WOMEN IN ENERGY DIPLOMACY NETWORK

Founding Charter · Terms of Reference · Strategic Framework

2027 – 2030

An initiative of the Ministry of Energy, Mining and Mineral Resources
of the Republic of North Macedonia
with the technical support of the United Nations Country Team

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Value Proposition: A Complementary, Non-Duplicative Platform

Our platform offers a unique value by complementing existing women-in-energy initiatives at a global and regional level. Designed to address gaps at the intersection of women's leadership, energy diplomacy, and the geopolitics of the green and critical-minerals transition, it avoids replicating the networking, mentoring, or advocacy services provided by established organizations.

The current landscape includes professional networks such as GWNET and WEN Global, which facilitate individual networking and mentoring; coalition mechanisms like the UN Gender and Energy Compact that mobilize organizational commitments; data and policy platforms such as IEA's Equality in Energy Transitions; and regional capacity programs like OSCE, NREL, and APEC initiatives.

Our distinctive WEDN is the first women-in-energy platform led by a national energy ministry and built explicitly around energy diplomacy and security. Its unique advantages include:

- State-led, diplomacy-driven governance, chaired by a Minister of Energy, engaging decision-makers at inter-state levels.
- Focus on the green transition and critical minerals, linking women's leadership to geopolitics and green investment.
- Designed to complement, not compete with, existing initiatives, with plans to establish formal cooperation agreements.

This strategic positioning ensures that our platform adds distinct value, bridging critical gaps and fostering impactful leadership in energy geopolitics and sustainable transition.

> **Guiding rule against duplication**
> Before launching any activity, the Secretariat will apply a non-duplication test: it will map the activity against known global and regional initiatives, and proceed only where WED adds distinct diplomatic, policy or convening value, or where it can deliver jointly with an existing partner rather than parallel to it.

Part I — Founding Charter

1. Preamble

The Women in Energy Network is a global platform to advance women's leadership, strengthen energy diplomacy, and accelerate a secure, sustainable, and inclusive energy transition. The Network recognizes that energy has become a strategic pillar of economic development, foreign policy, climate action, peace and regional cooperation, and that the green transition and the governance of critical raw materials are reshaping geopolitics in ways that demand the full participation of women at every decision-making level.

The Network is conceived as a complement to — not a substitute for — the established global architecture of women-in-energy organizations. Its added value lies in convening women in energy diplomacy and energy-security decision-making, in an accession and regional-cooperation setting, and in connecting that agenda to the global green transition. The United Nations, through the Country Team under the Resident Coordinator, supports the initiative by providing technical assistance upon request.

2. Vision

A world where women are equally represented in shaping secure, sustainable and peaceful energy systems through leadership, diplomacy, innovation and international cooperation.

3. Mission

To connect and empower women leaders across the global energy ecosystem; to advance women's role in energy diplomacy and energy-security governance; to develop future generations of women leaders in a green and technology-driven sector; to foster innovation; and to ensure safe, equal and inclusive workplaces — working in partnership with, and adding value to, the initiatives already active in this field.

4. Guiding Principles

- **National ownership.** The Network is government-initiated and country-owned, while remaining international in membership and outlook.
- **International cooperation.** It operates through cross-border dialogue, partnership and joint action.
- **Complementarity and non-duplication.** It coordinates with existing platforms and fills gaps rather than replicating them.
- **Gender equality and inclusion.** It pursues the equal participation of women across the energy value chain.
- **Integrity and accountability.** It is transparent in governance, membership and

results.

- **Innovation.** It champions new technologies, business models and ways of working.
- **Partnership.** It builds coalitions across sectors and institutions.
- **Zero tolerance for gender-based violence.** It promotes safe and harassment-free workplaces.
- **Youth empowerment.** It invests in girls and young women as future leaders.
- **Sustainability.** It aligns all activity with the green transition and the SDGs.

5. Strategic Objectives

WEDN pursues four mutually reinforcing objectives. Each is framed to occupy space that complements, rather than overlaps with, the mandates of established women-in-energy organisations.

Objective 1 — Women's Leadership

Increase women's participation in leadership and decision-making across the energy value chain, with particular attention to senior executive, board, regulatory and ministerial roles where representation remains lowest.

