



OSCE Networking Platform  
of Women Leaders, including  
Peacebuilders and Mediators

# WOMEN'S PEACE LEADERSHIP PROGRAMME: Strengthening Women's Leadership in Climate Action Across the OSCE Region

Final Report  
2025



# FOREWORD

by Dr. Lara Scarpitta,

*OSCE Senior Adviser on Gender Issues and Head of the Gender Issues Programme*



The OSCE has long recognized that sustainable peace and comprehensive security require the full and equal participation of women in all decision-making processes. This principle — enshrined in our 2004 Action Plan for the Promotion of Gender Equality<sup>1</sup> and reinforced through Ministerial Council Decision 3/21 on Strengthening Co-operation to Address the Challenges Caused by Climate Change — guides our work on issues linked to climate change.

As the impacts of climate change accelerate, they increasingly impact security outcomes, including in the OSCE area. A credible and effective response must recognize the gendered dimensions of climate impacts and ensure that women's voices, experiences, and leadership shape decision-making at the nexus of climate change and security.

The third edition of the Women's Peace Leadership Programme represents a strategic evolution in our efforts to advance gender equality and climate justice across the OSCE region. By bringing together 20 remarkable women leaders from diverse backgrounds and geographies — from Eastern Europe to Central Asia, from the South Caucasus to the Balkans and from our Partners for Cooperation — we have created a powerful network of change-makers equipped to drive gender-responsive climate action<sup>2</sup> in their communities and beyond.

These women bring invaluable perspectives from grassroots activism, policy advocacy, finance, entrepreneurship, and political engagement. Their diversity is not merely symbolic; it is essential to crafting climate solutions that are truly inclusive, effective, and sustainable.

Through this seven-month journey, developed in partnership with She Changes Climate and supported by the WIN project, participants have deepened their understanding of the climate-gender-security nexus, strengthened their negotiation and leadership capacities, and built a lasting community of practice that transcends borders. The impact is already visible: participants report increased confidence in applying intersectional approaches to climate-related challenges and are better positioned to advocate for women's meaningful participation in decision-making processes related to climate change and security.

This programme is a testament to what is possible when we invest in women's leadership and create spaces for their voices to be heard. I am confident that the network we have built will continue to grow and amplify the call for gender-responsive climate action for a more secure and stable OSCE region and beyond.

**Dr. Lara Scarpitta**

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<sup>1</sup> In line with the consensual 2004 OSCE Action Plan for the Promotion of Gender Equality, the OSCE works to promote equality between men and women, boys and girls.

<sup>2</sup> In line with Ministerial Council Decision 3/21 on Strengthening Co-operation to Address the Challenges Caused by Climate Change, gender responsive climate action means participating States "promote the effective participation of women in decision-making processes on climate change prevention, mitigation and adaptation, and also of girls where appropriate, in related programmes and activities."

# EXECUTIVE SUMMARY

Climate change threatens global security and stability — and its impacts are not gender-neutral. Women, particularly those in marginalized communities, face heightened risks from climate-induced crises, including displacement, food insecurity, and gender-based violence. Despite representing half the global population, women occupy less than 30% of leadership positions in climate negotiations and environmental policy forums, such as COP.

Women bring diverse and essential perspectives to climate decision-making, emphasizing community resilience and sustainable solutions. Their inclusion leads to more equitable and effective climate policies with better environmental outcomes.

Recognizing this connection, the third edition of the OSCE Women's Peace Leadership Programme (WPLP) brought together 20 women leaders from across the OSCE region to strengthen their capacity to lead gender-responsive climate action<sup>3</sup>. This edition focused specifically on climate change, marking a strategic evolution from the programme's origins in supporting women peacebuilders and mediators.

Developed in partnership with She Changes Climate (SCC), the seven-month programme included six online expert-led sessions, two Community of Practice exchanges, and a three-day in-person meeting in Vienna. The 20 participants came from Eastern Europe, the South Caucasus, Central Asia, Western Europe, and the Balkans, bringing cross-sectoral expertise from grassroots activism to finance, policy, and entrepreneurship.

Upon completion, participants reported feeling more confident in applying intersectional gender-climate approaches. They strengthened their negotiation skills, deepened their expertise, and built a lasting community of practice across borders. They also developed shared leadership abilities and learned to advocate for women's meaningful participation in climate policy processes.

The programme has begun to shift the landscape of climate governance within the OSCE region — from siloed action toward regional collaboration led by women's voices and lived experiences. It has created a network of climate leaders equipped, connected, and committed to advancing a more equitable and resilient world.



