



UNAIDS PCB Bureau meeting

DATE: Tuesday 25 April 2023

TIME: 15:30-17:30 (CET)

VENUE: In person at UNAIDS Global Center, Geneva, Switzerland, and Virtual Zoom meeting

PARTICIPANTS:

Germany: Representing the PCB Chair: Mr Binod Mahanty, Referent Infectious Diseases, Global Health Policy, German Ministry of Health; Dr Claudia Böhm, Counsellor Global Health, Permanent Mission of Germany in Geneva; Ms Verena Kohlbrenner, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

Kenya: Representing the PCB Vice-Chair: Dr Peace Mutuma, Health Attaché, Permanent Mission of Kenya in Geneva; Ms Catherine Njeri Maina, National Syndemic Diseases Control Council, Nairobi, Kenya.

Brazil: Representing the PCB Rapporteur: Ms Débora Antônia Lobato Cândido, Second Secretary, Permanent Mission of Brazil in Geneva; Ms Fernanda Manara Whately Paiva, Department of HIV/AIDS, Tuberculosis, Viral Hepatitis and STIs, Ministry of Health.

Representing the PCB NGO Delegation: Gaston Devisich, Community Engagement representative, Fundación Huésped, Buenos Aires, Argentina; Cecilia Chung, Senior Director of Strategic Initiatives and Evaluation, Transgender Law Center, USA.

UNODC: Representing the Committee of Cosponsoring Organizations: Mr Ehab Salah, UNAIDS Focal Point, Adviser Prisons and HIV, UNODC Vienna, Austria.

UNAIDS Secretariat: Mr Efraim Gomez, Chief of Staff, Executive Office; Mr Morten Ussing, Director Governance, Ms Samia Lounnas, Senior Governance Advisor; Ms Hewson Adriana, Governance Officer and Ms Saliha Ozdemir, Governance Assistant, Mr Diego Bortoli, Governance intern.

MEETING AGENDA

1. Updates on the agenda items for the upcoming 52nd meeting of the PCB (26-28 June 2023): (15:30-17:10)

The Bureau will receive brief updates on the agenda items at the upcoming Board meeting.

- **Agenda item 1.2: Report of the 51st PCB Meeting (December 2022) (15:30-15:35):** *Morten Ussing, Director of Governance, UNAIDS, will provide the update.*
- **Agenda item 1.3 and 2: Report by the Executive Director and Leadership in the AIDS Response (15:35-15:40):** *Morten Ussing, Director of Governance, UNAIDS, will provide the update.*
- **Agenda item 1.4: Report by the Chair of the CCO (15:40-15:45)** *UNODC, Chair of the CCO, will provide the update.*
- **Agenda item 3: Follow-up to the thematic segment from the 51st PCB meeting on HIV and men, in all their diversity, how can we get our responses back on track? (15:45-16:00)** *Fodé Simaga, Director of Science, Systems and Services for all, UNAIDS, will provide the update. The PCB Bureau will discuss the draft decision points for the Follow-up to the thematic segment.*
- **Agenda item 4.1: 2022-2026 UBRAF Performance Reporting (16:00-16:10)** *Marie-Odile Emond, Senior Advisor, UNAIDS, will provide the update.*
- **Agenda item 4.2: 2022-2026 UBRAF Financial Reports (16:10-16:20)** *George Farhat, Director of Finance and Accountability, UNAIDS, will provide the update.*
- **Agenda item 4.3: Workplan and Budget 2024-2025 (16:20-16:30)** *Marie-Odile Emond, Senior Advisor and George Farhat, Director of Finance and Accountability, UNAIDS, will provide the update.*
- **Agenda item 5: Update on Strategic Human Resources Management Issues (16:30-16:40)** *Tim Martineau, Director of Management and Director a.i, Human Resources, UNAIDS, will provide the update.*
- **Agenda item 6: Statement by the Representative of the UNAIDS Secretariat Staff Association (16:40-16:50)** *Tina Boonto, Chair of the USSA, will provide the update.*
- **Agenda item 7: Independent Organizational Oversight Reports (16:50-17:00)** *George Farhat, Director, Finance and Accountability, UNAIDS; Kara Nottingham, Director, Ethics Office, UNAIDS; and David Kanja, Chair of the UNAIDS Independent External Oversight Advisory Committee (IEOAC), will provide the updates on the Independent Organizational Oversight Reports.*

