

Intervention by delegation of Bangladesh

EC-108, 6 March 2025

Agenda 11: Follow-up to the review conference

**(Organisational governance: draft Decision: amendment of OPCW
Tenure policy to allow rehiring on an exceptional basis)**

Thank You Mr. Chair for giving me the floor. The Bangladesh delegation commends the delegation of New Zealand and Mexico for actively facilitating the informal consultations in this topic.

My delegation believes that retaining experienced personnel is important for ensuring the smooth and efficient operation of the Technical Secretariat. However, this must be carried out objectively, with due consideration given to the composition of geographic representation.

That is why my delegation supported the two previous decisions on extension of contracts of TS staff for up to three years and also rehiring for inspectors, to allowed the Director-General the necessary flexibility under extra ordinary circumstances.

Mr. Chairperson,

During the last Conference of the States Parties (CSP), the proposal was to rehire TS staffs for six positions. Now, this number has increased to 20 positions for a full tenure of seven years. If adopted, this decision would, in theory, allow individuals to work in the organization for up to 17 years. Such a situation directly contradicts the non-career nature of this organization.

My delegation took part in the in informal consultation last year as well as, during the last CSP, my delegation intervened and raised our concerns on this issue. However, unfortunately we see that our views and concerns have not been reflected in the draft decision.

Furthermore, this approach, i.e. rehiring of former TS staffs for a full tenure of seven may create an imbalance and hinder the development and

experience of fresh aspirants—particularly those with equal qualifications from diverse geographic regions.

Mr. Chairperson,

My delegation is aware of the development of the political situations globally, and if rehiring former TS staffs is a must, particularly for the Syria case, then we should consider it for a maximum of three years instead of full tenure of seven years.

This way, the TS would also have the previous experience of former staffs, can train and develop expertise of current staffs and also it would not affect much on the non-career nature of this organization.

Mr. Chair, my delegation is not blocking or objecting to this decision, but we are reiterating concerns like many other states for this organization of our own so that it does not become further tilted to certain regional groups and remains true in its international character.

I request that this statement is considered as an official document of the 108th Session of the Executive Council and posted in OPCW Catalyst and public website.

Thank you Mr. Chairperson.