<sup>3</sup> Gender-responsive climate action

# INTRODUCTION

Gender equality and women's equal and meaningful inclusion represent a cornerstone of the OSCE comprehensive approach to security. In line with the 2004 OSCE Action Plan for the Promotion of Gender Equality (GAP), the OSCE launched the Networking Platform for Women Leaders, including Peacebuilders and Mediators in 2021. This flagship activity supports the implementation of the OSCE commitments and promotes women's leadership in all peace and security efforts.

Since its inception, the OSCE networking platform has become a key tool to promote the implementation of the Women, Peace and Security (WPS) Agenda, increasing opportunities for women mediators and peacebuilders to connect, share best practices across the OSCE region and strategize on challenges and opportunities to increase women's leadership in all decision-making spheres. Among the flagship action of the platform, the [Women's Peace Leadership Programme \(WPLP\)](#) was launched in 2022. This high-level mentoring initiative under the WIN project<sup>4</sup> was designed

to support and empower women peacebuilders from across the OSCE region and its Partners for Cooperation through extensive training on leadership, mediation and communication skills, as well as mentoring.

In 2025, financed by the Government of Norway through the WIN project, the third edition of the WPLP brought together 20 women leaders across sectors working on climate change from the OSCE region with the objective of empowering women to take on meaningful leadership roles in climate action across the OSCE region and its Partners for Co-operation.

This programme supports the implementation of OSCE MC Decision 3/21, adopted in December 2021, urging participating States to promote women's meaningful participation in climate decision-making processes on climate change prevention, mitigation and adaptation. Additionally, the Decision calls for fostering a multi-stakeholder approach to address climate change, with a specific emphasis on involving women's organizations.



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<sup>4</sup> The WIN Project (WIN for Women and Men - Strengthening comprehensive security through innovating and networking for gender equality) is a catalyst project that aims to accelerate the implementation of the 2004 Action Plan for the Promotion of Gender Equality and to support OSCE participating States in strengthening gender equality as a key aspect of comprehensive security, making a difference in the lives of people across the region and beyond. The programme has received support from the following participating States and Partners for Co-operation: Austria, Andorra, Canada, Cyprus, Czech Republic, European Union, Finland, France, Germany, Italy, Japan, Latvia, the Netherlands, Norway, Slovakia, Spain, Sweden, Luxembourg, Ireland, United Kingdom, Switzerland and the United States of America.

# THE IMPORTANCE OF WOMEN'S LEADERSHIP IN CLIMATE ACTION

Climate change is not gender neutral. It disproportionately affects women and girls, particularly those in rural and marginalized communities who rely heavily on natural resources for their livelihoods.<sup>5</sup> Women face heightened risks during climate-induced disasters, greater exposure to food and water insecurity, and increased vulnerability to gender-based violence and exploitation when accessing essential resources such as land and water. Although women make up nearly half of the agricultural workforce globally, they continue to hold limited land rights and decision-making power, which constrains their resilience and ability to adapt. These inequalities are further compounded during times of crisis, when women are more likely to experience health risks, displacement, and corruption, including sexual extortion.<sup>6</sup>

Despite being among the most affected, women remain underrepresented in climate governance and negotiations. Their perspectives, knowledge, and leadership are still largely missing from the

policies and decisions that shape climate action, with women holding less than a third of seats in major global negotiation spaces.

Recognizing this gap, and aligned with the OSCE's commitments under Ministerial Council Decision 3/21, the 3rd Cohort of the Women's Peace Leadership training programme was initiated to equip women climate leaders in the OSCE region and from Partners for Co-operation with the skills, networks, and influence required to drive inclusive, impactful, and gender-responsive climate action in their communities and on global platforms.



## WPLP Cohort 3 – Purpose and Approach

Aligned with MC Decision 3/21, the third edition of the programme was designed to strengthen the leadership, negotiation capacity, and influence of women in climate governance in the OSCE region. Through a combination of technical knowledge and community-building, the programme enabled participants to:

- ✓ Deepen their understanding of the climate–gender–security nexus;
- ✓ Enhance their presence and strategic influence in climate negotiations;
- ✓ Contribute to gender-responsive climate policies and solutions; and,
- ✓ Collectively mobilize for impact through a sustained Community of Practice

Developed in partnership with **She Changes Climate**, the programme also integrated perspectives from global women's mediation networks, including those active in the Pacific and Mediterranean regions, bringing intersectional insights into climate justice<sup>7</sup> movements worldwide.

