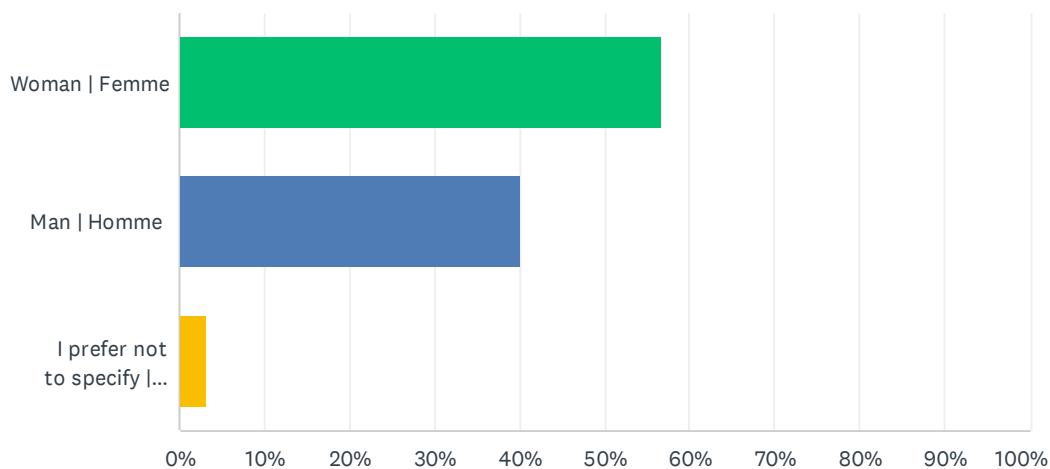


Q1 I am a:Je suis :

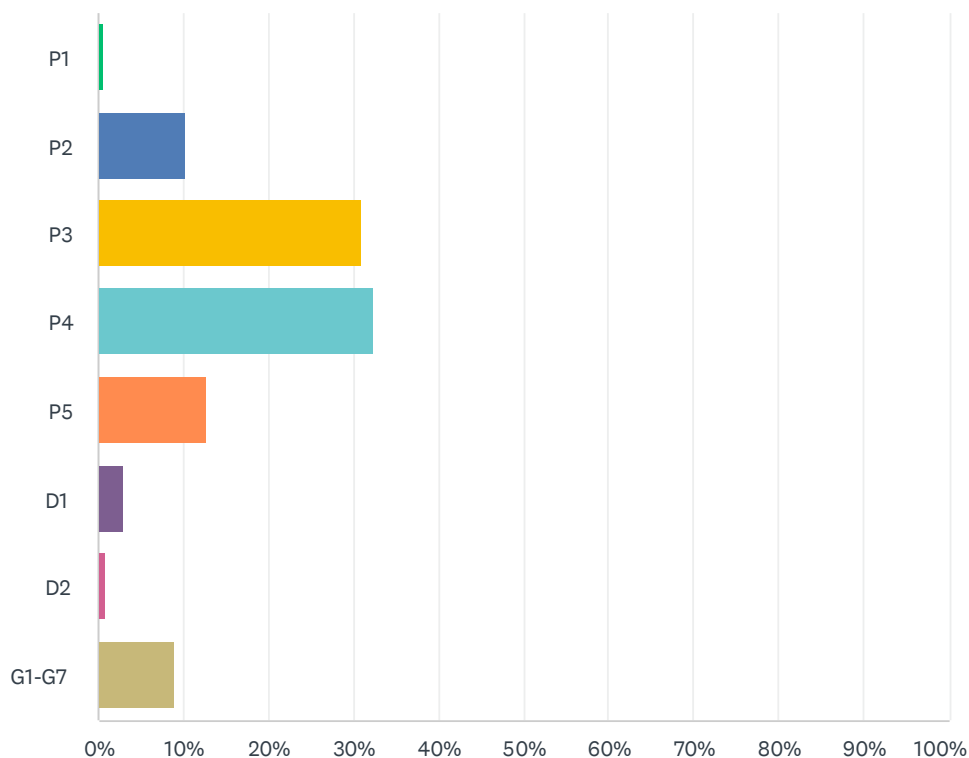
Answered: 2,144 Skipped: 0



ANSWER CHOICES	RESPONSES	
Woman Femme	56.67%	1,215
Man Homme	40.11%	860
I prefer not to specify Je préfère ne pas spécifier	3.22%	69
TOTAL		2,144

Q2 My current grade is: Mon grade actuel est :

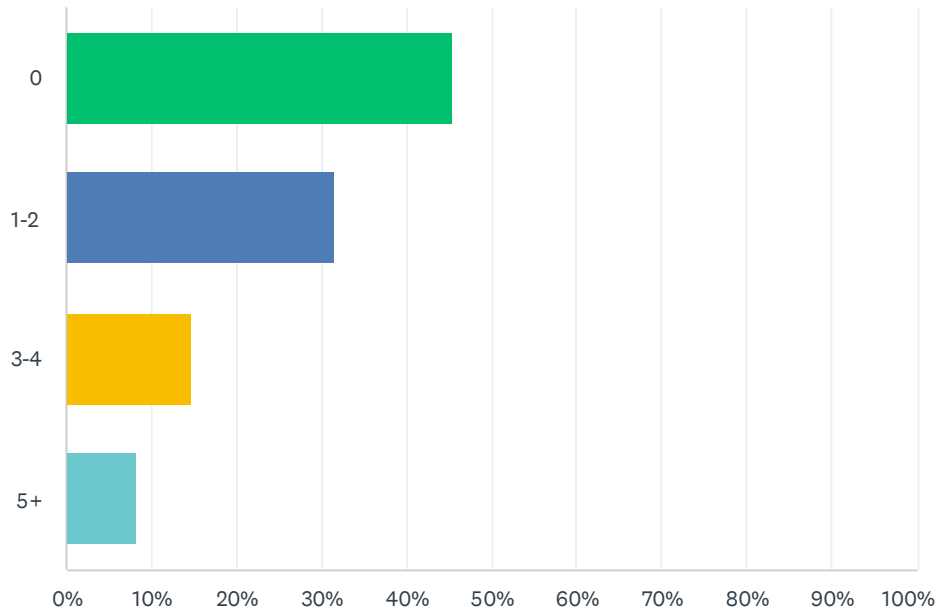
Answered: 2,144 Skipped: 0



ANSWER CHOICES	RESPONSES	
P1	0.65%	14
P2	10.21%	219
P3	31.02%	665
P4	32.37%	694
P5	12.87%	276
D1	3.08%	66
D2	0.79%	17
G1-G7	9.00%	193
TOTAL		2,144

Q3 In my career at the UN and its specialized agencies I have the following number of prior geographic moves: Au cours de ma carrière à l'ONU et dans les agences spécialisées, j'ai effectué le nombre suivant de déménagements géographiques antérieurs :

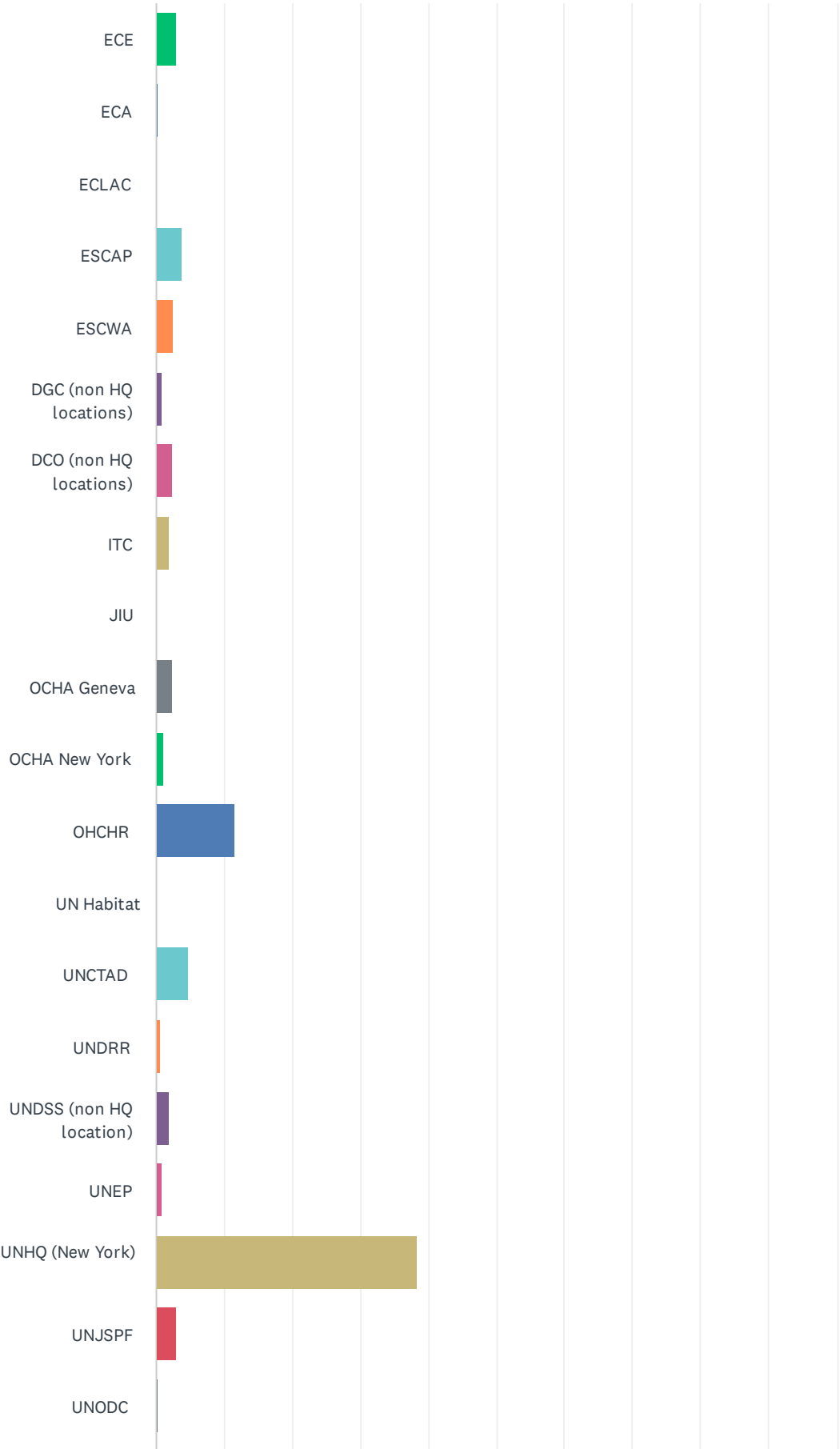
Answered: 2,144 Skipped: 0

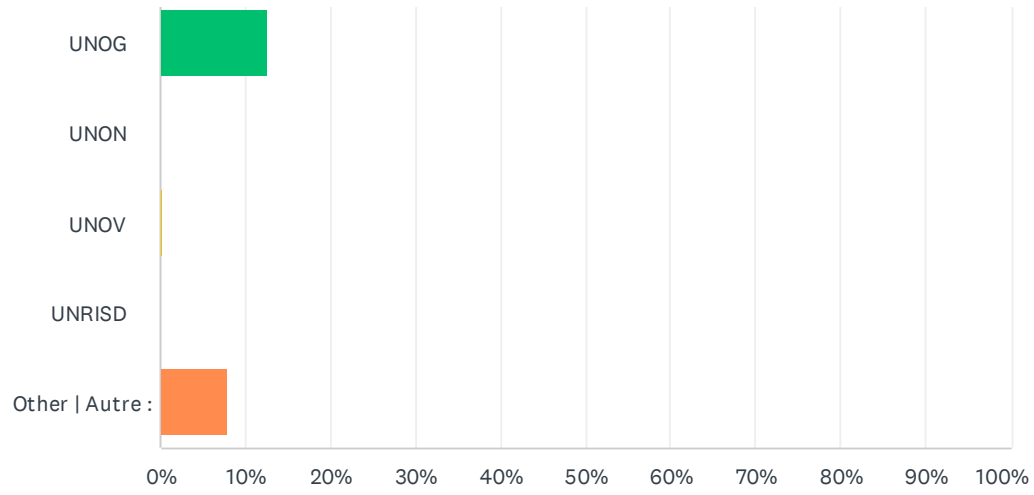


ANSWER CHOICES	RESPONSES	
0	45.34%	972
1-2	31.48%	675
3-4	14.79%	317
5+	8.40%	180
TOTAL		2,144

Q4 I work in:Je travaille à :

Answered: 2,144 Skipped: 0





ANSWER CHOICES	RESPONSES
ECE	2.94% 63
ECA	0.14% 3
ECLAC	0.05% 1
ESCAP	3.78% 81
ESCWA	2.57% 55
DGC (non HQ locations)	0.89% 19
DCO (non HQ locations)	2.38% 51
ITC	2.01% 43
JIU	0.00% 0
OCHA Geneva	2.29% 49
OCHA New York	1.03% 22
OHCHR	11.47% 246
UN Habitat	0.00% 0
UNCTAD	4.66% 100
UNDRR	0.70% 15
UNDSS (non HQ location)	1.96% 42
UNEP	0.84% 18
UNHQ (New York)	38.39% 823
UNJSPF	2.99% 64
UNODC	0.28% 6
UNOG	12.59% 270
UNON	0.09% 2
UNOV	0.14% 3
UNRISD	0.05% 1
Other Autre :	7.79% 167
TOTAL	2,144

#	OTHER AUTRE :	DATE
1	OCHA ISTANBUL	10/3/2022 10:17 AM
2	OICT	10/3/2022 6:33 AM
3	OCHA-Field office E DS	10/1/2022 1:59 PM
4	OSESG-GL	9/30/2022 6:20 AM
5	UNODA	9/29/2022 10:11 PM
6	I prefer not to specify	9/29/2022 4:06 PM
7	prefer not to specify	9/29/2022 3:17 PM
8	IIMM in Geneva	9/29/2022 2:52 PM
9	UNRCS	9/29/2022 12:32 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
10	UNOPS	9/29/2022 12:23 PM
11	ITC	9/29/2022 12:20 PM
12	Accountability Mechanism	9/29/2022 12:06 PM
13	Geneva	9/29/2022 9:58 AM
14	IIMM	9/29/2022 9:53 AM
15	IIMM	9/29/2022 9:53 AM
16	Peace keeping, peace building and political field missions posts	9/29/2022 9:50 AM
17	UNICEF and UNHCR	9/29/2022 9:43 AM
18	UNODA	9/29/2022 9:42 AM
19	IIIM	9/29/2022 9:38 AM
20	NY	9/28/2022 6:04 PM
21	OIOS	9/28/2022 5:56 PM
22	RCO	9/28/2022 4:25 PM
23	UNJSPF	9/28/2022 3:03 PM
24	UNDESA	9/28/2022 2:58 PM
25	DSS HQ	9/28/2022 2:58 PM
26	In Nairobi for UNOCT	9/28/2022 2:57 PM
27	CTED	9/28/2022 2:57 PM
28	UN Global Compact	9/27/2022 5:14 PM
29	MINUSMA	9/27/2022 2:39 PM
30	IOM	9/27/2022 2:35 PM
31	DESA	9/27/2022 1:09 PM
32	OICT	9/27/2022 11:39 AM
33	Other	9/27/2022 2:25 AM
34	UNGC	9/27/2022 12:19 AM
35	OHRLLS	9/26/2022 11:46 PM
36	DCO HQ - formerly field	9/26/2022 10:19 PM
37	UN Global Compact	9/26/2022 8:49 PM
38	UNOIM	9/26/2022 8:09 PM
39	DCO	9/26/2022 7:32 PM
40	DCO (HQ)	9/26/2022 6:59 PM
41	DCO HQ	9/26/2022 6:02 PM
42	ODA	9/26/2022 5:16 PM
43	UNJSPF	9/26/2022 5:08 PM
44	UN IIIM	9/26/2022 2:18 PM
45	UNIFIL	9/26/2022 1:24 PM
46	IIIM	9/26/2022 10:50 AM
47	UNDP	9/26/2022 9:37 AM
48	UNDP Country Office, UNDP HQ, UNV HQ	9/26/2022 8:15 AM
49	ICSC	9/25/2022 6:51 AM
50	UNOCT	9/23/2022 10:01 PM

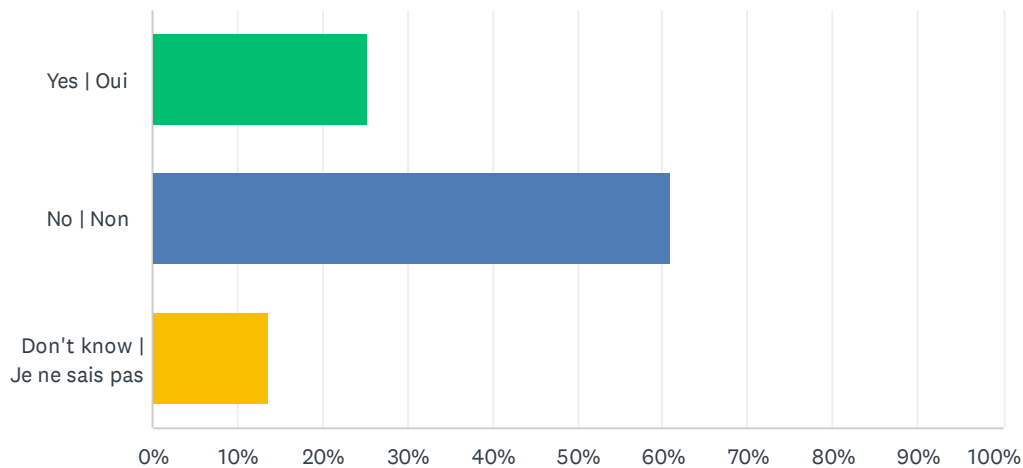
Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
51	DPPA	9/23/2022 7:39 PM
52	xxx	9/23/2022 6:31 PM
53	DPPA SPM	9/23/2022 6:16 PM
54	DGC	9/23/2022 5:23 PM
55	Desa	9/23/2022 4:52 PM
56	OLA	9/23/2022 4:50 PM
57	UNOSAA	9/23/2022 4:13 PM
58	DESA	9/23/2022 4:09 PM
59	OCT	9/23/2022 4:09 PM
60	UNJSPF	9/23/2022 4:01 PM
61	DGC New York	9/23/2022 4:00 PM
62	ICSC	9/23/2022 3:59 PM
63	DESA	9/23/2022 3:58 PM
64	UN Secretariat	9/23/2022 3:26 PM
65	OCT previously ECLAC, OHCHR, and UNEP	9/23/2022 2:29 PM
66	MINUSCA	9/23/2022 1:48 PM
67	UNSOM	9/23/2022 1:43 PM
68	DPO	9/23/2022 1:36 PM
69	peace operation	9/23/2022 1:35 PM
70	Ungsc	9/23/2022 1:34 PM
71	UNMHA/OSESGY	9/23/2022 1:07 PM
72	UNITAMS	9/23/2022 12:17 PM
73	MINUSCA	9/23/2022 11:23 AM
74	UN RCS	9/23/2022 11:19 AM
75	RCO	9/23/2022 10:48 AM
76	Secretariat field mission	9/23/2022 10:40 AM
77	UNS	9/23/2022 8:14 AM
78	DCO	9/23/2022 8:09 AM
79	SPM	9/23/2022 6:57 AM
80	Bonn	9/23/2022 6:17 AM
81	UNSOM	9/23/2022 5:47 AM
82	UNDSS	9/23/2022 4:54 AM
83	secretariat	9/23/2022 4:36 AM
84	DOS	9/23/2022 4:10 AM
85	UNOCT	9/23/2022 3:25 AM
86	Unoct	9/23/2022 1:32 AM
87	unoct	9/23/2022 1:16 AM
88	None	9/23/2022 1:14 AM
89	UN Resident Coordinator System	9/23/2022 1:05 AM
90	OSRSG VAC	9/23/2022 1:05 AM
91	BINUH	9/23/2022 12:40 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
92	UNISFA	9/23/2022 12:39 AM
93	DPPA	9/23/2022 12:31 AM
94	DCO RCS	9/23/2022 12:31 AM
95	DPPA-DPO/Share Structure	9/23/2022 12:25 AM
96	N/A	9/23/2022 12:22 AM
97	DGC HQ	9/23/2022 12:21 AM
98	UNDSS HQ	9/23/2022 12:20 AM
99	OHRLLS	9/23/2022 12:16 AM
100	GCO	9/23/2022 12:16 AM
101	not disclosed	9/23/2022 12:15 AM
102	OCHA Field	9/23/2022 12:07 AM
103	WMO	9/22/2022 2:08 PM
104	DCO	9/22/2022 10:07 AM
105	DPPA-DPO	9/22/2022 9:56 AM
106	Unoms	9/22/2022 9:55 AM
107	IIIM Syria	9/21/2022 4:50 PM
108	UNCED and Finance	9/21/2022 3:37 PM
109	UN Women	9/21/2022 12:23 PM
110	IIIM	9/21/2022 12:12 PM
111	UNDSS	9/21/2022 4:32 AM
112	UNHCR	9/20/2022 5:15 PM
113	UNEP	9/20/2022 4:49 PM
114	UNICRI	9/20/2022 4:28 PM
115	CITES Secretariat	9/20/2022 4:17 PM
116	UNEP	9/20/2022 4:16 PM
117	UNEP	9/20/2022 3:30 PM
118	IIIM	9/20/2022 3:03 PM
119	NA	9/20/2022 2:16 PM
120	FAO	9/20/2022 1:29 PM
121	ESCWA	9/20/2022 1:02 PM
122	ESCWA	9/20/2022 12:55 PM
123	UNESCWA	9/20/2022 12:54 PM
124	ESCWA	9/20/2022 12:53 PM
125	UNESCWA	9/20/2022 12:50 PM
126	UNESCWA	9/20/2022 12:50 PM
127	ESCWA	9/20/2022 12:47 PM
128	UNESCWA	9/20/2022 12:47 PM
129	ESCWA	9/20/2022 12:47 PM
130	ESCWA	9/20/2022 12:46 PM
131	esc wa	9/20/2022 12:46 PM
132	ESCWA	9/20/2022 12:46 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
133	UNDSS	9/20/2022 12:45 PM
134	UNEP	9/20/2022 12:27 PM
135	SPM	9/20/2022 12:09 PM
136	UNEP/BRS	9/20/2022 12:01 PM
137	UNEP	9/20/2022 11:58 AM
138	UN Secretariat	9/20/2022 11:23 AM
139	OSE-Syria	9/20/2022 11:16 AM
140	IIIM-Syria	9/20/2022 11:12 AM
141	UNEP	9/20/2022 11:12 AM
142	OSE S	9/20/2022 11:07 AM
143	UNEP	9/20/2022 11:03 AM
144	UNEP	9/20/2022 11:02 AM
145	IIIM	9/20/2022 11:00 AM
146	UNEP	9/20/2022 10:58 AM
147	DSS	9/20/2022 10:53 AM
148	UN Secretariat	9/20/2022 10:50 AM
149	UNEP	9/20/2022 10:50 AM
150	UNEP	9/20/2022 10:31 AM
151	unops	9/20/2022 10:29 AM
152	UNEP	9/20/2022 10:27 AM
153	UNEP	9/20/2022 10:26 AM
154	IIMM	9/20/2022 10:25 AM
155	UNITAR	9/20/2022 10:23 AM
156	UNOPS	9/20/2022 10:15 AM
157	UN Secretariat (UNEP)	9/20/2022 10:14 AM
158	UNEP	9/20/2022 10:13 AM
159	UNICRI	9/20/2022 10:12 AM
160	not relevant	9/20/2022 10:11 AM
161	IIMM	9/20/2022 10:10 AM
162	IIIM	9/20/2022 10:09 AM
163	(UNEP)	9/20/2022 10:07 AM
164	UNITAR	9/20/2022 10:07 AM
165	IIIM	9/20/2022 10:06 AM
166	UNEP	9/20/2022 10:04 AM
167	asdf	9/20/2022 10:02 AM

Q5 I support the proposed mobility policy that requires a change of duty station for all staff every two to five years: Je soutiens la politique de mobilité telle que proposée, qui exige un changement de lieu d'affectation pour tout le personnel tous les deux à cinq ans :

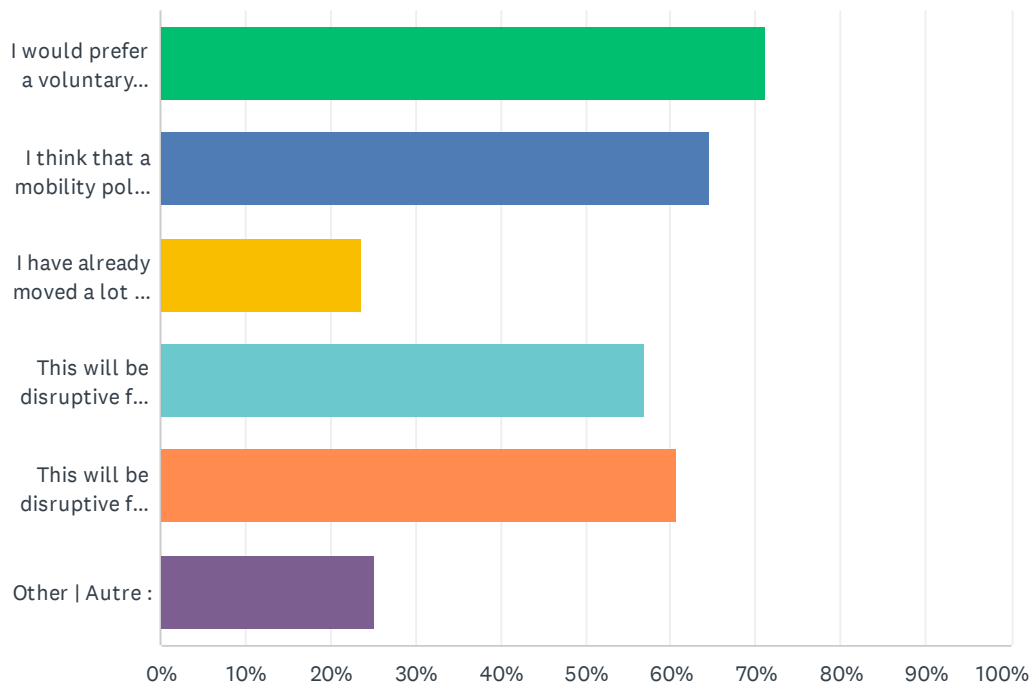
Answered: 2,144 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes Oui	25.47%	546
No Non	60.96%	1,307
Don't know Je ne sais pas	13.57%	291
TOTAL		2,144

Q6 Please tell us why you do not support the proposed mobility policy: Veuillez nous dire pourquoi vous ne soutenez pas la proposition de politique de mobilité : [Select all that apply | Plusieurs choix sont possibles]

Answered: 1,209 Skipped: 935



ANSWER CHOICES	RESPONSES	
I would prefer a voluntary mobility policy with progression to senior positions linked to prior geographic moves Je préférerais une politique de mobilité volontaire où la progression vers les postes de direction serait liée aux déplacements géographiques antérieurs	71.13%	860
I think that a mobility policy should vary by function as organization and staff needs differ across the organization Je pense qu'une politique de mobilité devrait varier selon la fonction, car les besoins de l'Organisation et du personnel diffèrent d'un service à l'autre	64.52%	780
I have already moved a lot and I want this to be recognized J'ai déjà beaucoup bougé et je veux que cela soit reconnu	23.57%	285
This will be disruptive for my spouse's career Cela va perturber la carrière de mon conjoint	56.91%	688
This will be disruptive for my children Ce sera perturbant pour mes enfants	60.79%	735
Other Autre :	25.14%	304
Total Respondents: 1,209		

#	OTHER AUTRE :	DATE
1	Any mobility policy should be voluntary and consider the staff member's family obligations.	10/1/2022 4:39 PM
2	I think the policy is not guaranteed to apply equally to all staff. For example, some staff members endure hardship when travelling because of their nationality. In other words, staff from Syria, Iran, Russia, Libya, Yemen, etc. are still given G4 visas at HQ in New York for less than a year, with a processing time that sometimes goes for months, although they have permanent or continuing contracts. At the same time, colleagues from other	9/30/2022 11:15 PM

nationalities get up to 5 years of visa validity. So how can we expect to move geographically with the same ease? In addition, care should be taken to accommodate staff with family members who have disabilities and they rely on services that might not be existent at some locations. Not to mention that we still see uneven geographic diversity at many services, such as the predomination of some nationalities in certain offices or jobs.

3	Very disruptive for house mortgage.	9/30/2022 7:56 PM
4	To say it would be disruptive for my spouse's career is an understatement. It would pit my career against hers which is unacceptable as she has already given up an enormous amount to accomodate the specific geographic demands of mine already. I would almost certainly hand in my notice rather than see this happen.	9/30/2022 6:21 PM
5	I will retire in 7 years and do not want such a big change to be required so close to retirement. I do not think it is fair to impose this drastic change at this point in my life.	9/30/2022 2:01 PM
6	I think the organisation would have to support family-friendly arrangements, e.g. when 2 spouses work in the organisations already. It is important to still allow people a link to HQ posts. I disagree with the assumption that everyone at the same level can do all jobs. Geographic mobility will cost a lot of money - not sure changes are needed so frequently.	9/30/2022 12:35 PM
7	I think lateral moves with no geographic change (e.g. loans to other UN organizations) should also be considered. They are also interesting and more family friendly.	9/30/2022 8:56 AM
8	Moving every two to five years would reduce subject matter expertise and destroy institutional memory. Two years is way too short given the time taken to relocate, learn a new job, settle family members etc.	9/29/2022 10:13 PM
9	As a person with disability, mandatory mobility would not be feasible for me. Such a policy would make me transfer to another organization and leave the UN.	9/29/2022 10:00 PM
10	I am a caretaker for a parent and I would not be able to move with my parent who is receiving regular care at my current duty station. Mandatory mobility would force me to resign upon being asked to relocate. I would STRONGLY prefer this to be voluntary for all current and also any new staff selected. This also is important for work continuity as I have been included on teams that have lost so much staff and its impacted the delivery of our work.	9/29/2022 9:57 PM
11	The additional costs for the UN system (relocation grants, DSA, adjustments hence lower productivity, etc) will be significant, especially with such a short standard duration of assignment. Moreover, there is an utter lack of transparency in the provisions related to the match-making process. For staff in the middle of their career, it is also unfair to disregard any previous geographical move.	9/29/2022 9:45 PM
12	I recommend the carrot approach to mobility, and relaxed requirements for people who work in their own country.	9/29/2022 6:28 PM
13	Some colleagues cannot move for medical/health reasons (despite wanting field experience/positions) and this is not reflected accurately in the proposals and should not affect their ability to progress in their career and contribute to the work of the office.	9/29/2022 5:07 PM
14	I am in favor of mobility, but geographic mobility should NOT be mandatory. It should be optional.	9/29/2022 4:54 PM
15	Mobility to other posts within duty station should be recognised	9/29/2022 4:29 PM
16	2-5 years is very frequent relative to the amount of time taken for a typical recruitment at p3 and above. If I moved, by the time my spouse would have the chance to apply for suitable jobs in the new location, be successful in an application, be selected and brought onboard, it would be time for me to move again. With a 2-5 year limit it would be impossible for dual-career UN couples to both remain in employment at the same time.	9/29/2022 3:20 PM
17	This will costa lot of money to the UN budget. The approach was used before and failed .	9/29/2022 2:57 PM
18	if current staff that moves to a new post is deemed to have opt in to mobility, few current will make any move. Just plain stupid and counterproductive!!!	9/29/2022 2:29 PM
19	I think promotions should be based on merit and not on geographical mobility. This policy is hollowing out all the substantial work .basically outsourcing all the content	9/29/2022 1:21 PM
20	i may think resignation to the organization if i am forced to move	9/29/2022 12:26 PM
21	Moving to another country is extremely stressful and this affects mental health on the medium-term as well as fatigue. Promoting stability in staff's already busy and stressful lives should be the priority.	9/29/2022 12:25 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
22	It's important to have more mobility in and across the organization, no doubt. However, I staff should be consulted on any mobility policy that is proposed.	9/29/2022 12:09 PM
23	Expense to the organization should be used for UN beneficiaries rather than staff moving/relocation costs	9/29/2022 12:07 PM
24	This will kill the experience gained by staff working on specific substantive issue. Also it will reduce the level of expertise in the UN. Not all knowledge and skills are transferable.	9/29/2022 12:05 PM
25	I have a child with special (medical) needs.	9/29/2022 11:51 AM
26	Few available posts and increased specialist experience make moving at higher levels difficult. Strongly object against new policy that infringes on established rights.	9/29/2022 11:49 AM
27	In principle I would support a mobility policy, but I fear that the policy proposed will be very difficult to reconcile with the family situation of many staff.	9/29/2022 11:39 AM
28	Movement could take into account Staff member's potential to hold positions at a higher grade, and requires strategic planning, ranking exercises, led by senior management.	9/29/2022 10:54 AM
29	Many Human rights officer positions vary widely in responsibilities and continuous movement would lead to a loss of expertise and make the work less efficient	9/29/2022 10:47 AM
30	Déménager peut pour de nombreuses familles être tout simplement impossible (parents séparés avec droit de visite ou garde partagée, proches âgés ou malades dont il faut s'occuper, enfants qui ont une formation en cours qui n'a pas d'équivalent ailleurs, etc.).	9/29/2022 10:46 AM
31	Progression to senior positions should not necessarily be linked to geographical mobility. Many UN staff come from "the field" themselves and already posses understanding of the hardships, difficulties and realities of the countries we serve.	9/29/2022 10:44 AM
32	the previous attempts of the mobility policy showed it was prohibitably expensive to organize such moves. were the financial calculations made for the policy?	9/29/2022 10:43 AM
33	It has large financial implications for the organization. It hinders establishing a long-term relationship with our clients	9/29/2022 10:37 AM
34	unless it's compensated in full, such move will be very expensive on SM's and on the Organization	9/29/2022 10:33 AM
35	Support mobility, however not compulsory for all.	9/29/2022 10:26 AM
36	Please the need of parents with children with disabilities must be taken into consideration, we can't move such a child every 2 to 5 years, to duty stations that do not have the requirements for them. These children get used to work with some therapist and we can't just simply play with their lives	9/29/2022 10:17 AM
37	I would have been interested to move voluntarily, but there is no support for spouse in the UN to find a job. Jobs could be first opened for voluntary global mobility within the UN to review whether competent applicants would be available, and then be published openly. It is most important that we are allowed to recruit the competent applicants, and 2-5 years is too short and causes too much change in staff to continue delivery.	9/29/2022 10:14 AM
38	Has Management considered the extraordinary financial burden of all these transfers for the Organization? Wouldn't that money be better used somewhere else?	9/29/2022 10:11 AM
39	I agree to add this mobility for new staff if necessary, but not to staff who signed up 20 years ago. And I would like to also add that people who have work before the UN in different part of the world should be also considered as moved.	9/29/2022 10:00 AM
40	Disruptive for the staff, the section	9/29/2022 9:54 AM
41	I don't want to be exposed to unnecessary extreme stress related to uprooting my life from an established place and moving to a new location. Life is too short for this.	9/29/2022 9:47 AM
42	From experience I know that "one size" does not fit all. I fail to see the "unique value" that a geographical move brings towards some of the UN jobs, since many are specialized. If you are a diplomat working for a government in foreign affairs, geographical moves make sense for instance if you are a country representative	9/29/2022 9:47 AM
43	Any policy should include provisions for staff who are parents of children with disabilities as services (education, etc.) may be very limited in certain duty stations	9/29/2022 9:46 AM
44	This will affect my ability to buy a house. What will happen to rental subsidy in H duty stations?	9/29/2022 9:43 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
45	With my profile, it is very hard to find a job outside disarmament and meetings support	9/29/2022 9:43 AM
46	My son doesn't leave with me at duty station but within a reasonable distance for weekend visits. I would quit my current organization if I must move at a duty station which would not allow me to visit him regularly on weekends	9/29/2022 9:43 AM
47	It is a significant waste of limited resources to spend millions of dollars on a one-size-fits-all approach instead of putting forward other voluntary oriented solutions that allow for more flexibility. Our roles differ greatly across the organization.	9/29/2022 9:39 AM
48	New rules should apply for new staff, making people move mandatorily, even if for career progression, is not correct as it disrupts families. Make it a voluntary exercise.	9/28/2022 10:39 PM
49	The nature of the work is specialized and jurisdiction specific.	9/28/2022 8:42 PM
50	I think that any mobility policy should be voluntary and career progression should not be dependent on prior moves.	9/28/2022 7:51 PM
51	No stability in life. Provide housing(Staff quarters) based on the grade instead of providing the rental subsidy, provide the schooling to children for 100% free in UN School. As using this mobility policy, a staff member cant become home owner. usually the loans stand for 30 years and it is quite unmanageable to buy a home to live	9/28/2022 7:42 PM
52	What exceptions for staff who are sole care-givers for aging parents who cannot move?	9/28/2022 7:38 PM
53	There should be a mobility policy that does not necessarily require a move of duty stations.	9/28/2022 7:35 PM
54	I think that if it needs to be implemented, the mobility policy should apply to all Professional staff regardless of the date they started working at the United Nations. Otherwise, it is going to be discriminatory especially for single people and also for families that have no children as it could be understood that it is "easier" for them to move when it might not be the case. I would rather support a policy on working remotely away from headquarters so that if the nature of the work allows for it, international staff can choose the place where they will be working. If the UN wants to be an attractive employer they should offer geographical flexibility rather than imposing mobility.	9/28/2022 6:42 PM
55	Mobility Incentive for Geographic changes is non-existent in comparison to life/family disruptions and does not contribute to career progression. In addition, it does not provide sufficient financial support, family support, nor career support - and moving every 5 years is actually making life/family more difficult, and leaves staff unable to progress in career.	9/28/2022 5:27 PM
56	Please see#7.	9/28/2022 5:22 PM
57	I have an ageing parent I would like to staff close to.	9/28/2022 5:08 PM
58	The draft policy does not account for the challenges posed by long-term health conditions affecting staff or their family members.	9/28/2022 4:52 PM
59	2-5 years seems very short, maybe they should consider 6-7 years	9/28/2022 4:41 PM
60	Having been a UN trailing spouse who lost her job because of husband's UN move there are many other considerations. Also who is paying the additional \$50-\$100K for each move? Should be voluntary based on family circumstances. 2-5 years is too short. One loses 3 month of life at either end of moves and it takes over 1 year to settle. Too disrupting to family life for such a short time.	9/28/2022 4:08 PM
61	I have experienced this policy at other organizations and it was detrimental and stressful for staff and their families and personal lives. It led to many early and unnecessary resignations	9/28/2022 3:28 PM
62	I don't think this will work optimally as changing staff every 2-3 years in some locations also comes at a price owing to turnover, retraining etc	9/28/2022 3:16 PM
63	My spouse and I are both UN staff and although there is an informal policy (supposedly) of spousal reunification, it does not work in practice. It took me over two years to get a post in my spouse's duty station and I received no assistance from OHR despite being on multiple rosters.	9/28/2022 3:15 PM
64	I have not moved geographically but my career progression has been great so far (entry level of G4 then obtaining successive promotions at G5 to G7, passed the G-P, got my P2 and now a P3.	9/28/2022 3:12 PM
65	There are more important things for the management to worry about, such as the future of telecommuting.	9/28/2022 3:04 PM
66	Mobility is good, but it has to be voluntary and take into account staff needs, including	9/28/2022 2:57 PM

family/children needs. For example, after years in the field with UN peacekeeping, and a mother of a young child, I do not want to be forced to go back to non family duty stations.

