<table>
<thead>
<tr>
<th><strong>Report</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Title</strong></td>
</tr>
<tr>
<td><strong>Subtitle</strong></td>
</tr>
<tr>
<td><strong>Date and Place</strong></td>
</tr>
<tr>
<td><strong>Host</strong></td>
</tr>
<tr>
<td><strong>Organizers</strong></td>
</tr>
<tr>
<td><strong>Co-organizers</strong></td>
</tr>
<tr>
<td><strong>Partners</strong></td>
</tr>
<tr>
<td><strong>Background information and rationale</strong></td>
</tr>
<tr>
<td>The 2022 Women Water Forum followed up on the inclusive processes and outcomes established in previous Women Water Fora that started during the Water for Life Action Decade and continue into the current Water for Sustainable Development Action Decade. Specifically, it was built on the 2018 Women Water Forum’s “Bridging Voices to Action” commitments to change in three key areas: Strengthening leadership for gender equality and inclusion; Gender and social inclusion analysis; and, equal participation for equity-deserving groups including women.</td>
</tr>
<tr>
<td>Women Water Forum (WWF) was hosted by the Committee of Women and Family Affairs under the Government of Tajikistan, organized by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), Royal Academy of Science International Trust (RASIT), and co-organized with the Office of the Coordinator for OSCE Economic and Environmental Activities and United Nations Population Fund (UNFPA) within the frame of the Second International High-Level Conference on the International Decade for Action “Water for Sustainable Development”, 2018-2028 (Dushanbe Water Process). Preparatory events that fed into the Women Water Forum discussions include the Consultative Virtual Meeting for Central Asia of 28 April and the in-person consultation of June 5, 2022 organized by Cansu Site in Dushanbe.</td>
</tr>
<tr>
<td>WWF 2022 gathered more than 200 participants – local, national, and international experts from different areas, including of scientific backgrounds, academicians, policy makers, practitioners, representatives of civil society, as well as partners – donor community members, and other stakeholders, whose actions are requiring gender consideration and enhancement.</td>
</tr>
</tbody>
</table>
Main questions discussed:

1. **Science-based solutions and tools**: What are the main challenges that hamper accelerated implementation of proposed solutions? And whose responsibility are they? How do we link research and development/implementation, particularly with respect to funding models?

2. **Capacity building and Knowledge** to ensure equal participation of women in transboundary processes and their representation in political decision-making at the national and transboundary level. More specifically, to better understand: What skills and tools are needed to effectively integrate a gender perspective in the water sector? How could better data management enhance knowledge and raise awareness on the importance of a gender lens in water management? What is the role of partnerships and networks in institutional capacity building? What are the main challenges to women’s participation in political decision-making processes and what can we do to increase women’s engagement in decision-making in the water sector? How can community engagement and capacity building efforts lead to cooperative and sustainable management of shared waters?

3. **Effective Cooperation and Partnerships**: As the main objective of the Second Dushanbe Water conference is “Catalyzing water action and partnership at the local, national, regional and global levels”, issues related to cooperation and partnership at all levels to achieve water-climate-environment related SDGs were prioritised and discussed from perspectives of commitment implementation. The integration of actions and interlinkages between the various global, regional and national strategies/frameworks/forums (such as COP (UNFCCC), Generation Equality Forum and its Action Coalitions, Sendai Framework, Beijing Declaration, etc.) were discussed. Access to resources, partnership applications and sustainable financing were at the center of participants’ interventions and discussions.

4. **Best practices and Lessons learned** on reporting on the progress, strengthening existing and forging new partnerships and actions, exchanging views on success and failure factors, and addressing gaps and emerging issues. Coming from 2018 Women Water Forum and its ”Bridging voices to Action” vision, it looked at 4-years achievements and challenging factors, including those related to COVID-19.

**Summary of discussions (based on the Forum’s Agenda)**

**High-level opening segment moderated by the Committee of Women and Family affairs.**

The Opening panel was moderated by **Ms. Hilolbi Kurbonzoda, Chair of the Committee of Women and Family affairs under the Government of Tajikistan.** Ms. Kurbonzoda highlighted the role of the Republic of Tajikistan in addressing water issues, taking the lead in initiating global water actions, those recognized and adopted by the UNGA, including the 2018-2028 Water Action Decade. She also underlined the importance of achieving 2030 agenda, particularly its SDG 5 and SDG 6, looking at their diverse targets and commitments made both nationally and internationally.

