



#PERSPECTIVES20-30



CORE GROUP OF EXPERTS
DISCUSSION PAPER

ENGAGING YOUTH FOR A SAFER FUTURE
OSCE PERSPECTIVES 20-30 INITIATIVE

**PRODUCED BY THE CORE GROUP OF EXPERTS (CGE)
NOVEMBER 2019**

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IN PARTNERSHIP WITH FRIEDRICH EBERT FOUNDATION'S
REGIONAL OFFICE FOR COOPERATION AND PEACE IN EUROPE



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FOREWORD

WHAT IS THE OSCE PERSPECTIVES 20-30?

This discussion paper was produced by the OSCE *Perspectives 20-30* Core Group of Experts, twenty-two young women and men who reflect the geographical diversity of the OSCE area, and come from a wide range of backgrounds including academia, civil society, policy-making, and the media. The impetus to launch this initiative came from a genuine commitment to improving the security situation in the OSCE region. It provides a platform for young women and men to discuss with decision-makers their vision for how a safer future in the OSCE area could look by 2030 and beyond.

This *Perspectives 20-30* discussion paper summarizes their ideas resulting from a series of discussions in 2019 organized by the OSCE in partnership with the Friedrich Ebert Foundation's Regional Office for Cooperation and Peace in Europe and the Folke Bernadotte Academy. The Core Group of Experts quickly bonded and began the demanding task of identifying and agreeing on the primary challenges facing the OSCE region, fusing their expertise with a fresh perspective through the eyes of their generation. In this paper, they have reconceptualized conventional approaches to both emerging and perennial challenges facing the OSCE region, with the aim of shedding new light on gaps in current comprehensive peace and security efforts, identifying opportunities and new approaches, and informing discussions at all levels.

This paper served as a basis for discussion at the OSCE-wide Youth Forum in Bratislava, which was held on 28-29 October 2019. This flagship event under the OSCE *Perspectives 20-30* initiative brought together young participants and official representatives from OSCE participating States and Partners for Co-operation to discuss the topics of this paper and how young people can contribute to sustaining peace and comprehensive security. The Core Group members then had the opportunity to update this paper after the OSCE-wide Youth Forum, in order to capture the key points of its discussions. Their ideas should inspire the OSCE's security debates towards 2030 – and beyond.

The OSCE *Perspectives 20-30* initiative has been implemented by my Office in support of the 2019 OSCE Slovak Chairmanship priority on engaging youth for a safer future. It is made possible with the generous financial support of Finland, Germany, Ireland, Italy, Liechtenstein, and Slovakia.

Thomas Greminger
OSCE Secretary General

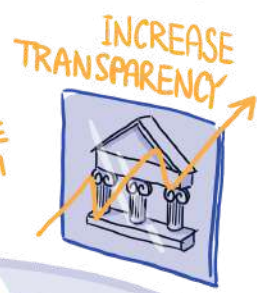
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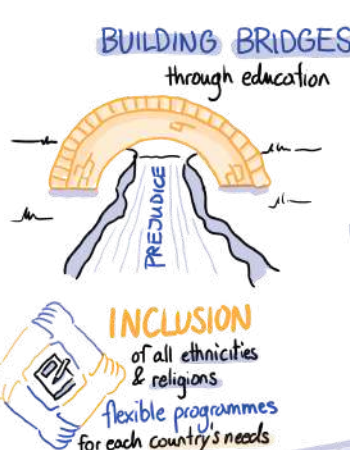
PATHWAYS TO CO-OPERATION



