



NBRACER
Nature Based Solutions
for Atlantic Regional Climate Resilience

**HORIZON Europe Research and Innovation actions in support of the
implementation of the Adaptation to Climate Change Mission
(HORIZON-MISS-2022-CLIMA-01)**

Gender Action Plan

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Authors

**Sidonie Gras (IID-SII)
Giulia Bussoletti (IID-SII)**



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About NBRACER

The impacts of climate change on people, planet and prosperity are intensifying. Many regions and communities are struggling to avoid losses and need to step up the effort to increase their climate resilience. Ongoing natural capital degradation leads to growing costs, increased vulnerability, and decreased stability of key systems. Whilst there has been noticeable progress and inspiring examples of adaptation solutions in Europe, the pressure to make rapid and visible progress has often led to a focus on stand-alone, easy-to-measure projects that tackle issues through either direct or existing policy levers, or sector-by-sector mainstreaming. But the dire trends of climate change challenge Europe, and its regions, needs exploration of new routes towards more ambitious and large-scale systemic adaptation. The European Mission on Adaptation to Climate Change (MACC) recognizes the need to adopt a systemic approach to enhance climate adaptation in EU regions, cities, and local authorities by 2030 by working across sectors and disciplines, experimenting, and involving local communities.

NBRACER contributes to the MACC by addressing this challenge with an innovative and practical approach to accelerating the transformation towards climate adaptation. Transformation journeys will be based on the smart, replicable, scalable, and transferable packaging of Nature-Based Solutions (NBS) rooted in the resources supplied by biogeographic landscapes while closing the NBS implementation gap. Regions are key players of this innovative action approach aiming at developing, testing, and implementing NBS at systemic level and building adaptation pathways supported by detailed and quantitative analysis of place-specific multi-risks, governance, socio-economic contexts, and (regional) specific needs.

NBRACER works with 'Demonstrating' and 'Replicating' regions across three different Landscapes (Marine & Coastal, Urban, Rural) in the European Atlantic biogeographical area to vision and co-design place based sustainable and innovative NBS that are tailor-made within the regional landscapes and aligned with their climate resilience plans and strategies. The solutions are upscaled into coherent regional packages that support the development of time and place specific adaptation pathways combining both technological and social innovations. The project is supporting, stimulating, and mainstreaming the deployment of Nature-Based Solutions beyond the NBRACER regions and across biogeographical areas.

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Summary

This deliverable outlines the Gender Action Plan (GAP) created as part of the project's commitment to advancing gender equality and inclusivity in both the organisation and execution of the research and innovation activities of NBRACER. It details actions aimed at fostering gender equality within the project team and in the participatory research process, which involves extensive collaboration with citizens, stakeholders and decision-makers.

The deliverable examines the contributions of both women and men within the project team. It includes a baseline analysis of the gender distribution among WPs as well as administrative and financial staff involved in the project. Subsequent actions are outlined to promote gender equality and equal opportunities within the project consortium. These include raising awareness, ongoing monitoring throughout the project's duration, and affirmative actions to help address identified imbalances. In addition, this deliverable also argues for the inclusion of gender and intersectionality considerations throughout the research and innovation phases of the project.

The following GAP serves a dual purpose: it aims to raise awareness about gender and inclusivity within the project consortium and offers guidance on promoting these values in the project. This is achieved through clearly defined actions that enhance gender and inclusivity in both the project and the implementation of its research.

Keywords

Gender, gender equality, equality, inclusivity, intersectionality

Abbreviations and acronyms

Acronym	Description
GAP	Gender Action Plan
R&I	Research and Innovation
GEP	Gender Equality Plan
EAB	Expert Advisory Board
EC	European Commission
EIGE	European Institute for Gender Equality
DR	Demonstrating Region
RR	Replicating Region
PMO	Project Management Office
KER	Key Exploitable Results

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Introduction

The acknowledgement and inclusion of gender, and gender-related matters, in science and research across various EU policies has been progressively valued over the past decade by the EC, as indicated in the Gender Equality Strategy 2020-2025, which has been put forward and at the forefront of political actions under the von der Leyen Commission (European Commission, 2024).

