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International Centre for Capacity De- velopment, Sustainability and Societal Change

under the auspices of UNESCO

Annual Report 2025

July 2026

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GRÓ • International Centre for Capacity Development,
Sustainability and Societal Change

Austurhöfn, 101 Reykjavík, Iceland

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July 2026

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Empowering Leaders for Sustainable Development Building on Iceland's Experience

The story of Iceland is, in many ways, the story of what can happen when people are given the opportunity to learn, build and lead. Within the span of a few generations, Iceland transformed from one of Europe's poorest nations into one of the world's most prosperous and equal societies. We know from our own experience that progress does not happen by chance. It is built through education, knowledge, cooperation and the determination of people who want to improve their communities and create a better future.

That belief lies at the heart of GRÓ.

For decades, the GRÓ training programmes have brought together professionals from around the world who share a common goal: to strengthen their societies through knowledge, innovation and leadership. By sharing Iceland's experience in fields that have played a vital role in our own development — geothermal energy, fisheries, land restoration and gender equality — GRÓ helps create opportunities for lasting change far beyond our shores.



This report tells the story of that work in 2025. But more importantly, it tells the story of people.

It tells the story of professionals who return home with new skills, stronger networks and fresh ideas. Of women and men who use what they have learned to tackle complex challenges, strengthen institutions and improve lives in their own communities. Their impact is visible across the world. In Kenya, GRÓ fellows have helped support the country's remarkable growth in geothermal energy. Around Lake Victoria, alumni contribute to the sustainable management of one of Africa's most important fisheries. Others are leading efforts to restore degraded land, promote gender equality, strengthen human rights and create opportunities for future generations.

These achievements remind us of something important: development cooperation is not ultimately about projects, reports or statistics. It is about people. It is about investing in human potential and empowering people to drive change where it matters most. Since their inception, the four GRÓ programmes have welcomed more than 1,900 professionals from over 100 countries. Together, they form a remarkable global community of experts, practitioners and changemakers whose work continues to create positive ripple effects across continents. At a time when international cooperation faces growing challenges, the work of GRÓ is a powerful reminder of what can be achieved when countries choose partnership over isolation, knowledge over ignorance and hope over cynicism.

I am deeply proud of what the GRÓ programmes have accomplished and grateful to the many Icelandic institutions, experts and partners who have contributed to their success over the years. Their dedication reflects some of the very best qualities of Icelandic society: a willingness to share, to learn from others and to contribute to a more just and sustainable world. The stories in these pages show that meaningful change is possible. They remind us that when people are given the tools, trust and opportunity to lead, extraordinary things can happen.

Þorgerður Katrín Gunnarsdóttir

Minister for Foreign Affairs of Iceland

Icelandic Summary – Samantekt á íslensku

GRÓ—Þekkingarmiðstöð þróunarsamvinnu er sjálfstæð miðstöð sem starfar undir merkjum UNESCO, Mennta- vísinda- og menningarmálastofnunar Sameinuðu þjóðanna, og miðar að því að koma íslenskri sérfræðiþekkingu á framfæri við þróunarlönd, einkum fátækustu ríkin. GRÓ-skólarnir fjórir (Jafnréttisskóli, Jarðhitaskóli, Landgræðsluskóli og Sjávarútvegsskóli) hafa starfað um áratugaskeið og hafa frá upphafi verið ein af meginstöðum alþjóðlegrar þróunarsamvinnu Íslands. Jarðhitaskólinn er hýstur hjá Íslenskum orkurannsóknum (ÍSOR), Sjávarútvegsskólinn hjá Hafrannsóknastofnun, Landgræðsluskólinn hjá Landbúnaðarháskóla Íslands og Jafnréttisskólinn hjá Háskóla Íslands. Í ársskýrslunni er gerð grein fyrir starfi GRÓ-skólanna fjögurra árið 2025 og öðru starfi á vegum GRÓ—Þekkingarmiðstöðvar þróunarsamvinnu, sem starfrækt er sem ráðuneytisstofnun sem heyrir undir utanríkisráðuneytið.

Alls útskrifaðist 91¹ sérfræðingur frá 35 þróunarlöndum úr fimm til sex mánaða þjálfun á vegum GRÓ—Þekkingarmiðstöðvar þróunarsamvinnu árið 2025. Rúmur helmingur þeirra var konur. Nemendurnir starfa hjá samstarfsstofnunum skólanna í heimalöndum sínum og er markmið þjálfunarinnar að efla faglega getu þeirra til að stuðla að sjálfbærri þróun og framgangi heimsmarkmiða Sameinuðu þjóðanna.

GRÓ starfar undir merkjum UNESCO, Mennta-, vísinda- og menningarmálastofnunar Sameinuðu þjóðanna, og miðar að því að koma íslenskri sérþekkingu, sem stuðlar að framgangi heimsmarkmiðanna, á framfæri við þróunarríkin. Við árslok höfðu 1.858 sérfræðingar útskrifast úr GRÓ skólunum fjórum, Jafnréttisskólanum, Jarðhitaskólanum, Landgræðsluskólanum og Sjávarútvegsskólanum.

GRÓ veitir einnig styrki til framhaldsnáms fyrir útskrifaða nemendur skólanna. Á árinu 2025 nutu 26 nemendur slíkra styrkveitinga, þar af 14 til doktorsnáms og 12 til meistaranáms. Alls útskrifuðust níu styrkþegar á árinu, þrír með doktorsgráðu og sex með meistaragráðu, en alls hafa 117 lokið meistaragráðu með styrk frá GRÓ skólunum frá upphafi og 27 doktorsnámi. Þá voru sex nýir styrkir veittir á árinu, fimm til meistaranáms og einn til doktorsnáms.

GRÓ – Þekkingarmiðstöð þróunarsamvinnu Lykiltölur í lok árs 2025



1,858

nemar hafa lokið 5-6 mánaða þjálfun á Íslandi



117

nemar hafa lokið meistarnámi



27

nemar hafa lokið doktorsnámi



5,882

hafa lokið styttri námskeiðum

Á árinu voru einnig haldin nokkur styttri námskeið, á Íslandi, í samstarfslöndum og á netinu í rauntíma. Samtals sóttu 293 sérfræðingar slík námskeið á árinu á vegum GRÓ.

Jarðhitaskóli GRÓ hélt fimm daga námskeið í El Salvador fyrir sérfræðinga frá Rómönsku Ameríku í samstarfi við orkuríkisfyrirtæki landsins LaGeo. Einnig var haldið þriggja vikna námskeið í Kenía, í samstarfi við kenísku orkufyrirtækin KenGen og GDC, sem sérfræðingar frá löndum í Austur-Afríku, sem búa við miklar orkuauðindir, sóttu.

Jafnréttisskóli GRÓ hefur þróað nýja aðferð við kennslu á vettvangi þar sem netnámskeið sem skólinn hefur framleitt eru notuð ásamt staðbundinni kennslu þar sem útskrifaðir nemendur eru í lykilhlutverki. Einn útskrifaður nemi Jafnréttisskólans í Pakistan hélt slíkt námskeið um karlmennskur og pólitíska orðræðu, og í framhaldi af því var haldin vinnustofa um inngildandi kennsluáðferðir með áherslu á kynferði. Einnig stóð útskrifaður nemandi frá Kenía fyrir leiðtoganámskeiði með þessum hætti fyrir feminísk grasrótarsamtök.

¹ 92 sérfræðingar hófu námið en einn nemandi Landgræðsluskóla GRÓ sem þurfti frá að hverfa mun útskrifast seinna.

Einnig voru haldnar fræðsluheimsóknir á Íslandi fyrir samstarfslöndin. Þannig kom háttsett sendinefnd frá Kyrrahafseyjum í fræðsluferð sem Sjávarútvegsskóli GRÓ skipulagði í samstarfi við utanríkisráðuneytið, þar sem sjávarútvegsráðherrar Palaú og Papúa Nýju Gíneu, auk háttsettra embættismanna frá þessum löndum og Salómonseyjum sóttu. Einnig var haldið námskeið fyrir sérfræðinga frá indverskum orkufyrirtækjum um þróun og nýtingu jarðhita. Þá stóð Jarðhitaskólinn fyrir 10 daga námskeiði ARENA (Arctic Remote Energy Networks Academy) sem fjallaði um hentugar endurnýjanlegar orkulausnir fyrir einangruð þorp og smábæi sem finnast á norðurslóðum, einkum í Alaska, N-Kanada og á Grænlandi. Námskeiðið var haldið í samstarfi við vinnuhóp Norðurskautsráðsins um sjálfbæra þróun og fjármagnað af fjárveitingu utanríkisráðuneytisins til norðurslóðamála. Jarðhitaskólinn hélt tvö netnámskeið, annars vegar fyrir sérfræðinga frá Úkraínu og hins vegar fyrir sérfræðinga frá Eyjaálfu.

Nemendur frá Mongólíu fyrstir til að stofna félag útskrifaðra GRÓ nema

Áfram var unnið að því að efla stuðning við útskrifaða nemendur GRÓ um heim allan. Fyrsta félag útskrifaðra GRÓ nema, þar sem sérfræðingar úr öllum skólunum starfa saman, var stofnað í Mongólíu þann 4. júlí 2025, í kjölfar viðburðar sem sendiráð Íslands í Peking hélt stuttu áður. Sendiráðið hélt einnig viðburð fyrir útskrifaða nemendur GRÓ í Kína.

Þá skipulögðu útskrifaðir nemendur GRÓ sjálfir fundi, m.a. stóðu nemendur Jafnréttisskólans fyrir fræðslu- og umræðufundi á netinu um stafrænt ofbeldi og leiðir til að uppræta það í samstarfi við Jafnréttisskólann og sendiráð Íslands í Malaví. Einnig voru tveir verkefnastyрkir veittir til útskrifaðra nemenda Jafnréttisskólans sem báðir hafa það að markmiði að styðja jafnréttisstarf í tengslum við blæðingar kvenna og kvára, annars vegar á Indlandi og hins vegar í Pakistan.



Utanríkisráðherra með nemum og forstöðumanni Jarðhitaskóla GRÓ á viðburði um áhrifin af nærri 50 ára sögu skólans.

Þróunaráhrifin af starfi GRÓ skólanna í kastljósinu

Lögð var sérstök áhersla á að draga fram sögur sem endurspeгла árangur af starfi skólanna, þ.e. hvernig nemendur hafa nýtt þekkinguna úr náminu til að stuðla að framgangi heimsmarkmiðanna heima fyrir. Opnaður var sérstakur hluti á heimasíðunni, tileinkaður útskrifuðum nemendum, þar sem birt eru viðtöl við þá.

Í nóvember hleypti Þorgerður Katrín Gunnarsdóttir utanríkisráðherra af stokkunum fundaröð, sem GRÓ stendur fyrir í samstarfi við utanríkisráðuneytið og Alþjóðamálastofnun Háskóla Íslands, um þróunaráhrifin af starfi GRÓ skólanna fjögurra. Skólarnir hafa um áratuga skeið verið mikilvæg stoð í þróunarsamvinnu Íslands og á viðburðunum, sem fara fram yfir veturinn 2025-2026, er kastljósinu beint að nemendum sjálfum og því hvernig þekkingin sem þeir hafa aflað sér á Íslandi hefur nýst heima fyrir.

Á fyrsta viðburðinum, sem fram fór í byrjun nóvember, var fjallað um nærri 50 ára sögu Jarðhitaskólans, sem var stofnaður árið 1978 þegar Ísland var að stíga sín fyrstu skref í þróunarsamvinnu. Skólinn hefur útskrifað rúmlega 800 nemendur frá 68 löndum um heim allan. Sögðu nemendur þar frá því hvernig þjálfunin hefur nýst þeim við að nýta jarðhita í sínum heimalöndum. Kom þar m.a. fram að Kenía, sem er stærsta samstarfsland skólans, með rúmlega 160 nemendur útskrifaða, er nú sjötta stærsta jarðhitaland í heimi, þegar horft er til uppsetts afls. Landið hefur þannig tekið fram úr Íslandi sem er í níunda sæti á sama lista. Segja má að margfeldisáhrif séu einnig af þjálfuninni, en Kenía og Ísland vinna í dag saman að því að halda nánast árlega námskeið fyrir lönd í Austur-Afríku sem búa yfir miklum jarðhitaauðlindum, eins og gert var árið 2025. Einnig stendur El Salvador, sem einnig er eitt af stærstu samstarfslöndum skólans, fyrir árlegum námskeiðum um jarðhitanýtingu fyrir lönd í Mið- og Suður-Ameríku. Viðburðir um hina skólana þrjá fóru fram á vormánuðum 2026 og verður fjallað um þá í ársskýrslu þess árs.

Samstarf við UNESCO og aðrar alþjóðastofnanir

GRÓ hélt á árinu áfram að vinna að því að efla samstarfið við UNESCO. Í september tók Sjávarútvegsskóli GRÓ þátt í hringborðsumræðum sem fram fóru á netinu þar sem fjallað var um hvernig uppræta megi vandamál sem mörg fiskveiðisamfélög í Afríku glíma við þar sem konur og stúlkur eru beittar þrýstingi til að veita kynferðislega greiða í skiptum fyrir aðgang að fiski (e. sex for fish).



Á fundi með yfirmanni fiskimáladeildar FAO, Dr. Manuel Barange. Auk hans eru á myndinni Nína Björk Jónsdóttir, forstöðumaður GRÓ, Guðmundur Árnason fastafulltrúi Íslands gagnvart FAO og Sólrún Svandal, sérfræðingur um málefni hafsins í utanríkisráðuneytinu.

Dr. Lidia Brito, aðstoðarframkvæmdastjóri UNESCO sem fer fyrir náttúruvísindasviði stofnunarinnar, tók sæti í stjórn GRÓ og heimsótti Ísland. Hún flutti ávarp við útskrift Sjávarútvegsskóla GRÓ, fundaði með ráðuneytisstjóra utanríkisráðuneytisins og hitti forstöðumenn GRÓ skólanna.

GRÓ vann einnig að því að efla samstarf við stofnanir Sameinuðu þjóðanna sem hafa aðsetur í Róm, þ.e. Matvæla- og landbúnaðarstofnun Sameinuðu þjóðanna (FAO), Matvælaáætlun Sameinuðu þjóðanna (WFP) og Alþjóðasjóðinn um þróun landbúnaðar (IFAD). Framkvæmdastjóri FAO, Dr. Qu Dongyu, heimsótti Ísland í september og fékk þá kynningu á starfi GRÓ. Í desember áttu forstöðumaður GRÓ og fastafulltrúi Íslands gagnvart stofnunum Sameinuðu þjóðanna í Róm fundi

með ýmsum aðilum hjá þessum þremur stofnunum til að kanna möguleikana á samstarfi og fylgja eftir heimsókn framkvæmdastjórans.

Þá heimsótti GRÓ Danida Fellowship Centre, sem er miðstöð í Danmörku sem svipar um margt til GRÓ og sem býður sérfræðingum frá þróunarlöndunum til námsdvalar þar í landi. Heimsóknin var tækifæri til að bera saman reynslu og aðferðir miðstöðvanna tveggja við þjálfun, stuðning við nemendur eftir útskrift og ræða möguleika á samstarfi.

Endurnýjun þjónustusamninga og samnings við UNESCO

Samningar GRÓ við hýsistofnanirnar fjórar sem starfrækja GRÓ skólana voru endurnýjaðir í júní og gilda uppfærðir samningar fyrir tímabilið 2026-2028. GRÓ skólarnir eru hýstir hjá íslenskum sérfræðistofnunum á umræddum sviðum. ÍSOR starfrækir Jarðhitaskóla GRÓ, Hafrannsóknastofnun Sjávarútvegsskóla GRÓ, Landbúnaðarháskóli Íslands Landgræðsluskóla GRÓ og Háskóli Íslands Jafnréttisskóla GRÓ.

Á árinu var einnig gengið frá samþykkt Mennta-, vísinda- og menningarmálastofnunar Sameinuðu þjóðanna (UNESCO) á endurnýjun á stöðu GRÓ sem stofnunar sem starfar undir merkjum UNESCO, sem svokölluð Category 2 stofnun. Endurnýjunin var samþykkt af framkvæmdastjórn UNESCO í nóvember 2025 og uppfærður samningur undirritaður í upphafi árs 2026, en hann gildir í átta ár eða allt til ársins 2034.

Þá var á árinu endurnýjaður samningur um leigu húsnæðis að Grensásvegi 14, þar sem nemendur dvelja á meðan á dvöl þeirra stendur á Íslandi. Samningurinn er endurnýjaður þar til í september 2029, en GRÓ tók húsið fyrst á leigu árið 2022.

About GRÓ

The GRÓ International Centre for Capacity Development, Sustainable Use of Natural Resources and Societal Change was established on 1 January 2020 and operates under the auspices of UNESCO as a Category 2 Centre based in Iceland. It is the first multi-disciplinary Category 2 Centre at UNESCO. The Director General of GRÓ in 2025 was Ms Nína Björk Jónsdóttir.

Four training programmes are operated by GRÓ:

- **GRÓ Geothermal Training Programme (GRÓ GTP)**, established in 1978 and hosted at Iceland Geosurvey (ÍSOR), works on increasing the use of renewable geothermal resources. The Director of GRÓ GTP in 2025 was Mr Bjarni Richter.
- **GRÓ Fisheries Training Programme (GRÓ FTP)**, established in 1997 and hosted at the Marine and Freshwater Research Institute, works on the protection and sustainable use of the oceans, seas and marine resources. The director of GRÓ FTP in 2025 was Mr Þór Ásgeirsson.
- **GRÓ Land Restoration Training Programme (GRÓ LRT)**, established in 2007 and hosted by the Agricultural University of Iceland, works on ecosystem restoration and sustainable use of land. Dr Sjöfn Vilhelmsdóttir served as Director of GRÓ LRT until October 2025. Since then, Ms Guðrún Guðjónsdóttir has served as acting Director.
- **GRÓ Gender Equality Studies and Training Programme (GRÓ GEST)**, established in 2009 and hosted by the University of Iceland, works towards advancing gender equality and social justice. The director of GRÓ GEST in 2025 was Dr Irma Erlingsdóttir.