In her statement, **Ms. Matlubakhon Sattoriyon, Deputy Prime Minister of the Republic of Tajikistan,** underlined the Governments’ policy and efforts in the enhancement of women’s participation in country’s development strategies. In this regard, the Women Water Forum plays an important role in bringing more expertise, sharing best practices, thus, to contribute to building greater awareness of the national authorities, especially women in the context of water resources management.

**Ms. Alia El-Yassir, Regional Director, UN Women Regional Office for Europe and Central Asia** emphasized the UN Women’s role, which acts to provide water and sanitation to all by helping governments in building partnerships, crafting policies and programmes that respond to women’s needs and underpin sustainable...
services. Through more gender-equal pathways, women have a better chance of engagement in decision-making about water, sanitation and hygiene infrastructure and services. They must be more equally represented on committees, as service providers and in water user associations. Ms. Alia El-Yassir called upon taking the stock of GENDER AND SOCIAL INCLUSION ANALYSIS to substantiate, prove, and put in practice full and meaningful participation of women as actors, leaders, and decision-makers in all water processes for embedding gender equity into policy and action at all levels.

HRH Princess Dr. Nisreen El Hashemite, Executive Director of the Royal Academy of Science International Trust (RASIT), pointed to the scientific and technological revolution that is transforming the way in which we live, think, and make decisions. She reconfirmed the commitment of RASIT to furthering the goals of the Water Action Decade. She reiterated the journey of RASIT since her Father founded it 54 years ago to contribute to sustainable and equitable development, and her own professional and personal journey with water as a key prerequisite for a healthy and prosperous world in which no one is left behind. She called Water and Peace every human’s right and the biggest challenge facing humanity today. She thanked the Government of Tajikistan and its Leader for the continued commitment to water for sustainable development and all who have worked diligently, in particular those working behind the scenes, for making the 2022 Women Water Forum a success.

“We need policies and practices that respond to the needs of both women and men, this is all the more essential now given the devastating consequences of climate change”, stated Ms. Helga Maria Schmid, Secretary-General, OSCE. To ensure that women are recognized as the essential stakeholders, they rightfully are, women must be acknowledged as agents for change. Women have critical roles to play in the water resource management, despite the evidence that engaging women in water governance is an effective policy. And Ms. Helga Maria Schmid also pointed out that this year OSCE, jointly with UN Women, will facilitate the creation of agenda and water governance platform to support gender mainstreaming in the water sector.

Marjeta Jager, Deputy Director-General Directorate-General for International Partnerships, European Commission noted that the EU is taking gender equality as a priority and they have a gender action plan whereby they confirm their ambition to be a global leader in promoting gender equality mainstreaming. Gender equality in water management supports positive outcomes in other sectors, including education, health, and disaster risk reduction. Too often, social and cultural barriers and discriminatory norms restrict women's ability to participate and to influence water policy and decision making. Overall, the EU is increasing education spending from 7 to 10% in its external action in order to strengthen partner countries’ education systems, including in water, and especially in STEM, because we all need STEM experts. EU stays committed to making access to water, sanitation and hygiene drivers for improving women’s and girls’ livelihood.

High-level panel: Reporting back from 2018 “Bridging voices to action” Forum

Ms. Alia El Yassir reminded participants that the Women Water Forum 2022 builds on the outcomes of previous Fora, notably the 2018 Bridging Voices to Action Forum, which called for making gender equality a cornerstone of all water related policies and programs, for women’s inclusion in decision making at all levels of water governance, for adequate financing to turn commitments into action, and for better monitoring and analysis from a gender perspective. In this session a progress report was received from the Committee of Women and Family Affairs under the Government of Tajikistan, the National Water and Sanitation Agency of Brazil (ANA) through its President Ms Veronica Santacruz, and the UN Women Generation Equality events in the past year. Ms Olivia Cohn, coordinator of the 1 Billion Voices campaign presented the voice of Youth and showed the actions of the RASIT Girls in Science 4SDGs to contribute to water access for all. She mentioned “that it is an opportunity to look at the water crisis through a new lens. And similarly, put global collaborations and science at the center of future response. Modern technology and tools of science are powerful, even more so if we combine these with ethics and civics, the effects of
High-Level Panel on Women in Science for Water and Society (organized and facilitated by RASIT and Cansu Site)

