

11-12 FEBRUARY 2025

RABAT, MOROCCO

Institut Agronomique et Vétérinaire Hassan II



WEFE NEXUS INTERNATIONAL CONFERENCE

**EXPLORING AND BRIDGING NEXUS FOR
A SUSTAINABLE FUTURE**



These projects are part of the
PRIMA programme supported
by the European Union.

WEFE NEXUS INTERNATIONAL CONFERENCE

Day 1 – 11th February 2025

PILLAR 2: GENDER AND WEFE NEXUS GENDER AND WEFE RESULTS IN PRIMA PROJECTS



Assessing the BONEX Project Through a Gender Lens:
Individual and Collective Perspectives on Gender
Dynamics.

***Gabriela de Abreu, Irene Pérez-Ramírez, Enrica Garau,
Antonia Lorenzo***



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Lorenzo**



UNIVERSIDAD
DE ALMERÍA



CENSE
center for environmental
and sustainability research



BIOAZUL



PRIMA
IN THE MEDITERRANEAN AREA



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Index



Source: IUCN, genderandenvironment.org

- BONEX project: The Gender Committee
- Research context: the importance of gender in Nexus approaches
- Why was the survey conducted?
- Methods: Survey presentation
- Results
- Comparing BONEX results with other PRIMA projects
- Lessons Learned and take-home messages

The Gender Committee

The Gender Committee in BONEX ensures that **gender balance and diversity are embedded in decision-making processes**, fostering an **inclusive environment** that drives sustainable development.



The BONEX project evaluates strategies for gender and minority impacts, aligning with the UfM Water Agenda & UN Women's Empowerment Principles, while a dedicated Gender Committee ensures comprehensive representation of related concerns.

- Women represent **43.5%** of the BONEX workforce and hold leadership positions in decision-making bodies, including 3 out of 5 WPs and 50% representation in the External Advisory Board.
- The Gender Committee consists of 29 members, with women comprising **55.2%** of its composition, analyzing social relations and norms through a gender lens.
- BONEX employs various gender strategies, including awareness materials, dissemination integration, committee training, partner support, and a Gender KPI questionnaire.

Exploring BONEX GENDER ACTION PLAN

Overview of the Objectives

The goal is to challenge gender stereotypes, promote women's participation across various sectors, and achieve gender balance within our project and partner organizations.

Assessment of Gender Balance

Assessing gender balance across all project levels, including team implementation, RWG and DP Local Steering Groups, and event speakers & participants in the BONEX project.

Establishment of Gender Committee

Form a Gender Committee involving all partners to integrate gender perspectives into project activities and outputs, addressing stereotypes and analyzing social norms.

Dissemination of the results

Promoting gender equality alliances and highlighting successful women in the field are crucial. Our main focus is enhancing partners' capacity in gender mainstreaming.

BONEX GENDER COMMITTEE

Research context

The importance of gender in nexus approaches

*“Gender dynamics play a crucial role within the water–energy–food–ecosystems (WEFE) nexus, as women often have different roles and responsibilities related to water, energy, and food production”
(McCartney et al., 2024).*



Most emerging nexus approaches **don't adequately consider** gender equality and social inclusion (GESI) considerations in water–energy–food–ecosystems (WEFE) approaches

Typically, these approaches **fail to reflect and address** gender aspects: who makes decisions, on whose behalf? Who does the work? Is there gender equality and social inclusion?

Promoting gender equality in decision-making processes is essential for achieving the **sustainable development outcomes** in WEFE nexus approaches

Gender perspectives should be **identify, visibilize, support and discuss** into WEFE Nexus

Source: IUCN, Gender-based violence and environment linkages

Aims and objectives

Why did we choose to explore the gender within the BONEX project?

- **Assess gender balance** within the BONEX project and **identify disparities**
- Understand **perceptions** of gender equality among project members
- Promote **inclusivity** and ensure **equal opportunities** in participation and leadership
- **Raise awareness** about gender-related challenges and opportunities in scientific collaboration
- **Providing insights** that can be used to enhance gender considerations **in future** international initiatives
- Strengthen gender WEFE strategies by integrating **diverse perspectives**



Methods

Survey: mixed questions (open-ended; yes/no questions; Likert scale questions)

To whom? BONEX project team

Format: Google form, online

Thematic section of the survey:

Session 1: Related to BONEX as a project (reflecting on gender in BONEX project)