Objective 2 — Energy Diplomacy and Security

Promote women's leadership in international energy diplomacy, regional cooperation, energy security, renewable energy deployment, climate action, critical-minerals governance and green investment — positioning women as negotiators, envoys and decision-makers in inter-state energy relations. This is WEDN's signature objective and its clearest point of differentiation.

Objective 3 — Future Leaders

Develop girls and young women through STEM engagement, mentoring, leadership development and innovation, building the talent pipeline for a green, digital and increasingly geopolitical energy sector.

Objective 4 — Safe and Inclusive Workplaces

Promote the prevention of and response to gender-based violence, sexual harassment and discrimination, and support inclusive workplace cultures across the energy and extractive industries.

6. Founding Partners

The Ministry of Energy, Mining and Mineral Resources of North Macedonia serves as the initial founding institution and Chair. New governments can join the initiative be included in the Board of Members. Together with the founding Ministry, these governments and other strategic partners constitute the Network’s Board of Members, which provides collective

oversight of strategic direction and elects the Chair as the Network grows beyond its founding phase. The United Nations Country Team serves as the strategic partner, with UNDP as a lead technical partner. Additional founding and strategic partners may include governments and energy ministries, regional organizations, international financial institutions, academia, private-sector entities and civil society, as elaborated in Part IV.

7. Declaration

By endorsing this Charter, members commit to advancing women's leadership, strengthening energy diplomacy, and promoting an inclusive, safe and sustainable energy sector — and to doing so in a spirit of cooperation with the wider community of organizations working toward gender equality in energy.

Part II — Terms of Reference

1. Purpose

To provide the governance and operational framework of the Network, defining how it is led, who may join, how it works, and how it coordinates with the broader ecosystem to avoid duplication.

2. Governance

The Network is chaired by the Minister of Energy, Mining and Mineral Resources of North Macedonia, serving as founding Chair on behalf of a Board of Members. A Ministry-hosted Secretariat coordinates implementation. A Board of Members, composed of representatives of founding and supporting governments, regional organisations and strategic partner institutions, provides strategic guidance and oversight of the Network's development. The Board may consider and endorse proposed activities, work plans and indicative budgets, as appropriate, based on the priorities agreed by its members, the availability of financial and organisational resources, and the voluntary commitments of participating partners. The adoption of a work plan or budget shall not imply any financial or implementation obligations for individual members unless separately agreed. The UN Country Team, under the Resident Coordinator, participates as a permanent technical adviser and provides technical assistance upon request, without a decision-making role.

Governance bodies at a glance

Body	Composition	Core function
Chair	Rotational on biannual basis. Started by the Minister of Energy, Mining and Mineral Resources (North Macedonia)	Political leadership; convening authority; external representation
Board of Members	Founding partners, supporting governments and institutions, selected member representatives, rotating regional seats	Strategic oversight; approves work plan, budget and non-duplication review
Secretariat	Chair coordination unit	Day-to-day management; partnerships; monitoring, reporting and coordination with peer initiatives

Advisory Council (optional)	Eminent women leaders and former ministers/envoys	Strategic guidance, visibility, diplomatic outreach
Thematic Working Groups	Members grouped by objective	Deliver activities; produce policy and knowledge outputs
UN Technical Adviser	UN Country Team, with UNDP in lead technical role	Policy advice, gender and GBV expertise, capacity development, partnership facilitation (advisory only)

3. Membership

Membership is open to women leaders, professionals and emerging leaders from governments, academia, CSOs, and institutions committed to the Charter. It is structured in tiers so that individuals and organizations can engage at the level that matches their role, while male champions are welcomed as allies. Membership in WEDN is designed to be additive to — and where possible to provide a pathway into — existing global platforms such as the GWNET expert community, rather than to draw members away from them.

