



OSCE Networking Platform
of Women Leaders, including
Peacebuilders and Mediators

WOMEN'S LEADERSHIP AT THE CLIMATE-PEACE NEXUS: Bridging Gender Equality, Security, and Climate Action

A Discussion Paper under the 3rd Edition of
the OSCE Women's Peace Leadership Programme



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The OSCE Gender Issues Programme works towards the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and relevant Ministerial Council decisions. It supports systematic efforts to mainstream gender equality across the Organization in all its policies, programmes, projects, and activities in the three dimensions of comprehensive security, namely politico-military, economic and environmental, and human.

Under its multi-year, comprehensive project “WIN - Women and Men Innovating and Networking for Gender Equality”, the Gender Issues Programme is striving to advance gender equality as a prerequisite for achieving and maintaining stable, prosperous, and peaceful societies in the OSCE area, in line with the 2004 Action Plan and other OSCE commitments. The information, views, opinions and conclusions presented in this document are not provided by nor necessarily endorsed by the OSCE, unless explicitly stated otherwise.



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ACRONYMS

ADB	Asian Development Bank
ARROW	Asian-Pacific Resource and Research Centre for Women
CEDAW	Committee on the Elimination of Discrimination against Women
CGIAR	Consultative Group on International Agricultural Research
CIF-PPCR	Climate Investment Funds – Pilot Program for Climate Resilience
COP	Conference of the Parties (to the UNFCCC)
DRM	Disaster Risk Management
EBRD	European Bank for Reconstruction and Development
EU	European Union
GAP	Gender Action Plan (under the UNFCCC)
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GEI	Gender and Environment Index
GIWPS	Georgetown Institute for Women, Peace and Security
GR40	General Recommendation No. 40 (CEDAW)
IIED	International Institute for Environment and Development
IUCN	International Union for Conservation of Nature
MENA	Middle East and North Africa
MRV	Measurement, Reporting and Verification
NAP	National Adaptation Plan (under the UNFCCC) / National Action Plan (under the WPS agenda)
NDC	Nationally Determined Contribution
OSCE	Organization for Security and Co-operation in Europe
SCC	SHE Changes Climate
SIPRI	Stockholm International Peace Research Institute
UNFCCC	United Nations Framework Convention on Climate Change
UNSCR	United Nations Security Council Resolution
UNSG	United Nations Secretary-General
WCA	Water Consumers Association
WEDO	Women and Environment Development Organization
WECAN	Women's Earth and Climate Action Network
WECU	Women's Energy Club of Ukraine
WPLP	Women's Peace Leadership Programme
WPS	Women, Peace and Security (agenda)
WUA	Water User Association

FOREWORD

by Dr. Lara Scarpitta,

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



The OSCE has long affirmed that sustainable peace and comprehensive security depend on women's full and equal participation in decision-making. This commitment, set out in our 2004 Action Plan for the Promotion of Gender Equality¹ and reinforced by Ministerial Council Decision 3/21 on Strengthening Co-operation to Address the Challenges Caused by Climate Change, remains vital as environmental degradation, extreme weather, and resource stress increasingly interact with political fragility, socio-economic inequality, and, in some contexts, armed conflict.

Against this backdrop, these pressures intersect with discrimination and unequal power relations, shaping who faces the greatest risks, who can access protection and resources, and who can influence prevention, response, recovery, and resilience. Gender inequality acts as a threat multiplier, increasing women's and girls' exposure to poverty, displacement, and gender-based violence, while limiting land rights, services, finance, and participation. Supporting women's inclusion and their leadership is therefore both a rights-based obligation and a practical requirement for effective climate action and lasting peace.

In response to this challenge, in 2025 the Gender Issues Programme, in partnership with SHE Changes Climate and supported by the ExB WIN project, launched the third edition of the OSCE Women's Peace Leadership Programme, this time focused on gender equality and climate across the OSCE region. It brought together 20 remarkable women leaders from diverse backgrounds and geographies, from Eastern Europe to Central Asia, from the South Caucasus to South East Europe, and from our Partners for Co-operation, creating a powerful network of change-makers equipped to drive gender-responsive climate action² in their communities and beyond.

Building on the insights and experience of this network, this paper is a product of that initiative. It argues that when women have real influence in climate governance, resource management, disaster risk reduction, and peace processes, outcomes are more inclusive, responsive, and durable.

Ultimately, I hope this paper serves as both a practical resource and a catalyst for more coherent, better-resourced, and more accountable action. The OSCE Secretariat's Gender Issues Programme stands ready to work with participating States and partners to advance women's full, equal, and meaningful participation in climate and security decision-making.

¹ 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.

² 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 is increasingly shaping security dynamics by intensifying resource scarcity, displacement, and social tensions — especially in fragile contexts — while conflict and insecurity, in turn, degrade ecosystems and weaken governance, creating a reinforcing cycle of environmental stress and human insecurity. Within this cycle, gender inequality functions as a threat multiplier, concentrating risks on women and girls through heightened exposure to poverty, displacement, and violence, while limiting access to land, services, and decision-making. Breaking this cycle requires leadership that treats gender equality, climate resilience, and peacebuilding as mutually reinforcing priorities, rather than separate policy tracks.

Women's leadership is a proven accelerator of more effective and durable solutions across this nexus. When women have meaningful influence in climate governance, natural-resource management, and peace processes, outcomes tend to be more inclusive, environmentally sustainable, and resilient over time. Yet women remain systematically underrepresented in the institutions that shape climate action and security policy, from national politics to COP delegations and formal peace negotiations. Closing this leadership gap is a strategic requirement for improving responses and strengthening adaptation policies at local, national and regional level as well as in conflict-affected settings while advancing more durable peace.



INTRODUCTION

The Gender–Climate–Security Nexus: Understanding the intersections and threat multipliers

The interlink between gender equality, climate change, and security forms a powerful yet often underexplored nexus. Studies³ show that climate change and environmental degradation drive resource scarcity, displacement, and social tensions, which can escalate instability and the risk of conflict. Similarly, conflict and insecurity erode ecosystems, weaken governance structures, and diminish communities' capacity to adapt to climate impacts; creating a cyclical relationship between environmental stress and human insecurity.

Within this dynamic, gender inequality is both a consequence and a catalyst. Women and girls frequently bear the heaviest burdens of climate-induced crises and conflict, including heightened risks of poverty, displacement, and gender-based violence.⁴

Structural inequalities also limit their access to land, education, and decision-making power, constraining their ability to shape responses. Yet, when women are meaningfully engaged, they bring critical perspectives, local knowledge, and skills that foster community resilience and long-term sustainability.

Understanding the Gender–Climate–Security Nexus therefore requires recognizing that gender equality, climate action, and peacebuilding are mutually reinforcing goals. Each strengthens the others, and advancing gender equality enhances climate resilience, conflict prevention and peace outcomes. Neglecting any one of these pillars, by contrast, undermines progress across all three areas.

The Leadership Gap: Women's underrepresentation versus their essential role in sustainable climate action and peacebuilding.

Despite this understanding, women remain underrepresented in leadership and decision-making within both climate and peace processes. From international climate negotiations to local peacebuilding initiatives, women's voices are too often sidelined. Structural barriers, including social gender norms, limited access to resources, and institutional biases, persist. Yet,

evidence consistently shows that when women lead, policies are more inclusive, environmental outcomes improve, and peace agreements are more durable.⁵ Recognizing and amplifying women's leadership across this nexus is not only a matter of equity but a prerequisite for effective and lasting solutions.

³ Studies increasingly find that climate change can raise conflict risk indirectly by worsening resource scarcity and livelihoods, increasing displacement and migration pressures, and amplifying social grievances in already fragile contexts. See, e.g., Xie et al., "The impacts of climate change on violent conflict risk: a review of causal pathways", *Environ Res Commun*, 2024, <https://pmc.ncbi.nlm.nih.gov/articles/PMC11555642>; von Uexkull et al., "Civil conflict sensitivity to growing-season drought", *PNAS*, 2016, <https://doi.org/10.1073/pnas.1607542113>; and IPCC AR6 Synthesis Report (2023); https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC_AR6_SYR_FullVolume.pdf.

⁴ See SIPRI, *Gendered dimensions of climate-related security risks in the OSCE area* (2016), https://www.sipri.org/sites/default/files/2026-02/gendered_dimensions_of_climate-related_security_risks.pdf; and van Daalen et al., "Extreme events and gender-based violence: a mixed-methods systematic review", *The Lancet Planetary Health*, 2022, [https://www.thelancet.com/journals/lanplh/article/PIIS2542-5196\(22\)00088-2/fulltext](https://www.thelancet.com/journals/lanplh/article/PIIS2542-5196(22)00088-2/fulltext)

⁵ A large body of cross-country and programme evidence links women's political participation and leadership to broader policy agendas and social investment, as well as improved representation of diverse preferences. See, for example, UN Women's *Progress of the World's Women reports* (<https://www.unwomen.org/en/digital-library/publications>) and the World Bank's *Women, Business and the Law research* (<https://wbl.worldbank.org/>). For environmental outcomes, studies of legislatures and local governance find that higher women's representation is associated with stronger environmental policy and lower emissions in some settings; see UNDP's *Gender and Climate resources* (<https://www.undp.org/gender/climate-change>) and related peer-reviewed syntheses referenced there. For peace processes, comparative research shows that women's participation is associated with more comprehensive agreements and greater implementation and durability; see UN Women on women, peace and security (<https://www.unwomen.org/en/what-we-do/peace-and-security>) and the UN Department of Political and Peacebuilding Affairs guidance and evidence summaries (<https://dppa.un.org/>).