The GRÓ Centre operates under its own legal identity and is guided and overseen by a Governing Board, appointed by the Minister for Foreign Affairs of Iceland, and set up as a unit within the Ministry. Regulation nr. 1260, adopted on 18 December 2019 applies to the operations of GRÓ—Centre for Capacity Development, Sustainability and Societal Change. The Centre operates based on Act No 121/2008 on Iceland's International Development Cooperation, Act no. 115/2011 on the Government Offices of Iceland, the Public Finance Act No 123/2015, Iceland's policy for international development cooperation, the UN Sustainable Development Goals and international obligations.

The four training programmes have been an important part of Iceland's development cooperation portfolio for decades. In addition to the core funding provided by the government of Iceland, external funding is obtained, mainly through counterpart contributions from partner institutions, grants and by participation in international projects.

This report covers the activities of GRÓ in 2025.



Annual Report 2025

Main Activities of GRÓ 2025

Year in Review 2025

In 2025, GRÓ International Centre for Capacity Development, Sustainability and Societal Change delivered a wide range of activities across its four training programmes on geothermal energy, sustainable fisheries, land restoration, and gender equality. In total, 91² fellows graduated from the four GRÓ training programmes in 2025, bringing the total number of GRÓ alumni to 1,858. Three PhD and six MSc GRÓ scholarships recipients graduated in 2025. Various short courses were held in the year, on-site courses, online courses, as well as hybrid courses.

The main priorities of the GRÓ centre in 2025 included strengthening support to GRÓ alumni around the world. The first GRÓ Alumni Network was established in Mongolia in July, only a few weeks after an alumni event hosted by the Embassy of Iceland in Beijing, that is also accredited to Mongolia. The Embassy also convened alumni in China as part of GRÓ's ongoing engagement efforts. GRÓ Alumni networks work on knowledge sharing and knowledge creation and provide an opportunity for fellows to connect across the four thematic areas, reinforce their connections to Icelandic Embassies and GRÓ, as well as providing opportunities to link the fellows with UNESCO.

GRÓ also emphasised efforts to share stories illustrating the impact of GRÓ's training programmes and how GRÓ fellows have applied their training after returning to their home institutions. A specific page was opened on the website with stories of alumni and an event series titled "*From Knowledge to Developmental Impact*," was launched in November 2025. The first event focused on the work of the GRÓ Geothermal Training Programme. Events on the other three training programmes took place during the first half of 2026.

The renewal of the status of the GRÓ Centre as a Category 2 Centre under the auspices of UNESCO was finalised at the Executive Board of UNESCO in November. Also, GRÓ renewed service agreements with the host institutions of all four GRÓ training programmes, for the period of 2026-2028 and renewed the lease agreement of the GRÓ Hostel on Grensásvegur 14 where fellows live during their stay in Iceland. Other key initiatives included developing a GRÓ Postgraduate Scholarship Programme,

GRÓ – Centre for Capacity Development, Sustainability and Societal Change

Key figures on December 31st 2025



1,858

fellows had finished the 5-6 month training in Iceland



117

fellows had finished a Master's Degree on a GRÓ Scholarship



27

fellows had finished a PhD at Icelandic universities on a GRÓ Scholarship



5,882

had participated in short courses in partner countries

GRÓ FTP	GRÓ GEST	GRÓ GTP	GRÓ LRT
512 Fellows, 6 month training	267 Fellows, 5 month training	839 Fellows, 6 month training	240 Fellows, 6 month training
20 Master degrees	891 Short course participants	93 Master degrees	4 Master degrees
19 PhD degrees		7 PhD degrees	1 PhD degree
1,314 Short course participants		3,480 Short course participants	197 Short course participants

² 92 fellows began the training in 2025. One GRÓ LRT fellow that needed to go home before the training ended will come back to graduate in a subsequent year.

as well as working on finalising the joint monitoring and evaluation of the four GRÓ training programmes and updating of the GRÓ Results Framework first launched in 2023.

Further details of the activities of each GRÓ training programme are described in Annex 1 (p. 21-46) of this report. The main results of the work in 2025 are also set forth in Annex 3 (p. 56-70).



Fellows from GRÓ GTP and GRÓ LRT at Bessastaðir after a visit with Ms Halla Tómasdóttir, the President of Iceland.

Postgraduate 5–6 Month Training

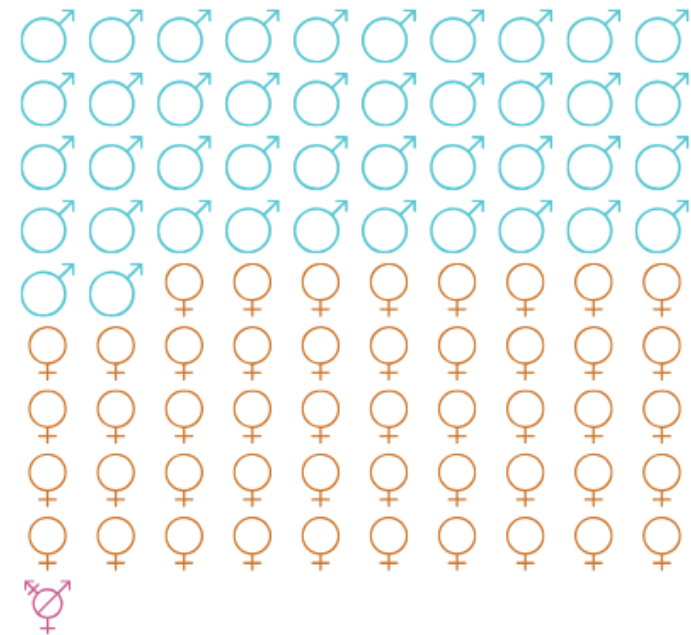
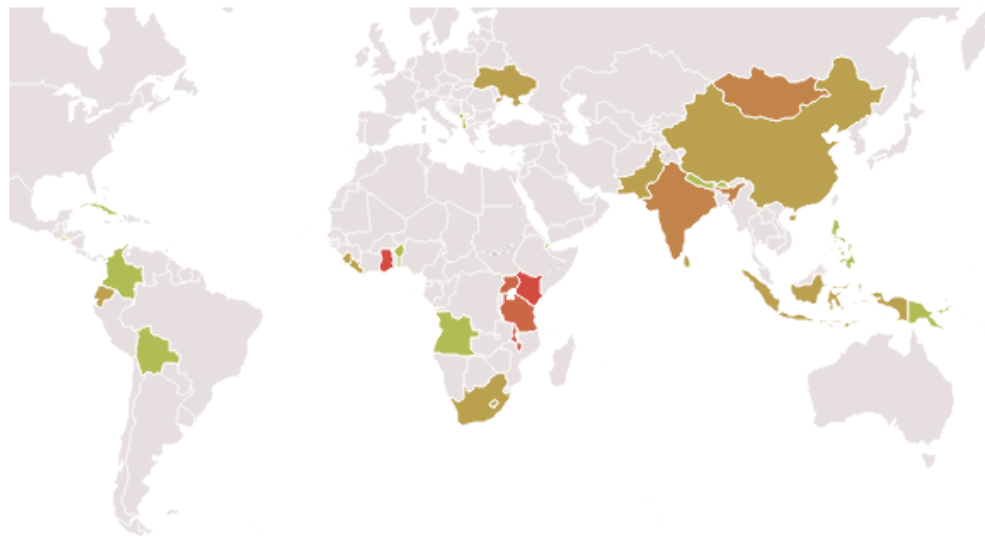
The postgraduate 5–6 month training is the core activity of the GRÓ programmes. Experts working for GRÓ partner institutions in the four thematic fields of geothermal energy, sustainable fisheries, land restoration and gender equality are invited to come to Iceland to advance their knowledge and expertise at the GRÓ training programmes.

In 2025, 91 fellows from 35 countries graduated from the GRÓ 5–6 month postgraduate training. The cohorts were all similar in size, with 19–26 fellows each. GRÓ's Theory of Change specifies that GRÓ particularly aims for gender balance within each cohort and to work with countries that are classified as Least Developed Countries (LDC's), countries in Africa and Small Island Developing States (SIDS). Gender balance was achieved in 2025, with 53% of fellows being women. Of the fellows 36% hailed from Least Developed Countries (LDCs) and 45% were from Low-Middle Income Countries (LMICs). GRÓ's aim is to have at least 80% of the fellows from countries belonging to those two income categories; in 2025, 81% met this criterion, meeting the target of 80%. In 2025, 5% of the fellows came from Small Island Developing States. Looking at geographical distribution, 57% were from Africa and 27% from Asia, which were the two biggest regional groups.

Further breakdown of demographic attributes of the GRÓ 2025 cohort can be found on page 11.

GRÓ fellows 2025

	Number of fellows	Female	Male	Other	LDC	LMI	UMI	Africa	Asia	Latin America	Other
GRÓ Fisheries Training Programme	23 (25%)	12 (52%)	11 (48%)	0 (0%)	11 (48%)	8 (35%)	4 (17%)	15 (65%)	5 (22%)	1 (4%)	2 (9%)
GRÓ Gender Equality Studies and Training Programme	26 (29%)	21 (81%)	4 (15%)	1 (4%)	8 (31%)	14 (54%)	4 (15%)	12 (46%)	9 (35%)	0 (0%)	5 (19%)
GRÓ Geothermal Training Programme	23 (25%)	6 (26%)	17 (74%)	0 (0%)	6 (26%)	9 (39%)	8 (35%)	10 (44%)	7 (30%)	6 (26%)	0 (0%)
GRÓ Land Restoration Training Programme	19 (21%)	9 (47%)	10 (53%)	0 (0%)	8 (42%)	10 (53%)	1 (5%)	15 (79%)	4 (21%)	0 (0%)	0 (0%)
In total:	91 (100%)	48 (53%)	42 (46%)	1 (1%)	33 (36%)	41 (45%)	17 (19%)	52 (57%)	25 (27%)	7 (8%)	7 (8%)



Postgraduate Scholarships

Total GRÓ Scholarship Graduations			
	Male	Female	In total
Master's degrees			
FTP	10	10	20
GTP	69	24	93
LRT	2	2	4
In total:			117
PhDs			
FTP	11	8	19
GTP	3	4	7
LRT		1	1
In total:			27

* as of 31.12.2025

All four GRÓ training programmes provide scholarships for postgraduate studies in Iceland to alumni who have graduated from the 5-6 month training. The first Master's scholarship was awarded in 1999 and the first doctoral scholarship in 2005. At the end of 2025 a total of 27 alumni had finished a PhD and 117 a Master's degree with GRÓ's support.

In 2025 a total of 26 alumni were studying on a GRÓ scholarship. Of the scholarship recipients, 12 were studying for a Master's degree, and 14 for a PhD. Nine scholarship recipients graduated in 2025, three with a PhD and six with a Masters.

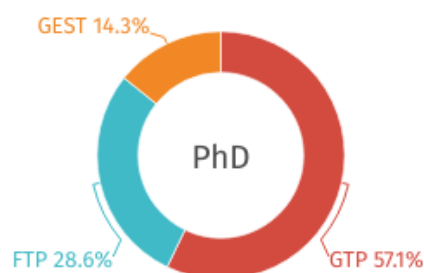
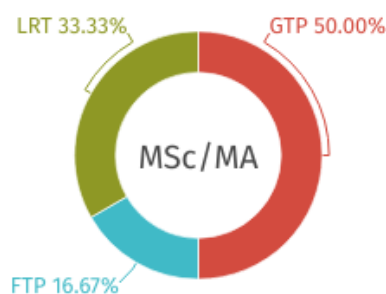
Five of the graduates were alumni of the GRÓ Geothermal Training Programme. Dr Tingting Zheng from China graduated with a PhD in Earth Science from the University of Iceland and four GRÓ GTP alumni graduated with a Master's degree.

These were Ms Christine Katana from Kenya and Ms Julia Satriani from Indonesia that both graduated with a MSc in Geology from the University of Iceland and Mr Nahashon Karanja Nzioka from Kenya and Mr Hugo Ernesto Quinteros Segovia from El Salvador that graduated with a MSc in Sustainable Energy Engineering from the Reykjavík University.

Two graduates were alumni of the GRÓ Land Restoration Training Programme. These were Ms Binna Kipandula and Mr Leonard Gondwe, both from Malawi who graduated with a Master's degree in Restoration Ecology from the Agricultural University of Iceland. Two graduates were alumni of the GRÓ Fisheries Training Programme. Dr Carina Eveline M. Pina Fernandes from Cabo Verde graduated with a PhD in Food Science from the University of Iceland and Dr Safina Musa from Kenya graduated with a PhD in Biology from the University of Iceland.

GRÓ Scholarship Recipients 2025

	Total Scholarship Recipients	Female	Male	LDC	LMI	UMI	Africa	Asia	Latin America
MSc/MA	12	4	8	5	3	4	8	1	3
PhD	14	10	4	7	5	2	10	3	1
In Total	26	14	12	12	8	6	18	4	4



In 2025, six new scholarships were awarded, five for Master's degrees (two to GRÓ GTP, two to GRÓ LRT and one to GRÓ FTP alumni) and one for a PhD (GRÓ GTP alumni).

Work continued on the development of GRÓ's Postgraduate Scholarship Programme following the external evaluation of GRÓ's Master's and doctoral scholarship programme that was carried out in 2023.

Short Courses and Online Training

The GRÓ training programmes held several short courses in 2025, on-site, online, and hybrid courses that were attended by close to 300 experts from around the world.

The GRÓ Geothermal Training Programme (GRÓ GTP) held six short courses in 2025. Four courses were on-site training courses, ARENA, the Arctic Remote Energy Networks Academy for indigenous people and arctic communities, which was externally funded by the Ministry for Foreign affairs, the SDG short course VI on Geothermal Energy Development in Latin America, SDG short course VIII on Exploration and Development of Geothermal Resources in Kenya and a short course on Development of Geothermal Energy in India. Two courses were online on Geothermal Energy for Ukraine and Geothermal Energy for Oceania and Costa Rica.

The GRÓ Gender Equality Studies and Training Programme (GRÓ GEST) ran four courses. Three courses were held on Man and Masculinities in Pakistan. One of them was a hybrid course that was partly taught online and partially on-site. Another hybrid course was conducted in Kenya on "Leading from Where we Stand: A Feminist Capacity and Care Journey for Grassroot Leaders."

The GRÓ Fisheries Training Programme (GRÓ FTP) invited a delegation from the Pacific Island Countries (PICs) to undertake a knowledge exchange and a study tour in Iceland. This was done in collaboration with the World Bank and the Ministry for Foreign Affairs.

GRÓ Alumni Activity

GRÓ has in 2025 prioritised efforts to increase the support to GRÓ Alumni and sharing stories of the impact of their work, as well as to encourage the establishment of national GRÓ Alumni Networks. The first official GRÓ Alumni Network was established in Mongolia on 4 July, following a networking reception hosted by the Embassy of Iceland in Beijing a few weeks earlier. An alumni networking reception was also held at the Icelandic embassy in Beijing for GRÓ alumni in China where the alumni were encouraged to establish an official GRÓ Alumni Network based on the guidelines for alumni on how to launch such networks, published in 2023.



Alumni in Uganda continued efforts to establish a GRÓ Alumni Network for Uganda. Here alumni meet at the Embassy of Iceland in Kampala in January to discuss preparations for launching such a network.

GRÓ Alumni Networks aim to connect alumni from all four training programmes and are a platform for collaboration, knowledge sharing and continued learning. Their aim is to strengthen the impact of alumni as leaders and change makers in their fields. Alumni networks also strengthen and maintain alumni links with Iceland and provide possible avenues for co-operation with alumni. GRÓ National Alumni Networks are alumni driven and are an addition to the already established global alumni networks for each training programme.

Cooperation with UNESCO

GRÓ works under the auspices of UNESCO as a Category 2 Centre. GRÓ has in 2025 continued to work on strengthening the cooperation with the organisation and other UN agencies. The following are some of the main projects GRÓ worked on with UNESCO entities in 2025:

Dr Lidia Brito, UNESCO Assistant Director General for Natural Sciences, took a seat at the Governing Board of GRÓ and visited Iceland in May. She delivered a speech at the graduation of the Fisheries Training Programme. She also met with Mr Martin Eyjólfsson, the Permanent Secretary of State, as well as attending a GRÓ Governing Board meeting and meeting the directors of the GRÓ training programmes.



Dr Lidia Brito, UNESCO Assistant Director General for Natural Sciences and Mr Martin Eyjólfsson, the Permanent Secretary of State.



Dr Qu Dongyu, Director General of the Food and Agriculture Organization at a meeting with representatives from the Ministry for Foreign Affairs and GRÓ.

GRÓ FTP participated in an online roundtable discussion in September, organised by UNESCO in Ghana. The topic of the roundtable was *Transactional Sex for Fish in Coastal Ghana* and how it may be eradicated. This phenomenon, often referred to as “sex for fish,” is a grave problem that many fishing communities in Africa are facing and some GRÓ fellows, both at GRÓ FTP and GRÓ GEST have studied how to combat it.

In 2025 GRÓ worked on strengthening cooperation with Rome based United Nations institutions, that is the Food and Agriculture Organization (FAO), World Food Programme (WFP), and the International Fund for Agricultural Development (IFAD). The visit of the Director General of FAO, Dr Qu Dongyu, to Iceland in September represented an opportunity to discuss with him the work of GRÓ and how the GRÓ Training Programmes could support the work of FAO. The visit was followed up in December, when the Director General of GRÓ and Ambassador Guðmundur Árnason, Iceland’s Permanent Representative to the Rome based UN institutions, had meetings to explore the possibilities of cooperation.

At the annual UNESCO Day, organised by the Icelandic National Commission to UNESCO, where all UNESCO related entities in Iceland gather for a discussion and exchange of ideas, GRÓ gave a presentation about the vast network of GRÓ alumni around the world, efforts to establish national GRÓ alumni networks and the opportunities that exist in connecting alumni with UNESCO Regional and National Offices in GRÓ’s partner countries.

GRÓ also aims to work with other donors in development cooperation. In September, GRÓ visited the Danida Fellowship Centre (DFC), a centre in Denmark that is similar in many ways to GRÓ and that invites experts from developing countries to train in Denmark. The visit provided an opportunity to compare the experiences and methods of both centres in terms of training, post-graduation support for fellows and to explore avenues for future cooperation.

Renewal of Agreements



Dr Jón Atli Benediktsson, Rector of the University of Iceland, and Mr Jón Karl Ólafsson, Chairman of the GRÓ Governing Board, shake hands after signing of the renewed service agreement between GRÓ and the University on the GRÓ GEST Programme, with Director General of GRÓ, Ms Nína Björk Jónsdóttir, and Director of GRÓ GEST, Dr Irma Erlingsdóttir.