Overall, Europe's innovation and dynamism are heavily reliant on its research and innovation capabilities, which are essential for economic growth, prosperity and addressing major societal challenges. The NBRACER project is committed to achieving excellence in research. To reach these objectives, it is crucial to both select the appropriate research topics and attract top talent, though there is currently an underutilisation of female talent, along with correlated intersectional gaps, in the scientific field. As a matter of fact, certain structural barriers in the scientific field enable gender gaps and inequalities to still persist: the EC seeks to overcome these via, amongst other channels, the Horizon Europe framework programme, in which gender dynamics are monitored and evaluated across projects, and the integration of a gender dimension into actual research and innovation (R&I) – also known as ‘gender mainstreaming’ – is required (European Commission, 2024). In particular, under Horizon Europe, the European Climate, Infrastructure and Environment Executive Agency (CINEA) has focused on studying gender balance in R&I to consequently improve the role of women in the green transition (Directorate-General for Justice and Consumers (European Commission), 2023).

Gender mainstreaming avoids gender equality from being treated and addressed as an isolated, stand-alone issue, but rather as multi-layered, interwoven in the complexity of achieving sustainability goals: it enables the inclusion and examination of the gender equality dimension into the conception, drafting, implementation and monitoring of policies across all topics, including climate resilience and adaptation (Directorate-General for Justice and Consumers (European Commission), 2024). In 2023, the European Institute for Gender Equality (EIGE) focused its work on finding methods to incorporate gender and intersectional perspectives into Green Deal policies, aiming to help realise this vision: EIGE argues that “striving to be the first climate neutral continent is more than just becoming an economy with zero GHG emissions. It’s also about creating an equitable environment for all people on this planet” (European Institute for Gender Equality (EIGE), 2023).

This Gender Action Plan (GAP) is designed to ensure that gender and social inclusion are consistently and appropriately integrated throughout the project's implementation, as well as in the co-design and participatory research conducted by the project researchers within the contexts of DRs and RRs.

This deliverable is organised into two main parts:

1. The first section explains how gender issues are managed within the project's team organisation and their participation in research and innovation activities. It includes the establishment of a gender baseline for the project team at the project's beginning, providing information on gender distribution across different levels and roles. It also outlines the actions the project will take to promote gender equality and provide equal

opportunities, along with strategies to reduce gender disparities. Additionally, this section describes the processes for monitoring gender-related issues and how these will be addressed throughout the project's duration, including the monitoring of women's contributions to project outputs.

2. The second section provides guidance on how to consistently and appropriately integrate gender and social inclusion into the execution of research and innovation activities, particularly in research conducted with stakeholders and participants in DRs and RRs.

As required by Horizon Europe guidelines, the NBRACER Grant Agreement outlines how gender issues will be covered in the project, in line with the priorities of the new EU Gender Equality Strategy 2020-2025 agenda. In addition to developing a GAP, it also indicates addressing gender issues under the following aspects:

- Paying attention to gender balance respect the lead roles in the WPs and management of the project. (WP9) (outlined in Section 1);
- Ensuring that citizen engagement actions within NBRACER demos implementation are balanced and diverse including gender participation and dimension, not merely on a numerical basis but ensuring that all voices have equal recognition and impact (WP1-WP4, WP6) (as suggested in Section 2)
- Integrating gender analysis and gender equality indicators into MEL activities (WP1), through disaggregated data gathering (as suggested in Section 2);
- Displaying either gender-neutral or gender-balanced imagery in all dissemination materials, overcoming stereotypes that reinforce gender and diverse groups' discrimination (WP8) (as suggested in Section 2).

1 Gender balance in the NBRACER consortium and its dynamics: monitoring and evaluation

The objective of the NBRACER GAP aligns with the EC's goals of enhancing the European research and innovation landscape, fostering gender-equal work environments, and improving the quality and societal relevance of knowledge, technologies and innovations. Implementing the GAP reinforces the objective of achieving a balanced ratio of men and women in related research, boards and expert groups.

Monitoring and evaluation are ongoing processes throughout the project's duration. Although they are related, they serve distinct purposes. Monitoring involves tracking the progress of actions to ensure they are advancing as planned and on schedule. Evaluation, on the other hand, assesses the impact and effectiveness of the actions taken. The evaluation of gender equality and the action plan will be carried out by the Project Management Office (PMO), which will review key indicators — both quantitative and qualitative — established during the action planning and target-setting phases on an annual basis, in view of the in-person Consortium Meetings.

