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7 May 2007

20th Meeting of the UNAIDS Programme Coordinating Board
Geneva, Switzerland
25-27 June 2007

Provisional agenda item 5.2:

**Statement by the representative of the UNAIDS Secretariat Staff
Association**

Additional documents for this item: none

Action required at this meeting - the Programme Coordinating Board is requested to:

Take note of the statement by the UNAIDS Secretariat Staff Association

Cost implications for decisions: none

Introduction

1. Since June 2004, the UNAIDS Secretariat Staff Association (USSA) has regularly reported to the PCB. This background document serves as a support to the oral presentation which will be made to the PCB by the USSA Chair.

Governance and relationship with UNAIDS management

2. Since 2005, the USSA functions as an independent staff association for the UNAIDS Secretariat, while remaining an Associate Member of the WHO Staff Association, and a member with special status in the Federation Of International Civil Servants' Associations (FICSA).

3. The Administration of the UNAIDS Secretariat continues to be highly supportive of the USSA and our work, and we wish to express our particular appreciation for the time and efforts put in by the UNAIDS Executive and Deputy Executive Directors, and the entire HRM team, for their continued cooperation and collaboration on issues relating to the UNAIDS Workplace and Staff welfare. The USSA and the UNAIDS Secretariat Administration work to ensure a collegial and collaborative working relationship for the best interest of all UNAIDS staff, both in Geneva and in the field.

4. The USSA has recently completed the annual elections for new members of the USSA Executive Committee, during which also the annual budget and modifications to the USSA constitution were endorsed by its members. The new Committee Members were elected for a two-year term of office from May 2007 until April 2009, and a complete list of the current USSA Executive Committee is attached for the PCB's information (Annex 1).

5. The first face-to-face meeting of the new USSA Committee was held on 11-15 June 2007, in order to discuss the priorities and plan of action for the coming years' mandate.

Update on USSA Activities since the 19th PCB Meeting, December 2006 and Priorities for 2007-08.

6. The months since the last USSA Statement to the PCB have seen substantial organizational evolution and change in the UNAIDS Secretariat, including the on-going restructuring exercise currently in process. They have nevertheless been very productive months with respect to UNAIDS staff interests and issues, some of which we highlight here for the information of the PCB:

- a. The UNAIDS policy on **Mobility and Rotation** is now two years old, and a process is underway to review, assess and update the policy in light of experiences over the past few rotation cycles. The USSA is a full and active member of the UNAIDS Mobility and Rotation Committee, and will continue to be closely associated with the review and revision of the Mobility and Rotation as well as the Recruitment, Assignment and Reassignment policies of the Organization in light of our experiences to date.
- b. The process of **WHO Contract Reform** and its implications for UNAIDS Staff are being (and will continue to be) closely monitored by the UNAIDS Administration and the USSA, so as to ensure maximum benefit to UNAIDS staff from the Contract Reform process and system as applied by UNAIDS.

- c. The USSA has taken an active part in contributing to the **WHO and UNDP MoU Negotiations**, as these negotiations with both UNAIDS Co-Sponsors have significant influence and impact on the UNAIDS Workplace as well as the treatment and well-being of UNAIDS Staff. UNAIDS, as a joint programme operating across the globe, must rely on Co-sponsors and others to administer our UNAIDS staff contracts in the field, and one of USSA's priorities is to ensure fair and equal treatment for all staff across all UNAIDS workplaces.
 - d. USSA has also been active in promoting and reminding staff of workplace behavioural expectations under the ICSC **Codes of Conduct**, as well as promoting clarification of the UNAIDS policy on **Employment of Spouses, Domestic Partners or Family Members** by UNAIDS.
 - e. The USSA spearheaded the establishment of the UNAIDS **Environmental Working Group**, that is developing concrete recommendations to help promote environmental consciousness and reduce the environmental "footprint" of the UNAIDS workplace.
7. In addition to continuing to work on the above items, the USSA focus our attention in the coming months on a number of additional issues of interest and relevance to staff, including:
- a. The development and implementation of an **agreement of recognition between USSA and the UNAIDS Administration**, which will include formalization of the excellent support received by the USSA from the UNAIDS Administration. This agreement will further demonstrate to UNAIDS staff the importance that the UNAIDS Administration attaches to the work of USSA in representing staff and UNAIDS Workplace interests;
 - b. Continued USSA contributions to and review of UNAIDS participation in the ICSC's **Human Resources Pilot Project (HRPP)**, as UNAIDS works to influence the direction and content of future reforms of the international civil service;
 - c. Initiating a joint process with the UNAIDS Administration to review the **process, content, rationale and implications of exceptions to WHO staff regulations, rules, and policies** as applied by the UNAIDS Secretariat;
 - d. Continuing discussions with the UNAIDS Administration for the appointment of a dedicated "**UNAIDS ombudsman**" (a half-time position attached formally to an existing ombudsman's office) to deal with specific UNAIDS staff issues across the different UNAIDS workplaces;
 - e. Active USSA participation in the UNAIDS/HRM **Management Development Programme** initiative, which is in the process of developing a "management excellence" training programme to respond to identified needs for improvements in management skills and capacities, particularly with respect to staff supervision and management;
 - f. Continued work and follow-up with the UNAIDS Administration on the results of the **UNAIDS Staff Opinion Survey** and the related changes and improvements to the UNAIDS Workplace that flow from the results of this annual survey;
 - g. Finalization of an organization-wide **Work-Life Balance Policy** for the UNAIDS workplace which responds directly to staff needs and enhances staff productivity without jeopardizing their personal lives;

- h. Establishment, cooperatively with the WHO Staff Association, of a **Child Care Facility** to serve families with infants and young children;
 - i. Support for a maximum staff participation, physically or virtually, in the **UNAIDS Global Staff Meeting** to be held in early October 2007. This is especially important since UNAIDS has expanded its operations and staff in the field, since a single “corporate culture” is difficult to establish without direct interaction between staff.
8. The USSA once again thanks the PCB for your continued support of the work of UNAIDS staff worldwide, and we look forward to our next opportunity to report to you in June of 2008.

Annex 1

2007 EXECUTIVE COMMITTEE OF THE USSA

Geneva

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