<sup>5</sup> [How gender inequality and climate change are interconnected | UN Women – Headquarters.](#)

<sup>6</sup> [Gender and Corruption in the Access to Natural Resources: Preliminary Findings.](#)

<sup>7</sup> Climate justice, as defined within UN frameworks, is a human-rights-based approach that centers equity, fairness, and responsibility in climate action and seeks to address the disproportionate impact of climate change on vulnerable communities and future generations.

## Specific aims of the programme included:

- ✓ Highlighting the experiences and perspectives of women impacted by climate change;
- ✓ Exploring how gender dynamics influence climate adaptation and mitigation efforts in these regions;
- ✓ Highlighting successful initiatives led by women in the Pacific, African and Mediterranean regions to address climate change;
- ✓ Facilitating networking events to connect participants and foster collaboration and knowledge-sharing to strengthen the collective impact of gender-responsive climate initiatives.

## Selection of Participants and Geographic Representation

Following a rigorous selection process, 20 strong and purpose-driven women leaders were chosen from across the OSCE region to participate in the programme. The cohort reflected broad geographical diversity, including representatives from Eastern Europe, the South Caucasus, Central Asia, Western Europe and the Balkans.

Participants brought rich and cross-sectoral expertise — from grassroots climate action, environmental governance, and policy advocacy to finance, entrepreneurship, youth leadership, the creative sector, and political engagement. This diversity of experience and professional backgrounds contributed significantly to the depth of peer learning and collaboration throughout the programme. See Annex 1 for a list of participants and their short bios.



## Programme Structure

The programme ran from 1 April to 31 October 2025 and consisted of:

- ✓ Six online sessions facilitated by international experts and SCC
- ✓ Two Community of Practice exchanges to nurture collaboration
- ✓ A three-day in-person meeting in Vienna focused on relational leadership

## Overview of the Online Sessions Content and Speakers

**22 April 2025, 14:00 – 15:30**

**Launch of the WPLP 3rd Edition**

**Dr. Lara Scarpitta**, *OSCE Senior Advisor on Gender Issues/Head, Gender Issues Programme*

**Ms. Kerstin Stendahl**, *Special Representative of the OSCE Chairperson-in-Office on Climate and Security*

**Mr. Ralf Ernst**, *Deputy Co-ordinator, Head / Economic Activities, Office of the Co-ordinator of OSCE Economic and Environmental Activities*

**Ms. Mamta Borgoyary**, *Executive Director, SCC*

**22 May, 14:00 – 15:30**

**Session 1: Interventions from members of regional women mediator networks, introduction of the participants and SCC/OSCE teams**

**Dr Lara Scarpitta**, *OSCE Senior Advisor on Gender Issues/Head, Gender Issues Programme*

**Ms. Javiera Thais Santa Cruz**, *Adviser on Gender Issues*

**Ms. Mamta Borgoyary**, *Executive Director, SCC*

**Ms. Monique Nanchen**, *Policy, SCC*

**17 June, 14:00 – 15:30**

**Session 2: Introduction to the climate and gender nexus, including intersectional dimensions and issues faced by women in the context of climate**

**Ms. Kathy Baughman McLeod**, *CEO, Climate Resilience for All*

**Ms. Runa Khan**, *Friendship NGO, Bangladesh*

**3 July, 14:00 – 15:30**

**Session 3: Women at the Frontlines: Navigating Conflict and Climate Change**

**Ms. Elena Balbekova**, *SCC Ambassador for Ukraine*

**Ms. Gulnora Mukhamadieva**, *Gender Focal Person, Aga Khan Foundation*

**Ms. Karen Hallows**, *representative of the Peace, Demilitarization and Climate Change Group*

**28 July, 14:00 – 15:30**

**Session 4: Corruption, natural resources and gender equality**

**Ms. Tishiko King**, *Indigenous rights advocate and SCC Ambassador*

**Ms. Eliane Brum**, *award-winning Brazilian journalist and author*

**Ms. Lucie Gerber**, *Co-Founder, LeafTurtle*

**Ms. Babette Tachibana-Brophy**, *Head of Food, Oceans and Land Use - Africa Partnerships (a/g) at ClientEarth*



28 August, 14:00 – 15:30

**Session 5: International climate negotiations within the UNFCCC framework : focus on gender parity and the role of women in climate negotiations**

**Ms. Marie-Claire Graf**, *Co-Founder, Youth Negotiators Academy*

**Ms. Tafadzwa Kurotwi**, *Youth leader and SCC Lead for Zimbabwe*

**Ms. Bridget Burns**, *Executive Director of WEDO*

**Ms. Fleur Newman**, *Head of the UNFCCC Gender Unit*

6 October, 14:00 – 15:30

**Session 6: - Women's leadership in climate decision making, climate finance and existing international mechanisms**

**Dr. Swayam Prabha Das**, *Associate Vice President and Lead, Policy Research and Engagement at Development Alternatives Group*