Bridging policy silos and strengthening women's leadership across the nexus

Multiple global mechanisms aim to advance gender equality — each offering important foundations for progress and often promoting similar priorities — yet they frequently remain disconnected in practice. The *Beijing Declaration and Platform for Action (1995)*, the United Nations Security Council Resolution (UNSCR) 1325 (2000) and the broader *Women, Peace and Security (WPS) Agenda*, and the *United Nations Framework Convention on Climate Change (UNFCCC) Gender Action Plan* each highlight elements of this nexus, yet their implementation often occurs in silos. The 2024 CEDAW *General Recommendation No. 40 (GR40) on equal and inclusive representation of women in decision-making systems* also provides a framework for action.

In the context of growing pushback⁶ against women's rights and international commitments on gender equality⁷, greater coherence across these agendas — at both global, regional and national level — is essential. By aligning efforts with key global moments such as the annual climate Conferences of the Parties and the Commission on the Status of Women (CSW), stakeholders can help keep women's rights

firmly on the global agenda and strengthen the demand for women's equal representation and meaningful agency in decision-making. In doing so, they create opportunities to ensure that women can shape — and lead — the development of gender-responsive, integrated policies across the nexus.

This discussion paper draws on a review of academic and grey literature, including academic papers, policy documents, civil society reports, and media articles. It also integrates existing conceptual frameworks developed by UN Women and the Georgetown Institute for Women, Peace and Security (GIWPS), as well as insights from the 3rd edition of the OSCE Women's Peace Leadership Programme (WPLP). Together, these perspectives inform the analysis and policy recommendations presented herein. While acknowledging limitations in data availability and regional coverage, the paper aims to advance dialogue and inspire collective action at the intersection of gender, climate, and peacebuilding.



⁶ Ensuring and strengthening access to justice for all women and girls, including by promoting inclusive and equitable legal systems, eliminating discriminatory laws, policies and practices, and addressing structural barriers, Commission on the Status of Women, Seventieth session, E/CN.6/2026/3, 15 January 2026. https://docs.un.org/en/E/CN.6/2026/3?gl=1*1tsn1kp*_ga*MTc1NzUwMzYzMi4xNzgxMDk4NDk4*_ga_S5EKZKSB78*czE3ODE3MDYyNTMkbzlkZzAkDE3ODE3MDYyNTQkajU5JGwwJGgw

⁷ This includes CEDAW (1979), the Beijing Declaration and Platform for Action (1995) and UN Security Council Resolution 1325 (2000) on Women, Peace and Security, and subsequent resolutions: S/RES/1820 (2008), S/RES/1888 (2009), S/RES/1960 (2010), SCR 1889 (2013), SCR 2122 (2013), S/RES/2106 (2013), SCR 2242 (2015) and SCR 2493 (2019) and S/RES/2467 (2019), among others.

UNPACKING THE GENDER-CLIMATE-SECURITY NEXUS

THE GENDER-CLIMATE NEXUS

Conceptual Framework

To understand the nexus between gender and climate change, we must first recognize that climate impacts do not occur in a social vacuum. They unfold within existing systems of inequality that shape how people experience, adapt to, and recover from environmental shocks. Climate change thus acts as a threat multiplier, exacerbating pre-existing gender inequalities across health, livelihoods, safety, and participation⁸. This framework helps reveal how and why these inequalities persist by situating climate vulnerability within broader structures of power and knowledge.

Such a lens recognizes that women are not a homogenous group. It examines how gender equality intersects with class, race/ethnicity, age, disability, citizenship, and geography to shape exposure, sensitivity, and adaptive capacity. These overlapping perspectives influence who

can evacuate before a disaster, who accesses finance after a loss, who is safe in shelters, and who participates in recovery and planning processes. This implies moving beyond the view of women as inherently vulnerable or natural caretakers; instead, it is necessary to trace how vulnerability is produced through institutions, norms, and policies that restrict access to land, credit, education, and decision-making power. It is also important to understand the links between gender inequality and power and knowledge — asking whose experiences count as evidence, who defines the problem, and who benefits from proposed solutions.⁹

While climate change is a threat multiplier for all of society, it affects women more directly — and when women are excluded from decision-making, the consequences are felt even more widely.

How Climate Change Shapes Women's Lives: From Health to Livelihoods

Health

Climate change significantly affects women's health through multiple, interlinked pathways. It acts both directly — by exacerbating physiological vulnerabilities to heat and disasters — and indirectly, by limiting access to healthcare, safe working conditions, and the social protections needed to recover.¹⁰ Emerging evidence shows that climate change also negatively affects women's mental health with

a disproportionate impact compared to men. It contributes, for instance, to higher rates of anxiety, depression, and post-traumatic stress¹¹. Although the severity of these health impacts varies across contexts, research confirms that women's wellbeing is uniquely and globally disproportionately affected by a changing climate and its manifestations, including heatwaves, which pose particular challenges.¹²

⁸ Kaijser, A., & Kronsell, A., "Climate change through the lens of intersectionality", *Environmental Politics*, 23(3), 417–433, 2014, <https://doi.org/10.1080/09644016.2013.835203>.

⁹ Rigon, A., "A review of intersectionality and climate change and the potential of intersectional participatory methods and storytelling to co-produce climate justice", *Climate and Development*, 17(10), 892–904, 2024, <https://doi.org/10.1080/17565529.2025.2477105>.

¹⁰ Erman A. et al, Gender dimensions of disaster risk and resilience (The World Bank and the GFDRR, 2021), <https://wrd.unwomen.org/sites/default/files/2021-11/Gender-Dimensions-of-Disaster-Risk-and-Resilience-Existing-Evidence.pdf>.

¹¹ Abu TZ, Achore M., "Gender at the crossroads of mental health and climate change: A scoping review", *Social Science & Medicine*, January 2026, <https://pubmed.ncbi.nlm.nih.gov/41175824>.

¹² UN Women, "Explainer: How gender inequality and climate change are interconnected", 21 April 2025, <https://www.unwomen.org/en/articles/explainer/how-gender-inequality-and-climate-change-are-interconnected>.

Extreme heat represents one of the most acute and health hazards for women and girls, especially for pregnant women. Exposure to high temperatures is linked to an increase in adverse pregnancy outcomes — with each 1°C rise in temperature during pregnancy associated with a 5 per cent increase in both stillbirths and preterm births¹³. Economic and social inequalities further compound these health risks: unequal access to the workforce leaves many women concentrated in the informal sector, where work is more often unregulated and can be unprotected from climate impacts.

destroyed transport networks, and also reduced income all disproportionately constrain women's ability to seek timely care.¹⁵

Climate-induced displacement, migration and gender-based violence

For women and girls, climate change is already reshaping mobility and safety¹⁶ as livelihoods collapse and hazards intensify, movement becomes necessary — sometimes chosen, often not.

Climate-related mobility includes short-term displacement to permanent relocation. For example, across drylands and mountain regions, women face the highest exposure to climate risks such as degraded ecosystems, yet have the fewest migration alternatives — often moving short distances while men migrate farther.¹⁷

Climate-related disasters disproportionately expose women and girls to gender-based violence (GBV). Social, financial, and infrastructure stresses from climate impacts heighten inequalities and fuel GBV. Studies carried out by UN OHCHR have indicated dramatic increases in domestic violence as a result of natural disasters with the notable case of the two tropical cyclones in Vanuatu's Tafe province in 2011, which saw a 300 per cent increase in domestic violence¹⁸. Studies have also indicated that sexual exploitation and human trafficking tend to increase, as perpetrators target insecurity, while child marriage may rise as families adopt negative coping strategies during compounding crises.¹⁹

Displacement further amplifies risk: overcrowded, mixed-gender shelters are often not women-friendly while limited access to basics like water and fuel often compels women and girls to leave shelters, increasing exposure to harassment and violence, including the risk of sexual assault and rape.

Heat is not just uncomfortable — it's dangerous. It's costing women their pregnancies, their children their lives." –

Kathy Baughman McLeod,
CEO, Climate Resilience for All.
OSCE Women's Peace Leadership
Programme 2025 speaker

Additionally, the effects of heat are compounded for older women, particularly those in caregiving roles. Many assume responsibility for household tasks, child care, or errands during the hottest hours of the day — often in homes and urban areas ill-equipped to handle extreme heat, with limited access to cooling technologies or green spaces. These overlapping pressures increase risks of heat exhaustion and cardiovascular illness.¹⁴

At the same time, natural disasters and extreme weather events disrupt access to health services. According to the World Bank, damaged facilities,

¹³ Chersich M.F. et al, "Associations between high temperatures in pregnancy and risk of preterm birth, low birth weight, and stillbirths: systematic review and meta-analysis", *BMJ*. 2020;371:m3811., <https://doi.org/10.1136/bmj.m3811>.

¹⁴ Berastain P. R., "Gender, heat, and cities: building resilience for a changing climate" (Centre for Public Impact, 25 November 2024), <https://centreforpublicimpact.org/resource-hub/gender-heat-and-cities-building-resilience-for-a-changing-climate>.

¹⁵ Op. cit., Erman A. et al (2021).

¹⁶ Ibid.

¹⁷ See OSCE, Linkages between climate change, human mobility and security in South-Eastern Europe (Vienna: OSCE, 2025), <https://pure.iiasa.ac.at/id/eprint/21023/1/Climate-Mobility-Security%20SEE%20%281%29.pdf>; Op.cit. SIRPI (2016); and Foresight: Migration and Global Environmental Change (2011), Final Project Report, The Government Office for Science, London, <https://assets.publishing.service.gov.uk/media/5a74b18840f0b61df4777b6c/11-1116-migration-and-global-environmental-change.pdf>.

¹⁸ UN OHCHR, Protecting the Human Rights of Internally Displaced Persons in Natural Disasters (Fiji, 2011), https://pacific.ohchr.org/docs/idp_report.pdf.

¹⁹ Castañeda Camey I. et al, Gender-based violence and environment linkages: the violence of inequality. (Gland, Switzerland: IUCN, 2020), <https://portals.iucn.org/library/sites/library/files/documents/2020-002-En.pdf>.