67	I would wish a mobility policy that recognizes staff as human being with their specific social context, professional expertise and interests. And not as mere interchangeable performers of tasks.	9/28/2022 2:14 PM
68	This will be disruptive for my own life as I have purchased a house close to work and at the time of purchase was not made aware of such requirements.	9/28/2022 11:35 AM
69	I recently purchased an apt in NYC. Subletting is not allowed, as is the case in many in NYC coops. I'm at my 5 year mark in NY, I did not know I would be required to move. I cannot sublet my apartment, I cannot afford to keep it vacant, and I will have to sell a big loss, especially as interest rates are now sky high. It would have been nice to know that this was coming.	9/27/2022 11:23 PM
70	It would be better to start with a voluntary exercise and assess the benefits gained against the cost (both monetary and intangible)	9/27/2022 7:48 PM
71	These broad policies does not work in an investment related function as it is a highly specialized skill that is not transferrable in another asset class for senior level positions. Such movement is possible at the junior level, but moving a senior person does not make sense given the highly technical nature of the work. For example, you cannot simply place a Fixed Income person into a Public Equity or a Private Markets role. However, placing a senior person in a different geography in a similar asset class will make more sense if the team is large enough to specialize coverage in Asia or Europe (for example)	9/27/2022 7:41 PM
72	The best policy to follow is voluntary mobility. It will make staff more happy to move if they like to.	9/26/2022 10:02 PM
73	The proposed mobility policy will take us back decades in terms of gender equality since women will not accept promotions to higher levels if it is means moving their children around and having to leave behind their husband. This policy will enhance the careers of young male staff who are very ambitious and can leave the family behind while the wife takes care of the children. It will also demotivate staff, particularly women staff, who will choose their family over career advancement. It will strengthen the gender ceiling glass and make it even more difficult for women to advance. In addition, forced mobility moving will decrease institutional memory in specific offices and decrease the quality of outputs based on specialized staff. This policy seems not to take into account the quality of work and well-being of staff, including mental health that comes with constantly moving to different duty stations, but rather be a political decision to the detriment of staff. Not all staff have the same mental strength to do so. Also, moving young children from one duty station to another every 2 to 5 years might cause mental health issues. Thus, the policy should be applied on a voluntary basis, based on personal circumstance and not penalize those who are unable to move due to family reasons.	9/26/2022 9:45 PM
74	I think that all those who join the UN should expect to work across the world so I agree that it should be required but should be voluntary and linked to promotions. The timing should also be the choice of staff.	9/26/2022 5:59 PM
75	This would be very detrimental to any attempt at work-life balance and could be very bad for both personal well-being and for workplace environment as people lose control of their career path (the little control they currently have) - mobility should be voluntary and encouraged and in line wit staff members skills, professional and personal ambitions	9/26/2022 5:38 PM
76	Some specialized functions (e.g. investment management) cannot be transferred anywhere else at the UN. Such policy would have a negative and disruptive impact for the organization, reducing staff retention, training and growth.	9/26/2022 5:18 PM
77	2 years is too short for those with dependents who are studying/of school age; years should be link to the cooperation framework cycle if in development operations; mobility should include appropriate inclusion support for disability and LGBTI protection concerns	9/26/2022 5:12 PM
78	I do not wish to relocate.	9/26/2022 5:08 PM
79	I'm divorced (UN staff member). We have shared custody decided by Swiss Court	9/26/2022 4:38 PM
80	I support mobility and encouraging continued growth, learning and experience across the UN - but this does not necessarily mean geographical. This can also be achieved by mobility into another position in the same geographical location (and would be much cheaper!)	9/26/2022 4:13 PM
81	Every 2-3 years there is either a budget or/and a liquidity crisis, how all of this is going to be funded? by cutting salary?	9/26/2022 2:52 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
82	I have loans in CHF and will not be able to pay these if I move abroad.	9/26/2022 11:21 AM
83	Moving every 2-5 years for the entirety of a professional career, including to locations and positions not wanted, can be a significant source of stress, impact mental health, work-life balance, reduce the ability to have a meaningful private life and so on. In addition, it may take a few years to get to know a region or thematic well and it seems odd to force staff to move at that point, and I imagine this can also affect the quality of output by the organisation if most staff at a duty station have only been there for 2-5 years.	9/26/2022 9:56 AM
84	We have specialized staff. I see no point in acquiring specific skills and knowledge in one duty station and moving to another duty station where all my specific competences will be useless.	9/26/2022 9:16 AM
85	My family member has cancer that needs access to treatments and resources in current duty station.	9/26/2022 7:30 AM
86	The risk of change is now too high, if liens on HQ are not maintained nobody will join mobility voluntarily.	9/24/2022 11:14 PM
87	Should be fully voluntary	9/24/2022 1:50 PM
88	Moreover this will have an adverse impact on the careers of women in the UN especially those who have families. I have moved many times and am a staunch advocate for mobility, but at this stage in my career I need to give priority to family life and stability for my teenage kids. Imposing this policy would force me to leave the UN secretariat, as I am not in a position to move any more. I have spent most of my career in the field and moved between UN agencies, HQ and field etc, but this policy is neither reasonable nor practical and goes against basic staff rights.	9/24/2022 3:06 AM
89	For those with families, this policy is such a disincentive to stay with the UN: mandatory moves every 2 to 5 years means that very few people with spouses who have a career could make it work. Not to mention the crushed expectations of those who wanted to make it a career and sacrificed other career options and would have to leave because it just would not work for spouses, and it's not what they expected when they joined; this is completely unfair and would also be bad for the organization because people would be either leaving, or demoralized and demotivated. This mobility policy needs to be made of incentives, like having promotions require geographic moves, rather than constrained, which would be a lose-lose situation.	9/24/2022 2:57 AM
90	I have only one or two moves left in me. After that I would like to settle down.	9/23/2022 11:42 PM
91	There are very good reasons why a mandatory mobility policy was not attempted for UN Secretariat in its almost 80 years of existence (with an exception of the 2015 policy, which this administration recognized as unfair and misguided to our great relief). The current administration should have humility to learn from this history and not try to replicate foreign service or some UN agencies' systems that are not comparable to this secretariat	9/23/2022 10:40 PM
92	My son and I have full orders of protection issued by the family court in our duty station. Mobility will disrupt the implementation of that order, putting my son and I at risk.	9/23/2022 10:02 PM
93	disruptive for staff who want to retire in a particular duty station to be eligible to request residency there	9/23/2022 9:38 PM
94	Staff should not be forced to move to another geographic location against their will. The current requirement for geographic mobility in order to advance to higher levels is sufficient. Forced mobility is likely to lead to demoralized staff and the organization may incur higher expenses due to increased sick days and time it takes for staff to settle in a different duty station and actually become productive.	9/23/2022 9:18 PM
95	the voluntary aspect is essential. It is also completely unclear how the Organization would pay for so many staff moving every 2-5 yrs, the costs are huge in terms of relocation grant, rental subsidy, travel, plus the training cost for staff replacements and for incoming staff to new positions/locations	9/23/2022 8:13 PM
96	this will generate unnecessary financial burden on an already financially distressed organization, as there is no benefit for language staff members to participate in this policy from the perspective of the organization.	9/23/2022 8:06 PM
97	It is very costly to the organization!	9/23/2022 8:00 PM
98	I have other responsibilities (elderly parents), so I have chosen to be in the duty station that works best to accommodate these other personal needs. I have also gave up/forego potential higher level posts in duty stations that are not conducive to my personal needs.	9/23/2022 7:36 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
99	My spouse has a very serious health condition that requires on-going supervision by his doctor. I am not sure we can get the same level of care in a developing country. For him it could be a matter of life and death.	9/23/2022 7:27 PM
100	This wasn't in the conditions of service when I joined 12 years ago, and I should be able to remain exempt from this without giving up my career. I work in a technology role and our job titles are not specific enough to match our functions and our skill are not interchangeable. For instance, in our team we have DBAs, site reliability engineers, front-end developers, C# developers, machine learning engineers, and they are all called "Information Systems Officers" because that is the extent to which the UN wishes to understand technology.	9/23/2022 7:23 PM
101	I wish to stay in NYHQ longer than 5 years as it is extremely complex and offers more learning and career-building opportunities as opposed to other duty stations. I am not sure if this is stipulated in the policy, but any move within the duty station (lateral or promotion) should re-start the clock in my view. Furthermore, before coming to my current duty station, I had moved 3 continents in one year and am still recovering... moving would be detrimental to me right night for both professional and personal reasons, including my mental health.	9/23/2022 6:41 PM
102	This will be disruptive to my personal life. I will not be able to plan financial decisions or for my retirement. Also, I hear that in some duty stations like Geneva it is extremely hard to find housing. If this policy came into effect at the beginning of my career with the UN, it would have been welcome. In fact, I do remember that I applied in a similar voluntary scheme that was launched about 5-8 years ago and that went bust, and I never heard about it again. Also, I don't understand this concept of "forcing" people to move!	9/23/2022 5:57 PM
103	This cannot be done to staff who already work here, who do not have this provision in their contract. This would cause many people to end their career with the UN unnecessarily. Combined with the organization's reluctance to appreciate the changing world of work and allow more flexible working arrangements (the vague policy which many managers do not support or ignore is not good enough), it will be impossible to hire and retain talent in the coming years.	9/23/2022 5:38 PM
104	I chose this duty station to be close to my elderly parents, both of whom have serious health problems and care needs.	9/23/2022 5:28 PM
105	ce n'est pas nécessaire.	9/23/2022 5:25 PM
106	All of the above. I served 2 years in an E hardship duty station (and 4 in a D hardship station) and never intend to do it again.	9/23/2022 5:25 PM
107	Mobility should focus on those longest in the same position. It should also apply to all staff and not just the newcomers.	9/23/2022 5:13 PM
108	It will make it even more difficult to reconcile personal and professional life (esp. for women). Mobility should be voluntary. I already moved six times between HQ and Agencies (since I was forced to resign this is not recognized by HR).	9/23/2022 5:06 PM
109	The UN Secretariat is fundamentally different in nature from diplomatic or military services. While there is a large field presence, there are many who joined the UN in the field first, quite unlike diplomatic or military services where people are always recruited at HQ/home, rotated around, and always ended up back home/HQ. UN people can always apply voluntarily for other positions across DSs, and it is a good motivating factor, a system that guarantees "automatically" that one will get moved regularly no matter what is actually counter productive - it takes away incentives and rewards the less proactive and motivated groups.	9/23/2022 4:56 PM
110	Completely unfair as external candidates can apply to posts without need for mobility whereas internal candidates are held back.	9/23/2022 4:47 PM
111	My D2 mentions on every occasion that he has served for 30+ years in the same department in the same building. He should be the first one to be moved out of UNHQ against his will.	9/23/2022 4:45 PM
112	Moving frequently is highly disruptive to your personal and family life, and the UN does not currently do much to support spouses staying together in the same country. Women do not categorically follow their husbands without working anymore, and most families have two incomes. The idea that you could be sent to a duty station you haven't even chosen and having that stress every two to five years sounds awful. You should be able to choose duty stations that work for your whole family. It's hard enough to find someone who will move with you when you can choose a country, let alone if there is no choice.	9/23/2022 4:27 PM
113	I would like a fully voluntary mobility policy and would love to participate in such an exercise	9/23/2022 4:19 PM
114	I prefer a voluntary mobility policy for all staff who joined before 2022. Across the board.	9/23/2022 4:13 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
115	I just purchased a home. I will incur a financial loss if I will be forced to move.	9/23/2022 4:07 PM
116	D-level positions should require proof of previous mobility. But should be voluntary for all others.	9/23/2022 4:02 PM
117	If the SG can do 10 years in NY so should all other staff. USG/ASG should move to the field two. This is creating a multiple track system which will reinforce favoritism, discrimination. Why so many years with outstanding performance serving in the most remote duty station, risking my life are today not recognised?	9/23/2022 4:02 PM
118	As an LGBT staffer, not all family duty stations are safe for my spouse and me. I would need more clarity on whether I could end up in a non-LGBT-friendly duty station.	9/23/2022 4:01 PM
119	when I joined the UN there was no mobility policy, I probably would have not joined if this was mandatory. Certain jobs, like mine, are not widely available and placing all staff on the same mobility schedule when offers are widely different worldwide is discriminatory toward the category of employees who have less than 1-2 suitable openings every 5 years.	9/23/2022 3:58 PM
120	I think that staff members should have input and their preferences of location considered.	9/23/2022 3:44 PM
121	(1) I moved a lot prior to my UN career, which helped me build skills I use in my work, but this is not recognized by this policy. (2) I would have to leave my UN career if I became subject to this policy, as my husband would not want to move. (3) I receive specialized medical treatment in New York that involves a hospital visit every 6 weeks. Even if I were sent to one of the few duty stations where this treatment is available, there would be a potentially dangerous gap in care.	9/23/2022 3:38 PM
122	This will be disruptive to my personal life (friendship, activities, etc.)	9/23/2022 3:27 PM
123	I do not believe it is fair to change the rules of the game for those of us who joined the UN prior to May 2021. I am now stuck in the same job until I retire six years from now.	9/23/2022 3:24 PM
124	1) Single parents cannot move country/city due to court orders. The mobility policy will be discriminatory to them. 2) Also, this policy will discriminate against internal candidates applying for higher positions - no mobility requirements are asked for external candidates.	9/23/2022 3:20 PM
125	This policy is disruptive to family life, thus making the UN an undesirable place to live. Where the rest of the world has learned the importance of work/life balance and flexible work arrangements as a result of Covid, this policy is short-sighted and tone deaf by imposing forced geographical moves to staff whose realities do not permit it. Some places in the world are not receptive to diversity, e.g. LGBTQ status, and thus not supportive of the family compositions different from the norm. From an operational standpoint, it takes years to learn a job. How can it be in the Organization's interest to forcibly move a s/m who just learned the job only to get a new one to train? Moves are also very expensive for the Organization. It does not make sense. .	9/23/2022 3:12 PM
126	Mobility will be very difficult to implement for families where both parents work as staff for the UN and both need to be placed in the same duty station on the same mobility schedule. This would also likely have implications for gender parity.	9/23/2022 3:08 PM
127	Both myself and my husband work for the UN in HQ. We did this to have dual careers and both work in the same duty station.	9/23/2022 3:07 PM
128	I was hired without the provision of mandatory mobility. I already made personal sacrifices (e.g. not being able to be close to my parents when they had cancer, etc.)	9/23/2022 3:06 PM
129	This will be disruptive to my medical treatments.	9/23/2022 3:05 PM
130	Mandatory mobility could make it difficult, if not impossible, to have long-term planning in both work and life.	9/23/2022 3:02 PM
131	this will negatively affect life and financial planning (including the decision to purchase a residence); for colleagues who wish to obtain a green card in the United States after retirement, this may prevent them from fulfilling the conditions of previous stay in the country	9/23/2022 2:37 PM
132	Mobility is great and just what our organization needs. I have had over five geographic moves, incl. to extreme hardship locations, different agencies and peace operations, and as many changes in roles/jobs otherwise. My wife is also mobile, currently forward deployed to hardship locations while I care for our children. But I am not convinced that our fine Organization has developed a policy that promotes mobility on the one hand, while properly exercising our Organization's moral and legal duty of care - and obligations for staff well being - on the other. The policy must do both.	9/23/2022 2:27 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
133	I dont think staff who joint the organization prior to 2021 should be subjected to this when they now move to a new position. Applying and being selected shows that you are flexible and you want to move on (functionwise) but you should not have to choose between moving on and having to move geographically. As a woman with a family I feel this will be creating an additional career barrier for me as now I am stuck in my post (because my husband gave up his career to come her with me and just build a new one) and I cannot move again.	9/23/2022 2:10 PM
134	All voluntary	9/23/2022 1:56 PM
135	People are hired at senior levels with no mobility, and many offices don't benefit from mobility, just lose institutional memory. Mobility for the sake of mobility doesn't make sense. There are family responsibilities.	9/23/2022 1:22 PM
136	Competence must be criterion for selection, not mobility. More often than not, it is related to nepotism	9/23/2022 1:00 PM
137	I think mobility should be fully voluntary, and a temporary exchange programme would be a good way to test it out.	9/23/2022 12:47 PM
138	I am not against mandatory mobility but I have doubts about how such a reassignment process that involves all staff will be run. The final decision cannot be made in a black box that simply says the preferences of the staff members and the hiring managers will be considered.	9/23/2022 9:19 AM
139	I don't support anything that is mandatory and clearly disregards the welfare of staff. We are human beings, not robots (as hard as management may be trying to turn translators into machines). Not everyone wants/is able to move even once, let alone multiple times. Kindly note that single, childless staff members can have just as valid reasons not to move!	9/23/2022 8:54 AM
140	I am planning to quit in the coming year in response to this rule as I have no intention to move my family in order to continue working for the UN. Goodbye and thanks for a great decade!	9/23/2022 7:06 AM
141	Never mandatory for no staff. Lots of people want to move	9/23/2022 6:18 AM
142	This policy will enable managers to choose who goes where and won't be a fair process	9/23/2022 4:57 AM
143	It will be incredibly expensive to force staff to move duty station every few years. Mobility is beneficial when it is voluntary - staff who are forced will become resentful and suffer unnecessarily, which will be detrimental to the organization. How can management justify such a bad idea? Surely the money devoted to forced mobility would be better spent in other areas of the organization.	9/23/2022 4:38 AM
144	Better and closer-to-the-ground services for member States require indepth local knowledge, as well as networks. Such regional/national understanding and working relations with governments need years to develop and are of little use in other regions. The proposed mobility policy would surely cause frictions in UN's professional services to member States and frequent disruptions to staff's career development. More importantly, 2-5 years barely allow a staff to build up the knowledge base on and networks with the region and countries he/she serves, which inevitably makes UN professional staff increasingly generalists and UN itself increasingly incapable and unaccountable for providing high-quality policy advisory and technical services to member States in their local context. The UN is already marginalized in areas of economic and social development by specialized agencies, who have much more resources, indepth local knowledge and better access to governments (as they carry money with their policy proposals). A greater proportion of generalists among UN professional staff will surely make UN even less competitive in the field of development compared to its glorious old days. As for myself, I will surely consider leaving UN for specialized agencies if the proposed policy becomes a reality.	9/23/2022 4:29 AM
145	Geographic move is a BIG and EXPENSIVE decision to an employee and his/her family. How long time notice will we be given before the move? Would this consider employee's marital status, dependent minors, moving expenses, permanent resident status in the current country? UN has been experiencing difficulties in its financial condition time to time. Why member countries would pay even more to support such a meaningless plan??	9/23/2022 4:05 AM
146	The policy only counts geographic moves but not departmental moves which also accounts for totally different functions and cultures. Though I have not moved duty station I have worked in 4 departments in my 13 year career. DESA DM DPO DOS	9/23/2022 3:19 AM
147	My specific job has a handful of spots worldwide, none of which would allow me to professionally reach a higher level.	9/23/2022 2:38 AM
148	I am divorced and I cannot be moving easily my child around the world without the consent of her father. We are human beings with personal lives that have given a lot to the	9/23/2022 2:21 AM

organization, and expect it also to recognize the personal sacrifices of working and living in a multitude of countries, when I/many of us have already done a lot of that.

149	I fear that the mobility framework as currently drafted will have a disproportionate negative impact on women. It will also create a huge amount of additional work for the Administration without a concomitant increase in human and financial resources to implement the policy.	9/23/2022 2:16 AM
150	There need to be more participation in the actual decisions for moves by staff members. HR should rather support and provide a service to staff who want to move by helping them to move in practical ways, rather than mandating an impersonal system	9/23/2022 2:15 AM
151	I would prefer a voluntary mobility even without progression to senior positions if it's easier for management to agree	9/23/2022 2:06 AM
152	I think that each staff member should be able to decide when a geographical move suits them best. I also think the current proposal will be highly disruptive for the Organization, and it is questionable how this would be in the interest of the Organization. The lessons learned from the prior mobility exercise clearly showed that one sized does not fit all.	9/23/2022 1:56 AM
153	I am gay and could not move my husband safely with me to many locations	9/23/2022 1:54 AM
154	I tried to move early in my career, and as I progressed it became increasingly difficult and then unlikely. As such, I committed to a career in UNDESA, and to a life in New York, where I now own a home and have a partner who cannot move with me. In addition, at this point in my career, I've developed the skills/experience for HQ level work, and in my area of social affairs/governance very few relevant posts, or posts where I have the required experience, exist. I believe forcing people who have been in the system a long time to a mobility policy if they want to continue progressing their career/learning will lead many staff to no longer apply for posts, and in doing so, morale and commitment to the job will suffer, as the workforce becomes stagnant.	9/23/2022 1:47 AM
155	This mobility policy means UN want only single male employees. People can't have spouses and children with this kind of policy.	9/23/2022 1:45 AM
156	There are few social affairs posts to begin with. / I purchase a home given that geographic moves are voluntary.	9/23/2022 1:43 AM
157	I have health issues that would constrain where I could be moved.	9/23/2022 1:31 AM
158	I am caring for an elderly parent	9/23/2022 1:30 AM
159	It does not seem to be well thought out like all other mobility schemes	9/23/2022 1:30 AM
160	I have a personal situation that limits my mobility to only certain locations.	9/23/2022 1:27 AM
161	There is no other UN organization that would do the work I do and I have throughout my non-UN career lived and worked in 5 countries. That should be recognized as geographical mobility.	9/23/2022 1:22 AM
162	mobility must be voluntary	9/23/2022 1:21 AM
163	Staff should be able to have a base in a duty station and move for a year or so but be able to go back after a year.	9/23/2022 1:17 AM
164	I fully support mobility and have been trying to move duty station for many years, but have never been successful. Therefore, in the 15 years that I have remained in the same duty station I have, naturally, established a life and found a spouse. My spouse cannot be mobile due to career/immigration reasons. I wish the mobility requirement would have been in place when I joined the UN in my 20s. I would have had a much more fulfilling career moving around duty station as was my dream when I joined the UN. I would have made different life choices (although I'm delighted to have met my spouse!) Now I'm in my 40s and any promotion or lateral mobility would eventually require separation from my spouse with no end date insight. This change in condition of service is unfair and cruel.	9/23/2022 1:11 AM
165	I would prefer a mobility policy that also considers lateral moves within a specific duty station with progression to senior positions. A policy that mandates a lateral move to another position at the same level at the same duty station should also be considered as mobility. Staff could be encouraged to laterally move every three to five years at a minimum for career development.	9/23/2022 1:05 AM
166	I am fine with a mobility policy that I can explicitly opt in to, but not the "back-door" approach of deeming you to opt in when you take a JO!	9/23/2022 12:59 AM
167	Two main objections: 1) without taking spouses into (my wife is in UN Women) account and school year constraint (two children in school) this is not acceptable 2) my office is already	9/23/2022 12:59 AM

understaffed and the job is specialized and takes several years to learn - this does not makes sense for the office

168	I believe staff who want to move can do so voluntarily by proactively applying to different positions in different duty stations. I do not believe forcing all staff, even those who do not want a promotion, to relocate is necessarily the best way to ensure professional development. There are other creative ways staff who are driven can continue to learn and contribute by moving within the same duty station and changing offices and functions. This forced mobility will disrupt family, personal, and financial stability as partners' employment will be at risk, children's education will be disrupted, houses will need to be sold, health treatments will become complicated, and personal hobbies and plans will be affected. Staff should have the choice to choose to work in the duty station they feel most comfortable to work in, which will ensure maximum satisfaction and performance. The reason I had moved to the Secretariat was to avoid mandatory mobility, and I will have to leave this organization for the same reason. This will result in loss of talent for the organization as can be witnessed in other organizations.	9/23/2022 12:53 AM
169	Medical problems do not allow to move to locations with scare medical facilities and service. I started my UN carrier as Military Observers, have been shot at, almost killed. I came to UNHQ for a reason and do not wish to take nay more mission assignment.	9/23/2022 12:47 AM
170	this will be detrimental to my mental health as I would need to be away from family. My spouse is not going to leave her career just because I have to go somewhere.	9/23/2022 12:47 AM
171	The challenge in our division is the permanent change of staff. Mobility will create an even bigger lack of institutional memory, project continuity and professionalization.	9/23/2022 12:46 AM
172	I think this policy is not thought through and there are many issues not just sorted out. There also doesn't seem to be any consideration for staff members where both people in a couple/family work for the Secretariat.	9/23/2022 12:41 AM
173	Multiple geographic experience when required should be applied equally to both internal and EXTERNAL candidates which this new policy still does not. It penalizes internal candidates while reward external candidates without similar requirements.	9/23/2022 12:41 AM
174	It is costly to pay such large scale of move and also the matching exercise may be too subjective	9/23/2022 12:41 AM
175	Mobility should be mandatory but not GEO mobility.	9/23/2022 12:40 AM
176	The mandatory policy will have a severe impact on family (children divorce decree) and parental support disruption, staff mental health, staff who are seeking to change to US permanent residency. Some staff will have language, cultural, religious, gender barriers in certain duty stations. Also it will impact on LGBTQ+ individuals and families where it is illegal in certain duty stations.	9/23/2022 12:40 AM
177	I would prefer a voluntary mobility policy that encourages mobility but does not force it upon serving staff members. The current proposal also disregards prior geographical moves	9/23/2022 12:35 AM
178	I would like to again move duty stations again but would appreciate constructive, hands-on support for such move, rather than a mandatory exercise the outcome of which I have no way to influence. Instead there could be the possibility of a voluntary opt-in where staff can choose the potential duty stations that fit their family and professional situation	9/23/2022 12:31 AM
179	I will be unable to stay with the UN if there are forced moves every few years when I also have a family to attend to. In addition, when we sign a lease we cannot just break the lease for an abrupt duty station move. How will this be handled?	9/23/2022 12:29 AM
180	I have a child with a serious disability. The level of disruption that a forced move would inflict on my entire family would be enormous and very serious. My son gets good medical care, good therapies and a good special education in this country and in addition moving a child with cerebral palsy and uprooting him would be horrendous. I strongly disagree with FORCED geographic mobility.	9/23/2022 12:29 AM
181	In the current post-pandemic world where it has been proven that work does not necessarily need to be performed on site, the launch of a costly mobility programme that insists on geographic rotation simply has no place. Rather, the organization should put efforts into the explorations of new ways of work and the promotion of a voluntary mobility programme that supports all those who need to move. The issue of spousal employment continues to be addressed and it is just a futile exercise of moving pawns for no reason and that so management simply insists on rotation without considering any of the necessary enabling conditions that have to come in hand with the mobility programme. I say NO in such circumstances	9/23/2022 12:29 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
182	Disruptive to my whole life! I have a house, family, neighbors, friends, a partner, social groups and activities, and I don't want to lose all that	9/23/2022 12:25 AM
183	The Organisation should consider the staff's personal lives as forced moving in many case create life crisis	9/23/2022 12:23 AM
184	This will be disruptive to family and caretaking of older family members. It would also jeopardize my ability to allow for the UN to become a career as I cannot make such abrupt moves given family circumstances.	9/23/2022 12:21 AM
185	If the MRP for YPPs is anything to go by, mainly "undesirable" posts will end up being truly vacant and available in the compendium as people who wish to stay where they are find ways to do so (swaps etc). For those in job families with fewer positions across the Organization - there is no guarantee of a suitable placement and I am not excited about the prospect of once more having my name thrown into a (opaque) hat from which I may be instructed to move to a role I do not want, in a country that involves significant personal upheaval and compromise.	9/23/2022 12:21 AM
186	Health	9/23/2022 12:19 AM
187	I cannot move internationally without losing custody of my children	9/23/2022 12:19 AM
188	Mobility schemes should be voluntary.	9/23/2022 12:19 AM
189	I am completely against any mobility policy which is not FULLY VOLUNTARY. The proposed policy has serious implication for gender parity.	9/23/2022 12:16 AM
190	I think it is reasonable to expect staff members to serve in more than one geographic location during the course of their careers. But there is a huge difference between requiring staff members to spend two/ three years somewhere and then come back and between making an entire career untethered.	9/23/2022 12:16 AM
191	This is very disruptive for life or any person, with or without family	9/23/2022 12:14 AM
192	What is the benefit of a mobility policy if we can work from home up to three days per week? Are you moving me just to work from home in Bangkok.	9/23/2022 12:14 AM
193	I have a health condition, which limits my options.	9/22/2022 3:07 PM
194	As Swiss national, I never received a school grant for my kids, who never had the chance to be in an international school. This discriminates them in terms of language skill and mobility. Also, for spouse/family, planning is essential. They need to know in advance when they will be back to their preferred duty station. If they would know, there would be much more openness and interest in mobility. Also, the UN should work by incentives like in the private sector and not forced measures which are unproductive and affect the moral of colleagues. This is unfortunately what happens in UNHCR.	9/22/2022 12:03 PM
195	I just received my P3 post after almost 7 years being NOA and GS, and I came from Ukraine, I what to have some years of stability	9/22/2022 11:48 AM
196	Cela n'a pas de sens de forcer le personnel et sa famille à se déraciner tout le 2 ou 5 ans. Ce serait très coûteux pour l'ONU. Démoralisant pour le personnel de déscolariser ses enfants, cela provoquerait des crises familiales. Des couples séparés car les conjoint(es) travaillent. Cela ne doit pas entrer en ligne de compte pour les promotions. t	9/22/2022 11:00 AM
197	Similar to what was stated in the email, if all staff in a given location turn over every 5 years (or less) this will be highly disruptive to building relationship with governments and other stakeholders. I do support required mobility for all but some posts should have longer timeframes than 5 years.	9/22/2022 10:05 AM
198	While I support mobility in principle, the time specified--2 to 3 years-- is too short. Three years is fine for P2 or P3, but for P-4 and above it should be at least five years. You need that much time to be effective at one's job.	9/22/2022 10:03 AM
199	A specific system also needs to be in place for this, to ensure availability of posts for the people who need to move. This should also go hand in hand with career progression incentives (i.e. promotion): just moving people around for the sake of it brings nothing to the organisation and is very expensive.	9/22/2022 10:00 AM
200	I am close to retirement, I do not want to move my household items to other station	9/22/2022 10:00 AM
201	Disruptive for personal life	9/22/2022 9:54 AM
202	it is too costly in an era of cost-saving	9/22/2022 5:04 AM
203	This should also consider and mostly apply in priority to those P staff who have never	9/21/2022 6:16 PM

worked outside their home country, looking at their entire career, whether at the UN or outside the UN...There are...

204	I do not want to end up in a hardship duty station far from home. For family reasons I need to be able to travel to my home country frequently	9/21/2022 6:14 PM
205	I think a mobility policy would gain from being rolled out progressively, starting from new staff joining (especially at junior levels, where it is easier to move). When I joined the UN 30 years ago, mobility was not an issue (on the contrary). Now that I am close to retirement and have a family, my priority is to settle in (we recently bought a house here) rather than having to disrupt everything (e.g. building relationships with the neighborhood) to go and spend a few years in a country where I do not intend to stay after my retirement.	9/21/2022 5:36 PM
206	This mobility policy is discriminatory towards women and young staff with children as it's not easy to move geographically.	9/21/2022 5:12 PM
207	The Organization keeps failing in facilitating mobility within the duty station and worse within a department. The policy should encourage voluntary mobility with a certain period between and within the duty stations or department(s).	9/21/2022 5:09 PM
208	I have other family responsibilities at my current location.	9/21/2022 3:39 PM
209	Such a universal mobility policy is extremely costly and very disruptive to the work. Staff has to spend lots of time preparing for the move and even more time to settle in and familiarize themselves with the new workflow and environment. The later is a huge hidden cost to our productivity, efficiency and effectiveness of work.	9/21/2022 2:04 PM
210	Je trouve aussi important de valoriser l'expertise accumulée. Tout n'est pas transférable ou interchangeable	9/21/2022 1:13 PM
211	Doubts. it will be 2 years for hard locations and 5 for HQ? My retirement age is around 65, what when I want to settle down and I am 50 or older?	9/21/2022 12:16 PM
212	I am the only child of my parents and they live with me. I can't move frequently with them who are over 70 years.	9/21/2022 11:01 AM
213	Translators should generally work from home. There is absolutely no point in making them move to a different country.	9/21/2022 10:59 AM
214	Translators can and should basically work from home, so making them move to another country just for the sake of it would only be mean and useless	9/21/2022 10:56 AM
215	This would be disruptive to my family (mother in her 80s). This would also be disruptive to ME in general!	9/21/2022 10:52 AM
216	Disruptive to my family life.	9/21/2022 10:08 AM
217	I think arbitrary rotation of posts will decrease the effectiveness of the organisation.	9/21/2022 9:52 AM
218	I am not convinced that "move" should be mandatory. Our organization has always had a mobility policy, as every staff could apply for a post in another duty station. Staff have evolving needs and aspirations at different stages of career and life, which should be respected and recognized instead of being killed by a mandatory move policy.	9/21/2022 9:29 AM
219	This will be disruptive for me and my work. With the radical change in the work environment, physical move is no longer valid as a factor to enrich my professional profile. I can be functionally mobile from where I am using the broad range of knowledge made available in the virtual environment. This is what I have actually done throughout my career. I know and collaborate with colleagues from all duty stations without having any single physical move.	9/21/2022 8:32 AM
220	This will affect the health of my partner. In addition, some positions require dedicated expertise that makes the value of the UN. Thinking that we are all interchangeable is a lack of consideration and respect for our knowledge and added value	9/20/2022 11:11 PM
221	It needs to be a clear, transparent process.	9/20/2022 8:26 PM
222	I have health issues which make moving to many locations challenging	9/20/2022 5:59 PM
223	je trouve assez injuste de mettre un effet rétroactif sur une telle politique, les règles du jeu ne peuvent pas changer en cours de route	9/20/2022 4:54 PM
224	I could not properly do my job requirements away from the duty station	9/20/2022 4:35 PM
225	The mobility policy should be voluntary	9/20/2022 4:27 PM
226	I studied many years to obtain the qualifications for my current post so I don't want to be	9/20/2022 4:19 PM

forced to move after 5 years.

227	It should be voluntary, without any conditions or consequences attached to it	9/20/2022 4:04 PM
228	This will interfere with my relationships (family, social, and other relationships that impact on my emotional and social wellbeing)	9/20/2022 3:36 PM
229	I understand and I agree with mobility scheme but not in compulsive way.	9/20/2022 3:26 PM
230	A one-size-fits-all policy does not work for the reality of the UN Today, for reasons well expressed in the staff council email of today.	9/20/2022 3:04 PM
231	Requiring movement for positions that do not absolutely need it contribute to brain drain within the organization as well as incredibly slow progress. By constantly having to hire new people, this discourages current employees from trying to stay with the organization, as well as programs being slowed down due to new people having to get settled in and started on their projects which takes months and even up to one year. This is unfair to current employees, as well as those with families forcing them to move unnecessarily. This move should be seriously reconsidered as it will cause more harm than good to the organization and its employees.	9/20/2022 3:02 PM
232	A mobility policy will be more efficient if motivated by incentives. One size fits all doesn't work. This is a policy that would have worked in the 50s, but not today. We have to learn from those organizations and foreign services that have mobility policies, also in terms of family life, mental health and work-life balance.	9/20/2022 2:49 PM
233	I would prefer a fully voluntary mobility policy, where mobility is encouraged but with no strings attached.	9/20/2022 2:40 PM
234	I was not consulted by anyone in this organization	9/20/2022 2:27 PM
235	I have a husband with cancer who could not leave Geneva for medical treatment reasons	9/20/2022 2:25 PM
236	1) women will suffer more than men as overall they are less likely to go off to a duty station and leave kids behind with husband. 2) Kids will suffer either from separation from a parent gone to another duty station or having to change school, culture, language every few years. 3) How can you settle, build a family, buy a home if you move every few years? Many people will have to rent all their lives as it is not worth buying a house for such a short time, spouses who follow means loss of second salary. So overall, staff will be poorer. 3) Seeing how much it will cost the organisation each year, is it really money well spent? 4) When staff change every few years, they will feel less accountable for their work and quality and productivity of staff will go down significantly.	9/20/2022 2:21 PM
237	From my perspective, i am supportive and interested in mobility. BUT I would prefer optional policy with positive reinforcements, tied to promotions.	9/20/2022 1:39 PM
238	i have spent 15 years in hardship duty stations with NGOs and expect recognition for this	9/20/2022 1:36 PM
239	to render the organization's memory and build on the networks, contacts and programmes already established;2- less costly to the staff and the organization; 3- A two- five years rotation for substantive staff means that upon arrival the staff memeber has to start understanding the issues/development challanges of the region, building new sustantive networks and stakeholders, and once these are achieved, He/She has to start thinking of moving to another duty station, leaving behind all the acquired knowledge and established programmes for someone else to pick up or discard for that matter.	9/20/2022 1:08 PM
240	Mobility should not be enforced as a requirement but it should be promoted as an option for those interested.	9/20/2022 1:06 PM
241	As a language professional, I believe that moving every 2-5 years would compromise the quality of our work	9/20/2022 12:57 PM
242	I want to specialize in an subject/section, which won't be possible if move regularly	9/20/2022 12:49 PM
243	It could be disruptive to my spouse's mental health and wellbeing	9/20/2022 12:48 PM
244	Mobility should be understood as substantive and/or geographic. This is also in line with efforts to diversify the talent pool, ensure multi-disciplinary and cross-fertilisation of ideas and approaches. Substantive mobility can be within an entity and across. it would be reductionist to think that a person who moves every 2 years is necessarily better (incl. making a better manager) than someone who has moved less frequently.	9/20/2022 12:45 PM
245	The only way the proposed policy will work is if it introduced gradually, meaning an opt-in for current staff members and applicable to new ones. Knowing that you will be expected to change duty stations up front changes everything, and people will accept it. If it is imposed	9/20/2022 12:40 PM

as currently proposed, it will be enormously disruptive, perceived as vindictive and also extremely expensive.

246	Better to provide strong incentives for mobility than to force it on everyone. Include mobility as part of the ePAS career development discussion as a start.	9/20/2022 12:29 PM
247	I worry about the mental health of my spouse and also the work life balance.	9/20/2022 12:27 PM
248	The position I work is a researcher position for a flagship report, and there is a need for consistency and continuity for such posts.	9/20/2022 11:58 AM
249	What a violent and patronizing policy refusing to look at staff and their families' specificities (one size fits all, take it or leave it)	9/20/2022 11:49 AM
250	I would prefer a real career development system based on performance, experience and fitness for posts requiring high levels of specialization rather than mobility for the sake of mobility based on a "one-size-fits-all" approach. Teams and individuals are suffering everyday from the consequences of bringing in the wrong people to the wrong posts (i.e. lack of technical knowledge, lack of managerial skills....), just people getting posts because they fulfill the mobility requirements.	9/20/2022 11:44 AM
251	In the proposed mobility policy, the staff is not in the drivers seat for their career development, it is imposed on them. Also, the program is completely blind to realities of life: moving around with two toddlers is not the same as accepting to sacrifice two years in a non family duty station when your children are at high school for instance. It ruins lives..	9/20/2022 11:43 AM
252	This will be disruptive for my family planning.	9/20/2022 11:31 AM
253	Does not take into account past mobility and neither years in current position (it is fair to request to those longer than 10 years on the same post and no prior geographical mobility). If we have it, it should not exclude senior positions (P4 and above) that started before May 2021 as it will block any chance of upward mobility in Geneva (as they will just hang on).	9/20/2022 11:21 AM
254	1. I went through a disastrous and traumatizing international move to assume my initial appointment at UN, largely attributed to lack of support from the organization and challenges of settling in the duty station; I am afraid of another mandatory move; 2. I joined the secretariat with the expectation of a stable job at the expense of promotion and competitive salary, otherwise I would opt for agencies or just leaving the UN system.	9/20/2022 11:21 AM
255	As a global Organization, UN should be focusing on delivery of specialist value to its clients i.e. the States and global population, and not that of common services that the governments can easily get within their own populace. Assistance provided during emergency situation doesn't require continuation, as neither the 'emergency' situation nor the continuation of 'assistance' is healthy for any body politique. In that sense in order to deliver better value services to clients, UN should focus on value addition through a specialist force than through an army of staff who are interchangeable with anyone else anywhere. In fact UN recruitment policies show that the Organization intends to hire the best talent to focus on delivery of highest quality of specialist tasks and yet wants to kill the quality of specialization by downgrading all and everyone into low banality of everyone doing everything. This approach is harmful also for the societies where the staff will be asked to serve, as they will be getting a baker instead of a plumber through such mobility policies.	9/20/2022 11:21 AM
256	My work is highly specialized and there are few if any positions similar to mine in other agencies of the UN.	9/20/2022 11:20 AM
257	Staff need opportunities for promotion rather than being forced to move laterally for no reason.	9/20/2022 11:13 AM
258	This will disruptive for mental health; work-personal life balance; family life	9/20/2022 10:58 AM
259	The proposed policy is contrary to trend towards improved work-life balance that has been in motion since the pandemic. Staff should not be required to uproot their entire lives every five years, especially not for the sole purpose of advancing in their career; to do so would be incredibly disruptive for families and may in some cases result in families and couples being torn apart. The policy proposed is careerist and inhumane and will not help United Nations workers to shake off the detached, cosmopolitan image with which they are currently tarred in almost all duty station locations.	9/20/2022 10:55 AM
260	I would prefer a voluntary mobility policy, but progression to senior positions should be linked to merit, not to geo moves. This policy will be disastrous for families, staff morale, effectiveness, mental health, cost efficiency.	9/20/2022 10:54 AM
261	i suffer particular health conditions that requires medical support	9/20/2022 10:51 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
262	I have had very bad experiences with past geographical moves and have suffered setbacks in my career to move across duty stations to move quickly across duty stations. Moving between duty stations has been difficult despite being rostered in three occupational groups, excellent EPASes and both me and my husband being on permanent contracts (NCRE/YPP). If under these circumstances moving duty stations is difficult I wonder what it would be like for others in less fortunate situations.	9/20/2022 10:49 AM
263	Sadly it seems there is no focus on staff member's families at all, with spouses and children just supposed to tag along for the ride. The fact that the only meaningful reference to family, spouse and children is in an annex, where they are briefly referred to in the context of review mechanisms concerning decisions ("Special constraints panel"), is a clear indication of the antiquated model of mobility on which this policy is based. I can see the value of mobility for the organisation and the staff member, but the proposed model is not fit for purpose and risks destroying families and careers... Notwithstanding the above, security of contract tenure is also key to the process. Only a small proportion of UN staff have continuing contracts and it cannot be fair to expect people to uproot their lives without any guarantee that they will still have a contract at the end of the posting. This is a big difference between the UN and diplomatic services.	9/20/2022 10:48 AM
264	A mandatory mobility of 93% of all positions every 2-5 years will significantly and negatively affect the UN's ability to deliver on its mandate	9/20/2022 10:45 AM
265	I have already made significant life decisions with financial implications, that i would not have made if this policy had been known to me two years ago.	9/20/2022 10:45 AM
266	I work in the "Legal Officer" category but am highly specialized in the area of law I practice and this policy does not appear to understand that I cannot ethically and professionally just take up any other same-grade Legal Officer position.	9/20/2022 10:43 AM
267	There needs to be career management in the UN, without this a mobility scheme that does not take into consideration an individuals circumstances and career aspirations is not fit for purpose.	9/20/2022 10:41 AM
268	I am a single parent (with no support system and no spouse to rely on) and this policy will cause a huge amount of stress for me and my child and my former spouse if I was even allowed to leave the country with my child (violation of custody agreement).	9/20/2022 10:40 AM
269	Vacant posts need to be included, otherwise it will not work well.	9/20/2022 10:38 AM
270	If the Secretariat is to pursue mobility, then it should start from senior management and also HR -lead by example.	9/20/2022 10:37 AM
271	I am fully in favor of mobility, but the policy being proposed, which limits your service at a duty station, even if you move laterally within the duty station, is completely contrary to the idea that there are different ways to be "mobile" and to grow and develop in your career. It takes staff out of the driver's seat in deciding the path THEY wish to take in the development of their career as international civil servants.	9/20/2022 10:36 AM
272	I have been in the field in the early years of my career, but this is not being recognized by the organization.	9/20/2022 10:31 AM
273	It is discriminatory to women as women still make up the majority of single parents. So men will have more mobility options than women, giving them more professional opportunities within the UN system and forcing many women out of the UN system.	9/20/2022 10:31 AM
274	Mental health needs should be taken on board and respected. I suffered vicarious trauma due to the nature of my work and I want this to be recognized and accommodated	9/20/2022 10:31 AM
275	Health related issues that cannot be guaranteed anywhere	9/20/2022 10:29 AM
276	It may damage to my organization, where the officers are very specialized and it requires 5 to 7 years to fully acquire the knowledge of the context in which each officer is working	9/20/2022 10:29 AM
277	Rotating the majority of staff every 2-5 years would severely hamper the functioning of our organization, which is project based. Relationships with donors and specific stakeholders rely a lot on personal contacts and knowledge, handing over projects/tasks in the middle of a project requires a lot more resources than simply having (roughly) the same team working on it during the whole project cycle, etc.	9/20/2022 10:29 AM
278	The proposed mobility policy will be unnecessarily costly for the UN Secretariat. The policy will result in a complete blockage at senior levels, because it discourages senior staff from changing posts. Considering that more senior staff are generally older and closer to retirement, it will make them wait out in their current post until they retire.	9/20/2022 10:28 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
279	This is not provided for in the contract I signed with the UN.	9/20/2022 10:27 AM
280	This will be an additional financial burden for the organization, both in terms of direct costs and indirect costs (time to adapt, risks, family issues).	9/20/2022 10:26 AM
281	Pointless waste of time and resources for no real benefit	9/20/2022 10:25 AM
282	Mobility is important but it doesn't have to be geographic: most of its benefits can already be achieved when we move to another organization without necessarily having to move to another duty station.	9/20/2022 10:23 AM
283	Mental health, Work-life balance	9/20/2022 10:22 AM
284	It is bad and expensive for the organisation. As it has a huge negative impact on private life, we will not be able anymore to get the best, or the best experts may leave. Furthermore, institutional knowledge is getting weakened and lost. For example in my position it takes 2-3 years to develop new processes with member countries and to fully understand their needs. Handing this over to the next person would require some time (if an handover time is even foreseen) and it would take some time for that new person to become fully functional. Same for me taking up any random position somewhere else. It is a totally weakening of the strength of the organisation!	9/20/2022 10:22 AM
285	It will be disruptive for the work - a large number of staff will be constantly new and in a learning stage. It will be a huge burden on managers. The UN will be reduced to administrative tasks with very minor substantive knowledge. It will be very disruptive to family life, thus attracting a certain type of staff who are single and without family ties. What do they know about real life?	9/20/2022 10:21 AM
286	Single parent	9/20/2022 10:21 AM
287	Implementation of any mobility policy requires adequate resourcing, which doesn't seem to be there. So, it might be a way of distracting attention from other issues that might have more drastic implications. E.g. continuing appointments are no longer granted to P staff, extensions are becoming shorter, etc. Perhaps, all these issues need to be raised in parallel.	9/20/2022 10:18 AM
288	The "one fit all" approach is not cost-effective. It takes years for a staff member to be trained and become highly efficient. If staff are forced to move regularly, time and money will be lost, plus highly competent staff will be lost as they will choose to resign when asked to move to another UN location.	9/20/2022 10:15 AM
289	Lack of clarity about how much control the staff member will have about their future postings	9/20/2022 10:15 AM
290	I have concerns that the Organization won't be able to pay mobility benefits for so many staff so frequently and might end up eliminating or reducing those benefits.	9/20/2022 10:14 AM
291	I am separated from my wife and cannot move, as I would not see my children anymore.	9/20/2022 10:13 AM
292	Je préférerais que la politique de mobilité soit basée uniquement sur une base volontaire. Et que soi facilité la mobilité au sein même du HQ afin que le staff puisse changer facilement de postes. Actuellement, si les gens ne bougent pas, c'est parce qu'ils ont peur de ne pas retrouver un poste à Genève. De même, beaucoup de staff members sont aigris car ils sont depuis longtemps sur un poste à Genève et en voudraient un autre à Genève mais ils n'arrivent pas à changer de poste. Il faudrait un moyen tout d'abord de pouvoir changer facilement de postes au sein du HQ. Cela aidera ensuite à ce que les personnes veuillent partir sur le terrain.	9/20/2022 10:13 AM
293	Mobility should be voluntary, including because application of any mobility policy should not depend on marital / family status.	9/20/2022 10:12 AM
294	disruptive to being future caregiver for my parent	9/20/2022 10:11 AM
295	It undermines even further the ability to apply to other positions, laterally or promotion, in the same duty station or elsewhere, as the very few remaining advertised positions will be safeguarded for mobility exercise. A merit based voluntary move is more fair and motivating; it is also better to ensure identification of best staff for posts	9/20/2022 10:11 AM
296	I would prefer a voluntary policy and limit the number of positions one can take up in a specific duty station, not only for progression to senior levels but more generally for career progression.	9/20/2022 10:10 AM
297	My child has disabilities and requires specialists in the field, which is hard already to find in Switzerland. My husband is also working and will not quit his job to move with me, that will be a huge stress on the family	9/20/2022 10:10 AM

298	I want to focus on my work instead of being worried about this mobility policy.	9/20/2022 10:09 AM
299	This is an enormous waste of money and resources for the organization. It will be extremely difficult for a family with small children to the point of considering leaving the organization. This will result in loss of qualified staff.	9/20/2022 10:08 AM
300	I move a lot before my enrolment in the UN on 3 continents but this does not count for the UN why? I travel a lot on mission for my work (more than 2 years over the time, this should also be taking into account)	9/20/2022 10:08 AM
301	In general a well-design voluntary scheme will be less disruptive for the organisation, staff and their families. One size does not fit all indeed	9/20/2022 10:07 AM
302	This will also be disruptive for my professional and personal life plans. professionally there are no other agencies in the field where I can apply the knowledge, skills and competencies I have developed so far. There are only two other agencies based in geneva and vienna that are relevant to my work.	9/20/2022 10:07 AM
303	It does not consider specializations.	9/20/2022 10:05 AM
304	I think mobility does not need to be implemented on a geographic level only, rather mobility can also include not staying in the same role/unit for more than X number of years.	9/20/2022 10:05 AM

Q7 Please use this space to provide us with further comments: Veuillez utiliser cet espace pour nous faire part de vos commentaires supplémentaires, le cas échéant :

Answered: 1,022 Skipped: 1,122

#	RESPONSES	DATE
1	I think that mobility requirements within the UN limit the organisation's ability to attract well rounded, highly productive individuals with experience in the private sector. The organisation tends to retain the same people, rotating them within the system.	10/3/2022 10:34 AM
2	Staff who have never moved should do so, and Staff who have changed many DS should be recognized.	10/3/2022 10:19 AM
3	I would like G positions to be included in the mobility policy as well.	10/3/2022 8:30 AM
4	Mobility policy in standard-setting agencies should be opt-in, rather than compulsory. There must be differentiations between those who joined before (mobility is voluntary) and after the entry into force of the policy (compulsory). Previous geographic moves may be a requirement only for senior positions (D-1 and above). If compulsory, mobility policy should be adapted to the particular situation and needs of staff members, and take into account personal situation, health status, family situation, education needs of children, partner employment and so on. Creative solutions should be developed and implemented to ensure mobility of family units, rather than the staff member alone	10/2/2022 10:35 PM
5	Geographic moves is to get experience and may be to feed your experience to others Thank you	10/2/2022 7:52 PM
6	Procedures/modalities related to staff mobility should be a consultative process and consider the basic rights of staff. There are staff with children enrolled into schools, houses they need to maintain, medical obligations, etc. In addition, the need for staff mobility may differ based on functions performed. Mandatory rotation may not be to the interest of the Organization. There are other ways of encouraging staff members to move to different geographic locations. Staff members already realize the benefit of mobility for career progression. In conclusion, mobility policy should be voluntary. Thank you.	10/1/2022 4:53 PM
7	For Staff in HQ (NY, Geneva etc), they may resist mobility for family and quality of life reasons. But imagine a staff stuck in duty station D/E for the last 8 plus years, unable to move even to another E duty station. Besides as UN International civil servants, we all want to work in HQ at some point in our career growth, yet you have HQ staff who have resisted mobility. Geographical mobility is healthy for all. Even HQ staff should be willing to move to field DS, not only field capitals cities, but to field offices (D/E DS). Its only fair	10/1/2022 2:03 PM
8	I would love to see this policy applied and would eagerly and voluntarily participate in it only if I see that I will be treated equally as my peers from other nationalities.	9/30/2022 11:17 PM
9	I have young children who are in school and a wife who is employed. Moving from one place to another will disturb our stability and the education for the kids.	9/30/2022 9:44 PM
10	"The policy will now also apply to staff who joined prior to May 2021 as soon as they apply and are selected against a rotational position through a lateral move or promotion." This intended revision will result in a subset of staff not wanting to move positions AT ALL, even for positions within the same duty station.	9/30/2022 9:39 PM
11	It is really important to enforce fairness among staff members. It is illogical that those who serve in a nice family duty stations stay forever, and therefore no convenient stations for those who serve hardship E and high risk areas!! I believe that 2 - 4 is enough, and staff must move unless for very exceptional operational requirements, so they can VOLUNTARILY stay for the fifth and last year.	9/30/2022 7:35 PM
12	In my work area, the UN and the UN member states reap HUGE benefits from the expert substantive knowledge, extensive regional networks and deep institutional knowledge of experienced colleagues like myself and other members of my team. On a daily basis (often, multiple times a day), my colleagues and I gently advise our Chairs, and other members of the bodies we support, on how to proceed in a way that will avoid serious political or economic ramifications for the UN. Likewise, on a daily basis, we share our substantive	9/30/2022 7:30 PM

expertise, and institutional knowledge with our Member States, whose focal points frequently change and without our gentle guidance, are totally confused and lost. Just the regional networks and trustful relationships we have built with Member States and stakeholders have taken years to build. Being forced to move on to a new Duty Station after 5 years will mean that an incoming staff member will only just build these relationships when they will be required to move to another Duty Station and a new staff member will have to start from the beginning to build those relationships all over again. The UN recruitment process for P positions is notoriously slow, and it may take up to a year (sometimes longer) from job posting until the new staff member is onboard. That means that in any team of 5 or more staff members, there will always be a recruitment and mobility process underway. Having to handle a recruitment/mobility process as a constant part of their workload will mean that team leaders' workload will considerably increase – but at no benefit to the UN. Moreover, given the substantive expertise and institutional knowledge required to effectively perform our work, it generally takes new staff members recruited externally from outside our organization, two years to get up to speed and to be able to carry out their duties fully independently. A great deal of supervisory time is spent in those two years in mentoring the new staff member to get up to speed. All that time spent mentoring and supervising new staff members is time that cannot be spent on effectively implementing our work programme. Based on my own experiences of having valued team members depart, recruiting their replacement and mentoring the incoming staff member until they are finally up to speed, I consider that forcing staff members to move duty stations after 5 years will result in a significant decrease in expertise, massive loss of institutional knowledge, broken networks, lower work efficiency and productivity and all with no clear benefit to the UN or the UN Member States we serve.

