

**-Courtesy translation-**

**Statement by the Permanent Representative of Mexico to the OPCW, H.E. Amb. Carmen Moreno Toscano, during the discussion of item 22 of the agenda of the 29th Conference of the States Parties "Follow-up to the Review Conference".**

Mr. President,

As the States Parties are aware, Mexico and New Zealand circulated a draft decision on rehiring, so that it can be considered during the next session of the Executive Council, as we consider it important for the future of our Organization in a period that requires unprecedented agility and flexibility.

To fulfill the mandates of the Chemical Weapons Convention and respond to these dynamics, it is imperative that we modernize our Technical Secretariat. Since 2015, we have together reformed its structure and processes so that it is able to face present and future challenges. This includes the adaptation of the Inspectorate Division and a renewed focus on gender and geographical diversity in the staffing of the Technical Secretariat.

A significant step has been the creation of the Chemistry and Technology Center, where we have begun to observe important synergies and efficiencies in its operations. In addition, the Secretariat had worked to bring the Organization into the United Nations Joint Pension Fund, which would increase its attractiveness as an employer, enabling it to attract the necessary talent and addressing one of the main concerns of potential candidates.

The proposal before us today is based on previous experience and is supported by a broad dialogue among States Parties, sustained over more than six years. We suggest that the Director-General be given the authority to rehire a limited number of former staff members who are not inspectors and who have had

a break of three years or more from their service with the OPCW. Not only would this allow for the reintegration of highly skilled individuals from all regions, but it would also benefit our operations significantly and at no additional cost.

Having up to six positions available for this expanded regulation, out of a total of 470, means that less than 1% of the positions would be affected at any given time. This ensures that the Director-General can maintain a narrow and accountable approach while enhancing the Organization's capabilities.

For these reasons, Mexico invites the membership to consider positively the adoption of this decision during the next session of the Executive Council. The OPCW needs to be more agile and flexible to meet present and future challenges.

Thank you.

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