Background information: Women in Science have significant contributions to make in addressing the mounting water challenges, and for achieving the sustainable management and equitable use of the resource for the benefit of all people and the planet. The current session followed up on the 7th International Day of Women and Girls in Science Assembly of February 11, 2022, and its outcome document, endorsed by 53 UN Member States, the African Union and the European Union and the Cansu SITE initiative that was launched during the High Level event. Four of the Cansu SITE initiators discussed with the Forum participants the critical enablers to ensure that water remains available, accessible, and affordable for all.

Key messages of the session:
1. Water-for-Sustainable-Development solutions are complex and need a coupled systems approach, that is holistic, integrated and inclusive, and sufficiently flexible to adjust to evolving circumstances;
2. In going forward, we will focus on the innovative, trans-sectoral, trans-disciplinary, community-engaged partnership mechanism initiated through Cansu SITE, and supported by disaggregated data, evidence-based solutions and best practices, and sustainable funding models.
3. In striving for an ‘all-of-society” engagement and partnership, we need to acknowledge that we have different and complementary roles and responsibilities as academia, business and finance, societal actors, and development communities. Governments should provide the framework and enabling conditions for all those different actors to work together effectively and sustainably at the lowest appropriate level.

Highlights from Discussion with the audience

The responses and questions from the audience underlined the importance of science and gender sensitivity to address the real-time challenges on the ground that are acerbated by global challenge such as climate change, rising conflicts and pandemic threats. The panel was asked for one key recommendation that all could agree on. This resulted in string of complementary enablers:
1. Innovative financing models require that the financing sector engages with the practice community to jointly determine the adequate criteria for ‘good” projects and partner throughout the action cycle, from development through implementation to monitoring;
2. Allowing for flexibility in policy to adjust to specific circumstances. In other words: agree on the WHAT, but do not dictate the HOW. The HOW is to be determined jointly by the implementation partnership;
3. Every policy and programme should undergo a gender and other equity deserving groups analysis to ensure that inequalities do not perpetuate in the system;
4. Education and awareness are key for the involvement of all stakeholders at different levels;
5. First and foremost, decision-makers and policy makers should put front and centre that we have different and complimentary roles and responsibilities to jointly achieve the sustainable use and management of water for sustainable development. Consequently, there is no single recommendation; because we are a lot of different actors. The role of government is very important: to put the framework in place for the ‘whole of society engagement and partnership” to be possible.

High Level Panel on Capacity Building and Knowledge (organized and facilitated by OSCE, Economic and Environmental Activities)
**Background information:** The OSCE has a long history of engagement with the water community in Central Asia and Afghanistan and a strong commitment to advancing gender equality in the water sector. In this framework the OSCE has launched the Women in Water Management Network in Central Asia and Afghanistan in partnership with the Regional Environmental Centre for Central Asia (CAREC) and SIWI. Through the Network, women water experts from Afghanistan, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan engage in joint capacity building, experience sharing, knowledge exchange, and skills building activities, supporting development of women water experts in the region and enhanced regional water cooperation. The Women in Water Management Network in Central Asia and Afghanistan has been met with significant interest and the outcomes of this commitment have been presented during the Capacity Building and Knowledge session of the Forum for discussion and knowledge exchange.

**Key messages of the session:**

1. Involving both women and men in water governance improves management of water resources at all levels. Gender mainstreaming in water governance contributes to stability and security as it can lead to more effective policies and increase resilience of local communities. There is need for capacity building and knowledge development on gender mainstreaming to ensure adequate skills and expertise are available to integrate the needs of women and men in management of water resources.

2. Despite evidence that gender-sensitive capacity building approaches are good policy, a persistent gender gap exists in the water sector and in particular in transboundary water cooperation. Special attention and funding support are required for capacity building and skills development of women water professionals and youth who are interested in a career in the water sector.

3. Networks and platforms for dialogue aim to empower women water professionals through mentoring, peer-learning and experience exchange. The OSCE-CAREC-SIWI Network on Mentoring and Career Development for women water professionals in Central Asia and Afghanistan aims to support a community of practice for women water professionals who are engaged in water management in the region.