13	i think it's a great opportunity to help staff who want to move but are stuck in their positions. It's the same system as MRP for YPP and it's a really good way to encourage mobility.	9/30/2022 7:04 PM
14	I still do not understand how this affect Temporary Professional staff. I wish more effort was spent giving us more equality between all staff.	9/30/2022 6:03 PM
15	I would have never chosen a career with the UN is mobility was required and not voluntary. Now that I am a third through my career, I find such a policy unfair to impose on existing staff members. My life is here, my three children go to school here, and we own a house. My husband who is almost 70 has health issues as well as one of my children. I now feel that I have to cling to my current contract and will never get promoted with risk of having a new contract that falls into the mobility framework. If so much funds are available to move around a whole Organization, why not invest in stable contracts for deserving staff members? On top of an increasing number of temporary contracts, lack of opportunity for continuing contracts this adds yet another layer of instability for staff. At the same time, so many junior staff are desperate to find field locations without hope.	9/30/2022 5:07 PM
16	Mobility is good. How it needs to be part of career development and management and allow for taking into account staff' personal situations. E.g. will the UN seek to place married couple - where both work at the UN - in the same duty station?	9/30/2022 3:40 PM
17	mobility should be on a voluntary basis and a way of speedy promotion when chosen for career advancement purposes	9/30/2022 2:15 PM
18	Before moving to such an extreme and costly change, I believe a volunteer mobility policy would be a more appropriate first step. I also believe management has not fully taken into account how truly disruptive and un productive this change will be. Staff who are key to the function of a section or unit will suddenly be forced to move to a new location after spending 5 years mastering their job/function. They will go to a new location where the role is done differently and have to spend the first year trying to figure out a new routine and way of working. At a time when most UN duty stations are understaffed to begin with, this sort of change just seems to make the situation worse and ensure offices are not able to meet their mandates....and of course the organization simply cannot afford it. There is no way the GA could have approved a change like this.	9/30/2022 2:07 PM
19	I have experienced life in both field and HQ, I believe that all staff should be expected to rotate. However, there should be provision to be exempt from certain moves if the Staff Member Concerned needs for example long term medical treatment as a result of say being exposed to traumatic events in the course of their UN Career.	9/30/2022 12:41 PM
20	Please let us not turn the mobility goal into forced labor. Everywhere in the world, we trying to promote everyone' right right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. The organization should apply to its staff the same principles and rights it advocate for others, including family's rights.	9/30/2022 11:02 AM
21	UN could draw from UE delegations system	9/30/2022 10:19 AM

22	<p>International staff should know that in the course of a successful UN career we will work all over the world. No one ever told us otherwise, and if you thought that might not apply to you, you're cheating the system. It's embarrassing to hear people who live in one of the richest and most comfortable cities in the world whining like entitled children about having to meet the requirements of their job. This is not an obligation, it's a privilege. It's a privilege to serve, to be an international citizen, to show your families the world, to come face to face with the people who pay your salary and rely on you to help them. If you don't want to move, apply for a G6, have a very nice life, and let someone who's willing to meet the requirements have your post. This is not to say that the proposed scheme is perfect. The staff union must work to strengthen mobility, to ensure that it is fair for ALL UN staff, that it improves geographic and cultural diversity, that it's a mechanism of staff development and creating a pool of diverse, culturally literate, multilingual civil servants with first hand experience about the challenges the UN is trying to face, who are well prepared and qualified for promotions to more challenging posts. I don't believe this is what we're trying to do today. The conversation about mandatory mobility always devolves to "no, it's too haaaaaaard for me!" and the subtext (and sometimes people will even have the nerve to say it out loud!) is "I just bought a chalet and I don't want to move to where there are poor people!" it's absolutely shameful. I would dare you to speak like this to someone in stationed in a hardship station.</p>	9/30/2022 9:52 AM
23	<p>I understand geographic mobility is promoted but it is indeed not family-friendly. Other kind of mobility (such as lateral moves in other UN system agencies) should also be considered.</p>	9/30/2022 8:58 AM
24	<p>Mobility is important for the organization to benefit from the whole talent pool available. And it is important for the mental well-being of staff in the field who feel "dumped" in a duty station and have given up any hope of ever serving at HQ or a family duty station. The current practice creates a divide between HQ and field which is unhealthy. And there is a perception the field staff are "second class" staff and looked down upon by HQ staff (particularly in Geneva).</p>	9/30/2022 6:24 AM
25	<p>We should sue the organization.</p>	9/30/2022 12:39 AM
26	<p>It should only be applicable to new staff joining the organization in 2023 that agree with a rotational contract.</p>	9/30/2022 12:30 AM
27	<p>The system should be voluntary. I was keen to participate in the mobility exercise for YPPs a year earlier than usual (though had been in my post then for nearly two years) but was refused. The following year I had found a temporary promotion so I did not participate. The system should be more flexible and also target the right profile of person for the right job. I know dozens of qualified people in their 20s and early 30s who have applied repeatedly to tough UN field positions and been rejected. Obviously later this becomes harder for people wishing to settle down and have some personal stability, and then easier again in 50s/60s as children grow up and leave home. What is wrong with acknowledging this and incentivising / rewarding people accordingly?</p>	9/29/2022 10:50 PM
28	<p>Considering the absurdly low maximum duration of assignment, mobility seems to be pursued as a goal in itself, rather than as a way to enhance effectiveness and improving the management of the organization. 2-5 years are very short to establish one's reputation and create an effective professional network in a new duty station, especially if one thinks about the "transition costs" which such a relocation implies. Moreover, the lack of transparency in the match-making process, coupled with distinct language and skill requirements, risks creating very uneven outcomes with additional impacts on staff well-being, motivation, and sense of common purpose. Merging all the recruitment processes across the whole UN system and favoring movement across agencies (instead of having a myriad of different websites forms and regulations for the UN secretariat, ILO, FAO, UNDP, WFP etc.) would be in my view a much more cost-effective first step to enhance mobility. Besides, a blanket max duration of assignment fails to recognize that it is easier to move geographically at earlier/late stages of one's career rather than in the middle when family duties are more likely to be a binding constraint. It would be better to have a minimum target number of geographical relocations all along ones career (say one every 10 years) and let people time it as a function of their own needs.</p>	9/29/2022 10:07 PM
29	<p>Mandatory mobility may be difficult for families with children in school and where the UN staff member's partner is working outside the UN. This needs to be carefully considered.</p>	9/29/2022 10:01 PM
30	<p>This really should be voluntary for all current and new staff as well. People have their varying circumstances. The option to move is great but some people have numerous conditions and this could really disrupt career development, stability, and mental health of staff. I also feel this would impact the dedication of some staff to their work.</p>	9/29/2022 9:59 PM
31	<p>Earlier in my career I would have enjoyed working in different markets. It would be difficult now because my wife and my skills are specialized and do not lend themselves to other</p>	9/29/2022 6:30 PM

roles.

32	If the mobility is used in conjunction with a plan of career advancement it might gain support. Otherwise people will resist to be moved just to be moved.	9/29/2022 5:09 PM
33	Reasonable accommodation needs to be provided. The policy needs to recognize that people cannot always move every 2-5 years for personal and professional reasons.	9/29/2022 5:08 PM
34	The staff should be consulted before piloting and launching the first mobility policy.	9/29/2022 5:08 PM
35	I don't like changing the organization every 2-5 years. If we must move , then at least let's have a choice to continue with the same organization or another.	9/29/2022 4:59 PM
36	As I previously stated, I am in favour of mobility, but not geographical mobility.	9/29/2022 4:55 PM
37	Our staff representative explained that this means that all staff (not just those at D/E duty stations) hired after May 2021 "AND ALL CURRENT STAFF WHO RECEIVE A PROMOTION OR LATERAL TRANSFER WILL HAVE TO MOVE DUTY STATION EVERY 2 TO 5 YEARS FOR THE REST OF THEIR CAREERS". Is that case? If so, why is it not mentioned in the article? That seems like a huge change in our working conditions.	9/29/2022 4:46 PM
38	There is a need for a realistic promotion of mobility that is voluntarily and gradually implemented, the enforcement of a mandatory policy without considering the the imbalanced distribution of positions geographically and very heterogenous substantive knowledge required to implement them would mean that a radical mobility system will probably trigger a huge disruption of ongoing work.	9/29/2022 3:49 PM
39	Very significant changes to policy such as this seem to violate the understanding that staff have when taking up a UN career in the first place. I began a lifelong UN career in my 20's with the full understanding and expectation that I would be required to be mobile, as would my spouse, because this is part and parcel of the UN. But introducing significant changes for existing staff like a mandatory move every 2-5 years seems to me like shifting the goalposts, changing the rules after the fact. It would suddenly entail a significant change in lifestyle and life plans for my entire family. Plus, there are also separate requirements for lateral moves in order to move up the ranks; so a geographic move that was upward rather than lateral wouldn't be enough to qualify me for an eventual p5 position. Combine this with the VERY limited number of positions in my area of expertise and this results in a situation where I think it would be close to impossible to actually fulfil the requirements even if I wanted to. I fear it would result in people moving simply for the sake of it, and ending up in jobs for which they are ill-suited and ill-motivated. Which is not much better than the current scenario in which some people stay in the same job for decades, which presumably is what the proposed new policy is trying to fix. The proposal fixes one problem but creates another in its place.	9/29/2022 3:33 PM
40	Individual choice is the priority. Nobody should be forced to move.	9/29/2022 3:10 PM
41	As long as there is no genuine career development policy (one should not get stuck at one level for ten years plus), the results may not be as good as they could/should be. It is a feature of the UN Secretariat, unheard of/unseen in other organizations. It is not necessarily a morale booster... But thank you for your efforts and good luck.	9/29/2022 3:05 PM
42	This stringent mobility policy ins NOT in the interest of the staff members. Restricts them from promotion which they may deserve. Honestly I consider such a stringent policy STUPID.	9/29/2022 2:59 PM
43	I am working in cybersecurity after having been investing more than 5 years of my live developing knowledge in this domain, I would prefer to leave the organization than accepting a position in another domain of activity. The money provided does not equal the time, efforts and problems arising when moving mandatorily with a family.	9/29/2022 2:56 PM
44	mobility should not be self-imposed and should reflect organizational needs	9/29/2022 2:53 PM
45	it is hard to conceive that it'll be financially viable; hard to judge the proposal based on the information provided, there must be more to it	9/29/2022 2:53 PM
46	It's still unclear to me in a practical manner how the staff mobility is expected to be put in place. Will the organization help the staff in finding a job in a different duty station every 2-5 years or is it expected of the staff to find a job elsewhere with no support?	9/29/2022 2:46 PM
47	My main reason to support the mobility policy is the fact that at all my deployments with the UN, in particular in field locations, I have had to work with colleagues in middle and senior management positions, who had been posted at the duty station for years, with very little interest in innovation, delivery or overall, the implementation of the mandate, surrounded by a network of trusted persons at peer level. At the same time, I have struggled to	9/29/2022 2:42 PM

successfully be appointed to such positions due to the little mobility of staff and the lack of a UN policy that enables this.

48	It is fair to expect mobility from new staff (even if the logistics will be unworkable). What is unfair and counterproductive is the element that current staff who is selected to rotational position is then considered to have opted into mobility. fewer current staff will accordingly choose to move ever!	9/29/2022 2:33 PM
49	I am concerned that this mobility policy is only concerned with geographic location. I appreciated the previous mobility policy (2016) which was voluntary and went beyond geographic location, and created opportunities to go from one UN department to the other enabling staff to broaden their understanding of the UN and to break silos. It seems that the new policy is only concerned with geographic moves. This is a bit at odd with the new reality where many of us have learnt to work remotely and collaborate online successfully. I would recommend to review the objectives, scope and sequencing of the policy. I would suggest that the UN Secretariat promote more exchanges/mobility within the UN System (not just within the secretariat) thereby opening many more opportunities for staff to change functions and renew themselves. The policy should also perhaps consider upward mobility providing a clear path to promotion.	9/29/2022 1:59 PM
50	I think it is important to promote and reward mobility, which could be done by linking senior positions to prior mobility. This also allows to free up posts in sought-after HQ duty stations for those in the field. However, a rythm of 2-5 years, where it not necessary like in hardship duty stations, is disruptive for the delivery of professional and high-level outputs and the mental health of the staff member and her/his family. How about using carrots like promotions, rather than sticks like a mandatory rotation system that will be expensive for the organization and not productive?	9/29/2022 1:32 PM
51	Mandatory geographic mobility would create excessive administrative work and administrative bureaucracy and work counter to efficient and smooth operations and the optimal utilisation and implementation of human resources, acquired expertise and experience.	9/29/2022 1:28 PM
52	forced mobility is intrinsically gender biased and women will be penalized. husbands rarely follow; and children usually are with the mother.	9/29/2022 1:22 PM
53	I am not yet concerned with this mobility policy and still it would be good to have it in place for P/D, etc.staff as well as for G staff. I imagine that it is expensive but it is à good thing as some People never change the duty station and do not want to move. Thank you !	9/29/2022 1:14 PM
54	Promotions may be decided on who is more mobile rather than who is the best applicant. Clearly, staff members with spouses and children will be affected most, particularly staff with dependents with disabilities who need complex support structures.	9/29/2022 1:07 PM
55	Afin postuler aux postes P5 on exige d'avoir effectuer au moins 2 mobilités géographiques ce qui très difficile si la mobilité géographique n'est pas rendue obligatoire	9/29/2022 12:53 PM
56	I am with mobility in general if it is applied across the board i.e. including senior management. on another hand, timeline (2 to 5 years) is unclear. what does that exactly mean?	9/29/2022 12:48 PM
57	while I think that mobility is generally a good idea I don't think there should be rigid rules imposing it on everyone for arbitrary reasons.	9/29/2022 12:41 PM
58	for women this is more difficult still, as they are less likely to ask husbands to leave their jobs , not once, but multiple times. We will have less and less women	9/29/2022 12:27 PM
59	Make it opt-in. Recognise prior geographical moves. Why unnecessarily unsettle staff members, inevitably leading to drop in morale? Why are senior management immune from it?	9/29/2022 12:22 PM
60	In theory it is good for staff member to rotate but for certain functions there isn't much sense in there doing so. This also has an effect on family live and it could be expensive for the organization. It might discourage good candidates from applying to the UN	9/29/2022 12:21 PM
61	Suggest facilitating lateral moves/swaps on a voluntary basis through the compendium, focused on functional and operational needs. Following pilot period, adjustments can be made based on surveys and data regarding how such transfers are working for the staff members as well as meeting organizational needs and objectives (and relative costs incurred by the UN in terms of budget and time spent on relocation, human resources to support staff moves, training transferred staff, etc).	9/29/2022 12:15 PM
62	The UN cannot copy and paste how countries operate with diplomats. There is no similar support system. Also, it is very costly and looking at today's world, the UN may be inspired	9/29/2022 12:13 PM

to carefully plan expenditure. This kind of exercise is a luxury that does not contribute to the UN delivering better or be better equipped to deal with a changing world. Focus should be placed in "fit for purpose and needs".

63	no comments	9/29/2022 12:12 PM
64	No doubt there needs to be mobility within and across the UN and agree that staff pursuing an international career should be willing to move geographically. However, staff should have a voice and be consulted regarding a new mobility policy, especially if it is to be made mandatory. For staff who joined prior to 2021, the new policy might be a disincentive to apply to positions which are subject to mobility.	9/29/2022 12:10 PM
65	This will also be a costly exercise and will disrupt work/family agenda.	9/29/2022 12:06 PM
66	It is fair to have mandatory geographic mobility.	9/29/2022 12:03 PM
67	In addition to the reasons I mentioned previously the mobility policy if implemented will be very costly for the organization and has to be carefully thought through.	9/29/2022 11:57 AM
68	Some jobs are very specialized and focus on particular UN institutions. It makes no sense for institutional knowledge to be lost through a mobility process that may not be suitable for a number of functions. What about having voluntary lateral geographic moves for up to 2 years with a lien to a post in the original duty station?	9/29/2022 11:56 AM
69	What purpose does mandatory mobility serve? For everyone- even close to the end of their careers - or those who have moved already? Experience and expertise is sacrificed for no particular reason. This conflicts with the Charter (recruitment and retention of staff of the highest level of competency, professionalism and integrity). It interferes with established right for anyone already in post. The same policy was tried and abandoned some years ago. It is unfair and unworkable. Every move must be paid for by the UN - a giant waste of resources at times of multiple global crises when many are starving. Unsustainable.	9/29/2022 11:56 AM
70	The limited UN resources should be focused on delivering on the ground for developing countries rather than taking a study abroad approach to staff development. Staff already engage in duty travel. The UN simply cannot afford it.	9/29/2022 11:53 AM
71	I understand why the mobility policy is important and support it in principle. But the version proposed will be difficult to reconcile with the family situation of many staff.	9/29/2022 11:40 AM
72	As stated in your message, enforcing a mobility is very disruptive to a family where children has to move to a new school, wife will lose her job and has to look for a new job if she's able to find one. A UN employee job salary is sometimes not enough unless both parents work especially if you have loans to pay and this can create financial burdens on the family.	9/29/2022 11:40 AM
73	The whole process needs to be fully transparent with names, grades, number of mobilities, and year in current post for all to see and appreciate.	9/29/2022 11:19 AM
74	There is staff who are stuck in non-family duty stations for many years because there are no opportunities for them to get a normal duty station because other colleagues don't want to move. we should have a balance.	9/29/2022 11:07 AM
75	I support the mobility policy as long as it allows staff members to make thoughtful lateral moves that ensure a good fit between the staff member's area of expertise, development/learning needs, and the needs of the receiving entity. The policy should be applied fairly and communicated clearly.	9/29/2022 10:58 AM
76	I am not against geographical mobility. I see it as an added value to our careers but it needs to be done on a voluntary basis. Lateral moves within a duty station can also be beneficial.	9/29/2022 10:56 AM
77	Some functions require specialisation and strategic succession planning or a period of understudy may be required, and every staff member be given a career path or track - consultations between management and staff to take place well in advance.	9/29/2022 10:56 AM
78	Temporary assignment of one year or more to another duty station should also be counted.	9/29/2022 10:56 AM
79	Mobility, although important, should be voluntary. Staff who chose not to move for personal reasons or simply for not finding a suitable position abroad, should not be penalized or stigmatized in any way.	9/29/2022 10:46 AM
80	Une politique de mobilité forcée aboutira à la démission de nombreux fonctionnaires compétents et formés. Il faudrait une politique de mobilité volontaire/encouragée.	9/29/2022 10:46 AM
81	Forcing staff to move duty station against their will makes for increased anxiety and uncertainty and takes no account of people's personal circumstances. In my 12 years in the organisation this is the 3rd attempt to impose mobility, and it has been abandoned in the	9/29/2022 10:43 AM

past due to the huge financial implications, which I hope will be the case again now. The cost alone is and should be prohibitive. Focus should be instead placed on the voluntary, temporary staff exchange programme that was implemented 4(?) years ago, where staff could swap duty stations for a limited period of time. This provides more stability while giving staff a chance to experience how another duty station works.

82	This would be most welcome and positive investment into the future knowledge, experience and wisdom of the UN's staff.	9/29/2022 10:41 AM
83	Les profils de postes à la CEE sont spécifiques pour la région, de même pour les autres commissions au sein du Secrétariat, cela rend difficile la mobilité géographique.	9/29/2022 10:40 AM
84	I am in favour of mobility, and the way the questionnaire is formulated is somewhat biased. Still, it provides an important opportunity to give feed-back and avoid a large mistake being made by people who may not fully understand the implications of such a decision.	9/29/2022 10:38 AM
85	Mobility should be optional and made clearer and easier. Many people are happy to move provided the avenues and implications are clear. A number of organisations from the private and public sector do this well (eg EU, Ernst & Young). At ITC most of us are project based, with short term contracts. It would be complicated for it to apply here.	9/29/2022 10:38 AM
86	I think mobility will not be possible, let alone useful, for functions which are not on the field and where staff do not want to move from their duty stations. This is also further complicated for staff who have families, children and financial commitment. Interpreters, for instance, are in this category.	9/29/2022 10:33 AM
87	Necessary to implement it to avoid the apparent feeling of "established kingdom" developed by some staff and structure. However it is necessary to ensure that the whole competency evaluation (e-performance, staff selection, CBI, JRB, etc..) framework is more efficient and reliable than it is now.	9/29/2022 10:32 AM
88	It would be interesting to know if there are also costs associated with this new policy. I may have missed this information. Also - what percentage of OHCHR staff is in the field vs HQ (for example compared to UNCHR). Finally, are colleagues in different Duty Stations (including HQ) recruited through the same processes and with the same requirements /competencies / skills - which are thereafter interchangeable? Thank you for the opportunity. I would suggest the questions are addressed (in future) more generally - as this is not only about us personally - but future staff as well.	9/29/2022 10:32 AM
89	great chance to expand horizons!	9/29/2022 10:30 AM
90	In order to either support or reject mobility proposals, I would need a much more detailed analysis of the outcomes and implications.	9/29/2022 10:21 AM
91	I already served in a hardship duty station for four years and make a request for an exception to allow my three children to stay with me in a dangerous duty station. I consequently lost the non-family service allowance. Now that I got a position in Geneva with my three little kids, I don't think I am ready to move again in 2-5 years. My previous work in the field should be fully recognized as this was fully part of my life and career.	9/29/2022 10:21 AM
92	For OCHA, the mobility approach is a complicated issue. Staff in E/D duty stations clearly need to move. At the same time, moving so often is a complicating factor for personal/family lives. The mobility approach also doesn't consider that some staff are more suited to HQ (policy, drafting, inter-governmental experience) vs the field (operations, access/humanitarian space) and that we are not all interchangeable.	9/29/2022 10:21 AM
93	Mobility should be tailored to the needs of the organization and also take into account family needs and not be a one size fits all option. It should also be clear at the moment when a person applies for a post what the mobility requirements will be, so that, if this is not acceptable for the person applying because of family/ health or other reasons, they can choose not to apply for that post and not have such a fundamental change to their work conditions imposed post facto.	9/29/2022 10:19 AM
94	My comments apply also for my colleagues with disabilities and their needs	9/29/2022 10:17 AM
95	The persons who do not wish to submit to geographical mobility but still want to continue to work for the UN have the possibility to apply for local positions (General services positions). G staff cannot apply for P and above positions. However, P and above staff can apply for G positions that are LOCAL positions. May I remind that P and above categories are INTERNATIONAL staff. Therefore, it is normal that they are submitted to international mobility.	9/29/2022 10:17 AM
96	J'ai changé de travail il y a 9 ans. Auparavant, mon travail nécessitait des déplacements réguliers et lointains. J'ai fait le choix de quitter ce travail et de saisir l'opportunité du poste	9/29/2022 10:13 AM

qui était proposé à l'ONUG, pour lequel j'ai été sélectionnée, pour ne plus avoir à effectuer ces nombreux déplacements qui entravaient l'organisation de ma vie de famille. J'ai accepté le poste à l'ONUG justement car on m'a confirmé qu'il ne nécessiterait pas de déplacements ou très rarement et on m'a également confirmé qu'à ce poste, aucune obligation de mobilité n'existait. Il est donc évident que je suis totalement contre cette politique qui entraverait ma vie de famille et qui ne correspond pas à mon choix de vie.

97	I feel that this is policy has not been well-thought through, and is being rushed into implementation only so that upper management can claim to having introduced a management reform; our senior leadership should think through the practicalities of such a reform... but instead, upper management that are pushing for this reform are political appointees and have no stake in finding real solutions to improving working conditions for staff that could lead to improved effectiveness of the organization. This policy will increase costs, decrease effectiveness, and compromise staff well-being. Current staff did not enter the organization under these conditions, which reflect a fundamental change in conditions of service. As a former GS staff who passed the YPP, I have already seen my benefits cut, my post adjustment cut, and now my conditions of service fundamentally changed - had I known, I would have remained a GS staff and not sought this "promotion".	9/29/2022 10:11 AM
98	People who have never moved even once should definitely move. Those who have moved, do not need to move, if they are in a post fixed to the duty station. Ultimately, each case should be handled with care and compassion, with the staffing needs of the organization in mind.	9/29/2022 10:06 AM
99	Les catégories D et P ont signé un contrat qui stipule un mouvement donc ils doivent le respecter et pas à partir de 2021 car en ce moment et depuis plusieurs années ils ont tous les privilèges que la categories G n'ont pas: privilège pour logement, privilège scolaire, privilège sur la tva en moins sur l'essence, privilège pour l'achat de voiture sans taxe et privilège d'accès au magasin diplomatique. Faudrait encore qu'ils aient le privilège de rester dans des duty station qui leur rapporte plus et où il y a tout le confort. Je dis non à moins que l'on donne les meme privilège à la catégorie G. Elle est où l'équité.	9/29/2022 10:05 AM
100	A mobility policy should be based on incentives.	9/29/2022 10:03 AM
101	More focus should be made on cost effectiveness and professional relevance and efficiency. Mobility must be applied with leeway and on voluntary basis. Those who have mobility should be rewarded. Those who do not should not be penalised.	9/29/2022 10:03 AM
102	There is lack of clarity as to certain elements that I would need for forming an opinion, for instance details on how the years of incumbency are counted (whether temporary periods on temp assignment to a post one is subsequently confirmed count as part of the incumbency, etc.) and it is also pending how the organization plans to deal with spouses and families of staff members who are asked to move to non-family duty stations and who do not have a nationality conducive to staying at the previous duty station or elsewhere.	9/29/2022 10:03 AM
103	I am surprised that continuity and excellence are not taking into consideration. And what about costs!? There are no resources to carry out important human-rights/humanitarian tasks, the one-system principle was exploded (with a huge pay cut!) and we cannot remunerate interns, but there is money for this useless senseless measure!?	9/29/2022 10:03 AM
104	For me, working at different duty stations has been interesting and conducive to professional growth. However, not everyone is in a position to move, owing to personal circumstances. The need to constantly train newcomers will undoubtedly affect the duty stations' ability to deliver quality work. Moving and the entitlements it entails (relocation grant, etc.) are very expensive, so it's surprising to hear that, while staff are being pressured, in the name of "cost-effectiveness", to produce more work in less time, the UN wants to spend money on an exercise whose benefits are unclear.	9/29/2022 10:03 AM
105	This new policy will cost around 50'000 USD by staff to move, so it is an increase of 100'000'000 USD a year for the secretariat to implement it. Is it in the NY budget?	9/29/2022 10:02 AM
106	The policy in its current form is not in the best interest of the staff or the UN. Staff will be placed under immense pressure to move. We love our career with the UN, and I personally love the idea of being able to work in different locations, but I do not want to be forced to do it. At some point in life we all aspire to move to different functions and duty stations to get different experiences, but it is important that this is left voluntary and staff should have control over their life and decide when to move. When highly qualified and skilled staff are pushed to do things that aren't in their best interest or in the best interest of their families, they will be forced to leave. The UN will lose highly qualified and skilled staff and will be negatively impacted. When one of the UN values is "Humanity", the UN must take into consideration the human impact of such policies and should always put the wellbeing of their staff first and above any other financial consideration.	9/29/2022 10:01 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
107	I support mobility but have concerns about how the Secretariat will pay the costs for moves every 2-5 years as well as how positions will be matched to candidates.	9/29/2022 10:00 AM
108	It is right to give staff in field a chance to live in a non hardship duty station. However, it is important to ensure that staff members who move to hardship duty stations can maintain their families in a safe and secure country.	9/29/2022 9:59 AM
109	Let people move if/when they want, don't force them to do so, it won't make them working better but worse	9/29/2022 9:57 AM
110	On the one hand, I believe mobility is important and necessary for the Organisation. This is why over the course of the past 16 years I have moved duty stations five times, including to and from missions in active and post-conflict settings. After more than a decade in the field, I took a post in Geneva in large part to start a family. While I am supportive of a mobility policy, I have issues with fairness for those who have crafted career choices in mind to ensure they have moved geographically and functionally on their own initiative to manage their work/life/family balance, versus persons who have never changed functions or duty stations. In short, while I would be in favor of a mandatory mobility policy, I think it should be phased in not on the basis of whether one took a post prior to or after May 2021, but based on the number of prior geographic and functional moves a staff member has already completed, as well as the classification of such prior duty stations. Simply drawing a line at May 2021 will discourage people who are least likely to move on their own initiative from applying for or accepting new positions rather than ensuring mobility actually occurs and in this sense would run contrary to the interests of the Organisation in addition to the fairness issue noted above.	9/29/2022 9:57 AM
111	This policy will generate an enormous cost for the UN with no commensurate benefits.	9/29/2022 9:56 AM
112	I would like that geographic mobility to be voluntary	9/29/2022 9:56 AM
113	This proposed policy should not apply to highly specialised jobs with very few vacancies available in other duty stations e.g. Interpreters can move to other jobs and carry out other functions but cannot be replaced by non interpreters.	9/29/2022 9:55 AM
114	i see a clear copy past of UNHCR system. This may not be applicable with the secretariat as there may not be enough offices and post for everyone.	9/29/2022 9:54 AM
115	Having to convince my spouse to come look for a job in a completely new country is hard enough. Doing this every 2-5 years must be a joke. A lot of highly qualified people have highly qualified partners who want to work. With this policy you're making sure that the UN becomes a very attractive workplace for men with housewives. The UN should make sure not to overestimate their current appeal as a workplace. Adding these kinds of policies... uff.	9/29/2022 9:54 AM
116	Since I joined Geneva in 2019, I have occupied 2 different position at P3 level and will occupy a new one from mid-october. Should I have known this policy, I would have not applied and blocked position. I do not understand either while this could be retroactive. This decrease tremendously the confidence in the Organization. After 2 years of Covid my spouse finally found a job. Should I tell her to quite? It also impact my savings. I bought a house in October 2021. If I had new that I would be required to move by 2024. I wouldn't have done it. I believe that mobility is a good thing for the Organization but it must be applied from a certain date for example 1.01.2023 in such way that people applying to new post are aware of the consequences of their action. This rule, not yet published, if applied retroactively will create a disproportion between the need of the organization to having a global work force and the rights of the employees to have clarity on their professional and private life.	9/29/2022 9:54 AM
117	I would like to see the mobility strategy applied across a staff member's entire career. You could make the case for non-mobility at some phases (eg a "wild card", "pause" or similar) on the understanding you would take it up at another moment. It would also be great to see spouses supported as they are in foreign diplomatic services (for example, by having preferred access to GS roles, etc) rather than actively being excluded from working at the UN if your spouse does. The arguments that the staff union are making about stress of moving are not relevant. Those of us posted in "nice" duty stations need to move to allow others to move out of hardship posts. We have very generous education allowances to ensure schooling consistency. In addition, if we see that "economic offices cannot be effective if staff change every 5 years" then we are relying too much on individual knowledge and not institutional. Diplomatic services manage just fine with effective knowledge management and handover periods rather than gaps between staff in roles. Diplomatic services are rethinking because of cost, not effectiveness. I would like to see the staff union supporting sensible staff mobility that is integral to the entire recruitment and	9/29/2022 9:53 AM

staffing process - better career planning, better support for families relocating, support for trailing spouses to work in GS roles, etc.

118	no further comments	9/29/2022 9:51 AM
119	the rule that staff that joined before 2021 will be taken into the rotation once they do a lateral move might trigger that staff will move even less I am all for a system that manages mobility as the current way of managing mobility via vacancies and de facto via TJOs is not fair or effective.	9/29/2022 9:51 AM
120	Forced geographical mobility is not productive and not for everyone. I do not wish to be to be subject to it. Thank you for your watchful eye.	9/29/2022 9:49 AM
121	I also think that such a mandatory policy will cost the UN more than the benefits it will bring. Forcing people to move around in many cases will also mean that the institutional memory that is required for many jobs will be lost.	9/29/2022 9:49 AM
122	For me personally the mobility policy would not be an issue, as I do not have dependents. But I am hearing from many colleagues that these geographic moves would be very destabilizing for their children, as well as spouses. This is especially challenging for people who have children/dependents with disabilities. I think a clear exemption from the scheme must be made for staff who have disabilities or dependents with disabilities.	9/29/2022 9:47 AM
123	If you want me to move, then negotiate for my spouse to be able to work. In most duty stations she cannot. Also, pay for her language training. Increase dependent spouse allowance for several years after a move to match her prior income. Otherwise you are telling me that the UN is not a place for married people with children to have a career.	9/29/2022 9:46 AM
124	My couple has already been shattered once with our move to Geneva. I am ready to leave the organization if asked to move again	9/29/2022 9:43 AM
125	Staff in hardship duty stations at this time often become "stuck" with often only the choice to move to another hardship duty station, if at all. Staff rotation between HQ and field etc is to be welcome. I note that at my HQ some staff have stayed in their posts for 20 years!!!! which is not good either for them or the organisation - nor is it fair.	9/29/2022 9:42 AM
126	I would take early retirement rather than move. If the Organization prefers politics over retention of highly specialized staff, so be it.	9/29/2022 9:42 AM
127	Supporting this as an opportunity to secure a fixed post after 5+ years on temporary contracts.	9/29/2022 9:42 AM
128	UN offices with field and deep field presence needs to have a mobility policy that allows equitable opportunities for staff to do their share of assignments in H&A, B&C, and D&E duty stations. This should not be optional.	9/29/2022 9:42 AM
129	This policy should be extended to those who joined before May 2021.	9/29/2022 9:41 AM
130	The obligatory mobility policy creates enormous stress and uncertainties on families. I think the move should be voluntary and accompanied with incentives such as career progression.	9/29/2022 9:41 AM
131	Fantastic!	9/29/2022 9:40 AM
132	There are aspects of the policy that seem to change or are unaddressed. I would want to see a fixed proposal in order to decide. In principle I support the idea of mobility but I have serious doubts about certain aspects, such as the possibility that people can be moved into positions they are not actually suited to, in the name of mobility.	9/29/2022 9:40 AM
133	ITC is an organization too small to have permanent country offices, and for most technical staff it would make no sense to move to field for the lifespan of one technical output.	9/29/2022 9:40 AM
134	- the policy does not consider the impact on spouses and children. My spouse already gave up a nice career to join me in Geneva. She won't do that a 2nd time. - contrary to diplomatic/foreign services careers, a UN staff member would go from 1 duty station to another but without returning for a couple of years to his/her 'home base' to reconnect. This is adding even more disruption in comparison to similar careers in national services.	9/29/2022 9:39 AM
135	A mobility policy should not jeopardize career advancement for staff members and acquisition/maintenance of talents for the organization. Once a mobility policy becomes mandatory for everyone, there are risks that staff members will have to move to posts not necessarily relevant to their skills/functions and that the organization has to experience frequent talent shuffling which could have negative impacts on functions that require strong partnerships and in-country expertise/knowledge.	9/29/2022 9:38 AM
136	circulation of staff in a regular, transparent and professional process that ensure equal move	9/29/2022 7:38 AM

to every staff member from HQ to the field and from field to HQ. Also, rotational move between regions to broaden the knowledge and expertise of all.

137	I think mobility is positive but should remain voluntary for staff. I do not have any dependent children at this stage of my life but do empathize with those who have young children for whom a 2-5 year mobility policy would be extremely disruptive. I know colleagues who have for example moved to New York HQ because they have children who need specialised care, therefore any number of years imposed on them would be quite insensitive.	9/29/2022 5:59 AM
138	Mobility should be voluntary	9/29/2022 1:00 AM
139	In a time when budgets are being squeezed and we are already doing more with less (compared to, say, a decade ago), this forced mobility seems like a costly exercise.	9/28/2022 10:50 PM
140	The mobility policy that is being promulgated for new non-UN Staff members now joining the organization can work as a new staff will be aware of this. To launch this on existing staff is not well thought out. I have tried to get into the field for years. 1. I was disqualified for not being a French speaker; 2. preference was towards downsizing mission staff; 3. entities preferred internal candidates first. To implement such a policy without having the issues that permeate former DFS missions/offices with reasons to hire non-field staff, then will end up being another useless measure. In UNHQ, we have a lot of people doing specialized work i.e. niche work, that will be mandatorily moved in 5 years to bring in a new person who has no idea of the work involved. Who thought this was a good idea!!!!	9/28/2022 10:13 PM
141	I believe that mobility policies should be on a voluntary basis and valid only for the period of time chosen. There also has to be a mechanism that transparently addresses the personal situation of staff members and above all, no new harmful policies should be forced on existing staff without adequate measures for recourse. Those who want to move should be able to do so freely, and those who do not want to or cannot, should not be forced to do so.	9/28/2022 9:58 PM
142	This policy risks creating a two tier system. Those who have the mobility requirement and those who do not. Allowing flexibility for staff and incentivizing them to move is critical. I have worked 8+years in the UN and when I finally receive a FT in the location I would like to remain, I am told it will all be taken away from me and I will be forced to leave this post through the mobility policy.	9/28/2022 9:49 PM
143	It won't be possible in reality, as there will be many more positions in some locations than others.	9/28/2022 9:05 PM
144	I support only a voluntary mobility scheme as having a mandatory policy will cause undue hardship to staff and their families. It is also not clear if a mandatory mobility policy will assist in the functioning and work of the UN and its various organs and entities.	9/28/2022 8:43 PM
145	My spouse is employed by the UN and we have small children. Compulsory mobility as proposed will likely break the family geographically and bring prejudice to my children's education.	9/28/2022 8:28 PM
146	It is good exercise with job security unlike IAEA, CTBTO where you need to leave after 7 years. The exercise will bring more fresh skills and get rid of incompetence	9/28/2022 8:04 PM
147	No stability in life. Provide housing(Staff quarters) based on the grade instead of providing the rental subsidy, provide the schooling to children for 100% free in UN School. As using this mobility policy, a staff member cant become home owner. usually the loans stand for 30 years and it is quite unmanageable to buy a home to live	9/28/2022 7:42 PM
148	What provision will there be for people to move temporarily to another duty station who wish to return to their original duty station (other than keeping a lien on a previous position)? This would increase buy-in a lot, I think.	9/28/2022 7:40 PM
149	If the staff members are given opportunities and resources for themselves and their family members then the mobility plan should be considered. However, why are certain staff excluded from those opportunities i.e G level staff? The UN should be inclusive and fair in their dealings.	9/28/2022 7:27 PM
150	I am not sure if I will be able to keep the G4 status if I moved from UNHQ. Since I started working at UNHQ more than 15 years ago, I built a life there with my family and we own a house. I would not like to have to start over. If I could keep the G4 status, I would not mind the geographic mobility. I think that it is a very good experience to have	9/28/2022 7:19 PM
151	Pas de commentaire	9/28/2022 7:12 PM
152	The policy should not be mandatory for P4 staff and below, but it should be super mandatory asap for P5 and above. Nobody should become D1 unless they have MANY prior geo moves and service in high-hardship DSs.	9/28/2022 6:26 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
153	Under question #3 on "previous geographical moves" I indicated temporary moves to SPMs/PKOs, not full moves to other duty stations	9/28/2022 6:12 PM
154	great opportunitie for career and bank accounts should be shared more evenly but not forced.	9/28/2022 6:06 PM
155	We need mobility and the staff union does not need to block it. We joined the UN knowing that it is a global organization and those who do not want to move and leave the organization.	9/28/2022 5:50 PM
156	Mobility Incentive for Geographic changes is non-existent in comparison to life/family disruptions and does not contribute to career progression. In addition, it does not provide sufficient financial support, family support, nor career support - and moving every 5 years is actually making life/family more difficult, and leaves staff unable to progress in career. It is also observable that in the past, even when absolutely required, there has been a number of cases where "selected" staff progressed to higher positions even without geographic moves. Spouse support in UN does NOT exist (and in the past it was not assisting spouses in any meaningful and concrete way) - which, even with mobility and assignment grants, makes every move a financial struggle. While some geographic moves should be encouraged, UN first needs to address ACTIVE support for spouses (employment, etc.) and children (number of years at particular school level, and degradation of the quality of life caused by moves. Without these prerequisites any mandatory mobility, and even voluntary mobility, are not tailored to the needs of the staff. Even mobility in hardship duty stations does not allow for family life in proper sense, considering multiple residences, separate life, etc.	9/28/2022 5:35 PM
157	I would like to learn more about the mobility policy, it's rollout, and its implications for families in which the staff member is responsible for the care for newborn/toddler children as well as the care for elderly parents. Thank you.	9/28/2022 5:28 PM
158	1. My contract concluded in 1988 specifies New York only as a duty station. 2. After 34+ years of service @ UNHQ in the USA any move will be detrimental to my special immigration status in the host country. 3. Real and other property concerns in case of implementation of mandatory geographic mobility. 4. Mandatory geographic mobility policy should not have retroactive effect. 5. UN Staff Union should take the lead and organize a general strike in case of implementation. Willing to join/assist in organization.	9/28/2022 5:23 PM
159	it would be helpful to find out if those who have already participated in mobility exercises have found it to be useful or not. It's hard to make this decision without knowing more - the advantages and disadvantages of having this policy and what we can learn from those who have participated in mobility exercises in the past.	9/28/2022 5:02 PM
160	Mobility is excellent if done well, but it can be disruptive if done badly. The results and benefits of mobility are greater if mobility is voluntary, not forced. IMPACT ON THE STAFF: Many people want to move and the organization could do a lot more than today to enable and facilitate movement. Others might not feel this is the right time for them to move, and the reasons may be professional, personal, related to family circumstances or even health related (whether it's about the staff member's own health or the health of a family member). Having to expose these reasons to a panel to request an exception not to participate in a mobility exercise would be a stressful and incredibly intrusive process, forcing staff to disclose private matters to colleagues, exposing staff to their colleagues' judgement, and subjecting their personal lives to the panel's decisions. Moreover, the draft policy does not account for the challenges posed by long-term health conditions affecting staff or their family members. The draft policy indicates that staff members exempted from participating in a mobility exercise for reasons related to their health or that of family members, shall not benefit of this exception more than once and shall participate in the following mobility exercise. This provision ignores the fact that the most serious health conditions are often long-term, and while the staff member may be fit to work in his/her current duty station with adequate access to health care, a move could have a significant impact on the staff member's health or that of his/her family members. Another problematic point is that the proposed policy does not offer a solution to spouses who both work for the UN Secretariat. If the mandatory mobility cycles and the lottery of the mobility exercises sends them to different parts of the globe, this will impact the SM's family life as well as their ability adapt to new circumstances and cope with new challenges, and most likely their performance in the job as personal and professional lives do affect each other. For spouses who both work for the UN Secretariat, living in the same country will probably become the exception rather than the rule as it seems unlikely their mobility cycles and duty stations would ever coincide. Also, the assumption that staff who are in hardship duty stations will appreciate moving every two years seems an over generalization. While many staff in these duty stations do want to move and should be enabled to do so, many others are passionate about continuing their work and feel a particular connection to that location, e.g. because of	9/28/2022 4:57 PM

their professional interests and the type of work they can do there. They might also have personal reasons not to want to move in the short term (e.g. because they have already made the effort of adapting to the living conditions in that duty station and are satisfied with their professional and social environment, because of their interest in the culture and language, because of the geographical proximity or convenient connection to see their families during R&R etc). Moreover, staff usually don't feel that duty stations, whether they are H, family or hardship duty stations, are equivalent and interchangeable just because they have a same classification. Staff's professional and personal preferences in relation to the duty stations are based on many complex factors. Forced mobility removes the possibility for staff to make their own choices and to own their careers. It is disempowering.

IMPACT ON THE ORGANIZATION: The organization is closely connected with its staff. If a policy negatively affects its staff, it will inevitably affect the organization too. Forced mobility can also backfire against the organization's goals in many ways. It might prompt highly skilled and experienced staff to leave the organization and might make it harder to attract new talent. The constant turnaround of the entire staff of an office can also be detrimental to institutional memory and longer term vision for the work. Staff who are new to a job often benefit from learning from the experience and expertise of other staff who have been there for longer. Not having that will create challenges to knowledge management and knowledge sharing and to effective mandate implementation. Finally, if it is indeed the case that the policy will also apply to staff who joined prior to May 2021 as soon as they apply and are selected against a rotational position through a lateral move or promotion, this will motivate many to simply remain in their posts, effectively discouraging movement. The overall result could be less movement across the organization than today.

SUGGESTIONS FOR A BETTER MOBILITY POLICY: An effective and constructive mobility policy would be one that: 1. enables and facilitates mobility on a voluntary basis, by making it easier and faster for staff to apply to, be appointed and move to a new duty station with their families; and 2. encourages mobility by creating incentives (such as making lateral movement a condition for promotion, supporting the spouse in getting a position in the same duty station aligned with his/her qualifications, supporting the change of schools for children etc), and 3. empowers staff to be in control of the timing and destination of their move. Such a policy would not be more expensive for the organization and would be much more beneficial to all.

161	Such a policy adversely affects women in the system disproportionately and is not tied to the delivery of better results, which comes from depth of professional experience and having the right fit for the role, rather than breadth through constant 'post-hopping'.	9/28/2022 4:47 PM
162	The only good solution must be based on entirely voluntary moves. Requiring mandatory mobility will turn away many strong candidates. To encourage people to move, proper incentives need to be offered. That way, quality talent can be attracted and motivated to go to less desirable duty stations.	9/28/2022 4:22 PM
163	La politique de mobilité obligatoire appliquée aveuglément à toutes les catégories de personnel ne prend pas en compte leurs spécificités. Le fait que certaines allocations en dépendent (comme l'allocation logement qui décroît après 4 ans à la même affectation pour disparaître au bout de 7 ans) est problématique, en particulier pour le personnel stationné à New York. Les spécificités des lieux d'affectation et de chaque métier devraient être mieux prises en compte.	9/28/2022 4:19 PM
164	Due consideration of staff with young children (below university) should be written into any mobility policy.	9/28/2022 4:11 PM
165	Having been a UN trailing spouse who lost her job because of husband's UN move there are many other considerations. Also who is paying the additional \$50-\$100K for each move? Should be voluntary based on family circumstances. 2-5 years is too short. One loses 3 month of life at either end of moves and it takes over 1 -2 years to settle. Too disrupting to family life for such a short time period. Shouldn't be compulsory. Mobility was terrible for my career but overall a good life experience.	9/28/2022 4:10 PM
166	The concept of mobility is not negative. My concern is the lack of support for the family of the staff. The organization is lacking in this area, having experienced it first hand. The stress could lead to unhappy relationships, and possibly dissolution.	9/28/2022 3:58 PM
167	To start with, the organization does not have capacity (staff and money) to move all P staff every 5 years. The moves will be both disruptive for the families and the offices where the s/m works. Mobility should be voluntary and only staff who are interested should participate. I was part of the MRP (part of the YPP exercise) and know that OHR does not have skills to move 80 people a year, not the whole organization.	9/28/2022 3:58 PM
168	Enforced mobility is counterproductive to keeping an engaged, satisfied workforce. People should receive incentives (more money, quicker promotions, etc.) to move to less desirable duty stations or field locations. This is how it works outside the UN. That is how	9/28/2022 3:56 PM

corporations act, and the UN is increasingly a transnational corporation. Why not apply that kind of practices then?

169	It is important that the lateral moves facilitated by the mobility exercise are not limited to the job family/network of the current post held by a staff member, but that it allows for lateral moves across and between job networks to allow staff members to truly serve on different functions and grow. Therefore, the mobility exercise should allow lateral moves to all functions a staff member is rostered for. I for my part have roster placements in two different job networks and would like to have the option to switch between networks within the mobility exercise instead of being limited to my current job family which has extremely limited options within the organisation.	9/28/2022 3:53 PM
170	(a) If spouse works in a different duty station is difficult to handle geographic mobility. Unless the organization gives flexibility for longer periods. Being away from family is very hard for many families that we are facing this situation. (2) If family has children's in key grades prior colleague, that is another factor to be consider. If the Organization treat this an exception and help family by delaying mobility will help.	9/28/2022 3:51 PM
171	Seems that the mobility policy should first be applicable to the entrenched D1s and D2s before it applies to the lower ranks. .	9/28/2022 3:39 PM
172	There should be a mandatory requirement for HQ staff to have at least 1 field experience of minimum 2 years to better understand the work of the organization and the challenges it faces. It should also be easier for field staff to find position at HQ.	9/28/2022 3:36 PM
173	I would like to reiterate my full support for this initiative, which I consider as a unique opportunity for all UN staff to gain new experience in various fields across the globe, thereby becoming more knowledgeable and universal, and, hence, adding more value to the organization and ultimately to the people we serve.	9/28/2022 3:30 PM
174	I am 38 and I moved 17 times in my life, counting what happen priori to my entry in the UN. I think that a mandatory mobility policy would be dissuasive for certain professions (interpreters : with a good level and a good language combination, people often earn more than UN Staff interpreters. Recruiting with additional constraints - mobility, for exemple - might be problematic.)	9/28/2022 3:29 PM
175	Yes to voluntary mobility No to compulsory mobility in case of no-match	9/28/2022 3:27 PM
176	The UN does not provide any support for spouse career changes, which based on new policy will now be required even more frequently. Staff applying for positions in their current d/s will be at a disadvantage because hiring managers would prefer candidates from other d/s who could remain on post for a longer period as they would not require to rotate. This doesn't ensure the best candidate gets the job. There is a cost for mandatory turnover. The frequent transition periods between staff, learning curves etc can impact operations.	9/28/2022 3:25 PM
177	I would be inclined to resign if a mandatory mobility policy was implemented. It would be yet another way that the UN imposes completely unreasonable conditions on its workers to put their lives on hold at any moment and live in flux. Such policies should be voluntary.	9/28/2022 3:23 PM
178	It's not an international organization, unless people are willing to move around and have an international career. It's the only fair and equitable way to ensure everyone has a chance to a healthy balance between hardship and HQ. It is also the only way people working on a specific country / issue / emergency have an idea of what looks like in real life. We are already losing relevance by the day; the UN is losing relevance by the day. The only thing we can do is start adapting to the 21st century, and mobility is definitely part of this world.	9/28/2022 3:17 PM
179	I have children and am interested in going to the field but need help in practical terms so that I am not too far from them if deployed to a non-family duty station.	9/28/2022 3:16 PM
180	The organization has no support system to help staff members get accustomed to other duty stations and cultures and leave dual working spouses and children all on the staff member while they stumble through getting an apartment and finding schools and settling into a duty station. Contracts are tenuous too.	9/28/2022 3:16 PM
181	Staff should be able to apply for position across functional areas and across levels. Staff from D and E duty stations should be able to apply for positions in H and A duty stations. Given the mathematics, it seems that staff in D and E duty stations will only be offered positions in D and E duty stations for the first 2 years of the mobility policy. It's not fair.	9/28/2022 3:15 PM
182	It should be voluntary and not mandatory	9/28/2022 3:15 PM
183	Interested in knowing more about mobility for extremely specialized positions.	9/28/2022 3:13 PM
184	I do not understand how mobility posts will be managed nor how much say the staff will	9/28/2022 3:11 PM

have. I am also uncertain how those who opt out of the mobility (those with contracts predating the indicated mandatory start) will be treated versus the rest of staff.