GRÓ’s agreements with partner institutions that operate the GRÓ training programmes were renewed in June of 2025. The renewed agreements apply for the period of 2026-2028. The GRÓ training programmes are hosted at Icelandic specialist institutions in said fields. ÍSOR, Icelandic GeoSurvey, hosts the GRÓ Geothermal Training Programme, the Marine & Freshwater Research Institute hosts the GRÓ Fisheries Training Programme, the Agricultural University of Iceland hosts

the GRÓ Land Restoration Training Programme, and the University of Iceland hosts the GRÓ Gender Equality Studies and Training Programme.

In 2025 an agreement with the United Nations Educational, Scientific and Cultural Organization (UNESCO) on renewal of GRÓ's status as a Category 2 Centre was reached. The renewal was approved by the UNESCO Commission in November 2025, and a renewed contract was signed in the beginning of 2026. The agreement is valid for eight years or until the year of 2034.

The contract for the rental of Grensásvegur 14, where fellows reside during their stay in Iceland, was also concluded. The contract is renewed until September 2029. GRÓ first rented the house in 2022.

Theory of Change for GRÓ

In 2025, GRÓ continued work to finalise the last outstanding issues so the results framework adopted in 2023 can be fully implemented. Following the publication of the GOPA external evaluation report in 2024, it was possible to establish the baseline indicators where comparable data was lacking. In 2025 work was finalised on coordinating questionnaires for the fellows and training programmes, making it possible to compare results across the four training programmes.

Information on the results of the work of GRÓ in 2025 is inserted into the results framework, as seen in Annex 3 of this report: GRÓ Results Framework 2023-2027. Not all training programmes used the coordinated questionnaires for graduated fellows in 2025, so information is still lacking for some indicators, but these will be added as the training programmes start using the coordinated questionnaires.

The GRÓ results framework is an important tool to measure results across the four GRÓ training programmes. Collecting such information and monitoring the quality and satisfaction of GRÓ fellows and partner institutions in a coordinated way, will enable GRÓ to better monitor and assess the results of the work, which is important for guiding and enhancing the work of GRÓ for the future.

Website and Branding

Numerous presentations were given on the work of GRÓ to different audiences in 2025 as is documented throughout this report.

Ms Þorgerður Katrín Gunnarsdóttir, Minister for Foreign Affairs, launched an event series highlighting the impact of the four GRÓ training programmes where GRÓ Alumni explain how they have been able to apply the knowledge they have acquired through the training programmes in their home countries. The event series is titled *From Knowledge to Development Impact* and was organised in partnership between GRÓ, the Ministry for Foreign Affairs in Iceland and the Institute of International Affairs at the University of Iceland. The first event focused on the impact of the GRÓ Geothermal Training Programme (GRÓ GTP), established in 1978 that has to



Peter Maina, GRÓ GTP fellow and PhD scholarship from Kenya was the key speaker in the first event on the development impact of GRÓ. He illustrated how long-term investment in human capacity through GRÓ GTP has been central to the country's success as one of the world's leading geothermal producers.

VOICES OF ALUMNI

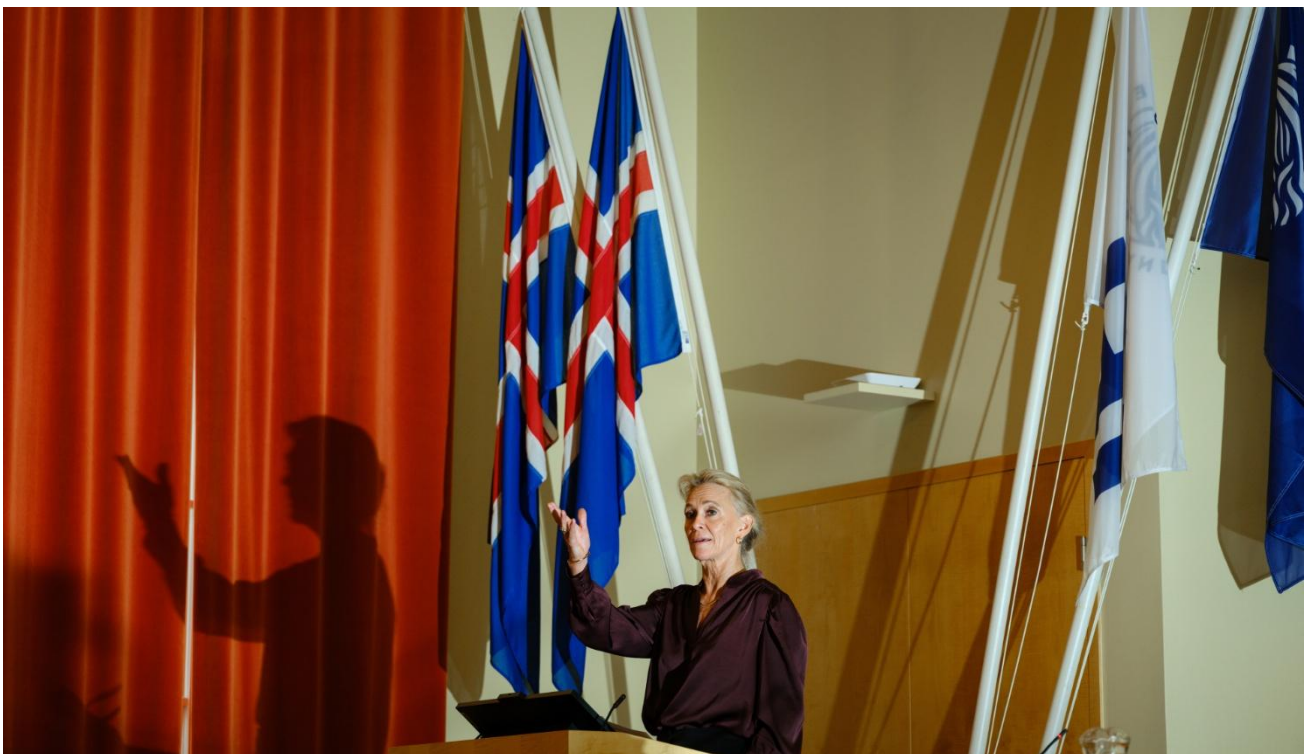
“The story of Kenya’s geothermal success is, above all, a story of people empowered through knowledge, driven by collaboration, and united by a shared vision of a cleaner, more sustainable future. GRÓ GTP has been the bridge that made this possible, linking Icelandic expertise with African ambition, transforming potential into progress, and laying the foundation for a regional geothermal revolution. Investing in people is the most powerful renewable energy of all”

- Peter Maina, GRÓ GTP fellow and PhD scholarship recipient

date trained more than 800 fellows. The events on the other three training programmes took place during the spring of 2026.

The event highlighted the development impact of nearly five decades of Iceland’s efforts to promote knowledge in geothermal energy to developing countries through training and capacity development. The event was very well attended with over 120 attendees in person and close to 700 participants online. GRÓ GTP alumni from around the world shared stories of impact through video messages. Alumni and current fellows from countries in Africa, Asia and the Caribbean shared stories of the impact of the training.

Kenya is the GRÓ GTP’s biggest partner country with more than 160 fellows trained since 1982 and is today recognised as a world leader in geothermal development, ranked sixth globally in terms of installed geothermal capacity. Geothermal energy accounts for 47% of Kenya’s electricity generation and is the largest source of clean energy in the country’s national mix. The keynote speaker, Mr Peter Maina a GRÓ GTP 2022 fellow and PhD scholarship recipient, explained how the GRÓ GTP has supported Kenya’s geothermal journey.



Ms Porgerður Katrín Gunnarsdóttir, Minister for Foreign Affairs, addressing the audience at the first From Knowledge to Development Impact event in November.

[The GRÓ website](#) provides a holistic overview of the work of GRÓ and the four training programmes, as well as their impact in GRÓ’s partner countries. The website regularly publishes news items, mostly in English but sometimes also in Icelandic. In 2025 emphasis was put on alumni voices and interviews

with fellows were published as well as other alumni stories. In 2025, the total number of visits to the GRÓ website was 688,310 from 440,421 unique visitors from almost 200 countries.

The GRÓ Governing Board and GRÓ Centre

The Governing Board of GRÓ is appointed by the Minister for Foreign Affairs. Mr Jón Karl Ólafsson was the Chairman of the board in 2025. Other board members were Mr Ragnar Þorgeirsson, representative of the Ministry of Culture, Innovation and Higher Education, Ms Sæunn Stefánsdóttir, representative of the Icelandic National Commission to UNESCO, Ms Guðrún Margrét Guðmundsdóttir, representing the Development Cooperation Committee, and Dr Lidia Brito, Assistant Director General for Natural Sciences, representing UNESCO. The Director General of GRÓ also takes part in meetings of the GRÓ Governing Board. Ms Nína Björk Jónsdóttir served as Director General of GRÓ in 2025.

The GRÓ Governing Board held five meetings in 2025, on the following dates: 28 January, 20 March, 21 May, 2 October, and 26 November.

Among the biggest matters addressed by the board during the year were the renewal of service agreements with host institutions, as well as the extension of the rental agreement for Grensásvegur, where fellows reside during their stay here in Iceland. The board also discussed the renewal of GRÓ's status as a Category 2 Centre and continued its engagements and cooperation with UNESCO.

In addition, the board worked on the GRÓ Alumni Strategy and supported the launch of an event series aimed at highlighting the development impact of GRÓ's training programmes. The first event in the series took place in November, as is noted in the report. Work on updating the GRÓ Results Framework also took place as well as the finances of GRÓ were reviewed for the year.



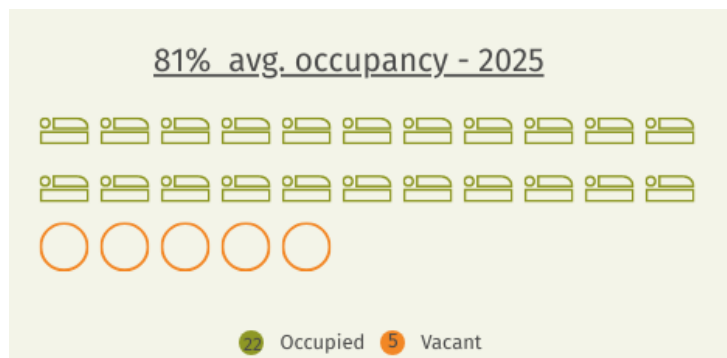
GRÓ Governing Board with the DG: Ms Guðrún Margrét Guðmundsdóttir, Mr Ragnar Þorgeirsson, Dr Lidia Brito, Ms Nína Björk Jónsdóttir and Mr Jón Karl Ólafsson. Sæunn Stefánsdóttir is missing from the photo.

The GRÓ centre had two staff members in 2025, the Director General and an administrative officer, a post occupied by Mr Ísak Óli Sigurjónsson until March, when Mr Kolbeinn Arnarson took over. Information on the staff of the training programmes, who are employed by the respective host institutions, can be found in the annexes on each training programme.

The GRÓ House

GRÓ continued to house fellows at the GRÓ House on Grensásvegur 14 in 2025. Three of the training programmes use the house for their fellows, all except GRÓ GEST, whose fellows are housed in university accommodation at the University of Iceland. GRÓ has also continued to enjoy good cooperation with Icelandic Student Services (FS) that has helped GRÓ bridge the extra need for rooms for fellows

over the summer months, which is when two of the training programmes have fellows staying in the country.



On average, GRÓ GTP fellows occupy the house for six months and GRÓ LRT and GRÓ FTP fellows for three months respectively. The GRÓ FTP still needs to rent additional housing for their fellows staying in the capital area, but some of their fellows stay in Akureyri, in the north of Iceland, during a large part of their training.

The house can at each time accommodate up to 27 fellows and there are three communal areas where fellows can cook together and socialize.

Swimming Lessons for GRÓ Fellows

The GRÓ centre continued to organise swimming lessons in 2025, for fellows attending the programmes. By offering joint lessons, fellows from different training programmes meet and learn to swim together and can at the same time enjoy the benefits of the warm geothermal water in the numerous outdoor pools in the capital area.

GRÓ fellows have mentioned Icelandic swimming pool culture and learning to swim as an empowering part of their stay in Iceland. Swimming plays a central role in everyday life in Iceland. In fact, the country's distinctive swimming pool culture was inscribed on [UNESCO's list of intangible cultural heritage of humanity](#) in the year 2025. Intangible cultural heritage includes the practices, knowledge and expression that communities recognize as part of their cultural identity. This is transmitted through generations, the heritage adapts over time, reinforcing identity and respect for cultural diversity. The UNESCO list emphasizes the need to safeguard these cultural expressions for future generations.



Bjarney Gunnarsdóttir swimming instructor with fellows in 2024.

Financing

Financial contributions to the GRÓ centre from the Icelandic Ministry for Foreign Affairs were 848.2 million ISK (6.6 million USD) in 2025. This amount financed the activities of the four GRÓ training programmes and the centre itself. The contribution to GRÓ amounted to 5.8% of the total International Development Cooperation budget of Iceland in 2025.

Work continued in 2025 to explore opportunities to maximise synergies and efficiencies in GRÓ's work. GRÓ continued to rent the guesthouse on Grensásvegur, which houses fellows from three of the training programmes, as detailed in a specific chapter of this report. The following table provides a breakdown of contributions to each of the four training programmes, as well as adjusted contributions that include costs borne by the GRÓ centre for each programme for the benefit of the fellows. Information is also provided on the costs of running the centre itself.

Total MFA contributions to GRÓ			
2025	Direct contributions (ISK)	Adjusted contributions	
GRÓ GTP	215,100,000	240,369,017	*
GRÓ FTP	220,061,285	232,878,096	*
GRÓ LRT	170,000,000	182,816,811	*
GRÓ GEST	143,800,000	144,164,605	*
GRÓ Centre	99,260,175	47,992,938	
Total:	848,221,460	848,221,460	

**including costs covered by the GRÓ centre on behalf of the GRÓ programmes*

External Funding of GRÓ Training Programmes	
<i>- as ratio of total funding -</i>	
2025	%
GRÓ FTP	1%
GRÓ GEST	19%
GRÓ GTP	22%
GRÓ LRT	2%

GRÓ Total	10%

The GRÓ training programmes also obtain other sources of funding, as is illustrated on the left. Erasmus+ provided funding for both GRÓ GEST and GRÓ LRT activities. GRÓ GTP received external funding from partner institutions in China and Kenya. Other sources of funding include other direct funding from the Ministry for Foreign Affairs for additional development projects. Host institutions of each programme also provide various forms of support.



Annex 1:

GRÓ Training Programmes - Summary of Main Activities in 2025

GRÓ FTP Summary Annual Report 2025

GRÓ Fisheries Training Programme			
512	Fellows, 6 month training	1,314	Short course participants
20	MSc - completed	2	MSc - ongoing
19	PhD - completed	2	PhD - ongoing

*As of 31.12.2025

1. Postgraduate Training Programme

The six-month training in Iceland is the core activity of the GRÓ Fisheries Training Programme, with an intake of fellows in mid-November and graduation in May the following year. The 26th cohort, consisting of 23 fellows (12 women and 11 men) from 14 countries, graduated on 21 May 2025. The fellows graduated from four lines of specialization: six attended Aquatic Resource Assessment and Monitoring (ARAM), five the Fisheries Policy and Management line (FPM), six the Quality Management of Fish Handling and Processing (QM), and six completed training in Sustainable Aquaculture (SAq).



Fellows from the 2024-2025 FTP cohort at graduation.

Over the years, the lines of specialization on offer have evolved from seven in the early days of the programme to four today, reflecting the changing needs of GRÓ FTP's partner countries in addition to improved operational efficiency.

On 17 November 2025, the 27th cohort commenced the six-month training, with 23 fellows, nine women and 14 men, from 15 countries, and one special guest taking part in the introduction module. The training is composed of three main modules: a six-week introduction to fisheries development (including orientation), a seven-week specialisation module (including a "proposal week"), and a 14-week individual research project.

Each line is supervised by a senior scientist, or "head of line," from one of GRÓ FTP's partner institutes in Iceland, ensuring high-quality course content and supervision in the final research projects. The six-month training concludes with a project report, a presentation on the research project, and a poster showcasing the outcome.

GRÓ FTP is hosted by the Marine and Freshwater Research Institute, which also employs the GRÓ FTP management team and operates the Aquatic Resource Assessment and Monitoring (ARAM) and Sustainable Aquaculture (SAq) lines of specialisation. Additional partner institutions in Iceland are Matís, an Icelandic Food and Biotech Research and Development company, responsible for the Quality Management of Fish Handling and Processing (QM) line of specialisation, and the University of Akureyri, which oversees the Fisheries Policy and

Management (FPM) line of specialisation. Fellows benefit from GRÓ FTP’s partnerships with Icelandic academia, research institutions, and the fishing industry throughout their training. With the graduation of the 26th cohort of GRÓ FTP in May 2025 a total of 512 fellows have successfully completed the training in Iceland. In recent years, increasing emphasis has been placed on fellows bringing their own data to the programme. Today, most fellows use data from their home countries in their final research projects, ensuring that valuable knowledge and insights are brought back to support current and future fisheries policies in their respective countries and regions.