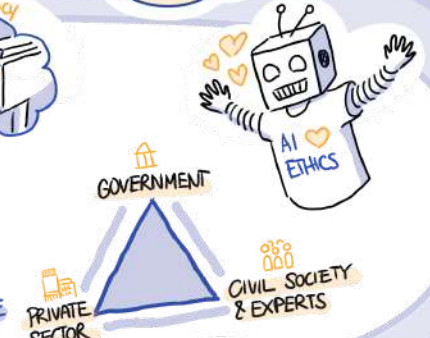
Rule of Law



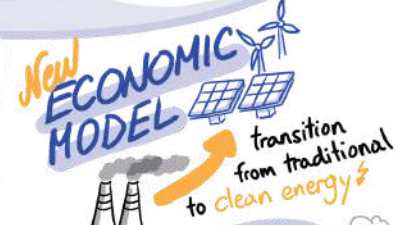
Education



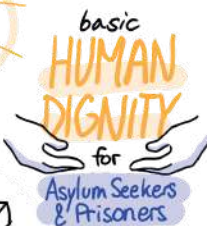
Technology



Environment



Human Rights & Security





INTRODUCTION

PATHWAYS TO COOPERATION

Born and raised in a post-Cold War period, we, the members of the Core Group of Experts (CGE), have been burdened by its consequences. What should have been an era of peace and unity in Europe has become a time of instability and division, threatening our common security. Today we see elite-led politics, widespread corruption, unfair elections and non-democratic transition processes. Individually, we have responded to these problems by actively promoting democratic transition processes, upholding human rights and freedoms, institution-building, gender equality, advocating youth participation in line with United Nations Security Council Resolutions UNSCR 2250 (2015) and 2419 (2018) on Youth, Peace and Security, and working to establish more open and inclusive dialogues throughout our communities.

As we witness a decline in multilateralism at the inter-governmental level, we are concerned by a growing mistrust in national and international institutions. In an effort to help reverse this trend, we have come together to demand a better, more inclusive way of doing things. **Youth are stakeholders, not spectators.** After two intensive meetings in Vienna followed up by extensive online exchanges, we have combined our insights and expertise to identify the main opportunities, challenges and trends affecting our common security. Recognizing the need to prioritize, after careful consideration we have identified building peace, new technologies, environment and energy, rule of law, security and human rights, and education as the top six issues we feel need to be addressed in order to ensure durable peace and security for future generations. We offer tangible recommendations designed to strengthen trust and establish an increased sense of community in the OSCE region and beyond.

At the OSCE-wide Youth Forum in Bratislava on 28-29 October 2019, we also had the opportunity to discuss these topics with young participants and official representatives from OSCE participating States and Partners for Co-operation, as well as OSCE experts from the Secretariat, field operations and institutions.

As the OSCE area looks to the future and in consideration of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, we ask: How can we best utilize our resources and work together to achieve a real state of security, co-operation and peace for all?



BUILDING PEACE

SHAPING NEW NARRATIVES

Young people are committed to building peace and solving conflicts in the OSCE area. **In the post-cold war era, they can contribute to shaping new, positive narratives and establishing more action-oriented peace-building and conflict transformation processes.** Accordingly, in the process of drafting this Perspectives 20-30 paper, this subheading changed names many times until we, the members of the CGE, agreed on a more optimistic tone.

We need to **focus on shared interests and common challenges** as a foundation for further dialogue. The OSCE's traditional role as a bridge between East and West remains of particular importance. The Organization should seek to facilitate dialogue and to produce a politically binding code of conduct that articulates the "rules of the game" between states while continuing to promote confidence-building and risk reduction mechanisms for issues tied to conventional arms control. The demise of arms control treaties we see today calls for the exploration of measures to ensure self-restraint and maintaining a mission to monitor the deployment of intermediary and short-range weapons in the region.

As frozen and violent conflicts remain high on the political agenda, the prospects for the international community to break the existing deadlocks may seem limited. However, we strongly encourage harnessing the positive power of youth through technical, financial, and administrative support from the OSCE and its participating States and Partners for Co-operation to **ensure youth participation and intergenerational dialogue in multiple formats** – including in negotiations and formal peace talks, engaging in expert discussions and backing participation at grass-roots levels i.e. "inside, around and outside the room".

We believe a **lack of awareness about the costs and implications of conflicts** in the OSCE area hampers the prospects for peaceful co-existence. This knowledge vacuum is riddled with misperceptions and misunderstandings, sometimes even leading to a deterioration of the status quo and a complete lack of co-operation, which is detrimental to us all. An increase in public awareness can be achieved by putting a stronger focus on education (please see the chapter on education below): a premium should be placed on demonstrating the benefits of peace in the different dimensions of co-operation, the economic in particular.

While conflicts may benefit certain groups, peace on a larger scale will benefit the majority. A lack of political will among some political elites to further develop the OSCE's confidence- and security-building measures (CSBMs), should not preclude the **possibility for co-operation at the local level nor discussions among technical experts** in order to address daily issues. Experience shows – not least in the OSCE area – that practical co-operation, for example across borders or boundaries, can strengthen trust, mutual understanding, bring economic benefits, and improve peoples' lives.

Since youth and youth-led civil society can play an important role in peacebuilding, as affirmed in UNSCR 2419, it would be beneficial for initiatives like Perspectives 20-30 to be supported and scaled up across the OSCE area, or be used in unstable regions in order to build confidence. We, as members of the CGE, are eager to use our experience and our fresh perspectives to establish a more secure and prosperous society for our generation, and those who will succeed us. Young people need to be included in all phases of the conflict cycle – in the prevention of violence, resolving conflicts and building peace, including participating in processes of transitional justice and dealing with the past.