**Ms. Liang Shen**, *Analyst with the World Bank's Women, Business and the Law (WBL) project.*

**Ms. Bridget Burns**, *Executive Director of WEDO*

**Ms. Maria Leoni**, *Deputy Executive Director at Center for Justice and International Law (CEJIL)*

**Ms. Fleur Newman**, *Head of the UNFCCC Gender Unit*

## Session content

### SESSION 1 – Opening of the WPLP Programme

The opening session brought together the full cohort and programme partners (OSCE and SCC) to introduce the goals, structure, and shared purpose of the Women's Peace Leadership Programme. Leaders emphasized the urgency of women's meaningful participation in climate governance and the power of building a supportive network rooted in trust and solidarity. Participants shared personal reflections on their leadership journeys, identifying common challenges such as structural gender barriers, underrepresentation in decision-making, and inequitable access to finance, while affirming the collective strength, hope, and innovative leadership that women bring to climate action.

### SESSION 2 – Gender-Climate Nexus & Intersectional Impacts

The session established a strong evidence-based foundation for understanding why climate change is a gendered crisis, with speakers connecting the dots between climate impacts and increased risks of displacement, gender-based violence (GBV), health complications, and human rights violations. Experienced climate and humanitarian leaders highlighted women's role as first responders and innovators — developing community-led adaptation and resilience solutions even in the harshest conditions — and stressed the need for gender-responsive data, health systems, and financing that recognize women not only as vulnerable people but as essential climate leaders.

### **SESSION 3 – Women at the Frontlines of Climate & Conflict**

Speakers from conflict-affected and fragile regions explored how climate stress exacerbates insecurity and inequality, disproportionately deepening burdens on women and girls while further shrinking civic space. While institutional responses often remain siloed — separating climate, peace, and gender frameworks — women continue to lead local adaptation, peacebuilding, and resource governance efforts despite limited recognition and investment. Participants called for integrated policy solutions, greater support for grassroots leadership, and cross-border cooperation as shared environmental challenges can also drive trust and stability.

### **SESSION 4 – Corruption, Natural Resources & Gender Equality**

The discussion exposed how corruption in natural resource governance fuels environmental degradation, inequality, and the exclusion of women and Indigenous communities from decisions affecting their lands and lives. Through legal advocacy, feminist journalism, and Indigenous stewardship perspectives, speakers showed that corruption is not only about financial misconduct but is a structural power issue about who benefits and who bears the cost. The session underscored the importance of strategic litigation, accountability, and transforming dominant narratives to centre frontline women and Indigenous knowledge in climate justice solutions.

### **SESSION 5 – Women in Climate Negotiations & Policy Processes**

The session focused on persistent gender gaps in climate diplomacy and national policy spaces, emphasizing that meaningful participation requires more than simply increasing the number of women at the table. Speakers highlighted barriers such as a lack of negotiation training, gatekeeping, and mental health pressures — especially for young, Global South leaders — and showcased promising initiatives including the Women Delegates Fund and Youth Negotiators Academy. Participants were encouraged to build power through mentorship, intergenerational collaboration, and feminist coalition-building to ensure women's leadership translates into real influence in climate governance — particularly ahead of COP30.

### **SESSION 6 – The Importance of Women's Leadership**

The session explored the critical role women are already playing in advancing climate solutions — restoring ecosystems, driving innovation in clean energy, and building community resilience — while highlighting the persistent financing barriers that hold back their impact. Although evidence shows that women's leadership strengthens environmental governance and results in more inclusive and sustainable outcomes, current funding systems rarely reach women-led initiatives at the scale or speed required. The discussion further examined the high costs of underinvesting in women and unpacked the systemic bottlenecks — such as restrictive eligibility rules, collateral requirements, and slow, burdensome finance processes. Speakers outlined practical legal, policy, procurement, and narrative strategies to unlock larger, faster, and more flexible investments in women's climate leadership, ensuring resources flow to those delivering results on the ground.

## In-person Meeting

A two-day in-person meeting was held in Vienna from 20–22 October to mark the conclusion of the programme and to solidify the foundations of the emerging Community of Practice. The sessions were co-facilitated by Mamta Borgoyary (SCC) and Javiera Thais Santa Cruz (OSCE). See Annex 2 for the detailed agenda and session flow. The gathering focused on deepening learning around relational leadership, strengthening the structure and purpose of the Community of Practice, and discussing the shared vision, commitments, and priorities of the cohort going forward.

