

29th Session of the Conference of the States Parties (CSP)

27 November 2024

Intervention by delegation of Bangladesh on

Agenda item 17(d): Tenure Policy

Thank you, Mr. Chairperson, for granting me the floor.

My delegation would like to commend your leadership and wisdom in steering this conference. We also wish to extend our appreciation to the distinguished Ambassadors of New Zealand and Panama for their recent consultations on Tenure Policy.

Mr. Chairperson,

My delegation actively participated in the informal consultations on tenure policy held last year. We firmly support the notion that the Director-General should have some flexibility in implementing the tenure policy to ensure the efficient and effective functioning of this organization. It is in this spirit that we supported the rehiring of inspectors and the extension of contracts for certain Technical Secretariat staff for up to three years under exceptional circumstances.

However, we are concerned about the rehiring of Technical Secretariat staff for a second term of a full seven-year tenure. Such a decision could potentially result in staff members serving in the organization for up to 17 years. This scenario contradicts the Convention's spirit to establish a non-career organization.

Moreover, my delegation is concerned that this approach might create disincentives for young professionals to seek opportunities within this esteemed organization. It could also deprive the OPCW of the innovative ideas and positive energy that youth bring to the workplace.

Mr. Chairperson,

My delegation firmly believes that under no circumstances—whether through rehiring or contract extensions—should the maximum tenure exceed 10 years (7+3). We urge the Technical Secretariat to prioritize knowledge transfer and internal training for staff members, ensuring that no individual is deemed indispensable. This is vital to uphold the Convention's principle of maintaining the OPCW as a non-career organization.

Finally, we kindly request that this statement be issued as an official document of the 29th CSP and be made publicly available on the OPCW website and Catalyst platform.

Thank you, Mr. Chairperson.