4. The Network aims to enhance cooperation in the region through supporting capacity building and knowledge sharing activities, enhancing dialogue among practitioners, fostering better integration of gender aspects in water management and empowering women water professionals in the region. To ensure sustainability of the Network, the members are developing a strategic framework with a focus on gender empowerment in transboundary water; peer-to-peer learning, capacity development and experience exchange; linkages to other basins and broader national and international processes; and research cooperation.

5. Women play a crucial role in sustainable management of water resources and should be included at all levels of decision-making. Participatory and consultative approaches in water processes ensure women’s voices are amplified in policy-making as well as in international water processes. We need to make sure women voices are integrated at every stage of the way as we approach the 2023 Water Conference in New York.

**Afternoon sessions:** Two parallel sessions were organized based on the outcomes of the virtual consultations held by UN Women and Committee of Women and Family Affairs earlier in April 2022, with active participation of a diverse group of women water experts from Central Asian countries as part of the preparatory process towards Dushanbe Water Conference. Group discussions organized around best practices and solutions on the effective water resources management, climate change, environmental safety, and reflections to be connected with the main High-level Water conference. It was acknowledged that there is a need to address the gaps in gender data in the water domain and to ensure that disaggregated data are available and accessible to all for evidence-based informed decision-making that takes inequities into account; also, to strengthen this critical enabler for equitable and sustainable
development through a databank and information and communication hub for effective knowledge management, partnership development and resource mobilization.

**Key messages from the Parallel session 1:**

At the national level, there are statistics committees and relevant bodies, which carry out collection, analysis, monitoring, and distribution of the statistical data and information within the population. Modernization of the database systems in Central Asian countries has been implemented during the last 15 years, however, there are still gaps in the monitoring, quality control and distribution of the data within the stakeholders.

Major needs to identify gaps in gender statistics and improve data quality through reliable data collection and analysis:

- Coordination and validation of the use of existing data and data from research to inform the population qualitatively. It often happens that the data presented in one project is very different from the data given in other sources.
- The collection of various information among the population helps to obtain and identify data by gender, but such systems do not always include all the necessary indicators for a complete analysis. Therefore, there is a need to expand the standard set of indicators or conduct additional research. It is planned to expand the questionnaires, first of all, in order to determine the key and relevant indicators. For example, unpaid care, unemployment of women.
- There is an urgent need for open access/public access to data on gender issues through various communication channels and with the help of the communities/society, those play an important role in informing the wider audience/population.
- It is necessary to improve the process of collecting and processing data by switching to the electronic format of social surveys. The collection of information electronically is successfully used among the urban population, however, for rural areas, digitalization in the field of data collection continues to this day.
- A unified/common gender statistics/date should be one of the main components of intersectoral cooperation in the CA countries. A reform should be adopted at the state level and call for the active involvement of all stakeholders in improving gender data. Relevant legislation will serve to improve the relevant statistics. Reforming legislation in terms of gender sensitivity is one of the key factors in the sustainability of gender equality in the region.
- The involvement of civil society, to be able to conduct analysis, awareness, capacity building activities, would be important component of statistics. Civil society must be aware of the right to high-quality and reliable statistics.
- It is necessary to introduce innovative approaches to the promotion of statistics among the population. For example, data journalism, which is not popular in Central Asian countries. Such tools are important for highlighting data among the general public.
- Finally, lack of qualified specialists at the statistical sphere affects the quality of statistical data. Education and awareness rising among young professionals and specialists in the field of economics and social sciences is also high on the agenda.

The session participants would recommend reviewing the national gender data system and make the collection, processing and dissemination of data more open and participatory. Gender data is an important indicator of society’s performance in terms of inclusiveness and equal access of men and women to the decision-making process.

**Key messages from the Parallel session 2:**

Presentations of local initiatives from Tajikistan, Armenia, Uzbekistan and Kyrgyzstan and fostered interactive multi-stakeholder discussion were put it the Session’s core, with the following reflections:
1. There is unbalanced participation in decision-making in environmental planning and management at all levels.