VOICES OF ALUMNI

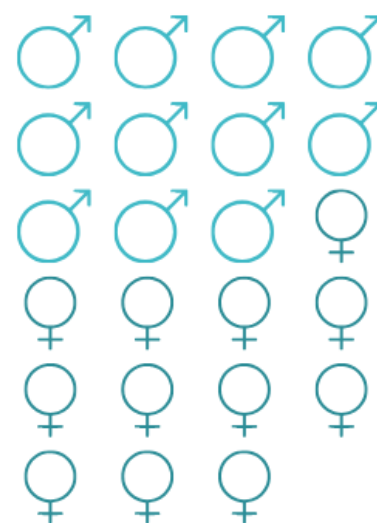
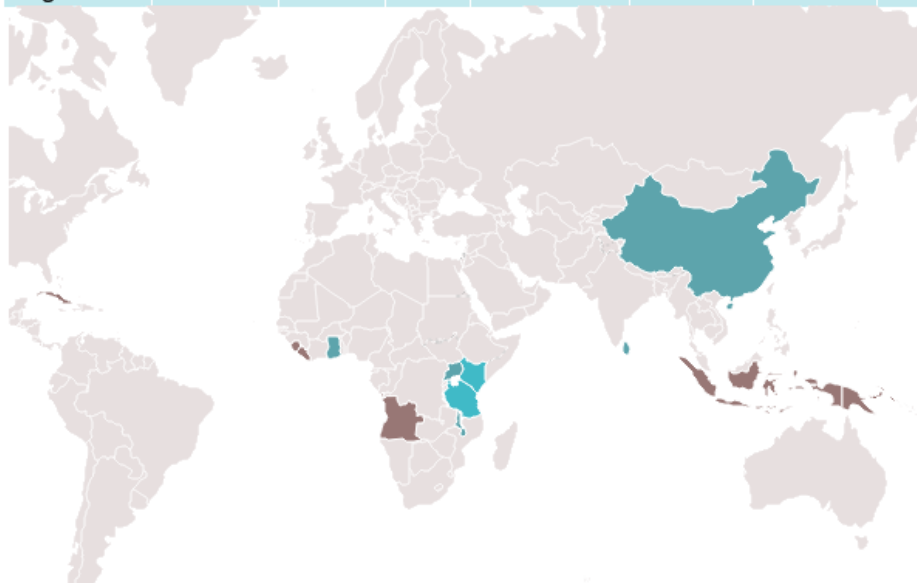
“The FTP experience allowed me to improve my professional development and also to share the knowledge with my Cuban colleagues. The entire course was remarkable and memorable to me.”

- GRÓ FTP fellow -

In 2025, the programme welcomed Mr Xavier Vincent, a Senior Fisheries Specialist at the World Bank (WB), and Dr Nasser Kasozi as visiting lecturers. Mr Vincent conducted a workshop on project preparation in accordance with WB protocol and shared with the audience his insights into the inner workings of WB-funded projects across Africa, Asia, and the Pacific. The second guest lecture was Dr Nasser Kasozi, director of research at the Buginyanya Research and Development Institute in Mbale, Uganda. Dr Kasozi gave two lectures in collaboration with the University of Iceland: “Catalyzing transformative aquaculture research in Uganda: The Role of NARO” and “Africa’s aquaculture landscape: Challenges, opportunities, and future prospects.” The lectures were presented at the Marine and Freshwater Research Institute and attended by many of the experts at the institute, as well as aquaculture specialists around Iceland via streaming.

GRÓ FTP 2025

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Upper Middle Income	High Income	Africa	Asia	Latin America	Oceania
GRÓ Fisheries Training Programme	23	12 (52%)	11 (48%)	11 (48%)	8 (35%)	4 (17%)	0 (0%)	15 (65%)	5 (22%)	1 (4%)	2 (9%)



2. In-country and Regional Training

An integral part of GRÓ FTP activities over the years has been short courses and workshops, developed in cooperation with partner institutes abroad, former fellows, and Icelandic experts. These activities are undertaken upon request from partners and address specific topics for targeted audiences and depend on available funding. In 2025, no formal in-country training activities were conducted.

3. Scholarships

GRÓ FTP has been offering scholarships towards Master's and PhD studies since 2005. One partial MSc scholarship was awarded to a former fellow from El Salvador to study Natural Resource Science at the University of Akureyri. The primary mode of study is a distance learning from El Salvador with a final on-site write-up phase in Iceland in 2026. GRÓ FTP provided ongoing scholarship support to four PhD students in 2025. The support varied from full scholarships, as per agreements, to partial funding for recipients conducting research in their home countries. Two scholars completed their studies and graduated in 2025. Dr Carina Fernandes from Cape Verde and Dr Safina Aluoch Musa from Kenya successfully defended their PhD dissertations at the University of Iceland in December. Both dissertations had a strong relevance to their respective field in their home countries. Dr Fernandes focused on product development from low value fish species for human consumption, and Dr Musa addressed challenges in aquaculture in Kenya. It is expected that two more scholarship recipients will defend their PhD work in 2026.

4. Workshops and Conferences

A delegation from the Pacific Island Countries (PICs) undertook a Knowledge Exchange Tour in Iceland from 18-20 June in collaboration between the World Bank and the Ministry for Foreign Affairs. The Knowledge Exchange was organised and implemented by GRÓ FTP. The participants came from Papua New Guinea (PNG), Palau, Solomon Islands, and the World Bank. The delegation comprised of ministers of fisheries in PNG and Palau, and the Permanent Secretary of the Ministry of Fisheries and Marine Resources on the Solomon Islands, a total of eight people. This was a follow-up on the visit in October 2023 when a delegation from eight Pacific Island Countries (PICs), Fisheries Forum Agency (FFA) and the WB came to Iceland on a 10-day Knowledge Exchange tour.



Dr Carina Fernandes with her supervisor Dr María Guðjónsdóttir at the completion of Dr Fernandes' PhD defence at the University of Iceland



Sustainable aquaculture fellows visit FIRUM aquaculture research centre in the Faroe Islands, an important part of GRÓ FTP's partnership with FIRUM.

GRÓ FTP took part in one-day online roundtable discussion on Gender and Exploitation in Fisheries. The focus was on “transactional sex for fish” in coastal Ghana. The meeting, organised by the UNESCO office in Ghana, brought together government representatives, civil society, and development partners to highlight the urgent need to confront this exploitative practice, in which women and adolescent girls are pressured to exchange sexual favours for access to fish.

No in-country workshops or short courses were conducted in 2025.

5. Networking

Maintaining strong partnership and connections with former fellows has long been an integral part of GRÓ FTP's activities. Regular visits to partner countries and meetings with key partner institutions play a key role in this work. These visits provide opportunities to renew partnerships, interview potential candidates for the six-month training programme, and discuss future national strategic priorities in fisheries with leaders from the fisheries sector, academia, and the scientific community. Efforts are also made to connect with GRÓ FTP alumni during these visits.

In 2025, the following partner countries and key institutes were visited: China, Ghana, Liberia, Malawi, and Sierra Leone. The Icelandic embassy in Beijing, China, hosted an Alumni Event where 19 GRÓ alumni gathered, four FTP alumni, one GEST alumni and 14 GTP alumni. Many of the GRÓ alumni serve in key positions across a range of sectors. Following the alumni event, the Icelandic Ambassador, Mr Þórir Ibsen, along with Mr Stefán Úlfarsson, GRÓ FTP specialist, visited a GRÓ FTP key partner institute in Dalian city, Dalian Ocean University.

Ghana and Malawi were visited by GRÓ FTP director, Mr Þór Ásgeirsson, and Mr Theódór Kristjánsson, a senior aquaculture expert of the Marine and Freshwater Research Institute and the head of the Sustainable Aquaculture line of specialisation. Meetings were held with the Department of Fisheries in Lilongwe and in the Icelandic Embassy. Key aquaculture sites were explored and the main challenges in aquaculture discussed, along with interviews with potential candidates for the six-month training in Iceland. In late October, Mr Stefán Úlfarsson visited Sierra Leone and Liberia, where meetings were held with key partners and in the Icelandic Embassy in Freetown. In Liberia, the focus was on the University of Liberia, where the department of fisheries sciences is directed by Dr Alvin Slewion Jueseah, a GRÓ FTP scholarship recipient. Over the years, GRÓ FTP has strengthened the capacity of the university staff in fisheries sciences. Dr Jueseah expressed sincere appreciation for having a large part of his staff trained through collaboration with GRÓ FTP, and said that the new knowledge, the wider experience, along with new skills are put to good use through lecturing in his department.

Partnership continued with the FIRUM aquaculture research centre in the Faroe Islands, with GRÓ FTP fellows from the Sustainable Aquaculture line visiting the islands for one week in February. The Faroese government has supported GRÓ FTP through direct contributions to the Sustainable Aquaculture line of specialisation in the



Mr Þór Ásgeirsson, Director of GRÓ FTP at the national office of UNESCO in Accra, Ghana where the cooperation between GRÓ FTP and the office was discussed.

VOICES OF ALUMNI

“The programme provided advanced, practice-oriented training grounded in international best practices, scientific research, and exposure to Iceland’s highly developed fisheries, food and aquaculture systems. Beyond technical knowledge, the programme strengthened my analytical thinking, professionalism, and leadership capacity, enabling me to respond more effectively to complex challenges within the fisheries sector.”

- GRÓ FTP fellow -

form of lectures, supervision, and travel of the fellows to the Faroe Islands. At the end of the year, it was announced that funding from the Faroese government for the collaboration would stop, which will have a significant impact on the partnership between FIRUM and GRÓ FTP in 2026.

6. Research and Knowledge Creation

All fellows undertake research-based final projects during the programme's research module. These projects are applied in nature and largely draw on data from the fellows' home countries. The results and main outcomes are presented in final project reports, published on the GRÓ FTP website and further disseminated through poster sessions at graduation and other events in fellows' home countries. The File Storage system on the GRÓ FTP website plays a pivotal role in sharing knowledge from lectures by providing access to lecture materials and other relevant documents for all former fellows. After graduation, fellows continue having access to the File Storage. As an indication of dissemination, approximately 300 downloads were made from the file storage system from 20 May to 15 November 2025, when the six-month programme was not in operation.

Through the scholarship programme, peer-reviewed articles are published in international journals. In 2025, a total of five peer-reviewed articles were published in relation to the fellowship and scholarship programmes.

7. Innovative Online Content Creation

GRÓ FTP did not create new training and education material for online courses in 2025. However, the website is used for content created for and during the six months training programme, which is accessible to current and former fellows. In 2025, a total of 4,793 downloads from the website of GRÓ FTP were recorded.

8. Staff of GRÓ FTP

In 2025, GRÓ FTP had 3.6 staff positions, composed of Mr Þór Ásgeirsson, director, Ms Julie Ingham, deputy director, Ms Stefán Úlfarsson, specialist, and Mr Zaw Myo Win, operations manager. Current staff are all professionals with specific expertise and competencies. All members of the team are actively engaged in teaching, coaching, and supervising fellows during the six-month training and play an active role in the planning and implementation of all other activities, in addition to administration and providing services to the fellows. The core staff plays a significant role in designing and implementing the 6-week introductory module and engages to various extent in the final individual research projects. GRÓ FTP is supported by a Studies Committee, comprising the heads of the specialisation lines, a representative from the Icelandic fishing industry, and chaired by the GRÓ FTP director. The main role of the studies committee is to ensure high-quality content coverage and supervision in the six-month programme and advise on the future development of GRÓ FTP. The members of the studies committee in 2025 were: Dr Warsha Singh (MFRI), Dr Theódór Kristjánsson (MFRI), Dr Hrefna Karlsdóttir (for Fisheries Iceland), Mr Margeir Gissurarson (Mátis), and Mr Hreiðar Þór Valtýsson (UNAK). The GRÓ FTP director also works closely with each board member on a day-to-day basis.

VOICES OF ALUMNI

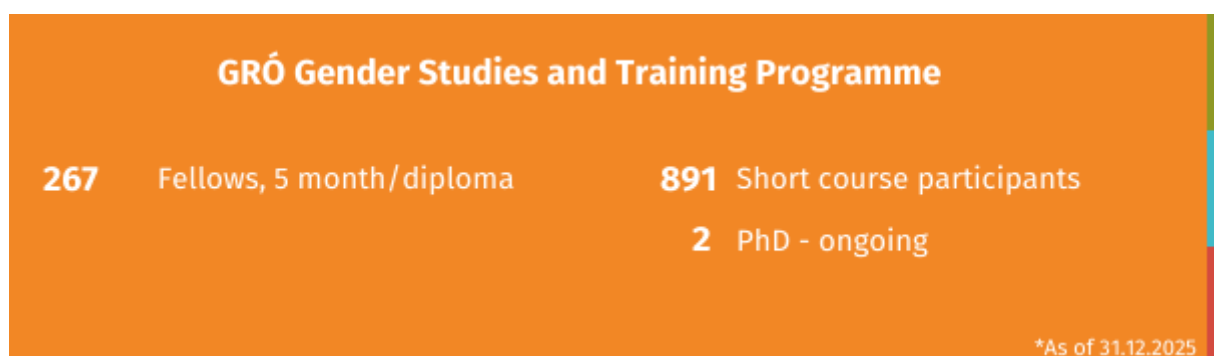
"Since returning, my boss often chooses me to lead presentation for high profile meetings and trainings and the feedback from my colleagues and Directors has been overwhelmingly positive. Everyone keeps praising my presentation skills, and I know it's all thanks to GRÓ FTP. "

- GRÓ FTP fellow -



Fellows on one of many visits to the fishing industry where processing of fish is explored along with discussions on value chain in fisheries.

GRÓ GEST Summary Annual Report 2025



1. Postgraduate Training Programme

In 2025, GRÓ GEST welcomed its 17th cohort of fellows, consisting of 26 gender equality professionals (21 women, 4 men, and 1 other) from 16 countries across Africa, Asia, and the West Balkans: Albania, Ghana, India, Kenya, Kosovo, Liberia, Malawi, Mongolia, Nepal, Pakistan, Palestine, Sierra Leone, South Africa, Sri Lanka and Uganda. For the first time, fellows from Ukraine joined the programme. Five fellows were supported through the Erasmus+ programme in collaboration with the University of Sarajevo in Bosnia & Herzegovina, the University of Prishtina in Kosovo, Birzeit University in Palestine, University of the Western Cape in South Africa and Makerere University in Uganda. The cohort included practitioners from government, activism, media, art, academia, and more. The 20-week intensive programme covered critical gender equality issues such as climate change, gender-based violence, and migration, equipping fellows with research skills and practical tools for addressing these challenges. The programme also included visits to local organisations, field excursions, and cultural experiences in Iceland.

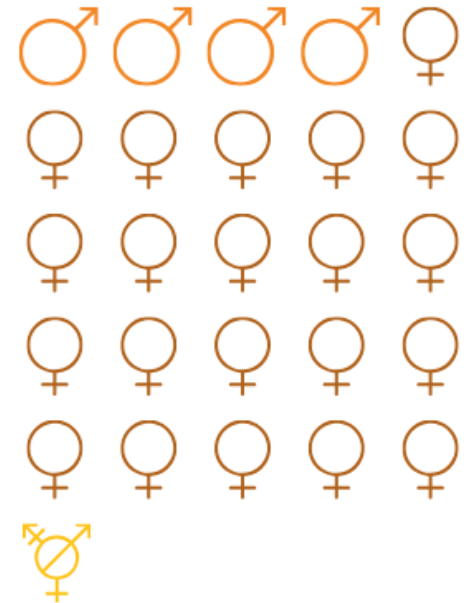
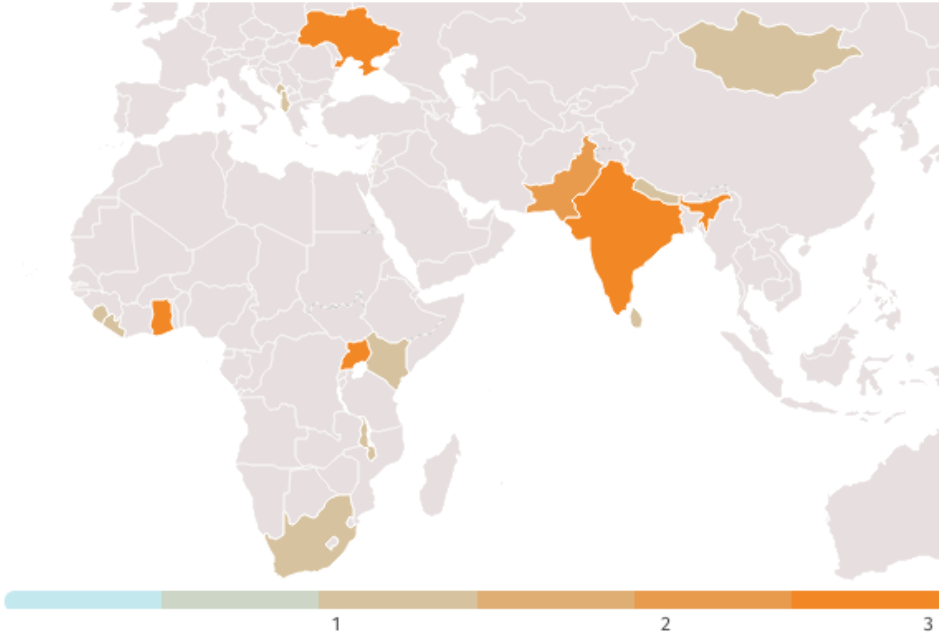
The 2025 cohort graduated in May, bringing the total number of GRÓ GEST alumni to 267. The 17th cohort was the largest since the GRÓ GEST training programme's beginning.



The 17th cohort of GRÓ GEST at graduation in May 2025. The 26 fellows came from 16 countries.

GRÓ GEST 2025

	Number of fellows	Female	Male	Other	Least Developed Countries	Lower Middle Income	Upper Middle Income	Africa	Asia	Europe
GRÓ Gender Equality Studies and Training Programme	26	21 (81%)	4 (15%)	1 (4%)	8 (31%)	14 (54%)	4 (15%)	12 (46%)	9 (35%)	5 (19%)



The Vigdís Finnbogadóttir Award was presented for outstanding final assignments in two categories: applied projects and research.

Mr Reyaan Senadhipathi Nadesarajah's *TransAct Sri Lanka: Promoting Civic, Political and Social Participation of Transgender Advocates in Sri Lanka* received the award in the applied projects category. The project proposes the establishment of inclusive platforms to strengthen civic and political participation among Tamil-speaking transgender communities, alongside broader advocacy and community mobilisation efforts aimed at reducing marginalisation and promoting systemic change. Ms Entenela Ndrevataj's *Masculinity, Race, and Border Politics: Investigating the Italy–Albania Migration Agreement through a Qualitative Lens* received the award in the category of research. The study offers a nuanced gender and racial analysis of European migration governance, critically examining how nationalism and racialised ideologies shape state policies and practices, while contributing to ongoing academic and policy discussions in the field.

2. In-country and Regional Training

The year 2025 was marked by continued engagement in in-country and regional training, with a focus on strengthening partnerships, supporting alumni-led initiatives, and expanding capacity development efforts across partner countries. GRÓ GEST expanded its impact through a number of short courses, workshops, and collaborative initiatives, reaching professionals from government, civil society, and academia across multiple countries.