## Participant Feedback Summary

Overall participant satisfaction with the WPLP was very high, with all respondents highlighting the value of the expert speakers, the supportive and inclusive learning environment, and the opportunity to build cross-regional networks of women climate leaders. Participants found the content highly relevant to their current work, particularly the sessions on the climate and gender nexus, climate and conflict, women in negotiations, corruption and natural resources, and women's leadership in climate finance.

Several participants emphasized that Session 2 strengthened their understanding of how climate impacts exacerbate gender inequality, while Session 6 provided motivation and practical tools to amplify women's influence in climate governance and decision-making. One participant specifically noted that Session 4 provided "new insight that I've rarely thought about," reinforcing the relevance of topics linking corruption, natural resources, and Indigenous rights.

The in-person meeting in Vienna was consistently identified as the most impactful element of the programme, creating space for trust-building, deeper collaboration, and personal motivation among participants. Some respondents expressed a desire for more time together or additional interactive skill-building workshops during future gatherings.

Each component contributed to outcomes such as:

- ✓ Increased confidence and knowledge in climate negotiation frameworks
- ✓ Improved understanding of the climate-gender-security nexus
- ✓ Deepened collaboration across geographies and sectors
- ✓ Clear definition of shared priorities for sustained collective advocacy.

The Community of Practice was valued for enabling continued exchange, yet participants noted that engagement could be strengthened through smaller group formats and mentoring pairs; more structured thematic sessions and collaborative projects; and informal team-building activities to enhance relationships.



# CONCLUSION

The third edition of WPLP demonstrates that when women leaders are connected and empowered, they significantly enhance the inclusivity and effectiveness of climate action. Through a structured leadership journey, the programme strengthened negotiation capabilities, deepened subject-matter expertise, and fostered a durable community of practice across borders.

This initiative has begun to shift the landscape of climate governance within the OSCE region — from siloed action toward regional collaboration led by women’s voices and lived experiences. The programme has seeded the future: a network of climate leaders who are equipped, connected, and committed to advancing a more equitable and resilient world.

# LESSONS LEARNED

- ✓ **Peer networks are essential for sustaining leadership:** Confidence and advocacy outcomes grow through community support, not solo leadership.
- ✓ **Women need structured negotiation pathways:** Presence in climate talks must be paired with skills and access to influence outcomes.
- ✓ **Relational leadership strengthens resilience:** Trust, emotional awareness, and shared purpose increase collaboration and long-term impact.
- ✓ **Diversity within the cohort drives creativity:** Cross-regional and cross-sector expertise accelerates strategy innovation.
- ✓ **Investment in women must be faster and more flexible:** Structural finance barriers still limit scalability of women-led climate solutions.



## ANNEX 1: PARTICIPANT BIOS



**INCHA ALIYEVA (Azerbaijan)** leads the Beeco initiative, focusing on climate change and environmental awareness. She holds degrees in Azerbaijani Language and Literature from Baku State University, including a master's in The Theory and History of Literary Criticism. She further expanded her expertise with a master's in International Relations from the University of Wrocław/University of Leipzig. For seven years, she has been a prominent figure in education and sustainability, collaborating with various organizations to promote environmental sustainability and advance social and gender equity. Her professional journey includes an internship at the Institute of International Relations in Prague (2016) and volunteer work with Eco-Baku and Earthpreneurs Azerbaijan. In 2022, she was selected as a Cross Culture Programme fellow by Institut für Auslandsbeziehungen, further strengthening her commitment to environmental responsibility.



**IBTISSAME AZZAOU (Morocco/France)** is a former member of the Moroccan Parliament (2016-2021), where she served on the Foreign Affairs Committee and joint parliamentary commission with the European Parliament. In 2021, she became a city councilor in Rabat and member of the district council of Agdal Riad. As founding president of the Parliamentarians for Climate (P4C) network, Dr. Azzaoui promotes environmental sustainability globally. She holds a PhD in Economic Sciences from Mohammed V University, where her thesis on Moroccan Parliamentary Diplomacy won the National Prize for Parliamentary Affairs. She is also an IT Management Engineer, graduating from both EHTP Morocco and École Centrale Paris. Dr. Azzaoui combines senior experience in the insurance sector with international consulting in Digital Transformation and Public Policy. An alumna of IVLP and the McCain Fellowship for Freedom, she actively contributes to various NGOs and development projects across Morocco and internationally.



