
STATEMENT OF THE UNAIDS SECRETARIAT STAFF ASSOCIATION (USSA)

58TH PCB MEETING: AGENDA ITEM 5

Background

- 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, around 227 are dues-paying members, a figure that shifts monthly as restructuring continues.
- USSA is one of the few UN staff associations running a legal support mechanism, assisting around 50 staff over the past two years.

Constitution of the USSA

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.

Revised constitution and membership of Executive Committee

- As the restructuring implementation is underway the numbers of dues paying members are changing every month that stand currently at around 227.
- The new constitution aligns USSA with the new structure and maximizes efficiency while not losing sight of its mission. 7 Executive Committee members from 15.
- New Executive Committee successfully elected on 10 June 2026.
- The memorandum of agreement with UNAIDS management is being revised to align with the new constitution.
- Facing resource constraints, USSA has built cost-cutting measures into its draft agreement, while stressing the need for a minimum level of support to fulfil its role.

Executive Committee 2025-2026 and how restructuring affected it

BUREAU

Chair: Alankar Malviya

Vice-Chair: Komiljon Akhmedov - LEFT

Rapporteur: Raeena Hirve - LEFT

Treasurer: Jie Liu

Executive Committee

MALVIYA, Alankar

LIU, Jie

SIULA, Evelyn

LOPEZ, Yasira

MOUALA, Christian

NELSON, Jaevion

EHOUNOU, Tanoh Genevieve - LEFT

AKHMEDOV, Komiljon - LEFT

HIRVE, Raeena - LEFT

VASSIGH, Ali-Reza - LEFT

VAZQUEZ, Luis Renato - LEFT

UWINEZA, Jacqueline - LEFT

DIALLO, Yayé Kanny - LEFT

Process of consultations and engagements

Mid-year check-in we asked staff to tell us what issues they would like the USSA to address with Management were done through:

- Town halls conducted
- Mentimeter feedback collected
- Individual outreach by ExCom members and working groups
- Continuous staff feedback incorporated

Progress on PCB57 recommendations

- Eight recommendations on restructuring, transformation and UN80 concerns were tabled at PCB 57 in December 2025.
- USSA was represented in the restructuring consultation group and recruitment review, though the pace left little room for meaningful consultation.
- The draft report of the PCB working group is welcomed as a realistic first step that rejects a radical approach and recognizes need to ringfence three decades of gains
- Management’s regular updates and engagement through USSA Management meetings are acknowledged, yet uncertainty continues to weigh on staff.
- The compendium process is complete, but staff note the organogram is not live and differs from the one presented during restructuring.
- Seven members of the USSA Executive were separated – a reminder of the vulnerability felt across the Secretariat.

Looking back on the year

- USSA provided legal support to 49 members , one on one legal counsel to 36 staff , legal insurance coverage to 13 members
- Pre-Retirement seminar support to 43 members
- Support to staff relocating from Geneva
- Regular follow up with Management on staff issues
- Solidarity survey resulting in policy changes
- Shared concerns with FICSA, GSMC, GEO and SHI related follow up
- Alumni connecting platform
- Reviewing policies

Staff issues

- Workload concerns
- Staff health and work-life balance
- Transparency in staffing and restructuring decisions
- Need for full organization chart (including extra budgetary -funded positions)
- Staff are requesting transparent process for extensions, waivers or exceptional approvals during restructuring as well as regular updates to the organogram.
- Upholding indemnity rights in case of further transition / restructuring decisions, ensuring equal treatment for separated staff.
- Managing expectations from partners, governments, and CSOs
- Need for more resources mobilization to continue contributing to the 2030 goals
- Challenges with new tools (e.g., Concur and related systems)

Challenges and the way forward

- Considering one of the UN’s most successful programmes for “sunsetting” – a term USSA rejects – overlooks an already-completed restructuring.
- Recent shifts in the global financial aid landscape have exposed the fragility of the HIV response and the need for continued investment.
- Staff seek stability: time to settle after restructuring and focus fully on Mission 2030.
- Transparency and fairness in the transformation, including prioritized rehiring of separated staff as positions arise. Removing multiple layers in a small organization and more integration across levels.
- Clarity for single-person offices absorbing political, technical and operational pressure with far fewer resources.
- Timely release of entitlements and simpler separation procedures remain pressing priorities.

Recommendations for the PCB

- USSA thanks the PCB for its leadership through the PCB Working Group.
- USSA requests the support of the PCB to address uncertainty around the future of UNAIDS and to enable staff to remain motivated to complete the mission through 2030.
- USSA to be meaningfully engaged in all decisions affecting the future of UNAIDS, including participation in the PCB Working Group future work in implementing its recommendations.
- Entitlements of staff separating from service to be released in a timely manner, in the spirit of a dignified exit.
- As and when resources become available to UNAIDS, separated staff to be considered for reinstatement, with full transparency in extension, rehiring, exceptional waivers and regular updating of the organogram.

Recommendations for UNAIDS management

- Protect remaining staff from another restructuring that would deepen anxiety and erode morale.
- Avoid a rushed process – pursue any further transition only after the current structure stabilizes and is evaluated.
- Ensure transparency in extensions, waivers and rehiring, with regular updating of the organogram.
- Strengthen offices equitably at all levels and build country-level implementation capacity.
- Simplify separation procedures for a dignified exit and timely release of dues at separation.
- Protect separation entitlements and involve USSA meaningfully in any future restructuring.