Water, land, food and livelihoods

Land and water underpin agriculture, food production, and rural livelihoods, yet both are under strain from intensifying climate impacts and human overuse. Sudden-onset events (e.g., floods) and slow-onset changes (e.g., drought and desertification), alongside rising temperatures and shifting rainfall, degrade soils, diminish water availability, and damage ecosystems, undermining people's lives and livelihoods. Women are disproportionately affected by these changes due to deep-rooted structural inequalities.

They often have unequal access to and control over land, credit and markets, while social norms confine many to roles such as collecting water and fuelwood or working in low-paid agricultural and informal jobs. According to UNICEF, during droughts and other shocks, the burden of unpaid care intensifies — time spent collecting water, for instance, can triple from two to six hours a day.²⁰ These combined barriers restrict women's and girls' choices and opportunities, ultimately reducing their adaptive capacity and resilience compared to men.

THE TRIPLE NEXUS : GENDER EQUALITY–CLIMATE–SECURITY

Conceptual Foundations: Linking Gender Inequality, Climate Stress and Insecurity

This section examines how exposure to conflict, pre-existing gender norms, and unequal power structures act as threat multipliers, constraining societies' capacity to adapt to and mitigate climate change. Together they create a reinforcing loop between climate stress and insecurity, with gender inequality operating as a cross-cutting driver that erodes resilience and hampers peacebuilding. Two major analytical frameworks provide a conceptual basis for understanding this dynamic.

The Joint UN Programme on Women, Natural Resources, Climate and Peace²¹ offers a simple but powerful frame of how climate change magnifies the drivers of insecurity. By layering economic, political, social, and environmental stress onto already stretched systems, it erodes livelihoods, fuels competition over land and water, displaces people, and destabilizes food prices — undermining social cohesion and reversing development gains. Where institutions are capable, economies diversified, and state–society trust is strong, countries can absorb these shocks. In fragile or conflict-affected settings, however,

climate impacts can overwhelm limited capacity and help ignite — or intensify — violence.

The causal arrow runs both ways. Insecurity at multiple levels — household, community, state, and across borders — undercuts climate adaptation by disrupting services and markets, constraining mobility, and shrinking access to land, water, and finance. As options to adjust narrow, resilience weakens and the same pressures that drive conflict are reinforced, creating a vicious cycle between climate stress and insecurity.

The triple nexus framework presented by Georgetown Institute for Women, Peace and Security (GIWPS) adds a natural-resources lens to this loop: conflict often becomes resource-intensive (control of rangeland, forests, fisheries, minerals), which accelerates environmental degradation through over-extraction, predation by armed groups, and displacement into fragile ecosystems²². Degraded landscapes then reduce household and community adaptive capacity, heightening exposure to the next shock and reinforcing the cycle.

²⁰ Nesbitt-Ahmed Z., How gender-responsive, age-sensitive social protection is related to the climate crisis: a summary of the evidence (Florence: UNICEF, 2023), <https://www.unicef.org/innocenti/reports/how-gender-responsive-age-sensitive-social-protection-related-climate-crisis>.

²¹ United Nations Environment Programme, UN Women, UNDP and UNDP/PA/PBSO, Gender, climate & security: sustaining inclusive peace on the frontlines of climate change (2020), <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Gender-climate-and-security-en.pdf>.

²² Smith J.M. et al, The climate-gender-conflict nexus: amplifying women's contributions at the grassroots (Washington, DC: Georgetown Institute for Women, Peace and Security, 2021), <https://giwps.georgetown.edu/wp-content/uploads/2021/01/The-Climate-Gender-Conflict-Nexus.pdf>.

If climate stress and insecurity form a reinforcing loop, gender determines where and how people get caught in it. As the previous section illustrates, gender norms and power relations shape access to land, credit, mobility, information, and decision-making — who can leave a drought-hit area, who controls compensation after loss, who is safe on the move, and who is heard in recovery planning. These dynamics produce distinct, often compounding risks: men may migrate through dangerous routes in search of work, while women whose only option is to stay face a “double burden” of income generation and intensified unpaid care, longer treks for water or fuel in degraded environments, and heightened exposure to gender-based violence — frequently under laws and practices that limit their property and inheritance rights.

The gender aspect of this loop is not only about differential exposure; it’s about who holds resources’ rights and voice in natural-resource governance — because exclusion from land, water, and benefit-sharing institutions both heightens women’s vulnerability and weakens communities’ capacity to de-escalate resource conflicts and adapt. Concretely, when women are left out of water-user associations or rangeland and forest councils, they are the last to receive allocations or drought relief and their early-warning knowledge is sidelined — undercutting everyday adaptation and local dispute prevention. Likewise, where women lack land titles, inheritance rights, credit, or access to extension and climate information, they cannot claim compensation, switch crops, or diversify income after shocks; conservation or “security”

enclosures that restrict access to commons further displace low-income women from fuelwood and grazing, eroding livelihoods and stoking tensions²³. In addition, corruption tends to be higher in natural resource-rich areas, diverting financing and benefits away from intended communities and further deepening women’s exclusion from influencing how land and water are governed.²⁴

Figure 1 depicts a reinforcing loop in which climate stress intensifies resource conflict and insecurity, which in turn degrades the environment and erodes adaptive capacity — while gender operates as a cross-cutting lens that shapes exposure, rights, and voice at every step.²⁵



Corruption in natural resource governance isn't just about misused funds or backroom deals, it's actually about power — who holds it, who benefits, and who bears the cost.” –

*Tishiko King,
Climate and Ocean Activist,
OSCE Women’s Peace Leadership
Programme 2025 speaker*



²³ Ibid.

²⁴ Merkle O., Price M., Gender and corruption in the access to natural resources: preliminary findings (OSCE, 2024), <https://cdn.osce.org/sites/default/files/f/documents/3/6/563466.pdf>.

²⁵ Op. cit., Smith J.M. et al (2021).

AGGRAVATES PREEXISTING AND UNDERLYING CONDITIONS, INCLUDING:

- Already strained natural resources
- Weak and fragile governance
- Food insecurity
- Eroded social cohesion

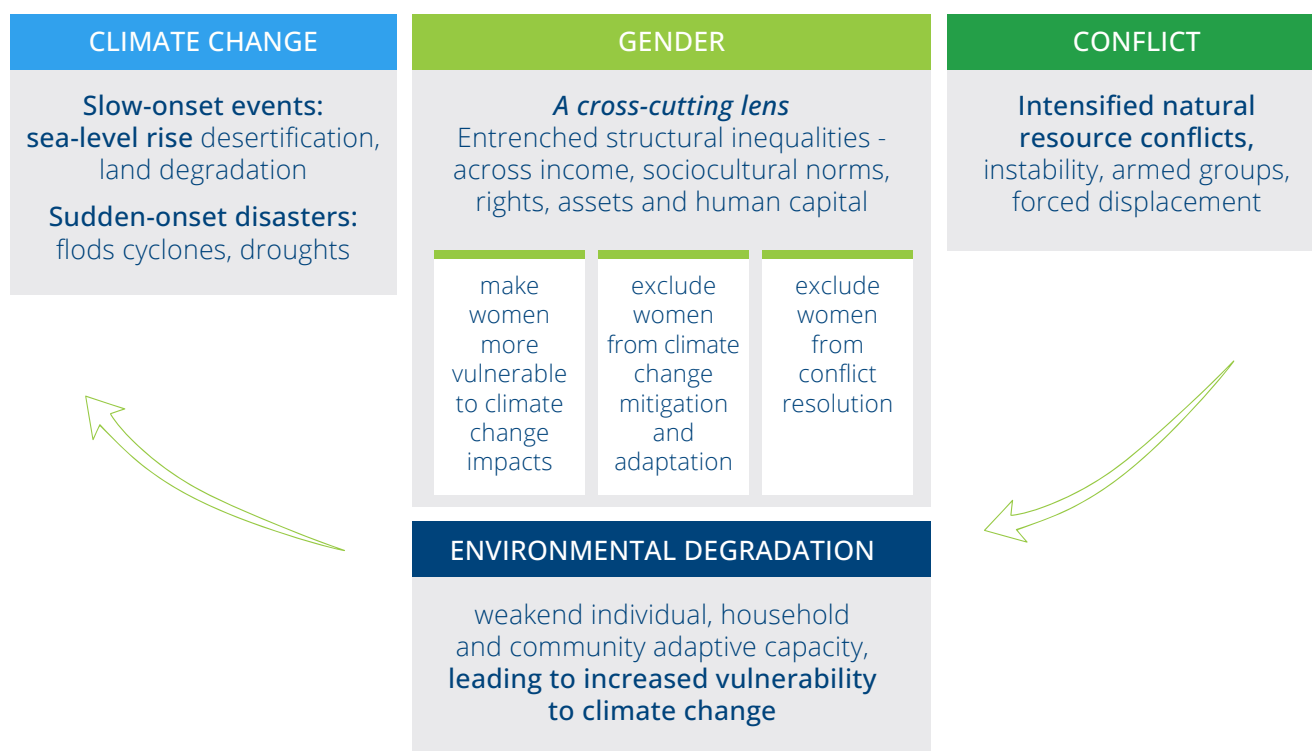


Figure 1: The Climate–Gender–Conflict Nexus, GIWPS

Women Driving Climate Action and Peacebuilding

While women face some of the greatest risks under climate stress and in conflict situations, these same challenges can open new opportunities for leadership. Disruptions often reshape local power dynamics, revealing the critical contributions women already make to resource management and social cohesion. As a result, women are increasingly positioned to lead on adaptation, resilience, and peacebuilding.