NEW TECHNOLOGIES

A DIGITAL TIPPING POINT



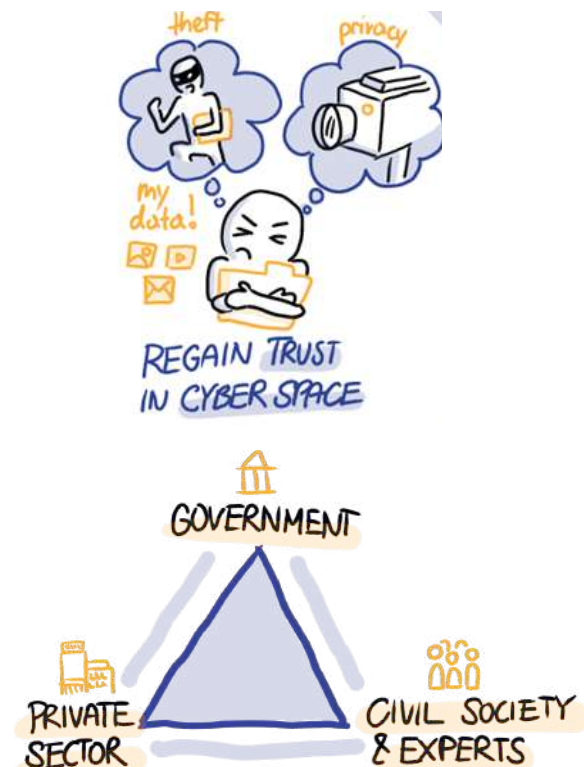
Disruptive technologies, like artificial intelligence (AI), augmented and virtual reality (AR/VR), 5G, and blockchain, are having a major impact on society. Legal and policy frameworks are not able to keep pace with the speed of technological innovation, which demands an ongoing debate, in particular in multilateral forums due to their inherent global aspects. A good example is the adoption by the OSCE in 2016 of 16 confidence-building measures (CBMs) to minimize the risks posed by information communication technologies (ICTs). However, much greater co-operation is needed.

Smart technology is set to transform social and economic life. Automated machines, for instance, are expected to displace numerous human workers. To ensure that people are not left behind in the face of digital transformation, there must be more access to information and training that will help businesses and individuals to enhance and adapt their skills. Furthermore, participating States should focus on the ethical questions that will emerge, ranging from algorithmic fairness, user privacy, and user manipulation through profiling and micro-targeting to the military use of lethal autonomous weapons. In the face of such rapid and fundamental changes, it is more important than ever for the OSCE to keep the focus on the human dimension in relation to the transformative power of technology.

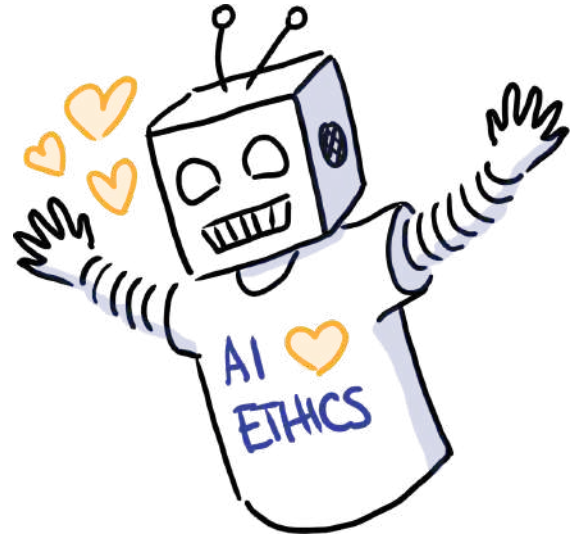
We see potential scope for the OSCE to establish **guidelines for the ethical development of AI systems** within the OSCE area - akin to the European Union's (EU) Guidelines for Trustworthy AI. The OSCE could focus on how to prevent abuses of AR/VR in relation to torture, virtual crime, and pornography. The OSCE should also consider the consequences of 5G, for example how it may influence communication in conflict, or how cities in the OSCE area could incorporate ethical 5G practices to improve smart city access. Also, it should stay abreast of research and developments in biotechnology, including ethical issues raised by genetic engineering. These are new and sometimes highly technical issues, but they are the kinds of things that will be defining our security in the very near future. Therefore, to remain relevant, the OSCE will need to ensure that it keeps up with the pace of change.