Session 2: Related to individual scale (reflecting on gender from a personal perspective)

Session 3: Demographic characterization (age, gender, profile, country)

Analysis: we build the database and analyze the data



WEFEm: Gender Perspective in the Bonex Project

Does gender influence conversations within Nexus WEFE in Bonex?

egarau@ual.es [Cambiar de cuenta](#)

No compartido

* Indica que la pregunta es obligatoria

RELATED TO BONEX AS A PROJECT:

1) Do you believe this project (= Bonex) has considered a gender perspective? *

☐ Yes

☐ No

2) Do you think the project addresses gender issues as important factors within its scope? *

☐ Yes

☐ No

Results

Have you ever witnessed gender issues in your working environment?

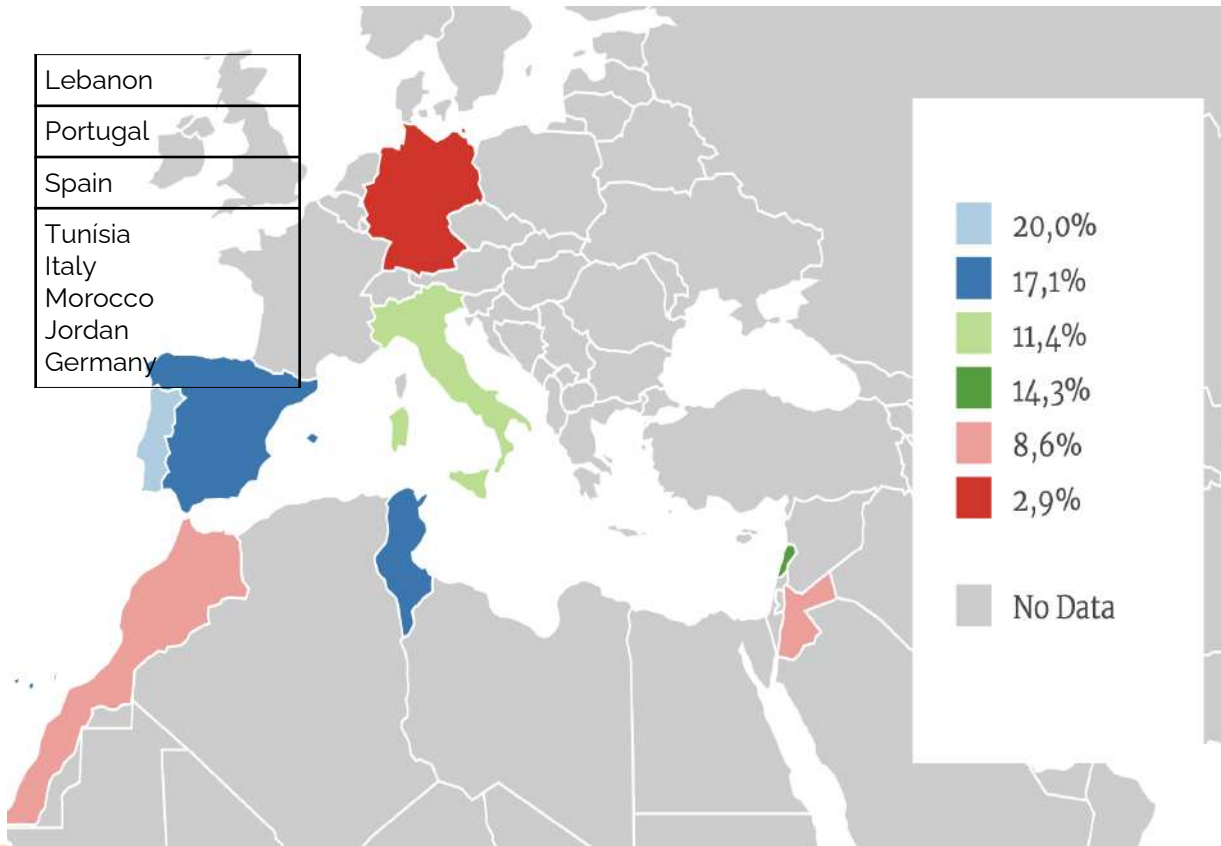


Join at:
[ahaslides.com/
OE94H](https://ahaslides.com/OE94H)

