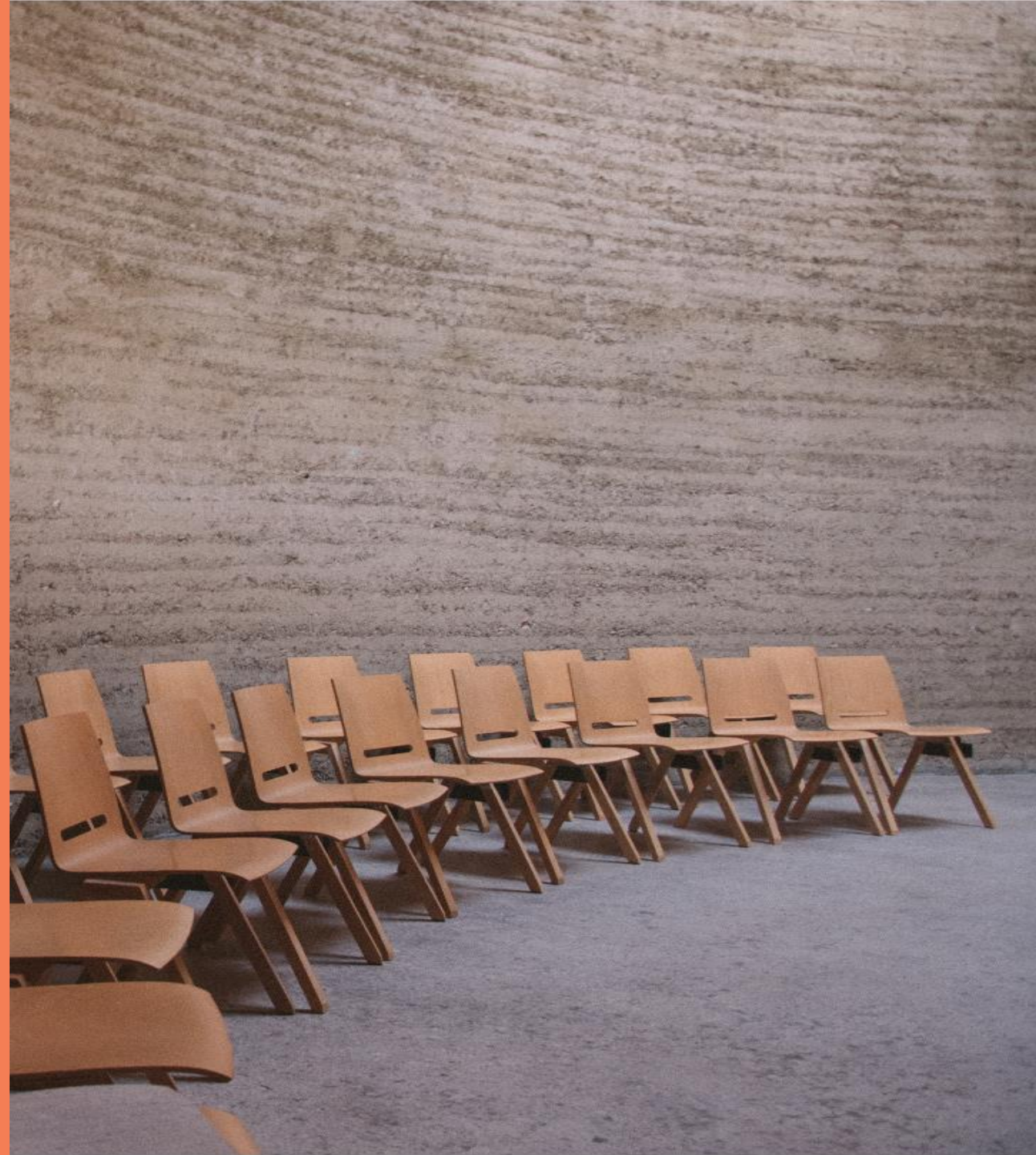

UNAIDS SECRETARIAT STAFF ASSOCIATION (USSA) STATEMENT

57TH PCB MEETING: AGENDA ITEM 6



Background of UNAIDS Secretariat Staff Association (USSA)

- Established in April 2005, the USSA represents all staff in the UNAIDS Secretariat.
- Its purposes include ensuring employment conditions conform to labour standards, safeguarding staff rights, and promoting welfare.
- The 2010 Agreement of Cooperation stipulates collaboration between UNAIDS management and the USSA.
- While the USSA looks out for all 659 UNAIDS staff, there are 321 dues paying members.

USSA Constitution

The purposes of the Staff Association are:

- To ensure that the conditions of employment of all staff of the UNAIDS Secretariat conform to:
 - a) generally accepted labor standards, particularly those set forth in the Conventions of the ILO, including its Code of Practice on HIV/AIDS and 2010 Recommendation concerning HIV and AIDS and the World of Work,
 - b) the principles of the Staff Regulations and Rules through which UNAIDS Secretariat staff are employed, and
 - c) other provisions of law that may be applicable to all staff.
- To safeguard the rights and interests of all members of the UNAIDS Secretariat staff and to promote their welfare; and
- To cooperate in achieving the objectives of UNAIDS.