- **Agenda item 8: Thematic Segment at the 52nd PCB meeting on *Priority and key populations*¹ especially transgender people, and the path to 2025 targets: *Reducing health inequities through tailored and systemic responses* (17:00-17:10), Cleiton Euzebio de Lima, Senior Advisor, Global Practice Equality and Rights for All, UNAIDS, will provide the update.**
2. **Table of schedule of the pre- meetings for 52nd PCB meeting (17:10-17:15):** *The PCB Bureau will discuss and agree on the schedule of the pre-meetings for the 52nd PCB.*
 3. **Any other business (17:15-17:30)**

Summary of the Meeting

The PCB Chair welcomed participants to the second PCB Bureau meeting to prepare the 52nd PCB meeting, to be held 26-28 June 2023. The focus of the meeting was to provide Bureau members with an update on the preparations for the PCB52 agenda items by the relevant UNAIDS Secretariat focal points and to agree on the schedule of the 52nd PCB pre meetings. Some additional agenda items were discussed under AOB.

1. Update, Regular Segment at the 52nd PCB meeting (26-28 June 2023)

Relevant focal points provided the updates on the preparation of the agenda items as follows:

Agenda item 1.2: Report of the Previous Meeting

UNAIDS Secretariat provided the following update:

- The report of the previous meeting is a summary of the presentations and discussions held. As is practice, it is cleared by the PCB Bureau prior to being posted online.
- As a reminder, this report includes a summary of all interventions made in plenary as well as written statements submitted through the secure platform as agreed in the intersessional paper on modalities for virtual PCB meetings.
- This paper was reviewed and cleared on 31 March by Thailand, PCB Chair 2022.
- It will be posted online as soon as the current PCB Bureau clears it following this meeting.

Agenda item 1.3 and 2: Report of the Executive Director and Leadership in the AIDS response:

UNAIDS Secretariat provided the following update:

- The report of the Executive Director is expected to focus on the key achievements in the AIDS response over the last six months as well as reporting back on key processes ongoing at

¹ As defined in the Global AIDS Strategy 2021-2026.

UNAIDS, including the finalisation of the Secretariat alignment and staff wellbeing as well as UNAIDS funding situation as well as prevention.

- As is practice, an outline of the report will be posted in advance of the meeting. The report of the Executive Director in its entirety will be posted following delivery at the PCB meeting.
- For the Leadership in the AIDS Response agenda item, the Executive Director invites a high-level speaker to provide a statement. The Executive Director is in the process of selecting a speaker.

Agenda item 1.4: Report by the Chair of the CCO

The Chair of the CCO provided the following update:

- The report will focus on the achievements of the Joint Programme over the past year.
- Ms Ghada Waly will provide updates on major events held by the Cosponsors and UNODC.
- She will also provide feedback on the Joint Programme retreat that took place 30 March in Geneva as well as the outcome of the CCO meeting that will take place in Nairobi, Kenya.
- The report will speak to recent achievements and events that are happening with a particular focus on key populations.
- The annotated outline will be prepared and posted on time in accordance with the UNAIDS Modus Operandi, 4 weeks ahead of the 52nd PCB meeting.
- It was recalled that at its previous meeting (3rd February), the Bureau noted the importance of the Board's engagement with the Executive Director of UNODC and that this would be considered in the final sequencing of agenda items in light of the observation of World Drug Day on Monday, 26 June. Ms Ghada Waly, Executive Director of UNODC, will be available to present the report on Tuesday 27 June.

Agenda item 3: Follow-up to the Thematic Segment from the 51st PCB meeting on *HIV and men, in all their diversity, how can we get our responses back on track*:

UNAIDS Secretariat provided the update as follows:

- The topic of the thematic segment at the 51st PCB meeting was *on HIV and men, in all their diversity, how can we get our responses back on track?*
- The report is a summary of the discussions and presentations during the session. It is accompanied with proposed draft decision points developed jointly by the technical and Governance teams on the basis of the outcome of the discussions at the thematic day and on the basis of the key recommendations in the background note that was used to guide the debate during the day.
- The report and draft decision points were shared with the PCB Bureau members ahead of the meeting for their review and consideration. The Bureau had an opportunity to review these draft decision points.
- The decision points encapsulate the key issues that were discussed by diverse speakers during the thematic segment as well as emanating from the background note produced for the thematic segment.
- The Secretariat hopes the PCB will approve the decision points, recognizing the importance of men in all their diversity in reaching our goals on HIV prevention, testing and treatment as well as in the fight against HIV stigma and discrimination.