Crises can open new entry points for women's leadership. As climate-related insecurity disrupts routines, this also offers opportunities for women to step into public decision-making. Under


droughts, floods and displacement, women frequently assume expanded responsibility for household provisioning and community problem-solving; as women shoulder more of livelihood production during crises, they gain leverage to step into leadership in natural-resource governance and dispute resolution. When this lived authority is recognized and resourced, it can translate into formal roles in peacebuilding and resource governance, such as women facilitating dialogue over land and water disputes, or joining or co-leading rangeland and watershed committees.²⁶

²⁶ Op. cit. UNEP, UN Women, UNDP and UNDP/PA/PSO (2020).

Women are also uniquely positioned as drivers of climate adaptation and resilience in natural-resource systems, and their meaningful participation measurably improves outcomes.

fairer allocation rules and lower risks of resource clashes²⁸. Furthermore, research carried out by the UN also indicates that incorporating women's practical knowledge of food, water and energy systems improves the design and uptake of local adaptation measures and broadens participation in recovery and conflict-prevention processes²⁹.

Women's leadership in disaster risk management improves recovery, adaptation, and peacebuilding. When women participate meaningfully — or take leadership roles — in disaster risk management (DRM) as well as recovery and adaptation, outcomes are more responsive to community needs³⁰. DRM is not just about managing disasters — it can also be a powerful tool for reducing drivers of conflict, promoting social cohesion, and supporting peacebuilding when it is inclusive, participatory, and sensitive to power dynamics. Increasing women's representation in DRM and civil protection agencies not only recognizes their existing community roles but also enhances programme performance. Women-led teams are better at identifying needs related to care, water, shelter, GBV risk, and child protection and can reach women and girls more easily, improving preparedness and evacuation uptake³¹.



We must equip women with the tools, language, and skills to speak for their communities — whether it's at the village council or at COP.” –

***Gulnora Mukhamadieva,**
Global Lead, Gender Equality at Aga Khan
Foundation. OSCE Women's Peace Leadership
Programme 2025 speaker*

One of the most notable examples is women's involvement in community forest governance in India and Nepal, often associated with greater forest regeneration and more sustainable harvesting, reflecting women's detailed knowledge of species, seasonality and use patterns²⁷. Studies have also indicated that women's participation in water-user associations and rangeland councils has led to



²⁷ Op. cit., Smith J.M. et al (2021).

²⁸ Ibid.

²⁹ Op. cit. UNEP, UN Women, UNDP and UNDP/PA/PBSO (2020).

³⁰ For more information on the topic, see Disaster Protection for All: A Gender-Responsive and Disability-Inclusive Approach to Disaster Risk Reduction (OSCE, 2022), <https://cdn.osce.org/sites/default/files/f/documents/b/8/518598.pdf>

³¹ Op.cit., Erman A. et al (2021).

CASE STUDY – THE 2025 OSCE WOMEN’S PEACE LEADERSHIP PROGRAMME: Advancing Women’s Leadership at the Climate–Security Nexus

The **OSCE** Women’s Peace Leadership Programme (WPLP) is the OSCE flagship initiative for promoting women’s leadership in peacebuilding, mediation, and security. Developed under the OSCE *Networking Platform for Women Leaders, including Peacebuilders and Mediators*, the third edition (April–October 2025) was co-organized with SHE Changes Climate (SCC) and centred on the gendered dimensions of climate change as an explicit effort to operationalize OSCE’s mandate on gender equality, climate security, and environmental co-operation.³²

The 2025 edition highlighted the growing connection between climate change and security, emphasizing its role as a threat multiplier that deepens gender inequality across a wide range of issues. It also addressed the underrepresentation of women in decision-making, both in climate action and peacebuilding, while recognizing the crucial contributions women are already making in this space as active agents of change.

The 2025 WPLP cohort convened women who are not only actively engaged in tackling the impacts of climate change — across areas such as water, agriculture, and ecosystem management — but also bring substantial experience in peacebuilding and conflict resolution.

By bridging expertise across those sectors, the programme cultivates a connected network of knowledgeable, influential women equipped to drive action, shape policy and advocate for systemic change across climate and security. In addition, the programme provides a crucial platform to confront persistent barriers that

women face in leadership and decision-making spaces, as highlighted in the discussion paper.

Running on an annual basis, the WPLP serves as a model for how multilateral institutions such as the OSCE can translate political commitments into concrete leadership pipelines, strengthening women’s agency and ensuring that climate and peace agendas are guided by diverse, experienced voices.

Participants with Diverse Expertise

The 2025 WPLP cohort brought together 20 women leaders from across the OSCE region and its Partners for Co-operation, spanning Central Asia, Eastern and Western Europe, the Caucasus, and the MENA region. Six participants came from Central Asia and Mongolia, six from Western Europe, four from Eastern Europe (including Ukraine), two from the Caucasus, and two from the MENA region — many with direct experience in conflict-affected or environmentally fragile settings.

Their profiles reflected the full spectrum of the climate–peace nexus: climate diplomats, renewable-energy engineers, human-rights lawyers, water-governance specialists, entrepreneurs, and local government officials. Some have led national or municipal climate strategies; others work at the grassroots level advancing women’s cooperatives, biodiversity restoration, and gender-responsive adaptation. Experts in climate policy, environmental security, and natural-resource management joined forces with young innovators in technology, agriculture, and education — creating a rare cross-generational and cross-sectoral dialogue.

³² Including the [2004 Action Plan for the Promotion of Gender Equality](#), OSCE’s efforts to mainstream gender into all of its programmes, projects and activities have been progressively institutionalized, with the [OSCE Ministerial Council Decision 3/21](#) OSCE Ministerial Council Decision 3/21 focusing on “Strengthening Co-operation to Address the Challenges Caused by Climate Change” and the event [Strengthening understanding of gendered dimensions of climate-related security risks at the centre of OSCE event | Organization for Security and Co-operation in Europe](#) focusing explicitly on climate.

Throughout the programme, participants grounded discussions in their lived realities. Leaders from Kyrgyzstan, Mongolia and Tajikistan shared examples of women advancing water management and climate finance in Central and East Asia; Ukrainian participants reflected on rebuilding institutions amid war and ecological loss; and women from the Mediterranean and MENA regions brought perspectives on food security, desertification, and local governance. Participants from Western Europe —including city councilors, policy advisers, and EU-level negotiators — contributed tools for achieving gender parity in climate diplomacy and innovation. This diverse experience transformed the WPLP into a laboratory of leadership — linking local realities to global frameworks and showing, in practice, that women’s leadership strengthens their inclusion, improves environmental outcomes, and builds more durable peace.

Methodology and Format

The 2025 WPLP combined six thematic online sessions with a final in-person gathering in Vienna. Each 90-minute session paired global expertise with lived experience, blending research inputs, storytelling, and peer exchange. Topics ranged from climate impacts to corruption in natural-resource governance, feminist diplomacy, and

women-led climate finance. The programme’s methodology moved from understanding to application: participants examined global frameworks (e.g., the UNFCCC Gender Action Plan, WPS Agenda) and then localized them to their national or sectoral contexts.

Thematic Highlights

The thematic sessions explored the full spectrum of the climate–gender–peace nexus, beginning with building a trusted community of practice and examining how gender bias and exclusion shape women’s experiences in climate and security spaces. Participants then unpacked the climate–gender equality nexus, looking at how climate impacts intersect with health, migration, and gender-based violence while showcasing women’s leadership in adaptation. The programme also highlighted women on the frontlines of conflict and climate crises, the role of extractivism and corruption as barriers to equitable governance, and the importance of feminist diplomacy for strengthening women’s participation in national and global climate negotiations. The series concluded with a focus on financing and supporting women-led initiatives, emphasizing that true transformation requires not only inclusion but also a redistribution of resources and decision-making power.

OUTCOMES

- **Cross-sector Leadership for Complex Crises**

Speakers throughout the programme underscored that climate change, conflict, and gender inequality are deeply interlinked systems of risk. Responding to them requires cross-sector leadership. As one participant described, “War, climate risks, gender inequality — each one is devastating on its own. When they intersect, the consequences multiply.”

By equipping women leaders from diplomacy, science, and grassroots movements with shared frameworks and tools, the WPLP modelled how integrated governance can bridge silos between climate adaptation, peacebuilding, and gender equality.

- **Solidarity, Mentorship, and Intergenerational Leadership**

The power of collective learning — first seeded in Session 1’s “community of practice” — emerged as a defining strength of the programme. Participants consistently described the value of shared trust and intergenerational mentorship in sustaining women’s influence within institutions often resistant to change. Insights from the Relational Leadership session deepened this understanding, emphasizing that climate change is not only an environmental or technical challenge but a crisis of relationship — between people and the natural world, between communities and institutions of power, and between decision-makers and those most affected. Participants noted that responding to such a crisis requires leadership rooted in cooperation, shared responsibility, emotional intelligence, and the ability to build trust as a foundation for resilience. Practicing this form of leadership means leading through deep listening, reciprocity, and collaborative problem-solving rather than hierarchy or individual authority. When women lead with connection at the center, climate action becomes more inclusive, just, and sustainable.

As one participant reflected, “Hope comes from seeing women rise together — each one making space for the next.”

- **Accountability and Access to Resources**

A recurring message across Sessions 4 and 6 was that leadership requires resources. Feminist advocates linked corruption, extractivism, and inequality to the exclusion of women and Indigenous peoples from governing resources. Meanwhile, panelists in Session 6 pointed to gender-responsive finance as the foundation for a truly just transition.

The cohort concluded that without direct access to funding, legal protection, and decision-making power, women’s leadership remains rhetorical. Structural investment — both financial and institutional — is needed to translate recognition into real authority.

- **Storytelling and Narrative Power as Tools for Change**

The sessions also highlighted storytelling as a strategic form of leadership. In Session 4, a panelist exemplified how feminist journalism can reclaim narratives of climate justice, positioning the forest and its defenders as central actors rather than victims. Throughout the programme, participants emphasized that narrative change — whether through media, diplomacy, or education — is essential to dismantling stereotypes and legitimizing women’s knowledge in traditionally masculine fields like energy, defence, or climate finance.

