

**Algeria: Statement of H.E. Ambassador Salima Abdelhak,
Permanent Representative of the People's Democratic Republic of
Algeria to the OPCW at the 108th session of the OPCW Executive
council on Chemical Weapons under agenda item 11 : follow -up
to the Review
Conferences
(Tenure policy)**

The Hague, 06 march, 2025

Mr Chairperson

The Algerian delegation would like to commend the Ambassadors of New Zealand and Mexico for eagerly facilitating the discussions on the decision to amend the tenure policy. In order to allow the rehiring of former staff for a limited number of positions under exceptional circumstances.

This matter has been addressed in previous facilitation sessions and during the Review and we consider that this decision will address specific needs to ensure continued effective of our Organisation , while it should at the same time ensure that the OPCW remains a non-career organisation, preserving the highest standards of competence, efficiency, and the continued promotion of geographic diversity within the technical Secretariat.

The rehiring number was limited to six. However it has increased to twenty, mainly due to the developments regarding Syrian Chemical weapon dossier which require specific skills and knowledge that would take time to acquire . Given the urgency of the matter and the international context this increase is justified and more than necessary.

We also consider that this arrangement may constitute an opportunity to rehire qualified and eligible staff members from regions that are not represented in order to enhance the increasing trend of the technical Secretariat to bring a reasonable balance between different regions.

Trusting the Director General commitment to enhance the capacities of the Secretariat and its efficiency, My delegation is willing to grant him this additional flexibility and thus supports the decision.

Thank you for your attention.