The PCB Bureau agreed to provide written feedback by the deadline on the report and proposed decision points following the Bureau meeting.

Agenda item 4.1: 2022-2026 UBRAF Performance Reporting

UNAIDS Secretariat provided the update on the agenda item:

- The 2022-2026 Performance Monitoring Report is a jointly developed multisectoral results package of four complementary documents that ensures holistic and granular reporting of Joint Programme collective and individual results at global, regional and country levels including a quality assurance review by senior management. The PMR consists of four reports:
 - o Executive Summary
 - o Result Report
 - o Results by region
 - o Results by Organization
- In a year of multiple global crises, the Joint Programme has led further progress in the implementation of the Global AIDS Strategy and towards reaching the global AIDS targets by 2025.
- The new performance indicators for 2022-2026, this is the first report against, reflect a more comprehensive picture of the Joint Programme's work. 2022 performance indicator data shows high performance toward reaching the milestones set for 2023.
- 2022 was a year of recovery from COVID-19 with acceleration of action in various areas in many countries and with related clearly high demand for Joint Programme support.
- Given the funding shortfall and more efficiencies achieved in recent years, the Joint Programme's brought again 'very strong value for money' through quality support to advance the global AIDS targets in 91 countries and global public goods such as strategic information to many others and the global AIDS response. However, the gaps and inequalities remain high, and the funding shortfall has seriously impacted our capacities and ability to deliver.

Agenda item 4.2: 2016-2021 UBRAF Financial Reports-

UNAIDS Secretariat provided the following update:

- Expect an unmodified audit opinion by the external auditors.
- The financial situation has been tight during 2022.
- Core income totaling US\$ 165.5 million mobilized in 2022 compared to US\$ 171.4 million mobilized in 2021. US\$ 21.5 million below target of US\$ 187 million.
- Total core expenditures (expenses and encumbrances) amounted to US\$ 176.7 million compared to US\$ 185 million in 2021.
- The net fund balance on 31 December 2022 stood at US\$ 86 million (US\$ 102 million end of 2021) a decrease of US\$ 16 million. US\$ 21 million below the PCB approved minimum level of US\$ 107 million approved in 2015.
- The net fund balance 2021 enabled the Secretariat to transfer the first tranche of the 2023 Cosponsors core allocation (including the country envelopes) as per the approved budget.
- So far in 2023, US\$ 44.7 million has been recorded as core income.
- It is estimated that US\$155 million core will be raised in 2023.
- US\$ 32 million below the base resource mobilization target of US\$ 187 million. And US\$ 55 million below approved budget of US\$ 210 million.

- Based on the 2023 income projections of US\$ 155 million, and the level of the fund balance. It has been decided to go forward with a cautiously optimistic funding scenario of US\$ 160 million pending additional contributions (i.e. US\$ 27 million less than the threshold of the approved budget of US\$ 187 million).
- This means a reduction of US\$ 14 million for the Secretariat and US\$ 13 million for the Cosponsors. In summary the Secretariat will have to operate with a smaller budget of US\$ 126 million instead of US\$ 140 million and the Cosponsors with a budget of US\$ 34 million instead of US\$ 47 million.

Agenda item 4.3: Workplan and Budget 2024-2025

The Secretariat provided the following update:

- Despite disruptions during the COVID-19 pandemic, new HIV infections and AIDS-related deaths have continued to decrease, bringing the AIDS response closer to achieving the Sustainable Development Goal (SDG 3.3) of ending AIDS as a public health threat by 2030. These gains, and the health and community systems that are being strengthened, are also yielding wider health, economic and developmental dividends that are accelerating progress towards other SDGs.
- The progress of the global AIDS response has been remarkable, but the gains are not reaching everyone, everywhere. The next 2 years are crucial to the global AIDS response to reach the global AIDS targets by 2025 and ultimately reach SDG target 3.3.
- Prioritization further sharpens effectiveness and efficiency of the Joint Programme on its unique value and comparative advantage, ensuring it is fit for purpose for the global AIDS response. The following pillars of the Global AIDS Strategy 2021-2026 are thus using the inequalities lens, to close the gaps for people behind and save lives:
 - o Advance progress on HIV prevention
 - o Accelerate access to HIV treatment and new health technologies
 - o Expand community-led responses, including community-led services and monitoring
 - o Ensure equitable financing and sustaining the response to HIV/AIDS
- A focus on addressing inequalities and ensuring the full protection of gender and human rights underpins these strategic priorities of the Global AIDS Strategy 2021-2026.
- Opportunities and demand for support from countries is to ensure the Joint Programme effectively supports countries to reach the 2025 and ultimately the 2030 goals. A fully funded UBRAF of US\$210m core budget per year is more than ever essential to maintain sufficient capacities especially to support countries.

Agenda item 5: Update on Strategic Human Resources Management Issues

The Secretariat provided the following update:

- With most appointments to senior positions in place, the UNAIDS Secretariat is set to accelerate the response to deliver on the Global AIDS Strategy. Many important markers have been put down in support of a flatter and safer organization.
- The three-pronged organizational change agenda of developing a Global AIDS Strategy for 2021 through 2026, aligning the organizational structure to it and transforming the workplace culture is now converging. The focus is now on changing ways of working to better deliver on the Global AIDS Strategy. Substantive investments in learning and skills building alongside further work to build a safer and inclusive working environment have been made and the rollout of these programmes is underway in 2023.
- Progress is continuously monitored and evaluated, and attention paid to sustaining gains made towards the vision of a safe and inclusive UNAIDS work environment. While many efforts have

gone into strengthening systems, processes, and policies, gaps still exist and are addressed swiftly when they become known.

- An organization-wide People Strategy, grounded in feminist principles, will be available to the PCB. It outlines the key priorities for the UNAIDS Secretariat over the four-year period 2023 to 2026 to enhance people practices, organizational culture, and organizational design to fully support UNAIDS' overall mission, vision, and goals.

Bureau members stressed the importance of the timely publication of the UNAIDS Secretariat People's Strategy.

Agenda item 6: Statement by the Representative of the UNAIDS Secretariat Staff Association (USSA)

Tina Boonto, Chair of the UNAIDS Secretariat Staff Association, a.i., provided the update on the agenda item as follows:

- USSA continues to regularly engage and dialogue with Senior Management representatives (human resources, management, change management) and Ethics Adviser to raise issues of concern USSA receives from staff including policy changes or additions that impact on conditions of employment of staff. The USSA met with the Executive Director twice in the past year and look forward to increasing the frequency of those meetings. The USSA acknowledges and appreciates improved and more frequent communication and collaboration on the Review Board for recruitment and appointment of staff members, the Duty of Care Working Group, and the Culture Transformation Initiative. The USSA aims at optimizing the commitment towards and implementation of respectful partnership with meaningful and timely consultation.
- Following UNAIDS Executive Director's email to staff on 3 April 2023 "Update on our duty to serve and safeguard people in need", the USSA will be seeking to engage in the development of the new Safeguarding Measures via the Deputy Executive Director of Policy Advocacy and Knowledge (PAK) who has been designated as Cabinet Lead on Safeguarding- the USSA will share queries from staff and encourage maximum clarity in defining scope and impact of the new safeguarding measures on the way we work with key populations including those key population members of staff.
- As the alignment and change management processes continue, the USSA has continued to engage with staff and management on those changes, raising concerns regarding the rapid roll out of matrix management and the need to ensure staff and managers are supported in these changes. The alignment processes of the last year have brought significant changes and disruption. The USSA supported staff throughout the process, and engaged with management on issues facing staff, including in relation to delocalization, and shortages in administrative support. The USSA also supported staff with advice on legal options, with an unprecedented number of staff seeking legal advice and representation following staffing decisions.
- Data from the Global Staff Survey shows there is much more to be done to ensure psychological safety for staff to report misconduct or abuse or just to speak up and provide inputs. Staff have expressed significant concern regarding greater transparency in decision making around financial and human resource allocation. Trust levels remain low and where there is trust it is reserved for a selected few. The USSA Staff Survey scheduled to be conducted at the end of April will explore these areas, among others, and ask staff to provide input how to make reporting and speaking up easier.
- The USSA has been struggling to keep its volunteers on the Executive Committee. 15 members are needed to perform optimally, and yet there are now only 9 members. The restructuring has impacted the situation as some members were lost through SMA, reassignment, resignation, workload and other pressure. The members are currently revising