CONCLUSION

Taken together, these outcomes show how the WPLP’s multi-stakeholder, cross-regional design enabled a rare synthesis of practice and policy. It linked women’s experiences from the grassroots to global institutions, creating actionable pathways for change — from litigation and diplomacy to finance and storytelling. More than a training programme, it became a living network of feminist leadership, advancing the idea that women’s full participation is not only a human right but a precondition for climate resilience and lasting peace.

WOMEN LEADERSHIP IN CLIMATE AND PEACE

CURRENT LANDSCAPE AND STRATEGIC VALUE OF WOMEN'S LEADERSHIP IN CLIMATE AND PEACE

Women in National Politics

Climate action and peacebuilding take place across three interlinked domains — the public sector, the private sector, and civil society. These spheres are closely linked and often overlap, with initiatives in one domain influencing or being carried forward in another. For real and lasting impact, women must have equal opportunities to lead and participate in all three domains³³.

Among these, the public sector is particularly critical because it is where decisions are made and policies are shaped. Ensuring women's leadership and participation in this domain means creating and protecting spaces for women to exercise their voice and authority in political and technical leadership roles.

Yet, despite their essential contributions to advancing societies, women remain underrepresented in key decision-making arenas and political positions across all levels of national governance.

According to the World Economic Forum's Global Gender Gap Report 2025, the global gender gap has closed only slightly, from 68.4 per cent in 2024 to 68.8 per cent in 2025. The greatest gains were recorded in Political Empowerment, which rose from 14.3 per cent in 2006 to 23.4 per cent in 2025. Yet, this remains also the largest area of inequality, and gender parity in political participation is projected to take another 162

years at the current rate³⁴. This global picture is echoed at the national level, where progress in women's representation remains uneven and slow.

Data from UN Women show that as of January 2025, women comprise just 22.9 per cent of cabinet members heading ministries globally, with only nine countries achieving gender parity in cabinets.³⁵ Inter-Parliamentary Union figures likewise indicate that women hold only 27.2 per cent of seats in single or lower houses in 2025 — up from 11 per cent in 1995.³⁶ At the current pace, gender parity in national legislatures is more than three decades away, projected only by 2063. These trends fall well short of the internationally agreed target by the Beijing Declaration and Platform for Action, which calls for equal participation and balanced power-sharing between women and men in decision-making.

Evidence demonstrates that women's political leadership strengthens both the ambition and effectiveness of climate policies. Countries with higher female parliamentary representation tend to adopt more stringent climate policies and have lower carbon dioxide emissions³⁷. Research also shows that States with greater proportions of women legislators are more likely to ratify international environmental treaties, reflecting a stronger commitment to collective environmental action.³⁸

³³ Kolybashkina N, Norton A, Outeldait F., Harnessing climate finance to advance women's climate leadership (Washington DC: Climate Investment Funds, The World Bank Group, 2023), https://www.cif.org/sites/cif_enc/files/knowledge-documents/wcl_report_ac2.pdf.

³⁴ World Economic Forum, Global Gender Gap Report 2025 (Geneva: World Economic Forum, 2025), https://reports.weforum.org/docs/WEF_GGGR_2025.pdf.

³⁵ UN Women, "Facts and figures: Women's leadership and political participation", 11 March 2026, <https://www.unwomen.org/en/articles/facts-and-figures/facts-and-figures-womens-leadership-and-political-participation>.

³⁶ IPU, Monthly ranking of women in national parliaments, https://data.ipu.org/women-ranking/?date_month=1&date_year=2025.

³⁷ Lv, Z., Deng, C. "Does women's political empowerment matter for improving the environment? A heterogeneous dynamic panel analysis," Sustainable Development, 3 January 2019, <https://doi.org/10.1002/sd.1926>.

³⁸ Norgaard K., York R., "Gender equality and state environmentalism," Gend Soc. 2005;19(4):506-22, <https://pages.uoregon.edu/norgaard/pdf/Gender-Equality-Norgaard-York-2005.pdf>.


Women in Climate and Peacebuilding

Progress on women's participation in climate decision-making has been steady but insufficient. Over the past decade, more women have joined national delegations, technical working groups, and leadership roles within the UNFCCC process, contributing to more inclusive dialogue and equitable outcomes. Yet, despite growing recognition of the importance of gender balance, parity remains distant.

some delegations have made conscious efforts to include women in leadership positions, such representation often remains symbolic, with women underrepresented in key negotiating roles or agenda-setting bodies.⁴⁰

The Women, Peace and Security (WPS) agenda, launched with the adoption in 2000 of milestone UNSC Resolution 1325, affirms women's right to participate fully and equally in all efforts to build and sustain peace. However, progress remains inconsistent and women continue to face systemic barriers that limit their participation as mediators, negotiators, and signatories in peace processes.

According to the UNSG, in 2022, women participated as negotiators or delegates in four of the five active peace processes led or co-led by the United Nations, yet their overall representation stood at only 16 per cent, a decline from 19 per cent in 2021 and 23 per cent in 2020⁴¹. Data from the *UN Women in Peace Processes Monitor (2023)* show even starker disparities: women made up only 5 per cent of negotiators, 9 per cent of mediators, and 19 per cent of signatories to peace and ceasefire agreements⁴².



One of women's greatest strengths is the ability to come together. That is why, in today's world, it is crucial that women from across generations co-lead and ensure that intergenerational co-leadership is at the heart of peacebuilding and peacemaking. This, I believe, is one of the greatest strengths of networks [...] by working together across generations, we can build true collective influence." –

Hajer Sharief,
*MWMN member and
Co-founder of Together We Build it*

At COP29 in 2024, only 35 per cent of Party delegates were women, a figure that has remained consistent in recent years, showing limited progress in achieving gender parity. Moreover, 71 per cent of Party delegations still had more men than women, and only a small number of countries reached balanced representation within their negotiation teams. Of the 78 world leaders participating in the conference, only eight were women.³⁹ This highlights that while COP strives to be an inclusive summit, the negotiation table remains far from diverse. While

Despite persistent barriers, women's networks and organizations play vital roles in informal and local peacebuilding, acting as mediators, conflict resolution experts, human rights defenders, and advocates for reconciliation. Their approaches emphasize social cohesion, justice, and the importance of women's inclusion. In addition, evidence shows that peace agreements involving women are more durable and inclusive, yet patriarchal norms and exclusionary institutions continue to limit their participation in formal negotiations⁴³.

³⁹ CARE press release, "COP29: Only 8 out of 78 world leaders attending are women", 12 November 2024, <https://careclimatechange.org/cop29-only-8-out-of-78-world-leaders-attending-are-women>.

⁴⁰ Gender Climate Tracker, Women's Participation on Party Delegations, <https://genderclimatetracker.org/womens-participation-party-delegations>.

⁴¹ Women and peace and security. Report of the Secretary-General, September 2023, <https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf>.

⁴² UN Women, "Facts and figures: Women, Peace and security," 20 October 2025, https://knowledge.unwomen.org/en/articles/facts-and-figures/facts-and-figures-women-peace-and-security?utm_source=chatgpt.com#_edn2.

⁴³ Teodorescu, L., Cervi A., How Women's Networks foster the implementation of the Women, Peace and Security Agenda (OSCE, 2025), https://projects.osce.org/sites/default/files/documents/publications/2025/12/From%20Policy%20to%20Practice_V3.pdf.

STRUCTURAL BARRIERS TO WOMEN'S PARTICIPATION AND LEADERSHIP IN CLIMATE AND PEACE

Meaningful Participation

While “participation” is frequently invoked as a measure of women’s inclusion, its meaning and depth vary. In its most transformative sense, meaningful participation requires that all stakeholders — especially marginalized groups — influence and share control over decision-making, from setting priorities to shaping outcomes to determining resource allocations. Achieving a critical mass of women in decision-making spaces is crucial for shifting institutional

cultures. Research suggests that women’s participation begins to influence policy when they make up at least 25–30 per cent of participants, and when participation exceeds 50 per cent, the likelihood of women assuming leadership roles rises significantly⁴⁴. Yet, women’s presence alone is not sufficient; meaningful participation depends on their ability to exercise authority, contribute expertise, and influence and shape agendas and outcomes⁴⁵.

Barriers in the Climate and Peacebuilding Space

Gender inequalities and power imbalances across social, economic, and political spheres limit women’s recognition and participation as leaders in climate action and peacebuilding. Identifying and addressing these barriers that restrict women’s access to decision-making in those fields is essential to creating more equitable systems of governance and representation.

There is substantial literature examining the barriers that limit women’s leadership and participation in climate action and peacebuilding. Across this body of research, similar patterns consistently emerge, pointing to systemic factors that reinforce gender inequality. For example, the IUCN’s Gender and Environment Index (GEI)⁴⁶ and the International Institute for Environment and Development’s (IIED) 2025 report on barriers to women’s participation in UN climate negotiations highlight how deeply rooted social norms, institutional frameworks, and unequal access to resources constrain women’s influence in decision-making spaces.

Building on these insights, the following analysis groups these barriers into four broad but interconnected categories: sociocultural norms, technical capital, access and control over assets and resources, and governance and policy frameworks.

Sociocultural norms

Discriminatory social and cultural norms continue to undermine women’s freedom, mobility, agency, and recognition in leadership roles. These norms often limit women’s access to decision-making spaces, either through explicit discrimination or more subtly through the unequal distribution of domestic and care responsibilities traditionally assigned to women⁴⁷.

As a result, leadership is frequently associated with traditionally masculine traits such as authority, assertiveness, and technical or militarized expertise — qualities that are often privileged over the collaborative, community-based approaches that many women bring⁴⁸.

