



Mobility Proposals – 2015

UN-GLOBE believes that the UN has an obligation to ensure dignity at work for all staff.

UN-GLOBE also believes that if the UN system is to embody its core value of diversity, it must ensure that all staff, including LGBTI staff, serving in the same duty station can do so under equal conditions of service.

In the context of mobility, it must be understood that conditions of service extend to life outside the office. Mobility policies must factor in the impact that mobility will have on daily life inside and outside the office for different segments of staff, including: women; staff with disabilities; staff with HIV/AIDS; staff with medical conditions; and LGBTI staff. External factors in the duty station— such as homophobia or transphobia, or attitudes towards women— matter. The ability to bring one’s partner or family to a duty station can be a key way to mitigate some of these external factors, and internal ones such as homophobia or transphobia in the office.

With these principles in mind, UN-GLOBE requests that all mobility policies contain the following provisions:

1. All staff should have the right to appeal assignment to a particular duty station, and to ask for an exemption, under any mobility policy.
2. The appeals process should be guided by clear criteria regarding grounds for exemption. Allowable exemptions from mobility to a particular duty station should include the following:
 - a. Lack of access in the duty station to medical treatment for persons with HIV/AIDS or other chronic health conditions.
 - b. Undue restrictions on women based on the duty station’s local laws or customs.
 - c. Lack of access in the duty station to necessary facilities for persons with disabilities.

In the light of the specific difficulties facing LGBTI¹ staff and their families, allowable exemptions should also include:

- d. Inability to secure residence visas for the legal same-sex partners of staff if these are routinely available for legal other-sex partners.
- e. Inability to obtain employment permits for the legal same-sex partners of staff if these are routinely available for legal other-sex partners.
- f. Lack of access to medical care for gender dysphoria.

¹ LGBTI: lesbian, gay, bisexual, transgender and intersex

- g. High-levels of recorded incidents of homophobia and transphobia in the country of the duty station.
 - h. Consecutive periods already served, or consecutive periods that would be served, in duty stations where the LGBTI staff member is forced to hide his or her sexual orientation or gender identity. (Hiding one's sexual orientation, or gender identity at work and outside of work inflicts great personal cost to LGBTI staff and their families.)
3. In order to enable an informed decision as to whether or not to appeal an assignment, it is the Organization's responsibility to ensure that all staff, including LGBTI staff, are provided with complete information on the circumstances in the duty station of assignment, with particular reference to those listed in points 2.a. to 2.h. above. This information must be provided at the time of the announcement of the assignment, or without delay following a request from the staff member.
 4. It is the Organization's responsibility to ensure that all staff, including LGBTI staff and without discrimination to the latter, can secure residence visas for legal partners in family duty stations. It is also the Organization's responsibility to ensure that if work permits are available per agreement with the Organization, that these be granted without discrimination to the legal partners of all staff, including LGBTI staff.
 - a. Future headquarters, or similar, agreements with host countries or authorities must include provisions on non-discriminatory access to residence visas and work permits for the legal same-sex partners of staff.
 - b. In duty stations where headquarters, or similar, agreements already exist, the Organization must proactively work with the host country to ensure that the legal same-sex partners of staff receive residence visas, or work permits, when these are routinely available for legal other-sex partners. If the host country refuses to grant visas to the legal same-sex partners of staff, the Organization must proactively seek alternate solutions, including "member of household" visas. (However, it must be clear that these alternate solutions are undesirable. Particularly undesirable are visas designating the partner as a domestic servant, as this is demeaning.) If visas cannot be secured, despite the Organization's best efforts, point 5 applies.
 - c. In dealings with the host country, the Organization must take every step to ensure the privacy of the staff member and that of the legal partner, and must not expose either to danger.
 5. In the event the Organization is unable to secure residence visas, or work permits, for the legal same-sex partners of staff, when these are routinely available legal other-sex partners, the Organization is responsible for providing the following solutions:
 - a. The staff member shall be deemed as serving in a non-family duty station.
 - b. The staff member shall receive the entitlements granted to those serving in non-family duty stations.
 - c. Future mobility assignments shall take into account the fact that the staff member has served in a de-facto non-family duty station.