the USSA Constitution, and it is hoped that the changes bring even more inclusion and diversity to the Executive Committee team. Of note is also the lack of an Administrative Associate since June 2022, the only full-time position within the USSA, critical to the effective functioning of the USSA. The position has also been moved to Bonn without USSA's prior agreement, a decision which could have a significant impact on the functioning of the USSA.

- The USSA proposed recommendations that the annual reports of the USSA be changed to bi-annual, with the USSA reporting every six months to the Board. They also recommended that the Executive Director and Cabinet continue to engage with the USSA as the recognized staff association representing staff under the staff rules and that USSA be adequately resourced, with administrative support, as soon as possible.

Bureau members noted the proposed recommendation on the reporting frequency of the USSA. This will be discussed at the pre meetings and during the 52nd PCB meeting. They also stressed the importance of the USSA report in order to hear more directly from the staff.

Agenda item 7: Independent Organizational Oversight Reports:

- George Farhat, Director, Planning, Finance and Accountability (PFA), UNAIDS Secretariat, Kara Nottingham, Ethics Officer, and David Kanja, Chair of the Independent External Oversight Advisory Committee, provided the updates on the agenda items.
- The Organizational Oversight Reports agenda item includes the following reports:
 - o Report of the External Auditor
 - o Report of the Internal Auditor
 - o Report of the UNAIDS Independent External Oversight Advisory Committee
 - o Management Response to the Organizational Oversight Reports

7.1 and 7.2 Internal and External Auditors Reports:

- Management reiterates its commitment to strengthening internal controls and recognizes the importance and value added of audit recommendations.
- External auditor is expected to issue an "unmodified" or clean opinion on the UNAIDS Financial statements for the financial year ended 31 December 2022.
- Note that neither the External Auditor nor the WHO Internal Oversight Service (IOS) report for 2022 are available at the time of drafting.
- Based on our ongoing analysis the percentage of IOS recommendations open and overdue is expected to be lower compared to that of 2021, consolidating the improvements made from 2019 onwards.

7.3 Ethics Report:

- While many of the recommendations by the JIU on the ethics function have been implemented, additional measures are still needed to provide sufficient support and staff to the Ethics Office as a priority. Regarding the functioning of the Ethics Office, the provision of confidential advisory services increased significantly by 91% in 2022 compared to 2021.
- With regard to ensuring the highest standards of conduct, the Integrity Hotline is still in use, which allows any party, internal or external, to report allegations of misconduct or other issues involving UNAIDS. In 2022, the Integrity Hotline was placed on the external UNAIDS website to allow for easier access by external parties to raise concerns. All conduct-related policies were also placed on the external UNAIDS website.
- A new Global Staff Survey was conducted in 2022 which noted improvements. The Ethics Office continues to administer the WHO Whistleblower and Protection Against Retaliation Policy. In previous recent years, no formal requests for protection against retaliation were

received by the Ethics Office. In 2022 a total of six requests for advice related to possible retaliation were received, including three formal requests for protection against retaliation. The fact that staff members came forward during the reporting period to submit formal requests for protection against retaliation is identified as a sign of increased trust in the independence of the ethics function.