In Uganda, collaboration with local partners and alumni continued throughout 2025 through follow-up engagements linked to the *Teaching Gender to Youth* initiative. The programme maintained its focus on strengthening gender-

VOICES OF ALUMNI

“One of the greatest adventures in my lifetime, and probably the most memorable academic experience”

- GRÓ GEST fellow



Minister of Justice, Ms Þorbjörg Sigríður Gunnlaugsdóttir, addresses the 17th cohort of GRÓ GEST fellows at graduation.

responsive teaching practices in refugee and host community settings, building on earlier phases implemented from 2024 onwards in the Imvepi Refugee Settlement. Alumni remained actively involved in both training delivery and coordination, ensuring local ownership and continuity.

In Malawi, collaboration with national partners continued throughout 2025, including Lilongwe University of Agriculture and Natural Resources (LU-ANAR), relevant government institutions, and the Icelandic Embassy. Building on earlier short courses on Gender and Climate Change implemented in 2023, activities in 2025 focused on consolidating institutional partnerships and supporting the development of sustainable training models. The engagements brought together participants from multiple sectors, including agriculture, environment, education, and civil society, with GRÓ GEST alumni continuing to play a key role in the design and delivery of training activities.

In Kenya an **Alumni-Led Hybrid Training in Feminist Leadership** was held in August-September. The training was organised by Uzury Empowerment Hub in partnership with GRÓ GEST and led by GRÓ GEST alumna Ms Fariah Lalaikipiani. This blended learning initiative brought together grassroots feminist leaders in Meru. The training combined two weeks of online learning with a five-day in-person intensive, strengthening regional networks and fostering alumni-led collaboration. A total of 40 participants completed the programme.

A short course on Men, Boys, and Masculinities was held in Pakistan in 2025. In a collaboration between GRÓ GEST and Aga Khan University School of Nursing and Midwifery (AKU-SONAM) GRÓ GEST alumnus and Senior Instructor at AKU-SONAM, Mr Sarmad M. Soomar, piloted the hybrid learning model with the blended online/on-site course Men, Boys, and Masculinities in Karachi. The course aimed to explore the social construction of masculinities and critically analyse the pressures on men and boys in the societal context of Pakistan, to analyse the representation of masculinity in media, education and politics, and the challenges of traditional gender roles borne by men and boys in the area, and to explore ways for promoting healthy masculinities that contribute to a more inclusive and equitable society. The targeted audience were academicians, researchers, community workers, advocates, undergraduate students, graduate level scholars and other professionals actively working on the theme. Among the 17 participants were a teacher completing a Masters in Education who envisioned more inclusive classrooms; a psychologist seeking to support men's mental health by breaking masculine stereotypes; a community advocate focused on the intersection of gender, poverty, and economic

VOICES OF ALUMNI

“Through the GRÓ GEST programme, I rediscovered myself. I reignited the spark for the work I do, and I'm returning home reenergized, with a renewed sense of purpose. My capacity has grown — I return not just changed but empowered as an expert.”

- GRÓ GEST fellow

development; a mother aspiring to raise her children in a gender-neutral and inclusive environment; and a nurse striving to embody the message that care work transcends gender norms.

Graduates of the Men, Boys, and Masculinities hybrid course co-led two stakeholder and advocacy workshops at Aga Khan University in Karachi. Organised by course alumni in collaboration with GRÓ GEST partners, the events brought together participants from civil society, healthcare, education, and media to critically examine masculinities in relation to power, conflict, and social change, under the headings “Masculinities and Political Discourse in Pakistan” and “Gender Inclusive Education and Diverse Teaching Practices”. The workshops demonstrated the continued impact of GRÓ GEST’s hybrid learning model and the role of alumni in fostering local dialogue and advancing gender-transformative approaches.



The 17th cohort of GRÓ GEST fellows with the President of Iceland, Ms Halla Tómasdóttir and staff of GRÓ GEST.

3. Scholarships

Two PhD scholarship recipients, a woman from Uganda and a man from Ethiopia, continued their studies into 2025 and are progressing well, with thesis defences scheduled for 2026. One scholar was supported to participate in and present her research at an international conference in Norway in September, in accordance with her scholarship agreement. Apart from this, no additional funding from GRÓ GEST has been required for the continuation of their studies.

4. Workshops and Conferences

On 12 May 2025, fellows presented their final assignments in a full-day conference setting. The event was attended by fellows, faculty, and external guests, and was streamed online. The assignments covered a wide range of subjects related to gender equality, such as sexual and reproductive health, gender equality in agriculture, and storytelling for social change.

GRÓ GEST contributed to the United Nations Security Council Resolution 1325 25th Anniversary Symposium which was held at the University of Iceland in connection with the Reykjavík Global Forum – Women Leaders. The event was jointly organised by the Ministry for Foreign Affairs of Iceland, the Icelandic chapter of the Nordic Women Mediators Network, GRÓ GEST, the Institute of International Affairs at the University of Iceland, UN Women Iceland, and the United Nations Association of Iceland. The event brought together policymakers, practitioners, and scholars to reflect on progress and future priorities within the Women, Peace, and Security agenda.

In collaboration with the Malawi GRÓ GEST Alumni Association and the Embassy of Iceland in Malawi, GRÓ GEST contributed to the webinar: *Understanding and Addressing Digital Violence: From Causes to Solutions*, held on 12 December 2025 as part of the 16 Days of Activism against Gender-Based Violence. The event brought together participants from across the GRÓ network and addressed emerging forms of technology-facilitated gender-based violence.

Ms Guðrún Eysteinsdóttir, Operations Manager of GRÓ GEST, participated in the inaugural African Maritime Gender Network (AMGN) conference focusing on gender considerations in maritime security in January of 2025. The visit aimed to strengthen existing collaborations and explore new partnerships in gender equality and capacity development in West Africa.

VOICES OF ALUMNI

“Through lectures, workshops, field visits, and late-night chats over reheated leftovers, we grew. We learned from Icelandic and international feminists, from one another, and—perhaps most unpredictably—from ourselves. We began to see that gender is not just theory, but daily life. That privilege is not just a concept, but an inheritance we carry. And that equality is not just a word in our project proposals, but a practice we must commit to, imperfectly and persistently.”

- Samuel Katwesigye, GRÓ GEST fellow

5. Networking

GRÓ GEST now has 267 alumni from 35 countries. Alumni engagement highlights include the hybrid short courses in Pakistan and Kenya detailed above. The Malawi GRÓ GEST Alumni Association, in collaboration with the Embassy of Iceland in Malawi and GRÓ GEST, organised a webinar on *Understanding and Addressing Digital Violence: From Causes to Solutions* as part of the 16 Days of Activism against Gender-Based Violence. The event brought together 43 participants from across the GRÓ network and highlighted alumni-led regional expertise and collaboration.



The 17th cohort of GRÓ GEST in front of Alþingi, the national legislature of Iceland.

6. Research and Knowledge Creation

The March 8 Fund 2025 project grant was awarded to two GRÓ GEST alumni: Ms Sana Lokhandwala, Pakistan, and Ms Radhika Modi, India, to implement two separate, but connected, projects addressing menstrual health, stigma, and gender inequality in South Asia. This year's March 8 Fund grant crosses not only countries but also cohorts, as Sana was a member of GRÓ GEST's 2023 cohort, while Radhika joined the programme a year later, in 2024.

In Pakistan, Ms Sana Lokhandwala, co-founder of [HER Pakistan](#), will lead *Unsilencing*, the country's first menstrual health education programme tailored specifically for deaf schoolgirls. Implemented in collaboration with Deaf Reach Schools across Sindh province, the initiative will directly reach 250 schoolgirls with hearing impairments, along with 90 teachers and school staff and 250 caregivers. The project will create educational materials in Pakistan Sign Language (PSL), deliver on-ground awareness sessions, and distribute tailored period kits.

In India, Ms Radhika Modi and her organisation [Flow at Work](#) will pilot a project, also named *Flow at Work*, in New Delhi and Mumbai, working to transform professional settings into menstrual-friendly environments. Drawing on participatory, feminist methods and Radhika's extensive experience in gender and menstrual health, the initiative seeks to normalise menstruation at work, reduce stigma, and build scalable models for menstrual equity across sectors. It will also produce a final report and workplace toolkit to support broader dissemination and future upscaling.

7. Innovative Online Content Creation

In 2025, GRÓ GEST continued to expand its digital learning portfolio through the development of a new global open online course (MOOC), *Ending Violence: Human Rights Frameworks*. The course was filmed in Cape Town, South Africa in November, bringing together leading international experts in masculinities, peacebuilding, and violence prevention.

The course addresses global patterns of violence through a human rights lens, combining conceptual frameworks with practical tools for accountability and advocacy. Structured across five modules, it guides learners from an understanding of structural violence to the application of human rights mechanisms in their own contexts, culminating in a practice-oriented advocacy plan.



The 17th cohort of GRÓ GEST fellows in front of Þórbergsetur in the south of Iceland.

Scheduled for launch on the edX platform in April 2026, the course strengthens GRÓ GEST's capacity to deliver accessible, high-quality online education and supports its broader commitment to advancing gender equality through practice-oriented, globally relevant learning.

8. GRÓ GEST Team in 2025

GRÓ GEST continues to operate with a dedicated team. Dr Irma Erlingsdóttir is the programme's director supported with daily operations by Ms Guðrún Eysteinsdóttir, operations manager. Project managers are Ms Svanhildur Anja Ástþórsdóttir, Ms Sara Margrét Ragnarsdóttir and Ms Anna Guðrún Aradóttir. Ms Sara Margrét works part-time with the GRÓ GEST team and Ms Anna Guðrún concluded her role for GRÓ GEST in September of 2025. Dr Thomas Brorsen Smidt, academic coordinator and project manager, and Dr Giti Chandra, research specialist, are essential GRÓ GEST team members, who are also involved in parallel research projects. An Academic Committee is an advisory committee to support GRÓ GEST programme in ensuring the academic programme's relevance and identifying focus areas within the field of international gender equality studies. The committee consists of six members, including Dr Irma Erlingsdóttir, Director of GRÓ GEST, who serves as Chair.

GRÓ GTP Summary Annual Report 2025



1. Postgraduate Training Programme

The 46th session of the Six-Month Training Programme commenced on 28 May 2025, welcoming 23 fellows from 16 countries. Four specialisation lines were taught in 2025. Six fellows trained in Geothermal Geology another six in Geophysical Exploration, seven in Geothermal Utilization and four in Drilling Technology. The programme concluded on 5 November.

In 2025, the percentage of woman was 26%, or around the overall average which is 25%. Six women attended the Geothermal Training Programme in 2025 versus 17 men.

In 2025, two of the 23 fellows were financed by their employer; both from KenGen in Kenya. By the end of 2025, a total of 839 fellows from 68 countries had, in total, undergone the six-months training at GRÓ GTP.

The 2025 cohort represented a wide geographical spread, with participants from Africa, Asia, Latin America, and the Caribbean. This year also marked the first participation of Bhutan in the six-month training programme.

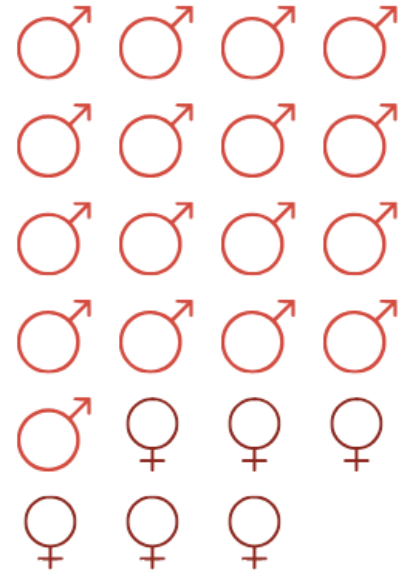
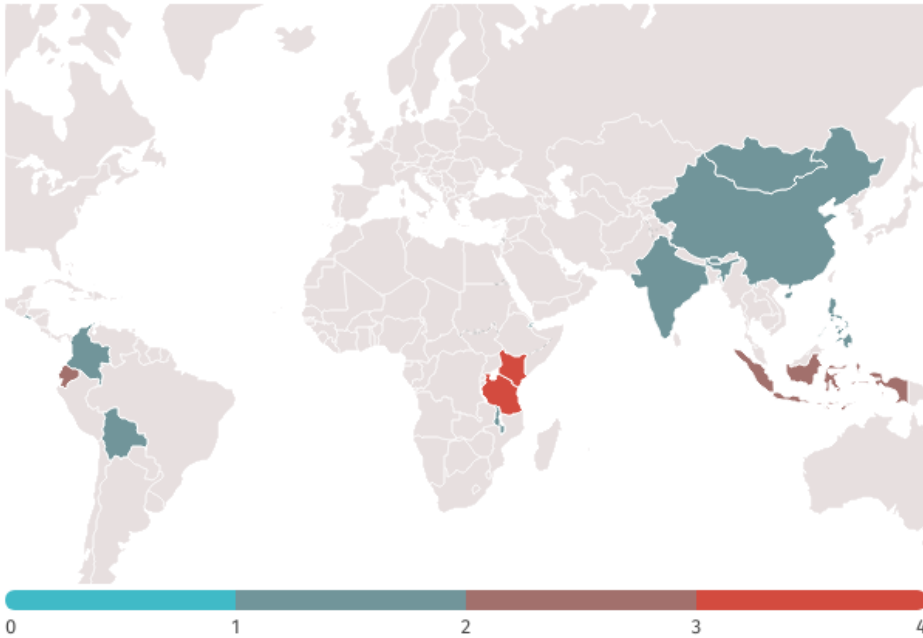
The eight-member Studies Board met twice in 2025, first before the start of the six-months training and again before the specialised training started. The studies board discussed academic aspects, programme modifications, reading materials, scholarship selections, short courses offered and various other issues. The Director of GRÓ GTP coordinated closely with board members on planned training details, especially with the heads of the specialisation lines offered.



GRÓ GTP 2025 fellows came from 16 countries with a strong geothermal potential. Here they are on their annual northern field trip at Peistareykir Geothermal Field.

GRÓ GTP 2025

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Upper Middle Income	Africa	Asia	Latin America
GRÓ Geothermal Training Programme	23	6 (26%)	17 (74%)	6 (26%)	9 (39%)	8 (35%)	10 (44%)	7 (30%)	6 (26%)



2. In-country and Regional Training, Online Training and Workshops

The Arctic Remote Energy Networks Academy (ARENA) training was held 8-16 February in Reykjavík. ARENA is an international training and knowledge-sharing programme focused on sustainable energy solutions for indigenous people and remote Arctic communities. It was held with support from the Icelandic Ministry for Foreign Affairs in cooperation with the Alaska Center for Energy and Power (ACEP) and Polar Knowledge Canada (PKC). It brings together energy professionals and community leaders from across the circumpolar North to learn about renewable energy technologies and microgrid systems. Through workshops, site visits, mentoring, and collaboration, participants gain practical skills and build professional networks that help them develop clean energy projects in their home regions. ARENA aims to reduce reliance on diesel fuel, improve energy security, and support the transition to affordable, reliable, and environmentally sustainable energy systems in Arctic communities.

GRÓ GTP's most significant in-country and regional training involves the annual SDG short



Mr Martin Eyjólfsson, Permanent Secretary of State, addresses the 46th cohort of GRÓ GTP fellows at graduation.



Participants, trainers and organisers of the SDG Short Course VIII in Kenya.

courses (1 – 3 weeks) in Kenya (for Africa) and El Salvador (for Latin America and the Caribbean), operated in cooperation with local energy companies.

The SDG Short Course VI was held in El Salvador in 22-27 September, in cooperation with LaGeo S.A. de C.V. The course focused on geothermal energy development in Latin America and geothermal drilling success factors. Participation was combined with attendance at the LATAM conference as well as a field trip to the Berlin Power Plant. Lectures were delivered by experts from Icelandic and regional institutions and many of the lecturers were GRÓ GTP

alumni. The course once again demonstrated the strong multiplier effect of capacity building through GRÓ GTP and its partner institutions.

The SDG Short Course VIII on Exploration and Development of Geothermal Resources was held from 20 November to 11 December, in Bogoria and Naivasha, Kenya. The three-week intensive course focused on geothermal exploration and development and brought together participants and experts in Africa to promote knowledge exchange, innovation, and regional collaboration. The course was organized in cooperation with KenGen and GDC. Through lectures by both Icelandic lecturers as well as local ones, field exercises, and professional exchange, the course strengthened participants' understanding of the full geothermal development chain, from early-stage exploration to resource utilisation. The programme once again highlighted the importance of regional cooperation and capacity building in advancing sustainable geothermal energy development in Africa.

In December, GRÓ GTP, in collaboration with the British High Commission and the Ministry of Public Works, Meteorological Services & Transport in Fiji, delivered an online geothermal workshop for Pacific Island countries. Held on 3–4 December, the workshop introduced participants from Papua New Guinea, Vanuatu, Samoa, and Fiji to key scientific, technical, policy, and investment aspects of geothermal development, highlighting the importance of indigenous renewable energy resources for strengthening energy resilience in island states.



Snapshot from the two-day geothermal workshop for Pacific Island countries, held in December, with approximately 50 participants attending.

VOICES OF ALUMNI

"The experience in Iceland was both professionally and personally transformative. Professionally, it exposed me to one of the world's most advanced geothermal industries, deepening my understanding of geothermal practices, management, and sustainable utilization. Personally, it was inspiring and grounding, being in a unique environment, meeting passionate experts, and engaging with a different culture strengthened my sense of purpose, boosted my confidence, and allowed me to reflect on my own goals and growth."

- GRÓ GTP fellow -

A similar online geothermal workshop for experts from Ukraine, was held 15 and 16 October commissioned for the Ministry for Foreign Affairs.

In September, GRÓ GTP participated in the SUMMIT Energía 2025, organized by the Congreso Internacional de Energías Renovables y Eficiencia Energética in Cuenca, Ecuador. The event brought together renewable energy experts from across Latin America and beyond, for knowledge exchange and regional collaboration. GTP's Project Manager, Ms Málfríður Ómarsdóttir was invited as a keynote speaker, sharing Iceland's experience in developing its geothermal resources as an indigenous, sustainable, and reliable energy source. Renewed interest is emerging in Ecuador and South America in utilisation of geothermal resources amid growing global energy demand, climate concerns, and the increasing need for energy security.

resources amid growing global energy demand, climate concerns, and the increasing need for energy security.