⁴⁴ Kajumba T. et al, Understanding barriers to women’s participation in the UN climate negotiations: perspectives from the least developed countries (London: International Institute for Environment and Development (IIED), 2025), <https://www.iied.org/sites/default/files/pdfs/2025-02/22603iied.pdf>.

⁴⁵ Ibid.

⁴⁶ IUCN, <https://genderandenvironment.org/egi>.

⁴⁷ Op. cit., Kolybashkina et al (2023).

⁴⁸ Sumra M.K. *Masculinity, femininity, and leadership: Taking a closer look at the alpha female.* PLoS One. 2019;14(4):e0215181.

These entrenched norms not only restrict women's opportunities for leadership but may also shape internalized perceptions of self-worth⁴⁹, reinforcing the cycle of exclusion from decision-making in climate action and peacebuilding processes.

Technical capital

Unequal access to education, knowledge, and skills continues to hinder women's participation in climate and peacebuilding. Traditional gender norms often restrict women's opportunities to pursue formal education and technical training, limiting their ability to develop the expertise required in fields such as water management, agriculture, and other climate-related sectors.

This inequality extends to access to information on climate science and participation in negotiation training and expert networks, where women are frequently underrepresented. Technical and scientific knowledge in these spaces is often gatekept within elite or male-dominated circles, marginalizing the community-based knowledge and practical experience that many women bring⁵⁰.

Investing in education, mentorship, and access to knowledge systems is therefore essential to strengthening women's human and social capital and enhancing their leadership positions.

Access and control over assets and resources

Women's limited ownership and control over land, natural resources, and financial assets significantly constrain their participation and influence in climate action and peacebuilding. Discriminatory laws in many countries continue to restrict women's inheritance and property rights, undermining their credibility as key stakeholders in governance processes⁵¹. In

addition, women often face financial and logistical challenges that hinder sustained engagement in negotiations or consultations — including care responsibilities, travel costs, and loss of income⁵². Also access to technology and digital services also remains unequal⁵³, with persistent gender gaps in connectivity and digital literacy.

Moreover, women's organizations remain severely underfunded, which limits their ability to organize, advocate, and shape policy agendas.

Governance and policy frameworks

Weak legal and policy frameworks continue to limit women's empowerment and leadership opportunities. While some countries have introduced specific gender equality policies and laws intended to promote women's participation in governance — including in environmental and climate decision-making — these frameworks often fall short in implementation. In practice, male-dominated institutions and traditional political cultures continue to perpetuate exclusion through opaque selection processes, informal networks, and tokenistic representation. Women's participation is too often treated as a procedural formality rather than a substantive contribution to decision-making.

Furthermore, persistent data gaps undermine evidence-based policymaking. Many national statistical systems lack gender-disaggregated data, including baseline information on women's involvement in climate and peace processes. This lack of data and accountability mechanisms weakens the effectiveness of existing policies and hinders progress toward genuine gender equality in governance, both nationally and within global platforms such as the UNFCCC negotiations⁵⁴.

⁴⁹ OECD (2025), Gender Equality in a Changing World: Taking Stock and Moving Forward, Gender Equality at Work, OECD Publishing, Paris, <https://doi.org/10.1787/e808086f-en>.

⁵⁰ Op. cit., Kajumba et al (2025).

⁵¹ Op. cit., Kolybashkina et al (2023).

⁵² Kajumba T, Perch L, Alcobé F, Harty E, Pierre K, Massiah-Simeon J. Understanding barriers to women's participation in the UN climate negotiations: perspectives from the least developed countries. London: International Institute for Environment and Development (IIED); 2025.

⁵³ OECD (2025), Gender Equality in a Changing World: Taking Stock and Moving Forward, Gender Equality at Work, OECD Publishing, Paris, <https://doi.org/10.1787/e808086f-en>

⁵⁴ Initiative for Climate Action Transparency (ICAT), Good practices for integrating gender into climate transparency frameworks (Bonn: ICAT, 2024), <https://climateactiontransparency.org/wp-content/uploads/2024/11/Gender-and-Transparency.pdf>.

CASE STUDY — WOMEN LEADERSHIP IN WATER SECURITY IN CENTRAL ASIA

Across Central Asia, water scarcity has become a defining factor shaping livelihoods and stability. The region's vast arid and semi-arid landscapes depend on two major transboundary river systems — the Amu Darya and Syr Darya — fed mainly by glacial melt, seasonal snowmelt, and high-mountain precipitation. Rising temperatures, shifting precipitation, and accelerating glacier loss are disrupting these flows, intensifying droughts and floods. Agriculture — particularly cotton and wheat — consumes nearly 90 per cent of available water, while hydropower, industry, and cities compete for what remains⁵⁵. This dependence on irrigation, combined with aging Soviet-era canals that lose water through evaporation and leakage, makes the region extremely sensitive to climatic shocks. Because these rivers cross borders and supply multiple sectors, local shortages risk escalating into inter-community or interstate disputes including between upstream hydropower producers (e.g. Kyrgyzstan and Tajikistan) and downstream agricultural users (Kazakhstan, Uzbekistan, and Turkmenistan)⁵⁶. In this fragile context, ecological degradation can fuel competition, erode trust, and weaken the very institutions needed to manage resources peacefully. These environmental issues can pose significant political and security risks. Addressing these challenges requires enhanced regional co-operation, sustainable management practices, infrastructure investment and robust institutional frameworks. Without coordinated action, these risks may escalate, threatening regional security and sustainable development.

Gender inequality amplifies this vulnerability for women and girls. In many rural areas, men

migrate seasonally for work, leaving women responsible for household management, small-scale farming, and water collection. Women are often the ones responsible for water management and have gained knowledge in this field, knowledge that is often insufficiently valued⁵⁷. Despite their central role, women remain under-represented in political decision-making at the national and transboundary level, including in formal water institutions such as Water User Associations (WUAs) and Basin Commissions. Notwithstanding repeated high-level commitments to promote women's participation in water governance, evidence points to a persistent gender gap in the water sector, with governance processes remaining predominantly male-dominated. While women carry out the majority of crop-related activities on family farms, only 13 per cent of Dekhan farms are headed by women⁵⁸.

Similarly, women's representation in Basin Councils across the region ranges from 0 to 20 per cent, highlighting persistent gaps between women's contributions and their influence in water governance and decision-making. The OSCE highlights that women and men experience water stress differently: women manage household supply and food production but lack authority in allocation and infrastructure planning, leading to irrigation schedules and maintenance priorities that neglect domestic needs. Mainstreaming gender into policies and programmes, at all levels, including the meaningful representation of women's voices, can help meet the challenges related to water security in the region.

⁵⁵ Idaya M.M. et al, Water Footprint of Cotton, Wheat and Rice Production in Central Asia (UNESCO-IHE Institute for Water Education, 2010), <https://www.waterfootprint.org/resources/Report41-WaterFootprintCentralAsia.pdf>.

⁵⁶ Palocka O., Central Asia: Conflict Potential in the Amu Darya & Syr Darya River Basins (Atlas Institute for International Affairs, 2021).

⁵⁷ UN Women, Addressing Care in Times of Conflict and Crisis: Guidance Note (New York: UN Women, 2025), <https://www.unwomen.org/sites/default/files/2025-12/guidance-note-addressing-care-in-times-of-conflict-and-crisis-en.pdf>.

⁵⁸ IFPRI, "In Tajikistan, women contribute significantly to agriculture, but does agricultural work contribute significantly to women's agency?", <https://www.ifpri.org/blog/tajikistan-women-contribute-significantly-agriculture-does-agricultural-work-contribute> and Mukhamedova M., Wegerich K., "The feminization of agriculture in post-Soviet Tajikistan", Journal of Rural Studies, Vol. 57, 2018, pp 128-139, <https://doi.org/10.1016/j.jrurstud.2017.12.009>.

This case study is based on the OSCE OCEEA report “*Gender Mainstreaming in Water Governance in Central Asia*”, which documents the OSCE’s Women, Water Management and Conflict Prevention Programme⁵⁹. The programme supports the full and meaningful participation of women in water governance across Central Asia and Afghanistan, recognizing their essential role in conflict prevention, climate resilience and transboundary co-operation. Since 2014, the Programme has advanced gender-sensitive water governance through guidance tools, e-learning modules, regional exchanges and targeted capacity-building. A central component is the Mentorship and Career Development Programme, launched under Phase II in 2021, which brings together over 20 emerging and mid-career women water professionals from six countries for regular virtual and in-person sessions with international experts and mentors. Through this platform, participants strengthen technical skills, leadership capacities, and career opportunities, while building cross-border networks that enhance trust and dialogue in a region where water challenges are tightly linked to security dynamics. The mentorship initiative directly led to the creation of the Women in Water Management Network in Central Asia and Afghanistan, a growing regional community that supports peer learning, professional visibility, and joint action on inclusive and participatory water governance. With Phase III launched in 2023, the Programme now aims to deepen this Network’s engagement in water-related negotiations, mediation efforts and high-level decision-making, reinforcing the contribution of women to transboundary water co-operation and regional peace⁶⁰. Such efforts reinforce women’s technical and negotiation skills for participating in track 1.5 and track 2 diplomacy processes.

Women’s Leadership in Water Governance

An inclusive and co-operative approach to water governance can facilitate the mainstreaming of gender at all levels while addressing the interconnected needs of multiple users.

Evidence from across Central Asia shows that involving both women and men in decision-making bodies improves the efficiency of water management, strengthens institutional accountability, and enhances the likelihood of environmental, social, and economic sustainability.

In Kyrgyzstan, the experience of the Water User Associations (WUAs) illustrates the transformative impact of women’s participation. According to gender expert Zhyldyz Ysmanova of the Central Asian Alliance on Water, more than half of the country’s 633 WUAs now have gender-balanced boards. Ysmanova observed that when women are part of these boards, associations operate more efficiently because women are the main water users and have detailed knowledge of household needs. When only men make decisions, water deliveries are often scheduled at impractical hours or infrastructure priorities overlook domestic burdens. Including women led to more equitable distribution, improved communication with communities, and faster maintenance responses — demonstrating how women’s leadership enhances both governance and everyday resilience⁶¹.