- During the reporting period, the WHO Policy Directive on Protection Against Sexual Exploitation and Abuse (Information Note 23/2021) was applicable. The Policy Directive reiterated the standards in ensuring protection from sexual exploitation and abuse, aligned with the UN Secretary-General's Bulletin on "Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)." Updates were made to contractual agreements to include strengthened clauses related to the prevention of sexual exploitation and abuse and harassment (PSEAH) by all UNAIDS personnel. PSEAH focal points were provided with Terms of Reference. New communications flyers on PSEAH were created and distributed. All staff were required to take the mandatory UN system wide training on Sexual Exploitation and Abuse with a completion rate of 84%. All staff were invited to PSEAH training sessions in collaboration with WHO. A new mandatory training on ethics at UNAIDS was created, which emphasizes PSEAH. In early 2023, UNAIDS adopted the new WHO Policy on Preventing Sexual Misconduct, which incorporates a victim-centered approach.
- The Ethics Office continues to administer the declaration of interest programme. A total of 457 staff members were sent the declaration of interest form, and potential conflicts of interest were identified and resolved. Regarding training and outreach, the Ethics Office continued participation in the #RESPECT campaign, which is an Internal Communications campaign at UNAIDS that focuses on preventing misconduct. The Ethics Office conducted an ethics overview training session for Junior Professional Officers, held meetings with the USSA Staff Association Executive Committee, and contributed to a broadly circulated USSA newsletter to raise awareness on ethics issues at UNAIDS. Individual ethics training sessions were conducted for the new incoming Deputy Executive Directors in early 2023.
- The Ethics Office created, in collaboration with the People Management Department, a new training course entitled Ethics@UNAIDS. Areas covered in the course include the following: (i) a general ethics overview; (ii) managing and declaring conflict of interest; (iii) whistleblowing and retaliation; and (iv) preventing abusive conduct and sexual exploitation and abuse. The training modules are meant to complement the mandatory UN system wide trainings and to emphasize the provisions of the UNAIDS regulatory framework. The training is mandatory for all UNAIDS personnel. These are the first trainings mandatory for all personnel which are tailored to UNAIDS policies and rules.
- During the reporting period the Ethics Office promoted policy coherence through providing advice to staff and management to ensure that the organization's policies were applied properly. The Ethics Office participated in meetings of the Ethics Multilateral Network to gather best practices throughout the UN system to be implemented at UNAIDS. Representatives from the Ethics Office and Culture Transformation teams served as co-chairs of the Inter-Agency Working Group on anti-racism, also to learn best practices from other UN agencies and incorporate these practices at UNAIDS. In an effort to promote diversity equity and inclusion, the Ethics Office collaborated with internal stakeholders to execute a new staff survey on global work force diversity demographics. The survey resulted in welcome commitments from management towards making UNAIDS more diverse and inclusive.
- With regard to streamlining processes and procedures, the Ethics Office internal website was updated to allow for easy access by personnel to all policies and procedures related to ethics. Standardized forms were created to streamline and expedite all requests to be made through the Ethics Office. New Standard Operating Procedures were put in place, which include target timelines for all requests for advice received. Finally, informal dispute resolution was encouraged through the referral of appropriate matters to the WHO Office of the Ombudsman.

7.4 Report of the Independent External Oversight Advisory Committee:

- Internal Audits and Investigations: Urgent action plans are needed to address long-pending audit recommendations and investigations; audit coverage should be expanded to include performance as well as compliance issues; and urgent steps are needed to close the capacity gap for the investigations function.
- Risk Management: The IEOAC regards the financial situation as the substantial number of staff who report experiencing harassment/bullying or not being well treated based on race, gender and diversity as important risks the organization should take steps to address.
- Risk Management: Cabinet and senior leadership should conduct a structured, formalized top-down risk assessment on a regular basis, to complement the bottom-up self-assessment of risks, and the risk management committee should be reactivated.
- Oversight Recommendations: Management should prioritize efforts to clear the backlog of outstanding oversight recommendations, and UNAIDS should develop and maintain a single repository of all oversight recommendations from all bodies, identifying the time each recommendation has been outstanding, the timeline for committee actions plans, the severity of the risk addressed by the recommendation, and the identification of the risk owner.
- Financial and Performance Reporting: The IEOAC is deeply concerned regarding the lack of information and clarity on the development and roll-out of the new WHO Enterprise Risk Management system (ERP) that UNAIDS will use, especially as UNAIDS has unique organizational attributes and needs that should be addressed.

