1981 13th session (March): ICSC continued its study of the standardization of the format for organizations' vacancy announcements, a central vacancy announcement procedure and a central career development candidate referral service [A/36/30, para. 232]. It considered that the common prospecting procedures it had recommended at its 12th session would be improved by the modification proposed by CCAQ. ICSC therefore recommended that posts be advertised simultaneously within and outside the organization but that they be filled by qualified candidates in the first instance from within the organization; in the second, from other organizations of the common system and, lacking those, from outside the common system. ICSC considered that the advantages to be gained from enhancing interorganizational exchanges were many. It therefore concluded that it was essential for the common system to increase the exchange of serving staff between organizations and took the following further decisions, which it considered would enhance such exchanges: (a) adopted a model notice of vacancy form and recommended that it should be used by organizations, beginning 1 July 1981, when advertising vacancies; (b) instructed its secretariat to establish, on an experimental basis, a central vacancy announcement system in which notices of vacancies and relevant details would be collected from the organizations and published expeditiously in a career development bulletin that would be sent to all major offices of the organizations; (c) instructed its secretariat to develop and present for consideration at the 15th session proposals for the operation, on a pilot basis, of a central candidate referral service for career development purposes [A/36/30, paras. 235 and 236].

1982 15th session (March): ICSC recalled UN staff regulation 1.2 and similar provisions in the corresponding instruments of other organizations, which stated that staff members were subject to assignment by the SG or the executive heads "to any of the activities or offices" of the organization. In accordance with GA resolution 35/210, ICSC recommended that the concepts of lateral movement and job mobility be applicable to all staff, be they G or P, in accordance with the nature of their functions. This could be realized through job rotation for G staff and in addition through moves between duty stations, both within organizations and between organizations, for internationally recruited staff. ICSC recalled the far reaching measures that it had recently recommended to the organizations and which were approved by the GA - namely, the classification of duty stations according to conditions of life and work. Such administrative measures, in an approach similar to that of the post adjustment system, endeavoured to even out the impact of reassignments between duty stations for staff, and to create worldwide, equitable terms of employment, thereby enhancing staff mobility.
1982 ICSC, moreover, continued to review financial and non-financial incentives for encouraging staff rotation, in particular assignments from headquarters duty stations, and for removing impediments to mobility, all concerns which were shared by ACC [A/37/30, Annex I, paras. 48-50].

1985 By resolution 40/244, the GA requested ICSC to undertake a study of the mobility of P staff in the UN common system including the frequency and average length of their assignments at different duty stations.

1986 By resolution 41/207, the GA reiterated the above request and requested ICSC to report on the matter to the GA at its 42nd (1987) session.

26th session (July): Consideration of this item was based on a document (ICSC/26/R.17) prepared by CCAQ that contained details of the mobility of staff serving in the 19 common system organizations and programmes, during the period 1980-1985 [A/42/30, paras. 310-311].

ICSC welcomed the report which provided a significant amount of useful information about the mobility of common system staff, as well as data on number of reassignments for the years 1980-85 and length of service at the current duty station [A/42/30, annexes XVI and XVII, respectively]. Members noted that there were several different kinds of mobility: within an organization from HQ; to and from regional offices and other field locations; between regional offices and between field offices. There could also be interorganizational mobility. Members were struck by the wide variations in mobility as between organizations. It was apparent that more interorganizational mobility was desirable and could be encouraged in the interest of the organizations and staff. ICSC agreed that there had not been sufficient mobility of staff from HQ to field locations. In this respect it decided to approve a new mobility element in the assignment allowance (see section 3.40). Members nevertheless pointed out that there were administrative and other measures to promote mobility to which all organizations should have recourse besides financial incentives. It was, however, appreciated that mobility was also dependent to some extent on the programme objectives of the organization concerned. ICSC concluded that there was a need to review further documentation on mobility with a view to determining what further policy options might be required. It decided to bring the information on staff reassignments in the common system to the attention of the GA and the legislative organs of other organizations. In view of the importance of mobility within and between organizations and the difficulties highlighted by the organizations in this regard, ICSC requested its secretariat to analyse these problems further for consideration at its 27th session [A/42/30, paras. 321-323].
1987 By resolution 41/213, the GA had requested the SG to transmit a number of recommendations of the Group of 18 to ICSC for advice. In relation to recommendation 49, ICSC emphasized the necessity of encouraging mobility and linking it to career development [A/42/30, para. 45 (e)].