**MYRZAGUL BAIALIEVA (Kyrgyzstan)** is the Thematic Expert on Gender Equality and Women's Empowerment at Search for Common Ground. With a Master's in Economics from Ankara University and founder of the EcoSakchy climate change movement, she has been driving significant change since 2019. Her work focuses on women's leadership, combating gender-based violence, and managing rehabilitation programmes for women returning from conflict zones in Iraq and Syria. She leads capacity-building initiatives and oversees mini-grants supporting grassroots women's empowerment projects. Through large-scale outreach campaigns, Myrzagul has reached over 5 million people across Central Asia, fostering positive change in Kyrgyzstan, Kazakhstan, Uzbekistan, and Tajikistan.



**ALVA BRUUN (Finland)** is a seasoned expert in human rights and security, currently serving as project manager at the Geological Survey of Finland, focusing on mineral intelligence and natural resource governance. Her extensive career includes roles at the European Union's diplomatic service (EEAS) in Brussels (2020-2024), where she managed policy processes and multilateral engagement, particularly on women's rights, climate change, and Indigenous peoples. Previously, she was senior adviser at the Ministry for Foreign Affairs of Finland (2017-2020) and worked with the United Nations Development Programme in Asia. As chair of the Nylund Foundation, she oversees funding for environmental protection and women's education projects. Her humanitarian work spans the Red Cross and Amnesty International, complemented by consulting on due diligence. Ms. Bruun holds master's degrees in international law and human geography from universities in Finland and France.



**SUZANA CARP (Romania)** is an established EU climate and energy policy specialist serving as Deputy Executive Director at Cleantech for Europe. With extensive experience in international NGOs and EU institutions, she has made significant contributions to European climate policy. Suzana successfully led campaigns that reformed the EU's Carbon Market pricing mechanism, helped secure an ambitious EU Climate Law, and established the Carbon Border Adjustment Mechanism. At Cleantech for Europe, she has been instrumental in prioritizing the EU's cleantech response to the Inflation Reduction Act. Her expertise extends to authoring key reports on the EU Green Deal and contributing to the Green Deal Industrial Plan. Suzana also shares her knowledge through teaching EU Climate policy and public agenda courses at universities across France, the UK, Belgium, and Romania.



**ENYA FOLGUERA DIAZ (Andorra)** is a lawyer specialized in European and international law, with expertise in human rights and diplomacy. She focuses on protecting vulnerable groups and believes in education as a tool for addressing global challenges like climate change and social inclusion. Her professional experience includes roles at the European Parliament, Ministry of Foreign Affairs of Andorra, European Court of Human Rights, and the Permanent Mission of Andorra to the EU. She holds a Master's in EU International Relations from the College of Europe, a Master's in European Law from Université Toulouse 1 Capitole, and a Diploma in Andorran Law. Fluent in four languages, Enya actively promotes youth and women's rights in international development. She has represented Andorra at notable events including the UNESCO Youth Forum and the Summit of La Francophonie, while also participating in the Women in International Law programme.



**TAMARA EGAMNAZAROVA (Uzbekistan)** is a PhD researcher at North China Electric Power University, specializing in Electrical and Power Electronics Engineering, focusing on renewable energy systems. As an Ambassador of Uzbekistan in the Global Women's Network for the Energy Transition (GWNET), she champions gender equality and sustainable development in the energy sector. A TechWomen Fellow and mentor with Technovation Girls, she led the development of an AI-based anti-bullying app that won Yandex's "AI for Good" award in 2024. Through the Empowering Central Asian Women in Renewable Energy initiative, she provides mentorship and training to aspiring female leaders. Combining expertise in AI, renewable energy, and emotional resilience, Tamara promotes inclusive, tech-driven solutions for global communities.



**NANDIN-ERDENE ENKHTUVSHIN (Mongolia)** is a climate finance professional and certified expert serving as a consultant at IFC, World Bank Group in Washington DC. With an MA in Environmental and Sustainability Policy from George Washington University and a bachelor's in Economics, she brings eight years of expertise to sustainable finance. She specializes in developing policies including green taxonomies, banking frameworks, and gender-responsive financing, with impact projects across energy, agriculture, textile, affordable housing, and women's economic empowerment sectors. Her extensive collaborative work involves key international organizations such as the Green Climate Fund, World Bank, UN agencies, European Union, Climate Policy Initiative, GIZ, and the Asia Foundation, where she implements sustainable development initiatives that bridge policy and practical implementation.



