



### DECISION

#### ESTABLISHMENT OF A WORKING GROUP ON GEOGRAPHICAL REPRESENTATION

**The Executive Council,**

**Taking into account** the extensive consultations held on the issue of geographical representation within the framework of the Open-Ended Working Group for the Preparation of the Fifth Review Conference, as well as during the Fifth Review Conference<sup>1</sup> itself; and

**Recognising** the importance of recruiting staff on as wide a geographical basis as possible with the aim of addressing the issue of geographical representation in accordance with paragraph 44 of Article VIII of the Chemical Weapons Convention (hereinafter “the Convention”), and mindful of the necessity of securing the highest standards of efficiency, competence, and integrity of the staff of the Technical Secretariat (hereinafter “the Secretariat”);

**Hereby:**

1. **Decides** to establish a working group, open to all interested States Parties, to work in close cooperation with the Secretariat to identify and recommend concrete measures oriented at achieving a wider and more diverse pool of professionals via enhanced candidate outreach and sourcing strategies and recruitment processes. The working group is requested to deliver an action plan and to report on its conclusions to the Conference of the States Parties at its next session;
2. **Also decides** to request the Secretariat, in close cooperation with States Parties, to continue enhancing its sourcing strategy and engaging with National Authorities to reach more diverse audiences and to raise awareness of professional opportunities at the Secretariat;
3. **Further decides** to request the Director-General to establish a trust fund for the Junior Professional Officer Programme and the Internship and Fellowship Programmes, thus providing additional opportunities for young professionals from all regions, with a particular emphasis on regions under-represented among the staff members in the Secretariat, to gain experience from working with the OPCW as a means of promoting awareness of the Convention and to expand professional development opportunities, and **encourages** States Parties in a position to do so to support the trust fund;

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<sup>1</sup> Review Conference = Special Session of the Conference of the States Parties to Review the Operation of the Chemical Weapons Convention.



4. **Further decides** to request the Secretariat to provide a report at the mid-term point before the Sixth Review Conference updating States Parties on the progress made by the Secretariat and the working group, in accordance with the adopted action plan to measurably improve geographical representation, both as indicated in paragraph 1 above; and
5. **Further decides** to request the Director-General and the Secretariat to continue working towards a gender-equal, geographically diverse and inclusive Secretariat, mindful of the necessity of securing the highest standards of efficiency, competence, and integrity of the Secretariat staff, including by actively promoting geographical representation and gender balance at all levels of the Organisation with the support of human resources policies and processes.

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