At the transboundary level, the Chu–Talas Basin Commission — established between Kazakhstan and the Kyrgyz Republic in 2006 with support from the OSCE and the United Nations — provides a model of cooperative water management that integrates gender sensitivity into diplomacy. Indira Akbozova, head of the Kazakh delegation, notes that “women are more diplomatic in expressing their opinions, especially in transboundary water diplomacy. Officials from different countries most often have very opposing opinions, and women can smooth out suggestions.” Her insight underscores the peacebuilding potential of women’s participation in high-level water negotiations, where inclusive dialogue helps transform resource competition into cross-border collaboration.

⁵⁹ Delgado J.V., Mukhamedova N., *Gender mainstreaming in water governance in Central Asia* (Vienna: OSCE, 2020), <https://cdn.osce.org/sites/default/files/f/documents/3/b/465531.pdf>.

⁶⁰ OSCE, Project: Women, Water Management and Conflict Prevention — Phase III, <https://projects.osce.org/node/503986>.

⁶¹ Op. Cit., Delgado J.V. (2020).

In Tajikistan, gender-responsive climate investments have expanded women's roles in adaptation and resilience planning. The European Bank for Reconstruction and Development (EBRD) and the initiatives under the Climate Investment Funds' *Pilot Program for Climate Resilience (CIF-PPCR)* identified women's specific vulnerabilities to climate shocks while promoting their participation in private-sector adaptation projects. The Asian Development Bank (ADB) further advanced this approach through gender-budgeted programmes that improved irrigation and flood protection in the Panj River basin. These initiatives ensured that women directly benefited from restored infrastructure and were recognized as key actors in climate-resilient agricultural systems.

Furthermore, initiatives such as the Basin Women's Forum for the Syrdarya River in Tajikistan play a key role in advancing women's participation in Integrated Water Resources Management (IWRM). The Forum brings together women from government, civil society, academia, farmer groups and water user associations, providing a platform to strengthen

skills, share experiences and shape water governance in a gender-responsive manner. An important case from Uzbekistan demonstrates how institutional reform is essential for lasting change. A pilot project by the *Consultative Group on International Agricultural Research (CGIAR)* applied its *Gender in Irrigation Learning and Improvement Tool* to assess women's roles in *Water Consumers Associations (WCAs)*. Although many women contribute to agricultural production through kitchen gardens, few are registered as farmers, leaving them excluded from irrigation planning and decision-making. The pilot revealed that standardized schemes favored large farms and neglected household needs, leading to inefficiencies and social tension. Including women in WCA governance was found to improve both water allocation and conflict-prevention outcomes by aligning management practices with real community priorities. The country has also made progress in recent years to integrate gender in its water management planning through, for example, its 2030 gender strategy for water management and equality.



INTEGRATING GENDER EQUALITY, CLIMATE AND PEACE AGENDAS

Despite growing evidence of the interlink between these dimensions, climate policy, security and peacebuilding, and gender equality still advance on largely parallel tracks — missing opportunities and creating coordination gaps that dilute global impact. The section below

outlines the major international frameworks that guide efforts to strengthen women's leadership across the gender–climate–security nexus and provide the policy foundations for coordinated action.

GENDER EQUALITY AND SECURITY WITHIN THE UNITED NATIONS FRAMEWORK CONVENTION ON CLIMATE

The UNFCCC processes — particularly Nationally Determined Contributions (NDCs) and National Adaptation Plans (NAPs) — offer crucial opportunities to integrate gender and increasingly, security considerations into national climate planning. NDCs are the backbone of countries' climate commitments under the Paris Agreement, yet most still treat gender as an afterthought.

The UNFCCC has established a formal architecture for gender integration in national climate plans through its Gender Action Plan (GAP), renewal of which was approved during COP30 in Belém. The GAP provides guidance and a common roadmap for gender integration, highlighting priorities including capacity-building, women's leadership, coherence, gender-responsive implementation, and monitoring⁶². While the GAP has raised visibility, the reality reflects a persistent gap between rhetoric and implementation.

A recent review (2024) by WECAN finds that, of 106 NDCs, 60 mention women's empowerment, 33 highlight equal participation in decision-

making, and only 25 explicitly recognize women as agents of change⁶³. These gaps show up in how NDCs are designed and delivered: UN Women notes that national gender machineries are often sidelined or not sufficiently participatory, and only 37 countries (in 2021) had undertaken comprehensive consultations to define core climate–gender considerations in their NDCs⁶⁴. Analysis from the NAP Global Network highlights that although nearly all NAPs reference gender or women, these mentions remain largely superficial and rarely position women as leaders or agents of change in adaptation efforts⁶⁵. This underscores the need for stronger institutional engagement to secure adequate financing, collect sex-disaggregated data, enhance monitoring, and establish accountability mechanisms.

While NDCs and NAPs are incorporating gender equality considerations more consistently than in the past, the integration of conflict and security dimensions is lagging behind. While 80 per cent of NAPs acknowledge conflict, only about 30 per cent meaningfully incorporate conflict dynamics into adaptation actions⁶⁶.

⁶² UN Women, press release: "UN Women welcomes the adoption of the Belém Gender Action Plan and urges its effective implementation", 22 November 2025, <https://www.unwomen.org/en/news-stories/press-release/2025/11/un-women-welcomes-the-adoption-of-the-belem-gender-action-plan-and-urges-its-effective-implementation>.

⁶³ Women's Earth and Climate Action Network (WECAN), Climate justice recommendations for nationally determined contributions: guidance for a healthy and equitable future for people and planet, September 2024, https://e01c23b4-9f2e-4830-9320-a86de06b013e.filesusr.com/ugd/d99d2e_aa9d4ce4da24465fbc259bde4c43272.pdf.

⁶⁴ Turquet L. et al, Feminist climate justice: a framework for action (New York: UN Women, 2023), <https://www.unwomen.org/sites/default/files/2024-10/feminist-climate-justice-a-framework-for-action-overview-en.pdf>.

⁶⁵ NAP Global Network, Trends in Key Themes: Gender, <https://trends.napglobalnetwork.org/trend-in-key-themes/gender>.

⁶⁶ NAP Global Network, Trends in Key Themes: Conflict and Peacebuilding, <https://trends.napglobalnetwork.org/trend-in-key-themes/conflict-peace-building>.

This imbalance is especially concerning given that the countries most vulnerable to climate impacts are often those experiencing conflict, fragility, and weakened state institutions⁶⁷ — contexts where inclusive and multisectoral planning is both more challenging and more urgently needed.

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often those experiencing conflict, fragility, and weakened state institutions — contexts where inclusive and multisectoral planning is both more challenging and more urgently needed.

Integrating both gender equality and conflict considerations in climate plans represents not only a major opportunity but also an urgent necessity. Women leaders in climate, peace, and security arenas are uniquely positioned to drive this shift. Their leadership can ensure that UNFCCC processes reflect the realities of affected communities, elevate women's meaningful participation in decision-making, and promote coherent, gender-responsive, and conflict-sensitive climate policies.

CLIMATE ACTION IN THE WOMEN, PEACE AND SECURITY AGENDA

While climate change disproportionately affects women, climate considerations remain largely disconnected from the Women, Peace and Security (WPS) agenda. To address this gap, climate change can be mainstreamed across WPS as a cross-cutting priority, creating opportunities for women's meaningful participation in gender-responsive, climate-informed security policies and planning.

The WPS agenda, organized around four pillars — participation, prevention, protection, and relief and recovery⁶⁸ — provides a strong normative framework for advancing women's leadership in addressing climate-related security risks. The UNSCR 1325 laid the foundation for this agenda 25 years ago by calling for women's participation in peace and security processes. In 2015, the UNSCR 2242 expanded this framework to address emerging global challenges, explicitly recognizing climate change as a driver of instability⁶⁹.

At the national level, National Action Plans for the implementation of UNSCR 1325 (WPS NAPs) serve as strategic entry points for aligning climate action with peace and security goals. However, this potential remains largely unrealized. A recent analysis by Georgetown Institute for Women, Peace and Security (GIWPS) shows that more recently drafted WPS NAPs are increasingly likely to reference climate issues: 64.4 per cent of WPS NAPs in effect through 2024 include at least one mention. While this represents a significant rise since 2005 and shows growing recognition of climate risks, it does not necessarily indicate meaningful integration. Climate considerations are often limited to brief mentions or background sections rather than being mainstreamed throughout the plans and supported by measurable actions⁷⁰. As the Women's International League for Peace and Freedom (WILPF) observes, climate issues in WPS efforts are too often treated as an abstract threat, rather than understood as a gendered, everyday risk that directly affect land, water, and personal safety⁷¹.

⁶⁷ University of Notre Dame, Notre Dame Global Adaptation Initiative (ND-GAIN), ND-GAIN Country Index, <https://gain.nd.edu/our-work/country-index/>.

⁶⁸ UN Women, "What is the Women, Peace and Security agenda?", <https://www.unwomen.org/en/news-stories/explainer/2025/10/what-is-the-women-peace-and-security-agenda>.

⁶⁹ United Nations Security Council Resolution 2242; 13 October 2015, https://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/s_res_2242.pdf.

⁷⁰ Vetter C., Smith J.M., Practical guidance for integrating climate into WPS National Action Plans, (Washington DC, Georgetown Institute for Women, Peace and Security, 2025), <https://giwps.georgetown.edu/resource/practical-guidance-for-integrating-climate-into-wps-national-action-plans/>.