GRÓ GTP also participated in the first LATAM Geothermal Congress, a new technical forum bringing together geothermal experts and professionals from across Latin America. The congress focused on innovation, collaboration, and knowledge exchange, with technical papers presented in both Spanish and English. GRÓ GTP contributed actively through presentations, panel discussions, and moderation, supporting regional dialogue on geothermal development and strengthening professional networks within the Latin American geothermal community.

GRÓ GTP's Director, Mr Bjarni Richter, was invited to participate in the 2025 Taiyuan Energy Low Carbon Development Forum, held in Taiyuan, China, 26-28 September. The forum facilitated high level dialogue as well as showcasing technological advancements and international cooperation for low carbon energy development, where geothermal plays a significant role.

In October, Deputy Director Ingimar G. Haraldsson participated as an invited speaker at the 27th China International Mining Congress Geothermal Forum in Tianjin, where he presented on frontier geothermal research and development in Iceland.

During early December, GRÓ GTP planned and hosted, on behalf of the Icelandic Ministry for Foreign Affairs, a five-day workshop in Iceland for Indian oil and power companies on geothermal development and management.



GRÓ GTP participated in the first LATAM Geothermal Congress in El Salvador, a new technical forum bringing together geothermal experts and professionals from across Latin America.



From a TV interview with Director Bjarni Richter on geothermal development, geothermal potential and training in Shanxi, China.

3. Scholarships

Five GRÓ GTP postgraduate scholarship recipients graduated in 2025. Four completed their Master's degrees and one finished a PhD.

Throughout their studies, the fellows demonstrated strong commitment and resilience in meeting demanding academic challenges of advanced geothermal research.

Four graduated with a Master's degree. They were Mr Nahashon Karanja Nzioka from Kenya, Mr Hugo Ernesto Quinteros Segovia from El Salvador, Ms Christine Nyamvula Katana from Kenya, and Ms Julia Satriani Alibazah from Indonesia. Since 2000, a total of 93 fellows have graduated with an MSc degree on a GTP scholarship.

One PhD student graduated in 2025. Dr Tingting Zheng from China defended her PhD thesis in Earth Sciences at the University of Iceland in November. The title of her thesis was: *“Geochemical Characteristics, Geothermal Heat Flux Distribution and Sustainable Yield Assessment of Geothermal Reservoirs in Shandong, China”*. Her research provides important new insights into geothermal heat flux distribution, reservoir sustainability, and long-term resource management in both convective and sedimentary geothermal systems. Tingting became the seventh fellow to complete a PhD on a GTP Scholarship, and with that the 100th scholarship fellow.

At the end of 2025, 2 MSc and 7 PhD fellows were pursuing their studies in Iceland.



Hugo.



Nahashon.



Julia.



Christine.



From Dr Tingting Zheng's PhD defence at the University of Iceland in November.

4. Other Events

This year's visiting lecturers were two internationally renowned experts:

- **Dr Marit Brommer**, CEO of the International Geothermal Association, who lectured on geothermal energy in the global energy mix, addressing political, regulatory, and strategic aspects of geothermal development.
- **Angel Monroy (MSc)**, energy consultant at the World Bank and GRÓ GTP fellow from 2013 and former scholarship recipient, delivered lectures on geothermal laws and regulations, as well as the World Bank's role in supporting geothermal projects worldwide.

All lectures were open to the public and broadcast online. The lectures provided valuable insights and perspectives from leading experts in the field.

In August, fellows from the GRÓ Geothermal and Land Restoration Training Programmes, together with staff, were invited to Bessastaðir to meet with the President of Iceland, Ms Halla Tómasdóttir. The visit provided a valuable opportunity for discussion on sustainable development, geothermal energy, gender equality, and environmental stewardship, and offered the fellows a unique insight into Iceland's commitment to global cooperation and sustainability.

In November, GRÓ GTP was the focus of the first event in a series on the development impact of the four GRÓ Programmes. The event "*From Knowledge to Development Impact: Building Capacity for Sustainable Energy Development through GRÓ*," was held at the University of Iceland and streamed online to a global audience. It highlighted the development impact of nearly five decades of geothermal training through the GRÓ Geothermal Training Programme and the broader contribution of the four GRÓ Training Programmes to sustainable development. The event series was opened by the Minister for Foreign

VOICES OF ALUMNI

"My training in geothermal energy in Iceland has been an exceptional and transformative experience. It provided me with a comprehensive understanding of geothermal systems from resource assessment and conceptual modelling to utilization and sustainability aspects."

- GRÓ GTP fellow -



A few of the GRÓ GTP fellows visiting the Icelandic Meteorological Office.

Affairs, Ms Þorgerður Katrín Gunnarsdóttir, emphasizing Iceland's long-standing commitment to capacity strengthening through international development cooperation. Current and former fellows shared first-hand experiences of how the geothermal training in Iceland impacted them personally as well as translated into leadership, innovation, and tangible progress in their home countries. Focus was placed on Kenya's geothermal development journey, illustrating how long-term investment in human capacity has been central to the country's success as one of the world's leading geothermal producers. Kenya is the GRÓ GTP's biggest partner country, with more than 160 fellows trained. Today, the country

is Africa's largest geothermal country measured in installed capacity and ranks number six worldwide. Iceland is in ninth place on this same list.

5. Research and Knowledge Creation

The main research conducted, and knowledge created at the GRÓ GTP is the following: (a) research reports of six-month fellows, (b) theses of MSc- and PhD fellows, (c) peer-reviewed papers written by PhD-fellows, (d) international scientific papers published by former GTP fellows and GTP staff in various journals, as well as for conferences, (e) papers published by GTP in association with short courses, and (f) reading/reference material published specifically by GRÓ GTP.

The publication of the 23 research reports of the 2025 six-month training cohort is underway, following a set procedure aimed at ensuring their quality. Since 2021 these reports are only published online, for environmental and budgetary reasons. As customary, during the course of the six-month training all the fellows gave presentations on geothermal research or development in their home countries, as well as their research projects. These were open to the public, both on-site and online.

6. Advisory Services and Knowledge Sharing

The advisory and knowledge-sharing role of GRÓ GTP is carried out through both formal and informal activities. Formal activities include projects commissioned by institutes, governments, and international organisations worldwide, such as assignments undertaken for the Icelandic Ministry for Foreign Affairs and various international institutions.

Knowledge sharing also takes place through more informal channels, including professional communication, visits, and the reception of guests, such as groups visiting Iceland for lectures and presentations. In 2025, as in previous years, GRÓ GTP

VOICES OF ALUMNI

"The GRÓ GTP programme is exceptionally well-managed, combining academic learning with cultural exposure and personal support. The team is friendly and helpful, making the experience smooth and enriching. Cultural activities and informal interactions among fellows add great value. Sincere thanks to the entire team for their excellent efforts."

- GRÓ GTP fellow -

undertook a variety of such activities, including hosting several visiting delegations from different institutions and countries.

In addition, knowledge exchange is an integral part of the training programme itself. Continuous sharing of expertise takes place between fellows and supervisors during lectures, classes, and informal discussions. Valuable peer-to-peer learning also occurs among the fellows throughout the training period and often continues after they return home, as many remain in contact and continue to exchange professional advice and experiences on both technical and non-technical matters.

7. GRÓ GTP Team in 2025

Mr Bjarni Richter continued to serve as a director of GRÓ GTP in 2025, Mr Ingimar Haraldsson as deputy director and Ms Málfríður Ómarsdóttir as project manager. Former director Dr Guðni Axelsson supported the programme part time along with his work for ÍSOR as a geothermal expert until his retirement at the end of June 2025. One summer employee was hired as a part-time assistant during the busiest period of the six-month training programme. GRÓ GTP is supported by a Studies Board, composed of experts from Icelandic universities and Iceland's leading research institutes on geothermal energy. Eight members serve on the board, one for each line of specialization. The Studies Board chairman is Mr Bjarni Richter.



The 2025 fellows during fieldtrip to northern Iceland in late July. Here having introduction on how to use greenhouses for food production.

GRÓ LRT Summary Annual Report 2025

GRÓ Land Restoration Training Programme			
240	Fellows, 6 month training	197	Short course participants
4	MSc/MA - completed	2	MSc - ongoing
1	PhD - completed		

*As of 31.12.2025

1. Postgraduate Training Programme

The GRÓ LRT six-month training programme ran from the end of February to end of August 2025, closing with a graduation ceremony at Keldnaholt Campus on 26 August. The 2025 cohort of fellows consisted of 20 experts all working on ecosystem restoration and sustainable land management in their home countries³. Sixteen participated from GRÓ LRT's partner organisations in Ghana, Kenya, Lesotho, Malawi, Mongolia, Uganda, and Uzbekistan. In addition, four fellows participated through the cooperation between UNESCO's Man and the Biosphere (MAB) network and GRÓ LRT. They included experts for the Malawi National Commission for UNESCO Together for Environment and Community Wellness, the Ouémé Lower Valley Biosphere Reserve in Benin, Vhembe Biosphere Reserve in South Africa, and Centre for Training and Integrated Research in ASAL Development in Kenya. Annually GRÓ sponsors GRÓ LRT fellowship for young professionals working for institutions and organisations that are a part of the World Network of Biosphere Reserves under UNESCO's Man and the Biosphere programme in Africa.

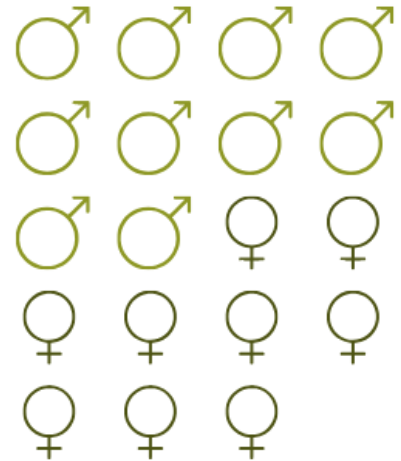
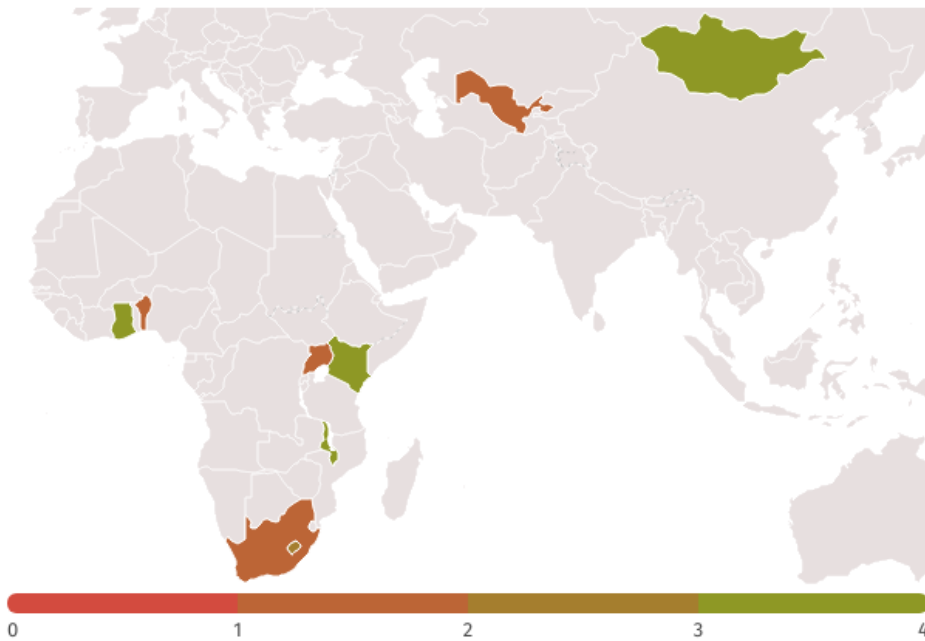


The 2025 GRÓ LRT on graduation day celebrating the results of 6 months of intensive studies and research.

³ 20 fellows started the programme in 2025, but 19 graduated. One fellow will return at a later time to finish the final project and graduate.

GRÓ LRT 2025

	Number of fellows	Female	Male	Least Developed Countries	Lower Middle Income	Africa	Asia
GRÓ Land Restoration Training Programme	19	9 (47%)	10 (53%)	8 (42%)	10 (53%)	15 (79%)	4 (21%)



The first half of the six-month training was divided into seven modules. The seven training modules covered drivers of land degradation, basic soil erosion processes, the interaction between climate change and land degradation, restoration of ecological functions, environmental governance and land management planning, evaluation of restoration projects, communication and conflict management, and the interactions between climate change, ecosystem dynamics, and biodiversity loss, alongside the development and implementation of individual research projects on topics of the fellows' choice under the supervision of experts. The fellows presented the results of their projects in an open seminar in the last week of training. Additionally, field excursions and fieldwork trips are an integral part of the six-month training programme.

In 2025, GRÓ LRT hosted two international guest lecturers and welcomed several guests through the Erasmus+ programme. The first lecturer was Dr Richard Thomas, Scientific Coordinator of the Economics of Land Degradation (ELD) Initiative, who delivered a two-day course on the economics of land dynamics. This marked the eighth time Dr Thomas has provided training on this topic for GRÓ LRT fellows. The second guest lecturer was Dr Bulgamaa Densambuu, Director of the Rangeland Research and Development Program Mongolian National Federation of Pasture User Groups. She has dedicated her research and work to rangeland management and her full day training session focused on "Assessing the Current Health of Mongolia's Rangelands and the need for Sustainable Management Strategies." Dr Densambuu was a GRÓ LRT fellow in the first cohort of the six-month training programme in 2007, making her return as an international guest lecturer a significant milestone.



Dr Bulgamaa Densambuu, a fellow of the first cohort in 2007 returning as a guest lecturer at GRÓ LRT in May 2025.

VOICES OF ALUMNI

“I knew this programme would challenge me professionally, but I didn’t realize just how much it would enrich me personally.”

- GRÓ LRT fellow -

In addition, GRÓ LRT received visitors from the Mongolian University of Life Sciences (MULS), Dr Khishigjargal Mookhor, Dr Bayarmaa Khenchyahav, Associate Professor in the Department of Ecology, and Dr Batbileg Bayaraa, Lecturer in the Department of Land Management and a 2019 GRÓ LRT alumna. The programme furthermore received a special visit from Ms Battsetseg Batmunkh, the Minister for Foreign Affairs in Mongolia in May 2025. Dr Lidia Arturo Brito, Assistant Director General for Natural Sciences at UNESCO and member of the GRÓ Governing Board visited GRÓ LRT together with Dr Hans Thulstrup, Chief of the Section on MAB Networking, Biosphere Reserves and Capacity Building, in May. During the visit, the MAB fellows had the opportunity to share how the GRÓ LRT training supports their work in their home countries.

GRÓ LRT welcomed representatives from Makerere University in Kampala, Uganda, including four faculty members and Dr Jerome S. Lugumira, Natural Resources Management Specialist at the National Environment Management Authority (NEMA) of Uganda. During the visit, Dr Enock Ssekuubwa, Lecturer and a 2013 GRÓ LRT Alumnus, shared with the 2025 fellows how the training programme has influenced his professional journey and the work he leads today.

In addition to receiving visits from partners around the world the director of GRÓ LRT, Dr Sjöfn Vilhelmsdóttir visited partner institutions in Mongolia in January through the Erasmus+ Programme. The visit highlighted nearly two decades of cooperation, including the training of dozens of Mongolian professionals and the joint development and delivery of several in-country short courses. These initiatives have strengthened local capacity in land restoration and sustainable land management.

This was the fourth year that the six-month training was run as a postgraduate diploma course, eligible for 30 ECTS credits, meaning that fellows could receive a Postgraduate Diploma in Ecosystem Restoration and Sustainable Land Management (30 ECTS) from the Agricultural University of Iceland (AUI), in addition to the GRÓ LRT Certificate of Completion.

2. In-country and Regional Training

Nothing to report.

3. Scholarships

Since 2017, GRÓ LRT has offered scholarships for postgraduate studies in Iceland to alumni of its six-month training programme. In 2025 two master’s students, Ms Binna Kipandula and Mr Leonard Gondwe (both from Malawi) successfully defended their thesis and graduated from the Restoration Ecology master’s programme at the Agricultural University of Iceland. Two master’s students, from Ghana and Uganda, began their studies in 2025 in the same programme at the Agricultural University of Iceland on GRÓ LRT scholarships, expected to graduate in 2027.

4. Workshops and Conferences

Nothing to report.



GRÓ LRT fellows at the ForHot research site in Hveragerði to learn about the effects of soil warming on vegetation and how it can be used as a proxy to climate warning.

5. Networking

GRÓ LRT is engaged in several inter-institutional agreements under the European Union's Erasmus+ Programme, enabling the programme to expand and further strengthen cooperation with universities in partner countries in Africa and Asia. GRÓ LRT received two mobility visits in 2025 as part of its Erasmus+ mobility projects with Makerere University in Uganda and with the Mongolian University of Life Sciences (MULS). The overall aim of these projects is to support curriculum development focusing on ecosystem restoration and sustainable land management.

6. Research and Knowledge Creation

The main output categories of GRÓ LRT research and knowledge creation are: (a) research reports of fellows in the six-month training, (b) PhD and master's theses of GRÓ LRT scholarship recipients, (c) peer-reviewed papers written by GRÓ LRT scholarship recipients, and (d) scientific publications by former GRÓ LRT fellows.

In 2025, 19 fellows, developed and carried out individual research projects tailored to their academic and practical background and the needs of their home institutions. The research work culminated in a written report and an oral presentation. Qualified research reports are published on the GRÓ LRT website.

7. Advisory Services and Knowledge Sharing

Nothing to report.

8. Innovative Online Content Creation

Nothing to report.

9. GRÓ LRT Team in 2025



Field visit to Gunnarsholt, the heart of Iceland's history of land restoration.

VOICES OF ALUMNI

“As we graduate, we leave with more than certificates—we take friendships, memories, and a piece of Iceland in our hearts. These six months have been about learning, growing, and realizing that while we come from different places, we share one goal: restoring our lands and communities.”

- Mr Otabek Nigmatov, fellow's address at GRÓ LRT graduation 2025 -

GRÓ LRT's offices are located at the Agricultural University of Iceland, Keldnaholt Campus in Reykjavík.