185	international organization requires/benefit from international service among its personnel. Increase understanding of UN system and challenges by having been in different places / contexts / tasks / mandates	9/28/2022 3:10 PM
186	It is just unacceptable and counterproductive that some Secretariat staff stay in the same job for 15 or even 20 years. This must change.	9/28/2022 3:05 PM
187	fully support the mobility policy, and a managed mobility program should be the preferred way to implement it. Similar to the approach in UNICEF for senior positions and UNFPA for mission critical roles.	9/28/2022 3:05 PM
188	Mobility is good for both the staff member and the organization. Staff tend to get comfortably attached to a particular duty station leading to fear of change.	9/28/2022 3:05 PM
189	The conditions of service should not be changed retroactively. In addition, the new policy does not take into consideration family situations and spouse employment. Do we want a UN of broken families?	9/28/2022 3:04 PM
190	Mobility within the organisation should be encouraged. But start from the staff members who have never moved and been in the same office for decades. Also, a lateral move within the same office should not be considered as move as it is now in order to qualify from P4 to P5.	9/28/2022 3:02 PM
191	Not sure if the approach is practical, feasible or cost effective.	9/28/2022 3:01 PM
192	Geographic mobility is important for sharing best practices.	9/28/2022 3:01 PM
193	Mobility requirement for Professional staff at UNHQ (NY, Geneva, Nairobi, etc) should also be in place and enforced to ensure staff have a balanced set of capacities and experience for the benefit of the UN system.	9/28/2022 2:59 PM
194	I am wondering why nothing was learned from the last mobility policy disaster. I object to the view that all GVA and NY colleagues do never want to move but it needs to be in fair and considerate circumstances.	9/28/2022 2:16 PM
195	I am in favour of a mobility policy but currently I dont see how families are being considered and protected in this policy. This requires urgent clarification	9/28/2022 10:54 AM
196	I am unable to state whether I support or not the mobility policy due to lack of clarity on for instance (i) how career advancement will remain possible in such case (if a position is vacant, it might be easier to recruit from the rotational exercise than to go for a full recruitment and (ii) how this will be compatible with family life (will staff with families be ensured to be moved to family-duty station only, including when their first 10 choices are not matched ? (how) will the mobility policy support the move of both partners to the same duty station and at the same time, to avoid any family life disruption? (iii) what will be the financial conditions of such move? (iv) are we sure to return to our initial duty station after a rotation? (v) how will the selection for a rotation be made (which criteria?) as they may lead us to have to accept positions that are not in our area of interest (in case the first 10 options are not matched)... I am also wondering what the "mobility clause" in the LoA looks like and whether it was systematically added to all LoA after May 2021 (I was recruited on a fixed-term position in Nov 2021 - after being on TJOs for several years - and I don't see such clause in my LoA)	9/28/2022 3:57 AM
197	So, are those of us without children going to be sent to hardship locations, while staff with dependents get they cushy gigs?	9/27/2022 11:25 PM
198	I support a mobility policy on a voluntary basis. Personally, as a senior assistant, I would like to serve in the fields if policy allows. However, I don't support mandatory for all. Forced relocation unfairly affects female staff to establish and have a normal family life. In addition, for those long service G-P staff who joined the UN before May 2021, they should be exempt from the proposed mobility policy or set up as voluntary.	9/27/2022 10:37 PM
199	Help staff who are "locked in" staying at C-E duty stations for 5, 10, sometimes even more years because staff in NY and Geneva choose to never move	9/27/2022 10:16 PM
200	The policy should be accompanied by well funded support for training, installment, spousal job placement, etc which other organisations (eg Diplomatic services) accompany such mobility programmes with. Hardship duty stations or non-family duty stations should require shorter stays and allow for family to be installed in the region.	9/27/2022 9:58 PM
201	I think the mobility policy should apply to ALL staff and not just P, D and FS staff. We should all be given the same "equal opportunities" to move in our career and garner new	9/27/2022 8:04 PM

skills.

202	I think it is better to start with a voluntary exercise and assess the benefits gained versus the cost - both monetary and other (disruption to lives, to productivity with staff moving every 2-5 years, learning curves for different posts etc.)	9/27/2022 7:50 PM
203	i have 2 children with special needs and its it not an option to rotate.	9/27/2022 7:26 PM
204	Let G7 apply for P2/3 posts in hardship duty stations. I served in UNAMA in 2002. I would love to be assigned again to the field.	9/27/2022 7:03 PM
205	It should not be compulsory, as it affects entire families and not just the staff members. There may be times that the disruption caused may be bearable, but at other times it may lead to serious implications (even affecting marriage and disrupting families)!	9/27/2022 4:42 PM
206	N/A	9/27/2022 4:09 PM
207	I think telecommuting outside the duty stations could be a good option to move around the globe. Staff can also go to the UN offices available in that countries. This approach could open a new way of collaboration and partnerships among different UN entities. Telecommuting outside the duty station can also fulfill the purpose of staff mobility.	9/27/2022 4:00 PM
208	So much talk about mobility with little to show for it. Let's get it done.	9/27/2022 3:01 PM
209	I believe it must be mandatory and NYHQ-managed to ensure fairness. Some flexibility should be applied to take into account staff member's family situation, health, etc.	9/27/2022 2:41 PM
210	I fully support the idea of encouraging staff to move geographically and simply to take up new, challenging functions. I think it should be on a voluntary basis rather than required, within a specific time frame.	9/27/2022 1:30 PM
211	Staff mobility is a welcome idea. It empowers staff to develop their skills and given more opportunities to take up new roles, challenges.	9/27/2022 1:15 PM
212	The mobility is important and strategic for the new generation of UN staff and should be linked with the promotions	9/27/2022 1:11 PM
213	Great opportunity for networking!	9/27/2022 12:42 PM
214	The staff union has no credibility on this issue it represents only staff based in HQ and has fought mobility from the very start. Americans or 2nd and 3d generation UN Staff in NY are fighting this issue and it is scandal that the SG has let them torpedo all attempt of reform.	9/27/2022 11:52 AM
215	Please include national officers (NOs) as well to the mobility policy.	9/27/2022 11:50 AM
216	Need to promotion for encouraging outstanding performance of staff member in promising their professionalism.	9/27/2022 8:08 AM
217	n/a	9/27/2022 4:38 AM
218	I generally support mobility, but it should be balanced with other considerations. As an external to the UN until 4 years ago, I have seen many challenges with mobility as well, where UN Staff members are mostly focused on their own project implementation and career progression rather than being focused on support to the concrete member state, always already thinking ahead on their next position, also not having to live with consequences of more short sighted decisions as they will have moved on to other duty stations before the effects/results come in. Longer term engagement at one duty station does therefore, in my view, also have an important value in terms of commitment to longer term support. For regional and global duty station work, this argument is less relevant I believe while at the same time this is where there is less mobility - and among some of the staff members leading to lack of understanding of what is going on at national level. A stronger push for mobility between postings at national duty stations vs regional/global every 2-5 year I think could be a good approach.	9/27/2022 3:12 AM
219	It would be helpful if the obstacles to mobility (conscious and unconscious ones) are removed before we dive into a forced mobility. Many colleagues have been trying to move from HQ to the field or other HQ duty stations for years without success.	9/27/2022 2:27 AM
220	I find it hard to have an opinion about such a complex issue that so strongly affects my and my family's life. I believe a more detailed and simple explanation is needed, at least for those of us who have only been a few years in UN, and more so having been in a post outside HQ.	9/27/2022 12:20 AM
221	As an international organization, the UN is fully entitled to require mobility of its staff, provided such conditions are clear upon appointment. Any such requirement imposed after	9/27/2022 12:12 AM

initial appointment should not however be at the expense of staff members' personal lives (e.g., re family separation, health matters) OR of professional considerations, i.e., maintaining enough experienced staff to enable the smooth running of highly specialized services. If a mobility requirement is considered necessary, a more flexible arrangement than "every 2-5 years" should be possible - e.g., x appointments in y years.

222	Strict and universal application need to be followed if the the policy is going to be applied.	9/26/2022 11:48 PM
223	Given that the new policy contravenes the plan agreed with the Staff Union, this feels like a tremendous blow.	9/26/2022 11:39 PM
224	It will be difficult for Professionals as well as support staff to have new managers and Directors on a rotating basis due to mobility. Also, how will the mobility process happen, professional staff will only be moved in their Functional Titles-positions? Governance and Public Administration Officer to same position?	9/26/2022 11:38 PM
225	The mobility system is not working at the UN. We have to keep it voluntary in order to succeed. I will also suggest to think about how to solve the issue of promotion which is the main and urgent issue that UN staff are facing. Just think about an example of a P2 staying for more 10 years in the same post and new P3 just joins and become the supervisor of this P2. How do you think this P2 will feel and perform? This is the emerging issue that we need to solve and this applies to all levels nt only the example I mentioned.	9/26/2022 10:25 PM
226	I support a voluntary geographic mobility policy. If this policy goes ahead as a mandatory geographic mobility plan, it will take women back decades in terms of gender equality. As a woman, mother and spouse if I am given a choice between accepting an offer for a higher post in another duty station or remaining in my duty station, I will remain in my duty station at the expense of my own career because my family well-being and stability is more important than career advancement. I am sure that this will be the position of many women. It might not be the SG's intention, but sometimes one has to face the unintended consequences of well-intented policy proposals. Also, moving around is not necessarily conducive to higher quality outputs and results since with each move there will be lengthy periods of time to get adjusted and steep learning curves until the next move comes up. Synergies and expertise can be mobilized in different ways through, for example, online cross departmental/agency networks where talents can be brought together. Digital technologies have shown to be able to bring people together in different ways and can facilitate cross-fertilization without staff having to move duty station. However, there might be some who prefer to move and this should be encouraged. A survey could be conducted to see how many wish to move and match them with staff from other duty stations who have indicated that they wish to serve in a specific duty station. Thank you very much for your support!	9/26/2022 9:59 PM
227	I would like to see a spousal hire policy before they roll this out. Currently, the only policy on spousal employment is that spouses receive NO preferential consideration in recruitment. I don't think anything is done to help existing staff who have a spouse at another duty station relocate there. Mobility in this day and age when we have both spouses working breaks families. Management could address this by being more open to remote working arrangements, which would allow staff in different duty stations to spend more time together. Instead, management is pushing this policy while making it harder for staff to work remotely. This is a big issue, especially for women from WEOG. Also, why go from all to nothing? Currently, internal applicants get no preference when applying to positions in a different duty station. Maybe they could try changing that first? It would also help break the rampant cronyism.	9/26/2022 8:54 PM
228	Both my spouse and I work with the UN. I am only supportive of the mobility policy if that means the Organization is supportive of ensuring that UN spouses and family do not get separated because of the geographical moves. Where a UN staff has a UN spouse, the move should only take place if the Organization can guarantee staff member's employment and no separation as it affects the staff's. family, relationship, and mental health	9/26/2022 8:53 PM
229	n/a	9/26/2022 7:58 PM
230	Offer other incentives for mobility, eg a step increase every 12 months instead of 24 months, to encourage volunteers	9/26/2022 7:51 PM
231	I do support the mandatory mobility, but have issues with specific solutions in the proposed policy. My main concerns are about business continuity and institutional memory, the specialized knowledge and experience required for many of the positions, and most of all - the disruptions to family life and the lack of support for spouses' employment, especially in the case of moves to non-family duty stations.	9/26/2022 7:48 PM
232	Voluntary mobility is the best option- changing duty stations is a very good way to help with career prospects and upward progression where necessary-however there are salient	9/26/2022 7:34 PM

disruptions incurred from spouse/children, health and like impacts that should not be taken lightly

233	Mobility is not just moving between duty stations. Mobility is also to assume different job/positions/assignments for different entities in the same duty station. This needs to be recognized and valued too as mobility.	9/26/2022 7:11 PM
234	Geographic mobility should be voluntary, based on consideration for jobs within a staff member's area of specialization and qualifications, individual family situation, number of years of service, etc. It should not be a mandatory requirement for promotion which would unfairly pit one staff member against another, and one job category over another. For example, there are areas of work in the UN Secretariat that do not lend themselves to geographic mobility such as experience in facilitating and servicing intergovernmental processes. In other words, law enforcement and security personnel in the field would not be able to transition to conference management services for intergovernmental meetings, to the detriment of both job categories. The UN could therefore consider facilitating voluntary mobility within and among departments or duty station to enable staff to move to relevant jobs to acquire additional skills. Mobility for the sake of mobility is a waste of time and UN's money and disruptive to staff careers, instead of enhancing career potential. Most importantly however, the UN needs to first address the existing recruitment and promotion issues in the Secretariat which permit managers to hire diplomats from Missions to UN posts, promotes and permits non-transparent recruitment process of candidates from over-represented countries, and unfettered power and "prerogative" of hiring managers and Directors to make decisions without proper oversight by neutral 3rd parties. Unless these issues are first addressed head on, geographic mobility should never be considered because it will add yet another obstacle to the already difficult career path of staff members in the Secretariat. This is a foolhardy initiative, dreamed up by those who do not consider merit as the main criteria for recruitment and promotion. The first order of business for the UN is to select the best candidate for the job so that the organization can produce results in the 21st century. That remains an elusive goal to this day.	9/26/2022 7:04 PM
235	Mobility should be voluntary. Many of us have families. We cannot move to an E duty station even if we wished to.	9/26/2022 6:56 PM
236	The current arrangement does not support mobility, as it is extremely difficult to move, as there are very limited opportunities, coupled with a tendency to not allow secondments etc that further reduces opportunities. If a fully voluntary scheme is implemented, the majority of staff especially in "cushy" duty stations will not join and therefore opportunities to move will remain very limited. International employment with the UN comes with the condition of mobility - staff that wish to remain in a single duty station should be treated as local staff and not avail of international benefits.	9/26/2022 6:51 PM
237	Any prior geographic moves, including to related Organizations of the UN common system, should be counted as "credit".	9/26/2022 6:41 PM
238	Has the policy been modeled on best practices from member states foreign services, which have been doing this type of thing for years?	9/26/2022 6:40 PM
239	I am in favour of greater mobility for UN staff every few years. It would be helpful for greater clarification on how this process would work, if it would be mandatory or if staff have the ability to opt in. Also how much support staff and their families will receive for each move.	9/26/2022 6:36 PM
240	This decision is arbitrary and does not take staff members who have spent their UN careers moving geographically, nor their family situations into consideration. In addition it is a decision taken by senior management who most likely will not be affected by the decision; assumes that the secretariat is similar to UN agencies and programmes such as UNHCR that have mandatory geographical moves regardless of whether posts are available or whether staff member and their families are able or willing to move South Sudan	9/26/2022 6:24 PM
241	I would love for all that are willing to be in another duty station could get supported.	9/26/2022 6:13 PM
242	The concept of "mobility" should not be limited to only geographic move, but should also include change of function/post. Therefore imposing mobility simply based on geographic move is a very narrow definition of mobility.	9/26/2022 6:13 PM
243	It is essential that any mobility policy considers previous geographic moves. If a new mobility policy mandates moves every 2-5 years regardless of past mobility I will probably leave the UN.	9/26/2022 6:05 PM
244	If the system is only voluntary it will not generate sufficient posts to work properly. Other organizations, like e.g. UNICEF have a similar mandatory policy. The job family might be too narrow to make it work, maybe using the job network would be better. I think some people are just too complaisant with where they are. We are working for an international	9/26/2022 6:05 PM

organization, serving the whole world. It cannot be that some professional join the UN and then stay in New York for the next 30+ years and never want to move to another duty station. I agree that the staffers should have a bit more control about where they end up. In principle this is given in the mobility system as people can apply for vacant posts at the same level or higher.

245	I have personally experienced a wide range of duty stations and tasks across the development and political pillars of the UN (working in a regional commission, with a specialized agency, in the Secretariat at UNHQ and in two peacekeeping operations, namely UNTAG and UNTAC). It has been a very enriching experience and all staff should have the possibility to have a similar experience.	9/26/2022 6:04 PM
246	Some provision for a requesting waiver of mobility for that year in specific circumstances (eg., management, family needs) could be incorporated - similar to the mobility policy in UNAIDS	9/26/2022 6:03 PM
247	This new policy is commendable but I doubt that the Secretariat has the meanings and the will to implement it. Similar exercise was on the table since 2000 and it never took off	9/26/2022 6:02 PM
248	I'd be in favor if family considerations are taken into account. I'm not clear about the transparency and "fairness" of the decision making process.	9/26/2022 5:59 PM
249	People at HQ should move. The rest of us are used to it.	9/26/2022 5:57 PM
250	I am not in favor of a mandatory programme. I also think 2 years is too short of a time and that people should not be required to participate until 5-7 years in a duty station. But, in particular, I think this should be about mobility IN GENERAL and not just geographic mobility. The P-2 programme does nothing for professional development and ONLY is concerned with geographic moves, which results in a very poor programme. No one I know who has participated in that programme has had their professional career considered when partaking. The new rules they seem to be pushing looks like a UN-wide programme of the same and I certainly do not support that.	9/26/2022 5:56 PM
251	Mobility should be related to function and nature of the post held	9/26/2022 5:54 PM
252	I joined the organization prior to 2021. I would like to opt into geographic mobility on a voluntary basis, but do not understand why I would then be locked into it going forward if it was not a clause in my original contract. If mobility is organized well and staff are supported the way foreign service officers are supported in relocation, more staff would want to voluntarily opt in.	9/26/2022 5:54 PM
253	It should be incentivized with promotion opportunities.	9/26/2022 5:53 PM
254	Mobility should never be made mandatory.	9/26/2022 5:50 PM
255	I have been working for UNHQ for 34 years. I fully support the mobility. I can see the past and future. Mobility is the most important for the career.	9/26/2022 5:50 PM
256	I support the geographic mobility policy and I believe it should apply to all staff.	9/26/2022 5:50 PM
257	Work-family balance is out of wack if one has to move (alone - partner left at home with children) away from office. This is ground for divorce.	9/26/2022 5:40 PM
258	I am fully supportive of the mobility police. We need mobility to ensure that colleagues in hardship duty stations do not stay in those places for long periods. We need to be solidary.	9/26/2022 5:30 PM
259	The mobility policy potentially provides the avenue to facilitate staff moves, in line with the existing practice in UN Entities.	9/26/2022 5:25 PM
260	I am not opposed to instituting a mandatory mobility policy, but such a sweeping change necessitates extensive consultation with and education of staff on, among other matters, the composition and ToR of the proposed "special constraints panel". As an LGBT person based in New York since 2017, I will not opt into the exercise if I might be moved to a post where my basic human rights are not respected.	9/26/2022 5:25 PM
261	Any mobility policy should recognize the need for expertise that is not interchangeable across the UN system and there for have exceptions for expert posts.	9/26/2022 5:24 PM
262	Not taking in consideration previous geographical moves is appalling and unfair. Mobility should be linked to seniority progression as a precondition, but should not be mandatory. Linking it to career progression and additional allowances would create the right incentives for people to choose to move when the time is right for them and their families.	9/26/2022 5:17 PM
263	start with voluntary phase and have two test sets - one for those who never moved, and another for those who have been in post for at least 3 years	9/26/2022 5:14 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
264	No impact on G staff	9/26/2022 5:08 PM
265	I would support this on a voluntary basis for existing staff.	9/26/2022 5:06 PM
266	The current system has resulted in poor practices across the UN with perhaps the greatest issues occurring with 'P' and 'D' level staff in Field Service or with those employed in 'attractive' locations such as New York, Copenhagen and Geneva. Service (not simply "employment") with the UN requires some self-sacrifice and a constant renewal of staff to ensure innovation and commitment. I do not agree with this policy not applying to ASG upwards personal staff. This exemption should be at DSG and SG level only. Allowing personal staff selection from ASG level, and equivalent up will only increase corrupt practices with individual favouritism and inappropriate selection on the basis of nationality, colour or gender to persist. It is a recipe for greater staff division and runs counter to the standards and values the UN claims to espouse.	9/26/2022 5:04 PM
267	I am not against mobility but I would like to be in control of my career progression. I also have chronic health considerations that would determine where I can and cannot be moved to.	9/26/2022 4:54 PM
268	Working at the UN is more than a job. It is a vocation and life style. Staff should be advised of such prior to their recruitment so that only those who have the desire to serve the world join.	9/26/2022 4:53 PM
269	Making mobility mandatory will mean that only single or childless individuals will apply for jobs at the UN. As a married mother with a child attending a specialized school in NY (type of school not available in most other countries), and a husband with a flourishing career in the UN, I would have to resign from the UN if I was forced to move. What is envisaged by management is anti-families.	9/26/2022 4:53 PM
270	Mobility is essential for staff development and should be mandatory for all UN civil servants. Lack of mobility creates a culture of self entitlement and frustration.	9/26/2022 4:48 PM
271	I do not support the proposed mobility policy that requires a change of duty station for all staff every two to five years it should be voluntary	9/26/2022 4:46 PM
272	This new policy will be detrimental to all the advancements made on gender equality and by the SG's policy on gender parity (and accompanied measures) and contradictory as well with all the guidelines issued as part of the Policy since 2018 (guidelines on enabling environment; supplementary guidelines; the field guidelines), which have been adopted and implemented internally by UN entities as requested by UN senior management. UN entities have been encourage to be more flexible when adopting measures that might have negative implications for female staff members (parental/maternal leave, deployment of female staff with kids to certain field presences etc). It will oblige excellent UN staff members to take a decision on whether to pursue a career at the UN or drop it; it will add further barriers to female career advancement.	9/26/2022 4:46 PM
273	No infrastructure in place to support this being done properly - e.g. partner's career, children etc.	9/26/2022 4:33 PM
274	Depending of the position, frequent geographic mobility could sometimes hamper staff efficiency. Mobility should stay as a possibility but not be mandatory for all personnel.	9/26/2022 4:32 PM
275	This is going to cost the UN a fortune. Is that not better spent on getting our work done? Geographical moves are enormously disruptive to individuals and families and sometimes require settling in time and personal focus before, during and after a move before the focus on work can begin.	9/26/2022 4:14 PM
276	Staff may wish to remain at one location for any number of personal or professional reasons. While I agree that mobility between duty stations should be encouraged and facilitated, a mandatory policy would only lead to disruption and resentment.	9/26/2022 4:09 PM
277	It was about time that a policy expecting staff to move was developed, for those in HQ in particular. I fully agree with the policy being mandatory. Staff in the field deserve opportunities too.	9/26/2022 4:02 PM
278	The policy should allow staff member to seek an exemption from participation ONLY ONCE, without any reason. Subsequent to the initial no-reason exemption, any further request for an exemption must be accompanied adequate justification that will be reviewed and decided upon by a competent panel.	9/26/2022 3:49 PM
279	I think that the mobility policy is a good opportunity to ensure that no staff remains in hardship duty station indefinitely as this may have an impact on their quality of life and career progression. It will also give staff in non-hardship duty station the opportunity to understand the challenges on the ground in hardship duty stations. It will require give and	9/26/2022 3:42 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire

SurveyMonkey

take on all sides, after all we all work for 1 organisation and none of us should have disproportionately unfavorable working conditions

280	I have noted that similar policy works well in UNHCR and it is worth to replicate it!	9/26/2022 3:41 PM
281	I don't believe it should be mandatory for all staff.	9/26/2022 3:21 PM
282	La mobilité doit rester volontaire. Il faut aussi insister le personnel à bouger à la place de les contraindre. En proposant des prix de mobilité plus genreuse ou faciliter l'évolution de carrière. Mais surtout il faut que la mobilité reste sur la base du volontariat.	9/26/2022 3:04 PM
283	I support the mobility policy, as it can be good for staff growth and development. However, due care and consideration must be given to balancing mobility with family/personal exigencies.	9/26/2022 1:16 PM
284	UN internationals should have an international career and a staff should be placed on a mobility list, and have priority on job placements, with staff having a say on preferred duty stations. Exceptional cases (eg. like in my case being a single parent of a special needs child) should be assessed on an individual basis when offering placements in other duty stations. Thanks	9/26/2022 11:39 AM
285	Any mobility policy which ignores previous geographical moves is akin to annulling past university degrees. It is bias against those who have served long and hard and made many sacrifices early in their careers. It moves the goalposts. It is ageist.	9/26/2022 11:31 AM
286	There are different phases in life, also linked to family. In some phases moving can be disruptive. There should be some options to opt out of mobility sometimes. Also, mobility should not that field duty stations swap with each other and headquarter staff remain there. Headquarter staff should move to field at least once in their career.	9/26/2022 11:03 AM
287	The mobility clause is nice, should be an opt in.	9/26/2022 10:51 AM
288	I fail to see how this will even be financially and logistically possible when we already have a chronic liquidity shortage and so many barriers to mobility across job families.	9/26/2022 10:48 AM
289	Some requests shall not be considered for application across the board. Thank you.	9/26/2022 10:21 AM
290	While I think it would be a good voluntary option, I do not believe it fits all (due to different career paths, wishes for more stability, safety, a family life etc.) and should not be mandatory. In addition, it seems as if staff that were hired previous to it entering into effect nevertheless will be required to participate if they wish to progress to a higher grade or change position, thus in effect removing the possibility to progress or make a lateral move for those who do not wish to opt in to this new policy - thus discouraging mobility outside this framework. My second point relates to staff being matched to positions they have not expressed an interest in. Requiring staff to take positions they may not be interested in or have relevant expertise in, I believe may discourage people from a career at the UN and reduce the quality of outputs as staff may be less motivated or qualified to work on what they have been assigned to. With regards to locations, there may be several personal reasons that can affect staff's willingness to move to different locations and if nevertheless required to move to one such location could place a significant burden on their personal life. For example, partners may also have their own careers and cannot necessarily move and keep their career in many locations, and the staff member's decision to select certain locations and not others may also be influenced by where their partner may be able to find a relevant job.	9/26/2022 10:11 AM
291	Past geographic moves should be taken into account	9/26/2022 9:54 AM
292	Need to ensure that families are not negatively impacted and are appropriately supported, including dual UN career families. Also need to ensure that hiring managers can make informed decisions when recruiting so that mobility requirements do not come as a surprise.	9/26/2022 9:50 AM
293	I did not join the UN to jump from country to country. If I am forced to move my entire family to another duty station, I will definitely quit the organization.	9/26/2022 9:17 AM
294	I strongly support the the proposed mobility policy which is well thought and shall enhance performance of staff globally	9/26/2022 8:54 AM
295	I believe that for a mobility programme to work it cannot be voluntary. As we know the current situation has created two main groups of colleagues: those who make it to HQ location and never leave and those who serve in field locations (primarily UN missions) and are stuck in the unpredictability of mission budgets and mostly serving in hardship duty stations. A well structured mandatory mobility (as many funds and programmes have, and similarly to diplomatic services) will open up opportunities and widen work-life balance to more people. Of course, criteria can be applied to support work-life balance, such as no two	9/26/2022 8:19 AM

hardship duty stations in sequence, a month of SLWFP after serving in an "E" or "D" duty station (as per current UNICEF practice) and the like. We are international civil servants and should abide by this principle.

296	It is important for the mobility policy to maintain flexibility, otherwise the Organization will lose talents and important institutional memory, and productivity will suffer. Also, the cost of mobility is really high for an Organization facing liquidity crisis frequently.	9/26/2022 7:35 AM
297	Make it mandatory for staff at P5 and especially D1 and above. To be P5, staff should have at least two geo movs. To be D1, staff should have at least four geo moves and must have have at least three assignments of 1+ years in hardship C+ and non-family DSs. Don't make it mandatory for P4 and below, except new staff.	9/25/2022 8:40 PM
298	I hundred percent agree with mobility policy	9/25/2022 7:07 PM
299	Staff who spend their careers in HQ duty stations don't have a meaningful understanding of the challenges and realities of the situation on the ground in countries where the UN works. This is dangerous as decisions and policies made in HQ impact all staff in the field. In addition, the lack of voluntary mobility by HQ staff prevents field staff (who endure personal sacrifices to work in non-family duty stations and areas in conflict) from being able to occasionally move to a more comfortable and secure duty station. This impact not only the health and well-being of field staff, but also their family life, personal relationships, and bonds with their home country.	9/25/2022 10:43 AM
300	I think mobility is healthy for the individual and for the organization. An opt-in system as the staff union supports will result in a rotation system amongst "undesirable posts", whereas mobility should explicitly be promoted also amongst those in the most "desirable" locations (HQ, basically) to give others better opportunities.	9/25/2022 7:23 AM
301	I support the mobility policy as long as family and parental responsibilities are taken into account. Parents of children under the age of 18 should not be assigned to non-family duty stations unless they expressly request it. Too many people sit in HQ positions and do not move, impacting field staff and their families and mental health who cannot get out of insecure environments due to a lack of available posts.	9/25/2022 6:26 AM
302	I strongly support the mobility scheme and looking forward to participating in it. But to make it a mandatory requirement is arbitrary decision. Many do not have a luxury to uproot themselves and their families from one place to the other. I believe it should remain VOLUNTARY	9/25/2022 1:42 AM
303	Recognize those who have mover across duty stations up to now, especially when they did because promotions were given to staff with less experience and who served ONLY in NY, including Director positions.	9/24/2022 11:16 PM
304	Mobility needs to be fully voluntary, without any "lock-ins" or retroactive applications.	9/24/2022 9:30 PM
305	I believe the SMG is dead and only used by the management to wash their hands off unpleasant decisions. We should not play that game as we are worse than a private company.	9/24/2022 7:09 PM
306	No to last minute back door changes. That is disrespectful to staff and causes unnecessary stress and disruption to family lives. It will further undermine UN staff morale. Thank you for your efforts.	9/24/2022 1:53 PM
307	I think a high priority should be given to UN personnel who lost their spouses due to the prolong service in non family duty station. giving them then the chance to server in a family duty station may heal the wounds and reunion families. I was a victim of being working in non family duty stations since in joined the UN first as FS4 and now as P4 with DSS. I'm grateful for working in the system and understand that life cant give you everything, but if there is a way to support our family lives then we not to go for it. counting on your usual support. God bless	9/24/2022 11:53 AM
308	This kind of blanket mobility policy does not benefit the work of regional commissions where the network and connection with member states are of paramount importance. It will also be hugely disruptive to staff members with spouses and family members. I already moved from a UN humanitarian agency with mandatory mobility policy to a Secretariat entity for this exact reason- so that I can provide a stable environment for my family.	9/24/2022 10:41 AM
309	Mobility should be mandatory not optional	9/24/2022 10:29 AM
310	Prior geographical moves should be recognised and clarity on all post in terms of rotational, expert or else to be enhanced to avoid "escapes" from mobility.	9/24/2022 9:06 AM
311	I think it should be optional. Folks have made lives for themselves in places and it's	9/24/2022 4:02 AM

important for people to have roots and allow them to flourish.

312	Due consideration should be given on possible unintended negative impacts on female staff in particular but also on staff with families in general.	9/24/2022 3:07 AM
313	I would likely leave the UN if I had to move every 2 to 5 years with little control over when nor where, since my wife has a career that would just be shattered by that. Not to mention that I want to do work I apply for, not something imposed that I might not like - that's another argument to make mobility voluntary, with incentives.	9/24/2022 3:01 AM
314	I think mobility is essential for the UN. It is common practice in the foreign service of countries.	9/24/2022 2:44 AM
315	There needs to be an assessment of the impact of this policy on staff hiring and retention. Improving the hiring process to make it much faster, agile, and responsive to organizational needs should be the priority, rather than risk making it even harder to recruit with such an untested policy. The maximum time in post of five years is shorter than in other UN orgs, eg UNICEF (7 years).	9/24/2022 2:26 AM
316	My main concern is not counting the previous geographic and lateral moves. Many UN staff has done this in the past. Ignoring their previous moves is unfair!	9/24/2022 2:01 AM
317	Given the IT tools currently available, it's unnecessary and too costly for language staff to move geographically every few years.	9/24/2022 1:39 AM
318	IAEA was omitted from the list of organizations	9/23/2022 11:42 PM
319	If mobility is implemented it should also be retroactive to all internationally recruited staff already part of the organization prior to 2022. It is not fair to be treated differently! Senior managers such as Directors ASG and USG also should be subjected to that mobility!	9/23/2022 11:06 PM
320	I am much in favor of making it easier for staff to change duty stations and I believe the organization will benefit from fresh ideas and new perspectives. However I am also concerned about continuity and the loss of knowledge when experienced staff regularly move on . There could even be a decrease of accountability if staff (and managers in particular) never have to live with the consequences of their decisions, because in a few years they will have moved on already. I am also not clear on some of the implementation details of this policy. It seemed as if hiring managers can be forced to recruit staff from the mobility roster? That could severely impact operations as it bears the risk that candidates that do not meet the specific job requirements have to be selected.	9/23/2022 11:02 PM
321	It's incredible that as an organization that pretends to be people-centred there would be no consideration for family situation -- for gender-equality in forcing a staff member to move and his/her spouse to give up their job	9/23/2022 10:30 PM
322	To be fair, the mobility program should apply to all staff equitably, and not differentiate between those who joined before or after May 2021. It should take into account time spent at different duty stations before May 2021, even if a staff member separated from the Organisation and returned to the UN after May 2021, to avoid the situation where the staff member might incorrectly be considered as having only served in one location, that since May 2021 when in fact they have served in several over the course of their UN career. The policy should also take into account family situations, including where a staff member's spouse works in the same duty station, and age of children with support for retaining family unity and avoiding forcing one parent to move away.	9/23/2022 10:28 PM
323	NTR	9/23/2022 10:27 PM
324	The system as it currently being discussed will lead to a paralysis until those who do not have a mobility clause in their contract will have aged out.	9/23/2022 10:27 PM
325	Mobility should not be only on lateral move but should be opportunity of promotion - After 6 duty stations in 20 years of career at P5 level , I am ONLY interested to be promoted (outside of NY)	9/23/2022 10:15 PM
326	Strongly against mandatory geographic mobility for family reasons.	9/23/2022 10:10 PM
327	-against the professional quality of the service provided. -How would you distribute the nationalities present in some regions? -Adapting to one way of working and having to leave it to start again could have a great impact on the service provided.	9/23/2022 10:04 PM
328	Simply put, not all areas and posts allow for this sort of gratuitous mobility scheme.	9/23/2022 9:52 PM
329	I would like to point out that this does not involve all staff- G and related are completely excluded, as if we were not part of UN staff. Another blow on G staff, who are locked in the same position and duty station, for life.	9/23/2022 9:43 PM

330	The staff union position of a voluntary scheme is not feasible. Too many people in H duty stations are not prepared to move from their comfortable lifestyles, which means an inadequate number of posts at HQ will open up to enable mobility to and from the field. What will happen is that voluntary mobility will become a scheme where staff in C and D duty stations rotate from one difficult mission to another, but never get the opportunity to move to HQ. And people in HQ will stay fixed. This will entrench the already inequitable system where staff in the field make bigger sacrifices not asked of staff at HQ. The staff union, in seeking to defend HQ staff from the "unreasonable" stress of moving, is effectively defending the interests of HQ staff at the expense of the interests of field staff who are taking risks. I am an HQ staff member and I expect the staff union to act in the interests of all staff. That requires common compromise on the part of all of us, and seeking to make the burdens of service in the field equitably shared. Staff working for the UN should have an expectation of periodic moves and periodic assignments in difficult duty stations. It is unreasonable to expect to live and work an entire career in New York, Geneva or Vienna without ever being asked to go to the field. That is not a defensible position for the staff union to push.	9/23/2022 9:28 PM
331	It should be mandatory only to new entrants or near new -simply because people will know what they are getting into. It is unfair to spring this on to people who have been in the org for 20 plus years. What is more important is that service away be incentivized for promotion. I have worked in multiple duty stations throughout my career and found that those who stayed in HQ were easily promoted. There are many D1s and D2s who have never left HQs. A fair system with incentives would allow people to voluntarily move and is always better than a mandatory system.	9/23/2022 8:57 PM
332	I don't see any provision for family support. For example, will the Org support families retaining visas while one member is at another duty station.	9/23/2022 8:50 PM
333	It is not fair (in the middle of a staff member's career) to implement a mobility policy that essentially makes it impossible to change jobs (for fear of being forced to move to another duty station). If this new condition is being applied staff who are just starting their career with the UN, and they are warned ahead of time, they can decide accordingly. But to enforce on existing staff, who have made decisions and prior commitments, are not actions that a 'best-in-class employer' takes. Implementing the current mobility policy will lead to a huge drop in morale as many staff will become truly 'stuck' at the same job (and same level) with no hope of career progression for decades. Those who can leave, will leave. Those who cannot leave will stay (be grudgingly). A lose-lose proposition.	9/23/2022 8:39 PM
334	People with families and kids will be most affected. It will disrupt their education, sense of belonging, psychological and social stability and lifestyle. My children need to be grounded in one place and based on this need I applied to my current post. Parents with children need to be taken into consideration. I support mobility on voluntary basis only.	9/23/2022 8:38 PM
335	I believe Administration is most unfair in changing the rules during the game. Very typical. This should not happen, we are the UN, not a sweat shop. Mobility should be voluntary. We should not break up families and leave children without their mothers and fathers.	9/23/2022 8:37 PM
336	This is not sustainable unless the Organization guarantees a right of return to HQ to the same or higher position, like MOFAs do.	9/23/2022 8:37 PM
337	I believe that voluntary mobility will be more efficient in pursue of identified objectives. One of the reason being maintaining trust and agency of the Staff who are already often constrained to find impossible solutions to the challenges related to implementing the UN objectives and respect and mainstream UN Charter's rules. If the trust in the system is lost, the consequences of the mobility policy would be compromised.	9/23/2022 8:34 PM
338	I am in favour of staff mobility, but it must be voluntary. Staff have children and spouses to consider. Moving every 2-5 years would make it very difficult for children to feel settled at school and make long-term friendships. It can be damaging for a child to have to move schools regularly. At the start of my career I worked in Addis Ababa and I would consider moving duty stations again, but I currently have a toddler and am expecting my second; now is simply not a good time in my life to move. I have built a good support system in New York and at last it feels a bit more like "home". I would not want to be forced to move right now.	9/23/2022 8:22 PM
339	We need clarity on whether language posts are still non-rotational/whether progression to P5 is still possible without a geographical move. How does new Mobility policy make sense with DGACM abandoning internal vacancy announcements in terms of staff being prioritized for moves to other duty stations? How will we know from a job opening announcement if it is a rotational position and therefore: "• The policy will now also apply to staff who joined prior to May 2021 as soon as they apply and are selected against a rotational position through a lateral move or promotion." - this will have a big impact on how staff apply for future roles.	9/23/2022 8:16 PM

What support will the Organization give to dual career families, where one person is employed outside of the Organization and risks losing their salary for an extended period if required to move and start over in a new place?

340	Geographic mobility, especially from HQ locations to country offices and vice versa, will provide us different perspectives and more geographic/local knowledges and understandings. As I believe they are extremely important to convey the work we do, I would like to support this requirement moving forward.	9/23/2022 8:14 PM
341	If the new policy kicks in once staff are promoted, then I, for one, won't be applying for any promotions.	9/23/2022 8:11 PM
342	I have already bought a house. My kids worked hard to be admitted to competitive schools. My spouse has a job here and cannot just leave and go. This is extremely disruptive to my family, kids, wife's career, financial situation. Besides, I genuinely wonder what benefit I (a reviser) or even the organization would gain from relocating me and my family with all the related expenses and reinstallation to another duty station. Most importantly, I did not sign in for that.	9/23/2022 8:09 PM
343	Is there any analysis in cost implication for rotating staff and his/her family across various duty station? I would like to have an assurance that the move is not permanent and I keep the posts in NY office, similar to PK mission assignment. Otherwise, it will have an impact to the application of green card upon retirement as we get closer to retirement age.	9/23/2022 8:07 PM
344	this will generate unnecessary financial burden on an already financially distressed organization, as there is no benefit for language staff members to participate in this policy from the perspective of the organization.	9/23/2022 8:06 PM
345	Retroactive application of the new policy to promotions / lateral moves made after May 2021 (without any notice knowledge of what such/promotion would entail for the entire life & career) is against any sense or justice.	9/23/2022 8:05 PM
346	Staff should take a voluntary mobility program! There should be a mobility program within the duty station to allow 2 staff to swap posts to gain additional experience, which would minimize the impact of mobility on staff's personal life while maximize the opportunity to learn new skills. In addition. the UN constantly faces liquidity issues and management should analyze how costly the mandatory mobility program is before they make decisions and take further actions.	9/23/2022 8:05 PM
347	Thanks for respecting staff	9/23/2022 8:04 PM
348	Family reunification when spouse also working for the UN is important to me. Would like to know more about why previous geographical moves don't count.	9/23/2022 7:58 PM
349	If the policy will start applying to 'old' staff members as well upon their promotion or lateral move, this may mean staff that do not wish to move, will not apply for promotions or lateral moves for years to come and the organization will struggle with stagnation, or a lot of unnecessary 'musical chairs' within the same duty station which is not necessarily making the organization more efficient and effective. Even for new staff members, the pool of candidates will be more limited as there are many staffers and potential staffers who do not wish to move every 2-5 years. Should this become the norm, the UN should then also improve its support to staff moves much like many national services are doing (providing housing options; paying full tuition fees of children etc). I also question the feasibility of this policy from a financial perspective given the already tight budgets of the organization - should this really be a priority? Furthermore, there are a lot of positions in the organizations where moves don't necessarily bring much added value to the job nor the organization. Finally, there are colleagues such as myself who have already had numerous geographic moves and if such a system becomes operational, these should also be recognized.	9/23/2022 7:33 PM
350	The proposed mobility policy will unfairly impact female staff members. I saw a survey a few years back where majority of the female staff had working husbands where a lot less male staff had working wives. For many female staff members, the spouses earn significantly more. The proposal will require spouses to abandon their careers, families to take a significant decrease to their income or for the families to be separated. How is this gender equality?	9/23/2022 7:31 PM
351	Some of our digital products have thousands of daily users. Behind the scenes is a highly skilled team with decades of experience running data processing, software development, and statistical quality control. The professionals are software professionals, data scientists and statisticians with highly specialized domain knowledge. The wrong individuals on these posts can easily lead to disruptions in service or massive irretrievable data loss that would be a reputational disaster. Without a required technical screening for minimum skills and	9/23/2022 7:30 PM

expertise in the required field, it is hard to imagine things not immediately falling apart after a few mobility exercises.

352	Not enough information has been shared by management to staff on the policy and how they want to implement it.	9/23/2022 7:11 PM
353	I support the mobility policy being voluntary. However, I see issues with certain posts in certain duty stations never being accessible with staff not willing to move.	9/23/2022 7:08 PM
354	2-5 years is too short a period to make any meaningful impact. By the time the staff get acclimated with the group, they would be required to rotate to another group.	9/23/2022 6:43 PM
355	I wish to thank the staff union for your work on this and hope this will be a clear priority for your work going forward - no one should be forced to move duty stations, moves should/can be incentivized etc, but forcefully moving staff, especially for long-standing UN staff who do not have in their contracts nothing more than an EXPECTATION to move occasionally, is completely unreasonable and illegitimate	9/23/2022 6:43 PM
356	I am appalled at the continued requirement for 2 (or in some instances 1) lateral move in order to be eligible for promotion (see revision of AI on staff selection system). We know how difficult it is to move across the system. Why not base eligibility for promotion on factors over which staff have control, or on staff performance (for example exceptional ratings on epass evaluations). Moreover, there are too many exceptions as to what constitutes/doesn't a lateral move. This revision to the AI has done nothing to remove the persistent and restrictive measures that prevent staff from being promoted, despite their eligibility in terms of years of experience and academic qualifications and readiness for promotions as attested to by their supervisors.	9/23/2022 6:28 PM
357	I am extremely disappointed by the last minute attempt to pull all staff into the mobility policy by requiring staff who joined the organization prior to May 2021 to either reconcile themselves to their post for the remainder of their careers or be forced to move once they apply for a new post or promotion. As the parent of a special needs child, I cannot up and move without causing significant disruption to my child's education. My spouse's career will also be upended. These are not the conditions under which I joined the UN. I hate to use the word "sneaky", but this last-minute addition -- at least based on my understanding of it -- seems to qualify.	9/23/2022 6:06 PM
358	In a previous voluntary mobility scheme, there were no possible lateral moves for P-5s. I'm a translator and because translation services in NY are much bigger than in other duty stations, P-5s mobility is limited since a P-5 in Vienna is the head of the Service. I have tried at the beginning of my career (I've been with the UN for 17 years) to apply for missions but I was told that my chances were limited because missions don't want UNHQ staff who are very expensive for them. Also, for staff with very specialized tasks, like translators, mobility is tough. Unlike an administrative or HR officer or an economist who can move between several Departments/Offices and do the same job in different settings, translators are bound by translations services.	9/23/2022 6:04 PM
359	I agree with the proposal as I think that the mobility is required in most of the jobs. I think that a system based on volunteering would not work and the current staff selection process prevents genuine volunteers to go to other duty stations.	9/23/2022 5:57 PM
360	I agree with a mobility policy, but the voluntary component needs to be kept for staff hired before May 2021.	9/23/2022 5:56 PM
361	I think that staff with family/ Children will be put in a position to choose whether to advance in their careers or to keep a family. A gender-specific analysis of this policy needs to be conducted as it will disproportionately affect women. It would be also important that the policy addresses cases where two staff members are married to each other : would they be allowed to move to the same duty station? How about kids in non-family duty stations? where are the staff going to leave them?	9/23/2022 5:55 PM
362	As a new joiner of UN family, I did not know much about the mobility. With the policy, Do staff have to find posts at different duty stations by themselves? What if they cannot find one or they are not selected for the posts they applied in a different duty station? I hope there can be a webinar or informative documents for new members who joined UN recently	9/23/2022 5:52 PM
363	How are the people close to retirement going to be treated, for example 2 to 5 years of retirement left?	9/23/2022 5:52 PM
364	Can't believe there isn't already a mobility policy in the UN! Fully support it, the UN should have been braver and implemented it years ago. Let's see if the attempt actually works and becomes the norm, as should be already. Other AFP do it already, why has it taken the UNSec so long to catch-up!	9/23/2022 5:45 PM

365	I would like to know if the Organization has conducted through financial analysis on cost implications from mandatory geographic mobility. This will be very expensive for the Organization. Also some positions are funded by XB resources. Currently there is no corporate level reserves for end-of-service liabilities (except relocation grant) nor home leave, etc. Without established mechanism to accrue those costs at the corporate level reserve, there will be huge repercussions (subsidizing RB from XB or vice versa) from frequent move of staff members from one funding to the others. Organization currently does not support enough for relocation and employment of spouses. There are financial implications from terminating rental agreements, school tuition for children which were already paid out, discontinuation of spouse employment, etc. From the frequent move in 2-5 year cycle, children will be disrupted from established environment and accompanying spouses will suffer their professional careers. Organization should make sure those are well supported both logistically and financially. Otherwise the moves should not be mandatory.	9/23/2022 5:43 PM
366	A voluntary Move is much more desirable rather than forcing someone to pack up their bags every 2 to 5 years and settle their family in a new environment	9/23/2022 5:42 PM
367	Five years may be a good practice. Two yers is counterproductive in terms of productivity, children school attendance and personal development, and it is far to expensive.	9/23/2022 5:37 PM
368	There are multiple times at every level, every Unit, every Section, every Service, every Division, every Department in the UN where people from one country recruit people from his/her country. JOs or TJOs are locked and rigged from outsiders from another countries or another Department or Division or Service or Section or Unit. JOs and TJOs are often published for the sake of the administratives rules but they are already filled. Those and others are the issues the Union must have discussed with the Secretariat.	9/23/2022 5:35 PM
369	Management should also take into consideration previous moves during service in other international organizations. I haven't moved with the UN, but I moved many times in my prior service with the OSCE.	9/23/2022 5:32 PM
370	The UN is already very difficult for families. After being separated from my children for years, currently separated from my husband (works in another UN entity), and working hard to find a post at UNHQ, there is no way I will be forced back to the field. I would leave the UN first and take all of my institutional knowledge, experience, dedication, professionalism, and skills to an employer that sees me as a whole person with familial obligations.	9/23/2022 5:28 PM
371	There will need to be special consideration for those with employed spouses given that many host country agreements do not allow for spouses to work. Also there are single parents with custody agreements that do not allow them to move country without consent from the other parent.	9/23/2022 5:15 PM
372	Mobility needs to be managed well. It needs to apply to all staff. It should focus on those staff longest in the same position (some for more than a decade).	9/23/2022 5:13 PM
373	Staff should not be forced to move geographically; lateral moves within the same duty station should be allowed. The mobility policy must remain voluntary.	9/23/2022 5:08 PM
374	Strongly opposed inclusion of staff who did not have a mobility clause in their appointment letter. Intransparent gradual expansion appears disingenuous.	9/23/2022 5:08 PM
375	Certain functions/roles such as Legal Officers, can only be undertaken at a particular office due to the specialised nature of the work they do.	9/23/2022 4:57 PM
376	The UN does not provide a whole of household coverage for the impact on careers and lives. Too many spouses and kids are left sacrificing careers and citizenships for following one staff member. I started the UN career with a vision and commitment to mobility and have several geographical moves, but after so much trouble moving and so little help for family who have sacrificed career, I have no confidence that the mobility will not leave staff and families stranded if not favoured or politically connected staff. Unlike missions and military, UN deals and bilateral agreements with host countries for work and study to support family members disruption to lives is woefully inadequate.	9/23/2022 4:56 PM
377	When you look at the georgeaphic distribution of P-5 Posts, most of them are at HQ. so how can you have geographical move. Will the move be by occupational groups or just level? How many of the larger duty stations allow spouse employment?	9/23/2022 4:55 PM
378	This policy was tried and rejected before why is the organization trying to force us to move without taking into account the stress and disruption it will have on our families. If someone wants it, let it be voluntary. We all want to work in other duty stations but it should be at our own terms when the time is right for our families too.	9/23/2022 4:47 PM
379	I have done everything the organization has asked me to do in terms of mobility. I worked for the UN on 3 continents. Yet mobility was a key reason why I have made no progress in	9/23/2022 4:46 PM

my career. Because I always ended up in departments that hate mobility. For me mobility is dead.

