



In order to conduct the comprehensive review requested by the General Assembly, the Secretary-General paused the implementation of the mobility framework. The report to the 73<sup>rd</sup> Session summarizes the methodology, findings, and lessons learned from the review of the implementation of the first two networks to be operationalized under the new framework: the Political, Peace and Humanitarian Network (POLNET) and the Information and Telecommunication Technology Network (ITECNET).

The comprehensive review has allowed the Secretary-General to assess the relevance, effectiveness and efficiency of the mobility framework in achieving its objectives, but it has also given the Secretary-General the opportunity to ensure that the way forward on mobility will be consistent with the new management paradigm and will build a workforce for the future.

The comprehensive review was carried out through broad consultations across the Secretariat and resulted in a number of clear findings. To name only a few, the review highlighted that in an Organization with such diverse programmes and operations, a multi-faceted approach is required.

It was also recognized that mobility needs to be clearly linked to career development and benefit the larger organization by nurturing and developing senior staff who have a broad skill-set and range of experiences. Over time, the programme should foster a culture of mobility across the Organization in which staff will be encouraged and supported to undertake new tasks and assignments across the entire scope of the Organization's mandates and duty stations. Other key findings include the fact that mobility initiatives must be resourced to be successful (as is the case in most national government and international institutions). Finally, attention needs to be paid to the

