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# Transformative change, strengthening UNAIDS for the future

**Update on implementation of the  
Management Action Plan for a  
healthy, equitable and enabling  
workplace for all UNAIDS staff**

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# A workplace culture that ensures safety and dignity for all

Senior management is committed to the full implementation of the MAP – ensuring a healthy, safe and inclusive workplace where all UNAIDS staff can find reward in their work.

The MAP is an investment in maximizing the positive difference staff make for the health, dignity and security of people around the world.

Staff engagement is critically important to the MAP and implementation of UNAIDS' transformation.

EXD has met virtually with staff across regions and departments; Staff Association, UN Plus, Dignity at Work Advisers.



# Flagship 2020 initiatives to deepen a transformative change agenda

1. Participatory, organization-wide Gender Action Learning process
2. Strengthened internal communications capacity and new tools for staff engagement and collaboration
3. Reinforced culture of care and support to staff wellbeing, including access to confidential, professional counselling services
4. New delegation of authority framework for human resources, financial decision making



## Key ongoing developments

- Strengthening independence of the Ethics Office; standalone office reports to EXD through Chief of Staff; plans to have new Director in place Q2 2021;
- Draft policy on harassment, sexual harassment, discrimination and abuse of authority reviewed by Cabinet; staff dialogue to be launched on draft in the context of the Gender Action Learning process, reinforcing shared expectations of inclusive, respectful behaviour;
- Contract established for professional staff engagement survey; planning underway;
- UNAIDS will contribute to any UN-wide discussions on forthcoming JIU thematic reports (state of the investigation function in the UN system; review of the ethics function).



# Moving forward, strengthening UNAIDS for the future

## **A unified programme of change:**

- New initiatives to take forward and deepen the MAP and culture change;
- Follow up to the recommendations of the UN Joint Inspection Unit;
- Implementing and contributing to ongoing reforms to the UN Development System.

## **In the context of and supporting:**

- Development of a new UNAIDS Strategy;
- Bridging to 2025 targets and Agenda 2030 goals;
- Reinvigorating the Joint Programme, and realigning for a fit-for-purpose Secretariat.

**...together, ensuring UNAIDS' continued relevance and maximizing our positive impact for communities, countries, and people living with and affected by HIV.**



#MYUNAIDS



Thank  
You