity in public life*
 - Broader remit
 - Harassment, including sexual harassment, bullying and abuse of power
-

Consultation Outcomes: Structure of the review

- Expert panel of 3 – 5 members
 - Shortlisting by an independent executive search firm
 - Selection by the Bureau
 - Procurement of a professional, experience independent secretariat to the panel
 - The secretariat gathers data; the panel is responsible for analysing it and forming judgments
-

Consultation Outcomes: Scope of the review

- **Review** how UNAIDS has dealt with harassment, including sexual harassment, bullying and abuse of power over the last seven years:
 - Formal cases and complaints: access to information
 - Interviews and consultations: staff, ex staff, CSOs, others
 - Culture, leadership, practice
- **Evaluate** current policies and procedures
 - Comparing current practice to best practice
- **Recommend** robust, ambitious actions to:
 - to drive change, address challenges
 - Create respectful work culture of confidence, empowerment and accountability
 - Drive best practice beyond UNAIDS, modelling leadership and action

Timeline for Delivery

Consultation Phase

- PCB members
- NGOs
- Mission briefings
- Co-sponsor calls
- Draft ToRs

Delivery Phase

- Broad consultation
 - Staff and former staff
 - Civil Society
 - Partners
- Policy and process review
- Case review

GO

END

April

May

June

July

Aug

Sept

Oct

Nov

Dec

Procurement Phase

- Appoint Exec Search firm
- Shortlist Panel Members
- Select Panel Members
- Tender for Secretariat
- Select Secretariat

Report at the
December
PCB