⁷¹ Riccoboni G., Dyna J., Women's resistance to war, injustice and environmental crisis, (Women's International League for Peace and Freedom (WILPF), 2025), https://www.wilpf.org/wp-content/uploads/2025/06/PolicyBrief_June2025_Web.pdf.

Indeed, strengthening the climate–gender–security nexus requires not only acknowledging climate change within the WPS agenda but reframing how it is understood and addressed across all four pillars. Many existing WPS NAPs place climate under “protection”, emphasizing women’s vulnerability to climate-related insecurity and reinforcing portrayals of women as passive victims instead of recognizing their leadership roles. This makes the “participation” pillar a crucial opportunity to address the women’s leadership gap by focusing on barriers that restrict their meaningful participation and decision-making power across climate and security fields.

We reviewed 16 WPS National Action Plans. We found that climate-related keywords appeared very infrequently. This highlights the gap between gender work and peace and security — and especially the lack of attention to climate threats and risks in that space.” –

*Barbara Teixeira,
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Peace Research Institute (SIPRI). OSCE
Women’s Peace Leadership Programme 2025*

GLOBAL GENDER EQUALITY FRAMEWORKS ADVANCING CLIMATE AND SECURITY

Addressing women’s leadership in both climate and security can also be strengthened through other international frameworks and instruments. The Beijing Declaration and Platform for Action and the Commission on the Status of Women (CSW) offer a strong normative foundation that complements the more sector-specific UNFCCC processes and WPS Agenda.

The Beijing Declaration and Platform for Action (1995) — particularly its Critical Areas of Concern on “Women and the Environment”, “Women and Armed Conflict” and “Women in Power and Decision-making” — provides clear actions that can address the reforms needed across both climate and security sectors, as well as concrete ways for countries and multilateral institutions

Critical Area of Concern no. 11

Women and the Environment

Integrating gender perspectives into environmental policies and sustainable development initiatives ensures that women’s contributions and needs are recognized in addressing climate change and resource management⁷⁴.

⁷³ UN Women, “12 critical areas”, <https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>

⁷⁴ De Kretser K., 30 years after Beijing: promising practices on gender mainstreaming in support of the Beijing Platform for Action’s 12 critical areas of concern (New York: UN Women and Inter-Agency Network on Women and Gender Equality (IANWGE), 2025), <https://www.unwomen.org/sites/default/files/2025-04/ianwge-compendium-promising-practices-on-gender-mainstreaming-en.pdf>.

The Beijing Platform for Action adopted in 1995 calls for women’s full participation in environmental and climate decision-making, as well as equitable access to financial and natural resources. It also highlights women’s critical roles in conflict resolution and rebuilding communities. Together, these elements reinforce and give further impetus to the commitments laid out under both the UNFCCC and the WPS agenda.

The Commission on the Status of Women is the principal global intergovernmental body dedicated to advancing gender equality and the empowerment of women. Established in 1946, it serves as the core UN policymaking body on women’s rights. The Commission plays a central role in monitoring progress on the Beijing Declaration and Platform for Action, with its secretariat now housed within UN Women⁷⁵. As the global body responsible for reviewing progress on gender equality, CSW issues annual Agreed Conclusions that shape international standards and political commitments⁷⁶. Each year, Member States and stakeholders convene to assess advancements, share lived experiences, and develop concrete policies to advance women’s rights. When CSW addresses the intersections of gender, climate change, disaster risk, and human security — as it has increasingly done in recent years — it elevates these issues on the global agenda and encourages Member States to strengthen women’s leadership and gender-responsive policies in climate and security.

The Committee on the Elimination of Discrimination against Women (CEDAW) further reinforced the Beijing Agenda through its General Recommendation No. 40 (GR40) on *equal and inclusive representation of women in decision-making systems*, adopted in 2024⁷⁷.

GR40 articulates a “roadmap to parity 50:50”, defining equal and inclusive representation as parity between women and men in all their diversity across political, public, economic, private, and digital spheres.

It establishes a legal framework for ensuring women’s participation and leadership, grounding its guidance in binding standards under the Convention, one of the world’s most widely ratified human rights treaties. Therefore, parity is articulated as a legal principle of good governance — requiring States to guarantee equal access to and equal power within decision-making systems at all levels. This includes obligations for States to ensure balanced delegations, adopt transparent procedures for nominating candidates to international bodies, and remove barriers that prevent women from serving in global leadership roles.

GR40 acknowledges that the increasing complexity of global challenges requires women to have equal access, representation, and recognition — with the same power and influence as men — to engage fully in all decision-making spaces. Given that climate change and conflict are among the most urgent and interconnected crises of our time, the effective implementation of GR40 is essential to ensuring that women’s leadership is embedded in the governance systems shaping climate action, peace, and security. GR40 provides a unifying and actionable framework capable of galvanizing political will, inspiring innovative policies, and driving institutional reform across national and international decision-making arenas, including climate and security.

⁷⁵ UN Women, “A brief history of the Commission on the Status of Women”, <https://www.unwomen.org/en/csw/brief-history>.

⁷⁶ UN Women, Commission on the Status of Women, “Commission on the Status of Women”, <https://www.unwomen.org/en/how-we-work/commission-on-the-status-of-women>.

⁷⁷ Committee on the Elimination of Discrimination against Women, General recommendation No. 40 on equal and inclusive representation of women in decision-making systems, October 2024, <https://www.ohchr.org/en/documents/general-comments-and-recommendations/general-recommendation-no-40-equal-and-inclusive>.

In conclusion, these global frameworks collectively form a powerful foundation for advancing gender equality across the climate–peace nexus. They provide not only normative guidance but also concrete obligations, political entry points, and accountability mechanisms that states and advocates can leverage to strengthen women’s leadership. Advancing women’s participation is therefore not only a human

rights imperative—it is a strategic investment in good governance, climate resilience, and sustainable peace. At a time when inequalities are widening and global risks are accelerating, fully implementing these mandates with urgency and coherence is essential for building societies that are more peaceful, more resilient, and more just.



General Recommendation 40 is about the equal and inclusive participation of women in decision-making spaces. It’s really the first time international law has said so clearly that the right to equal participation means gender parity — and parity means 50–50. Not 20 per cent, not 30 per cent, but 50–50. It also mentions that this is a permanent feature of leadership that applies to all levels of decision-making, from private to public, from economic to political, from national to international. That includes also climate negotiations and climate governance. What’s powerful about this recommendation is that it’s not just about numbers — it’s about sharing power, about leadership, speaking roles, and truly influencing decisions. It’s about ensuring women are not only present in the room but also have the space and authority to shape outcomes.” –

Maria Leoni,
Deputy Executive Director, Centre for Justice and International Law.
OSCE Women’s Peace Leadership Programme 2025



MAIN FINDINGS



Integrate Gender Equality Across the Climate–Environment–Security Nexus

The world has crossed a critical threshold: 2024 marked the first year global temperatures exceeded 1.5°C above pre-industrial levels. This tipping point underscores an urgent reality: Climate change is now a direct driver of insecurity, intensifying conflict risks and deepening gender inequalities. To meet this moment, the climate and security sectors must act together — aligning strategies, resources, and leadership. Women’s full, meaningful, and equal participation in both the climate and security sphere is essential. Without it, responses will remain fragmented and unsustainable. Now is the time to bridge sectors and ensure women lead the solutions.



Put Women’s Leadership at the Centre

Women are innovators, negotiators, and stewards of land and community. They are already driving climate adaptation, sustaining ecosystems, and leading peacebuilding efforts — often “sealing the deal” in conflict resolution. The logical next step is to place their leadership at the center. Women’s participation and authority must be embedded in every level of climate and security decision-making — not as token inclusion, but as a strategic imperative for resilience and global stability.



Align Frameworks for Coherent Action

Existing global frameworks — the Women, Peace and Security (WPS) Agenda, the UNFCCC Gender Action Plan, and the Beijing Platform for Action — offer strong foundations for advancing gender equality, peacebuilding and climate action. Yet they continue to operate in isolation: climate policy, peacebuilding, and gender equality often progress along parallel tracks, creating gaps that weaken collective impact. To be effective, it is essential to bridge these divides. At the national level, WPS National Action Plans (NAPs) present a strategic entry point for integrating climate risk analysis. Likewise, the UNFCCC process — including Nationally Determined Contributions (NDCs) and National Adaptation Plans — should reflect gender equality and climate-related security risks. The UNFCCC Gender Action Plan should go further by recognizing that climate change is also a threat multiplier for insecurity and conflict, both of which exacerbate gender inequality.



Redesign systems for inclusive, green and safe societies

The transition to a sustainable future offers a rare opportunity to rebuild societies on foundations of equality, justice, and care for both people and the planet. Governments, international institutions, and civil society must seize this moment to redesign governance systems that have long been rooted in patriarchal, exclusionary, and extractive structures. A truly just transition must dismantle the barriers that limit women’s full participation in civic and political life — from discriminatory laws and cultural norms to unequal access to resources and knowledge. Strengthening laws, policies, and institutions that uphold gender equality and recognize women’s empowerment as a human right is essential to ensure that all women can contribute to, and benefit from, a greener, safer, and more equitable world.



Investing in Women's Leadership

Meaningful participation of women in climate and security decision-making requires sustained investment. Governments, international institutions, and donors must provide financial support and skills-building opportunities for women-led organizations and leadership programs. Investing in mentorship, training, and cross-sector networks strengthens women's influence at local, national, and global levels, ensuring their expertise shapes the design and implementation of climate and security policies.



Data Collection

Turning commitments into measurable progress requires supporting evidence that captures how climate and insecurity affect women and how women's leadership strengthens resilience. Investing in robust, comparable, and ethical data systems that make women's leadership and gendered climate and security risks visible is essential to effective programming, policy and decision-making.

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The activities of the Women's Peace Leadership Programme are implemented through the extrabudgetary project WIN. For more information on WIN activities: www.winprojectosce.org

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