

Developing Leadership Capacity for WEFE Nexus Actors

Water-Energy-Food-Ecosystems (WEFE)

GREAT International
Governance LAB



A scoping study conducted for the NEXUS Gains Initiative in 2022 illuminated significant gaps in the understanding and capacity of stakeholders, particularly women professionals, in effectively implementing Water-Energy-Food-Ecosystems (WEFE) nexus approaches in Nepal. The study done in Nepal highlighted that despite the critical interconnectedness of these sectors and their pivotal role in achieving sustainable development goals, there exists an inadequate level of comprehension and capability to implement WEFE nexus strategies at various scales.

Women professionals in WEFE sectors face gender-specific challenges that impede their ability to advance and influence strategic decisions. Despite expressing confidence in their own skills, they often feel compelled to continually prove themselves in a male-dominated work environment. The study underscored the necessity for confidence-building initiatives, leadership development programs, and enhanced gender analysis skills to empower women professionals to navigate these obstacles effectively.

Moreover, organizational challenges such as sectoral silos, inconsistent policies, and a lack of coordination hinder efforts to address WEFE nexus issues comprehensively. Despite recognizing the interconnectedness of these sectors, there is a notable absence of articulated understanding within relevant government policies and strategies.

In response to these findings, a Leadership Development Program was devised to address the identified gaps. The program aimed to augment technical knowledge, advocacy skills, and transformational leadership capacity among WEFE sector professionals. It sought to cultivate collaborative networks, harness the assets of women professionals, and dismantle structural barriers to gender equality and social inclusion within the WEFE sectors. Additionally, the integration of mentoring into the program aimed to provide support for career development and retention, with a specific focus on engaging men as advocates for gender equality.