1.1 Baseline on gender balance within NBRACER

The beneficiaries of the NBRACER consortium include 31 partner organisations from across the EU. These represent a wide range of organisational forms, including public bodies, universities and research institutes, SMEs and NGOs. Hence, the partner organisations vary substantially in workforce size as well as in fields of expertise. For the purpose of the baseline on participation based on gender, IID-SII (PMO) carried out an online structured survey in early July 2024 (see *Annex 1*), which included questions on:

- General gender data of each organisation;
- Gender data of each organisation involved in NBRACER's WPs;
- Gender data of each organisation involved in NBRACER with regards to the admin and finance sector.

The results of this survey were then transcribed to the "Gender Data Sheet" repository, available to partners in the Deltares Teams shared space. This will also allow the process of regular monitoring and evaluation throughout the project duration to be efficient and productive. For the purpose of inclusivity, the survey also monitored the number (%) of gender-neutral persons, but all partner organisations answered with either "0" or "N/A"; thus, dedicated columns to this data were omitted. This will be modified in case a partner organisation notifies the PMO of any onboarding of gender-neutral staff. In addition, data corresponding to a percentage = or > 50% have been marked in bold in the tables for increased visibility.

Starting with the managing level, *Table 1* indicates the degree of vertical segregation by presenting the balance of female and male participants (most of them researchers) in leadership roles: a well-balanced gender distribution can be observed amongst the Project management team (WP9), Regional Coordinators (RCs) and the Expert Advisory Board (EAB) members, in which over 50% of members are women. Specifically, for the EAB, 4 out of 7 members are female scientists/science practitioners. With regards to Work Package leaders (WPL), women are underrepresented, with >60% being male researchers/ research team project managers. Overall, 57% of the managing roles are held by women.

Role	Total	N (%) of women	N (%) of men
Project management team (WP9)	4	2 (50%)	2 (50%)
WPL	9	3 (33%)	6 (67%)
RCs	8	7 (75%)	1 (13%)
EAB members	7	4 (57%)	3 (43%)
TOTAL	28	16 (57%)	12 (43%)

Table 1: Gender balance across managing roles within NBRACER consortium

Table 2 shows a general overview of the gender balance within the partner organisations: 15 out of 30 partner organisations hold = or > 50% of women in their staff. In terms of GEPs (an eligibility criterion for public bodies, higher education establishments and research organisation to join the HEU framework), the table indicates that the majority of partner organisations already have one in place or are currently preparing one (16, 'Yes'; 6 'Yes (in preparation)'). Organisations that are not necessarily required to satisfy the GEP eligibility criterion, such as private-for-profit bodies,

non-governmental organisations, civil society organisations, are also encouraged by the EC to make efforts in developing their own GEP: this is this case, for example, of Deltares, a non-profit research and knowledge institute, and Red Cambera, a non-profit environmental organisation, with the former already holding one and the latter currently preparing one.

	Beneficiary	Total	N (%) of women	N (%) of men	GEP
1	Deltares	900	315 (35%)	585 (65%)	Yes
2	CKIC	228	151 (66%)	77 (33%)	Yes
3	WR	3456	1614 (47%)	1842 (53%)	Yes
4	TECNALIA	1374	605 (44%)	769 (56%)	Yes
5	IID-SII	4	3 (75%)	1 (25%)	No
6	FIHAC	198	94 (47%)	104 (53%)	Yes
7	Cantabria Uni	2241	1064 (47%)	1177 (53%)	Yes
8	Red Cambera	5	3 (60%)	2 (40%)	Yes (in preparation)
9	VITO	1010	393 (39%)	617 (61%)	Yes
10	WF Province	837	456 (54%)	381 (46%)	Yes
11	INAGRO	213	107 (50%)	106 (50%)	Yes
12	Lisbon Uni	41	30 (73%)	11 (27%)	Yes
13	Porto Muni	4363	2409 (55%)	1954 (45%)	Yes (in preparation)
14	N-A region	6223	3470 (56%)	2753 (44%)	Yes
15	AcclimaTerra	2	2 (100%)	0	No
16	Bordeaux INP	21	8 (38%)	13 (62%)	Yes (in preparation)
17	MEOSS	19	5 (26%)	14 (74%)	No
18	CMCC	265	117 (44%)	148 (56%)	Yes
19	ICLEI	163	109 (67%)	54 (33%)	Yes (in preparation)
20	CIM Cavado	21	12 (57%)	9 (43%)	Yes
21	Friesland	992	473 (48%)	519 (52%)	Yes
22	AAU	333	176 (53%)	157 (47%)	Yes
23	VLM	620	308 (50%)	312 (50%)	Yes
24	Sorbonne Uni	8446	4385 (52%)	4061 (48%)	Yes
25	CNRS	38421	16828 (44%)	21593 (56%)	Yes
26	PNR Marais-P	33	20 (60%)	13 (40%)	Yes (in preparation)
27	Santander Ayu	1049	392 (37%)	657 (63%)	Yes
28	SMEAG	21	9 (43%)	12 (57%)	Yes (in preparation)
29	Porto Uni	5498	2985 (54%)	2513 (46%)	Yes
30	KLIMATORIUM	18	8 (44%)	10 (66%)	Yes
31	ATOS	5000	1250 (25%)	3750 (75%)	Yes

