



# United Nations Field Staff Union President

Brindisi, 1 December 2019

Ref: FSU/UNGSC/5119

To: Ms. Catherine Pollard, USG DMSPC

Mr. Atul Khare, USG DOS

Cc: Mr. A. Guterres, UN Secretary General

From: Mark A. Polane, President UNFSU

A handwritten signature in black ink, appearing to read 'Mark A. Polane', is written over the 'From' line.

Subject: Resolution from the UNFSU Council related to staff Mobility

Dear Ms. Pollard and Mr. Khare,

Following the conclusion of the annual UNFSU Council meeting held in Brindisi, Italy from 25 November to 29 November, the council drafted a resolution and instructed me to transmit it to you immediately.

While we recognize the complex nature of arriving at a comprehensive policy on staff mobility, the UNFSU council felt it important to relay to you the importance it adds to establishing a system of mobility that is fair, transparent and equitable across the UN Secretariat entities.

The UNFSU stands ready to work collaboratively with management to develop and propose a solution to the issue of mobility for UN Staff across the UN Secretariat.

Submitted for your consideration.

Sincerely.





## Resolution of the UNFSU FSC-XXVIII November 2019

### Mobility

1. The United Nations' role is *"to maintain international peace and security, and to that end: to take effective collective measures for the prevention and removal of threats to the peace, and for the suppression of acts of aggression or other breaches of the peace, and to bring about by peaceful means, and in conformity with the principles of justice and international law, adjustment or settlement of international (and increasingly national) disputes or situations which might lead to a breach of the peace"*. We do this in large part by serving in fragile, war-torn or post-conflict locations. This is reflected by the high proportion of the UN serving in hardship settings.
2. The UNFSU expresses its concerns that service in hardship duty locations is not shared equally across the UN Secretariat. There is a clear lack of mobility as reflected by the prolonged periods of time spent by some staff in hardship duty stations. This is detrimental to the Organisation, the wellbeing and overall health of staff in hardship locations and their dependents.
3. In support of the Secretary General's aim for full mobility and a fully adaptable workforce and on behalf of international field staff, the UNFSU calls for:
  - a. the implementation of the Secretary General's aims on full mobility for all United Nations international staff, by 1 January 2021;
  - b. the equitable rotation of staff across the organisation through both hardship and non-hardship locations.

Mark Polane, UNFSU President;

On behalf of the United Nations Field Staff Union Council.