2. Empowering of women and girls will unlock leadership potential. E.g. Award Aimed at Unlocking Women's and Girls' Leadership Capacities, Sharing Best Practices, Fostering Cooperation, Drawing Attention to the Disproportionate Impact of Climate Change on Women and Men.

3. Women are lacking sufficient knowledge and relevant education on water resources management, climate change related programs and interventions. They are less involved in Water Users Associations (WUA), because of social norms, traditional discriminatory practices and overall society’s attitude and influence.

4. There is a lack of an exchange mechanisms for women to openly and safely discuss problems and solutions related to water at the local and, especially, on the basin levels. And thus, women’s participation is important, both to be effectively involved in the management/ governance of water resources.

5. It is important to ensure that women can get technical skills in water resources management and water-saving technologies; partners must recognize and support the role of women in development and sustainable consumption patterns and approaches to water resource management.

6. On WASH: Operation, management, technical maintenance must be considered for the women-led water operators, and effective solution would be the establishment of Drinking Water Organization at the community level, including consideration of a decentralization of management and involvement of women.

7. Access to safely managed WASH infrastructure and services in rural areas provides opportunities for women and youth engagement and empowerment as users, managers and agents of changes.

8. Promoting Community Driven Business Models – There is great potential for scaling up and dissemination of alternative models for managing drinking water supply and sanitation (DWSSS) systems in rural areas and existing policies should properly promote and provide targeted support. Women-led WUAs need support in accessing affordable microfinance loans and sanitation grants for rural WASH.

9. The follow up process must be action-oriented, with consideration of all levels, from formation of WASH policies to implementation and monitoring of success. For this, women would rely on comprehensiveness of science-based solutions, adapted capacity building and skills enhancement, as well as structured financial mechanisms.

**Forum conclusion**

During the 2022 hybrid Women Water Forum, professional women from different sectors, including scientists and water sector professionals, gathered with representatives from government, grassroots, and development partners to jointly advance on water-for-sustainable-development solutions viewed through a gender lens. The forum remains committed to transformative change, while recognizing that action is still needed to establish critical pre-conditions, which include:

- Ensuring that water management dialogues and processes are gender responsive and women inclusive at all levels.
- Applying a systems approach that is comprehensive, integrated, and gender responsive and inclusive while being sufficiently flexible to adjust to existing complexity and evolving circumstances.
- Developing and implementing innovative, trans-sectoral, trans-disciplinary, community-engaged partnership mechanisms committed to leaving no one behind.
- Investing in a suite of transformative financing models to better support a systems approach and new partnership mechanisms.
- Committing to community-driven, evidence-informed, and science-based water for sustainable development promising practices and solutions.
Addressing the gaps in gender data in the water domain and ensuring that disaggregated data are available and accessible to all for evidence-informed decision-making and action.

Participants of the forum were confident that the overarching frameworks are sufficiently in place and we note that the commitments and pledges of governments and stakeholders are plenty. However, the reality is that all of this resonates insufficiently on the ground.

Given that so many communities, and therefore women and girls, rely on water derived from mountains and glaciers, 2025 suggested by the Government of Tajikistan as International Year for the Preservation of Glaciers represents an opportunity to recognize climatic risks and jointly develop gender responsive solutions that serve affected communities. The WWF continues to concentrate on bridging principles to practice, bridging voices to action, bridging science to practical solutions, and bridging silos to effective collaboration at the appropriate levels. This will allow to bring appropriate solutions that are community-driven, evidence-informed, science-based, and that leave no-one behind.

**Women Water Forum Outcome (annex 1):**

Acknowledging the diverse representation of regions, roles, and responsibilities, the participants of the 2022 WWF committed to apply their skills, knowledge, resources, and expertise towards the common responsibility of accelerating achievement of water for sustainable development solutions.