Cyberspace and cybersecurity will continue to require proactive attention and engagement from the international community, including the OSCE's participating States. Government institutions must ensure that their citizen's private information is protected: this is both a question of trust and security. Implementing effective cybersecurity measures is particularly challenging today and will become increasingly so in the future. The OSCE can help by enhancing data privacy of individuals and support efforts to reinforce cybersecurity of states, drafting guidelines and encouraging work across national institutions. Due to the progress of disruptive technology, there is also a need to assess how to fully assure the **protection of fundamental rights**.

For instance, such challenges include the AI threat to decisional and informational privacy, the autonomization of weapons, criminal responsibility regarding automated vehicles, and labour rights related to Economy 4.0. Therefore, there is a need for the participating States to develop guidelines on digital rights to prevent grave social consequences and provide a space to reflect and strengthen legal and policy frameworks concerning digitalization and robotics.



The OSCE can help states reduce the **vulnerability of essential infrastructures**, such as pipelines and power grids, to cyber-attacks or terrorism. This can be done by introducing new protocols akin to the Geneva Convention, and advocating for better public-private sector collaboration. The OSCE can organize knowledge-sharing forums and technology exchanges to enhance the security of systems that might be susceptible to hacker takeover or intrusion. It could also provide support for enhancing the forensic capabilities of law enforcement in this field. The OSCE can capitalize on existing guidance, such as the UN guidance by Groups of Governmental Experts on the regional level for enhancing cyber/ICT and the cross-dimensional Informal Working Group established pursuant to Permanent Council Decision No. 1039. In this way, the OSCE can enhance its role as a practical, regional platform for reducing risks of conflict that emanate from the use of ICTs.



Getting ahead of challenges presented by new technologies will require **additional funding for research and development**. While the OSCE's financial resources are limited, it could play a key role in sharing good practices, facilitating co-operation and knowledge transfer, and convening dialogues on the impact of technological change across the three dimensions of security. In the process, it should strengthen partnerships with the scientific community, and support collaboration between the public and private sectors and research institutions.

In this way, participating States could strengthen their early warning systems and preparedness in relation to ICT-related threats and challenges. The OSCE, together with others, should also look at how technology can be used to counter, including in contingency plans, disinformation disseminated through ICTs: like automated fact-checking tools to detect disinformation or deep fakes, such as 'Grover', which has a proven 92% accuracy rate.



ENVIRONMENT AND ENERGY

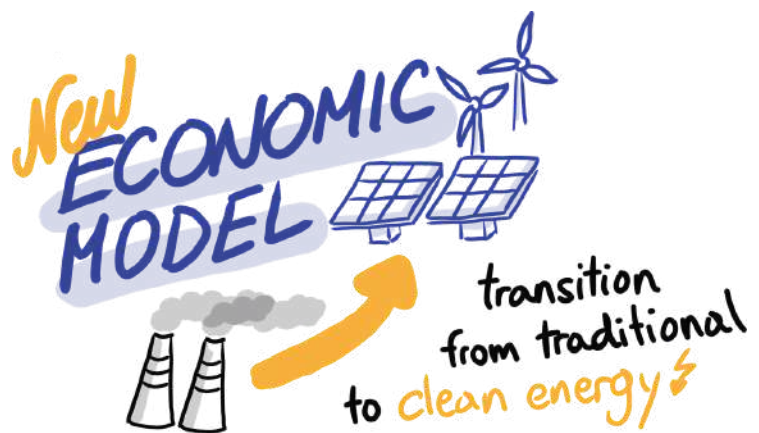
INCREASING ENVIRONMENTAL GOVERNANCE AND CO-OPERATION

The effects of climate change and extreme environmental conditions are having an increasing impact on the lives of all of us, and are posing various non-conventional security threats that require immediate action. Recent research shows a nexus between the increase in global temperatures and a considerable rise in the rates of inter-personal violence and inter-group conflict. Rising air pollution, food and water shortages are threatening human security and causing human displacement and migration that affects national, regional and global security. Young people around the world are expressing their concern about the future of our planet in mass movements of action and protest. Immediate action is needed, not least through the OSCE.

As a first step, considering the importance of the issue, we, the members of the CGE, suggest **decoupling the environment from the economic dimension into a new, separate format within the OSCE framework**. Elevating environmental issues to a higher level within the OSCE’s security agenda with the necessary institutional support would bring more attention and help to mobilize participating States to work together for a sustainable future and increase the momentum for sustaining life on earth.



