



**REPORT BY H.E. AMBASSADOR AGUSTÍN VÁSQUEZ GÓMEZ
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THE CO-FACILITATORS ON ORGANISATIONAL
GOVERNANCE ISSUES**

1. Mister Chairperson, Director-General, distinguished colleagues, it is an honour for us to report back to the Council on the results of the consultation process entrusted to us.
2. As you may recall, the facilitation on Organisational Governance issues was established after the Ninety-Second Session of the Council following the agreement on the Council Chairperson's proposal to revitalise the facilitation framework, enhance coordination, and address issues on which progress is sought by States Parties in a non-discriminatory and effective manner. As a result of this agreement, the following topics have been allocated to our facilitation: tenure and recruitment policy, including gender and geographical balance, internship and JPO programmes, and knowledge management.
3. Before we report on the results of the facilitation let us first summarise the consultation process:
4. We held five rounds of facilitations in the run-up to the Ninety-Third Session of the Executive Council. States Parties had the opportunity to express general views on all issues assigned to the facilitation at our first meeting on 24 January 2020. This allowed us to prepare a more structured plan for the remaining facilitations. In line with this plan, we moved to discussions on knowledge management, tenure policy, training of Secretariat staff, geographical and gender balance, internships and JPO programmes. The last facilitation meeting on 21 February was devoted to miscellaneous issues, and we also used it to present to States Parties our draft summary of discussions.
5. We would like to thank all delegations for active participation in the facilitation process and for putting forward many constructive suggestions. We would also like to express our appreciation to the Technical Secretariat staff, who at the beginning of each substantive session provided updates on the Secretariat's ongoing work and initiatives in the respective areas. These presentations enriched our discussions.
6. Now moving to the substantive part of our report: As we indicated at our first meeting, we used our best judgement to formulate a set of recommendations, reflecting views expressed by delegations throughout the process. These recommendations are submitted to the Executive Council for consideration by the States Parties through this report. They do not represent a negotiated outcome of the facilitation process.



7. We took note of all the suggestions and comments made by delegations during the entire facilitation process. Based on that, we identified a broad convergence of views on the following issues:
- (a) To retain and preserve the unique knowledge and expertise in chemical weapons-related areas a comprehensive approach is needed; knowledge management efforts should therefore be applied across the whole Technical Secretariat, inter alia to support business continuity and mitigate knowledge loss due to the tenure policy or attrition.
 - (b) Further development of a training, performance and learning culture within the Technical Secretariat is recommended to support knowledge management.
 - (c) While preserving the specific expertise related to chemical demilitarisation, the Technical Secretariat must also acquire and develop new skills and expertise, to be able to respond to the changing needs of the States Parties and adapt to external developments.
 - (d) The future OPCW Centre for Chemistry and Technology could play a useful role in the above efforts.
 - (e) Knowledge management measures must be operationalised in a balanced and practical manner, underpinned by evaluation of their effects on the work of the Secretariat and on the knowledge sharing culture. Implementation of specific projects in the above areas would depend on adequate financial resources.
 - (f) An appropriate balance needs to be struck between the obligation and commitment to protect confidential information under the rules of confidentiality and fostering the culture of knowledge sharing.
 - (g) OPCW is a non-career organisation and this principle must not be changed; but, at the same time, a greater degree of flexibility, as applied by comparable tenure-based organisations, should be considered in the application of the tenure policy.
 - (h) The highest standards of efficiency, competence and integrity required by the Convention must remain the paramount consideration in staff employment.
 - (i) Efforts by the Secretariat to further improve gender balance and geographical distribution in the Secretariat should be maintained and enhanced.
 - (j) Additional measures not only to recruit but also to retain qualified women at the Technical Secretariat should be pursued.
 - (k) More targeted awareness-raising and increasing the visibility of the OPCW's employment opportunities is important to further diversifying and enlarging the pool of qualified applicants.
 - (l) To improve the accessibility of internships at the Secretariat for young individuals from all socio-economic and geographical backgrounds, concrete options for their additional support should be considered.

8. In most of these areas, work by the Technical Secretariat is already underway. At the same time, presenting these initiatives to the States Parties and receiving their suggestions and comments proved to be a useful and positive exercise.
9. We note that some topics would benefit from further discussion to explore the available options in more detail. This applies especially to the following issues:
 - (a) support by the States Parties to the Technical Secretariat in capturing, preserving and transmitting chemical weapons-related knowledge, including developing training programmes for newly recruited staff in this area;
 - (b) parameters of adaptations to the tenure policy (e.g., special extensions, re-hiring after a break in service, re-setting the clock pursuant to internal promotion, possible other flexibility features);
 - (c) additional ways of diversifying and enlarging the pool of qualified candidates applying for OPCW vacancies;
 - (d) additional measures towards achieving gender balance at all levels of the Technical Secretariat (flexible work arrangements, gender audit);
 - (e) allocation of additional resources from the regular budget of the Organisation and/or voluntary contributions to increase the internship stipend; and
 - (f) establishment of a trust fund or instituting other measures to support Junior Professional Officers from developing countries.
10. We recommend that consultations on these points continue during the next intersessional period. We also wish to recommend that the Chair of the Executive Council appoint H. E. Ambassador Matthew Neuhaus of Australia and H. E. Ambassador Laura Dupuy of Uruguay to lead the process further and report on the results achieved to the Ninety-Fourth Executive Council Session.
11. We would hereby wish to sincerely thank all delegations for their active participation and constructive spirit maintained throughout the process.
12. Thank you.