Executive Committee 2024–2025 and how restructuring affected it

BUREAU

Chair: Alankar Malviya, Botswana –
Reassigned

Vice-Chair: Komiljon Akhmedov, Nepal –
Left the organization

Rapporteur: Raeena Hirve, Geneva –
Leaving the organization

Treasurer: Jie Liu, China – Reassigned

EXECUTIVE COMMITTEE

Alankar Malviya

Jie Liu

Evelyn Siula

Yasira Lopez

Christian Mouala

Jaevion Nelson

Tanoh Genevieve Ehounou – Leaving

Komiljon Akhmedov – Leaving

Raeena Hirve – Leaving

Ali-Reza Vassigh – Leaving

Tristan Merlijn Gijzenbergh – Left

Jacqueline Uwineza – Leaving

Yayé Kanny Diallo – Leaving

Luis Renato Tapia Vazquez – Leaving

Revised USSA Constitution

Revised constitution and membership of Executive Committee

- Following the restructuring that has brought staff number down by around 55%, USSA Constitution revision was launched in October 2025 and the new constitution has been endorsed by 98% of members who voted.

Salient features of new constitution:

- Date of effecting new constitution – 01 November 2025.
- As the restructuring implementation is underway the numbers of dues paying members are changing every month that stand currently at 321.
- The new constitution aligns USSA with the new structure and maximizes efficiency while not losing sight of its mission, brings down the Executive Committee members to 7, biannual work planning, minimizing travel expenses.
- New elections will be organized early next year and new Bureau elected.

USSA Agreement of Cooperation – Under Revision

Revised constitution and membership of Executive Committee

- Cooperation within the Organization is defined as collaboration in good faith between Management and the USSA on:
 - a) Consultation on policies, procedures and practices to give effect, in the Organization, to common system terms and conditions of employment insofar as the Organization has the authority to do so;
 - b) Consultation on changes concerning common system terms and conditions of employment when Management endeavours to obtain a change through the established mechanisms or when the USSA requests Management to do so;
 - c) Consultation on policies, procedures and practices on terms and conditions of employment in the Organization which are not covered by the common system;
 - d) Issues affecting a group of staff members arising from day-to-day management and administration in the Organization, without prejudice to arrangements governing individual grievances.
- In line with new realities, process to revise MOA is underway

2025–2026 USSA workplan

- A. Communication and membership**
- B. Staff welfare and wellbeing**
- C. Rights and entitlement**
- D. Career development**
- E. Systemwide engagement**

Mid-year check-in: Key areas identified

Mid-year check-in we asked staff to tell us what issues they would like the USSA to address with Management. The key areas that were identified were:

- **Transparency and Communication**
- **Staff Involvement and Consultation**
- **Equity and Fairness**
- **Efficiency and Cost-Cutting**
- **Support and Well-being**
- **Accountability and Lessons Learned**

Update since 56th PCB meeting (June 2025) — USSA standing in solidarity with staff and doing its bit

- Staff legal Support – Legal advice, legal insurance
- Staff Engagement – Townhalls, surveys, regional outreach
- Alumni & Transition Support – Alumni platform, pre-retirement seminars, health and wellbeing
- Governance & Presentation – Restructuring Consultation Group, Recruitment Review Board

Update since 56th PCB meeting (June 2025)

- Staff and USSA ,wholeheartedly express their gratitude to PCB and it delegates for their unwavering support to staff, and for supporting our issues in last PCB meeting.
- Despite of unprecedented turbulent period staff has delivered stretching beyond imagination and continued to deliver on UNAIDS's mission demonstrating their commitment to the cause and why they are termed as the most valuable asset of UNAIDS.
- The pace at which restructuring implantation happened forced us to build the ship as it sails.
- UN 80 proposal gave a huge jolt to already stressed-out organization staff as they were managing the workload and changed funding scenario.
- Announcement of sunseting by 2026, in UN 80 proposal by Office of SG, without any consultation with UNAIDS staff at any level, nor considering the fragility of response and achievements, has come as a shock.

Update since 56th PCB meeting (June 2025)

- Even when recent changes in global financial aid landscape have exposed fragility of the response and the inevitability of continued investment in AIDS response to sustain the gains, it is saddening to see that ,one of the most successful UN programs has been considered for sunseting, that already had planned and implemented restructuring
- We seem to be victimized for our own success, and our most valuable assets let go.
- USSA would like to thank and applaud PCB for its decision to convene an urgent meeting and suggesting a pragmatic way forward after UN 80 proposals were presented.
- Delivering on new Global AIDS Strategy looks very difficult with such limited resources and given the uncertainties surrounding UNAIDS future
- The world can not afford to drop the ball at the stage in AIDS response.
- USSA is deeply saddened by the departure of so many of its members and wishes them long life and prosperity wherever the road may lead.

Recommendations

- USSA requests PCB to guide UNAIDS, through a process that is realistic, ringfences gains made thus far, and ensures services to communities seamlessly.
- USSA urges UN senior management through PCB to keep staff fully informed of the discussions affecting their future under UN80 and consult USSA on any proposal affecting staff.
- In particular, specific mention of UNAIDS staff being mainstreamed into broader UN system, rather than using generic term ‘capacities’.
- Consider all staff of pre restructuring UNAIDS for mainstreaming
- Timelines and milestones of any proposed sun setting be guided by PCB keeping the sustainability of gains and needs of communities we serve at the top.
- Staff expects UN senior management to reaffirm its commitment to safeguarding the rights and entitlements of all staff, in future.



THANK YOU