380	Policy does not take family consideration into account.	9/23/2022 4:40 PM
381	I think mobility is necessary at the UN. However, staff should also be given the possibility to stay at their duty station based on family needs, or if other obligations stop them to move.	9/23/2022 4:39 PM
382	I served in UNMIS before it closed. It was a great experience, which I voluntarily undertook. Now, I have three small children in the public school system in the US and a spouse working full time. We are not in a position to uproot our lives and move to a new duty station. There will be a time for that when the kids are older however forced movements are the wrong approach and can have a devastating impact on UN families. Mobility is great and I can't wait to serve another Mission someday, but the program must be kept voluntary!	9/23/2022 4:38 PM
383	Mobility policy will contribute in enriching staff members knowledge especially those who have never worked in field operations or offices other than HQ.	9/23/2022 4:34 PM
384	1) I participate in the survey even though the proposed policy would not seem to apply to me at the moment (currently on a temporary appointment) as it would apply to me were I to be appointed to a rotational post on a FTA. 2) I support the principle of geographic mobility; however, I am not sure - in the absence of information as to the projected/expected implementation costs (primarily economic but others too) to the Organization - that the policy (as currently envisioned) is viable. It is also not clear to what extent the policy reflects consideration of possible unintended consequences for the Organization and staff members (e.g., it may dampen upward or other lateral mobility by staff members who are currently exempt and wish to remain so). In this regard, the roll-out seems rushed. Any projected analyses regarding costs/benefits to the Organization would be welcome and would perhaps lead to broader acceptance (or not) of the policy as currently envisioned.	9/23/2022 4:33 PM
385	Part of the reason I chose the Secretariat after being a consultant for years in a humanitarian organization was because it offered more choice and stability. I thought I would be able to have more choice regarding when and where I moved, and stay in places long enough to build a good family life. The humanitarian sector has a very high divorce rate, and I wanted to find something that fit both my professional goals and my personal ones. I am not against mobility, but forced mobility with the threat of being sent somewhere you didn't even choose will be very difficult on families. I'm not sure that I would stay with the Secretariat long-term in such a situation.	9/23/2022 4:32 PM
386	I will move only once I am promoted. This will only help those who have felt stuck in field or HQ for a long time. If we only have 12 years left of our career like I do, I would not mind one move that is managed by the UN. I have worked at the UN since 2003 and am still a P3. This is what bothers me most. Most UN staff feel stuck. Maybe this will get lots of us unstuck.	9/23/2022 4:31 PM
387	This has been implemented at UNICEF for years, it is the norm in all foreign service posts with diplomatic missions, why should the UN Secretariat be any different? If one doesn't want to risk disruption with their family structure, and want to be public servants, then perhaps working for their federal/local governments is the more viable solution.	9/23/2022 4:31 PM
388	Dans certains métiers, quelle que soit la longueur de l'expérience professionnelle précédente, il faut du temps pour acquérir les connaissances spécifiques à un lieu d'affectation. Une telle rotation signifie des pertes de savoir permanentes et une nécessité permanente de recommencer à former des gens. Est-ce que c'est viable dans toutes les activités ? Que va-t-il se passer quand il n'y aura plus personne d'assez chevronné pour régler les cas difficiles ?	9/23/2022 4:31 PM
389	It is already so hard to get a promotion at the UN. I have worked at the UN for 7 years with 1 lateral move & 2 TJOs at higher level. There are just no open regular jobs. All mobility would do is create a headache for me for moving my family, and actually, it would push me out of the UN. I am not the only one.	9/23/2022 4:29 PM
390	I would like the policy to be voluntary and I oppose to the mandatory implementation of the policy at this moment. We need to pile examples of voluntary mobility policy and discuss afterwards. Working for the UN while being away from my home country itself poses a lot of challenges to my family's career and lives, and adding this mandatory mobility policy on top of it poses a huge challenge for our lives.	9/23/2022 4:26 PM
391	I would love to participate in the new mobility scheme as long as it is voluntary and I have the right to refuse a position that's offered to me if it was not among my choices. I share with a lot of colleagues the desire to be able to spend a year or 2 at another duty station, as that would boost our motivation and enrich our professional experience and skills for the	9/23/2022 4:24 PM

benefit if the UN. Thank you for letting us know about the changes that management wants to introduce in the policy.

392	If staff who are participating in the mobility exercise are not selected for any of the posts they expressed interest in, they should not be matched to other positions, but remain in their current post. This is how it works in the MRP rotation and I think it makes sense.	9/23/2022 4:21 PM
393	As the staff union has already mentioned, there are plenty of staff that wish to move and some that do not. I think a forced mobility policy is disturbing on a number of levels and will cost the UN in recruitment when you factor in the out-dated mandatory in-office appearances, which is already a deterrent for working for the UN. In addition, those that have decided not to move have already suffered the consequences of having limited career growth so why punish them again -- and for some colleagues, late in their career - by forcing mobility (referring here to the clause that those who joined the UN earlier will be forced to move geographically once they take a lateral move.) I also find these HR policies (mandatory mobility, mandatory in-office appearances) are contradictory to our climate agenda. We should be encouraging staff to cut down on all forms of travel.	9/23/2022 4:21 PM
394	1) The 2-5 years timeframe seems exceedingly short and not conducive to stability in personal life (and work-life balance). 2) What kind of financial support will the Organization offer for these frequent geographical moves, when it is already facing budgetary constraints?	9/23/2022 4:20 PM
395	For various reasons I do not think forced mobility is the right way to go. Some functions (especially administrative functions, HR, finance) do not make a lot of sense to integrate in a mobility scheme as it makes sense to have them more permanently in one place. In addition, a forced mobility can be very disruptive to career and life planning when dependents, spouses, children etc. are involved. Staff should have the possibility to integrate geographic changes on their own terms, trusting that most staff in general chose a career with the UN to have the chance to work globally - but at least somewhat on their own terms.	9/23/2022 4:19 PM
396	When I got my permanent contract around 20 years ago, I never agreed to mandatory geographic mobility. So it would seem unfair to institute this new policy halfway through my career. I do like the idea of geographic mobility. And I have been voluntarily mobile in the past. But I'm just afraid of being forced to relocate to environments that may be dangerous for my family and me (for health or climate or LGBT-related reasons). I feel like I need more information about this new policy.	9/23/2022 4:16 PM
397	I joined as an NCRE, which is very different to the mandatory mobility which is being considered for new staff. It seems like the type of staff wanted for the UN is different going forward, given that the Organization is changing. I joined as an NCRE and its benefits and conditions. I would not have joined the UN with the current proposed mobility policy. There should be a carve-out for existing staff that joined as NCREs/have Permanent contracts. Imposing this on NCREs would be a significant deviation from the original terms of appointment, which would cause significant hardship for me. I would foresee that this would be the case for many staff, and the Organization would face claims from a significant number of staff.	9/23/2022 4:15 PM
398	It is an absolutely absurdity to change the terms of my employment midway through my career. Had this been in my contract from the start, one could argue that I had prior notice. However, it is absolutely illegal to change my terms of employment after I have begun employment. People are not cattle - they should be allowed to keep their family together and decide whether they want to relocate to another location. This imposition is absolutely ridiculous.	9/23/2022 4:14 PM
399	How will this take into account medical constraints, personnel qualifications, and resourcing needs.	9/23/2022 4:10 PM
400	There is a lack of transparency on posts identified as non rotational, all should be, or none. No duty of care and recognition of those who already sacrificed years to the service of the organisation in harsh conditions, or recognition on those who delivers in an outstanding manner. This proposal is reinforcing privileges and those connected. No job security, who wants to be moved on a post that is about to be cut? Again if the SG can do 10 years in a family duty station so should all staff. It should be voluntary.	9/23/2022 4:08 PM
401	I support the mobility scheme as currently field-based staff are impacted by decisions that are made by staff that that never served in field locations. In addition, some international staff never move to another location and therefore IMHO should really not be in the international staff category. A forced mobility scheme will lead to a broader understanding of the organization and will break the HQ vs field divide.	9/23/2022 4:04 PM
402	UN should "walk the walk" and be an example of the advice we give to Member States	9/23/2022 4:03 PM

about issues such as family-friendly policies. Forced mobility is not in the interest of families and therefore, not in the long-run interest of the organization.

403	Since my job relates to trade affirmation, corporate actions, KYC and collateral management - I believe my post should be tagged under highly specialized. But I would be very happy to work in South Sudan and or Iraq for a year or two temporary, jobs that I can perform like accounts payable, payroll, budget, those may not be my core speciality but I am willing to learn.	9/23/2022 4:02 PM
404	Working for the UN should imply understanding realities on the ground. It is a privilege to work for the UN and somehow unfair that some of us spend their life working in the same HQ duty station while others are on the field. A rotation system is important, of course depending on the type of work (P, G etc.).	9/23/2022 4:02 PM
405	If a mobility policy is introduced, it should accommodate spouses who both serve in the Organization and facilitate spouses to move together to another geographical location	9/23/2022 4:01 PM
406	Women are more likely to have their careers at the UN affected or even terminated, as families tend to prioritize men's career and employment. The policy as is could contribute to worsening the organization's gender imbalance.	9/23/2022 3:59 PM
407	I strongly believe that mobility is important to the functioning of this Organisation. Coming from the field and now working in UNHQ, many colleagues would benefit from getting closer to conditions in which the people we serve live in conflict zone. I am not sure that "forced" mobility is the way to achieve that. Perhaps giving incentive for moving (faster evolution, etc.) is better. If this programme is rolled out too quick, I am concerned that colleagues may be moved and then stuck in hardship duty station, because there is no funding to continue the programme.	9/23/2022 3:57 PM
408	Mobility already exists. Staff members at any duty station can apply for jobs advertised in any other duty station. If staff members don't like working in their current duty station, then they have the option to apply for a post/position elsewhere. The current proposal seems to make movements less likely as lateral moves and promotion would require involuntary mobility.	9/23/2022 3:55 PM
409	Moving duty station every 2-5 years is in principle a good idea but the devil is in the detail. What happens to families who cannot (or do not wish to) accompany the staff member to the new duty station but also cannot remain in the releasing duty station due to host government rules? What is the relationship between the performance appraisal system and the mobility scheme? How will the Organization's duty of care look like for staff members? Inquiring minds would like to know more...	9/23/2022 3:52 PM
410	I will require management to speed up the process of continuing/permanent contract to give staff more stability when opting in mobility scheme. A staff on fix term against an established post is more stable than a staff on fix term on General temporary Finite duration position when it comes to mobility. In addition, staff should keep their liens	9/23/2022 3:48 PM
411	I believe this geographic mobility policy should change to voluntary.	9/23/2022 3:48 PM
412	Forced mobility will lead to fewer actual moves; voluntary mobility will lead to more moves.	9/23/2022 3:42 PM
413	Mobility could be a good thing, but my spouse also works for the UN and I'd like to know that this policy would not involve us needing to live separately or for one of us to give up our job.	9/23/2022 3:38 PM
414	This proposed policy cannot be imposed on staff who joined prior to May 2021 if they apply to a lateral move or promotion. It would "lock" many people, who cannot for family reasons move around every few years, in their current positions for the rest of their career, stifling any prospect of career progress in an already flawed system.	9/23/2022 3:35 PM
415	No to mandatory geographic mobility policy. It should be fully voluntary. With the new workload standards imposed on translators and now a new mandatory mobility policy, I am afraid our work conditions are seriously deteriorating and it is a source of great anxiety for me.	9/23/2022 3:35 PM
416	I would strongly prefer a scheme based on incentives than a mandatory one. UN is not directly comparable to the foreign service.	9/23/2022 3:32 PM
417	If forced to sign a new contract with a mobility clause in it, I will potentially be forcibly separated from my spouse and my family which is unfair, as I didn't sign for a contract in a hardship duty station in the first place (where my family couldn't be with me). I served in hardship duty stations in the past and paid a high price for that. My employer cannot forcibly place me in such conditions again.	9/23/2022 3:30 PM

418	(Geographic) mobility is critical for "burden sharing" (occupying posts in less desirable duty stations), staff motivation and personal growth (new challenges), reducing undesirable influence of those who serve too long in one place, promoting an understanding of the global UN System, and breaking down silo's. As indicated a small amount of posts should be designated as 'specialist', whose incumbents will have less opportunity for career and whose posts should be advertised occasionally (incumbents should then be able to apply). There is also need for an appointments and promotions board so that promotions, for instance, are more fairly decided and don't just depend on one supervisor.	9/23/2022 3:29 PM
419	I support mobility 100% especially in UNDSS, we can't have a situation where some staff remain at family duty stations forever while others struggle in non family duty station endlessly, it is unfair.	9/23/2022 3:27 PM
420	I have mental health issues and moving to another duty station will be devastating for me.	9/23/2022 3:25 PM
421	Having to move in a space of two years is too much. It could be offputting to new staff. As of now, there is so much staff movement, across all ranks. It is extremely difficult to maintain the consistency. The staff that are left, mainly general service, are left having to 'guide' and 'train' the new P staff. Over the last few years, I have been forced to take on tasks that were originally performed by P staff. I am a G7 staff member - and wanted to state that I think the mobility scheme definitely has a negative effect on the work of general service, other staff members in the office and the ability of an office to run efficiently.	9/23/2022 3:25 PM
422	1) Please draw attention to the single parents who cannot move country/city due to custody arrangements. 2) The requirements till now to apply to P5 were to have at least 2 lateral moves. Some of us worked hard to have this requirement. Now to change the rules all of a sudden, it is not fair to staff.	9/23/2022 3:22 PM
423	Some of us are caregivers for elderly parents or relatives and consequently are not so mobile.	9/23/2022 3:21 PM
424	Mobility should also apply to moves within the same location.	9/23/2022 3:18 PM
425	Mobility MUST be MANDATORY for all UN staff members. It helps the organisation and the staff to further develop and grow. Without mobility, staff members become demotivated, stagnant and eventually burnout -if not worse- which is detrimental to the UN and multilateralism as a whole, particularly after going through COVID.	9/23/2022 3:16 PM
426	The mobility should be implemented on voluntary basis as the mandatory one causes a disruption in the life of the staff member	9/23/2022 3:12 PM
427	The potential unintended consequences of a mobility policy like losing women, disrupting work delivery, misalignment of jobs with technical abilities, lack of training for geographic moves and so on do not seem to have been well researched or accounted for.	9/23/2022 3:11 PM
428	I am for mobility if a promotion is involved, however within the HQs or a family duty station. Have worked in hardship missions for 12 years and did my bit there. Thanks for the initiative	9/23/2022 3:09 PM
429	There is a UNDSS mobility programme for our field personnel that works very well and this new scheme will be very disruptive for that. I also think the change in the 2020 proposal will mean that staff appointed before 2021 will likely just sit on their posts and not move, it is conter-productive.	9/23/2022 3:09 PM
430	Any forced mobility will disrupt families who have working spouses. In addition, it is counter productive to children in high school who may not always be able to find a suitable school to move to in a new location. In my particular case, I have considered moving to Bangkok but I also know from other colleagues that their spouses were unable to work in Thailand (Thai govt. policy). SO implementing the clause that if you apply for a rotational post and that automatically means you will have to move after 2-5 years is essentially saying "if you want a promotion, you have to move"! Lastly, what about people who have been in NY and need to be in NY for the last 7 years before retiring so they can apply for green cards through the UN? If they are forced to move then that means they cannot then come back to the US after retiring - again it means you have 10 years left to retire and now you need to sit tight and not get a promotion because then you will be forced to move and miss the 7 year window of working in the US!! There are many use cases that haven't been thought about before implementing this policy!	9/23/2022 3:09 PM
431	I feel that I will get stuck and not be able to be promoted for no fault of my own.	9/23/2022 3:07 PM
432	No one is going to apply for positions internally if there is a chance they will have to move and don't want to move. That will deplete talent that has experience and set the UN backwards with their succession planning and institutional knowledge of staff members. It will destroy some careers, additionally, if the person is not able to move to advance, such as family, health, or financial constraints.	9/23/2022 3:06 PM

433	I fully agree to voluntary mobility and that moving duty stations and making moving between Departments and agencies easier. However, staff's family situation needs to be considered, e.g. the move would need to be between family duty stations if so desired by the staff member. Also 2 year is a short period and will be very disruptive for children.	9/23/2022 3:06 PM
434	To be cautious and more effective, it's better to start with a less extreme mechanism (e.g., voluntary mobility) to a more extrema one (mandatory mobility). At the same time, incentives should be offered to encourage geographical or inter-department/agency moves.	9/23/2022 3:05 PM
435	Mobility policies should also consider families where both partners work for the UN. There needs to be support for families that are willing to move so they are kept together and retain capacities of staff (and most especially women) to deliver.	9/23/2022 3:03 PM
436	For the past 15 years, I've worked in E-hardship non-family duty stations in over 7 field missions. I spent my 20s and 30s in field missions, sacrificing my personal life over effective mandate implementation because I believed and dedicated my service to this organization. I excelled at my jobs and even when I had prospects of going to UNHQ to expand my career opportunities and access to high quality health system to look after my deteriorating health, I stayed at the request of senior management. After all this, and reflecting on my life in my 40s, I found a right fit in my career path to work in UNHQ and started living my life, majority of it in accessing high quality medical services. I firmly believe that previous mobility should be taken into account, to at least acknowledge how much staff like myself spent their lives in field missions and is finally given the chance to work in HQ setting, such scheme should be rolled out on a voluntary basis and broadly interpret functions that should be performed in HQ to avoid any losses in staff with extensive knowledge and expertise.	9/23/2022 3:02 PM
437	Everyone needs to move. Even specialized roles should move internally. But they have to move or else they create this kingdom rule. Case in point - 2 of the 4 Directors in the UNJSPF has been in their positions for more than the allotted time. They have to move.	9/23/2022 2:59 PM
438	Mobility is key to the formation of truly international staff. It should be mandatory otherwise people will not leave NY/Geneva to actually meet other duty stations, other ways of working, cultures and people's needs.	9/23/2022 2:58 PM
439	A mobility policy is long overdue, especially for those who have long been changing duty stations regularly, including by serving in the field. However, I am curious about what the policy says about staff members whose spouses are also staff members: will the policy guarantee that they move together so as to avoid moves that split families?	9/23/2022 2:56 PM
440	Single mom with two kids. Their father already move a lot and it would be very disruptive unless I am able to choose a family duty station. Not all posting are equals.	9/23/2022 2:54 PM
441	SM who passed the G-P: will they be forced to participate in the mobility exercises even though I joined organization 15+ years ago? Ig they policy says the staff joined prior to May 2021 will be excluded, it should also be the same for the staff passed the G-P. It should be fair exercise for all. Also, can the Organization give consideration for staff with young children? SMS should not be forced into moving to a different duty station when the timing for the family is not the right time. I do not want to live separately from my family, and I don't want my family to be relocated to a duty station where there is no proper educational system. Please also note the concept of the "proper education system" will differ based on your nationalities. I need to live in a location where there is a proper English education system as well as the supplementary weekend school of my native language.	9/23/2022 2:54 PM
442	In principal, I am in favor of the mobility policy for staff who have agreed and signed the letter of appointment with the mobility clause. I don't think it is right, however, to force staff who joined prior to May 2021 to join the scheme and to be locked into the mobility scheme. That would make me hesitate to apply for new posts in case I am forced to have to move.	9/23/2022 2:53 PM
443	This will greatly increase the effectiveness of the organization by having HQ staff understanding the field.	9/23/2022 2:48 PM
444	Please, Staff Union. Colleagues in the field are making sacrifices that we cannot imagine. This must be mandatory.	9/23/2022 2:40 PM
445	I am shocked by Management's unilateral breach of the existing agreement by applying this regulation to staff who joined prior to May 2021	9/23/2022 2:40 PM
446	I fully support managed mobility, it's about time, but it needs to be voluntary and not something that is forced. Staff need to have control over their careers and personal lives which the proposed mobility process completely disregards.	9/23/2022 2:37 PM
447	On a voluntarily basis	9/23/2022 2:32 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
448	I already have 5 geographic moves, and 2 lateral moves. If these moves have not beneficial to my career todate, why do I have to move again?	9/23/2022 2:30 PM
449	Rotation of staff around multiple duty stations is very expensive, how much is this going to cost for UN/Member states? What is the return on investment? Has UN explored other options to make people rotare? Such as implementing clear KPI to manage productivity/payment ratio for every staff?	9/23/2022 2:29 PM
450	xx	9/23/2022 2:26 PM
451	ALL STAFF, NOT SOME STAFF, Money should not be a factor, if the number one resource of the Org is it's staff. We are United Nations.	9/23/2022 2:16 PM
452	I believe that staff with family duties (children and spouses) will now have an additional career barrier. I applied to the UN to travel less and move less after working for another international organization where I moved all the time. Now, I am stuck where I am (level and function) because if I move I will be subject to a mobility scheme I did not sign up for when I joint.	9/23/2022 2:11 PM
453	Not sure how a mandatory mobility scheme can be financed and where the post would be coming from since a majority of staff were hired prior to the start date of the initiative.	9/23/2022 1:58 PM
454	I Am Fixed term.FS4.am I include in the new mobility policy	9/23/2022 1:52 PM
455	Admittedly it is a complex issue, but in essence it is unfair that people in the New Yorks and Genevas never get to move. Hence why I support the mandatory mobility policy.	9/23/2022 1:51 PM
456	It sounds great when you are just starting out and are single but it will be extremely disruptive once you have a family. It's like their plan is to make older staff not want to work here anymore to save on salary costs.	9/23/2022 1:48 PM
457	I am not sure how this policy will exacerbate even more the differences between local staff (G) and international staff (P). Could a mobility policy be related to career advancement?	9/23/2022 1:40 PM
458	I do not see how mobility is serving the organization's best interest? The turn over of staff is high everyone is trying to get better positions, the result is disruptive work, waste of time and resources,more perocracy.	9/23/2022 1:39 PM
459	Reduce the minimum time for SM in HQ or H duty station before a required move. Add as many position as possible into the mobility roster, not only E-D duty stations. Establish a system of alternation, A SM who have served in E, D duty station has priority for H duty stations.	9/23/2022 1:37 PM
460	This needs to be done	9/23/2022 1:36 PM
461	When the organization was more "relevant" to the maintenance of peace and security, there were many peacekeeping operations starting up and closing, and people moved naturally without a need for the management to put in place coercive and mandatory. Also staff had more reasons to move for carrier progression, financial motivation etc etc. Now, the UN is becoming less and less relevant in the international community, and there is almost not even reason to think about applying another post unless the current working environment is unbearable. There are other things that the Member States and management to do other than putting in place and spending so much time to come up with "mobility" has failed anyway in the past. In 10 years, a lot of long serving staff will retire what the organization might look for then might be continuity.	9/23/2022 1:35 PM
462	No equivalent level posts in other duty stations.	9/23/2022 1:34 PM
463	I believe this should be an optional policy. While I fully support changing posts and functions every 3 to 5 years (not 2 as it's not enough to become fully intimate with the job and the processes involved), I believe there are other personal/family considerations that should be taken into account. Also how will this policy apply for many of us who have changed functions/posts at the same level, but not able to get a promotion? I believe the policy should apply for posts at a higher level as well. For example, P4's eligible for a move (and meeting all post requirements, including being rostered for a higher level) should be put in a pool for P5 vacant positions and matched against these.	9/23/2022 1:34 PM
464	It's already very difficult to manage spouse's careers, aging parents, etc. Most people are living out of their country of origin already. Mobility for its own sake is ridiculous -- expensive, unnecessary, disruptive and works to the detriment of the Organization in that there is a constantly new team with no experience or institutional memory. Also, which levels and which offices would be affected? It might work if the focus is on the P2s, who presumably are still getting their career started and may not have families yet. But then that penalizes career staff over people who come in at P5 or D1 level.	9/23/2022 1:25 PM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
465	Remove or adjust the gender balance, it is almost impossible for a man to get selected for a promotion or a lateral move	9/23/2022 1:20 PM
466	UN was not created to move staff around. If staff members hesitate to work in hardship duty stations, they must be offered better pay and benefits.	9/23/2022 1:01 PM
467	In my opinion, imposing mobility on staff without giving interested staff the possibility to work remotely on a permanent basis makes no sense. Many of us perform duties that can, as has been extensively proven for 2.5 years, be performed away from the office, and we would like to have the possibility the work remotely on a permanent basis. Sending us somewhere else to perform different duties, just for the sake of moving people around, makes no sense.	9/23/2022 12:50 PM
468	This is not applicable to locally recruited staff but they should get a chance to volunteer for the same	9/23/2022 12:40 PM
469	Staff who joined after May 2021 and before the AI is in place should be given the option to opt out.	9/23/2022 12:27 PM
470	Mandatory geographic mobility is a very costly exercise that the UN cannot afford fairly and unbiasedly in the context of economical restriction.	9/23/2022 12:20 PM
471	Mobility would enable some fresh thinking in the organisation, as my own is suffering from people having remained in one duty station for upwards of ten year, and are deeply entrenched in old mindsets and actively resisting change. Having mandatory mobility would increase experience and provide opportunities for people to connect with field environments, while offering more people the chance to work in stable environments in HQ duty stations. However, there are issues with mandatory mobility if it forces people into hardship/non-family duty stations...	9/23/2022 12:03 PM
472	Mobility should be voluntary not mandatory	9/23/2022 11:53 AM
473	I am not against mobility in itself as a whole but against the conditions the Organisation is imposing. The mold in which the Organisation want to implement this mobility could and will have consequences on staff family life. This locking staff into regular rotations for the rest of their career under a scheme not yet fully tested is not good and is not taking staff wellbeing into consideration at all. I believe that rolling out the scheme on a fully voluntary basis is the way forward.	9/23/2022 11:37 AM
474	I disagree that the policy doesn't apply to staff selected prior to May 2021.	9/23/2022 11:25 AM
475	Cette mesure doit être obligatoire pour permettre une plus grande diversification des expériences et des profils au sein des duty station et éviter les risques inhérents à un trop long séjour dans un poste.	9/23/2022 11:21 AM
476	This will be very expensive for the Organization. Did anyone thought about this through? This will place other issues like for example change of VA profiles not any more requesting the progressive experience in one field.	9/23/2022 11:18 AM
477	I would be interested in seeing some statistics on how many of the current professional staff with more than - say - ten years work in the Secretariat have actually moved already.	9/23/2022 11:11 AM
478	I am willing to take part in mobility exercises, as long as I can decide when. Forcing staff to move every two years seems excessive to me.	9/23/2022 11:03 AM
479	While I support staff mobility, there is need for fairness in the process as I have been stuck at some point in hardship duty station E failing to move due to a number of reasons.	9/23/2022 10:52 AM
480	Its fair that everyone rotate But if you made it voluntary, the staff in good location such as New York, Geneva, Dubai, Turkey, etc, will never move which leads to that the staff who suffer in the deep and high risk countries remain in the same loop all their life!!!! I served in Somalia, Yemen, CAR and Afghanistan and have no opportunity to found a rest and normal life in normal duty station as no one in those countries willing to move!! Yes, I totally agree if mandatory rotation	9/23/2022 10:49 AM
481	Geographic mobility is important to gain knowledge and understanding of different countries and their culture in addition to the staff development and professional growth. It is a pity that capable and experienced General Service staff have not had this opportunity for career growth and advancement within the same UN entity. This is especially specific to the UNICs globally. The Development agencies and specialized UN agencies have much more options of mobility either in different cities in the same country or their offices in other countries.	9/23/2022 10:35 AM
482	This mobility policy is long overdue. I fully support it. I wish it was even more compelling and mandatory. While I have spent the vast majority of my career in NY, I always found it	9/23/2022 10:22 AM

immensely unfair that many HQ staff do not move to gain essential field experience and also give more opportunity for others in non-HQ duty stations to serve in HQ positions. With very few exceptions, an international civil servant is expected to move around as in all foreign services. I really hope that the Staff Union in NY will, this time, be supportive of the reform and refrain from weakening it as it did in the past for the benefit of a limited number of self-serving staff. Let's be frank. It is evident that if the scheme is fully voluntary, there will not be a critical mass of people moving and those who have never moved will most likely never volunteer perpetuating the problem. If people don't want to move for family or mental health considerations, they should simply leave the Organization. Of course, special constraints and other considerations should be factored in but let's be serious and stop kicking the can down the road of having a serious mobility scheme as UNHCR and other effective organizations have and thrive on.

483	I have served in the Balkans, West Africa and the Middle East, for almost 10 years, that this would not be recognised is completely unfair	9/23/2022 9:31 AM
484	I am not against mandatory mobility but I have doubts about how such a reassignment process that involves all staff will be run. The final decision cannot be made in a black box that simply says the preferences of the staff members and the hiring managers will be considered.	9/23/2022 9:19 AM
485	I consider mobility is key for UN staff to grow and develop. If we maintain the status quo, or keep it fully voluntary, it will continue preventing staff to balance the less stressful DS with the very challenging ones. Anyone considering that a tenure as UN civil servant should not mandatorily expose her/him to the world, doesn't fully embrace the service to the Nations s/he took an oath to commit his/her self to (in my humble opinion).	9/23/2022 9:12 AM
486	-By all means make it easier for staff who want mobility and variety, but under no circumstances should this be mandatory. -HOW on earth is this new policy consistent with the Organization's perpetual financial problems??! The DCM Staff Interchange was scrapped after just one year because it was too expensive. And that was just 14-16 people! Is management planning to also underhandedly ditch all move-related benefits as a way of cutting costs? That would be beyond unacceptable. -Speaking of the DCM Staff Interchange, as a participant in it, I thought it was fantastic because I got the chance to learn a new, albeit related, skill and experience a new duty station, all the while knowing I would be returning to the DS I love and that has been my home for over a decade. I would absolutely be willing to do that sort of thing again, but never for more than a year and always with the prospect of returning to my parent DS. -However, I returned a different professional, and it took the better part of a year to get back to my previous output and performance. Does management even comprehend that its cockamame scheme is going to permanently lower the quality of the UN's work because expertise will constantly leave and need to be rebuilt?! -The Organization is already working us to the bone and into the nuthouse at best or an early grave at worst. The least it can do is let us control the trajectory of our careers and maintain what keeps us semi-sane, i.e. our lives outside work at a DS in which we've put down roots.	9/23/2022 9:10 AM
487	Moves to new location, new job , new environment, new culture give opportunity for sustainable personal development . It is not a coincident that old proverb says "travels educate" . Rgds AC	9/23/2022 8:49 AM
488	The mandatory policy would be especially detrimental for women and families. A voluntary option linked to career advancement would provide incentives to move yet allow staff to manage their own career path and the timing of moves as best suits their families.	9/23/2022 8:44 AM
489	Thank you to all staff union leadership for continuing to keep us informed and represent the interest of the diversity of staff. Mobility policy will strengthen what UN has to offer to our countries. Our interest should be in the people we serve.	9/23/2022 8:41 AM
490	Forced mobility is fair to everyone. And 5 years is a good period for maintaining family connection and life balance at a particular location.	9/23/2022 8:31 AM
491	D1 and D2 should be every 2 years, P5 every 3, P4 every 4 and all others 5 years.	9/23/2022 8:29 AM
492	Mobility is very useful for mental health issues and better productivity.	9/23/2022 8:20 AM
493	Unless mobility is linked to promotion like all advanced bureaucracies, this proposal, which has been rejected by the GA, will not work.	9/23/2022 8:20 AM
494	As with all UN policies, it is very unclear how and when this will apply. For instance, I joined the UN over 10 years ago, but recently applied for and was accepted to another post. What date counts as my "join" date? Also, what are valid reasons to decline a mandatory move? What considerations are made for the organization to compensate for constant moves of its	9/23/2022 8:17 AM

staff? Will extra funding be provided to readvertise/retrain or to compensate for lost productivity/delayed projects due to constantly changing staff?

495	Equal and fair opportunities should be for all. Staff working in hardship posts should not be destined to work there forever. HQ posts should not be permanently occupied by those who are unwilling to move.	9/23/2022 8:12 AM
496	I think the financial implications for this UN should be made clear, considering the recent cash flow crisis. Also are there any financial incentives for staff? Also, considering home office policy there is not much reason for this policy. Finally, is there an option to return back to your former location after the assignment. Thanks!	9/23/2022 7:48 AM
497	You can't change this in hindsight and suddenly make it mandatory. We didn't sign up for that.	9/23/2022 7:16 AM
498	I believe the new Mobility scheme would provide opportunities for field-based staff to service in HQ/RO locations. Currently, from the field perspective, the HQ/RO staff do not move, which has consequences on the career development opportunities for field-based staff (who also have private reasons for wishing to be based in HQ/RO locations). Also, again from the field perspective, for those HQ colleagues that provide policies, guidance and directives, field experience should be made mandatory. Otherwise, we at the field continue getting policies/guidance/directives that are not based on reality on the ground.	9/23/2022 7:00 AM
499	I have a spouse that works also in the UN and two children in various schools. We experienced several years where my spouse had to go overseas in a duty station with no viable option for us to stay together, which caused stress and challenges with the children.	9/23/2022 6:56 AM
500	Staff who want to move should be able to move easily. Those with spouses that want to move need employment support for the spouse.	9/23/2022 6:45 AM
501	The staff mobility, allows to have experience from different contexts which in return will be good for the organization. what it takes is to manage it in such a way that it is not rushed and also to learn from other UN agencies who have implemented this kind of policy.	9/23/2022 6:40 AM
502	Staff recruited before May 2021 should also be included in the scheme.	9/23/2022 6:39 AM
503	Generally support geographic mobility policy, however, especially for offices with geographic-focus, such policy has to be contextualized to the needs of the region/sub-region to ensure the Organization maintains its strengths to support and value-add to the member States the office serves.	9/23/2022 6:24 AM
504	I support the rotation policy to move every 2-5 years, for all staff, regardless of when they joined the organization. Those who do not move, do harm to other who also have family issues. It is selfish not to move.	9/23/2022 6:16 AM
505	I have been in UNSOM, Somalia since 2013 with 1 year TJao to UNSCOL. This is a lot Ny time in a most hardship station. Must find a new mission ; especially in family duty station or HQ	9/23/2022 5:49 AM
506	I believe mobility should be mandatory for all UN International personnel	9/23/2022 5:47 AM
507	I've worked for this organization for 20 years, both in the field and at HQ. Like many other women, my career progression stopped when I had kids. In spite of having stellar performance reviews, I have not been promoted once since having kids 13 years ago while most of my male colleagues have moved up the ladder here at HQ. They have already been promoted several levels and can sit tight. For me to be promoted, I now have to move. Since I'm in DPO, it would be to peacekeeping, i.e non-family duty stations. I'd rather quit the UN and stay with my kids. After investing 20 years of my life, the organization still treats me like an expendable temp worker.	9/23/2022 5:25 AM
508	Very looking forward to the new policy	9/23/2022 5:16 AM
509	staff who are not able to move are also compromising with their career aspiration as they have personal circumstance not enabling them to move.	9/23/2022 5:10 AM
510	Mobility should be voluntary and the organization should be committed to proving staff with different opportunities	9/23/2022 4:59 AM
511	The mobility policy will allow staff access to posts in the nice locations which are often unavailable because staff currently in those posts are reluctant to move. The policy should also be made mandatory for USG/ASG and staff in the SG office!	9/23/2022 4:59 AM
512	What happens if a staff choses to stay beyond 5 years at a duty station should be clear. What we know is mobility allowance is suspended but if staff does move- say after 7 years- does the mobility done so far in a long career become zero again ??? Or does it begin where	9/23/2022 4:53 AM

we left off - say 5 moves already? So next move after 07 years becomes the sixth move or the first move??? If it is considered the first move- its very unfair as it takes away the years of service and movement credit from a staff member.

513	Mobility exercise is likely to be all about the number of staff moved around without the interlinkages to workforce planning, career development and learning, and well-being. Its impact on the organizational culture is also likely to be negative - people come and go kind of messaging without engagement and investment will be detrimental to this culture. When the staff lost its trust in the recruitment system, people management, performance management, this exercise will fall short of reversing the perceptions. There will be more focus on matching staff with positions through the tech solution developed as opposed to building a dynamic mobile workforce across the duty stations. The UN system is a wonderful world in which to move around, yet, if not guided properly, it is a world that could turn into a hell as well. There is a difficult to understand push for moving with the first exercise ASAP without the necessary shared understanding, guidance, and supporting mechanisms in place. I think the organization should stop for a moment or slow down to avoid having too many change initiatives at the same time - especially in the areas that are interconnected. A mobility exercise built on the gains from a successful change initiative in other domains of talent acquisition and management may prove to be more promising.	9/23/2022 4:51 AM
514	If the objective of the mobility program is to encourage exposure to different development knowledge and different thinking on policy issues, provide greater incentives for those with real indepth knowledge (with say 5 or more years of experience in the duty station) on a region to move to another duty station would be a much more effective and less damaging alternative, compared to forcing semi-experienced generalists to stay generalist and semi-experienced and move around with little real gain to the organization. If the objective is to encourage experienced and skilled professionals to work in poorer and more challenging duty stations, then a better alternative is to increase the economic/career incentives for people to work in these duty stations and introduce compulsory secondment requirement to people at or seeking senior professional positions. In any case, the idea of career disruptions every 2-5 years is simply a highly bureaucratic and irresponsible solution that introduces mobility only for the sake of mobility. Instead, we should ask what is the ultimate purpose of mobility and what would be the best (rather than the administratively easiest) solution for this ultimate purpose. A "one-size-fit-all" policy with little clarification on what results it supposes to achieve is more a tick on the bureaucratic check-list, than a well-conceived and responsible proposal.	9/23/2022 4:51 AM
515	Medical exemptions need apply	9/23/2022 4:47 AM
516	The mobility should take into consideration the hardship of a duty station and living conditions. It does not make a sense that a Staff member works in a family duty station for the entire of his life, and having a normal life with his family, and another staff member who spends the whole of his career moving around E duty station because of unviability of posts if family duty station. Moreover, I think that UNHCR has a good mobility exercise, for example Staff Member dot not have the eligibility to stay in a HQ duty station for more than 5 years in order to offer a chance to every staff member to balance his/her family life and his/her careers.	9/23/2022 4:34 AM
517	Mobility should not be for the sake of it but in the interest of the organization; to make it more agile and more productive	9/23/2022 4:28 AM
518	Mandatory Mobility to other duty stations is not desirable for me: divorced mother taking care of a schizo affective adult daughter all by myself : finding new doctors would be difficult and I cannot move withot my daughter	9/23/2022 4:28 AM
519	Promotions in the UN are difficult enough; this new policy would worsen the situation as posts will not be freed due to the continuous lateral rotations, among other considerations. Further, how would institutional knowledge and expertise be retained? Does changing staff to be generalists truly ensure impactful implementation of the organisation's mandates? Finally, the organisation has been facing a cash flow crisis in recent years, with salaries at risk. Moving large numbers of staff annually would be expensive, and I hope this will not further impact on the the financial position of the organization to pay salaries.	9/23/2022 4:23 AM
520	I support the voluntary mobility and without locking in those who opt in.	9/23/2022 4:15 AM
521	Mobility will lead to the long awaited burden sharing among UN Secretariat staff	9/23/2022 4:11 AM
522	Do the P positions include National Professional Officers?	9/23/2022 4:10 AM
523	I feel that mobility should be mandatory for almost all staff, especially since we are global organization. There is no way to fully understand the work we do without serving in multiple duty stations.	9/23/2022 4:08 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
524	Mobility should be voluntary	9/23/2022 4:05 AM
525	Women are by default expected to support a spouse's career and/or put the children's welfare ahead of their own career. Therefore choosing a duty station is not an arbitrary choice. If a move to a new duty station jeopardizes a spouse's career, we will be expected to either quit or split the family unit. Mobility is great but it should be voluntary and carefully planned.	9/23/2022 3:58 AM
526	I think it's outrageous that people think they can work for a global organisation and spend their careers in the cushy environment of HQ locations. People who don't want to move should never have joined the United Nations.	9/23/2022 3:55 AM
527	As long as a mobility scheme is voluntary, it will not be fully effective. People join the UN as an international with an expectation of mobility.	9/23/2022 3:46 AM
528	Mobility will provide more career opportunities for everyone and strengthen the global perspectives and understanding of the UN system	9/23/2022 3:42 AM
529	To impose a mandatory mobility policy in the absence of any kind of career management system and in light of the fact that staff applying for lateral moves or promotions are subjected to the same hoops as external candidates, with no regard for their existing track records, is to add significant insult to substantial injury. It is punitive and places additional onus on staff who are already given no support in their careers and who have had to watch all senior positions in the system increasingly go to outsiders. If the mobility system were part of a larger system of career management, and indeed some simple management, that would be a different matter.	9/23/2022 3:34 AM
530	I am particularly ready to move from New York to the field as soon as the opportunity arises. In general, I think that periodic mobility is a great way of learning, sharing and delivering more.	9/23/2022 3:26 AM
531	Zero credit is given to staff who move across departments which can be argued as equally enriching in experience for the staff members career and contribution to the organization. Mandatory mobility also negatively affects and disrupts family life especially for women in the workforce with school aged children. The choice to move can and should be tied as a requirement for higher level posts such as P5 and above. Temporary assignments in other duty stations should also count toward your mobility. Mobility should be incentives based and not mandatory. It should be voluntary. Choosing between a promotion and starting a ticking time bomb to explode your family's life should not be a choice one has to make.	9/23/2022 3:25 AM
532	should primarily be on a voluntary basis and facilitate relocation (including spouse and children) much as possible. years of service at a duty station should be specified; G-level staff should be able to participate on a voluntary basis too.	9/23/2022 3:05 AM
533	The absence of recognition of prior moves for work with UN entities (as staff or consultant) is unfair to staff like me, who spent a decade in D, and mostly E, duty stations, before joining Headquarters. The absence of a scheme to support staff (and family) mobility, in particular for dual UN-career couples, is a major gap in the proposal. The current proposal is hardly an improvement for staff in D and E duty stations, who in reality will mostly get to move between D and E duty stations. The frequency of staff movement may even be disruptive to business continuity in field operations in some instances. With most managers very often unwilling to envisage cross-functional moves (with staff coming in with the required skills but from distinct functions) and the Organization providing no formal opportunity for cross-functional training or development to compensate, the mobility scheme will be facing hard constraints: some staff will be moving between Geneva, New York and Vienna, others between Timbuktu, Bangui and Port-au-Prince. With staff locked-in to mobility from the moment they transfer laterally or to a promotion, this will create a disincentive to move, at least in the first years of the programme, and certainly a disincentive to move to D and E duty stations, given the high risk of then being perpetually "stuck" in D and E duty stations. The whole scheme sounds more like a big lottery (which connected staff may be able to game, as they currently game selection processes) than a managed mobility scheme, which fosters the interests of the Organization, notably by ensuring a formal, active and transparent management of the career of staff, including high performers. It is unclear if a proper benchmarking of the mobility programmes implemented by other organizations of the larger UN system was even thoroughly undertaken. All in all, a disappointment.	9/23/2022 3:00 AM
534	After living certain amount of years in one country, you get some commitments that you just cannot break, e.g. Mortgage, Spouse, Children. Forcing you to move will disrupt a whole more than just people's career.	9/23/2022 2:52 AM
535	Some of us in GS have tried (still trying) to get a P job for years, even though the challenges are immense. During that time, we have set our lives here, buy a home, have	9/23/2022 2:51 AM

kids... with the hope that, sooner or later, we could obtain a P position. Now the game has changed, and even when some of us got hired before May 2021, now UN says we will have to move if we obtain a P position. That is not a fair game considering personal circumstances involved and disadvantage with the current Ps that entered before May 2021. On the other hand, I understand colleagues want to progress and go to different locations. It is difficult to please everyone.