Agenda item 8: Thematic Segment at the 52nd PCB meeting on *Priority and key populations² especially transgender people, and the path to 2025 targets: Reducing health inequities through tailored and systemic responses:*

- Despite commitments and efforts by multiple stakeholders, progress against HIV remains fragile in many countries and acutely inadequate among key populations and other priority populations.
- Structural barriers prevent progress. Stigma, discrimination, violence and criminalization against key populations exacerbate social and economic inequality, poverty and exclusion, all of which can lead to increased vulnerability to HIV and other communicable and noncommunicable diseases.
- For countries to meet the 95-95-95 targets by 2025 and to ensure no one is left behind in the HIV response, a differentiated approach must be used to tailor structural, systemic and multi-sectoral responses to address priority and key populations groups, especially transgender people.
- Transgender people experience significant levels of stigma, discrimination and violence. These may be structural (i.e. manifested in laws, policies and institutionalized practices) or societal (i.e. due to rejection, mistreatment and social exclusion and lack of gender recognition by others). Both hinder the availability, access and uptake of HIV prevention, testing, treatment, care and support services and other sexual and reproductive health services, including gender-affirming care.
- In all regions of the world, innovative initiatives are being implemented tailored by and responding to the needs of key populations, including community-led service delivery, advocacy, monitoring and research. However, it is urgent that these initiatives are scaled up and that human rights barriers and gaps related to data and funding are addressed through systematic responses with the engagement of all stakeholders.

² As defined in the Global AIDS Strategy 2021-2026.

The Bureau thanked the UNAIDS Secretariat and other speakers agenda item focal points for their comprehensive presentations and updates and looked forward to the posting of the final papers and the discussions to be held at the PCB meeting on these important topics.

2. Table of schedule of the pre- meetings for 52nd PCB meeting: See annex 1

- The Secretariat recalled for Bureau members that the practice of holding pre-meeting sessions on the agenda items as well as a consultation on decision points began as a practice during the COVID-19 pandemic and the difficulties of virtual negotiations. As part of the intersessional decision on modalities for the 2023 PCB meetings, the Board recognized this positive practice in supporting delegations to prepare and in helping to achieve consensus.
- The PCB Bureau is responsible for setting and circulating the schedule of pre-meetings for the upcoming PCB meeting. On the basis of the agenda items, it is proposed that the Bureau agrees to hold two pre-PCB meetings and one consultation on decision points the week prior to the PCB:
 - **Friday, 16 June 2023: Pre-meeting on agenda items**
 - **Monday, 19 June 2023: Pre-meeting on agenda items**
 - **Tuesday, 20 June 2023: Consultation on Decision**

See annex 1 for more details.

Bureau members agreed to the schedule of pre meetings which will be annexed to the invitations to PCB members and posted online for the 52nd PCB meeting (22-26 June 2023).

3. Any other business (AOB)

- The PCB Chair raised 3 issues:

Follow-up to 2021 ECOSOC resolution on the Joint Programme

- The Chair made a reminder from the previous meeting of the Bureau [UNAIDS PCB Bureau 3 February 2023 | UNAIDS](#), that the Bureau discussed the follow-up to 2021 ECOSOC resolution on the Joint Programme. He said that the ECOSOC recommendations were based on a report by the Joint Inspection Unit (JIU) in 2019 following which the PCB discussed recommendations to the PCB in 2020 based on the work of a PCB Working Group on the JIU recommendations. This included specific recommendations on bringing some management aspects of UNAIDS in line with the best practices of the United Nations System as per the recommendations of the JIU. The PCB decided to relay these recommendations to ECOSOC and in its 2021 Resolution on the Joint Programme. The Council requested the Secretary-General to submit a report, after consultation with the PCB, on the establishment of two four-year term limits and performance expectations for the position of UNAIDS Executive Director, in line with the practices of the UN system and as recommended by the JIU. This would happen following outreach to the PCB. The Secretariat confirmed that UNAIDS leadership had communicated with the Office of the Secretary-General on follow-up.
- The PCB Chair informed the Bureau members that as a follow-up, Germany had reached out to the Executive Office of the UN Secretary-General (EOSG) and have now a formal response from the EOSG including that as for other heads of UN Funds and Programmes, the Secretary-General indicated that he will not set a term limit for the position of UNAIDS Executive Director and asks the PCB to inform EOSG on the exercise of its role in overseeing the performance of

the function of the Executive Director. The letter had not yet been shared with the Bureau members (it was subsequently shared) and thus the Chair will draft a response and wishes to postpone the discussion for example during a separate meeting of the Bureau on Monday 15 May from 13:30-14:30 (CET) dedicated to these important issues.