Table 2: Gender balance in partnering organisations

As seen in *Table 3*, the survey also inquired the gender balance within the NBRACER consortium per partner organisation: the data shows that 64% of the consortium members are women, while 42% are men. 23 out of 30 partner organisations count = or > 50% of employees participating to the project being women.

	Beneficiary	N of NBRACER participants	N (%) of women	N (%) of men
1	Deltares	18	8 (44%)	10 (56%)
2	CKIC	11	7 (64%)	4 (36%)
3	WR	13	8 (62%)	5 (38%)
4	TECNALIA	16	11 (69%)	5 (31%)
5	IID-SII	4	3 (75%)	1 (25%)
6	FIHAC	12	7 (58%)	5 (42%)
7	Cantabria Uni	8	4 (50%)	4 (50%)
8	Red Cambera	3	1 (33%)	2 (67%)
9	VITO	5	3 (60%)	2 (40%)
10	WF Province	3	3 (100%)	0
11	INAGRO	5	3 (60%)	2 (40%)
12	Lisbon Uni	4	4 (100%)	0
13	Porto Muni	6	5 (83%)	1 (17%)
14	N-A region	3	2 (67%)	1 (33%)
15	AcclimaTerra	1	1 (100%)	0
16	Bordeaux INP	3	1 (33%)	2 (67%)
17	MEOSS	3	1 (33%)	2 (67%)
18	CMCC	6	3 (50%)	3 (50%)
19	ICLEI	10	7 (70%)	3 (30%)
20	CIM Cavado	3	3 (100%)	0
21	Friesland	4	2 (50%)	2 (50%)
22	AAU	6	3 (50%)	3 (50%)
23	VLM	21	9 (43%)	12 (57%)
24	Sorbonne Uni	11	11 (100%)	0
25	CNRS	1	0	1 (100%)
26	PNR Marais-P	3	2 (67%)	1 (33%)
27	Santander Ayu	6	4 (67%)	2 (33%)
28	SMEAG	3	1 (33%)	2 (67%)
29	Porto Uni	9	6 (67%)	3 (33%)
30	KLIMATORIUM	5	2 (40%)	3 (60%)
31	ATOS	4	2 (50%)	2 (50%)
TOTAL		199	127 (64%)	83 (42%)

Table 3: Gender balance within NBRACER consortium

The survey also sought to examine the gender balance across WPs per partner organisation, as a means to overall monitor female and male participation and contribution to the WPs. *Table 4* shows that = or > 50% of participants per WP are women, with the exception of WP5 which counts for a slight outnumber of men.

Beneficiary	Total N of participants	N (%) of women	N (%) of men
WP1	55	35 (64%)	20 (36%)
WP2	71	36 (51%)	35 (49%)
WP3	50	32 (64%)	18 (36%)
WP4	56	30 (54%)	26 (46%)
WP5	30	13 (43%)	17 (57%)
WP6	34	19 (56%)	15 (44%)
WP7	35	24 (69%)	11 (31%)
WP8	35	23 (66%)	12 (34%)

Table 4: Summary of gender balance across WPs

Last but not least, the survey also investigated the gender balance of NBRACER participants in administrative and financial roles directly working on NBRACER. *Table 5* shows how the great majority are women, often carrying this role on their own or in teams of maximum 3 people. Overall, 80% of the admin and finance roles are held by women.

