

**ISLAMIC REPUBLIC OF IRAN**  
**STATEMENT BY THE DELEGATION OF THE ISLAMIC REPUBLIC OF IRAN**  
**AT THE 103<sup>rd</sup> SESSION OF THE EXECUTIVE COUNCIL**  
**UNDER AGENDA ITEM 11(f)**

Mr Chairperson,

The recruitment system of this non-career Organisation was designed with the goal of providing the OPCW with efficient human resources through the exchange of expertise and experts between the Organisation and the States Parties, which provides the opportunity to share experiences and to promote experts' capabilities.

This system has been applied since the establishment of the Organisation and has worked properly so far. Furthermore, in accordance with the OPCW Staff Regulations (Article IV), authority has also been granted to the Director-General to extend the total length of service of Secretariat staff, guaranteeing the preservation of institutional memory and expertise within the Organisation, and promoting the capability of the OPCW to respond to challenges, such as the COVID-19 pandemic.

While we attach importance to preserving the institutional memory and expertise of the Technical Secretariat, particularly in the areas that are of high need, the rehiring of staff should not become the norm, but rather remain an exception that is resorted to in exceptional conditions. Continuation of this practice would undermine the provisions of the Convention. This is even more important in the view of those countries that are underrepresented in the Secretariat.

Moreover, the paramount consideration in the appointment, transfer, and promotion of staff is the need to secure the highest standards of efficiency, professional competence, and integrity; due regard should be paid to the importance of recruiting staff on as wide a geographical basis as possible. Recruitment must be guided by the principle that the number of staff members is to be kept at the minimum necessary for the proper discharge of the responsibilities of the Secretariat.

The lack of progress on the proposed draft decision on "Amendments of the OPCW Tenure Policy" pointed out that the States Parties have no agreement on such amendments and reaching consensus requires that the concerns of the States Parties be reflected and addressed properly.

Consequently, my delegation expresses its reservations regarding this proposal. As the OPCW is a non-career Organisation, and the total length of service for staff is seven years, we underline that the tenure policy as outlined by the Convention shall be maintained, and all efforts should be made to keep rehiring of staff to a necessary minimum.

I request that this statement be circulated as an official document of this session and posted on the OPCW's public website and catalyst portal.

Thank you, Mr Chairperson.