

**Algeria: Statement of H.E. Ambassador Salima Abdelhak,  
Permanent Representative of the People's Democratic Republic of  
Algeria to the OPCW at the 29th Conference of States Parties to  
the Convention on Chemical Weapons under agenda item 22 :  
follow -up to the Review  
Conferences  
(Tenure policy)**

**The Hague, 25- 29 November, 2024**

**Mr Chairperson**

We have just listened to the presentation by the Ambassadors of New Zealand and Mexico regarding the proposal to amend the tenure policy. We understand this amendment seeks to allow, under exceptional circumstances, for the rehiring of former staff for a limited number of positions.

As we are aware this matter has been addressed in previous facilitation sessions and during the Review Conference and still the technical Secretariat is facing a critical challenge: the potential loss of knowledge and expertise when staff members leave the organisation after a tenure of 7 years, given its non-career nature.

We acknowledge this arrangement seeks to strike a careful balance: preserving essential knowledge and experience while upholding the non-career organisation status. We take note it aligns with the practises in other disarmament organisations such as the CTBTO and IAEA, where similar measure have been taken for the benefice of governance and operational continuity.

We understand the approach behind this arrangement as well as the concern of some States Parties that consider this arrangement may hamper the geographical diversity. However, we do believe 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 supports granting him this additional flexibility. It should definitely be limited, subject to certain condition notably the promotion of geographical diversity, the success to the recruitment process and more than that to review this arrangement in ordre to assess the relevance and the added value of it.

**Thank you for your attention.**