536	The idea is a laudable one to enhance performance, strengthen experience and network. Staying at one place for more than five years has the potential to lower enthusiasm, curiosity and the desire to keep abreast with events at the duty station. However, due to the numbers involved, especially among the FS category, one has to also exercise caution and anticipate huge challenges on the availability of posts and the associated costs. Staff may in mission settings may hesitate to move to new duty station where the mission does not stand the chance of lasting longer before closure or downsizing.	9/23/2022 2:50 AM
537	In situations where each parent works at the professional level for the UN, how will the organization (i) ensure gender parity, (i) ensure each parent can continue working for the organization, and (iii) ensure the stability of the family while pursuing a forced mobility process in when each staff member is unlikely to be able to find a position in the same duty station?	9/23/2022 2:50 AM
538	A policy that forces everybody equally shows the limited capacity and willingness of the UN in ensuring gender equality and geographic diversity. I am a single mother of two kids. One of them is transgender and in the majority of countries where OCHA is present, LGBTQI is considered a crime. Due to legal agreement with the father of my kids I cannot move easily anywhere. All this gender aspects would not be considered and will generally impact single parents and lgbtqi staff members or staff with lgbtqi family members. It's very sad and frustrated that the UN does not consider those factors.	9/23/2022 2:44 AM
539	An adequate policy should provide higher incentives for mobility instead of forcing/penalizing staff who can't or won't move	9/23/2022 2:41 AM
540	I have a child with special needs. Even minor changes in routine are incredibly difficult for him, and it has taken us years to set up trusted relationships with therapists and doctors. If the mobility scheme becomes mandatory, I will have no option but to very reluctantly leave the UN, as I will always choose my children's wellbeing over my own career aspirations.	9/23/2022 2:41 AM
541	My agreement depends on the specific amount of time by hardship classification. Will consideration of children and spouse and employment opportunities for spouses (particularly for female staff) be taken into account when matching positions (in the event the staff member is not successful through the compendium?	9/23/2022 2:40 AM
542	Rolling out a policy that is this disruptive and such a big departure from existing policy should be rolled out gradually, and justified.	9/23/2022 2:39 AM
543	I welcome opportunities for mobility but there needs to be a bit more consultation and perhaps even a pilot of this proposed policy within the secretariat before it is rolled out. I do not see this working well for my occupational area, but I am positive and open to more dialogue about it.	9/23/2022 2:37 AM
544	The family of staff needs a place to settle regardless of the movement of the staff. Ways to financially maintain the family's life that stays in one place, away from the staff, should be considered if we are to move around the world in 2-5 years. We cannot force our children to change schools; even the language that they are taught every 2-5 years.	9/23/2022 2:34 AM
545	Mobility contributes to agility of an organisation. Mobility also contributes to career advancement - lateral moves should also be considered as career progression. However, it would be useful to understand how the moves will be tied to contracts. Will FT contracts for a max of 2 years continue to be the norm?	9/23/2022 2:29 AM
546	I think would be interesting to be able to work in a different country keeping the same position and doing the same job. It's important to have people working in different time zones to cover the news all over the world.	9/23/2022 2:25 AM
547	The new framework is not considering the financial impact of moving all staff every 2 to 5 years; it does not count past geographic mobility; and also disregard functional mobility as it counts only geographic mobility.	9/23/2022 2:22 AM
548	HR needs to become a service provider supporting individual staff needs for specific moves rather forcing staff to move to positions that don't make sense for them. We don't even have a functioning system to support staff exchange, even though this worked in the distant past! Why not learn from the excellent matching system used by HR for mentoring in which staff can choose their mentor and mentors have to accept the mentee. No one is forced, yet	9/23/2022 2:21 AM

the matching works well. Create a similar, voluntary system which also includes vacant posts and posts at higher and lower levels, I am sure it will work. Good luck!

549	This policy is going to create huge disruptions in people's lives. It is not clear that the benefits (and surely there are also benefits) of such a framework will outweigh the downsides, of which there are many. There is no possible way it will be done within existing resources. And the Administration has not shown signs of flexibility as regards the intended implementation. I also fear it will disrupt a different kind of mobility, if staff who are not on mandatory mobility avoid applying for promotion because it would force them to become subject to mobility. Thank you for all the work you do and please continue to fight for us!	9/23/2022 2:20 AM
550	the mobility policy is a great idea. the costs attached to it are prohibitive though and such funds would be better invested. A mobility promoted by each UN reality in a more informal way, would be a financially sound investment.	9/23/2022 2:17 AM
551	Mobility should be voluntary but must exist to benefit those staff who are not good at networking within the system to secure promotions, staff who are less privileged because they do not have the right connections within the system and are now stuck at P2 or P3 for many many years while overlooked even within their divisions and never get opportunities to be involved in the 'exciting' parts of work that get them out of the office such as specific conferences where one gets to travel etc. or get overlooked for promotion because they are not part of a clique etc. I am looking forward to this exercise of mobility and hope it will benefit a lot of staff who are now demotivated because of career stagnation.	9/23/2022 2:15 AM
552	Admin do not have the money or skills to successfully run this. We are not diplomats - who at least get to return to home country after each assignment - the length of which is known. Staff will leave quickly if they are constantly involuntarily moved every few years with little control or even career progression guaranteed	9/23/2022 2:09 AM
553	I believe it is important to move every 4-5 years but not necessarily to a different duty station	9/23/2022 2:08 AM
554	Every two to five years seems excessive.	9/23/2022 2:08 AM
555	Voluntary mobility which is flexible would be a fulfilling career experience for the staff and it will also help organization. I can foresee a lot of staff who are limited to move freely geographically, opting out and also just being stuck in their post. It kills motivation and is really demoralizing.	9/23/2022 2:08 AM
556	Staff should have the possibility to opt in and opt out. Being locked into a mobility scheme for the rest of the career with no control over where you live can not be beneficial to staff or the organization.	9/23/2022 2:04 AM
557	A foreign service or purely rotational model (as in UNHCR) cannot work in the UN Secretariat by the mere nature of our mandates/work and internal organizational structures.	9/23/2022 2:03 AM
558	I am against forced mobility as I believe that it cannot be implemented in all job families of the organization and also comes at a great cost as the organization will have to pay relocation grants.	9/23/2022 2:00 AM
559	My primary concern is in cases where a lateral move ends in a "bad fit", forcing the staff to either try to resist for several years or to resign and leave the organization. I am also very concerned on the family implications with these moves. It was a major decision to move from my previous duty station, not only to me as staff member but also for my spouse's career and my child's education and upbringing	9/23/2022 1:58 AM
560	It is not just children or spouses that are considerations for moving. There can be other important personal reasons as well.	9/23/2022 1:53 AM
561	Forced moves will only cause unnecessary turnover.	9/23/2022 1:51 AM
562	Please see my prior comment which addressed my key concerns. Notably, in my case, having joined in 2010, if the only way I could now continue to move posts laterally or promotion would be to sign up to a mobility policy (rather than opting for mobility voluntarily) then due to my current life/home commitments in NY, I would just no longer apply for posts and see out retirement in my current P4 post, which would be another 25 years... not good for morale or the organization, and I believe many staff would do the same depending on their own commitments. Staff should be able to control their own mobility/careers. More support to staff already applying for geographical posts should be a priority rather than forcing everyone who wants to progress their career.	9/23/2022 1:51 AM
563	This policy totally negates the needs of spouses and children. Implementation of this policy would attract only single males to work for the UN. Mobility can be required every five years - but only within same duty station.	9/23/2022 1:48 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
564	Many staff have already been suffering a lot given the years-long job freeze! This has only recently been alleviated, and clearly hiring processes take a long time. Overwork and other issues related to the pandemic and budget constraints have also had an effect on staff. For those of us who are miserable in current posts, we would now have to move geographically as the only way to get out of our situations?! This is way too much.	9/23/2022 1:48 AM
565	I totally agree with the policy but some of us might have personal issue which doesn't enable them to move duty station in short period and we need to consider each staff personal situation.	9/23/2022 1:47 AM
566	It's about time! Too many people sit in HQ and never move, and same with the field. This puts us on par with other UN entities.	9/23/2022 1:46 AM
567	Ideally the mobility policy would take into account those of us who have been mobile all our careers. One of the previous mobility policy proposals had a clause which stated that staff members who have over seven moves were able to choose whether to participate	9/23/2022 1:40 AM
568	I support mobility, but I think credit should be given to staff like myself who have moved geographically 5 times and if I want to finally settle to one duty station until my retirement, I should have that option.	9/23/2022 1:38 AM
569	Moving to new posts and functions would require training that the UN simply does not provide its staff.	9/23/2022 1:38 AM
570	I am the only parent for my kids and can't leave them to continue their education in the US. While I already moved them from home country to the US when joined the UN	9/23/2022 1:34 AM
571	No mandatory mobility plan. Any mobility plan shall not apply to staff members joined prior to May 2021.	9/23/2022 1:34 AM
572	Mobility is essential for the UN .. its a must	9/23/2022 1:33 AM
573	In order to build a truly global UN Secretariat, the Organization should implement a mandatory mobility system along the lines of what has been implemented by other UN System agencies and other international organizations. The current system where professional staff members spend an entire career at one HQ duty station is comfortable for those few but is not reflective of a global UN Secretariat. The Staff Union should play the role of a partner in the achievement of the objective of a truly global UN Secretariat.	9/23/2022 1:28 AM
574	anything must be voluntary. this mandatory policy will split families and cause great psychological and financial to the family. it can also compromise the work of the whole organization as new people need to take time to get accustomed to new surroundings and get really settled down.	9/23/2022 1:25 AM
575	In reality, not all functions are rotational. Certain functions are very technical in nature and they should not be relocated.	9/23/2022 1:24 AM
576	Funds spent on the thousands of staff mobilities would be better spent on fulfilling other organizational mandates.	9/23/2022 1:20 AM
577	we should have the opportunity to move to higher positions no only laterally	9/23/2022 1:17 AM
578	Mobility should be part and parcel of a UN career. No-one should be entitled to work in NY or Geneva their entire career. In this vein, i think it is fair for people who apply for promotions to then be subject to the new mobility rules, otherwise they have the option to just remain where they are until such a time as when they are ready to opt in. I think the Staff Union does have a point, though, about people being perpetually "locked in" to the scheme- maybe a limit could be placed- maybe minimum number of geographic moves for every Staff member after which people no longer have to be "locked in"? That could be a compromise between the Staff Union and management. Otherwise, we should have mandatory mobility yes. All the UN agencies do it- so why shouldn't we?	9/23/2022 1:16 AM
579	Many staff on "good" posts and the most desirable duty stations will not opt-in, if the currently proposed mobility plan is implemented as proposed, simply because the risk to be sent to a duty station that does not fit family and professional needs is too high. People who are not forced to move will also be wary to apply for lateral moves, because they might get locked in to career long mobility requirement. This makes no sense for the organisation. Instead it should remove this lock-in of mobility requirements and give staff that opt-in the chance to make definite choice of duty stations and organisations to move to, and if there choice is not possible in the matching exercise, they should have the choice to decline whatever other move they are being offered. The advantage of such approach is that many more staff in "desirable"/ well-paid duty stations will opt-in greatly expanding the pool of possibilities	9/23/2022 1:15 AM

580	I fully support mobility and have been trying to move duty station for many years, but have never been successful. Therefore, in the 15 years that I have remained in the same duty station I have, naturally, established a life and found a spouse. My spouse cannot be mobile due to career/immigration reasons. I wish the mobility requirement would have been in place when I joined the UN in my 20s. I would have had a much more fulfilling career moving around duty station as was my dream when I joined the UN. I would have made different life choices (although I'm delighted to have met my spouse!) Now I'm in my 40s and any promotion or lateral mobility would eventually require separation from my spouse with no end date insight. This change in condition of service is unfair and cruel.	9/23/2022 1:11 AM
581	The gender dimensions of this policy are huge. The UN is trying to get more women at senior positions. Yet it is very difficult for accompanying spouse to find work. I have already had to ask my partner to change his career once for me. I cannot do it again. Forcing people to move without viable work options for spouses is not going to lead to better gender representation. Currently because of gender roles, it is very hard for accompanying male spouses to be unemployed and deskilled. For female accompanying spouses the gender pressure are less strong as it is more accepted to be a housewife. This policy will force many women in the UN to choose between career or partner. In the end it will favor women who don't have families or who have older children and spouses who can remain behind in the home country, which is not necessarily the staff profile that the UN is trying to attract either. Please make sure that they think the gender dimensions of this policy are carefully thought through. The idea of treating UN staff like foreign service doesn't work because spouse won't be able to work in the embassies, etc.	9/23/2022 1:10 AM
582	It is hard to understand what is proposed and feel that staff had not been informed. I think mobility is good and am willing to participate in theory but it has to be accompanied by a clear career track and support. HR currently only plays the role of rule enforcer and needs to play a true human resources job if mobility is going to work for someone like me.	9/23/2022 1:09 AM
583	I am for mobility including geographic but against the current lack of transparency and consultations. The policy needs to have inbuilt gender and family clauses.	9/23/2022 1:08 AM
584	I would like to be able to have lateral moves within and without the Resident Coordinator System. I am trying to move to another duty station after 3 years in the same one, even for the same post applying from the roster and no positive result yet. I would propose that colleagues that do not want to move can be substituted in the move by those of us that want to move, particularly to non-family duty stations if we do not have a family yet or do not mind. I think the principle of graciousness and solidarity between colleagues and staff members should drive this exercise. Thanks for all your support to the Staff Union.	9/23/2022 1:07 AM
585	My concerns are twofold: 1. How this impacts on families and other commitments such as home ownership. It is already tough for couples to move around the world together. 2. Whether the very open generic job groupings from the previous failed mobility will be retained. Working in a specialists area like human rights, we know that we can encounter very real problems in delivering our mandate with staff who do not know the substance of the work....	9/23/2022 1:02 AM
586	This approach will have a counter-productive effect because staff at HQ will likely not want to "opt in" by taking another position, because they are effectively signing up to something totally unpredictable in 5 years that could ruin their personal (or career) lives. It will therefore atrophy or stop most movement at HQ, which is the opposite of the desired effect.	9/23/2022 1:02 AM
587	any policy that does not help families finding a new duty station in a package to a family duty station i.e at the end of a school year and facilitates this across agencies is not acceptable; also cutting down on relocation grants is a no-go; where will the Organization raise the massive funds required to facilitate this? Are the funds not better spent otherwise?	9/23/2022 1:02 AM
588	Mobility requires additional funding (eg mobility allowance, rental subsidy, etc). Given the organization has funding issues every year, I do not think geographic moves should be mandated. They should be voluntary.	9/23/2022 1:01 AM
589	I believe staff who want to move can do so voluntarily by proactively applying to different positions in different duty stations. I do not believe forcing all staff, even those who do not want a promotion, to relocate is necessarily the best way to ensure professional development. There are other creative ways staff who are driven can continue to learn and contribute by moving within the same duty station and changing offices and functions. This forced mobility will disrupt family, personal, and financial stability as partners' employment will be at risk, children's education will be disrupted, houses will need to be sold, health treatments will become complicated, and personal hobbies and plans will be affected. Staff should have the choice to choose to work in the duty station they feel most comfortable to work in, which will ensure maximum satisfaction and performance. The reason I had moved to the Secretariat was to avoid mandatory mobility, and I will have to leave this organization	9/23/2022 1:01 AM

for the same reason. This will result in loss of talent for the organization as can be witnessed in other organizations. The amount of stress over mandatory mobility and displacement is a real and serious issue that impacts the mental health of staff. There is nothing stopping the staff in hardship duty stations to apply for other positions should they wish to move out. It is unfair for staff who is happily learning and contributing to be forced out. And even this is being conducted unfairly by discriminating against staff who have newly joined the organization vs those who had joined prior to 2021. The UN already has an outstanding issue with aging and stagnant population. If anything, it is these staff who have been at the duty station for 10, 20 plus years who should be forced to move, not the young talent that are eager to finally make home at the UN by building not only their career, but also their personal lives by buying a house and starting a family. This new policy sends the wrong message out to the young staff and will further deter the fresh and innovative minds to work at the UN because not only are they demanding time and energy, but also restricting free will and choice that will determine their lives. Please reconsider the consequences this mandatory policy will have on the upcoming generations.

590	Mobility provides equal opportunity to everyone for going to non family field missions as well as family HQ locations	9/23/2022 1:00 AM
591	I tried to move laterally from NY to Geneva and that was not encouraged at all due to operational needs.	9/23/2022 1:00 AM
592	I welcome to opportunity to move and have applied to dozens of posts outside NY to no avail. Yet, senior managers think staff are unwilling to move. I believe most middle managers already have people in mind when they post jobs. This is policy that further hurts staff when the real problem is middle managers not applying existing rules correctly.	9/23/2022 1:00 AM
593	1. servicing the Organization in the best quality manner , not mobility itself, is the key or the most important factor ; 2. in the SM relation, the terms and conditions of employment embodied in the initial hiring contract needs be respected.	9/23/2022 12:59 AM
594	I have already moved duty stations several times and have spent multiple years in hardship duty stations with implications for my mental and physical health. I am now at a duty station that allows for a healthy work-life-balance, and, while I am open to switching duty stations and serving in hardship locations again in the future, I want to be able to decide this on my own terms when the time is right rather than being forced to do so by a rotational scheme.	9/23/2022 12:59 AM
595	As a staff member who has served in multiple duty stations including hardship ones from the early stages of the UN career, I feel my long-time efforts to land a better job at a better duty station is being undermined with this policy. Realistically, even at the same level, duty station will decide how attractive a job is and how competitive the selection will be. If anybody wants to move, he or she can apply to a job opening and get selected. I do not understand why I am required to let go of a hard earned post at the HQ over something far less desirable. Do apply if you want to get it.	9/23/2022 12:57 AM
596	Management's attitude towards staff often borders on.....!	9/23/2022 12:56 AM
597	The proposal seems inefficient, i.e., the challenge in our division is the permanent change of staff. Mobility will create an even bigger lack of institutional memory, project continuity and professionalization. We see mobility as punishment, making it less attractive for professional staff to look into the UN system as a job. It seems more a political manoeuvre to weaken the institution and attack the staff's job security. This "forced mobility" will also cost the organization additional financial resources. We do not support these measures.	9/23/2022 12:55 AM
598	Mobility should be an opportunity - not an imposition from the above. In principle, it should be voluntary. I am against linking career progression and promotion to mobility. Merit and qualification are better criteria to select staff - mobility is simply not, especially if it is shoved down the throats of staff members, as per the current proposal.	9/23/2022 12:54 AM
599	I support a viable, flexible and fully voluntary Mobility scheme that previous geographic move(s) linked to the progression to a senior level position (P5 and above).	9/23/2022 12:53 AM
600	I don't think the UN is capable of implementing it in a fair and transparent manner. They will relax the policy to a selected group.of staff who are their friends and favorites and let them grow in theircareer ladder. Thus is what has been my experience after over 20yrs of my UN career!	9/23/2022 12:52 AM
601	I think this is a wrong move, especially at the time of closing missions, where from a secure work suddenly you will out on a street. Those who waited to be recruited for UNHQ task have a reason why they did not take on more missions assignment at their age and circumstances. Make it mandatory will make us loose valuable knowledge and experience in a lead part of the UNHQ. Do not support mandatory one. Even civilian organization do not	9/23/2022 12:52 AM

do this. They may offer lucrative bonuses if you take up these type of challenges, but i do not think this would be a case with UN staff.....

602	UN is interfering with the personal life of a staff and violating the HUMAN RIGHTS and CHILD RIGHTS by forcefully separating a staff from his/her kids and spouse. My spouse is not going to leave her career just because UN wants me to go somewhere. I didn't sign up for that clause. MANDATORY MOVE IS ALSO INHUMAN ESP. if a staff with a family has to move ALONE to non-family duty station. I DIDN'T JOIN UN WITH THAT CLAUSE. It should be voluntary or mandatory for those who will join in the future and has accepted that CLAUSE in the contract.	9/23/2022 12:51 AM
603	Lateral moves within Departments in same duty station should be a policy too, especially when it comes to filling temporary positions.	9/23/2022 12:49 AM
604	Mobility should be linked to career moves and not just for the sake of moving people around (laterally). Previous geographical moves should be considered as people have not moved from NY, Geneva or Brindisi for 20 years!! Also, the implementation of mobility is going to be challenging for hiring managers (changing staff every 2 years - by the time you train them they will be gone). The key question is: what is the organization going to benefit from this? and the staff? who will bear the costs? what will be managers' choice in this process?	9/23/2022 12:49 AM
605	Any new policy cannot be retroactively applied to long serving staff.	9/23/2022 12:48 AM
606	Wishing the Staff Union the best of luck to save the 2020 consensus	9/23/2022 12:47 AM
607	This should be implemented ONLY on a voluntary basis rather than as a sweeping solution for everyone. Circumstances and needs of every staff member are different, so there should NOT be a one-size-fits-all solution that may lead to a lot of changes and disruptions to SM's lives	9/23/2022 12:47 AM
608	Geographic mobility should be voluntary. I don't want to be in a position where I have to choose between being with my child and having a job.	9/23/2022 12:45 AM
609	Please advocate on staff behalf as it will have a serious disruption to all personal lives of staff. There is already an existing mechanism to allow for temporary job openings for staff to go on functional and geographic moves across duty stations. There is also an operational impact as there will be an influx of incoming and outgoing of staff- which will cost the organization financially, and will have an impact on retention and mandate delivery.	9/23/2022 12:44 AM
610	The UN, as one UN, should not be forced to be only through geographical assignments, but possible between the UN and funds and programmes and UN agencies which is not. The current system is wrong, and does not foster professional mobility.	9/23/2022 12:43 AM
611	It is an ill-designed policy and put staff from different regions to compete each other and will be destructive to a team work spirit	9/23/2022 12:43 AM
612	It's disruptive for staff with kids who have already spent a long time at the DS	9/23/2022 12:42 AM
613	The only people who seem to be hesitant about mobility are those who have held posts at H duty stations for many years. Those of us who took the risk to uproot our families and serve in the field will tell you it is an enriching experience they improves your life and contributes positively to the organization. Those working in comfortable duty stations need to understand that.	9/23/2022 12:42 AM
614	MS have NOT agreed to this new policy (the Fifth Committee was unable to reach consensus and opted to take no action). They will not be willing to finance mandatory geo moves/	9/23/2022 12:41 AM
615	The New Mobility Policy will enhance work place opportunity for staff to work under different supervisors. It will also help eradicate the issue of senior staff members turning to demi gods.	9/23/2022 12:41 AM
616	Mobility will improve the staff experience and their knowlege all level and should be implemented for all staff on all level	9/23/2022 12:40 AM
617	I wish the survey asked more questions like : would you opt in and on which conditions, or what should be max moves required through the entire carrier. It would be interesting to hear what are the feelings among staff, not only to get xx% of people who are against the new policy.	9/23/2022 12:40 AM
618	This mobility politics is a way to familiarize better with the organization	9/23/2022 12:39 AM
619	It is difficult to decide without more information ie: how would special constraints panel decide who qualifies for exemption, how much spousal support will be offered etc...	9/23/2022 12:39 AM

620	I think that if the proper machinery is in place, that it should be an option for those who are truly mobile and want to do it. If they are willing and able, they should be given an incentive such as the equivalent of a sign-up bonus like an extra home leave point or an increment after 11 months. However, this puts a financial burden on the organization which is already resource-strapped. I have been hearing about mobility for most of my 30+ years in the UN, and do not think anything will come of this. Sadly it is a recurring storm in a teacup with staff speculating, debating, wailing, beating their chests, gnashing their teeth and screaming that the sky is falling. But at the end of the day, it never makes any progress and does not go past point zero... ever! Why would this time be any different? If someone would ever want old me in a different duty station, I would seriously go.	9/23/2022 12:38 AM
621	It would be nice for once if the Staff Union could see the perspective of all staff globally as equal staff and not act and send out surveys as the "protectorate of staff at headquarters not to move," which is the angle you're playing here.	9/23/2022 12:37 AM
622	I work in a highly specialised field, for which there are very limited posts outside of UN HQ	9/23/2022 12:37 AM
623	I want my family situation to be considered. I'm happy to serve for 2 years in a hardship duty station if during the next cycle there is a guarantee to move to a family duty station. I am married to another staff member and moves to different duty stations should be coordinated.	9/23/2022 12:36 AM
624	It's seems premature to ask the question when the ST/AI is yet to be published. Perhaps run this survey again when we see the published result	9/23/2022 12:36 AM
625	Mobility will destroy the institutional memory	9/23/2022 12:36 AM
626	The "locking in" surprised me when OHR did a briefing earlier this week for EOs and CHROs because it de facto freezes staff from ever applying for lateral reassignments or promotions if they do not want to be subjected to the new policy. It gives the impression that staff who joined before May 2021 have a choice but in fact Administration is limiting their choices. The SU should also insist that nothing gets implemented until the policy is issued. THIS cannot be another fiasco as performance management where managers and staff are expected to comply even before the policy came out (it came out 6 months into the cycle). DMSPC must take the "P" in its name more seriously. The SG and Administration likes to keep talking about how they care for staff's mental health. But I feel that they are the primary source of mental health issues among staff with their non-stop initiatives that are badly thought out and implemented. They ought to have more self-awareness but sadly they do not. They just think that this is what leaders should say. With 30+ years of service, I have a few more years to go and feel I can leave all these behind. But I am profoundly sad for the younger staff members who will bear the brunt of all these. I wish you all luck!	9/23/2022 12:36 AM
627	Has a real cost analysis been done of this and has the GA approved the expense? Management continues to want to use this to tick a box of achievements rather than thinking about how to incentivize mobility. If mobility is now mandatory for all once we move, what was the need for the inclusion of the mobility provision in recent contracts and not on old ones?	9/23/2022 12:34 AM
628	Mobility should be always voluntary. Compulsory mobility will impose unnecessary financial burdens on the Organization and scare away qualified staff and potential candidates.	9/23/2022 12:33 AM
629	I strongly disagree with a system of forced/mandatory geographic mobility. However, I'm fine with people who are mobile having better promotion prospects because the ability and willingness to relocate does provide broader experience and therefore should be recognized, including PRIOR moves (I started in Santiago, Chile and relocated to New York). I don't see why prior moves are now being completely discounted. So I'm fine with moves helping promotion and I understand that mobility CAN give people valuable broader experience (not always and not automatically but it CAN); I'm not fine with forced moves. It is simply not POSSIBLE for some people for all sorts of reasons. Their own health and healthcare, the health and healthcare of a family member, and all sorts of other reasons.	9/23/2022 12:33 AM
630	Seeking HQ experience, even for a few years.	9/23/2022 12:31 AM
631	Enforcing moves onto staff will drastically change my ability to stay with the UN. We have families and various circumstances to attend to - moving duty stations should be voluntary especially at this stage and with family members impacted by long covid as well.	9/23/2022 12:30 AM
632	If true the latest changes proposed by management are terrifying. I have 3 young children just starting school and recent bought my home. I have been encouraged to do this by the existing staff rules and regulations. Since I will not be able to move duty station as I wish to prioritize my childrens education and stability, the policy will doom me to spend the rest of my career in the same job / level. I have gone through so much precarity (5 years on short terms TJOs) working to get a fixed term position only 2 years ago, and now for the	9/23/2022 12:30 AM

organization to move the goalposts like this I find completely disheartening and worrisome. I will certainly be in a state of high stress until this is resolved.

633	I would suggest mobility would be much easier for staff if FWA are fully implemented, including the option to telecommute away from the duty station when performance is not compromised. This would improve talent retention and reduce costs; the forced mobility policy will do just the opposite.	9/23/2022 12:30 AM
634	I fully agree that the current proposal is not mature enough to take radical decision about the mandatory aspect of mobility. It is only after 4-5 years that this decision should be taken. Moreover, I understand that mobility be mandatory every 2-5 years but only within the same duty station, and voluntary if you want to move to another duty station (with incentives); in that case, the geographical move may become mandatory only after 2 successful lateral moves within the same duty station.	9/23/2022 12:30 AM
635	Support voluntary schemes. As manager, it will be very difficult to have a stable staffing structure when rotating staff needs to be trained every 2 years. It would be very challenging if at all levels all staff are required to move every 2 years.	9/23/2022 12:29 AM
636	For language staff, change of functions is much more important than change of duty stations. Could language staff opt for change of functions instead of duty stations?	9/23/2022 12:29 AM
637	I think that the provision that staff who joined prior to May 21 will have to join the rotation as soon as they are selected to a new position is going to have a negative impact and unintended consequences in the HQ. Personally, I have small children, and I am now at a dilemma if I will be able to both get promoted - or even gain lateral experience, which I'd like - some day and continue to serve the UN as we have no plans to move for the next ten years while my children are at school. If I can't even choose where to go, but end up in a non-family SF, what then? Earlier in my career this would have been welcome, now that I have finally made it to NY, no. Furthermore, senior staff at HQ will now have zero incentive to go move any other posts and free up space for vertical movement as that might lead to them having to leave NY, and they already have senior positions, so why should they? In other words, you will cement the status quo at the HQ, which is exactly what people are against, and you will end up having staff move between missions, as always.	9/23/2022 12:29 AM
638	I fully agree with your position. Many of us have been ready and willing to move for years, but we haven't been given the chance. We're still here, stuck in place, and waiting for a chance. A pilot with volunteers is the best way to test the system.	9/23/2022 12:29 AM
639	I support it if I am allowed to move to another family duty stations and across the system meaning the agencies, funds and programmes. Right now, UNAFPs recruitments are a black hole and don't consider UN secretariat staff. So yes to mobility if across the whole system.	9/23/2022 12:28 AM
640	How could the organization even afford this outrageously expensive idea? And moving people for the sake of moving, when they may not even be good in their new position or be depressed?	9/23/2022 12:27 AM
641	Attention and flexibility to this new policy should be paid to those who staff members who have a severe physical or sensory disabilities or staff members who have a relative in their family with similar needs (including cognitive or invisible disabilities) since in some countries it may be very difficult to have access to good health care or infrastructures might not be accessible and usable (from buildings to transportation, roads, leisure, hospitals, schools etc)	9/23/2022 12:27 AM
642	It is important to ensure that staff have diverse experience in terms of geographical location, functional/occupational area, and hardship levels as well as equity. In the foreign service of a number of countries, rotation is a requirement. At the same time, it is equally important that staff are given a choice to decide when/where the rotation would take place, taking into consideration specific personal circumstances. Furthermore, staff assigned to hardship duty stations or having served in different locations should be given bonus points compared to those serving in lower hardship locations. There is a need to balance between the need for the Organization to be able to retain talents and develop a pool of deep knowledge in different functional areas, and the need for rotations, otherwise if everyone moves every 2-5 years, there may be few specialists in a functional area. There is a lot to learn from the diplomatic service in different countries where applicable.	9/23/2022 12:27 AM
643	This should not be a mandatory policy	9/23/2022 12:26 AM
644	I believe all P and above staff members should have taken mobility exercise every 2-3 years on the job.	9/23/2022 12:26 AM
645	Please take into consideration family cohesion and gender protection. Eg. lgbtq staff should	9/23/2022 12:26 AM

not be rotated into host countries that do not have legal frameworks that support lgbtq families.

646	None.	9/23/2022 12:25 AM
647	I support it as long as: (a) it is voluntary for staff which joined prior to 2021, and that (b) staff is eligible to opt-in once but not forever after opting in. Also (c) one should not be forced into these mobility rule upon receiving a promotion.	9/23/2022 12:25 AM
648	Staff's personal and family lives should be considered.	9/23/2022 12:25 AM
649	It is a good idea to have this option because a lot of us want to go on mission but get no chance because you have to know somebody. On the other hand there are those in HQ who hold on to a post for years. If mobility is handled in an open way without any favoritism, it is a great idea.	9/23/2022 12:24 AM
650	A mandatory mobility policy for all positions seems ill-suited to the needs of the organization. It seems to move staff members from one duty station to another for the sake of mobility in itself. This seems wasteful. More targeted and flexible mobility schemes could be better tailored to the organization's needs and would also enjoy more buy-in from staff members.	9/23/2022 12:24 AM
651	It MUST be voluntary to begin with	9/23/2022 12:23 AM
652	I am concerned that about cost and if UN will cover the moves. I have children and not sure about impact on my family. I need more information.	9/23/2022 12:23 AM
653	Would you please clarify what happens if a staff member has a fixed-term appointment. Given that there is no right to expectation of renewal of appointment, how exactly is this supposed to work if you have a 1 yr contract, if "All staff subject to the Mobility policy will be required to move laterally to another duty station every 2 to 5 years (depending on the duty station's hardship level)"? How much notice will be given, before staff have to move (and upend their lives)?	9/23/2022 12:23 AM
654	it took me 11 years to get FTA in NY and not interested in leaving until I retire.	9/23/2022 12:22 AM
655	Staff must not be clinging on to positions at HQ's, thereby preventing others in the field to experience working in HQ's environment.	9/23/2022 12:22 AM
656	We ask management to please reconsider and begin this policy on a voluntary basis. Otherwise careers are likely to be jeopardized.	9/23/2022 12:22 AM
657	It's unclear how OHR will help/support UN spouses to move to same locations.	9/23/2022 12:22 AM
658	It is unfair for staff members who wish to establish a family and raise children, especially female. There will be a lot of broken families due to this policy.	9/23/2022 12:22 AM
659	I have more than enough geographic and functional moves in my career (over 9). I spent 22 years in field missions out of 30 in the Organization and would prefer that returning to the field be my own, voluntary decision, rather than forced one. Also it should be linked to career progression of my choice.	9/23/2022 12:22 AM
660	I own my home in New York and live near family and have worked very hard to get myself into a stable situation in the NYC area. I do not want to be forced to move.	9/23/2022 12:21 AM
661	As such I do support the mobility scheme but agree that the pilots should be voluntary. There will be enough of staff willing to take part in it. We saw it on Polnet example. Also two years is short, 5 years are better especially with family. The GA last time only supported the mobility of it doesn't have additional budget implications. Shipment and settling in cost are however expensive. What is the financial guarantee that there is enough budget to support mobility for 93 percent of staff?	9/23/2022 12:21 AM
662	The policy needs careful and competent management to ensure the Organization gets the best from its staff and vice versa	9/23/2022 12:20 AM
663	I support mobility every 2-5 years but 1. I agree that we should begin with test/pilot period without 'lock in' should 2. I find it unacceptable that staff in EOSG are exempt. There is no justification for it and this exemption only further adds to the disconnect between EOSG and the system it is meant to lead. It is another case of EOSG not applying to itself what it preaches to the rest of the system.	9/23/2022 12:20 AM
664	Taking the opportunity to thank the NY Staff Union for its advocacy on behalf of staff on this very important matter.	9/23/2022 12:20 AM
665	It should not be mandatory.	9/23/2022 12:20 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
666	I am completely against a mandatory geographical mobility policy. THIS CAN ONLY BE FULLY VOLUNTARY. The GA has not expressed its decision and the SG should not motu proprio develop a policy that threatens gender parity, costs millions of tax payers money and will condone non-performance (because managers will just wait the 2 years for a bad staff to be moved).	9/23/2022 12:20 AM
667	Any change in geographic location should be a choice made by SM as the choice affects family, finances, etc.	9/23/2022 12:19 AM
668	In my job family there simply aren't enough jobs in the field to move everybody from the HQs every 5 years. It is unrealistic.	9/23/2022 12:19 AM
669	We should all be supported in our career development and mobility. The staff union should ensure that we get that support, and that we get the right and family- and gender- sensitive incentives, but should not prevent us to be mobile.	9/23/2022 12:19 AM
670	I have a same sex partner and while I am in favour of mobilisation as a principle I am extremely limited in terms of where my spouse can join AND obtain permission to work. This is an absolute prerequisite for any decision to move, which has to be taken in consideration of both of our professional needs.	9/23/2022 12:19 AM
671	This is a destabilizing requirement for parents, those who have elderly family members dependent on them and women in general. No such policy should be mandatory especially with the integration of telecommuting. This will certainly hurt women and those with dependents disproportionately	9/23/2022 12:18 AM
672	I wish to experience different field offices	9/23/2022 12:18 AM
673	There are not even ten options of locations I can go from my specialist function. All of the options available to me are hardship duty stations and all are in Africa. How is that fair?	9/23/2022 12:18 AM
674	If the UN wants staff to move, they need to offer meaningful support in areas such as visas and work permits for spouses, after school child care etc.	9/23/2022 12:18 AM
675	Mobility can only work if it's mandatory. All attempts at voluntary schemes will inevitably fail or lead to poor results. It is high time that Secretariat staff accept the reality of mandatory mobility.	9/23/2022 12:17 AM
676	It is important for mobility policies to also consider the possibility of facilitating employment for spouses in new duty stations.	9/23/2022 12:17 AM
677	This greatly depends on the area of work and the level.	9/23/2022 12:17 AM
678	I think this makes it difficult for staff hired at head quarters locations. There has to be a balance. Maybe allowing staff a short term assignment elsewhere instead of having to uproot families.	9/23/2022 12:17 AM
679	In some fields, there are few work opportunities in some duty stations and a mandatory move could put one's career in jeopardy.	9/23/2022 12:17 AM
680	Mandatory mobility is not fair, if the people want to move they will apply for vacancies, as usual process. This creates instability, e g a staf will never settle anywhere, cannot buy a property and he/she will be moving every xx of years.	9/23/2022 12:17 AM
681	We live lives, get married, buy domiciles, have children. Determining, in the middle of our lives, that we now have to move every 5 years completely disregards years of life planning. . Also, saying that "it doesn't apply to current staff members", but saying that if you wish to get promoted or make any lateral move you will enter the system is not much help.	9/23/2022 12:17 AM
682	We should look at it which functions could be permanently done remotely and which need to be done from HQ.	9/23/2022 12:15 AM
683	Mobility should be based on incentives and fmily circumstances. Also should be inscribed in the context of long term career management, not as temporary adjustment.	9/23/2022 12:14 AM
684	It would be important to take into consideration families with small children. I find mobility to be a source of great opportunity and I look forward to it, but consideration to different staff's member situations should be taken into consideration. Many thanks for consulting with staff	9/23/2022 12:14 AM
685	I work in the Pacific and it takes a few years to understand the context. Regular turn over of staff is not helpful and engenders cynicism about commitment by the UN staff to the region.	9/22/2022 10:41 PM
686	2-5 years seems extremely short - every 5-8 years seems more reasonable. Also I wonder about the following: would staff be forced to move to a position that does not correspond to their skills? For instance, OHCHR does not have enough field positions to allow for such a	9/22/2022 8:13 PM

mobility programme to work smoothly. So will Human Rights Officers be forced to move to other positions that they may not want (such as political officer, etc.) just to comply with the mobility exercise? This would not make much sense. This would also lead to the decrease in staff expertise and morale.

687	No information has been provided, no draft policy circulated and no consultation undertaken so it's hard to provide an informed view.	9/22/2022 8:04 PM
688	The system has its merits but it needs to be applied with caution and taking into consideration relevance and efficiency of the move and reconcile it with best interest of the staff member, i. e. : it should not cause disruption in private life because an unhappy staff member performs bad. A rotation system should be applied by offering those who never moved the opportunity to acquire new experience.	9/22/2022 4:50 PM
689	I support the mobility on a voluntary base. Every 5 years is too much, it would disorganize the whole work. It's also going to be very frustrating because P2 in UNOG does not have the same responsibilities as P2 in NYC or elsewhere. I've been in UNOG for 20+, what about my family, my wife's work, children studies?	9/22/2022 4:44 PM
690	Mobility has to be a prerequisite for career advancement, especially to P5 and above levels. Situations like the one with the current DCM Director who moved from a P3 to a D2 within the same Division are ridiculous and ought to be stopped.	9/22/2022 4:04 PM
691	It would be great if the mobility policy can be extended to GS staff as well. Thank you.	9/22/2022 4:03 PM
692	I think it is unfair that a staff member's previous experience in different geographical localities is not being taken into account in relation to this policy. It is absurd that I have already been in multiple peacekeeping missions for YEARS and am now finally in a family duty station and I am being evaluated the same as someone who has been in New York for 20 years? Outrageous.	9/22/2022 4:03 PM
693	The write-up with which this survey was distributed by the ESCAP Staff Council was balanced - which led me to open the Survey. Now, I am extremely disappointed that the only question you're asking in this survey is whether I "support" the mobility policy. It's clear that your interest is not to seek balanced staff inputs on different aspects of the proposed policy - which would be very welcome as there are many provisions that need discussion - but rather a big share saying they don't. I find this to be a wasted opportunity and not befitting our Staff Union.	9/22/2022 3:51 PM
694	The cost of moving every two to five years would become untenable. The current grant allocation just about covers the costs of moving or is even not enough in some cases, especially with current increase in prices and disruptions in supply chain. The effect of moving every two years on staff's mental health should also be considered and to the work of the organization, how will continuity be ensured?	9/22/2022 3:36 PM
695	I agree with the need for more mobility. The requirement should come with opportunities to take time-off (SLWP extended) or telecommute. Some jobs don't need a fixed location. The Secretariat should invest understanding the workforce and its needs in case of forced mobility. We do not have an urgent mobility requirement and therefore we should invest time to understand the needs and aspirations of staff before imposing a radical change.	9/22/2022 1:18 PM
696	I don't have a clear sense yet of how the policy will be implemented. In general, I am a big supporter of mobility and have made three geographical moves, and even more lateral and functional moves. But much depends on the availability of posts and the willingness of managers to take on staff with more generalized vs. specific skills, so as always, it will depend on many things.	9/22/2022 1:10 PM
697	It will be costly and such a decision seems counterproductive for an organization which needs to save money. It will affect staff morale and motivation and will cause personal disturbances. The idea of making this policy mandatory is absurd - better to reward those who are willing to move and leave the others and their family where they want to be. The paramount criteria should be staff well-being and staff's ability to perform their job. Moving is stressful and will have an impact on both those parameters.	9/22/2022 12:46 PM
698	Special consideration such as family care or health issues should be factored into the policy as reasons to opt out on the mobility.	9/22/2022 12:36 PM
699	Does the UN office have enough funds to cover such exercise?	9/22/2022 12:24 PM
700	This policy is such a regrettable step backwards. It seems that the UN does not want staff to have a personal and family life. They probably work on the assumption that single people work harder and extra hours, and in addition, are cheaper for the organization. So they discourage people with, or who want to form, a family, from getting or staying in the organization. This policy is not in the best interest of the children of the employees. Some	9/22/2022 11:58 AM

level of mobility and international exposure is clearly good and something we all want. That is why we joined the UN! But it is not in best of interest of a child to change school and country every 2-5 years, and not being able to develop long-lasting childhood friendships, memories and a place to call home. The UN paying private schooling cannot replace this. In short, we are forced to choose between - Job insecurity and staying with temporary contracts for 10+ years, as it is often the case in OHCHR, with the stress that adds when you have a family, or - Accepting a fixed term, but then living with a lifelong stress of not know when you are going to be "sent" next or how will your children grow up. I am a temporary staff and with this mobility police, I no longer yearn for a fixed contract. If I eventually get one, I will probably accept it, do the 5 years, and quit the UN to find another job in Geneva, at least while my children are in school. Once they are older, I will of course be more flexible to move. They should check with talent acquisition departments if this really what they want. Not to mention the loss of institutional memory, which is going to be so detrimental to the work we do and people we serve. Thanks for the staff committee for all your efforts.

701	I believe mobility is an important aspect of work at the UN, and so in principle support this principle. In practice I worry that a firm five year cap would force moves into positions that are not a good fit. I would like to better understand how flexible that five year limit could be, and what support the UN will provide to ensure that moves are beneficial both to the staff in question and the UN as a whole before I commit to supporting this new policy.	9/22/2022 11:53 AM
702	Every two years seems quite ineffective and to take a serious toll on personal lives; every five years would be more acceptable specially if made mandatory. Thank you.	9/22/2022 11:14 AM
703	Inacceptable	9/22/2022 11:00 AM
704	I think it's good to implement this mobility phase but in the end leave it to the staff's discretion whether to move or not.	9/22/2022 10:58 AM
705	I want to know the mobility policy criteria.	9/22/2022 10:42 AM
706	Mobility should not be mandatory and family circumstances should be observed, particularly education career and stability.	9/22/2022 10:39 AM
707	The limited scope for mobility of staff within the current system needs to be improved. The organization will be better served by selecting a cadre of international civil servants that are willing to relocate as necessary to fulfil the needs of the organization's mission, rather than stagnating in a single post for long periods of time.	9/22/2022 10:29 AM
708	While the concept of mobility can have its benefits, it should be applied on a case by case basis taking into account a number of factors.	9/22/2022 10:25 AM
709	We really need mobility. I hope we can have some forward movement on this and that it gets enough funding support.	9/22/2022 10:14 AM
710	I agree . Mobility is absolutely necessary after 5 years	9/22/2022 10:13 AM
711	The mobility policy is necessary specially in the development sector. There are colleagues in ESCAP who have not moved from their position for 19 years, blocking young talent, lacking field and diverse experience by being in one place for so long. This impacts their creativity and ability to inspire innovation.	9/22/2022 10:08 AM
712	There was a mobility policy earlier, that didn't work. Career progression is almost nil, as the decisions are subjective based on whim of hiring manager and executive office. Gender parity should not be promoted at the cost of quality.	9/22/2022 10:02 AM
713	As per the email, it's about the wording and how will it be done in a fair and transparent manner. Previous attempts have seen some musical chairs in one location to avoid moves to other duty stations.	9/22/2022 10:01 AM
714	While mobility is to encourage, the position needs to be linked with substantive background of the professional staff.	9/22/2022 10:01 AM
715	No organization can sustain with all its staff changing every two to five years. What happens to institutional memory? Built up expertise? Local network, connections, knowledge?	9/22/2022 10:01 AM
716	Mobility is important to ensuring people do not get stuck in difficult duty stations and important for the values of the un	9/22/2022 9:59 AM
717	Mobility policy doesn't allow staff to have family and take care of elderly parents. It should be voluntary	9/22/2022 9:58 AM
718	Mobility is important but it needs to be linked to career growth opportunities. Don't move	9/22/2022 9:57 AM

people around just to check a box.

719	A blunt object policy like this rather than strong individual mobility incentives that can apply on a more nuanced basis is a major lost opportunity in the UN's war for talent. It should be rethought	9/22/2022 9:57 AM
720	There should be credits based on previous geographic moves - or limits on promotions without geographic moves.	9/22/2022 9:56 AM
721	I think mobility can be beneficial but only if voluntary and reinforced by positive encouragement, but not as a forced measure. If forced, it will be disruptive, especially to two-partner households, which may even discourage people from applying to the UN.	9/22/2022 9:56 AM
722	I wish to reiterate the mandatory mobility is not for all types of jobs. Some are more specialized than others and are more relevant to a particular grade and duty station only. This policy should be revisited and input from staff should be included before this policy is actually carried out.	9/22/2022 9:56 AM
723	The regular shift is good, and should include not only within field presences, but also in HQ's, NY, Geneva, Addis Ababa, etc, etc.	9/22/2022 9:28 AM
724	The mobility policy for the UNOG translation staff would simply mean swapping positions with our New York colleagues, as there is no enough posts at other UN duty stations. It does not make any sense.	9/22/2022 7:51 AM
725	Many UN staff members are highly technical and finding a post in a different location is not always possible. We are not all administrators and peace keepers	9/22/2022 5:05 AM
726	The mobility policy should be optional and voluntary and not something decided upon on behalf of staff members.	9/21/2022 8:53 PM
727	The mobility policy as it stands is not clear to me. I am relatively new (as of 9 months ago) to OHCHR, and there is so much about the secretariat and UN system that is still unclear to me, as there has been no genuine onboarding process and where to find up to date information is often unclear. Nevertheless, from the little I could garner from the UNOG staff union emails (which are often the ONLY source of information I have on these topics), imposed "mobility" regardless of function or personal situation is something that I do not support. I am for ensuring fairness across the organization, and avoiding certain (particularly sought-after) positions being filled by the same person for years on end, but I am unsure that a blanket imposition to move locations every 2 to 5 years would be an appropriate solution whose benefits to the organization and some individuals would outweigh the negative impacts on many people at a personal level and many programmes at a content level. In addition, every 2 to 5 years seems to be a relatively short period of time... perhaps every 5 to 7 years would be more appropriate, as this would allow for more follow through for people with school-aged children or on longer term projects.	9/21/2022 7:42 PM
728	If I understand correctly, this policy will already apply to me. I joined the UN many years ago, but applied to my current post in June 2021, after the cut off date in May 2021. I do not understand how this can be applied retroactively. Additionally, this will be a disaster as people who do not want forced mobility will now hold on to their posts until they retire. the so-called mobility policy will therefore be counterproductive.	9/21/2022 6:16 PM
729	I regret the fact that mobility will rely only on geographical moves, and not consider functional moves within the same duty station, as had been discussed in previous iteration of the policy. I also find it very hypocritical to state that mobility will concern only staff who joined after May 2021, while everyone will be concerned as soon as he/she will move functions or get promoted (given the rotational nature of 93% of posts, this means that latest in 5 years, people will be concerned even if they joined before May 2021 and do not move for fear of having the clock launched. Finally, who will manage all the compulsory moves (additional staff needed ?) And how much will this cost ?	9/21/2022 5:43 PM
730	This mobility policy will damage career development and family of young female staff as it's not easy to move to another location. P2 and P3 staff need to move up the ladder and are targets of this policy. This will worsen gender balance and work life balance. We should learn from the experience of other UN agencies with mobility policy. Staff should be given MORE FLEXIBILITY (such as working from home, working outside duty station for 3 months a year as a right, not up to manager's approval) and NOT MANDATORY MOBILITY.	9/21/2022 5:19 PM
731	Mobility provides a number of benefits in particular career broadening, relief for staff in hardship stations, opportunities to share best practice. Clearly it needs a career and HR infrastructure to support it and appropriate funding.	9/21/2022 5:14 PM
732	The Organization has failed 3 times to implement mobility policy due to lack of consultation with staff. The Organization as a whole should not be treated like an operational agency	9/21/2022 5:10 PM

such as UNHCR.