In light of the mounting water challenges and increased urgency to reduce inequitab

<table>
<thead>
<tr>
<th>On gender responsive and women inclusive dialogues:</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Continue to actively remove systemic barriers and end discriminatory practices and norms that hamper women’s participation, particularly marginalized women within the major group women.</td>
</tr>
<tr>
<td>- Apply gender-based analysis assessments to policies and programs to ensure that they do not sustain or create inequities for women and other equity deserving groups.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>On applying of a systemic approach:</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Apply a coupled human and natural systems approach towards a comprehensive understanding and assessment of water uses, needs, and values at the local and watershed levels in support of sustainable and inclusive water management.</td>
</tr>
<tr>
<td>- Invest in research and tools that advance knowledge and application of coupled systems approaches, differentiated risks, sector tradeoffs, and water adaptation co-benefits to inform equitable and sustainable water management decisions.</td>
</tr>
<tr>
<td>- Introduce and apply gender responsive standards in the water sector.</td>
</tr>
<tr>
<td>- Introduce and report on the application of quotas for women’s engagement in decision making at all levels.</td>
</tr>
<tr>
<td>- Think outside the ‘water box’ for comprehensive risk assessments and innovative solutions.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>On innovative partnership mechanisms:</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Continue to invest in and demand effective and inclusive partnerships that contribute to closing the gender divide.</td>
</tr>
<tr>
<td>- Strengthen collaborations between researchers, communities, and policy-makers while emphasizing participation of people from equity-deserving groups including women.</td>
</tr>
<tr>
<td>- Invest in networks and platforms for dialogue and exchange of information to ensure women’s meaningful and equal contribution to water management at all levels.</td>
</tr>
</tbody>
</table>

---
- Provide resources and support, including financial, for women activists and their grassroot organizations to engage in design and local implementation of appropriate water sustainability and WASH initiatives.

**On transformative funding mechanisms:**
- Generate funding mechanisms that support innovative and integrated trans-sectoral, research-policy-practice partnerships, and evidence generation for informed decision-making at all levels.
- Create appropriate funding opportunities that catalyse sustainable and transformative programs in a move away from project-based funding.
- Establish funding mechanisms that demonstrate sustainable and equitable investments for social benefits, including impact investments and not for profit mechanisms.
- Support and promote access to affordable microfinance loans and sanitation grants for rural WASH.
- Continue to support entrepreneurs in their adoption of sustainable business models, particularly community-driven business models.
- On community-driven, evidence-informed, and science-based solutions:
  - Invest the time, capacity enhancement, and financial resources necessary to support community engagement in and leadership on sustainable and equitable solutions.
  - Braid Traditional Knowledge, local knowledge, and modern science to implement the most appropriate water for sustainable development solutions.
  - Emphasise the importance of exchanging good practices that show positive measurable results that can be scaled up and replicated.

**On disaggregated data:**
- Apply international standards for gender responsive/transformative water monitoring and assessment, including a comprehensive suite of variables, and make disaggregated datasets open and available.
- Coordinate and validate the use of existing data and data from research.
- Build capacity in and awareness of statistics and their use, creating data literate societies with the support of civil society.
- Embed disaggregated data collection in all research and monitoring projects and programs in order to facilitate a better understanding of differential costs, benefits, risks, and tradeoffs between groups, including the existence of social and environmental injustices, particularly with respect to marginalized people within equity-deserving groups.
- Undertake targeted gender studies and research to address the Leave No-one Behind approach and better understand how to inform water policies and planning, particularly in light of the key role of women in coping with climate change and climatic extremes, especially as they impact on water.
- Commit to evidence-informed decisions and solutions that build from disaggregated data and that consider equity implications.

The participants of the forum requested that member states and development partners publicly communicate annual progress on implementation through a monitoring system established for this purpose.

In turning these commitments into action, this WWF urged member states and the international community to unlock and use women’s transformative potential. This will lead not only to the betterment of women and girls, but also reverberate across **societies through appropriate and equitable water for sustainable development solutions.**

**Other relevant information:**
List of annexes

1. WWF Outcome Document.
2. List of Presentation, Video statements, Speeches (shared drive access)

Contact persons:

Javohir Akobirova, Head of Department of Gender Development and International Relations Committee on Women and Family Affairs under the Government of the Republic of Tajikistan
a.javohir@mail.ru

Aziza Hamidova, Country Programme Manager, UN Women Tajikistan, aziza.hamidova@unwomen.org

Nazokat Isayeva, National Programme Coordinator, UN Women Tajikistan nazokat.isaeva@unwomen.org

Alice Bouman-Dentener, Co-founder, Cansu Global, alice.bouman@gmail.com

Saule Ospanova, Head, Environmental Co-operation Unit, Office of the Co-ordinator for OSCE Economic and Environmental Activities, saule.ospanova@osce.org