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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 II**

**MANAGEMENT ISSUES**

**ADDENDUM**

**COMMENTS BY THE UNESCO STAFF UNION (STU)**

**SUMMARY**

**F. UNESCO's Strategic Transformation**  
(Follow-up to 205 EX/Decision 5.III.D)

Pursuant to item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on human resources issues.

1. The STU notes the progress reported in document 206 EX/5.II.F and the **recognized essential role of UNESCO's staff** as one of the Organization's main resource in terms of knowledge and expertise for a successful Strategic Transformation.
2. The STU further acknowledges the efforts of the Deputy Director-General and of the Transformation Support Unit for organizing meetings with the different working groups' co-leaders.
3. Nevertheless, the STU cannot qualify these exchanges as a "frequent and regular dialogue with the working groups": **STU was not given the opportunity to provide feedback on specific issues** as the only meeting held with each of the working groups was used to present their general findings and updates.
4. As the Strategic Transformation moves from an analysis phase to an action phase, **the STU expresses its concern on the adoption of human resources policies which are not respectful of UNESCO's staff specialized expertise and that are not conducive to a proper staff career management and planning.**