Membership categories

Category	Who	Primary value offered
Leadership Members	Ministers, deputy ministers, ambassadors, CEOs, board chairs, regulators	Diplomacy dialogues; peer leadership circle; policy influence
Professional Members	Mid-career and senior specialists across the value chain	Working groups; visibility; access to partner mentoring
Emerging Leaders	Students, early-career professionals, young researchers	STEM programs, fellowships, mentoring, innovation challenge
Institutional Members	Ministries, regulators, utilities, mining and energy firms, IFIs, universities, CSOs	Convening; policy co-creation; safe-workplace certification
Strategic Partners	Governments, international and regional organizations, donors	Co-financing and joint programming; seats on the Board of Members
Male Champions / Allies	Leaders supporting gender equality in energy	Advocacy platform; sponsorship of programs

4. Meetings

The Network may organise meetings, dialogues and other forms of engagement, including the Global Women Leaders in Energy Forum, Energy Diplomacy Dialogues, thematic working groups and virtual exchanges. The frequency, format and scope of these activities will be determined progressively, taking into account the interests and priorities of participating members, opportunities for cooperation and the availability of financial and organisational resources. Wherever practical, activities may be organised alongside existing regional and international energy events to maximise synergies and avoid duplication.

5. Roles

The founding Ministry provides political leadership and convening authority; the Board of Members provides collective strategic oversight; the Secretariat coordinates implementation and manages partnerships and non-duplication; members contribute expertise; strategic partners provide resources and co-programming; and the UN provides policy advice, capacity development, gender mainstreaming, GBV expertise, knowledge exchange and partnership facilitation on an advisory basis.

6. Potential Areas of Engagement and Indicative Activities

The following activities represent potential areas of engagement through which the WEDN may pursue its strategic objectives. They are illustrative and aspirational in nature and do not constitute commitments to implement specific programmes, events or initiatives.

The selection, scope, frequency and implementation of any activity will depend on the availability of financial and human resources, the interest and voluntary contributions of participating members, and the establishment of relevant partnerships. Activities may be developed progressively, prioritised or adapted through future work plans, subject to agreement among participating partners and available funding.

Objective 1 — Women's Leadership

Potential areas of engagement may include:

- Facilitating opportunities for executive mentoring, peer learning and exchange of experience through existing partner networks.
- Exploring opportunities to recognise and promote women's leadership in energy diplomacy and the green transition.
- Encouraging research, knowledge sharing and policy dialogue on women's participation in energy decision-making.
- Supporting connections among women leaders, ministers, regulators and executives.
- Advocating for more decision making roles for women leaders in energy sector and beyond.

Objective 2 — Energy Diplomacy and Energy Security

Potential areas of engagement may include:

- Exploring opportunities for energy diplomacy dialogues involving women ministers, ambassadors, negotiators and other decision-makers.
- Encouraging high-level exchanges on energy security, regional interconnections, critical minerals and the green transition.
- Facilitating regional and international cooperation through existing diplomatic and institutional frameworks.
- Exploring opportunities to connect women leaders with investors and development partners in the energy sector.
- Promoting women's visibility and participation in international energy and climate forums, where opportunities arise.

Objective 3 — Future Leaders

Potential areas of engagement may include:

- Encouraging girls' and young women's interest in STEM education and energy-related careers.
- Exploring mentoring opportunities in cooperation with established international and regional networks.
- Facilitating connections between educational institutions, public authorities and energy-sector organisations.
- Supporting knowledge exchange and opportunities for young women interested in innovation and clean-energy entrepreneurship.
- Exploring potential partnerships with universities and research institutions.

Objective 4 — Safe and Inclusive Workplaces

Potential areas of engagement may include:

- Promoting dialogue and exchange of good practices on safe, inclusive and equitable working environments.
- Raising awareness of gender-based violence, harassment and discrimination in the energy and extractive industries.
- Encouraging the voluntary exchange of workplace policies, guidelines and institutional experiences.
- Supporting knowledge sharing and research on gender equality and workplace inclusion.
- Exploring opportunities to recognise and promote good practices among participating organisations.

Part III — Three-Year Strategic Framework (2027–2030)

1. Strategic Priorities

- **Leadership and gender equality —** advancing women into senior and decision-making roles.
- **Energy diplomacy and energy security —** the flagship priority; women shaping inter-state energy relations, interconnection and critical-minerals governance.
    - **STEM and youth —** building the future talent pipeline.
    - **Innovation and entrepreneurship —** supporting women-led clean-energy enterprise.
    - **Safe and inclusive workplaces —** eliminating GBV and harassment in the sector.
    - **Knowledge and policy —** generating evidence and policy recommendations.
- **International partnerships —** coordinating with and complementing existing initiatives.

2. Indicative Results and Areas for Monitoring

The WEDN's Strategic Framework for 2027–2030 will outline a long-term vision for advancing women's leadership, participation and influence in energy diplomacy and the energy sector.