At the start of 2025, the programme had three permanent staff members: Dr Sjöfn Vilhelmsdóttir, Director; Brita Berglund, Project Manager; and Gunnhildur Guðbrandsdóttir, Project Manager. In October, a new staff member joined GRÓ LRT, Ms Guðrún Guðjónsdóttir, Project Manager. However, the year brought several changes, transitions and challenges that affected the programme's activities beyond its core six-month training. In the latter months of the year Dr Sjöfn Vilhelmsdóttir went on an extended sick leave and Ms Guðrún stepped in as an Acting Director.

In addition to the permanent staff, GRÓ LRT has access to a network of 40 specialists from the Agricultural University of Iceland, Land and Forest Iceland, and other universities and government agencies that give lectures and provide project supervision in the GRÓ LRT training courses.

GRÓ LRT is supported by an Academic Committee which includes six members from leading research institutes and universities in the area of land restoration and sustainable land management. Two members are from the Agricultural University of Iceland, two from Land and Forest Iceland, and one from the Ministry of Environment, Energy, and Climate. The Academic Committee is chaired by the GRÓ LRT programme director, Dr Sjöfn Vilhelmsdóttir/Ms Guðrún Guðjónsdóttir. The Academic Committee met twice in 2025 to review GRÓ LRT's training activities of the year and to discuss the academic aspects of the 2025 six-month training. The GRÓ LRT director was also regularly in contact with different committee members to discuss programme developments and aspects of planned training activities.

VOICES OF ALUMNI

“My participation in the GRÓ training programme has been a transformative experience for me, both professionally and personally. The programme provided a rich learning environment where I deepened my understanding of gender issues, environmental sustainability and the complex realities of different sectors such as wetland management. The multidisciplinary approach and international exchange of ideas broadened my perspective and equipped me with practical tools that I can apply directly to my work at home. Most importantly, GRÓ fostered a sense of global solidarity and responsibility, inspiring me to contribute more meaningfully to sustainable development in my own country.”

- GRÓ LRT fellow -



GRÓ LRT fellows enjoying the sun on a field trip focused on climate change and land formation.



Annex 2:

Success Stories and Examples of Impact

Following are a few examples of the outcomes of the four GRÓ Programmes from 2025. These success stories are not meant to be exhaustive of the results achieved, but rather a collection of different stories to show some concrete examples of how the GRÓ programmes have through their work contributed to advancing the SDGs in their partner countries. These stories also give examples of how the GRÓ training has given the fellows new perspectives, tools and knowledge that will help them tackle the challenges in their respective fields and to work on advancing the SDGs at home, as well as helping the individuals themselves grow and develop.

GRÓ FTP

In June 2025 three former GRÓ FTP fellows, two from Uganda and one from Kenya, presented their projects from 2024 at the World Aquaculture Conference in Kampala in Uganda. The contribution of these fellows underscores the effectiveness of GRÓ FTP in bringing professionals together to work on common challenges in fisheries in their home countries. The fellows and the titles of their presentations were: Mr Mustapher Kalyango (Uganda): Enhancing Market Access and Economic Growth through National Aquaculture Food Safety Standards, Ms Alice Hamisi (Kenya): Unlocking the Aquaculture Potential of Arid and Semi-Arid Lands for Food Security and Economic Growth and Mr Ben Kiddu (Uganda): Incorporating Business Skills Training in the Aquaculture Curriculum for Holistic Training.

In 2025, Dr B. K. Kolita Jamal Jinadasa was appointed Secretary of the Ministry of Fisheries in Sri Lanka. Dr Kolita, as he is referred to at GRÓ FTP, was an FTP fellow in 2010. The photo was taken when Dr Kolita met with the GRÓ FTP Director, Mr Þór Ásgeirsson and GRÓ FTP Specialist, Mr Stefán Úlfarsson when he attended a FAO COFI sub-committee meeting in Reykjavik in 2026. During his stay he was also interviewed about his experience from the GRÓ FTP,



Dr B. K. Kolita Jamal Jinadasa with Mr Stefán Úlfarsson and Mr Þór Ásgeirsson.

VOICES OF ALUMNI

“I acquired a great deal of academic knowledge during my university studies, but in Iceland I had the opportunity to gain practical experience. There were so many field trips and hands-on research. These provided real-world insights into the fisheries sector, fisheries management and quality management. “

- Dr Kolita Jamal Jinadasa, GRÓ FTP fellow, interview published in Morgunblaðið 16 March 2026 -

GRÓ GEST

VOICES OF ALUMNI

“The GEST training improved my presentation and speaking skills, and how to manage the audience. I gained a lot of knowledge in gender that I keep using every day in my day-to-day work both in the professional environment and personal life. I am very proud of the GEST programme and I would highly recommend it to anyone who is interested in gender.”

- GRÓ GEST fellow -

Through follow-ups and continued engagement with alumni, the following success stories were documented in 2025:

Mr Limbikani Mkangadzula’s (Malawi) journey since completing the GRÓ GEST programme in 2020 highlights the lasting impact of applied, practice-oriented learning. In 2025, he published a peer-reviewed article in *The International Journal of Research Publication and Reviews* titled “Evaluating the Impact of the 2015 National Gender Policy on Reducing Gender-Based Violence in Malawi.” The article was directly inspired by his final project and policy analysis coursework during his studies in Iceland. As he explains “the concept for this publication originated from one of the classes we had,” underscoring how GRÓ GEST actively shapes participants’ research and professional outputs. His participation in the programme has also supported significant career advancement. Since graduating, Limbikani has progressed from Research Officer to Director at Ujamaa Pamodzi Africa, taking on a leading role in advancing gender equality initiatives. Reflecting on his experience, Limbikani emphasises both professional and personal transformation: the programme “has shaped not only [his] professional abilities but also [his] personal growth.” He also highlights the value of the international learning environment, noting that exchanges with fellow participants broadened his perspective and “transformed [him] into a better version of [himself].”



The 17th cohort of GRÓ GEST fellows in the Icelandic winter. The cohort was the largest cohort GRÓ GEST had ever welcomed, consisting of 26 gender equality professionals from across Africa, Asia, and the West Balkans.

Connections forged during the GRÓ GEST programme and strengthened through its alumni network enabled Mr Saahithiyana Ganeshanathan, (2023 fellow from Pakistan) and Mr Akhil Neelam (2023 fellow from India) to collaborate professionally in 2025. Together, they organised a Gender and Policy Mixer in Colombo, Sri Lanka, through their respective organisations—Social Impact Forum (founded by Saahithiyana) and the Centre for Gender and Politics (co-founded by Akhil). The event created a platform for meaningful exchange, fostering collaboration and promoting allyship for women leaders among men, boys, and gender-diverse communities. It also marked the beginning of an ongoing partnership between their organisations, demonstrating the lasting value of GRÓ GEST’s global network.

In 2025, Ms Sonal Dhanani, 2022 fellow from Pakistan, received the Individual Award for Defending Freedom of Expression Online at the fifth edition of the Human Rights Recognition Awards (HRRRA), organised by the Geneva Centre for Human Rights Advancement and Global Dialogue. The award recognises her leadership in advancing digital safety and freedom of expression for women, youth, and marginalised communities through civil society initiatives. This achievement builds directly on the final project she developed during the GRÓ GEST programme and was further strengthened through support from the GRÓ GEST 8 March Fund. Her trajectory highlights how the programme equips fellows to translate knowledge into impactful, real-world initiatives.

Mr Julius Menya’s (Uganda) trajectory following the GRÓ GEST 2025 programme highlights the strong link between academic engagement and global policy influence. After completing the programme, he was appointed to the Youth Advisory Board of the Youth Democracy Cohort under Women and Youth in Democratic Engagement (WYDE), an initiative of the European Commission. This global platform promotes meaningful youth participation in democratic processes at national, regional, and international levels. His appointment builds directly on the final project he developed during the GRÓ GEST programme, which focused on youth participation. Julius’ experience demonstrates how the programme equips fellows to engage with and contribute to international policy arenas.

Ms Madalitso Juwayeyi’s (Malawi) work following the GRÓ GEST 2023 programme highlights the continued impact of her research on gender and health. In 2025, she was selected for the Atlantic Fellows for Health Equity programme in the United States, a prestigious initiative supporting leaders working to advance health equity globally. This opportunity builds directly on the project she developed during the GRÓ GEST programme on HIV among adolescent girls and young women, which she described as “a build-up on [her] project with GEST.” From January to March 2025, Madalitso travelled to the United States to present her work, highlighting the intersection of health and gender, particularly in African contexts. Her experience demonstrates how GRÓ GEST supports fellows in advancing research that informs global conversations on equity and social justice.

VOICES OF ALUMNI

“We leave this place not just with diplomas, but with a renewed sense of purpose. Some of us will return to ministries, others to grassroots organisations, universities, or media outlets. But all of us carry new tools: critical questions, solidarity, and perhaps most important compassion. Compassion not as pity, but as the radical act of refusing to look away. Let us not forget what brought us here: the urgency of the struggles back home. The realities of gender-based violence, discrimination, war, displacement. These did not pause while we were here. But now we return stronger—angrier, maybe, but also more hopeful.”

-Mr Samuel Katwisyge in his graduation speech on behalf of the 2025 GRÓ GEST cohort -

GRÓ GTP

VOICES OF ALUMNI

"Overall, my experience has been excellent. The support provided throughout the stay and training have been excellent. The lectures, field trips, and general operations were well-organized and informative. The field arrangement and the selection of field locations and sites made by Fríða were exceptional and truly created a picturesque experience. Thanks to all for making this possible. My request is that where I have marked "Good," it may be considered as "Excellent," as the overall experience exceeded expectations."

- GRÓ GTP fellow -

Ms Alice Kim from Kazakhstan came to the six-month training in 2024. She was Leading Engineer at her company KMG Engineering LLP. Less than a year after returning home she was promoted to the title of Expert. Now she leads green hydrogen projects from concept through commissioning. She ensures that technological solutions are tailored to local infrastructure and climate conditions while managing CAPEX and OPEX budgets, financial models, and Levelized Cost of Hydrogen (LCOH) analyses. In addition to coordinating cross-functional teams and supervising tender documentation, she advances geothermal energy initiatives using existing oil field infrastructure. She also represents her department in engagements with government, industry partners, and academia, organizes internal trainings and strategy sessions, and serves as Deputy Head of Department in the director's absence. Her career progression demonstrates a clear growth in technical expertise alongside increasing strategic insight, making her a strong example of emerging leadership.

Mr Elmeleck Vamuke from the Solomon Islands came to the six-month training in 2023 as the Senior Economic Geologist at Ministry of Mines and Energy. In 2024 he was promoted to Deputy Director Geology at the Ministry. His skills and knowledge of geothermal development increased substantially during his training, and he received good feedback from his supervisors.

Mr John Joseph Lubuva from Tanzania came to the six-month training in 2018 when he was working as a Planning Engineer at Tanzania Geothermal Development Company. He was awarded a MSc Scholarship in 2019 and graduated in 2021. Upon his return he was made Senior Drilling Engineer in 2022. With his acquired skills and increased expertise, he was trusted for the Ngozi Slim Wells Drilling Project as the Project Manager.



A few of the GRÓ GTP 2025 fellows during the northern field trip in late July 2025.

In this role he is responsible for a high value venture with the potential to deliver significant benefits for his country.

Mr Oscar Cahuana Alarcon from Bolivia came to the six-month training in 2023. At the time, he was working as a Professional in Technical Analysis of Exploration and Exploitation of Hydrocarbons at the Ministry of Hydrocarbons and Energy. Upon returning, he assembled a team of geothermal experts to develop a project focused on lithium extraction and salt production for export. He was subsequently transferred to the country's main energy company and promoted to Energy Project Execution Manager where he oversees renewable energy initiatives such as geothermal, wind, and solar. In his current role he is establishing a dedicated geothermal team at his new institute.

Ms Marissa Allen from Montserrat came to the six-month training in 2022. She was an Energy Officer at the time but since then she has been involved in numerous projects in her country and in 2024 she became the Acting Director of Energy at the Government of Montserrat where she is now in charge of energy projects and managing a team.



GRÓ GTP fellows take notes at a visit to Norðurorka pumping station in Akureyri.

GRÓ LRT

VOICES OF ALUMNI

„My participation in the GRÓ training programme has been a transformative experience for me, both professionally and personally. The programme provided a rich learning environment where I deepened my understanding of gender issues, environmental sustainability (including Sustainable Land Management and Ecosystem Restoration), and the complex realities of different sectors such as wetland management. The multidisciplinary approach and international exchange of ideas broadened my perspective and equipped me with practical tools that I can apply directly to my work at home. Most importantly, GRÓ fostered a sense of global solidarity and responsibility, inspiring me to contribute more meaningfully to sustainable development in my own country.“

- GRÓ LRT fellow -

Since 2007, the GRÓ LRT fellowship has contributed to building a strong network of professionals whose work shows tangible impact across research, policy, education, and practice. The following success stories illustrate how fellows have translated knowledge into action, contributing to restoration, sustainable land management, and a broader societal transformation. These examples highlight not only individual achievements but also the collective influence of the fellowship in fostering integrative and system-oriented approaches.

Advancement and Impact of GRÓ LRT Fellows

Our alumni highlight professional growth, scientific contributions, and leadership in restoration and sustainability. The career trajectories of former fellows demonstrate not only individual advancement, but also the broader influence of the programme in strengthening institutional capacity, advancing scientific knowledge, and fostering integrative approaches to restoration. Across regions including Africa, Central Asia, and Mongolia, fellows have progressed into leadership roles, completed advanced degrees, contributed to high-impact scientific publications, and engaged in international conferences and policy arenas. These achievements reflect a dynamic and evolving community of practice, where restoration benefits emerge through continuous interaction between knowledge, institutions, and ecosystems.

Scientific Contributions and Knowledge Co-production

Several fellows have contributed to peer-reviewed scientific literature, advancing knowledge on land restoration, soil science, climate resilience, and sustainable agriculture.

Here are some examples;

Mr Aytenew Endeshaw Tatek (Ethiopia), a 2015 fellow, co-authored a 2025 publication in *Sustainability* titled “Bridging Silos: Unlocking SDG Synergies Through an Integrated Development Approach to Landscape Restoration.”

Similarly, Dr Mwesigye R. Abraham from Uganda, a fellow from the first cohort in 2007, published research in



The GRÓ LRT fellows in 2025 visiting the Hvanneyri Campus of the Agricultural University of Iceland.

Environmental Earth Sciences (2025) addressing soil and water contamination linked to oil exploration in the Albertine Graben. His work contributes to understanding environmental risks in resource extraction contexts and highlights the need for sustainable governance frameworks.

In Mongolia, Mr Byambaa Ganbat, a 2023 fellow, contributed to research on soil organic carbon stocks (*Geoderma Regional, 2025*), identifying their potential role in climate mitigation. This aligns with global priorities on carbon sequestration and ecosystem restoration.

Other notable scientific contributions include Mr Mulugeta Sebatleab Tesfay's, a 2014 fellow from Ethiopia, research on nutrient efficiency in wheat production (*Crops, 2025*), supporting sustainable intensification. Ms Purevsuren Munkhtur, 2023 fellow from Mongolia, made an assessment of habitat degradation and ecosystem quality (*Journal of Environmental Management, 2025*). Mr Akbar Akhmedov, 2017 fellow from Uzbekistan, had multiple publications in 2025 on plant hydraulics and forest decline, alongside getting international recognition through research awards and a Fulbright Visiting Scholar grant.

Career Advancement and Leadership



Fellows planning sustainable land management using various tools and approaches.

Many fellows have advanced into leadership and decision-making roles, strengthening governance and institutional capacity in their respective countries.

In Lesotho, Ms Malipholo Hae (2016 fellow) was promoted to Director of the Department of Range Resources Management, while Ms Lineo Baasi (2016 fellow) became a District Coordinator. Similarly, Mr Retselisitsoe Stephen (2019 fellow) advanced to Principal Lecturer in Forestry, contributing to education and capacity building.

In Uganda, Mr Alex Busagwa (2018 fellow) was promoted to District Natural Resources Officer, leading environmental management at the local government level. Ms

Erdenechimeg Avidsuren (2012 fellow from Mongolia) progressed to Project Lead at The Nature Conservancy, overseeing initiatives on climate resilience, peatland conservation, and community engagement.

In Uzbekistan, Ms Vasila Sharipova (2023 fellow) was appointed Head of the Laboratory of Extremophile Plants and Phytoremediation, reflecting both scientific leadership and institutional recognition. Meanwhile, Mr Sherzod Nizamov (2024 fellow) assumed a leadership role as Team Leader for the FOLUR programme, focusing on food systems, land use, and restoration.

Academic Achievement and Capacity Development

The fellowship has also supported significant academic advancement, with fellows completing doctoral and master's degrees in relevant fields.

Dr Nazgul Esengulova (2010 fellow from Kyrgyzstan) completed a PhD in Ecological Modelling and is now lecturing Ecology, contributing to knowledge dissemination, and training future professionals. Dr Igor Taranov (2019 fellow from Kyrgyzstan) obtained a doctoral degree in Environmental Conservation from the Tokyo University of Agriculture and Technology, focusing on organic agriculture systems. Dr Mulugeta Sebhatleab Tesfay (2014 fellow, Ethiopia) completed a PhD in Soil Science, strengthening expertise in soil fertility and sustainable agriculture.

At the master's level, Ms Zalfa Businge (Uganda, 2017 fellow) completed an MSc in Environmental Science and Natural Resources Management. Ms Orombi Awekonimungu Annet (Uganda, 2023 fellow) earned a Master's degree in international Climate Cooperation, and Ms Wilhemina Asare (Ghana, 2019 fellow) completed a postgraduate Diploma in Education and now serves as a Quality Assurance Officer.

Engagement in International Platforms and Knowledge Exchange

Fellows have actively participated in international conferences, strengthening global knowledge exchange and visibility. Some examples include Mr Peter Mathenge (Kenya, 2025 fellow) who presented research on drought-resilient livestock feed at an international wildlife conference. Dr Principal Mdolo (Malawi, 2016 fellow) presented at the International Conference on Earth and Environmental Sciences (2025). Ms Esther Ekuamoako (Ghana, 2012 fellow) contributed to the International Fire Ecology and Management Congress and co-authored a publication in *Nature Sustainability*. Mr Bakari Mwachakure (Kenya, 2024 fellow) took part in the UNFCCC COP30 conference, engaging directly with global climate policy processes. Mr Abdubakir Qo'shboqov (Uzbekistan, 2022 fellow) presented at the Student Conference on Conservation Science in Hungary.