Energy security in the OSCE area is challenged by uncertain demand, network shortcomings and disruptions, market shifts, and volatile prices. Investment in research, innovation and effective public-private partnerships is needed. Less integrated and connected regions should be high on the energy agenda due to their dependency on a single energy supplier. The OSCE should support the establishment of regulatory measures, as well as help create market-based support mechanisms and commitments by all actors for the further enhancement of physical infrastructures and effective co-operation in the case of crisis.



We believe that by promoting “just transition” – where the road towards a climate-neutral economy minimizes hardships for vulnerable groups and leaves no one behind – the OSCE will be able to ensure **systematic change** through direct engagement of all relevant stakeholders. By promoting renewable energy systems and alternative development policies through social, inclusive and energy-oriented dialogues, the OSCE would not only improve security and foster solidarity and trust, but also economically strengthen the region in alignment with efforts to tackle climate change.



An economic system that is neither just, nor socially or ecologically sustainable, leads to societies where social, security and environmental needs seem to be in competition. However, this does not have to be a zero-sum game. **A just energy transition, ambitious climate policies, and technological advancement are key steps towards a new economy that is in alignment with the Sustainable Development Goals.** They represent a promising development towards decarbonizing the economy and ensuring sustainability in the long-run. Enhanced cross-border and multilateral co-operation as well as adapted regional and international trade agreements to ensure that environmental standards are respected are important contributing elements at the international level.

At a more local level, environmental impact assessment of economic activities, smart cities, convergence towards long circulation and designing out waste, changing purchasing raw materials into purchasing the right to use them, as well as new technologies are concrete measures to reduce humanity's ecological footprint. The OSCE's Aarhus Centres could be strengthened in their role as leading platforms to engage citizens, governments and the private sector in a dialogue on environmental challenges. **The proposed OSCE environmental dimension can play a leading role in shaping our future by facilitating discussions between participating States on the transformation of current systems to ensure a safe and secure future.**



Rule of Law

RULE OF LAW MOVING BEYOND A "ONE-FITS-ALL" APPROACH



The nature of the OSCE's consensus-based decision-making addresses the diversity of ideas, norms, and values amongst its participating States through its institutional design. However, in today's more polarized global political climate, we, the members of the CGE, have **identified a need for the Organization to recommit and better promote its commonly agreed norms and values**. Recognition of the heterogeneity of interests should be promoted alongside the principles of good governance, rule of law, human rights, and institution-building. Mutual trust and a sense of community need to be rebuilt between OSCE participating States. By promoting a culture of accountability, common understanding and practices can better be agreed on and allow the organization to progress.

We recognize that a widespread lack of transparency is closely linked to the challenges and threats that will have an impact on our societies looking towards 2030. Indeed, corruption is one of the biggest impediments to development and effective governance. This includes the securitization of corruption, uncontrolled Foreign Direct Investment (FDI), state capture, electoral issues, and illicit financing. **The securitization of corruption** – i.e. the increasing corruption in the public security sector – has the potential to facilitate the drafting of legislation that enables corrupt activities and abuse of power by governing politicians, and undermines accountability. The OSCE should, therefore, keep anti-corruption efforts high on its agenda and ensure that governments serve the people who elected them, not their own personal interests. Secure e-governance is a useful measure to increase transparency and it is important to apply a gender lens in the fight against corruption. The OSCE's work on **freedom of the media** is vital to support investigative journalism and ethical practices, and even look at legal standards to combat the misuse of the internet and social media.

The buying of power and influence is not only a threat within countries. **Uncontrolled FDI can influence legislation, affect property rights, and create privileged positions for certain investors.** In worst-case scenarios, the securitization of corruption and uncontrolled FDI can lead to **state capture**, i.e. the domination of policymaking by private, often corporate, power. Weak civil liberties and partial economic reforms enable state capture, which thereby engenders a lack of trust within society. Corruption weakens the rule of law by undermining a government's ability to implement laws and regulations. Moreover, corruption, uncontrolled FDI and state capture have pernicious effects on economic competition by restricting market entry and distributing economic preferences to influential elites.

The OSCE can help through its work in promoting effective institutions, civil service and security sector reform, and the development of anti-corruption legislation and bodies. **Support for the media and civil society, combined with the creation and maintenance of reliable online databases, can lead to an effective culture of accountability.** To achieve these indispensable reforms, there is a greater need for established and shared best practices among participating States.