733	Plutôt que forcer la mobilité, proposer des missions ponctuelles de 3-6 mois tout en gardant le poste dans la duty station. Ça permet au staff de se sensibiliser au contexte de mission sur le terrain (plus opérationnel) tout en laissant le choix d'une mobilité volontaire le cas échéant. En effet, surtout pour la catégorie G dont je fais partie, nous avons souvent de profondes racines près de la duty station (famille, enfants, biens...) et risquer de ne plus pouvoir "rentre" est dissuasif d'un choix de mobilité.	9/21/2022 3:43 PM
734	The vast majority of translator and editor posts are in Geneva and New York. There is no point in arbitrarily making translators and editors in these two locations swap places every five years, especially given the disruption and cost involved. I understand that the mobility policy is intended to alleviate the burden on colleagues stuck in peacekeeping missions, but to my knowledge there are no translators or editors in such missions. Intelligent application of the mobility policy is therefore required, according to function.	9/21/2022 3:43 PM
735	One cannot change for the sake of changing. It takes time and effort to get acquainted with a job and gain experience. Some jobs require a lot of expertise and experience. Not anyone can do the job and by the time the person may gain experience it will be time to change again. This is not very cost effective. What is the gain there? Has someone measured the cost of inefficiency due to the lack of expertise and experience? and the costs of training someone that will be leaving the post rapidly? Because 5 years are nothing.	9/21/2022 3:40 PM
736	Movement could be required every 5 years, but not less than 5 years as knowledge is developed by staying against a post. Like lateral moves, a geographic move to a field post could also be required prior to eligibility to a higher position. The move then effectively becomes voluntary, but is required as an instrument for consideration at a higher level. This could open up space in different duty stations for mobility opportunities. Mobility should not be required for staff already in the field or in hardship duty stations. Cost to organization of moving everyone (and their dependents) for periods of less than 5 years is much too costly for the organization. The resources would be better placed assisting member States.	9/21/2022 3:27 PM
737	Staff members should not be forced into career moves that could have very negative implications on their lives and well-being, rather staff should be given the opportunity to voluntarily make their decision on the timing and benefit of mobility to their growth and total well being and that of their family	9/21/2022 2:50 PM
738	Prior to getting my current work in Geneva (5 years), I worked for 8 years in family and non-family duty stations in Africa, Latin America and Eastern Europe. I arrived in Geneva, and met my (now) spouse, who has two impending illnesses and is waiting for his condition to get worse to get a kidney transplant. For me, being moved elsewhere would mean to make a choice between my family situation and my career, as putting him away from his family and friends' environment and his job (he has been on medical leave for over a year now and nobody would hire them elsewhere) is unthinkable at the moment. Hopefully a transplant one day will enable us to move, which we would both love to do together, but at the moment it is not an option. I am sure many people are in similar (or even harder) situations, and the life-work balance gains that we have made after COVID would be meaningless if people are forced to move around the world. The economic and environmental costs of this should also be considered. Moving people around so often will come at a very expensive price. I am strongly supportive of a system whereby people are required to have field experience (not just lateral moves) to get ANY post. A system that encourages and gives opportunities for staff to move, switching posts with other colleagues around the world. But not at the expense of a family situation, and this applies specifically to those with health or custody issues, and is particularly relevant for hardship duty stations or developing countries where the necessary health care for chronic patients (such as our spouses, or such as many staff members themselves) cannot be given. I would not want to have to fight and explain my situation over and over again to keep my job. I would like to be able to choose, based on pure health and family matters.	9/21/2022 2:40 PM
739	There should be pilots of a relatively small group / scale of functions to have a good assessment of the cost and impact on work and performances. It's irrational to force professional staff to move in every two years in certain duty stations while they spend months preparing for the move and settling in a new work environment. The cost due to loss of productivity and time needed to master new job functions is huge.	9/21/2022 2:12 PM
740	Mobility should mean HQ colleagues going to the field - not only field staff moving from one E duty station to another E duty station	9/21/2022 1:26 PM
741	Staff who do not move should not get promotion.	9/21/2022 12:47 PM
742	Very pleased to see mobility be formalized in this way. We are an international organization after all	9/21/2022 12:37 PM

743	I think a lot of the issues at ESCWA have to do with a lack of mobility. We have a large number of Lebanese P staff who don't seem to have a commitment to the larger UN's goals, and instead view this as the best salary on offer for a job in Lebanon. Some long-serving staff have carved out small fiefdoms that they exert total control over, to the detriment of the larger organization's goals. Additionally, we lack the experience of staff who have done shifts in other locations and could greatly contribute to our work.	9/21/2022 12:36 PM
744	The hardship in some of the UN missions is rife more especially for single women who want to have children, for parents etc. It is only fair that everyone be given a chance to find a balance between work and personal issues. People should be given the chance to contribute positively to both. As a single woman with health challenges, having spent 5 years+ in a lower grade in a hardship duty station, I was almost giving up on my dream of having children until I got an opportunity to move to a family duty station. Only then could I really focus fully on balancing the two aspects, work and personal. In addition, for those who have children, being stuck in a hardship duty station takes them away from spending quality time with their children and loved ones and this also has huge implications on family. As international civil servants we can't take care of the world and forget ourselves.	9/21/2022 12:24 PM
745	No further comments	9/21/2022 12:13 PM
746	This is a poorly conceived policy that will be difficult to implement for many reasons.	9/21/2022 11:54 AM
747	I believe the policy could be improved, to allow opt out for current staff. But I agree that mobility is a priority for many staff and can help create more opportunity for staff and staff better suited to deliver our mandates.	9/21/2022 11:36 AM
748	The IAEA has a mobility policy (move every 7 years max) and from what I hear, it creates a lot of problems in the area of translation. It takes several years for translators to become proficient in a specific area; if they are then moved out of their position, there is no one with expertise to become a reviser. So translation services are in danger of never being able to recruit a reviser who actually knows the substance of the topics they will be working on. We would basically lose the institutional knowledge on which our whole operation is based. To answer the question asked in the email of 21/9: no, there are no qualified translators/interpreters stuck in peacekeeping missions (but there may be a few who are stuck in regional commissions).	9/21/2022 11:24 AM
749	I think that the policy as it stands does not take into consideration the existing moves of a staff member. If the staff member has already lived in multiple duty stations, they should not automatically move on to the rotation for mobility. There needs to be more flexibility.	9/21/2022 11:20 AM
750	I think that each staff member must have the final say on whether he/she accepts the proposed move given personal circumstances.	9/21/2022 11:09 AM
751	I think Management should be more forthcoming about their plans to let staff members go.	9/21/2022 11:03 AM
752	The numbers of language staff in each D/S would not allow for this policy to work (NY and UNOG being far larger than UNOV, UNON and regional commissions). Language staff become very specialized in the work at their D/S and losing that knowledge would be a great loss for the Organization. As language staff are based only at regional commissions and headquarters D/S, it would not fulfil the stated aim to help staff stuck in peacekeeping missions.	9/21/2022 11:03 AM
753	Je crois qu'une mobilité organisationnelle serait utile et pertinente au bout de 5 ans; deux ans, c'est trop court. Mobilité organisationnelle n'implique pas nécessairement mobilité géographique, cependant. Les impératifs de restriction liés à la crise énergétique et climatique devraient inciter l'Organisation à autoriser le travail à distance. Ainsi, un membre du personnel basé à Genève pourrait être réaffecté à UNON sans être contraint de déménager (sauf s'il le souhaite). Une politique de mobilité sera bien mieux acceptée si elle prend en compte l'équilibre vie privée/vie professionnelle et donc n'impose pas de contrainte familiale trop importante.	9/21/2022 10:58 AM
754	I'd like to hear more information before forming an opinion. Some people might actually benefit from a change.	9/21/2022 10:54 AM
755	The need for mobility depends based on the post, the needs of the various organizations and the staff member in a post. Some people do their best work when there is a lot of novelty, some people do their best with stability. There is no "one size fits all" solution!	9/21/2022 10:53 AM
756	I believe that as International Civil Servants, we have signed up for an international job that implies moving geographically. I am not sure I suppose the rigidity of the timelines, but I recognize not having the forced geographical moves means that people metaphorically try to chain themselves to their desks in Geneva, NY and a few other duty stations.....this needs to be changed.	9/21/2022 10:43 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
757	I would support the policy if it gives me the flexibility to choose the duty station and incentive(s) for my career development.	9/21/2022 10:43 AM
758	UN staff need to be mobile. That should be part of our DNA. If somebody wanted to never change a duty station, they should have never started with the UN in the first place. I am convinced that the staff union leaders would be signing a different tune if they were in Kabul, Mogadishu or Juba.	9/21/2022 10:34 AM
759	Mobility is an obligation - as it should be to serve the United Nations. Every staff member has personal circumstances that make mobility challenging - family or otherwise. If one wants to serve humanity - and get well paid to do it - then one needs to make sacrifices.	9/21/2022 10:22 AM
760	Mobility should not be arbitrary. Family life and well-being will be heavily affected.	9/21/2022 10:12 AM
761	In theory it could be providing much needed change but whether the Secretariat will manage to make such a complex system work for so many staff is questionable.	9/21/2022 10:05 AM
762	For me mobility should be encouraged and recognized BUT only on a voluntary basis. Imposing mandatory moves on all staff would be very disruptive to personal/family lives and would make the UN a less attractive employer. Not even talking about the costs. Paying for people to move systematically is going to cost so much money. Can the organization and member states afford it?	9/21/2022 9:56 AM
763	Please campaign to make this policy optional! I am on the YPP programme, hence I am already forced to participate in mobility once. Please stop them from forcing me to participate a second time. Such a move would cause undue stress and hardship for my spouse and children.	9/21/2022 9:29 AM
764	All the reactions that I currently see from staff reps seem to protect HQ staff who do not want to move. The mobility policy could definitely be improved but there is no way field staff can get a chance to move to HQ if HQ staff never move.	9/21/2022 9:06 AM
765	C'est une tres bonne initiative, car c'est anormal qu'un P staff reste 20 ans dans une meme organisation avec des promotions qui se suivent. Il est temps que chaque SM prouve ses competences dans une autre organisation. Il est aussi essentiel, que chaque P staff ai droit a servir dans des pays differents pour enrichir ses connaissances et servir des pays differents.	9/21/2022 8:56 AM
766	I am in favor of more tailored solutions. While it is true that a lack of mobility leads to reduced innovation and dynamics, too much mobility risks substantial loss of knowledge. In addition, relationships with government counterparts or civil society profit from some continuity.	9/21/2022 8:50 AM
767	I do not consider physical mobility as vital factor for doing things better. Please make more efforts to adapt operations inside this beautiful organization with the values it works for. For an organization with human rights as core in the mandate, it is imperative to respect the choices of people who are the custodians of this mandate. I do not see any merit for exceptions to be limited to some categories, such as staff in the office of Secretary General, and do not include persons with disabilities for example. Any policy to the contrary will be counterproductive. Thank you.	9/21/2022 8:38 AM
768	-	9/21/2022 8:16 AM
769	I believe it's a fair treatment in favor of all staff in the need for more career development and progression, and to diversify their geographical experience and contribution to demonstrate how the UN fitness for purpose and value to humanity through our different contributions to different community, peoples, countries, regions and continents.	9/21/2022 6:34 AM
770	Functions of staff vary greatly and when it comes to mobility there is no one size fits all. Staff covering highly specialized positions should not move this often and such a policy is going to have disruptive effects of staff's families. Mobility should be encouraged, not forced.	9/21/2022 5:49 AM
771	will this apply to staff at all levels or will some members get exemptions and not suffer any hardship?	9/21/2022 5:29 AM
772	Mobility is enriching for staff and for the organisation. Staff member gets new skills when they travel, and the organisation can benefit from that. There is a disconnection between HQ staff and field staff, HQ staff needs to be more aware of the field work. It is also not fair that some staff can have a nice life in HQ with their families while other staff are stuck in hardship duty stations for years.	9/21/2022 4:36 AM
773	Please do not use blanket policies when dialogue and flexibility are so much better	9/21/2022 3:44 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
774	This is an absolutely critical necessity, and a welcome change. We joined the UN to serve people and you cant do that effectively until you are embedded in the country.	9/20/2022 11:52 PM
775	This new mandatory geographic mobility policy is unacceptable. They don't take into account the added value of the UN and its staff. The credibility of the UN is based on the competencies of its staff in specific areas. Obliging all of us to move anywhere based on broad staff categories (see for example POLNET containing so many different positions in a wide range of areas, as if any one can work on HR, political issues, etc.) will seriously undermine the quality and credibility of the UN work. In addition, it will affect the motivation of the staff and as a consequence the quality of the work. Thinking that everyone is able to do field work is also not only wrong but inefficient in terms of human resources. Finally, if this policy is implemented, there will be almost no opportunity anymore to apply for new job and promotion as posts will be freed every 2 to 5 years with no vacant posts anymore.	9/20/2022 11:16 PM
776	why the policy will be applied to staff members with latest appointment dated after May 2021 and not only to staff members appointed after the implementation date of the policy? between May 2021 and now there was no mobility policy and new positions/promotions were accepted based on the assumption that the mobility does not apply, it's unfair towards staff member appointed either newly after May 2021 or on new letter of appointments as they were not aware about the policy at the time of accepting the appointments	9/20/2022 10:43 PM
777	Geographical move will affect the stability of the family, we can't buy a house every 2 to 5 years, and we can't spend our lives renting spaces. Plus, geographical moves might also require a change in language, which will affect the children's development as they will have to adapt to each language, civilization every once and a while, which is not practical for their educational chain. I believe such program is useful, however, it should not be mandatory. I am a person who would like to move, and gain various experiences in different locations, however, I like to apply voluntary and move to a location that I would like to experience.	9/20/2022 8:11 PM
778	Staff are stuck in one place all their because others dont want to move	9/20/2022 7:08 PM
779	I agree that the policy should be gradual and target (i) those staff who have never moved between duty stations, (ii) staff who has worked in one duty station for more than 10 years and gradually this can be decreased. It will be much more manageable pool of staff to start with the policy. No matter what personal circumstances are, there are staff who have worked only in H duty stations and has no experience how it is in the field or regional commissions.	9/20/2022 7:08 PM
780	I am in favour of mobility (including for myself), but I am worried about the impact this policy may have if it is not properly thought through, notably on family life. This would especially be a problem if not more is done to provide more opportunities for spouses when relocating a family overseas.	9/20/2022 6:22 PM
781	Recently joined the UN - just primarily thoughts	9/20/2022 6:09 PM
782	I think it is important to protect staff who serve in hardship duty stations, and ensure faire burden sharing. However, having myself a child, I don't think I would be able to leave her behind even for "just" two years to serve in a hardship duty station, even if they are placed in an Administrative duty station where I can visit earlier. The choice that I made, is to, somewhat, give away my career progression, financial gains, in exchange of a stable mental health of my child. I fully appreciate that colleagues serving in duty stations don't have that opportunity, but I would also like to think of alternatives solutions for their mobility. An opt in process could be one good solution. Another option, could be to consider placing personnel with no families or children on mobility and / or those who have older independent children.	9/20/2022 6:06 PM
783	Tout comme les politiques annoncées antérieurement (temps maximum au même poste de 5 ans), cette nouvelle politique n'au aucun sens du point de vue personnel et, du poitns de vue professionnel, ne peu que mener à la de-professionalisation du personnel et donc à la réduction de l'efficacité de l'organisation	9/20/2022 5:08 PM
784	.	9/20/2022 4:58 PM
785	As you say, as a relatively young person I'm flexible to move and would welcome the opportunities of mobility, and likely same in my later career. My main concern would be mid career with children - if not possible to stay in one place for more than 5 years this will force a lot of mid-level professionals out.	9/20/2022 4:50 PM
786	1. The definition of 'Currently serving staff' as those whose latest appointment is earlier than 1 May 2021 does not make sense. Does this mean that staff whose EOD to the Secretariat is earlier but they have just happened to move after that date are not considered as currently serving staff and they are subject to the retroactive application of the policy? This may only be interpreted to mean that those s/m who have been more mobile than the others	9/20/2022 4:36 PM

should be forced to move and feel more insecure than others, and this is not fair. 2. How is this going to affect diversity, geographic, gender, etc. knowing that only recently there have been some efforts to improve diversity. 3. The compendium of job openings from across the Secretariat is not acceptable because we all have certain specializations based on education background and experience. Forcing staff to make career and other choices cannot bring any good results for any organisation. Mobility should be introduced as an opportunity for career development, not as a punishment. There are many ways to tailor it to the specific circumstances of s/m and to the benefit of each entity.

787	It feels like the mobility policy has been planned without staff involvement which is unfortunate. Myself worked in H duty station for 5+ years coming to Geneva, the fact that this will not count is really not very fair. In addition, where is the gender lense, if you are 30+ and want a family, how will you be able to do so with this new policy, we say we are gender-sensitive but are we really? Mobility is good but it should not be for all types of job, as there are some profiles that does not fit in the field. The fair part would be that people in HQ can apply for their first post in HQ with the new policy and then they have to apply for rotational posts. Thank you	9/20/2022 4:35 PM
788	I am very concerned about the mandatory nature of this policy in terms of its impacts on work-life balance, family stability and the functioning of the Secretariat that I work in. A flexible opt-in scenario is absolutely fine but we are a small Secretariat where the relationships that we build with our Parties is vital and specialist knowledge is required. We serve our Parties (who determine our budget and work programme) and all of this ongoing change will be extremely disruptive to the delivery of our work programme (which runs on 3 year cycles). Setting aside the potential costs of implementing such a policy during a global economic crisis, we are living in an age of flexibility and this policy contradicts this reality. From a personal point of view, to be honest if this policy is introduced in a mandatory fashion, then after my 5 year period is up I would strongly consider leaving my job.	9/20/2022 4:30 PM
789	I think support for dual career spouses should be mentioned in the policy. I support mobility for hardship duty stations to ensure burden sharing.	9/20/2022 4:04 PM
790	its not easy topic. lot of factors affect my support to this initiative. This should be done fairly, consistently across all agencies otherwise there will be some agencies . Also family conditions of the staff members should be considered like spouse working, childrens' education etc.	9/20/2022 3:58 PM
791	Lessons should be learned from previous mobility policies and the interchange exercise. If analysis of those elements was carried out, it is not in evidence in these proposals.	9/20/2022 3:50 PM
792	It seems it will be a complicated exercise, at the same time a global mobility exercise, yet delegated for selection and implementation decision to HoEs. Additionally, the cost and special constraints will need to be considered.	9/20/2022 3:41 PM
793	Mobility is an important aspect of working for the UN. In order to fully understand the ways in which the UN works across the globe, and particularly how it works on the ground with the people it serves, is critical to support and facilitate the movement of staff where possible. As a newer/more junior member of staff with no prior experience in the field, I would find it very beneficial to have additional opportunities to work in the field and gain insight into and first-hand experience on how the UN delivers its mandate and serves people on the ground.	9/20/2022 3:41 PM
794	I have moved a lot, including to several non-family emergency duty stations, many times. This has been the cause for lack of social ties, depression and loneliness. Mobility should take into account previous moves including work at hardship duty stations, and crucial need for emotional and social health of staff. Thank you for your empathy.	9/20/2022 3:39 PM
795	your email is very alarming, but the draft AI is not as bad as I feared. I would want to know more details.	9/20/2022 3:32 PM
796	1. The UN does not have financial resources to ensure decent living and working conditions to the staff and their families, in particular spouses, which would any geographical move require if implemented as a mandatory for all P and above staff. 2. When my husband got a P position in the UN Secretariat and we moved from our home country to his duty station, I had not job for 7 years and eventually had to accept a GS position, while I hold a Ph.D. degree. The mandatory geographical mobility will ruin our family as I will no longer follow him to be again in a similar situation. The previous staff selection system of 2013 (?) which made a geographical move mandatory for applying for P5 and above position has already ruined many families, and the organisation does not have the right to affect so negatively personal lives of its staff. 3. It seems that the organization which is incapable to earn money does not want to learn neither Covid nor the current European war's lessons to understand its incapacity to move thousands of people around the globe.	9/20/2022 3:29 PM
797	The current policy is too compulsive.	9/20/2022 3:27 PM

798	I would like to share experience as a family member: my husband was a "subject to mandatory geographic mobility" in one UN agency. First time, it came in the moment when he had mental and physical health issues, when our children were adolescents and when we had unfinished work with the local administration. His organization was ... cruel! He was told that he was already given a year to fix all issues he had (btw he had HUG medical expertise, which advised that he should be max 2h flight from Gva). Briefly, after two days in a new duty station (8h away by plane), he was diagnosed with cancer (...). Then - job related: while he was a specialist in Geneva, he was "downgraded" to generalist in another DS (same grade). After those "generalist years", he never managed to reach his previous knowledge level. ... (...) transferred again. I see that he is not the person I knew, neither professional that his peers knew. Those involuntary movements left him bitter, sarcastic and envious to "Geneva sloths". Not to mention his much lower salary, and his refusal to help financially his children, students in Switzerland. From my side, I think that I also suffered a great deal with that "mandatory mobility": protecting children interests, trying to be present everywhere (for him, for kids, for my aging parents ... before they died). And I am really tired of all... Only voluntary geographic mobility is a good one.	9/20/2022 3:27 PM
799	La vie familiale, si enfants, peut être problématique si changement géographique tous les 5 ans	9/20/2022 3:20 PM
800	I do support mobility policy, which gives a chance to every staff member to learn about and experience different aspects of UN. I also support the requirement of mobility for promotion to senior positions. Mobility is not always easy, those who choose to travel may have to sacrifice their personal life, so it's fair that they should be given a priority when there's a chance of promotion. However, I strongly oppose a mandatory mobility policy. This gives too much stress to almost all staff, and makes it impossible to have a secured life in any duty station, especially given that P and D staff are often international employees. Shall we try to imagine what description could be added to UN advertising in the future with this compulsory mobility policy? "Wish to work in UN? If you have a family, think twice, because you will have to travel every 2-5 years, either your family will have to travel to new places from time to time, or you won't spend any time with your family at all. If you are single, think twice, because you will have to travel every 2-5 years, you may not have time to form a family at all." I don't think this will motivate employees to work better.	9/20/2022 3:19 PM
801	See me Other comment in Question 6. This is new policy is harmful to employees and the organization and should not be allowed to be put into official practice.	9/20/2022 3:04 PM
802	I think this policy may enhance cross-fertilization and better understanding of a number of issues, if carried out well and if genuinely fair.	9/20/2022 2:54 PM
803	- Staff should be consulted - What happened to the principle of non-retroactivity of the law? - At a minimum, staff should be informed properly by OHRM about the new policy	9/20/2022 2:49 PM
804	Some of us don't have a spouse nor children (sometimes as a result of leaving everything behind to go work for the UN). I wish surveys/emails/policies also took into account the situation of single people.	9/20/2022 2:41 PM
805	I disagree that past geographic moves do not count. I disagree with the process, which goes against listening to staff and duly considering their views. It is creating yet another category of staff (those in households where staff is sole breadwinner, those without children / spouses who may (or may not) be more mobile) in an existing situation where skills and competencies are no guarantee of a promotion anyway.	9/20/2022 2:36 PM
806	As in the past mobility proposals in the last 20 years, which failed, as long as mobility will not be linked with career planning, this is doomed to fail. Internal candidates will at a disadvantage compared to external candidates who will not be required the mobility. As a Staff with a family, in the absence of a career plan, I am not going to risk moving outside my current duty station if I am not guaranteed that I can come back to it when it is necessary for the education of my kids. Even Foreign affairs in all countries allow their staff members to come back to their HQs after so many posts. Why the UN is not able to implement that. I know so many colleagues who moved out of their preferred duty stations for a promotion and retired outside. In addition, we are not perfect substitutes for all posts. When I was a young economist, I applied to peace keeping and was told I was not suited professionally). 15 years later I have suddenly become welcomed in peace keeping? Finally, mobility should also take into account the family aspect: there are periods in life when you can move and others when you cannot.	9/20/2022 2:28 PM
807	I think that this policy should be tailored to each organization and its needs rather than be imposed as a requirement.	9/20/2022 2:27 PM
808	I would like to manage my own career in the UN and I want to decide when I want to move to a new duty station. I do not want the UN to destroy my family life because my husband is	9/20/2022 2:25 PM

a local recruit and is working as GS staff and we would have to make tough decisions forced on us by the UN. We would like to decide on our own when it is time to go to a new duty station.

809	Some people enjoy moving, then fine, the system should make it easy for them to do so. But many people, once they build a family, need stability and forcing them to move against their will can only create resentment and stress which is counterproductive for productivity. Staff will no longer be used to their full potential. Mobility should be voluntary. If there is a problem recruiting staff in certain less attractive duty stations, then they should use all that budget to increase their salaries to make them more attractive.	9/20/2022 2:25 PM
810	les conjoints ne peuvent pas toujours trouver du travail dans les lieux d'affectation et leur carrières en souffrent ou alors les couples et enfants ne peuvent plus vivre ensemble	9/20/2022 2:23 PM
811	I am in favor of voluntary mobility	9/20/2022 2:21 PM
812	I would like to know how this new policy is planned to be financed.	9/20/2022 2:17 PM
813	In principle it is a good thing but perhaps some exceptions can be made for difficult cases	9/20/2022 2:07 PM
814	I have worked in other UN agencies and such a policy caused so much harm to the staff and the main victims are the children of the staff, I personally know many families which have been seriously challenged by these moves.	9/20/2022 1:47 PM
815	For SM that joined prior May 2021, that want to have a say on their future, this policy will have the opposite effect: people will hold on for years to their positions, which will increase burn out, demotivation and decrease efficiency. There should be a limitation in the number of mandatory moves.	9/20/2022 1:43 PM
816	I believe that mobility is a good step and I strongly support the optional mobility that gives people with families a bit of control over their lives. I believe mandatory mobility would result in huge costs in terms of finances, organizational work and staff well being.	9/20/2022 1:42 PM
817	Change is Good. specially many staff are stuck in their senior posts whether G or P, not moving nor willing a change, thus affecting the career of others in junior posts. We need new people in rotation, to learn from their skills and expertise. Mobility should be enforced.	9/20/2022 1:41 PM
818	When you think of mobility you should also think about the psychological effects that this brings when staff members' children leave a country every few years and go to new schools and societies. We are talking about family duty stations and I dont think its easy at all for families to be on the move, this creates anxiety to both parents and children. In a world that is full of stresses already, I believe the UN should be searching for modes to relieve the stress from its employees not add to it. Thank you.	9/20/2022 1:37 PM
819	Please give us a fair opportunity to move into duty stations that are less hazardous to our kids and families. Applying to move to HQ duty stations and getting selected is almost mission impossible. These posts are almost fully booked to colleagues there. Which is both unfair and unequal. We need a fair chance to move, our colleague lost her child in the beirut blast and nothing could ever replace this loss.	9/20/2022 1:31 PM
820	It is healthy to change duty station after 5 years or so, depending where are you professionally at that point, wheather family wants to move with you etc.	9/20/2022 1:30 PM
821	I think the policy should be modified to have clauses that are particular to humanitarian organizations and those that operate in the field and clauses for organizations that do not such as the regional commissions for example.	9/20/2022 1:24 PM
822	Mobility should be based on request and not mandatory, especially at senior positions	9/20/2022 1:12 PM
823	we need this geographic mobility policy and to be applied asap	9/20/2022 1:11 PM
824	The geographic mobility policy should be done on a voluntary basis. Unfortunately, I cannot find an equally interesting topic of work and matching my skills elsewhere in the UN system	9/20/2022 1:10 PM
825	The mobility program has to be mandatory and it is of utmost importance for career development, learning, efficiency, accountability and the implementation of the UN core values and principles and mandates. As international civil servants we need to serve in different duty stations and across different areas, I see it as a privileged for the UN work. Many of our HQ colleagues will disagree with this as change is always challenging but becomes very beneficial at the long. The UN needs to implement this program to ensure equality of work, one of the main principles it calls for.	9/20/2022 1:09 PM
826	Forced mobility might well turn out to be counter-productive. It's a bad approach.	9/20/2022 1:07 PM
827	Only the mobility scheme will provide you with the ability to develop your skills and	9/20/2022 1:03 PM

experience and to develop a crossfunctional work force that is able to solve global issues. This is necessary especially at the earlier years of ones career

828	Mobility is an underlying premise of international civil service and should be a condition of UN employment.	9/20/2022 1:01 PM
829	Positions subject to mobility policy should be indicated to when announced so mobility condition becomes part of the terms of reference that an applicants can decide upon before applying to such types of jobs.	9/20/2022 1:01 PM
830	If the mobility policy is supposed to help those trapped in field missions, then it should only apply to them and the respective positions in other duty stations. Language professionals should be left out of this, as we have no connection to field missions and our skills and knowledge are tailored to address the needs of a specific duty station.	9/20/2022 12:59 PM
831	Staff council should represent the voice of all staff and NOT just the HQ's privilege and entitlement	9/20/2022 12:57 PM
832	In order to increase staff mobility, I would like the UN to make relocation less painful for UN spouses and families instead of making it worse and pushing more UN staff family to destruction with such a policy.	9/20/2022 12:57 PM
833	I think the assignment of staff against any position as well can be very dangerous. I think families with young children should also have different conditions. I support mobility in general and have already moved to another duty station away from my family but it has been very challenging. I also think more should be done to move staff who joined before May 2021 if this rotation policy is to work. I also think the cost of this will be very high and these resources could be spent elsewhere. I think mobility should also be launched with the possibility of staff keeping there current positions on a lien up to 2 years with lower relocation packages which would also save the organization money. I also think it should not be aimed at 80% plus staff, and mainly focused on jobs that are more relevant in the field like human rights officers and political affairs officers.	9/20/2022 12:56 PM
834	An international organization requires staff that are willing and able to move functions regularly, and benefits from having personnel with a wealth of experience in different regions and contexts. It also prevents the emergence of "fiefdoms" in which select posts are held more or less permanently by an incumbent, resulting in a narrowing of the possibilities of that position as it becomes one and the same with the staff member's perspective. Requiring rotation ensures that perspectives are refreshed and that other posts can benefit from the cumulative experience of staff member's careers. It also reinforces the notion of the organization being "One UN." In some cases, offices are heavily loaded with staff who have not had geographic moves and have no intention to do so; this reinforces a siloing effect whereas the staff member seems very attached with the ins and outs of their particular office, but perhaps less so with how it fits in with the overall organization and its broader missions. Mobility benefits staff by providing ample opportunities for career development, occasions to learn new skills, and stay in tune with the international nature of the organization. Further, mobility is fair for those staff who serve in difficult duty stations, by providing a time limit for the posting and a relatively sure path to a more liveable location. The current system is marked by bottlenecks, as many settle in in New York or Geneva and never intend to move again, thereby limiting the opportunities for staff in difficult locations to move. Mobility would incentivize staff to take on those difficult duty stations without fear of being "stuck" in an extreme hardship location. I am unequivocally and fully in support of a robust and widely-applying mobility policy.	9/20/2022 12:54 PM
835	Mobility to GS staff is very important for career development. From my personal experience, I had to decline an offer, a month ago, for a post in UNHQ, which I was waiting for this opportunity for long, because mobility is not applicable for G staff. Instead I was considered as external candidate eventhough I am a permanent staff in the same secratriary. It really demotivated me.	9/20/2022 12:52 PM
836	The time period is somewhat troublesome: 2-5 years is quite broad. What are the criteria for who must move after two years and who can stay for five years? This would seem to provide a window for top management to "get rid of" staff they don't like as soon as possible. It would be better to have one duration, for example five years (which is the case for senior staff in many diplomatic services), with the option for staff to request earlier movement. Two years is too short to have impact at work and to settle into a new place, and too disruptive for staff with children.	9/20/2022 12:52 PM
837	This policy should be voluntary	9/20/2022 12:50 PM
838	Excellent initiative. Long overdue.	9/20/2022 12:49 PM
839	Define mobility more broadly as covering both geo and substantive mobility; do not reduce	9/20/2022 12:48 PM

career progression to changing jobs and/or duty stations every 2 years; recognise that there is a benefit to having 'long-timers' who have context- and/or thematic-specific knowledge and that these are essential to the institution's objectives; facilitate and encourage mobility wherever voluntary but do not impose it on all at any cost.

840	The fact that staff will have to move if they are promoted to a position submitted to lateral moves will have a negative impact on mobility as staff who do not want to move will stick to their current position.	9/20/2022 12:47 PM
841	The size of the same sections in different duty stations is so big that the biggest duty station needs 20 to 30 years to move its staff to the smaller duty stations, which makes the whole project impossible. However, a voluntary mobility would allow staff who would like to move to do it, without disturbing the lives of others for no reason. In case no one in the smaller duty stations wants to move, people who have never done any mobility should be asked to move before others. It is unfair and unreasonable that previous moves do not count.	9/20/2022 12:46 PM
842	Mobility is important, and could be a good opportunity to experience new roles and for personal development, however I agreed that it needs to be properly drafted with meaningful consultations with staff, and that a certain degree of flexibility should be in place, as one size does not fit all	9/20/2022 12:45 PM
843	A mobility policy is fine, but the "one size fits all" version as currently proposed is a recipe for disaster.	9/20/2022 12:43 PM
844	Je n'ai pas d'avis tranché sur la politique de mobilité qui, à mon sens, devrait prévoir des aménagements en fonction des situations particulières et des opportunités de carrière, d'où le bien-fondé de l'établissement d'une commission chargée d'examiner les candidatures pour la mobilité voire même de proposer un calendrier de rotations pour appel à candidatures. Je soutiens le désir de mobilité tel qu'exprimé par le staff concerné. Si l'on impose cet exercice à tout le staff de façon indiscriminée, il serait plus JUSTE de considérer en priorité les catégories de staff suivantes: - Staff dans les lieux d'affectation à risque et/ou isolés; - Staff n'ayant eu aucune expérience sur le terrain, que ce soit dans le système onusien ou avec d'autres institutions et indépendamment du nombre d'années de contrat avec l'ONU. Je suis en faveur d'une mobilité dès lors que le staff en exprime la volonté. En fin de carrière, soit peu d'années avant de prendre la retraite, est-ce que la mobilité serait imposée? Cette question serait aussi à considérer au cas par cas. Est-ce que la mobilité représente le seul moyen d'obtenir une promotion? A mon sens, la mobilité devrait être organisée en tenant compte non seulement des conditions de travail, des conditions médicales mais aussi de la conjoncture financière de l'organisation.	9/20/2022 12:42 PM
845	Mobility is required to keep the organization flexible and optimize the use of the potential of the staff. Staff members of the UN, as an international organization, know what they sign up for and should be willing to move to different countries.	9/20/2022 12:41 PM
846	I am in favour of mobility, but staff (especially with family) should have opportunities to go back from field location to HQ on a rotation basis. Further, staff with family should only be offered family duty-stations. This seems obvious but was not the case in last mobility exercise (that was aborted). Staff should obviously also have a say in any related decisions. Thank you	9/20/2022 12:34 PM
847	It will prohibit more talent coming to the UN as not all people are up to move every 2-5 years and also, it says that sometimes you don't have a choice, which is insane. I am not going to a dangerous duty station to further my career and my spouse wouldn't be able to go.	9/20/2022 12:29 PM
848	I think it's an excellent idea that will keep staff on their toes and connected to the realities of the UN. I work in a lazy working environment where some staff have remained in the same position and duty station for over 20 years, which is bad for morale and productivity.	9/20/2022 12:22 PM
849	If you are requiring people to move, then you also should assist in finding the spouse a job if the spouse currently works at the duty station the staff member is assigned to. If the spouse is a UN staff member this should be an easy task. If the spouse is employed outside the UN you should assist in the process of obtaining the work permits necessary for the spouse to work in the new duty station. Otherwise you are making a staff member move, and not allowing the spouse to move, or even work, not allowing the spouse to be able to accompany their partner to the new location. Completely AGAINST basic human rights to have to live without the partner or even worse, the entire family.	9/20/2022 12:13 PM
850	I completely agree that mobility is essential to build new competences and skills. I actually worked in various locations prior to joining the UN, but I believe career developments should always remain personal for the obvious family, personal situations that accompany it. Even more so, when adopting new rules, an organization or a company should not only consider the well-being of its employees, but also the results changes can achieve. Because most of	9/20/2022 12:12 PM

UN contracts are very precarious, there is already a considerable problem of staff turnover that alters our work's continuity and consistency. How will we meaningfully engage and build trust with governments and populations if we implement a decision that will lead to more turnover? I strongly believe compelling staff to move regularly will only exacerbate the existing human resources problems with renewed challenges to achieve the organization's results.

851	Let's take this opportunity to contribute to a necessary policy, not just play obstructionism.	9/20/2022 12:11 PM
852	Moving from field presences to Geneva is extremely difficult due to many reasons including the lack of mobility. Moving to field offices is not only for single colleagues - there seems to be a false idea that field colleagues do not have family. We need to support them moving back or laterally. Mobility needs to be well structured and a transition period should be organized since OHCHR does not has a policy yet.	9/20/2022 12:11 PM
853	Those of us who have moved including D, E should not be included. Other colleagues stayed put in Geneva, and just got reclassified in their seats. Also an external body should do this. HR/managers will be creative to protect themselves and their friends.	9/20/2022 12:07 PM
854	The fact that people have moved a lot before joining the UN has to be also taken into consideration.	9/20/2022 12:04 PM
855	The policy has a potential to be beneficial to the Organization and staff members, but would require fine tuning and further consultations with Staff Union representing the views of staff member.	9/20/2022 12:03 PM
856	It should be a fair process taking into account the specialities of each field. Specialities, even within IT, are not interchangeable and should not be regrouped together	9/20/2022 12:01 PM
857	Some of us have invested at considerable personal cost in multiple field assignments over the years. That there is no recognition for that in the new policy is disturbing and deeply discouraging.	9/20/2022 12:01 PM
858	I think it is unacceptable to force people to move, especially those who are in research and report writing positions. It takes time and continuity to learn the legacy of flagship reports. Reports often have a specific angle and randomly assigned researchers cannot manage it. And how many other research positions does UN have that can accomodate me, and colleagues like me? It also creates unnecessary stress for families and particularly for children.	9/20/2022 12:00 PM
859	Mobility has a lot of relevance for some fields of work however one size does not fit all.	9/20/2022 11:55 AM
860	Matching job profile and staff profile is important and guarantees the high quality service that UN is created to provide to States and to the global population in the first place. Any compromise on that defeats the purpose of the Organization and would not assure the value for money or the purpose of the Charter. Human beings are extremely intelligent and also adaptable. Staff forced to move will be forced to learn new tricks and adapt to new conditions, for which I have no doubt they will perform to their own extent possible. But the States are NOT paying for this kind of banality, which is also an insult to their own work force and their own population including their national academic and other institutions. If this idea of 'everyone can do everything' is enforced, in the longterm, UN as an organization will make itself irrelevant and would better be dissolved. IN the current world order, the Organization needs to prove that it is the quality that counts in providing acceptable solutions that comes through specialists in their respective domains. It is important that staff engaged in those specialist functions across the Organization, wherever they are located are allowed to work in focusing solutions. In the current globally connected world, having staff on the ground is not important. Instead of staff travelling to locations, locals should be empowered through specialist ideas, to become capable to find their own workable solution. Such local ownership based solutions will be stable for SDG goals. Staff need not be driven around the globe in merry-go round expensive mobility exercises to deliver those local solutions. Those rotational policies are relics of ancient world not of the current hyper-connected world. Obviously those who want to move to gain better experiences should be welcome to change their job profiles and move across the entities. But that should not be done at the cost of UN values of providing best services by the best in each area of work.	9/20/2022 11:54 AM
861	I have moved three times before joining the UN 6 years ago (in view of tenure policies at the other IOs). In principle, I consider mobility a good idea. However, every two years mobility doesn't seem reasonable to me except in some hardship duty stations.	9/20/2022 11:53 AM
862	Mobility should not be imposed. Many of us recognize its benefits and support mobility in general, but this should be a voluntary exercise. The policy should be driven by a system of incentives rather than being imposed as a mandatory scheme.	9/20/2022 11:53 AM

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863	The compulsory mobility may disproportionately affect women with children who are already struggling to progress in their career.	9/20/2022 11:52 AM
864	Mobility should be use only for posts from P4 to D2 only.	9/20/2022 11:52 AM
865	Conditions should be the same as those of the original post (i.e. family duty station)	9/20/2022 11:51 AM
866	While I support the new mobility policy, I am concerned about the problems that I have been told many LGBTQIA+ staff have in moving with their partners/spouses to new duty stations. While there is a general commitment stated on diversity, I do not see what actions management are actually taking to support LGBTQIA+ staff. The ability to request an exemption for each cycle is a small comfort: the organization may decide that a duty station is friendly towards LGBTQIA+ staff, but staff may feel very differently. Also, the requirement to submit an exemption request each year- rather than have it be granted for a set period of years- means that staff will live in constant fear that maybe next year the exemption committee will not be as supportive of their LGBTQIA+ identity.	9/20/2022 11:50 AM
867	I am for mobility incentives, it is essential for the staff well-being, but it has to be done in a way that does not go against the staff well-being.	9/20/2022 11:50 AM
868	We need to oppose this policy legally and with force. You cannot oblige people to move or fool them that if they don't move now, it's fine, but if better opportunities do arise they will automatically get sucked into this cycle of moves. I 100% support mobility but it needs to be a choice. It is outrageous to let staff choose 5 destinations they would go to, and then end up sending them to another duty station out of those 5 just because of operational reasons. Even the military does not do that! You need visibility in your career and if the organisation wishes to retain talents, it needs to think about staff's personal lives! Otherwise, we will be another ICRC, where employees live after one or two missions.	9/20/2022 11:47 AM
869	Managements should consider what would be the level of engagement of staff for posts knowing that they will be moved in 5 years time. THeY should also consider the disruption and quality of service provided to stakeholders when, following the mobility policy, all experienced and knowlegeable staff members in a team/section/department are moved to other positions at almost the same time. The additional training workload (and frustration) of those who remain and have to spend time training others should also be considered	9/20/2022 11:44 AM
870	I think that mobility at some points of our career is necessary but everyone has a different timing and pace in their lives - childbirth, education for kids, working spouses, etc. It would be necessary for us to have more options when considering a change of duty station.	9/20/2022 11:32 AM
871	The current level of relocation grant barely covers the actual costs of a relocation with family all things considered. Given the current trends on cutting and reducing all allotments, staff will actually be loosing money when moving.	9/20/2022 11:31 AM
872	Big life decisions such as moving to another country should be voluntary as much as possible. Undesired lateral moves will lead to decreased job efficiency, productivity and satisfaction.	9/20/2022 11:31 AM
873	The new policy on mobility: another failure of management, they simply do not understand the organization.	9/20/2022 11:29 AM
874	Mobility is good, especially geographical. But not for the sake of it and there should be a point system that takes into account past mobility and that selects a fixed number of posts for the mobility exercise and first selects those that did not have any mobility and are longest in the post (and others can opt in). That is fair and addresses the real problem that several colleagues have very limited experience while others get the chance to move from less desirable locations. Alternatively, one could demand one geographical move (regardless when in the career) for each promotion after P3 (so to get to P5, you need at least two other duty stations before qualifying, for P4 one etc.)	9/20/2022 11:27 AM
875	Key tasks and functions of the professional staff may be specific and related to one particular duty station; for such posts, candidates are required to have professional knowledge and several years of experience in the relevant field. It is therefore unclear how the mandatory mobility requirement could be applied (a) if similar position does not exist at other duty stations and (b) whether/how the experience criteria can be observed if a staff member moves to a such specific post. The absence of this specific knowledge and/or experience will have an impact on the work and outputs. There is no information about the list of posts that are subject to this requirement, the criteria applied and where this list can be found. There is no information on how this requirement will be applied to the renewed working contracts. The COVID 19 experience has shown the advantages of telecommuting; if duly considered, this could make the mobility requirement more flexible. Last but not least, it is not clear who will cover significant additional costs, especially given the existing hiring restrictions and reduction of existing posts. In view of the above, it seems reasonable	9/20/2022 11:27 AM

that the geographic mobility policy is applied on a voluntary basis, at least for a certain transitional phase.

