



Date : 12 Octobre 2022

Dear Colleagues,

The Secretary-General's [proposed mobility policy](#), would require all new recruit P and D staff (From May 2021) and their families **to change duty station every two to five years throughout their whole career**. 2,144 staff members participated in a survey, in the Secretariat. Existing staff would be subject to the mobility policy if they get laterally transferred or promoted to a new post.

In summary:

61 percent of staff do not support the proposed policy while 25 percent are in favor of it. A further 14 percent are not sure.

Of those who replied, **55 percent had prior geographic mobility** and **23 percent** had at least three prior geographic moves.

For those who are not supporting the proposed policy: -

- 71 percent indicated you would prefer a voluntary mobility policy with progression to senior positions linked to prior geographic moves;
- 64 percent thought a mobility policy should vary by functions, as organizational and staff needs differ across the organization;
- 61 percent indicated that it would be disruptive to your children;
- 57 percent indicated that such a policy would be disruptive to your spouse's career; and
- 24 percent indicated you had already moved a lot and would like such moves to be recognized.

These views were taken on board, as well as many other very informative comments, and were raised with management.

As a result, discussions took place during which management came back with proposals that addressed some concerns raised by the staff representatives and proposed a transitional measure for existing staff. Unions and management will meet next week in an attempt to bridge remaining impasses and we will keep you informed.

For memory please see below a timeline of events relating to this policy:

Management issued a broadcast on **9 August 2022** on the new approach to staff mobility. At the Staff Management Consultation (SMC) Ad Hoc meeting on

the same day, Staff Representatives were informed that the draft policy was with the Office of Legal Affairs for review with a view to its promulgation shortly. Staff representatives expressed surprise as they had communicated hundreds of comments on the policy and had not received sufficient responses to many issues of concern.

In response, the staff representatives prepared a paper highlighting areas of disagreement for discussion at the SMC Ad Hoc meeting on **7 September**, requesting that the promulgation of the new policy be suspended until all disagreements are resolved or decided.

At the SMC Ad Hoc meeting on 7 September, additional clarifications were provided by management but also confirmation of some of our major concerns that will have a negative impact on staff and their families. While mobility is something that many staff have been advocating for, the staff representatives, which in general support mobility for staff, are very concerned about the implementation of a policy that does not take into account the valid concerns of staff.

The global staff unions also provided additional views on the policy and highlighted the next steps to management in light of the unwillingness of management to design the new mobility policy on the basis of consulted agreements only.

The matter was referred back to the SMC Working Group, which is currently discussing several areas of disagreement.

Best regards,

Mahamadou Nassirou Ba, President
ECA Staff Union

Support your union! Become a dues-paying member today. We will have your back