



United Nations
Educational, Scientific and
Cultural Organization

Executive Board

Two hundred and fifth session

205 EX/5 Part III.D Add.

PARIS, 3 October 2018
Original: French

Item 5 of the provisional agenda

FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART III

MANAGEMENT ISSUES

UNESCO'S STRATEGIC TRANSFORMATION

ADDENDUM

COMMENTS BY THE UNESCO STAFF UNION (STU)

SUMMARY

Pursuant to Item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on the reports by the Director-General.

The UNESCO Staff Union (STU) is paying close attention to the new reform of our Organization.

The Director-General wishes to "[encourage] staff commitment and engagement". We consider it essential that STU be directly involved in this process and that its role therein be **officially defined and established**. The Union's participation in and contribution to the process would serve as a **guarantee of transparency and fairness** for all staff members.

To that end, the Union requests that **an STU observer participate in all thematic group meetings concerning human resources**.

STU also requests more detailed information on the **selection methodology used with regard to the support unit and thematic groups**. What criteria were applied in the appointment of candidates? Was geographical distribution taken into account? The principle of "the right person in the right job" ensures effectiveness by guaranteeing that each person in each programme has been recruited in accordance with his or her field of competence. Has this principle been applied? What **role has the Bureau of Human Resources Management (HRM) played** in the selection process?

STU considers that the **involvement of staff associations, which bring valuable experience and institutional memory to the table, can only enhance the strategic transformation process**, which is so important to the future of our Organization.

