I, Jan Beagle, support the Geneva Gender Panel Parity Pledge.

As the Deputy Executive Director of UNAIDS, I commit to also undertake the following:

Ensure the implementation of the UNAIDS Gender Action Plan, which goes beyond numeric targets of women in leadership positions to promoting an organizational culture which supports and empowers all women staff members.

Ensure specialized career development, coaching and support is available for women staff at all levels.

Jan Beagle | UNAIDS Geneva Gender Champion
Deputy Executive Director | Joint United Nations Programme on HIV/AIDS
UNAIDS Secretariat Gender Action Plan

6 targets

7 focus areas
6 targets

- **50/50 gender balance in the Secretariat**
  - 52% Women in 2013
  - 53% Women in 2016

- **50% of UCDs are women**
  - 27% Women in 2013
  - 41% Women in 2016

- **50% of P4-level positions and above are held by women**
  - 44% Women in 2013
  - 44% Women in 2016

- **50% of NOC/NOD positions are held by women**
  - 48% Women in 2013
  - 59% Women in 2016

- **50% of P5-level positions and above are held by women**
  - 36% Women in 2013
  - 57% Women in 2016

- **50% of General Service positions are held by women**
  - 54% Women in 2013
  - 57% Women in 2016
# UNAIDS Secretariat Gender Action Plan

<table>
<thead>
<tr>
<th>Focus Areas</th>
<th>Leadership and Accountability</th>
<th>Organizational Culture</th>
<th>Recruitment and Selection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Development</td>
<td>Work-life Balance</td>
<td>Communication and Advocacy</td>
<td>Monitoring and Reporting</td>
</tr>
</tbody>
</table>
UNAIDS Leadership Programme for Women

“This training encouraged me to set higher goals for myself.”

Participant
UNAIDS Mentoring Programme for Women

“I will continue my career in UNAIDS.”
(Mentee)

“UNAIDS will have a pool of women who are more aware of their strengths and weaknesses and able to assume posts with more responsibilities.”
(Mentor)
To date, 30% of women staff at the UNAIDS Secretariat have benefited from the leadership and mentoring programmes.
Delegations & panels
#Manels #allMalePanel

An #allmalepanel hosted by the @ASX? Haven't they taken the #panelpledge? @cazzmelbourne @LizBroderick

@toddkashdan Panel of white men choosing white men - we know how this goes. Diversifying input is easy way of broadening perspective. #manel

My policy: I don't accept invitations to be the sole woman on an otherwise #allmalepanel or program with >3 total participants.
Parity is one concrete and important strategy to progress towards achieving gender equality.