	Beneficiary	Admin & Finance		
		N of NBRACER participants	N (%) of women	N (%) of men
1	Deltares	3	2 (75%)	1 (25%)
2	CKIC	2	2 (100%)	0
3	WR	3	3 (100%)	0
4	TECNALIA	1	1 (100%)	0
5	IID-SII	2	2 (100%)	0
6	FIHAC	3	2 (75%)	1 (25%)
7	Cantabria Uni	1	1 (100%)	0
8	Red Cambera	1	0	1 (100%)
9	VITO	0	0	0
10	WF Province	1	1 (100%)	0
11	INAGRO	1	0	1 (100%)
12	Lisbon Uni	2	2 (100%)	0
13	Porto Muni	3	3 (100%)	0
14	N-A region	1	1 (100%)	0
15	AcclimaTerra	1	1 (100%)	0
16	Bordeaux INP	1	1 (100%)	0
17	MEOSS	1	0	1 (100%)
18	CMCC	1	0	1 (100%)
19	ICLEI	1	1 (100%)	0
20	CIM Cavado	1	1 (100%)	0
21	Friesland	1	1 (100%)	0
22	AAU	2	2 (100%)	0
23	VLM	4	3 (75%)	1 (25%)
24	Sorbonne Uni	10	10 (100%)	0
25	CNRS?	0	0	0
26	PNR Marais-P	1	1 (100%)	0
27	Santander Ayu	2	1 (50%)	1 (50%)

28	SMEAG	1	1 (100%)	0
29	Porto Uni	2	2 (100%)	0
30	KLIMATORIUM	1	1 (100%)	0
31	ATOS	2	1 (50%)	1 (50%)
TOTAL		56	47 (84%)	9 (16%)

Table 5: Gender balance across admin and finance roles within NBRACER consortium

1.2 Actions to promote gender equality and equal opportunities within NBRACER

Overall, the PMO and PMB are responsible for ensuring that all consortium participants are treated equitably, irrespective of gender or other intersectional characteristics (race, religion, sexuality, socio-economic background, etc.). The project will offer guidance to partners on providing equal opportunities to all individuals hired for the project, ensuring there are no forms of discrimination or segregation. This being said, *Table 6* summarises a series of initial, non-exhaustive list of actions that will be taken as a means to promote gender equality and equal opportunities within the NBRACER consortium:

Action	Description of Action
Raising awareness	Raising awareness about inclusiveness and gender equality among participants within the NBRACER consortium is a crucial tool for integrating gender mainstreaming into the project's implementation. In view of the annual in-person General Assembly, the PMO will update, present, and discuss key statistics that are monitored.
Monitoring of participation based on gender	Gender participation, as shown in this deliverable, will be monitored throughout the course of the project by gathering disaggregated data on contribution to output, such as deliverables, reports, workshops, etc. The previous section outlined a baseline on gender participation within the consortium and across WPs. The PMO will strive to update these statistics on an annual basis in view of the in-person General Assemblies. Indicators will describe: • Gender balance in leadership roles (<i>Table 1</i>); • Gender balance per beneficiary (<i>Table 2</i>); • Gender participation within the consortium (<i>Table 3</i>); • Gender participation within the consortium across WPs (monitoring those that are associated with fields that tend to be gender-biased) (<i>Table 4</i>); • Gender balance across admin and finance roles within NBRACER consortium (<i>Table 5</i>).
Monitoring of vertical & horizontal segregation	Given the results presented in the baseline section, vertical segregation is overall balanced but will continue to be monitored to ensure gender balance is maintained.
Monitoring of balanced contribution based on gender across disciplines	Active participation and contributions from women to project deliverables, scientific publications, and other outputs will be encouraged. WPL will seek to monitor participation in

	tasks, and if there is under-representation of either women or men, or a lack of disciplinary expertise, the team will be expanded by inviting additional contributions. At a minimum, these contributions will include reviewing the design and implementation of the research.
Enabling a safe, secure and flexible environment	All project activities requiring physical presence will be held in locations where consortium members can work safely and without discomfort or threat. This includes careful selection of meeting venues and consideration of logistics for attending meetings. If safety or comfort is compromised, appropriate measures will be taken, or alternative locations will be considered. Additionally, project meetings will be organized to allow flexible and remote participation, ensuring family-friendly options for both women and men.

Table 6: Actions to promote gender equality and equal opportunities within the NBRACER consortium

2 Gender and intersectionality in NBRACER's implementation of research and innovation

The previous section outlined the project's baseline on gender participation within the partner organisations and within the consortium. While the monitoring and evaluation of gender dynamics is crucial, implementing gender and intersectional considerations deeply, rather than just superficially through representation, is as necessary for the successful execution of NBRACER's ambitions. Gender-specific analysis ensures that the unique needs, challenges, and priorities of different participants are accurately identified and addressed. Superficial representation alone may not capture these nuances, leading to solutions that fail to meet the real needs of all genders (OECD, 2019).