1988 27th session (March): ICSC reviewed a note (ICSC/27/R.18) prepared by its secretariat containing a further analysis of the data submitted by CCAQ at the 26th session. ICSC decided: (a) to welcome CCAQ's offer to provide updated statistics on interorganizational mobility to the ICSC secretariat; (b) to request its secretariat to analyse the data further and to separate the figures in order to reflect mobility patterns accurately and to submit its analysis to ICSC at its 28th or a later session in light of its priorities in the work programme [ICSC/27/R.24, paras. 169 and 176].

1989 In the context of the comprehensive review of conditions of service of the P and higher categories (see section 2.1.90), ICSC recommended inter alia a new mobility and hardship scheme which is described in sections 3.80 and 3.90. Subsequent reviews of the mobility and hardship scheme are also included in those sections.

2002 55th Session (July/August): The General Assembly in its resolution 55/258 of 14 June 2001 requested the Commission to conduct a comprehensive review of the question of mobility and its implications on career development of staff members in the United Nations system and to report to the Assembly during the course of its fifty-seventh session. The Commission considered information provided by its secretariat on mobility policies in organizations in the common system with reference to other international organizations, national civil services and best practice in the private sector. The Commission noted that the issue of mobility was related to some extent to the organizations policies on contracts and requested its secretariat to develop a programme of work for the future. This programme should address inter alia, links between career development and mobility, and provide an analysis of the advantages, disadvantages and obstacles to mobility both for organizations and staff members. Any future work should be developed in accordance with the ongoing work on the review of pay and benefits (A/57/30, para. 92).

In its resolution 57/285 the General Assembly took note of the report and requested the Commission to continue to develop its study in this area and to report thereon at its fifty-eighth session.
2003  57th session (July): Based on information collected from a range of organizations, ICSC examined various rationales for mobility, constraints to mobility in the common system and a framework for the enhancement of mobility in the system. The framework identified areas where supportive programmes could be established to enhance internal or intra-organizational mobility, including mobility from Headquarters to the field and vice versa; inter-agency mobility; and mobility between organizations of the common system and other public or private organizations. These programmes would facilitate effective and efficient mobility policies in the common system and could be developed in the following areas: (a) active career management; (b) information technology support; (c) development of a young professionals scheme; (d) transparency of terms of contract; (e) effective recruitment processes; (f) development of induction and orientation programmes; (g) promotion of external mobility; (h) building a culture of mobility; (i) role of the United Nations System Staff College; (j) review of promotions while on inter-agency assignments; (k) amendment of inter-agency agreements; (l) work/family agenda; (m) knowledge management; (n) financial aspects [A/58/30, para. 107].

ICSC recognized that mobility was a key element in the reform efforts of the organizations for developing a more versatile, multi-skilled and experienced international civil service capable of fulfilling complex mandates. Accordingly, ICSC identified four key areas where programmes should be developed to enhance mobility: (a) development of strategies to change organizational culture with regard to mobility; (b) a clear definition of various types of mobility (e.g., rotation, mandatory or optional mobility and intra-organizational, inter-agency or external mobility); (c) terms of contracts which should state conditions of employment, including mandatory mobility, where appropriate; (d) spouse employment [A/58/30, para. 125].

The General Assembly in its resolution 58/251 recalled section V of its resolution 55/258 of 14 June 2001 and section I.B of its resolution 57/285, and took note of the decision of the Commission contained in paragraph 125 and 126 of its report [A/58/30].