Human Rights & Security

SECURITY AND HUMAN RIGHTS

TOWARDS MORE INCLUSIVE SOCIETIES

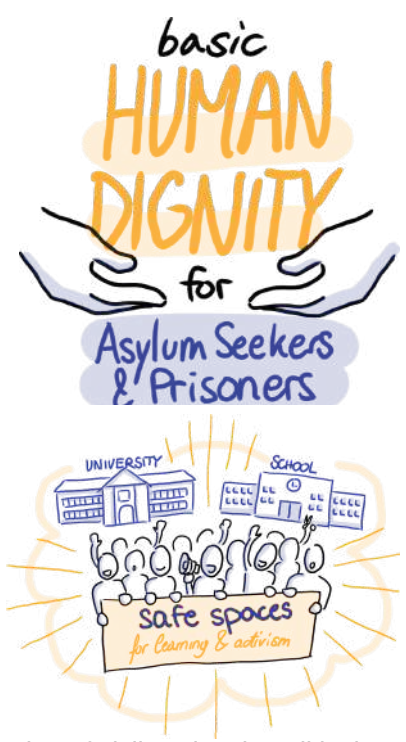
We see a worrying trend of closing civic and political spaces and of States unjustly securitizing certain sections of society, resulting in **rising tensions in parallel with targeted discrimination and repression**. This not only violates fundamental human rights, often those of minorities, refugees and migrants, but could also undermine peace and security in OSCE participating States. The protection of human dignity and human life must, therefore, be the prime responsibility of States. They should recognize human rights and inclusive societies as necessary conditions and effective tools for the structural prevention of violence and for sustaining peace. This must be addressed through concerted international action, including by the OSCE.

In order to respect human dignity and life, focus should be on the protection of minorities, marginalized groups, and displaced persons. In addition, those in immediate danger need to be given refugee status in line with international refugee conventions. Special attention needs to be paid to detention centres of asylum seekers, where they can be subjected to torture, repression and forced separation of children from their parents.

Greater efforts are needed to make societies more inclusive. Meaningful inclusion of civil society in political processes increases their legitimacy as well as trust and constructive relations between the state, civil society and society at large, helping transform conflicts into social change and innovation. Civil society organizations, in particular human rights movements, in the OSCE region must be ensured safe spaces, and should collaborate more. Open dialogues should take place between civil society and state authorities, in particular on security-related topics. States must refrain from intimidation, criminalization, restrictive legislation, and stigmatization directed against civil society. Ensuring equal political participation and inclusivity for all people must become a priority.

Special attention needs to be given to the gendered nature of socio-politico-economic exclusion, **gender-based discrimination and violence, as well as gendered security perspectives**. For gender equality to be achieved in all States, it must be ensured that women and men receive equal pay and sufficient parental leave, and that participating States design and implement action plans against gender-based discrimination and violence.

Fighting racism and discrimination is an ongoing battle. Participating States, with the help of the OSCE Office for Democratic Institutions and Human Rights (OSCE/ODIHR) in particular, should **develop concrete action plans against racism**. They should also refrain from unfounded accusations against minorities and whole sections of society, respect internal affairs of religious communities, and support anti-hate speech programming. Data should be collected in areas with high rates of hate crime to assess specific biases against religious communities, such as anti-Muslim and anti-Semitic sentiments and thereby help create societies where everybody is on a level playing field.



Participating States should internalize a human rights-based approach to Security Sector Governance. We suggest that they assess and improve their counter-radicalization and counter-terrorism measures, particularly in terms of their potential discriminatory impact and to ensure that they comply with fundamental rights safeguards.

EDUCATION

A CATALYST FOR CHANGE

By providing individuals with knowledge, perspective, skills and opportunities, quality **education has the unmatched power to transform, advance and unify societies and individuals**. A person's skill-set acquired through formal and informal education can affect everything from confidence and personal aspirations, to how they participate as citizens in society. Education emerged as a cross-cutting theme in preparing this paper as we recognize the need for new skills to cope with rapid technological change. Education has played a powerful role in the recent emergence of environmental consciousness. It has created widespread change in the behaviour and habits of individuals and empowered young people to take part in a global movement to address the climate emergency. Critical thinking is increasingly important at a time of disinformation and mistrust. Education, including through sports, can help to develop a culture of tolerance and peace, promote and defend open societies, and strengthen integrity. In short, education can be a catalyst for change. It is essential for implementing many of the things that the OSCE aspires to do and the Organization needs to more coherently engage in this area.