876	Mobility is not a 'problem' so the statement that 'there is no need to spread these problems across the whole secretariat' is blatantly false and unsubstantiated. I would be interested to know how many of you in the staff union committee have actually moved in the last 10 years. Yes 'moving an entire household is stressful' so is being away from your household for years because other staff don't want the stress of moving. I will ask you the Staff Union to REPRESENT ALL STAFF not the select few.	9/20/2022 11:24 AM
877	Having to move every 2-5 years means that my spouse would need to give up on his career entirely. You provide no compensation for that (the dependency allowance does not compensate for the loss of full time employment, no pension contributions for the trailing spouse exist). I joined the UN 2 years ago and it looks like I might be departing soon if this policy is implemented. It took my spouse 2 years to establish himself here career-wise. We are not interested in re-doing this so soon. And if we do, it will need to be for his work and not mine this time. As a result of this policy, the UN will become less diverse and have even fewer females in P/D categories. Women are far more likely to be adversely affected by this - their partners are less likely to agree to be trailing spouses. I have moved many times for career purposes (for example, I moved 3 times to a new country in the last 5 years), but it was done under the right circumstances. This new policy assumes great flexibility and tremendous commitment from staff and their families and does not provide much in return. If the UN would like to become a non-career organization (I am a great supporter of this), then that's fine but it should be open about it and be ready to deal with the consequences of that decision.	9/20/2022 11:24 AM
878	In addition to the burden on staff, the financial burden on the organisation of moving so many staff would be overwhelming. How can the same organisation that cut our salaries, our steps, economizes on office space, etc, suddenly have enough money to hand out relocation grants to every staff member in the UN every few years?	9/20/2022 11:23 AM
879	I am against "mandatory" and "geographic" mobility.	9/20/2022 11:23 AM
880	The mobility shall be done when it provides benefits to the organization and its staff. Moving people for the sake of moving people is not good. Reporting to the GA that x number of staff have moved may look good on paper, but does that bring tangible benefits for staff and the organization? Lastly, there are staff who have been deployed to D and E duty stations who do not want to move to H duty stations. It is wrong assumption that all staff view H duty stations and desirable locations due to various reasons. There were number of cases when staff went to H duty station only to seek return to E duty station.	9/20/2022 11:22 AM
881	How is it that double career couples are not considered?	9/20/2022 11:20 AM
882	I am desperately in favor of mobility, even within duty stations, as I believe that it is not good for the organizations nor for staff to stay too long in the same post. Also, I think people would have a better feeling of working for the UN (and not their specific organization within the UN) which would facilitate inter agency work within the UN. Moreover, I don't think that everything should be staff-driven, and I would be in favor of mandatory duty station mobility once in your career if you want to be appointed P5 or D1. However, this mobility policy is far from perfect and brings a lot of problems such as the importance of the smart transition of positions between people to lose less institutional knowledge; how to consider the family situation of each staff member when each person has different feelings about mobility. Also, there are technical problems. How to ensure that the compendium will not be made only of posts in hardship duty stations and people who didn't manage to do lateral move within the "deadline". As always, some institutions/divisions will manage to make their people move laterally and avoid forced mobility when others will be left with a "not very sexy" compendium. Moreover, as the experience of the MRP for P2 has shown, it is nearly impossible to make a rotational mobility work without vacancies (years when there were nearly no vacancies in the compendium, the reassignment rate was very low).	9/20/2022 11:20 AM
883	This policy does not take into account skills and experience needed for a given post. It also does not take into account the time needed to build a network and establish trust & relationships. The "one size fits all" concept is a cache-misère to hide that Managers are unable to design a proper system and are unwilling to enhance the working conditions in hardship duty stations or give equal access to HQ posts for all staff. A very dangerous point is that nobody is advancing a cost and nobody knows who will pay. Most organizations work on capped budgets so any increase will end in posts being cut and remaining staff being overloaded.	9/20/2022 11:18 AM
884	I don't understand what is meant by "highly specialised position". In my understanding my work is highly specialised.	9/20/2022 11:16 AM

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885	I support the mobility for all staff but the mobility needs to: - allow promotion as part of the mobility - allow to apply to same duty station (but different unit/section for transparency imperative) - allow for exceptional extension on the same duty station for operational reasons Clarity needs to be provided on co-existence of mobility and regular vacancies	9/20/2022 11:15 AM
886	Career development is non-existent in the UN. This is what needs to change. A thin top layer of people progress upwards whilst the majority stay behind and deliver the actual work. The obligatory mobility policy does not address this issue, and will only lead to more favours and nepotism.	9/20/2022 11:15 AM
887	I support the mobility policy under one condition: That mobility of UN couples will be jointly, and that it is ensured that UN staff with family, in particular where both partners are UN Secretariat staff, can always move as a family.	9/20/2022 11:14 AM
888	I would love to know which bright minds looked at the instability of the UN work contracts and thought, 'You know what would make us an even more attractive employer? Forcing our employees to uproot their families every two to five years!'. While it makes sense for junior professionals to periodically change duty stations (builds expertise, extends cultural awareness etc.), this becomes a less interesting prospect for mid-level professionals who are looking into bringing some stability to their lives. As for senior professionals, to expect them to sacrifice their families on the altar of the UN is pure entitlement. The UN work environment is already stress- and anxiety-inducing; pushing through the endless memo+TJO+unemployment cycle is advertised as 'building resilience, showing motivation, keeping strong' and all the associated BS; all OHCHR departments are understaffed, burnout is glorified; there is no work/life balance; at all. Those who raise the issue lose favour with their supervisors and are sent to the staff counsellor, who has one medicine for anything and everything - learn how to 'better prioritise'. [ahem, that's the Office taking mental health seriously :facepalm:]. Now here are my two pennies: the UN needs to come down from its high horse, read the room and trash the mandatory geographic mobility policy. Then it must roll its sleeves and start fixing the issues listed above. On a quasi-related note: Why do colleagues in the field (especially those working in conflict areas) have no on-site mental health support? Why are they directed to the Geneva-based staff counsellor when the mental health issues they experience go beyond workplace stress? Vicarious trauma can't be healed with an on-line Erika session, ahem! How is this being addressed when promoting geographic mobility?... Ranting in writing is therapeutic, and since I received no other meaningful mental health support since joining the office... Thank you for coming to my TED Talk.	9/20/2022 11:14 AM
889	Mobility should be rewarded and not forced.	9/20/2022 11:13 AM
890	Delegates turn to Secretariat colleagues for substantive advice. Already compared with specialized organizations or other leading international organizations outside the UN system staff has often relatively little in depth technical expertise. A geographical move is often linked to a move of the occupational group or a fundamentally different set of skills. While I have personally moved successfully between three very different occupational groups and two duty stations, I see a mandatory policy as very problematic as it is going to further weaken the UN Secretariats expertise,. If the technical expertise is to be maintained at current levels massive investment would be needed not only in skill but also technical / substantive training which is virtually absent right now. Better support to enable spouses/family to move together would be key to prevent families from disintegrating, which otherwise would inevitably will lead to low staff morale. If a mobility policy similar to that in the diplomatic service is envisaged then the support provided to employees should be similar to the one received by diplomats. This would also imply that salaries would be at a higher level so that at least during transition periods it would be possible for a family to support themselves on a single UN salary while the spouse is seeking employment in the new geographical duty station, which today is not always the case at UN HQs duty stations.	9/20/2022 11:13 AM
891	How can staff be expected to move every few years when many of us have children in school and spouses with careers? Many are also caregivers to other family members. This suggestion is ridiculous.	9/20/2022 11:12 AM
892	This new policy is a disgrace to all hard working and dedicated UN staff. It disregards the diversity of us staff members, all in different life and family situations. Some of us have challenging family situations that restrict to move geographically, especially in view of medical care and needs. Furthermore, the UN System does not have a functional support system in place to facilitate the moves, support to finding schools, new spouse employment, housing, financial arrangements, etc. Furthermore, the staff that joined the UN before this new mobility policy may have chosen the UN for the opportunities and policies that were in place when they joined. I have chosen Geneva as my duty station, as it hosts many different UN agencies, so it provided me with many opportunities to changes positions. I made many lateral moves, served for 5 different agencies, and YES, all in one	9/20/2022 11:12 AM

and the same duty station, as my family situation restricts me to move to other duty stations. While having served for the UN for over 20 years, I suddenly need to move country??? For what purpose? This was not what I originally signed up for. And what is my only way, out? To sit on my current post until retirement. And there may be more like me. What will happen? The UN will end up with a number of staff that will occupy their posts till retirement, resulting in less opportunities for moves within the same duty station, while getting demotivated staff. Such policies should benefit the organization and the staff members, but now it only serves the system. I would suggest to develop incentives for staff to move geographically, especially for the ones that can and want to. One can not define a policy that fits all, and it certainly needs more FLEXIBILITY. What will the result be? That the good people that do their job well and are having a good work-life balance will leave the UN. That is what I will do, and I know more will follow. The UN is the worst employer ever, I should have left earlier...

893	Mobility is desired but has to happen in the right time of your lifetime. It will cost huge amount of money and maybe even some posts to be cut to implement it. For family, for children education it should be the right time. Thus, it should be chosen on SM initiative. Posts might require re-advertisement in such setup. Professional category should not be worse of than national foreign affairs job offers. Today those offers from ministries are beating up the UN package. If implemented incorrectly, it can seriously damage international civil servant offer and image at the UN. The strong UN secretariat is needed and administration should work towards this goal but not to please major donors.	9/20/2022 11:10 AM
894	what is/has been important for me, as a professional woman/mother of children in school age, is to be able to choose the duty station and timing of the moves to coincide with the school calendar. I have never had any support from the UN to move with my husband, who also is a UN staff member in the professional category. When you and your partner are working in different duty stations but continue to be recognized by the UN as a couple (not single mother), your expenses with part/half of the family in another duty station are also higher. The option to be recognized as single parent, when leaving separately when in different duty stations should be considered. An economic incentive to pay for more frequent travels when families are separated should also be considered. My transfers to different duty stations, alone with one or two of my small children dependants, at different times, has had a higher economic cost than staying in the same duty station than my husband.	9/20/2022 11:10 AM
895	This policy poses an unnecessary mental health risk, is costly and doesn't have any demonstrable benefits. Mobility is an asset for the UN and its staff, who use it abundantly already. Making it compulsory serves no practical purpose.	9/20/2022 11:06 AM
896	Instead of a forced mobility, the UN should improve the recruitment process through Inspira. In my personal case, since 2010 to 2021, I have applied to about 110 positions (HQ and field/P3 and P4) and have been interviewed in less than 5 occasions, and now the UN wants me to forcibly move. A solution could be to change the rules of recruitment by giving priority to UN staff instead of opening the posts publicly. Recruitments should be only available for UN staff.	9/20/2022 11:03 AM
897	It is acceptable to impose geographic mobility for promotions but not for lateral moves.	9/20/2022 11:03 AM
898	Can't we just work (and live) in peace? First the pay cut, then the increase in productivity requirements - during the pandemic - the SHP and moving to an older building, and now this mandatory mobility... What is the rationale for moving translators between NY, Geneva and Vienna? Why is management so keen on making our lives harder?	9/20/2022 11:01 AM
899	It's a harassment really!	9/20/2022 10:59 AM
900	I strongly support the mobility policy, taking into account that we work for an international organization. It is just fair for everyone to make regular geographical moves. Please stop creating obstacles to the mobility policy, as this does not represent most staff, only those who want to stay long term in places such as Geneva and NY. If staying long term in Geneva or NY is someone's goal, there are plenty of other private, public and non-profit sector organizations that they can work for. What we should fight for is for more gender-sensitive support systems for staff members, as was mentioned in the meeting, such as a family support section modeled after the one at WFP, counseling, planning support, spouse employment support and visas, etc. I suggest to start with a review of lessons learned from agencies that already have mandatory mobility such as UNHCR and WFP, interviewing key actors in such agencies, and coming up with recommendations for the UN secretariat, that would be very useful.	9/20/2022 10:58 AM
901	I do not have sufficient information on the new mobility policy to be able to provide further comments.	9/20/2022 10:57 AM

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902	While continuity at each duty station needs to be considered but I believe geographic mobility also can serve to bring to industry best practice to local duty stations.	9/20/2022 10:57 AM
903	I support the mandatory geographic mobility policy and wish that the UN would take into account geographic moves prior to May 2021, in addition to meaningful support in finding housing, schooling and spouse employment. The stress of geographical move for family is not compensated by a cheque but rather substantial support such as housing, schooling, transport and spouse employment provided for in the geographical move package. Thank you for your consideration.	9/20/2022 10:56 AM
904	The UN is going through a major existential financial, political and legitimacy crisis at the moment. Rather than putting all our heads and energy together to deliver meaningful and visible results in our current occupational groups (where we are by definition better placed and better qualified to perform our functions), the UN Management is about to start a highly disruptive and extremely expensive endeavor, which will most likely significantly weaken the system from within. The mandatory mobility policy in its suggested form will also definitely not help to attract and retain the best talent, which is striving for life-work balance more than ever...	9/20/2022 10:55 AM
905	it is my impression after some years in the organizations that a mandatory mobility policy will more block the mobility than encourage it. Many field colleagues do not want to come to HQs and the inverse is valid too.	9/20/2022 10:52 AM
906	There is no apparent benefit from moving all staff around regardless their position.	9/20/2022 10:52 AM
907	I strongly support the principle of mobility, but making it exclusively geographic and not allowing the possibility of moving within a duty station is perverse. Spouses with careers (including those who work in the UN system) are entirely disregarded, and there is not enough done to take into account children of school age and the disruption that this could cause them. The policy as currently written would seem to have a high likelihood of reducing mobility for existing staff members recruited prior to May 2021, as the consequences of moving on to a post where you then have to be geographically mobile for the rest of your career on very strict time limits will be too significant on family life, and in turn lead to people just staying on their existing posts till they have less than 5 years before retirement.	9/20/2022 10:52 AM
908	Requiring staff to move every five years or less is too often, especially given the very limited support for moves that is provided in the UN. It also effectively restricts spouses to become the UN staff member's "moving assistants", as they bear the organizational cost of moving and don't have time to build a new career in the new location each time. This burden on families is not possible anymore in the 21st century. Please note that the burden of this policy is still higher on female staff members, whose spouses are unfortunately less likely to be willing to move with them. Also, please consider that many UN staff are partnerless and/or childless because of the mobility they engaged in before even joining the UN (studying, internships and first professional experience in different countries), the mobility in their first years on the job, or the threat of mobility hanging above them (which makes it impossible to effectively plan and compromise as a couple). We at least need some stability in our early mid-career (mid-30s) to be able to "catch up" with this. Frequent mobility may require couples to be on long-distance relationships frequently. Please allow me to draw your attention to an aspect of this problematic that is not often mentioned: long-distance relationships inhibit couples' chances to conceive children, as it is simply difficult to meet at the times biologically required for procreation. UN staff members usually have to get a lot of education and international experience even before joining the UN and during their first years on the job, until finally getting some sort of stability around their mid-30s, which is why many put off having children until then. Then, many may encounter fertility problems due to their relatively advanced age. At that point, they require continuously being with their partner every month for several years and/or getting fertility treatments (some for years) until finally being able to have one child, not even speaking about two or three children. Requiring them to move at that point, when life is very uncertain and necessary high-quality treatments may not be available in all duty stations is a high burden, which has not been mentioned in the discussion yet, I believe.	9/20/2022 10:52 AM
909	A one size fits all would be disruptive to mental health and work-life balance. In my case, my husband suffers from health issues that would make difficult for us to relocate. Few years ago, we have moved to a different duty station, and had to return to my current duty station after two years as his situation deteriorated sharply. There are so many colleagues willing and wanting to move to a different duty station and who complain that they never get a chance to do so. Other formulas such as voluntary mobility, linking mobility to a promotion, mobility for those in harsh duty stations, would seem fairer than a rule imposed to us all that does not take into consideration staff as individuals - I find it also quite hypocritical, taking into consideration the messages by the SG and other senior officials	9/20/2022 10:50 AM

about lessons learnt during the pandemic, and that the UN cares about us. How this scheme would be financed? We are all too aware of the critical financial situation of the organization... in terms of priority assignment to budget, is this measure the best use of our resources? What is the rationale behind it?

910	Sadly it seems there is no focus on staff member's families at all, with spouses and children just supposed to tag along for the ride. The fact that the only meaningful reference to family, spouse and children is in an annex, where they are briefly referred to in the context of review mechanisms concerning decisions ("Special constraints panel"), is a clear indication of the antiquated model of mobility on which this policy is based. I can see the value of mobility for the organisation and the staff member, but the proposed model is not fit for purpose and risks destroying families and careers... Notwithstanding the above, security of contract tenure is also key to the process. Only a small proportion of UN staff have continuing contracts and it cannot be fair to expect people to uproot their lives without any guarantee that they will still have a contract at the end of the posting. This is a big difference between the UN and diplomatic services.	9/20/2022 10:50 AM
911	I disagree with the assumptions of this policy around gender roles and the division of paid and non-paid work. It will undermine my commitment to gender equality which i take seriously and do not just pay lip service to in an online course. I also think it will be hugely expensive and require a massive increase in the educational grant to send children to private schools (my children currently attend local schools). I have a disability: to what extent will this be taken into account (ie. it's not just about access to healthcare: Geneva, for example, is alot more accessible than New York, despite both being H duty stations.)	9/20/2022 10:49 AM
912	Career management for all staff needs to be established as a precursor to any mobility programme. Expertise, prior experience, linguistic ability and an individuals circumstances needs to be understood. Lateral mobility is not an interesting proposition for many if they have already done multiple lateral moves. Mobility needs to be linked to career progression and career aspirations. Mobility as it proposed will also likely lead to an exodus of women with experience from the UN Secretariat who happen to have young families. This flies in the face of gender equality norms.	9/20/2022 10:49 AM
913	Dear colleagues, thank you very much for organizing this survey. My main concern is a legal one: It is not possible to change the condition of service retroactively. I have been promoted 1 March 2022 and am now learning that this would bring into the mobility scheme without my prior knowledge and information. New staff can make a decision, but for me this was not flagged at all. Many thanks.	9/20/2022 10:48 AM
914	Mandatory mobility will create deficit in knowledge sharing. It will also be very expensive for the organization. I can't see what could my profile bring in the field. It won't be relevant.	9/20/2022 10:48 AM
915	The draft policy punishes staff who are located in H duty stations and have not been able to progress in their career so far, because it puts pressure on them to do yet another lateral move. It defeats the purpose of the new policy that was introduced as of July 2022 stating that staff within the P occupational group can apply to any level assuming they fulfill the criteria. This is because higher level staff are likely to stick to their post in order not to join the mobility policy. In addition to the extra financial burden that the policy imposes on the Secretariat (due to higher relocation expenses and other benefits), it also leads to the need for much more substantive onboarding of staff across the world.	9/20/2022 10:48 AM
916	I think it is really unfair that this policy, that has been debated for many, many years now, would only apply to staff who joined from May 2021 or later. I have worked on temporary contracts at OHCHR, and I have spent a lot of time in the field - though with another organizations. I finally got a fixed-term contract in October 2021, having spent more than cumulative 5 years on a temporary contract in the UN system, and more than 6 years in field positions. I am now a new mother and my child is growing up learning French, in addition to his mother tongue. To have to move in 4 years time would upend the family life and stability I have been trying so hard to build. If the policy could be applied prioritizing people who have been in the same position and in the same duty station for the longest time, I would be more supportive of its implementation. And then overtime it will be applied equally to all. Otherwise it means the UN is one more time creating a system whereby some staff have more entitlements than others. Thank you for organizing this survey!	9/20/2022 10:47 AM
917	I support the idea of newly proposed mobility policy but it should be voluntary for people who would like to get promotion/experience at other duty station	9/20/2022 10:46 AM
918	The organization will lose talented staff if the policy is implemented in its current form. Furthermore, in addition to the relocation costs, there will be additional costs as staff needs to understand the new role and the way new organization is functioning. The delivery will slow down.	9/20/2022 10:45 AM

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919	This is a shocking and distressing policy that disincentivizes quality staff from continuing in their career with the UN. It also suggests a shocking waste of economic resources in the forced relocation costs alone (not to mention the loss of productivity from constant staff losses and institutional knowledge interruptions).	9/20/2022 10:45 AM
920	International civil servants should have mobility as an integral part of their careers. Mobility creates new opportunities, brings broader perspectives, helps sharpen skills, and refreshes organizations. The argument that one size not fits all is a way to stall the process and avoid any progress in improving the mobility of UN secretariat staff; It is a call to keep the status quo.	9/20/2022 10:44 AM
921	Any mobility policy should be VOLUNTARY and should take into account staff personal's situations. As a single working mum, this policy would probably force me to give up my job at OHCHR, as it would be impossible for me to move to a different duty station far from my support network and my child's father. I find this policy utterly discriminatory against those who have most of the child-bearing responsibilities, who, as we know, are mostly women. This policy would increase the gender gap and would impede career progression for many staff with small children, in particular women.	9/20/2022 10:44 AM
922	This policy could be beneficial to a large number of staff. Beyond 5-10 years of experience, tasks and responsibilities become redundant. If it suits some, it blocks the opportunity for others at the bottom of the ladder to climb in rank. Without wishing to stigmatize one or the other, this policy must be thought out and applied in a harmonious manner for the well-being of all and for the career development of all.	9/20/2022 10:42 AM
923	I think the mobility option should be an option for all staff but it should be up to the staff member to decide if & when they would like to change geographic location or organization. Many staff are eager to change location/organization and it would be a great way to enhance their skill-set but it could also be very disruptive to their personal life if it is forced upon them. Rather than strengthening staff expertise, this would unfortunately result in many staff (especially young ones who bring a much-needed multidisciplinary & fresh perspective to the UN) leaving the UN system to find a better work-life balance elsewhere or in frustration that would affect the quality of their work. The best solution for the organization would be to have a mobility policy that's optional and that also offers staff the opportunity to temporarily work in other posts (for 2-5 years & with the option to stay) and then return back bringing new skills/experience to their former post. One way to do this, would be for staff to have a ranking system based on preference where they would be matched with another colleague in a different geographic location and then the individuals that matched would switch locations and be responsible for training/mentoring each other. In this way, you wouldn't lose time/resources/quality of work in constantly training new staff. Instead, you'd have a very skilled, happy & productive workforce.	9/20/2022 10:42 AM
924	Not sure how this would work for ITC as we are mostly XB posts tied specifically to donor funded projects.	9/20/2022 10:41 AM
925	Staff in the UN Geneva at all levels have little to no idea what the United Nations is about. They simply use it as a "cash cow" and don't want to move anywhere to experience the UN and how it benefits the world we live in.	9/20/2022 10:41 AM
926	I have already 4 moves across different duty stations and I think it is unfair not to consider them in the new mobility policy.	9/20/2022 10:40 AM
927	A streamlined approach to mobility would be very welcome - twinning of colleagues who are prepared to move etc. - but requiring mobility as a sine qua non for promotion beyond a certain point seems unworkable: given that some duty stations are much smaller than others, there will be a discrepancy in opportunities.	9/20/2022 10:39 AM
928	I think a voluntary mobility or incentive-based mobility program would provide sufficient opportunities for movement within the organization.	9/20/2022 10:38 AM
929	As a father of a young child, I am concerned that special considerations request regarding child custody will not be considered equally when request is put forward by a father than by a mother due to widespread unconscious bias regarding the respective roles/importance of mothers and fathers. (ie. risk that there is more acceptance that fathers can be separated from their children).	9/20/2022 10:38 AM
930	This sort of 'blanket' mobility policy will affect women disproportionately. Unless UN is interested is only promoting and hiring more men in the UN, this policy is not gender-blind and will negatively impact retention and hiring of women, esp who come from cultures where men do not follow their wives. Were staff, especially women consulted in the development of this policy? We live in a post COVID world, where people are rethinking their life priorities, where they have seen the importance of spending time with their family. I don't think UN	9/20/2022 10:37 AM

should force people to choose between a family life and a career. This will lead to loss of talent. Give people a 'Choice' !

931	I agree that staff members in the UN should be mobile. This is why I already moved 3 times. I also agree that some staff do not play the game and that administration should 'push' for some mandatory mobility. Geneva is particularly 'static' and staff here are more reluctant to move than in other duty stations. However, every case is different, and the best timing to move differ also depending on personal constraints, etc. The idea of having geographical moves to be promoted for exemple would be a strong incentive for staff to move while deciding of the best opportunities in terms of timing and career development/progression. While I may be a perfect match for a certain position, my aspirations may be to do something different, etc. I anticipate that staff who dont want to move will leave for other Organisations of the common system to avoid the geographical move (similarly to what colleagues in UNHCR do). Maybe this is also a way to encourage mobility but it gives a bitter taste and it may not be beneficial to the Secretariat. The upcoming mobility is very difficult to implement and will require many SMs to work and screen candidates, etc. for a very high bill in terms of travel entitlements. Not sure Member States will support it very long. Finally, one question was not answered: what will happen to the families if the SM is sent to a non-family duty station? Thanks.	9/20/2022 10:36 AM
932	Also, it is important to note that while the UN is pushing this mobility policy, it is also pushing shorter and shorter contracts -- now one-year FT contracts are the norm -- and with reduced benefits. Why would someone on such a contract agree to a mobility policy with no guarantee of a job after doing their mobility duty? The UN can't have it both ways. Mobility policy should only be applied to permanent contracts -- and should provide additional mobility benefits for single parents.	9/20/2022 10:34 AM
933	I am surprised that only 7% of posts are non rotational. What methodology has been used to assess and decide on what function is highly specialized and what is not? Who decides?	9/20/2022 10:33 AM
934	For family, it becomes a challenge for children having to move schools every 2 - 5 years	9/20/2022 10:32 AM
935	La politique de mobilite est une necessite pour une organisation qui doit delivrer "as one UN" et est en ligne avec les defis actuels du multilateralisme	9/20/2022 10:32 AM
936	Organizations have different needs and ways of working. An overall policy disregarding each organization's mandate and current conditions would be highly disruptive to our mission. A general guideline and incentives from the Secretariat would be useful, but each organization should have the final decision on its own mobility practices.	9/20/2022 10:31 AM
937	While I support the concept of mobility, my team is specialized in the area of training, specifically Human rights investigation training. Not every HRO has that skill. Maybe this proposal - where you apply for posts - will give rise to qualified staff in such posts, but I'm doubtful. Ho much say will managers have in who comes into their team?	9/20/2022 10:30 AM
938	A voluntary mobility policy, or a temporary mobility policy with the opportunity to move back to the post, if needed, would be more viable and beneficial to the organization.	9/20/2022 10:30 AM
939	A mandatory mobility policy will make me leave the UN, as I will have to decide between a happy, intact family and a UN career. A UN career is not worth sacrificing my families' and my own happiness in life. It really would be a shame if a mandatory mobility policy would force me to leave the job and the employer I love.	9/20/2022 10:30 AM
940	I fully support the mobility policy and request that further compilations of comments and visions are not made anonymously.	9/20/2022 10:29 AM
941	I think it should be voluntary. A forced policy of mobility will lead to disrupted families, stress, decreased mental health, and a generally unsound working environment across the OHCHR.	9/20/2022 10:29 AM
942	I believe that such moves should be made on a voluntary basis and appropriate credit should be given to the staff who move geographically. However, the idea that once a staff makes any type of move, they will be subject to mandatory mobility is hard to digest. In other words, I think that for H and A duty stations, instead of promoting mobility, the exercise will hamper it and staff would not want to have any type of move as, once they do so, the clock will start ticking for them. And staff will have the feeling that, instead of them being in charge of their careers, the Org. will decide for them, and that is neither a comfortable nor a motivating feeling. And the hard work to have a balanced geographical and gender representation in the Departments may lose value.	9/20/2022 10:29 AM
943	A more nuanced mobility policy with incentives such as promotions and step increases for those who are ready and able to move around would seem more practical and easier to implement for the organization.	9/20/2022 10:28 AM

944	I wish to raise the following questions for future debate/negotiation: How much will all this exercise cost the organization yearly? How transparent is it? What are the safeguards against retaliation? Will senior management lead the way and set the example?	9/20/2022 10:28 AM
945	I would suggest to introduce long term planning mobility which can include at least two moves within 10 years. If I know in advance where I will be placed the next 10 years, be it family or non family duty station, I will be able to plan my personal life accordingly.	9/20/2022 10:28 AM
946	I believe that this kind of mandatory mobility should apply primarily to managers, executives and chiefs of unit for obvious reasons. Authority holders must rotate to avoid malpractices, as bureaucracy and structural inflexibility seem to be a real issue in the UN. And agility is not always and only a movement issue: it's also a structural, mindset and process numbness.	9/20/2022 10:28 AM
947	The mobility policy should meet both needs of the Organization and recognize the needs of staff. 1. I am against forcefully moving staff. Lives of staff members and of their families should be respected by the Organization. Forceful moves will not be sustainable and result in the Secretariat becoming a far less attractive place to work. Many talented staff will opt to move out to agencies & private sector. This policy will cause a lot of anxiety initially and will not be sustainable. 2. One size does not fit all. Different occupational groups have completely different set of circumstances. Having moved 3 times early in my career and having worked in all three pillars of the UN, I have made a career choice that best reflects my life. If I wanted to move constantly, I would be in a Peacekeeping or Humanitarian field right now. To conclude, staff members must be respected - they must not be forced to move, but rather incentivized. Thank you.	9/20/2022 10:27 AM
948	Mobility should be strictly voluntary. Many staff, as me have already being working in several duty stations /continents since the initial contract as UNV, and this mobility does not recognize the efforts we did for years prior to an appointment in Geneva. Mobility has a huge impact on family issues and mental health. The organisation should facilitate and promote the voluntary swaps. Some of these have regularly happened in OHCHR but they are somehow hidden. The first step for this should be to sensitise chiefs of sections/branches. There are a large number of people that are willing to leave HQs Geneva or New York if they know the new location. Working in an international organisation does not mean that we need to work from one place to another every two years, this is not a career. If this policy is implemented, staff members will focus to obtain a new position in the duty station s/he is interested.	9/20/2022 10:27 AM
949	none	9/20/2022 10:26 AM
950	Disruptive to families. Hugely expensive for no apparent gain.	9/20/2022 10:26 AM
951	First, I would like to point out that this mobility policy might be posting some financial constraints on the organisation that is already facing periodically some cash fluidity problems, as moving staff with families across duty stations is quite costly. Second, I wish that this policy was implemented on a voluntary basis and not being enforced. Having many children at school makes it quite problematic and stressful to whole families to change it every few years. In the end it comes at the expense of the mental health and efficiency at work. I prefer it would be rethought against potential pros and cons. In the end, what is the merit of moving almost everybody every few years?	9/20/2022 10:26 AM
952	What will this cost? The UN is all the time in a difficult financial situation. Will member States agree to increase the UN budget (and their own membership fees) to fund moving around 30-40% of UN staff every year ? Most likely not. That means that the costs can be covered only at the expense of reducing the real work that UN does.	9/20/2022 10:26 AM
953	While I support the idea of mobility policy, I share the concerns summarized in the pretext of this survey.	9/20/2022 10:25 AM
954	The comparison with diplomatic service, used by management, is misleading. When people join the diplomatic service in their countries, it is very explicit that this involves mandatory moving, and people know this prior to signing their contracts. There are many people who leave that service (and for example join the UN) once they are in a longer-term partnership or have children because such "lifestyle" is not (easily) compatible with family. My point is that people that have been recruited to work in Geneva duty station started their assignment with the (not too crazy) assumption that they would be able to stay there if they so wished. They took their decisions (to take up the assignment, school decisions for children, buying or renting housing, etc.) accordingly. Telling people now, ex post, that this is changing, practically overnight, is maybe legally defendable on paper. But it lacks respect for the situation of the colleagues here. Pointing at them blaming them for being non-flexible, selfish, against mobility, disrespectful vis-à-vis staff in the field etc. is unfair because this is not the case. If you organise your life assuming that you will be able to stay and then are	9/20/2022 10:25 AM

told all of a sudden that you will have to move, even against your will and to places you don't choose - all that without prior notice or sensitization - well, it's a normal reaction to be disconcerted. This will be costly in terms of moving cost, costly in terms of leading to inefficiency / lack of motivation / loss of institutional memory in organisations, and costly for individuals and their families (divorces...) if implemented as currently foreseen. There MUST be a better way to design this that it serves the objectives without causing THAT many cost and disruptions... Btw, would be good if ITC management clearly indicated to its personnel that the policy does not apply in their case (or does it...?).

955	As long as a good match between the person's interests and capacities can be ensured, this seems like a good idea.	9/20/2022 10:24 AM
956	I moved geographically as a single parent with a small child and it was extremely stressful. There was no help with settling in. The situation of single parents deserves special attention in this new policy.	9/20/2022 10:23 AM
957	Thank you UN Staff Union for fighting against this nonsense. I am not against mobility, I wish I could temporarily swap with a colleague (with a similar job description) from another regional commission, but this seems not be possible (the temporary aspect of the swap).	9/20/2022 10:23 AM
958	I do not want to be subject to this policy as I am 59 next birthday and I have had a number of medical conditions including a brain tumor	9/20/2022 10:22 AM
959	It would be useful to have the budget estimate for implementing this policy, criteria and sequencing. Would they start with those D and senior P staff who never moved geographically first? Highly unlikely, given that previous geographic moves will not be taken into account.	9/20/2022 10:21 AM
960	It's not compatible with aging and work-life balance to take away any small hope of stability (while the UN career is already so unstable). After your 20s it should be possible to start to settle down more into your life and community and not be forced to disrupt that, which is key to staff mental health and well-being. It really doesn't make sense when remote work is so possible now. It doesn't take account of the differential effect on women--many more women will end up having to give up their UN career if they want to keep their personal lives, it's just the reality. For those women who choose career over personal life, it's like saying their mental health and well-being doesn't matter at all. Why was no study on this undertaken before implementing the policy? Doesn't the UN have a commitment to gender mainstreaming? How can anyone take that seriously when it isn't respected with regard to its own policies and staff? The UN already has issues with efficiency and mandates taking longer than they should due to high turnover because of unfair contracts (overuse/abuse of consultants and temporary contracts), and this will only add to that and negatively affect our beneficiaries and be another reason to criticize the UN's spending. How much institutional knowledge does management want us to lose every couple of years? How much more spending will need to go into the same training over and over again of new staff? How much time will be wasted?	9/20/2022 10:21 AM
961	I don't understand how this can be promulgated in an ST/AI without approval from Member States for the enormous cost it will entail for relocation of all staff members and dependents at this frequency?	9/20/2022 10:20 AM
962	La politique de mobilité géographique doit être volontaire et humaine et ne pas porter atteinte au bien-être des fonctionnaires internationaux et de leurs familles. Qu'en sera t'il, par exemple, des couples divorcés avec la garde alternée pour les enfants; des risques sérieux de divorces en raison d'une mobilité obligatoire, etc.	9/20/2022 10:20 AM
963	With this kind of mobility, it would become very difficult for my team to stay productive. We need much specialised knowledge. I have been in my post for two and a half years and I am still struggling to catch up with those who have been with the team longer.	9/20/2022 10:20 AM
964	I'm not, in principle, against the policy (or the proposed policy) and in some respects would even welcome it, but for language staffers like me, it seems a bit absurd. What would the point be of having us yo-yo between New York and Geneva (the two most likely duty stations for us) every two to five years?	9/20/2022 10:20 AM
965	Forced mobility will inevitably disproportionately affect single/childless staff, who also wish to have choices and some measure of stability in their personal lives. Single/childless staff will be more likely to be sent to hazardous duty stations. Our lives should not be assigned less value based on our family status. Forced relocation every 2 years is also far too frequent.	9/20/2022 10:20 AM
966	Mobility in another function within the same duty station must be considered in this regard	9/20/2022 10:19 AM
967	While mobility is necessary for the evolution of the organization and positive for our own	9/20/2022 10:19 AM

careers, this approach is not the correct one. I think mobility should be a choice, an individual decision by the staff member, and not compulsory.

968	The mandatory geographic mobility policy will kill the UN system, as staff will resign rather than move their family to yet another posting, where the spouse will have difficulties finding a job and the children will have to settle into new schools. On the professional level, it is wrong to think that one fits all: skills acquired with time are not necessarily needed in another posting and new ones will need to be acquired, which is a loss of time and financial resources.	9/20/2022 10:19 AM
969	A mobility policy like this one will be very expensive for the Organization 1) financially (transferring staff with their families, with increases in Ed grant, settling in etc.) - can the Org afford it in a constant financial crisis?; 2) logistically (many people will have to be involved in managing the process) - such an endeavour cannot be absorbed within existing capacities (enough of dumping more work on people without allocation of proper resources); 3) people-wise (the Organization started making important moves for a human-centered approach. A forced mobility is not about being human-centered. As long as there's no support for spouse employment, facilitation of settling in a new country (tangible help with finding housing, schools, crash course on local culture etc.), families and work-life balance of staff will suffer. The Org cannot assume that the staff will have to figure it out on their own. Until the Org is not ready to facilitate this process for staff, a forced mobility policy has no place to be.	9/20/2022 10:19 AM
970	I believe a successful mobility policy can be developed, but it must be fair and take into account both professional and personal objectives / challenges. In my view, staff who have never moved from their duty station could benefit from some time in a different country and bring value to local / regional offices. We work at the UN after all. However, it is important to acknowledge that mobility is complex to handle for families, as it affects their spouse, their children, etc. Staff need to be able to have some visibility of what is going to happen to them in the medium term. I.e: while UNHCR staff have to rotate regularly, they also know that they will have the opportunity to spend time at HQ in Geneva on a regular basis over their career - they don't just change countries one after the other. I very much hope that Staff Union's contributions and suggestions will be taken into account, in a consultative process, to ensure that staff's needs are heard and reflected in a policy of such importance.	9/20/2022 10:19 AM
971	Pas approprié a tous le personnel.	9/20/2022 10:17 AM
972	This policy would stop me applying for promotion or lateral move at any duty station if the post is a rotational one, therefore defeating the objective of the policy.	9/20/2022 10:17 AM
973	While certainly not against mobility, I strongly believe that it should be carried out on a voluntary basis and customized to different categories of functions in the organization. An obligation to move duty stations every 2-5 years is unnecessarily disruptive and goes against the freedom of choice inherent in the values of the United Nations.	9/20/2022 10:17 AM
974	I am for definitely for mobility, and maybe even for forced mobility at some point (as suggested before, one should not be able to have an entire career at one duty station - and this should already be limited at mid-career level). But mobility has to be in line with someone's private life. It is incredibly difficult for my spouse to find a job, and it has been the same situation in our previous duty station. This is one of the biggest burden on our marriage, especially considering that spouses are not allowed to work in most duty stations (and there is not even an overview which host country agreements are in place in which duty stations). There are family considerations, health reasons, sexual orientation or race and their perceptions in a specific country, possibly financial or other commitments - a million reasons that influence the decision on when to move and where to move.	9/20/2022 10:17 AM
975	It is not fair for staff who have already moved several times geographically not to have their prior mobility considered compared with those who have never moved from the initial location.	9/20/2022 10:16 AM
976	The policy should acknowledge previous moves and offer possibility to move within duty station. To the degree possible, moves shall be scheduled for summer, to facilitate transitions for families with children. Including only newly appointed/transferred staff will only encourage people not to move from their current positions. If someone has been doing the same job at the same duty station for 20 years, they should be required to move before someone who arrived 0-5 years prior.	9/20/2022 10:16 AM
977	As an international civil servant, you should also be allowed to seek stability for yourself and your family. A mobility policy like the one proposed can be disruptive to one's life. There are many who want to move to different geographic locations for work (this includes myself), but there are also many who do not and this should be recognised and accommodated. I do support mobility in general and I do not feel it is right for someone to occupy the same role	9/20/2022 10:16 AM

in the same unit for 10+ years; it causes stagnation for that person and for the UN as a whole. I think the UN can benefit from rotating staff in different roles and functions often so as to always be bringing in fresh perspectives. However, I believe mobility can be implemented in a way that is fair to staff wanting to stay in the same duty station. Mobility is not only geographic, there can also be mobility across different units and roles and the UN can have a requirement to change one's unit/role after a certain number of years. Moreover, for HQ staff in certain posts, they should be encouraged to travel to the field often so as not to "lose touch" with what is happening on the ground. In short, there are several solutions to the problem that the UN wants to tackle, and not all solutions need to include a policy like this.

978	I support the idea of adapting the mobility policy to functions.	9/20/2022 10:15 AM
979	Any movement should be voluntary. And there should always be an option to return to the HQ station of your choice (home station) after a posting. Plus the UN would need to support in a similar way as foreign services and military services do.	9/20/2022 10:15 AM
980	Such a massive move of all professionals in the organization requires huge resources. I don't see the point to move people for the sake of movement. The organization will lose experienced professionals. Training in new posts also will cost the organization. There should be a mobility but this policy is an extreme.	9/20/2022 10:15 AM
981	The new mobility policy is going to put enormous financial strain on the organization; money that could be used for development will go wasted! The policy should be abandoned!	9/20/2022 10:14 AM
982	Je suis très fortement contre la politique de mobilité imposée telle que dans la proposition. Ceci va avoir un impact très négatif sur la stabilité de ma famille avec toutes les conséquences que cela engendre.	9/20/2022 10:14 AM
983	Jusqu'à présent, dans mon unité, peu de méthodes de partage de connaissance ne permettent d'organiser un turn-over des équipes de manière efficace. Quelques personnes détiennent les connaissances nécessaires au fonctionnement de l'unité. Il existe peu ou pas de trace écrite des processus, méthodes et solutions de travail développées au fur des années. Sans le développement d'outils de documentation des processus opérés au sein de l'unité, le turn-over des équipes mènerait à une dégradation de l'efficacité de l'unité, une perte de connaissance et une duplication des outils développés. Avant d'améliorer la mobilité du personnel, améliorons les méthodes de travail et de documentation des processus.	9/20/2022 10:14 AM
984	Forced mobility means demotivated staff who are not going to be able to be as focused as needed and prevents them from doing their best work. There are already enough staff willing to move voluntarily (and who have not been given that possibility) to make it unnecessary to make geographical mobility obligatory.	9/20/2022 10:13 AM
985	It really is time that the UN becomes serious about mobility. This new policy will only apply to those that joined after 2021, so really a minute part of the UN staff. The line stressing you are not against mobility honestly doesn't ring true if you're objecting even to this change, which will not have any impact on the majority of existing Geneva staff.	9/20/2022 10:13 AM
986	For language staff, I am not convinced that the geographical mobility requirement makes sense. It would make a lot more sense to work on functional mobility, in my view.	9/20/2022 10:12 AM
987	As noted in the Staff Union position - consideration should be given to the type of position, geographic location and relevance of 'local' or specialised knowledge. HQ / A-locations positions should be limited to as short a period as possible (2/3 years) to de-incentivise 'boggling down' in A-locations.	9/20/2022 10:12 AM
988	everybody should do what he wants! Moving should be easiest but not mandatory	9/20/2022 10:12 AM
989	5 years in H/A duty stations be increased to 7 or 10	9/20/2022 10:12 AM
990	I am a G staff and would also like to have the opportunity to move, always taking into account that a "mobility package" is available for G staff too, or converting G into P. Thank you	9/20/2022 10:12 AM
991	I have a disabled child who needs routine and a stable therapy environment. Moving around would have a very negative impact on his development and I cannot take my child to a non-family duty station as I am a single mother.	9/20/2022 10:12 AM
992	Something to reconsider in the geographic mobility policy is whether a move could be combined with obtaining a promotion? In other words, why not merge or at least integrate to some extent the mobility policy with vacancy management? This would provide an additional incentive for staff to be mobile and makes it all the more worth it.	9/20/2022 10:12 AM

993	This policy makes me extremely fearful for the future. I have a pretty unique set of skills and expertise and am doing specialised work at UNCTAD; there are very few roles elsewhere in the UN which would use my skills and experience so well. If I am forced to move, I fear that I will have no choice but to leave the UN for my family's sake as moving to Geneva has already been highly stressful and disruptive to my kids' education.	9/20/2022 10:12 AM
994	This is an absolutely crazy and extremely costly project considering the sheer number of staff to be moved between duty stations. In my job as a translator there are no benefits of mobility whatsoever, only stress for staff and their families and extreme costs of the UN. Only yesterday we had a liquidity crisis and now suddenly we have millions for this? It is completely irresponsible.	9/20/2022 10:12 AM
995	the retroactive aspect of this policy- and the lack of knowledge about it when we signed contracts starting from May 2021 is absolutely outrageous. The policy lacks any measure of internal fairness. It will create two classes of staff at OHCHR- those who have been in their positions before May 2021, and are therefore safe (and will never likely move again = which is another significant concern for career satisfaction and wellbeing), and those that from now on will be seen as working on "temporary mobility positions"- which will be, although not defined as temporary, temporary for all intents and purposes. It will also likely not solve the problem for field staff as most will just likely rotate between field locations. A significant concern is the family and personal health dimension. It feels as if the UN could not care less about us as human beings living in the world or about us as parents or a part of a family. It is shocking to be honest, and something that if is implemented - will be to the detriment of many families especially those with young children. There seems to be no regard in this policy for whether you have young kids or not, whether they have special education needs, whether your spouse works or not and what will happen to your spouse (or family for that matter), if you are made to move every 5 years. The message sent by the UN is clear. A. your family life is none of our concern. B. In cases where both spouses work for the UN in the same duty station- a spouse's career does not matter; and as a consequence C. a message that families can/ should live only on one salary. That is again, outrageous and takes away all our agency in making decisions about our lives. There is also a significant gender dimension to this policy- and it will likely have a much bigger significance on women working for the UN than on men, and deter them from pursuing their careers if their spouses are relocated every 5 years- in an effort to keep the family together, it is likely that they will just choose to resign and follow their male spouses. Has this been looked into? It does not appear in the SG report- therefore I think it is unlikely that any thought has gone into this at all.	9/20/2022 10:12 AM
996	You should be able to pursue a career in the UN without having to move duty station / having field experience. I joined the UN 100 % committed to its mission, wanting to dedicate my career to supporting the values the organization stands for. But I never desired a flaky and disruptive life that this mobility policy would imply. You can be dedicated to the UN without desiring to move across the world on a regular basis. I have two small children and a husband who are rooted and well where we are. I will not risk their and my wellbeing.	9/20/2022 10:12 AM
997	Effectively, the proposed mobility policy punishes families with kids and a working spouse. One has to do a quick google search to see how harmful constant moves are for the kids (short and long term). With the proposed mobility policy, I will have to stay in my current post (I have a continuous contract) for at least 15 years for the sake of my family and my spouse. With no promotions, with no lateral moves. It will be very demotivating and discouraging. This will surely affect my performance at work. How this will benefit the organisation? A voluntary mobility with appropriate incentives (financial and career) will be much more beneficial for everyone.	9/20/2022 10:12 AM
998	Mobility to hard ship duty station should be reserved to young staff below the age of 55.	9/20/2022 10:11 AM
999	I do not think mobility should be mandatory	9/20/2022 10:10 AM
1000	I was geographical mobile and it was a rewarding experience though it did not have a positive effect on my career...I think there should be more clarity on the linkages between mobility and career -	9/20/2022 10:10 AM
1001	Managed mobility is the only way to ensure that staff are regularly exposed to the reality of development work on the ground and in the field. It also is the only way for staff who start out in remote duty stations to gain access to headquarters and regional office networks. Mobility will improve the quality of the UN staff and their knowledge and experiences.	9/20/2022 10:10 AM
1002	The policy as proposed does not place people first, it places career first. There is a wide variety of people serving in the UN and they do SERVE, not just work. Introducing a policy with a complete disregard to people's family situation will only drive talented people away from the UN.	9/20/2022 10:10 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
1003	While I am not against the concept of mobility per se, my main concern currently is the indication that this policy will be applied retroactively. I joined in 2016 and was promoted to a P4 position effective 1 January 2022. Now, nine months later, I am being told that I triggered a countdown that I had no knowledge of at the time. Staff should be able to take informed decisions about their career path, which cannot happen if the goalposts can be moved after the fact.	9/20/2022 10:10 AM
1004	Voluntary mobility is much more preferable. Then you have people who are willing to do it and there are plenty of those. Encouraging mobility, creating incentives for it is good. Making it mandatory is of no value. Moving staff around just for the sake of it is a colossal waste of resources and is unnecessarily disruptive to both people and the organization.	9/20/2022 10:10 AM
1005	UNCTAD do not have offices in other place, so difficult and not efficient to move people with PHD expertise in other duty station. With my experience in my team it take about 2 years to be efficient in my team for new staff, this is not compatible with mobility and quality of expertise and result base management.	9/20/2022 10:10 AM
1006	Of course, mobility should fit the role and be adapted to different career paths (e.g. more frequent mobility for certain functions, levels, etc), but in general, I think it will be beneficial to the organization, particularly for staff that have spent their entire careers in HQ	9/20/2022 10:09 AM
1007	I have moved a number of times, and while it has been good for my career, it has not been for my family. I would hesitate to move now for the next 4 years as my child completes high school. I am fine to move after that again. I would like my prior moves to be recognised. The mobility should start with those that have never moved. My worry is that now they will simply stay in their posts forever, including not even move to another post or seek promotion.	9/20/2022 10:09 AM
1008	Why not start by strictly implementing current rules such as one mandatory geographical move for YPPs.	9/20/2022 10:08 AM
1009	Prior geographical moves need to be recognized and fully taken into account. While it is easier to move when you are younger, it becomes more challenging with age, while family responsibilities grow, including the question of taking care of ageing parents. This mobility policy will affect negatively female staff.	9/20/2022 10:08 AM
1010	A large share of OCHA field offices are in non-family duty stations. It will become very difficult to move and have a meaningful career as a family with children. I am also concerned that my previous moves between HQ and the field and between GVA and NY will not be taken into account. As a woman, these moves were easier before I had children and will now be hard to make.	9/20/2022 10:08 AM
1011	mobility should be a voluntary decision by staff. internal mobility within the organization should be given more focus. thank you for this survey.	9/20/2022 10:08 AM
1012	I think having moved several times has given me greater insight into the work of the organization, and I hope to move again. For me, it's a welcome initiative.	9/20/2022 10:07 AM
1013	When we started working for the UN we were aware that we could be moved to another Duty Station and we accepted it and signed the contract.	9/20/2022 10:07 AM
1014	This policy also forces staff members who have good reasons to stay in a specific duty station (disability for example) to renounce being promoted not to forcefully join the mobility track.	9/20/2022 10:07 AM
1015	I am in favor of mobility as long as it is always done on a voluntary basis.	9/20/2022 10:06 AM
1016	I think that a lot of staff members will have to quit UN as geographical moves are not always possible due to the dependent children, elderly children, health issues, etc.	9/20/2022 10:06 AM
1017	I am attracted to the work of specific offices and have no desire to work in other offices. If I were required to move duty stations with frequency, I would leave the UN system. I think requiring mobility will cause the UN system to lose more specialized talent while retaining those workers whose motivation is to collect a stable salary without regard to their specific assignments.	9/20/2022 10:06 AM
1018	I think that what should be in place in mandatory mobility within the duty station, making sure people change jobs and learn new things within the same duty station (such as the system in the European Commission where you change every 4 years but always in Brussels). There is a high cost for the life of people and for the organization (reallocation is super expensive!!!!). Geographic mobility would be encouraged if mobility is part of the career even if only in the duty station, people won't be nailed to their positions and people from other duty stations will find it easier to move as well.	9/20/2022 10:06 AM

Survey on the new mandatory geographic mobility policy Enquête sur la nouvelle politique de mobilité géographique obligatoire		SurveyMonkey
1019	Try to prioritize moves for staff who are younger and reward them with faster promotions	9/20/2022 10:05 AM
1020	I think that mobility is important. As a single mother of two young children, I hope that the policy will be applied in a manner that does not discriminate against families and single family households.	9/20/2022 10:05 AM
1021	When two spouses work in the UN system, it is important to provide options for both, which I believe is not currently possible	9/20/2022 10:05 AM
1022	Stop blocking good initiatives	9/20/2022 10:02 AM