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The Hague, Netherlands, 24-28 November 2025

Joint Statement on Gender

Chairperson, Director-General, Excellencies, Colleagues,

I have the honour of speaking on behalf of 80 States Parties, namely, Albania, Andorra, Armenia, Australia, Austria, Belgium, Bosnia and Herzegovina, Botswana, Brazil, Brunei Darussalam, Bulgaria, Cambodia, Cameroon, Canada, Chile, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Ecuador, Estonia, Finland, France, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Honduras, Hungary, Iceland, Ireland, Italy, Jamaica, Japan, Jordan, Latvia, Lebanon, Liberia, Liechtenstein, Lithuania, Luxembourg, Malaysia, Malta, Mexico, Monaco, Montenegro, Morocco, Netherlands, North Macedonia, Norway, Panama, Peru, Philippines, Poland, Portugal, Republic of Korea, Republic of Moldova, Romania, Rwanda, San Marino, Serbia, Slovakia, Slovenia, Spain, Sudan, Sweden, Switzerland, Thailand, Tunisia, Uganda, Ukraine, United Arab Emirates, United Kingdom of Great Britain and Northern Ireland, Uruguay, Viet Nam.

This year marks the 25th anniversary of United Nations Security Council Resolution 1325 on Women, Peace and Security—a landmark resolution that marked a turning point in international peace and security.

As States Parties to the Chemical Weapons Convention, we reaffirm our commitment to the principles of UNSCR 1325. The connections between its pillars and the work of the OPCW are both evident and essential. From addressing the gender-differentiated impacts of chemical weapons to promoting inclusive participation in disarmament and

advancing gender-sensitive policy and programming, the WPS agenda offers a powerful framework for strengthening the OPCW's mission and impact.

In recent years, the OPCW has taken meaningful steps to advance gender mainstreaming through initiatives such as the development of a roadmap for workplace equality, the revision and implementation of workforce policies, and targeted programmes including the Women in Chemistry Symposium and the international training cycle for women first responders. We acknowledge the progress made in improving gender balance across the Technical Secretariat and encourage continued efforts to embed inclusivity throughout the Organisation.

In this context, we welcome the appointment of the first female Director-General of the OPCW, who will assume office in 2026. This historic milestone reflects the OPCW's commitment to an Organisation that is representative, inclusive, and forward-looking.

And as we look ahead, we encourage the OPCW to continue implementing the internal roadmap, ensuring that all staff—regardless of gender—can contribute fully to the Organisation's mission. We hope that the incoming Director-General will build on the legacy of their predecessor, Director-General Fernando Arias, who has actively championed gender equality as an International Gender Champion.

Finally,

In this milestone year, we should pause to reflect on the tireless efforts of those who have come before us—individuals and communities who have championed gender equality in peace and disarmament. Their legacy has shaped the institutions we work within today and laid the foundation for a more inclusive future.

Thank you