At this initial stage, the framework is intended to provide strategic direction rather than establish binding implementation commitments or predetermined quantitative targets. The achievement of potential results will depend on the Network's institutional development, the voluntary engagement of members and partners, and the availability of financial, technical and human resources.

The following areas may serve as an indicative basis for assessing the Network's development and contribution over time.

Strategic Area	Illustrative Areas of Progress
Women's Leadership	Increased visibility of women leaders; opportunities for professional exchange, mentoring and policy dialogue
Energy Diplomacy and Energy Security	Women's participation in international energy discussions; strengthened institutional connections and opportunities for cross-border cooperation
Future Leaders	Opportunities for young women in STEM, mentoring, research, innovation and professional development
Safe and Inclusive Workplaces	Exchange of good practices; increased awareness of gender equality and inclusive workplace policies
Partnerships and Network Development	Engagement of interested institutions, development of voluntary partnerships and opportunities for joint initiatives

These areas are illustrative and do not constitute performance targets or guaranteed outcomes. Specific indicators, baselines and measurable targets may be considered at a later stage, where

appropriate, following the identification of available resources, institutional capacities and interested implementing partners.

The Network may periodically review and adapt its strategic priorities and potential areas of engagement in response to emerging opportunities, partner interest and available support.

Monitoring, Reporting and Learning

Monitoring and reporting arrangements may be developed progressively, in proportion to the Network's operational capacity and available resources. Where activities are undertaken, participating partners may voluntarily share information on their implementation, experiences and results to facilitate learning, visibility and the exchange of good practices.

Any future monitoring framework, including specific indicators, reporting arrangements or quantitative targets, will be subject to agreement among the relevant partners and the availability of adequate resources. The Strategic Framework shall not, in itself, create an obligation for the founding Ministry or participating members to finance, implement or achieve specific activities or results.

Part IV — Partnerships and Resource Mobilisation

1. Partnership Approach

WEDN's partnership strategy is built on complementarity. The Network will seek formal cooperation arrangements — memoranda of understanding, joint events and shared programmes — with the leading global and regional women-in-energy initiatives, so that its members gain access to their services while WEDN concentrates on its diplomatic and policy niche. Partners are grouped into six clusters.

Potential partners by cluster

Cluster	Illustrative partners	Nature of cooperation
Peer women-in-energy networks	GWNET; Women's Energy Network (WEN Global); ENERGIA; IEA Equality in Energy Transitions (C3E); Gender & Energy Compact	Mutual membership pathways; shared mentoring pools; joint events; avoid duplication
UN and multilateral system	UN Resident Coordinator's Office; UN Women; UNDP; UNIDO; UNECE; IRENA; SEforALL	Technical advice, gender expertise, convening, SDG alignment
Regional organisations	Energy Community Secretariat; OSCE (OCEEA); Regional Cooperation Council; EU / DG ENER; EBRD Balkans programmes	Energy-security and accession dialogue; regional cooperation
International financial institutions	World Bank; EBRD; EIB; KfW; IFC	Green-investment matchmaking; blended finance; gender-smart lending
Governments and donors	Sida; SDC; Norway; Netherlands/MATRA; GIZ; US and EU member-state embassies	Co-financing; policy support; diplomatic backing
Private sector and academia	Utilities, TSOs, mining and renewables firms; universities and research centres	Safe-workplace certification; STEM pipeline; innovation; data

2. Resource Mobilisation

Resource mobilisation will be explored on a voluntary and partnership-based basis, including potential contributions from participating governments, international organisations, development partners, financial institutions and the private sector.

No financial contribution shall be presumed or required from the founding Ministry, participating governments or Network members solely by virtue of their participation in the initiative. Any financial or in-kind support will be subject to separate agreement, applicable institutional procedures and the availability of resources.

The UN may support partner coordination, facilitate partnerships and provide technical assistance in resource mobilisation upon request, in accordance with its mandate and available capacities.

To reinforce complementarity and avoid duplication, the Network will seek opportunities for co-financed and jointly implemented activities with existing regional and international initiatives, rather than pursuing stand-alone fundraising or establishing parallel programmes. Such cooperation will remain voluntary and subject to mutual agreement and available resources.

Women in Energy Diplomacy Network (WEDN)
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