A common thread across these achievements is the shift toward integrated approaches to restoration and sustainable land management. Fellows are increasingly working across disciplinary and institutional boundaries, addressing complex challenges such as land degradation, restoration, and climate change.



GRÓ LRT fellow, Mr Maxwell Kudzala from Malawi, speaking about his experience from the programme during a GRÓ visit to the President of Iceland in August.

VOICES OF ALUMNI

„My experience in the GRÓ training programme has been truly enriching and transformative. The programme offered a unique blend of high-quality instruction, hands-on field exposure, and intercultural exchange that broadened my professional knowledge while also fostering personal growth. I particularly valued the balance between theory and practice, the opportunity to learn from experienced experts, and the strong sense of community built with fellow participants. Overall, it has been an outstanding learning journey that has strengthened my skills, perspectives, and commitment to advancing sustainable land management and restoration “

- GRÓ LRT fellow -



Annex 3:

Results 2025
GRÓ Results Framework 2023–2027

GRÓ Results Framework 2023-2027 – Results 2025

Note: Data for some performance indicators are not yet available and therefore excluded from this table.

Output N°1:
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P1. Number of experts trained in the GRÓ 5-6-month training programmes	# of experts 26 Women: 81% Men: 15% Non-Binary: 4% LDC and LMIC: 85%	# of experts 23 Women: 26% Men: 74% LDC and LMIC: 65%	# of experts 19 Women: 47% Men: 53% LDC and LMIC: 95%	# of experts 23 Women: 52% Men: 48% LDC and LMIC: 83%	# of experts 91 Women: 53% Men: 46% Non-binary: 1% LDC and LMIC: 81%	Number of experts trained (100): Target on track Gender ratio 40/60: Target met LDC and LMI +80%: Target met
P3. Number of teaching days of short courses in/for partner countries	Days: 7 Participants: 73 Gender ratio: 20%/77%/3% LDCs+LMIs: 100%	Days: 41 Participants: 84 Gender ratio: 64%/36% LDCs+LMICs: 77%	N/A	Days: 3 Participants: 9 Gender ratio: 100%/0% LDCs+LMICs: 63%	Days: 51 Participants: 166 Gender ratio: 47%/52%/1% LDCs+LMICs: 79%	Number of training days (≥50): Target met Number of participants trained (207): Target not met Gender ratio 40/60: Target met LDCs+LMICs ≥80%: Target on track
P4. Quality of short courses training	9,4	N/A	N/A	N/A	N/A	≥8 on a scale from 1 – 10: Target met for programme measured

GRÓ Results Framework 2023-2027 – Collected from programmes

Output N°1 – continued
Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P5. Number of live streaming/hybrid training courses	Online courses: 2 Participants: 57	Online courses: 2 Participants: 136	N/A	N/A	Online courses: 4	1 course per year +10%: Target met
P7. Number of courses available online and number of participants newly enrolled in online courses	# of courses: 4 Participants: 1,815 Gender & Intersectionality: 549 Gender, Violence & Post-conflict States: 604 Gender & Development: 388 Men, Boys, & Masculinities: 274	N/A	# of courses: 3 Participants: 1,846 Business Approach to Sustainable Landscape Restoration: 694 Business Model Innovation for Sustainable Landscape Restoration: 635 Sheep in the Land of Fire and Ice: 517	N/A	Online courses: 7 Participants: 3,661	A new course launched every other year on average: Target met ≥600 new enrolments per year: Target met

GRÓ Results Framework 2023-2027 – Collected from programmes

Output N°1 – continued

Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P8. Number of new GRÓ postgraduate studies scholarships provided annually	N/A	MSc scholarship: 2 PhD scholarship: 1 Women: 1 (PhD) Men: 2 (MSc) LDCs+LMICs: 100%	MSc Scholarship: 2 Women: 1 Men: 1 LDCs+LMICs: 100%	MSc scholarship: 1 Women: 0 Men: 1 LDCs+LMICs: 0%	MSc scholarships: 5 (120 months) PhD scholarships: 1 (36 months) Women: 2 (33%) Men: 4 (67%) LDCs+LMICs: 83%	Scholarships representing a total of 552 months pledged per year. (156 months pledged): Target not met⁴ Gender ratio 40/60: Target not met LDCs+LMICs \geq 80%: Target met
P9. Retention rate for master's and PhD students	N/A	80%	100%	100% ⁵	Master's: 100% PhDs: 67%	Master's \geq 85%: Target met PhD \geq 80%: Target not met

⁴ GRÓ has prioritised the 5-6 month training over the provision of new scholarships while funding to GRÓ has not increased.

⁵ The two fellows that graduated with a PhD on a GRÓ FTP scholarship started their studies in 2016 and 2019, respectively. They were working for their home institutions alongside their studies. They received support for 24 months so are marked as having 100% retention rate despite having taken longer to finish.

GRÓ Results Framework 2023-2027 – Collected from programmes

Output N°1 – continued

Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P10. Number of GRÓ post-graduate studies scholarships graduations	N/A	MSc: 4 PhD: 1 Women: 60% Men: 40%	MSc: 2 Women: 50% Men: 50%	PhD: 2 Women: 100% Men: 0%	MSc: 6 PhD: 3 Women: 67% Men: 33%	Target 20 graduations annually: Target not met Gender ratio 40/60: Target on track

GRÓ Results Framework 2023-2027 – Collected from programmes

Output N°2:
Production and dissemination of new knowledge by GRÓ training participants and scholarship recipients

Performance indicator	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P1. Number of individual final project reports annually by GRÓ fellows	26	23	19	23	91 100%	≥95% of # of fellows each year: Target met
P2. Number of articles published in peer reviewed journals by post-graduate scholarship recipients and number of completed PhD thesis (research outputs)	Article: 1	Articles: 2 PhD thesis: 1	N/A	Articles: 3 PhD thesis: 2	Total: 9 Articles: 6 PhD thesis: 3	4-5 articles and PhD thesis published (baseline +10%): Target met

GRÓ Results Framework 2023-2027 – Collected from programmes

Output N°3:
Professional empowerment of GRÓ training participants and scholarship recipients is increased through GRÓ community building and networking

<u>Performance indicator</u>	GEST	GTP	LRT	FTP	TOTAL	ACHIEVED
P1. Number of alumni events organised and/or funded by GRÓ annually	1	N/A	N/A	3	GRÓ Centre or MFA organised 2 alumni events Total: 6	Target >10: Target not met
P2. Number of GRÓ funded alumni participating in regional and international conferences	N/A	2	N/A	N/A	Total: 2	41 (Baseline+10%): Target not met
P3. % of short courses involving alumni in teaching and/or organisation of short courses in partner countries.	100%	83%	N/A	N/A	Total: 91%	100%: Target on track

GRÓ Results Framework 2023-2027

Impact: Progress towards the SDGs through capable individuals and organisations				
Performance indicator, contribution	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. SDG N°5: targets		Official /UN documents	TBD	NA
P2. SDG N°7: targets		Official /UN documents	TBD	
P3. SDG N°14: targets		Official /UN documents	TBD	
P4. SDG N°15: targets		Official /UN documents	TBD	

Outcome: GRÓ fellows, trainees and respective organisations promote and implement changes needed to achieve SDGs relevant to their field of work				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Management in partner organisations assess the training to be valuable for the organisation	82.5% (average 2018-2023) ¹	Source: Coordinated survey of partner organisations by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents assess the training to be valuable for the organisation.	Partner organisations recognise new knowledge, skills and competencies acquired by GRÓ fellows and trainees.
P2. Graduates have used their training to share with colleagues and other experts in their respective field of expertise	78.9% (average 2018-2023) ¹	Source: Coordinated status survey of fellows by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents report they have used the training to share with colleagues and other experts.	Partner organisations will encourage returning staff members to practice and spread what they have learnt in GRÓ supported trainings. GRÓ fellows become leaders in their field. They use increased capacity to promote sustainability within their organisations and home countries.
P3. Graduates have advanced professionally	73.5% (average 2018-2023) ¹	Source: Coordinated status survey of fellows by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents report they have advanced professionally.	Professional advancement of alumni will allow them to have greater impact through work as they will be better placed to shape policy and provide leadership in their respective fields.
P4. Graduates have used the training to increase the impact of their work in their field/sector	89.5% (average 2018-2023) ¹	Source: Coordinated status survey of fellows by GRÓ 3 years after graduation. Means of verification: Survey feedback.	70% of survey respondents report the training has advanced their contribution in their field/sector.	Graduates can increase impact of their work through various means, both at work and elsewhere.


GRÓ Results Framework 2023-2027
Output N°1:

Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. A: Number of experts trained in the GRÓ 5–6-month training programmes B: Gender ratio of experts trained C: Income category of countries of origine of experts trained	Annual # from 2021-2023 (by gender and income level of country) ⁱ A: 90 fellows B: 55% female C: 84% LDC+LMI	Source: Graduation documents provided by GRÓ programmes. Means of verification: Graduations documents.	A: 100 fellows (25 each TP) B: Gender ratio: 40/60 C: LDC and LMI ≥80%	Candidates for GRÓ training activities have basic working knowledge, skills, and some experience in their fields but benefit from applied training to further improve their skills, knowledge, and leadership abilities. Partner organisations recognize the need for developing these capacities and competencies and are willing to utilise GRÓ training opportunities for their staff. Partner organisations are willing and able to work with the GRÓ Programmes to establish priorities for training. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P2. Quality of the 5–6-month training	63.5% (average 2018-2023 cohort) ⁱ	Source: Coordinated self-assessment survey at the end of training on knowledge, skills, and mindset. Means of verification: Survey feedback.	80% assess quality of training ≥8 on a scale of 1-10	Coordinated measures will be implemented across GRÓ programmes.

Output N°1 (continued):

Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
<p>P3.</p> <p>A: Number of teaching days of short courses in/for partner countriesⁱⁱ</p> <p>B: Number of participants</p> <p>C: Gender ratio of experts trained</p> <p>D: Income category of countries of origine of experts trained</p>	<p>Average 2017-2023ⁱ:</p> <p>A: 7 weeks annuallyⁱⁱⁱ</p> <p>B: 188 participants</p> <p>C: 36% female</p> <p>D: 87% of experts trained from LDCs+LMIs</p>	<p>Source and means of verification:</p> <p>Completion of training documents provided by course organisers (GRÓ programmes and partner organisations).</p>	<p>A: Annual target: ≥ 50 training days</p> <p>B: ≥ 207 participants trained by year (baseline + 10%)</p> <p>C: Gender ratio 40/60</p> <p>D: LDCs+LMIs $\geq 80\%$</p>	<p>In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.</p>
<p>P4. Quality of short course training</p>	<p>Average from previous assessments. While limited statistical data is available the trainee feedback is positive.ⁱ</p>	<p>Source: Coordinated self-assessment survey at the end of training on knowledge and skills.</p> <p>Means of verification: Survey feedback.</p>	<p>≥ 8 on a scale from 1 - 10</p> <p>80% of course participants assess the course to be useful for enhancing skills and knowledge in the respective field.</p>	<p>Coordinated measures will be applied across GRÓ programmes.</p>
<p>P5. Number of live streaming/hybrid training courses</p>	<p>Average annual # from 2017-2023: 0.9 courses per yearⁱ</p>	<p>Source and means of verification:</p> <p>Completion of training documents provided by course organisers (GRÓ programmes and partner organisation).</p>	<p>1 course per year (Baseline + 10%)</p>	<p>In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.</p>

Output N°1 (continued):

Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P6. Quality live streaming/hybrid training courses	% of participants assess course useful for enhancing skills & knowledge (relevant and helpful for job). Range 94-97% (2020-2022)	Source: Coordinated self-assessment survey at the end of training on knowledge and skills. Means of verification: Survey feedback.	≥8 on a scale from 1 - 10	Limited statistical data is available for measuring the quality of live streaming training courses. This is based on optional input from participants, and the reliability of data is therefore limited, however, positive feedback from trainees gives an indication of the quality of live streaming training courses.
P7. Number of courses available online and number of participants newly enrolled in online courses	Average annual # online courses from 2018-2023: ⁱ 1 MOOC ^{iv} Annual # of participants newly enrolled. Limited data exists for baseline period: Total # of viewers of MOOCs as of end 2023: 36,264	Source: Course software data. Means of verification: GRÓ Programmes documents.	A new course launched every other year on average ≥ 600 new enrolments per year	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P8. A: Number of new GRÓ postgraduate studies scholarships provided annually. B: Gender ratio of recipients of new scholarships C: Income category of countries of origine of new scholarship recipients	Average annual # from 2017-2023: ^v A: 9,7 B: 49% female C: % of scholarship recipients from LDCs+LMIs: 91%	Source and means of verification: Admission confirmation to Icelandic or partner universities provided by universities. Recipients' progress reports.	A: Scholarships representing a total of 552 months pledged per year ^{vi} B: Gender ratio 40/60. C: ≥80% LDCs and LMI	The total number of months of support for each scholarship is counted at the time of provision, i.e. during the year. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.

Output N°1 (continued):

Increased capability of individuals and expertise of GRÓ partner organisations to design and implement programme activities in respective professional fields

Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P9. Retention rate for master's and PhD students	<p>Percentage of master's students who complete successive two years of study and graduate (2023-2024^{vii}): 67%</p> <p>Percentage of PhD students who complete successive four years of study and graduate (2023-2024^{viii}): 25%</p>	<p>Source and means of verification: Enrolment two years prior (master's) or four years prior (PhD) and graduation documents of those scholarship recipients.</p>	<p>Master's: $\geq 85\%$ PhD: $\geq 80\%$</p>	<p>Retention rate: Percentage of master's students who complete successive two years of study and graduate. Percentage of PhD students who complete successive four years of study and graduate. There can be various reasons for scholarship recipients not completing their degrees within the given time frame. A low retention rate lowers the efficiency of the scholarship programme and signifies that graduates contribute less to development outcomes in their respective fields.</p>
<p>P10.</p> <p>A: Number of GRÓ post-graduate studies scholarship graduations</p> <p>B: Gender ratio of graduates</p>	<p>Average annual # of graduations from 2017-2023</p> <p>A: 7,6</p> <p>B: Gender ratio: 43% female</p>	<p>Source and means of verification: Graduations reported on GRÓ website, verified by GRÓ Training Programmes.</p>	<p>20 graduations per year</p> <p>Gender ratio 40/60</p>	<p>In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.</p>

Activities

1. GRÓ programmes run a 5–6-month training course annually in Iceland.
2. GRÓ programmes provide financial and technical support to develop and deliver short courses in partner countries.
3. GRÓ programmes develop and deliver online content and courses
4. GRÓ programmes offer scholarships to alumni to pursue graduate studies at Icelandic universities in their respective fields of study.

GRÓ Results Framework 2023-2027

Output N°2: Production and dissemination of new or increased knowledge by GRÓ training participants and scholarship recipients				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Number of individual final project reports annually by GRÓ fellows	Average annual # from 2017-2023: 88	Source and means of verification: Project reports approved by GRÓ Programmes.	≥95% of # of fellows each year	GRÓ training participants and scholarship recipients develop an understanding of the main issues in their fields. They learn about and develop innovative solutions applicable to issues in their home contexts to reduce poverty. GRÓ training participants and scholarship recipients undertake research that is relevant to address challenges in their home countries. Knowledge, techniques, policies, and strategies can be adapted and applied in a variety of contexts.
P2. Number of articles published in peer reviewed journals by postgraduate scholarship recipients and number of completed PhD theses (<i>research outputs</i>)	Average annual # from 2017-2023: 4	Source and means of verification: Publication in peer reviewed journals.	4-5 (Baseline +10%)	
Activities				
1. Applied final projects are part of the training curriculum in the GRÓ 5–6-month training programmes.				
2. GRÓ offers scholarships for postgraduate programmes in GRÓ's areas of work.				

GRÓ Results Framework 2023-2027

Output N°3: Professional empowerment of GRÓ training participants and scholarship recipients is increased through GRÓ community building and networking				
Performance indicator	Baseline (B)	Source and means of verification	Target (T)	Assumptions
P1. Number of alumni events organised and/or funded by GRÓ annually	Average annual # from 2017-2023 ¹ : 4.6	Source and means of verification: Seminar documents and GRÓ website.	≥10	Participants in GRÓ training activities, teachers and fellows alike, have valuable knowledge and experience and learn from one another during the training and follow-up activities. GRÓ alumni interact and collaborate within their home countries, regions and beyond. As such, GRÓ alumni networks serve as mechanisms for south/south cooperation. In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P2. Number of GRÓ funded alumni participating in regional and international conferences	Average annual # from 2017-2023 ¹ : 37.6	Source and means of verification: conference documents and GRÓ programmes' documents.	41 (Baseline # +10%)	In order to deliver the expected outputs GRÓ needs to receive adequate funding for its activities.
P3. % of short courses involving alumni in teaching and/or organisation of short courses in partner countries	Average annual # from 2017-2023 ¹ : 73%	Source and means of verification: Course documents and verification from programme directors.	100%	

Activities

1. A GRÓ community is created across countries, regions, and the thematic fields of GRÓ by hosting alumni seminars and network events.
2. GRÓ alumni are supported to participate in regional and international conferences
3. GRÓ alumni are involved in teaching and organisation of short courses in partner countries.

ⁱ GOPA 2024 External Evaluation of GRÓ International Centre for Capacity Development, Sustainability and Societal Change, 2018-2023.

ⁱⁱ On-site training or a mixture of on-site and online training (hybrid).

ⁱⁱⁱ Baseline data only available in weeks, but number of training days deemed more appropriate for measuring output.

^{iv} GRÓ FTP produced videos on UNSDG14 that are available online. They are not included in the baseline as not a formal course.

^v Average # of scholarship months pledged annually during 2017-2023: 269 months (total 1.884 months)

^{vi} 552 months refers the number of months pledged for 14 scholarships for master's and 6 scholarships for PhDs. In the previous result framework, the target was set at 20 new scholarships annually. As the ratio of master's to PhD scholarships may vary each year, it was decided to measure the number of pledged months instead and 552 months set as target.

^{vii} Master's scholarship recipients receiving scholarships in 2021 and 2022.

^{viii} PhD scholarship recipients receiving scholarships in 2019 and 2020.