

Overview of Mobility Policies

	ILO	UNAIDS	UNESCO	UNFPA	UNHCR	UNIDO	UNOPS	WFP
Hardship Category	Duration of Assignment							
Headquarters	> 4 years	5 years	6-7 years	Annual rotation exercise, identification of reassignments by Director of Human Resources (DHR)	5 years	Normal duration of 4 years in field assignments according to field mobility policy	3-5 years	
H			4-5 years		5 years		3-5 years	4 years
A		4 years	4-5 years		5 years		3-5 years	4 years
B		4 years	4-5 years		4 years		3-5 years	4 years
C		3 years	3-4 years		3 years		2-4 years	3 years
D		3 years	2 years		2 years		2-4 years	2 years
E		2 years	2 years		2 years		2-4 years	2 years
Non-family					2 years			
Average	3-5 years							
Very difficult duty stations	< 3 years							
Exceptional circumstances	> 7 years							

Overview of Mobility Policies								
	ILO	UNAIDS	UNESCO	UNFPA	UNHCR	UNIDO	UNOPS	WFP
Process	Directors responsible for ensuring implementation of mobility plans. Staff members expected to assume proactive role.	Human Resource Management (HRM) organizes mobility exercise. Mobility and Reassignment Committee (MRC) coordinates reassignment process.	Institutionalized process of geographical mobility (yearly online mobility questionnaire). Biennial geographical mobility plan.	DHR identifies staff members who are due to rotate and notifies concerned UNFPA divisions. UNFPA Intranet site for available rotational posts.	Rotation framework according to which staff can apply to for positions in different duty stations.	Institutionalized process planned with Screening process. Field Service Selection Panel to make recommendations.	Mobility points scheme as ranking system ensuring consideration for mobility cycles, service in hardship locations.	HR Division identifies positions open for reassignment on an annual basis. Reassignment proposals by staffing coordinator, manager and Staffing Committee. Points system.*

* Mobility: 1 point per duty station where staff members have served in the previous 10 years, Service time on temporary duty (TDY) is specifically excluded. Hardship: 1 point for service in H, A or B duty stations in the previous five years. 2 points for service in C, D or E duty stations in the previous five years. 3 points for service in C, D or E duty stations in the previous five consecutive years.

Overview of Mobility Policies								
	ILO	UNAIDS	UNESCO	UNFPA	UNHCR	UNIDO	UNOPS	WFP
Timelines	No fixed rotation term	Annual basis	Yearly reassignment exercise.	Annual rotation exercise	Standard Assignment Length (SAL) expiry 30 June for assignments between 1 April and 30 September: 31 December for 1 October-31 March	All established posts in the field that will become available in the next calendar year will normally be announced in the last quarter of the previous year, unless circumstances dictate otherwise, together with the dates when they are expected to become available.	On an on-going basis	Identification on annual basis
Mandatory Yes/No (for international staff)	Yes	Yes	Yes, field assignments desirable	Yes	Yes	Yes, it is expected	Yes	Yes

Overview of Mobility Policies								
	ILO	UNAIDS	UNESCO	UNFPA	UNHCR	UNIDO	UNOPS	WFP
Exceptions	> 7 years in one duty station only in very exceptional circumstances.	Managerial and personal waivers possible.		Operational necessities (request has to be sent no later than 15 days after notification by DHR), medical grounds, proximity to retirement age.	Rotation framework is waived in respect of staff applying for: -Expert positions, -Externally advertised and Fast Track positions, -D1 and P5 positions when s/m's personal grade is P-5 and above. In addition it may be adjusted by the High Commissioner according to special and medical constraints or operational needs.	Max of 8 years field service (two consecutive assignments). Project-funded and national programme officer posts excluded.	Request for waivers possible for: Business imperative, proximity to retirement, medical grounds, personal circumstances	Staff members serving a probationary period, in 'non-rotational' positions, "Specialists", JPOs funded by donor countries, Trust-fund basis, on secondment or loan. For operational or other valid reasons service may be extended or shortened as per decisions of the Staffing Committee or the Executive Director.