**SIRANUSH GRIGORYAN (Armenia)** is a PhD researcher in International Law at Yerevan State University, focusing on international sanctions and civil society impact. With extensive experience in human rights and democratic governance with international organizations, she currently contributes her expertise at UNDP Armenia. Her research intersects peacebuilding, gender, artificial intelligence, and nature-based solutions, emphasizing inclusive legal frameworks. Siranush excels at transforming complex legal concepts into practical solutions that prioritize people's needs. Her approach to global justice emphasizes transparency and amplifies marginalized voices in decision-making processes. Through her work, she demonstrates how legal frameworks can be both technically robust and ethically grounded, addressing contemporary global challenges while maintaining a strong commitment to human dignity and inclusive governance.



**CLARA LATINI (Italy)** is a World Bank consultant since 2022 with extensive experience at institutions including the European Commission, OECD, and UNSDSN. She serves as an Advisor to the Women7 and was selected as the youngest member of the UNSDSN EU Green Deal Senior Working Group. Her achievements include roles as GMF Transatlantic Inclusion Leader, World Economic Forum Global Shaper, and Climate Reality Leader. Clara has authored publications on water, climate and resilience for prestigious publishers including Edward Elgar and Routledge, with work featured in the Pontifical Academy of Sciences. She has contributed to key reports for the EU and World Bank, and speaks as a panelist at high-level events for organizations like UNDP and the European Commission. Fluent in English, German, Italian, and French, Clara holds an MSc in Public Policy from the London School of Economics.



**SHOROUQ MAAYTA (Jordan)** is a visionary leader and expert in agricultural research, sustainability, and institutional development. As Director of the Agricultural Training and Consultation Center at NARC, she advances climate-smart agricultural practices and sustainable food systems in Jordan. With over 15 years of international experience, she has led initiatives to enhance agricultural productivity, optimize resource management, and drive digital transformation in research and training programs. Shorouq has integrated renewable energy solutions and modern precision agriculture into national policies, while spearheading projects in aquaponics, fisheries management, and sustainable livestock farming. She designs training programmes that empower farmers, researchers, and policymakers with the latest agricultural advancements. Her expertise in knowledge management and institutional excellence has transformed research methodologies within the agricultural sector, making a lasting impact on Jordan's food security and rural development.



**SELBI MATVELIYEVA (Turkmenistan)** is an international relations and climate advocacy specialist focused on water security and youth climate policy engagement. As Project Manager at Ynamly Durmush Civil Society Organization, she empowers young people across Central Asia to address climate challenges. Since 2022, she has led several major initiatives, including a national youth conference with 600+ participants, the Regional Conference of Central Asia and Afghanistan, and various climate resilience workshops. Her work includes organizing an Eco Camp, Eco Festival, and Climathon hackathon. Growing up near the Aral Sea crisis shaped her dedication to environmental causes. Selbi holds a Bachelor's in International Relations and training from prestigious programs including the Central Asia Youth Leadership Academy, the OSCE Academy Summer School in Bishkek, the Climate Leadership Camp and the OSCE Women in Peace and Security Programme.



**ZARINA SAYFIEVA (Tajikistan)** is a distinguished expert in nuclear safety and environmental governance. She holds a Master's degree in Radio-Ecology from the CBRN Safety and Security Agency in Tajikistan, complemented by a Diploma in International Non-Proliferation Studies from the James Martin Center (USA) and a Management Diploma from the Russian-Tajik University. As Coordinator of the Women in Nuclear Central Asia (WINCA) Network, she spearheads initiatives on nuclear safety, security, and regional capacity building. Her notable contribution to the OSCE Uranium Legacy Sites project led to the creation of five Working Groups focusing on local governance and community engagement. Ms. Sayfieva actively participates in international forums addressing nuclear security, climate, and environmental governance. She continues to champion women's leadership in environmental and security sectors through her involvement in various international programmes.



**SOFIIA SHEVCHUK (Ukraine)** is the founder of the educational platform VONA and NGO "The Tide", focusing on climate, gender, peace, and security initiatives. As an independent researcher, trainer, and podcast host, she leads discussions through platforms like VONA Talks and WIIS Brussels Voices. With over 9 years of expertise, Sofiia's mission centres on fostering equality, climate justice, and global peace through collaborative engagement and research. Her professional journey includes significant roles at prestigious institutions such as the German Marshall Fund of the United States, NATO Parliamentary Assembly, and the European Parliament. She holds a Master's degree in EU International Relations and Diplomacy Studies from the College of Europe. Her leadership potential has been recognized by Globsec (2024) and the Warsaw Security Forum (2021), where she was designated as an emerging leader.



