



UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES
44th STAFF COUNCIL/ 44^{ème} CONSEIL DU PERSONNEL

Resolution/Résolution

Resolution No.: 16

Meeting No.: 33

Date: 12 April 2012

Staff mobility in the United Nations Secretariat

Mobility should be encouraged but not imposed

The Staff Council,

Recognizing the value of staff mobility to all categories of staff, and giving due consideration to its benefits and costs to the Organization;

Recognizing that staff mobility, if not introduced within an effective and comprehensive framework of career development, job security and incentives, can negatively affect the timely and effective delivery of the United Nations' mandates, as well as the continuity and quality of the programmes and activities of the Organization;

Noting that the Secretary-General will be presenting a comprehensive proposal on a mobility policy for staff of the United Nations Secretariat at the sixty-seventh session of the United Nations General Assembly;

Further noting that the General Assembly specified in its resolution 63/250 that staff mobility should be voluntary and encouraged through the use of incentives;

Concerned that mobility may be seen as a goal in itself, without a clear explanation of the purported merits and advantages of mobility from both an operational and budgetary point of view, and of how mobility would enhance the Organization's execution of its mandates;

Stressing the importance that, any mobility scheme should be built upon stable career contracts, better security for staff working in unsafe conditions, and appropriate incentives for taking on assignments in hazardous working environments and at hardship duty stations.

The Staff Council hereby decides to:

Reiterate its position that any new mobility policy must first address the basic needs of staff, in particular, job security through stable and long-term career contracts, the impact of mobility on families and spousal employment, and the differences in living and working conditions at the various duty stations, as well as other work/life issues,

Stress that a mobility policy must be encouraged by an appropriate incentive scheme and by assurances of onward assignments and job security and that it is in the best interest of the Organization and the staff that serve it;

Emphasize that any mobility policy that would change the terms and conditions of service and entitlements should not, as a matter of legal principle, be applied to existing staff members;

Call on the Secretary-General not to impose mobility but rather encourage it through incentives, an enhanced career development framework and voluntary cross-functional opportunities, and to consider mobility in a broader sense including mobility within the same duty station;

Call on the Secretary-General not to implement or propose any mobility policy until key issues, especially job security and the impact on families and spousal employment, are properly addressed, due consideration is given to the specialization of each occupational group, and a detailed cost benefit analysis and proper classification of posts suitable for mobility, are completed;

Call on the Secretary-General to ensure, should the proposed mobility policy represent a change to the terms and conditions of service, that the acquired rights of current staff are preserved, and that the mobility policy apply only to staff who are recruited after its approval by the General Assembly;

Request the President of the Staff Union to bring this resolution to the attention of the Secretary-General, as well as the President of the General Assembly and the members of the Fifth Committee and the Advisory Committee on Administrative and Budgetary Questions.

Adopted	YES
For	15
Against	0
Abstention	0