In the context of the NBRACER framework and the participatory research to be conducted, the research team will engage closely with local and regional stakeholders. While evaluating activities in the regions, members of the NBRACER consortium will remain aware of local gender and power dynamics. This is in recognition of possible social differences within and between the regions.

Considering the role of gender and intersectionality throughout the process is crucial for several reasons:

Inclusive decision-making

Incorporating gender and intersectional perspectives ensures that the needs and voices of all community members are included in decision-making processes. This inclusivity can result in more comprehensive and effective NBS strategies that consider the diverse experiences and priorities of the local population.

Equitable access and benefits

Different groups may have unequal access to natural resources and the benefits of NBS. By taking gender and intersectionality into account, NBS initiatives can be tailored to be more equitable, ensuring that marginalized or vulnerable groups receive the necessary support and benefits (UNEP, 2021).

Addressing social inequalities

Gender and intersectional analysis help uncover and address underlying social inequalities that could influence the success and sustainability of NBS projects. For example, women and marginalised groups might have limited control over land and resources, which can affect their ability to engage in and benefit from NBS initiatives (Buvinic & O'Donnell, 2018).

Community resilience

Understanding how various groups interact with their environment aids in creating NBS that are resilient and adaptable to local conditions. This is especially crucial in regions impacted by climate change, where vulnerabilities can differ significantly depending on gender, age, socioeconomic status, etc. (Buvinic & O'Donnell, 2018).

Maximising the impact of NBS

Also in line with the MIP4Adapt vision, NBS initiatives offer various co-benefits, including enhancements to public health, biodiversity, and livelihoods (UNEP, 2021). By considering gender and intersectionality, it is possible to ensure that these benefits are equitably distributed and that the initiatives do not unintentionally worsen existing inequalities.

While these notions are a common understanding across all the project's WPs and tasks, in particular the following WPs will incorporate the above throughout their workflow:

- **WP6** – responsible for providing innovation support for NBS implementation processes, will develop the required enabling conditions in DRs and RRs (and beyond): enabling conditions include transformative capacity, transformative governance, inclusive and just engagement and behavioural change, policy and legislation, and green finance and business modelling. Specifically, Task 6.4 on inclusive and just engagement and behavioural change is designed to influence the attitudes and behaviours of key stakeholders and partners essential for implementing NBS. Engagement plays a crucial role in shaping these attitudes, which in turn affects behaviour;
- **WP7** – responsible for enabling capacity building for systemic transformation and mainstreaming NBS for replicating regions. Here, best case scenarios and lessons learned on challenges and demands with insights collected by WP1 and WP6 will be used. There can be peer to peer learning through quarterly online interaction meetings/webinars;
- **WP8** – responsible for communication, networking and engagement, will aim to maximise impact via dedicated communication, dissemination, stakeholder engagement activities and exploitation. Specifically, Task 8.2 on engagement and exploitation, will conduct awareness-raising strategies and activities by composing a series of storytelling activities and developing citizen engagement events to create two directional dialogues, as well as tailored communication strategies for local diversity.

Overall, incorporating gender and intersectional perspectives into NBS initiatives not only fosters fairness and inclusivity, but also improves the effectiveness, sustainability and community support for these solutions.

To ensure that gender and social inclusion is consistently and appropriately addressed in each region, as well as in co-design and participatory research, an initial proposition of several actions are defined in *Table 7*. These will be monitored and updated by each WPL in collaboration with the PMB, composed of WPL and RCs on an annual basis:

Action	Description of Action
Inclusion of gender balance in regional reports from workshops (WP1)	In each regional report draft after each workshop, gender balance participation from the stakeholder involvement will be monitored. It will be reported in simple indicators such as created for the project consortium, including at least gender balance of contributors, as well as horizontal and vertical segregation.
Encouragement of equal participation of women and men (all WPs)	Efforts will be made to encourage equal participation of women and men in the multi-actor platforms, activities, publications, etc. in consultation with the stakeholders and participants involved. The overarching goal is to achieve approximately 50% representation of women.
Selection criteria of interview, workshop, webinar, etc. participants (all WPs)	The selection criteria for interview participants will consider gender. In cases where the interview objectives are gender-neutral, efforts will be made to achieve equal representation of genders.
Addressing gender-related topics during knowledge-sharing workshops, seminars, sessions, webinars, masterclasses, etc. (WP6-7-8)	During these activities gender-related topics can be addressed and NBRACER partners can provide numbers from stakeholder and local participation.
Communication & Dissemination (storytelling) (WP8)	The project's communication strategy and actions will aim to highlight the role of women in climate resilience and climate adaptation NbS projects by showcasing female participants and sharing their success stories. By conducting interviews with local communities, the project will also contribute to the goal of local citizen engagement. An organisational Handbook for regions D8.3, was created to give outlines from each region and landscape to be used as guides to inform different audiences and build awareness, foster community participation, and support the broader adoption of NbS, including actions to engage with difficult-to-reach groups. WP8 is also planning to conduct a workshop on gender and intersectionality in NBS projects during the 3rd General Assembly in October 2024. In addition, as part of the Task Force 4 communications of NetworkNature Plus, WP8 will present an educational workshops model idea at the annual event in Brussels in September 2024 focused on "Understanding the role of gender and intersectionality in NbS projects across European regions". This idea will be tested and validated EU NbS projects.
Capacity-building (WP7)	The training and capacity development activities will aim for gender balance by incorporating gender as a criterion in the selection of participants.
Exploitable/valorising KERs (all WPs with the help of WP8 – Exploitation team)	The project aims to produce a number of KERs (e.g. integrated balanced portfolio of solutions and pathways for scaling up in each of the 3 landscapes, etc.) and will ensure balanced intersectional gender participation and involvement in both the development and exploitation of these assets. It will also ensure that gender and power dynamics are taken into consideration.

Table 7: Actions to promote gender equality and equal opportunities in NBRACER's implementation of research and innovation

Conclusion

In conclusion, this GAP serves as a starting point for a continuous reminder of gender equality and inclusivity in the consortium via monitoring, evaluation and consequent actions to be tackled throughout the project. Section 1 on gender dynamics monitoring and evaluation has shown that this project's consortium counts for high numbers of female participation. This data is especially true for the overall gender distribution across WPs. Section 2 on the implementation of gender and intersectionality in research and innovation argues how these values are to be considered throughout the life of the project for a successful execution: while it is vital to monitor and evaluate gender dynamics, it is argued that truly embedding gender and intersectional considerations, beyond mere token representation, is equally important for achieving NBRACER's goals.

Although the analysis provided should be considered as a first estimate, since the numbers will likely change as the project develops and may not fully capture all staff, it still serves as a valuable tool for raising awareness within the consortium. Raising awareness is essential for fostering gender equality and inclusivity. This effort is supported by additional actions outlined in this GAP, which aim to monitor and enhance the involvement of both women and men, including in project outcomes like publications and scientific articles. The report also defines measures to ensure equal participation during regional engagements, where the research team will actively collaborate with citizens, stakeholders, and decision-makers through participatory research.

Annex 1

General gender data of your organisation

1. What is the name of your organisation?
2. What is the total number of women working at your organisation?
3. What is the total number of men working at your organisation?
4. If relevant, what is the total number of gender-neutral persons working at your organisation?

Please answer with N/A if this data is not available.

5. Is there a gender policy in place at your organisation?

(Possible answer: Yes/Yes (in preparation)/No)

6. What is the total number of people from your organisation involved in the NBRACER project?
7. Of these how many are women?
8. How many are men?
9. How many are gender-neutral persons?

Please answer with N/A if this data is not available.

Gender data of your organisation in NBRACER: Research Sector

10. Of the total number of people involved in NBRACER from your organisation, how many are involved in Research WPs?
11. What is the total number of women in the Research WPs for the NBRACER project?
12. What is the total number of men in the Research WPs for the NBRACER project?

13. If relevant, what is the total number of gender-neutral participants from your organisation involved in the Research WPs for the NBRACER project?

Gender data of your organisation in NBRACER: Admin & Finance Sector

14. Of the total number of people involved in NBRACER from your organisation, how many are in Admin & Finance?
15. What is the total number of women in the Admin & Finance sector for the NBRACER project?
16. What is the total number of men in the Admin & Finance sector for the NBRACER project?
17. If relevant, what is the total number of gender-neutral persons from your organisation involved in the Admin & Finance sector for the NBRACER project?

Please answer with N/A if this data is not available.

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