Education plays an important role in countering identity-based hatred, discrimination as well as populism and extremism. As extremist groups threaten peace, democracy, and human life, education can build resilience against radicalization. Since education is a catalyst in creating and maintaining diverse, peaceful, cooperative societies, it should be given greater attention. For example, meaningful inter-faith and inter-cultural OSCE exchange programmes between schools, universities, communities and youth groups can build lasting friendships and networks, change perspectives and build on tolerance.

Education that puts an emphasis on peace should be better integrated into official curricula in schools throughout the whole OSCE area. Teachers should be trained to address discrimination and hate speech and integrate gender perspectives into their work. Educational institutions should identify prejudices prevalent within their societies in order to be able to tackle them effectively. We suggest that the OSCE promote initiatives dedicated to developing common textbooks that address sensitive periods in history. This could simultaneously promote a greater understanding of other cultures and civilizations, human rights and freedom of expression.

An increase in media literacy and awareness is essential. Where media literacy is poor, the “weaponization” of social media is an attendant risk. Individuals who are unaware of their vulnerabilities are left exposed to an array of threats, ranging from petty cyber-attacks (i.e. phishing), propaganda, to online grooming for human trafficking and radicalization. A lack of awareness can result in an erosion of trust, fear-mongering, and even physical dangers.

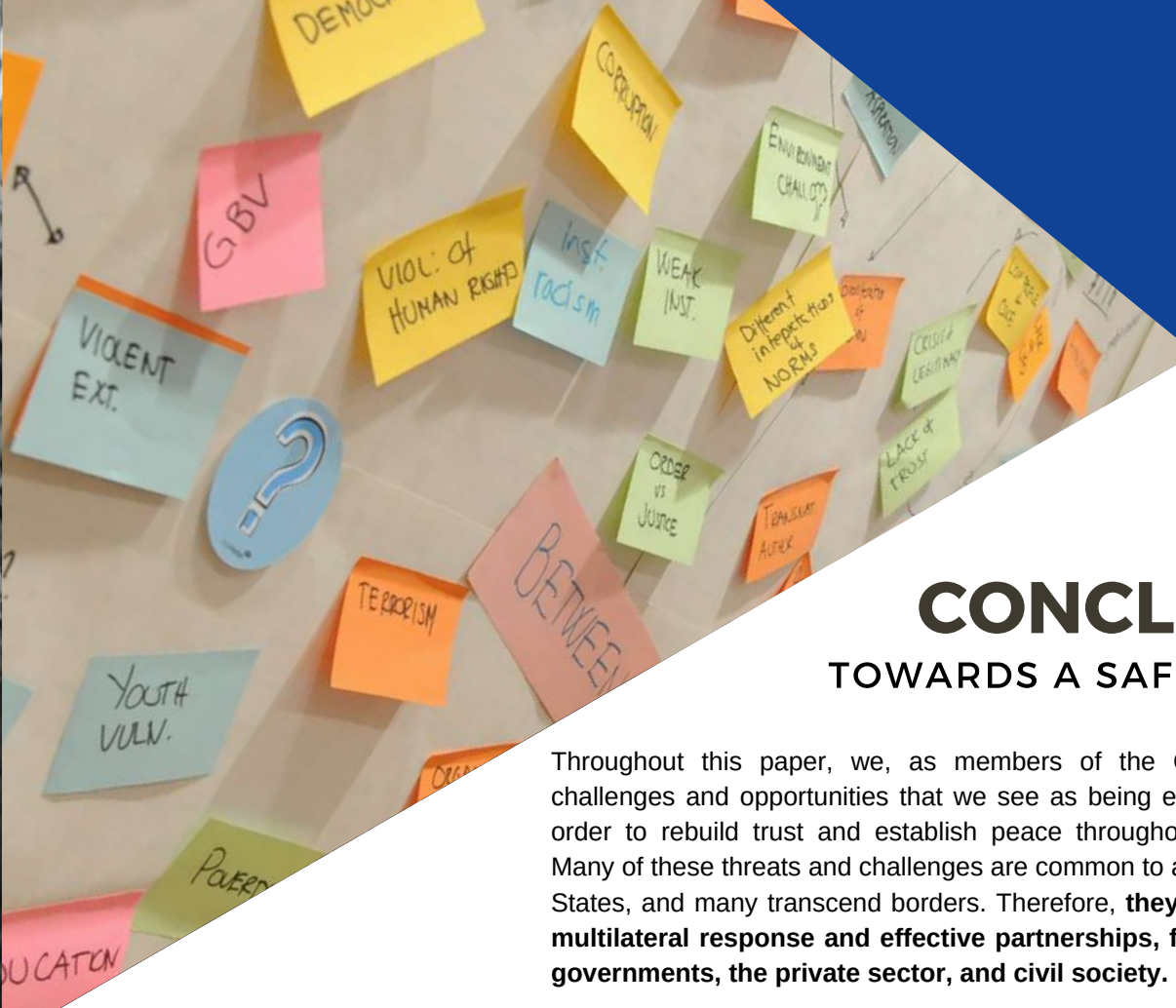
In this digital age, **young people must be equipped with critical media literacy**, which gives them the skills and confidence they need to navigate the complex and ever-changing media ecosystems. All citizens, including the elderly, who are often left out of conversations around technology, need to be empowered with information regarding their online security. **As technology continually evolves, lifelong learning is essential to keep up and leave nobody behind.**