**JOHANA SIMAO (France)** is a dedicated gender and climate specialist with nearly a decade of experience working with multiple UN agencies — including IFAD, UNDP, FAO, WFP, and UNFPA — in Côte d'Ivoire, Italy, Mali, Senegal, the United States, as well as with feminist civil society organizations across France and West Africa. Her work has focused on coordinating and managing projects and research at the intersection of climate and environmental action, agricultural risk management, food security, sexual and reproductive health and rights (SRHR), and gender-based violence (GBV). She also teaches a module on Gender and Development to Masters students in Paris and Lyon, France. Johana holds two Master's degrees in International Development (Columbia University, New York) and Political Science/Gender Studies (Sorbonne University, Paris). She is fluent in French, English, Portuguese, and Spanish.



**ISABELL STEIDEL (Germany)** is a dynamic leader combining political acumen with entrepreneurial innovation in sustainability. As one of Heilbronn's youngest city councilors and the Greens' top candidate in 2024, she has represented Germany as a Youth Climate Ambassador for the World Bank and at G20 and G7 summits. She co-founded AdeoAI and developed SortMate, an AI-powered recycling app using object recognition to simplify community recycling. Her journey began with the Heilbronn Youth Council and founding the "Welcome" refugee initiative. Today, she serves on supervisory boards in finance, renewable energy, and infrastructure. With an M.Sc. in Business Management and a B.A. in Management and Human Resources, Isabell actively participates in international conferences, co-founded German Zero Heilbronn, and contributes to DGAP and Global Shapers, effectively merging technology and governance to advance local sustainability goals.



**LYAZZAT SYRLYBAYEVA (Kazakhstan)** is an environmental specialist in water governance, ecosystem conservation, and sustainable resource management. With experience at UNDP, the OSCE, and the International Secretariat for Water (ISW), she has led regional projects on transboundary water cooperation and biodiversity conservation in Central Asia and Afghanistan. Her academic credentials include a Master's in Forestry and Natural Resources Management from the Universities of Lisbon and Padua, and a Bachelor's in Landscape Architecture from the University of Sheffield. As a Bolashak International Scholarship recipient and Erasmus Mundus scholar, she brings valuable global insights to environmental management. At the World Bank, she contributed to Kazakhstan's Climate and Development Report and co-authored policy briefs on climate change. As a founding member of the Women in Water Management Network in Central Asia and Afghanistan, she champions inclusive solutions in water management and conservation.



**ANGELA TEMELKOVSKA (North Macedonia)** is an environmental inspector specializing in environmental protection, waste management, and regulatory compliance. With expertise in environmental and geotechnical engineering, she oversees national and EU environmental standards implementation. Angela conducts over 60 annual inspections and collaborates with governmental institutions, NGOs, and international organizations on sustainability initiatives. As a lecturer for the Macedonian Solid Waste Association, she trains professionals in waste management best practices. Her commitment to environmental causes began with NGO Go Green Skopje, where she led workshops, managed Green Clubs, and co-hosted the "Go Green Radio Show." Today, she contributes to international research on sustainable waste solutions, mentors eco-activists through EU-funded projects, and continues driving environmental change through education and advocacy.



**PAULINE TREPCZYK (Austria)** is a diplomat specializing in climate diplomacy, security, and gender equality. She currently leads advocacy and partnerships at the Systematic Observations Financing Facility, a UN climate fund co-founded by WMO, UNEP and UNDP. Previously, she served as Climate Change Policy Advisor for the UK Government and COP26 Presidency, integrating climate-security and gender perspectives into high-level opportunities. As founder of the award-winning NGO CliMates Austria, she empowers youth in climate diplomacy. A former Youth Delegate to COP23-25, she now mentors future leaders in the field. Pauline holds a degree in Environment and Bio-Resource Management from BOKU University, where she was recognized among "150 alumni who have achieved extraordinary things." Passionate about gender-responsive climate policy, Pauline advocates for inclusive leadership that advances intersectional solutions to global challenges, focusing on developing feminist leaders and engaging men as allies.



**IAROSLAVA VLASOVA (Ukraine)** is an environmental policy professional with seven years of experience in legislative analysis and policy development. As Policy Advisor at the Recovery and Reform Support Team, she provides analytical support to Ukraine's Ministry of Environmental Protection and Natural Resources, focusing on mining sector reforms and sustainable extractive practices. She has contributed to the EU-Ukraine Strategic Partnership on Raw Materials and Batteries and Ukraine's Recovery Plan. Committed to gender equity, Iaroslava has led research on gender and environmental justice, playing a key role in Ukraine's landmark EITI Standard legislation implementation. She holds a Master's in Sustainable Development from the University of St Andrews (Dean's List), a Master of Laws from the National University of Kyiv-Mohyla Academy, and a Bachelor of Laws from Taras Shevchenko National University of Kyiv.



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