Bureau agreed to have a dedicated Bureau meeting on this follow-up to provide more information and details on the response received from the UN Office of the Secretary-General and the way forward.

Capacity Assessment of UNAIDS Cosponsors

- UNAIDS Secretariat informed the Bureau members that the Cosponsors Capacity Assessment was posted on UNAIDS transparency portal and is available at the following link: [UNAIDS Joint Programme Capacity Assessment Final Report 29Aug2022 updated.pdf](#)

Bureau members thanked UNAIDS Secretariat for making this report available in a transparent manner.

- The NGO Delegation raised the following issues:

Change in the composition of the NGO Delegation

- The NGO Delegation informed the Bureau members that the delegation concluded the selection of the Asia-Pacific Delegate for the vacant seat.
- The Chair thanked the NGO Delegation and recalled that while the selection of the NGO delegate is under the responsibility of the NGO delegation, the approval of the NGO Delegation composition is the responsibility of the PCB. This will be done through the intersessional decision-making process as required by the modus operandi. The Secretariat will circulate the draft decision-making process for information to the PCB Bureau before sending to PCB members.

Bureau members welcomed the selection of the new delegate for Asia-Pacific and look forward to reviewing the intersessional decision-making process.

Case of termination of contract of a UNAIDS staff member and closure of UNAIDS office of the Regional Support Team for the Middle East and North Africa.

- The NGO Delegation informed the PCB Bureau that there have been concerns among the Delegation about how the process of terminating the contract of a former UNAIDS staff member could result in stigmatization of people who use drugs given the association between drug use and illegal online content related to children described in the official statements related to this case.
- The NGO Delegation requested clarification if there is link between the above-mentioned case and the decision to close the Regional Support Team Office in Cairo, Egypt.
- The Secretariat clarified that on the 3rd of March the Secretariat circulated the information on the MENA regional office closure and other offices closure because of the funding shortfall and the need for the Secretariat to implement the cost saving measures considering the reduced

availability of core UBRAF funds with the priority being to maintain a majority of country offices fully operational. The closure of MENA RST is completely unrelated to the reputational case described by the NGO delegation. The Secretariat added that safeguarding issues were considered very seriously and commensurate with the gravity of the allegations. UNAIDS ability to work with key population is intrinsic to its mandate but the illegal content that the individual had accessed was not compatible with the mandate of a UN organization. It was also noted that the conclusion of terminating the contract would have been the same whatever community the former staff member came from.

Bureau members thanked the Secretariat for the clarification on both the closure of the Regional Support Team MENA and the termination of the contract of a UNAIDS staff member. The Bureau commended the Secretariat for the handling the case in the most appropriate manner and within the United Nations staff rules and regulations.

The Chair closed the meeting, thanking participants for their time and engagement and looks forward to the next meeting of the PCB Bureau as discussed.

[Annex 1 follows]



16 June 2023 (virtual)	PCB pre-meeting on agenda items, 4, 5 & 6: UBRAF 2022-2026 Performance and Financial Reporting; Workplan and Budget 2024-2025; Update on strategic human resources management issues; Statement by the representative of the USSA.	13h00-16h00 (CET)
19 June 2023 (virtual)	PCB pre-meeting on agenda items 1.2, 1.4, 3 & 7: Report of the 51st meeting of the PCB, Report by the CCO Chair; Follow-up thematic segment of the 51st PCB; Organizational Oversight Reports.	13h00-16h00
20 June 2023 (virtual)	Consultation on draft decision points (only PCB members).	13h00-15h00
26-28 June 2023	52nd PCB meeting: Fully in-person with limited online participation in accordance with the Modalities and Procedures for UNAIDS PCB meetings in 2023.	
26 June 2023	52nd PCB – DAY 1	9h00-17h00
26 June 2023	Drafting Group session for PCB members (TBC)	18h00-20h00
27 June 2023	52nd PCB – DAY 2	9h00-18h30
27 June 2023	Drafting Group session for PCB members (TBC)	19h00-21h00
28 June 2023	52nd PCB – DAY 3 – Thematic Segment: “Priority and key populations especially transgender people, and the path to 2025 targets: Reducing health inequities through tailored and systemic responses”	9h00-18h00