We suggest that the OSCE forms creative partnerships with organizations that are already innovating in digital and cybersecurity education (one example in the cybersecurity sphere being “CybSafe”) and form publicly accessible initiatives. Another example is the “Elements of AI” programme, which was initiated in Finland to circulate information and training to the public around technology that is grounded in fact rather than hype. Guidelines should be drafted for local governments and social welfare organizations to use as a reference point when implementing digital education and digital inclusion programmes in schools and communities.

BUILDING BRIDGES
through education



DIGITAL & CYBER Literacy as **SOLUTION**



CONCLUSION

TOWARDS A SAFER FUTURE

Throughout this paper, we, as members of the CGE, have identified challenges and opportunities that we see as being essential to address in order to rebuild trust and establish peace throughout the OSCE region. Many of these threats and challenges are common to all OSCE participating States, and many transcend borders. Therefore, **they require an effective multilateral response and effective partnerships, for example between governments, the private sector, and civil society.**

Nearly five decades since the adoption of the Helsinki Final Act, the OSCE's traditional role as a bridge between East and West remains just as important today considering the heightened tensions within the Euro-Atlantic and Eurasian space. Building confidence, trust, and political will are crucial to achieving lasting peace in the OSCE area which can be achieved by maintaining dialogues and improving communication at the inter-governmental level. The OSCE should use its connecting power and be a platform for dialogue and ongoing engagement that allows for the exchange of information and joint action.

In order to strengthen trust between OSCE participating States, and to increase a sense of community, **it is imperative to promote common understanding and practices through sustained exchanges between expert communities, governments, youth leaders and civil society.** Education and lifelong learning – both formal and informal – can solve many of the challenges we face in the run-up to, and beyond, 2030. We have already seen the power of education stimulating more sustainable consumption patterns and increasing public awareness of the causes and effects of climate change.

We, the members of the CGE, see the important role of the OSCE in supporting greater participation in decision-making processes, such as this Perspectives 20-30 initiative. **More diversity in perspectives is needed when devising policies aimed at countering the challenges the OSCE area is facing today. Engaging young women and men, recognizing their experience and expertise, and creating inclusive discussions between the leaders of today and tomorrow, is vital in the process of shaping our societies beyond 2030.** To engage the youth in these discussions is to engage those who will continue the OSCE's work to establish enduring peace in our region.





ANNEX

MEMBERS OF THE CORE GROUP OF EXPERTS

Mr Abdulvahhobi Muminjoniyon, Tajikistan
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Ms Anneka Shally, United Kingdom
Mr David Ruah, Portugal
Ms Galya Rebecca Hovhannisyman, Armenia
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Ms Heather Mann, United Kingdom
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Ms Ivana Vuchkova, North Macedonia

Mr Julian Demmer, Germany
Mr Kanatbek Abdiiev, Kyrgyzstan
Ms Katarina Kertysova, Slovakia
Ms Kristina Arakelova, Georgia
Mr Mikhail Frolov, Russian Federation
Ms Nicole Grajewski, United States
Mr Ognjen Markovic, Montenegro
Mr Taha Kaan Isleyici, Turkey
Mr Turan Gafarli, Azerbaijan
Ms Uliana Yehorova, Ukraine
Mr Zarije Kocic, Serbia

The members of the Core Group of Experts were selected from hundreds of applicants responding to an open call. These twenty-two young professionals, between the ages of twenty and thirty, were chosen on the basis of their expertise, motivation, and networks. They reflect the gender and geographical diversity of the OSCE area and come from a wide range of backgrounds including academia, civil society, policy-making, and the media. They contribute to the Perspectives 20-30 initiative in their personal capacity on a voluntary basis.

#PERSPECTIVES 20:30