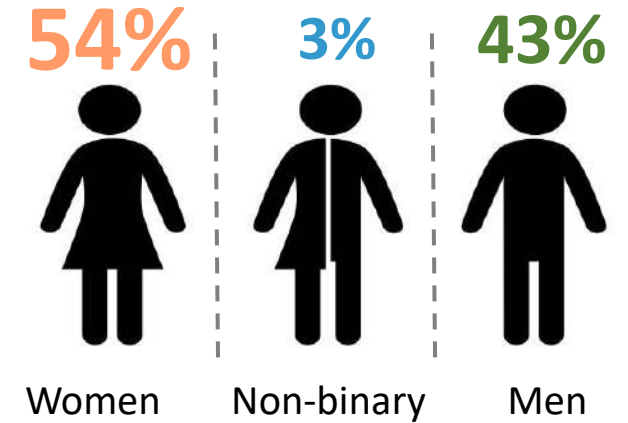
Sociodemographic characterization of the social sample

Geographic distribution of respondents

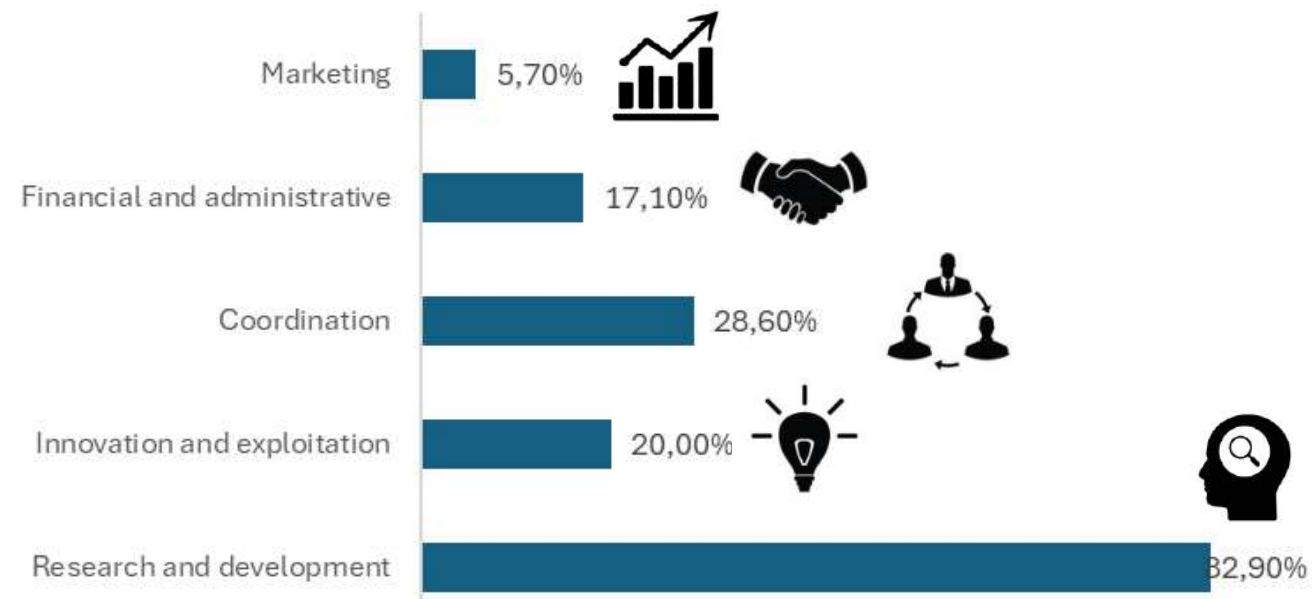
8 countries → N=35



Gender



Role



Gender perspective: within BONEX as a project



Related to BONEX



94%

Agree that BONEX has considered a gender perspective



15%

Do not consider that gender issues are addressed as important

Gender plan in BONEX

Knowledge about gender plan



83%
Respondents

Have read it



27%
Respondents



75%
of respondents that read it were women



BONEX
Boosting Nexus Framework
Implementation in the Mediterranean

Deliverable 5.6
Gender Action Plan

Funding scheme:	PRIMA		
Project Coordinator:	BIOAZUL		
Start date of the project:	01.05.2022	Duration of the project:	36 months
Contractual delivery date:	31.10.2022 (deadline as stated in the DoA)		
Actual delivery date:	31.10.2022		
Contributing WP:	WPS: Project Management and coordination		
Dissemination level:	Public		
Responsible partner:	Antonia Lorenzo – BIOAZUL		

Related to BONEX

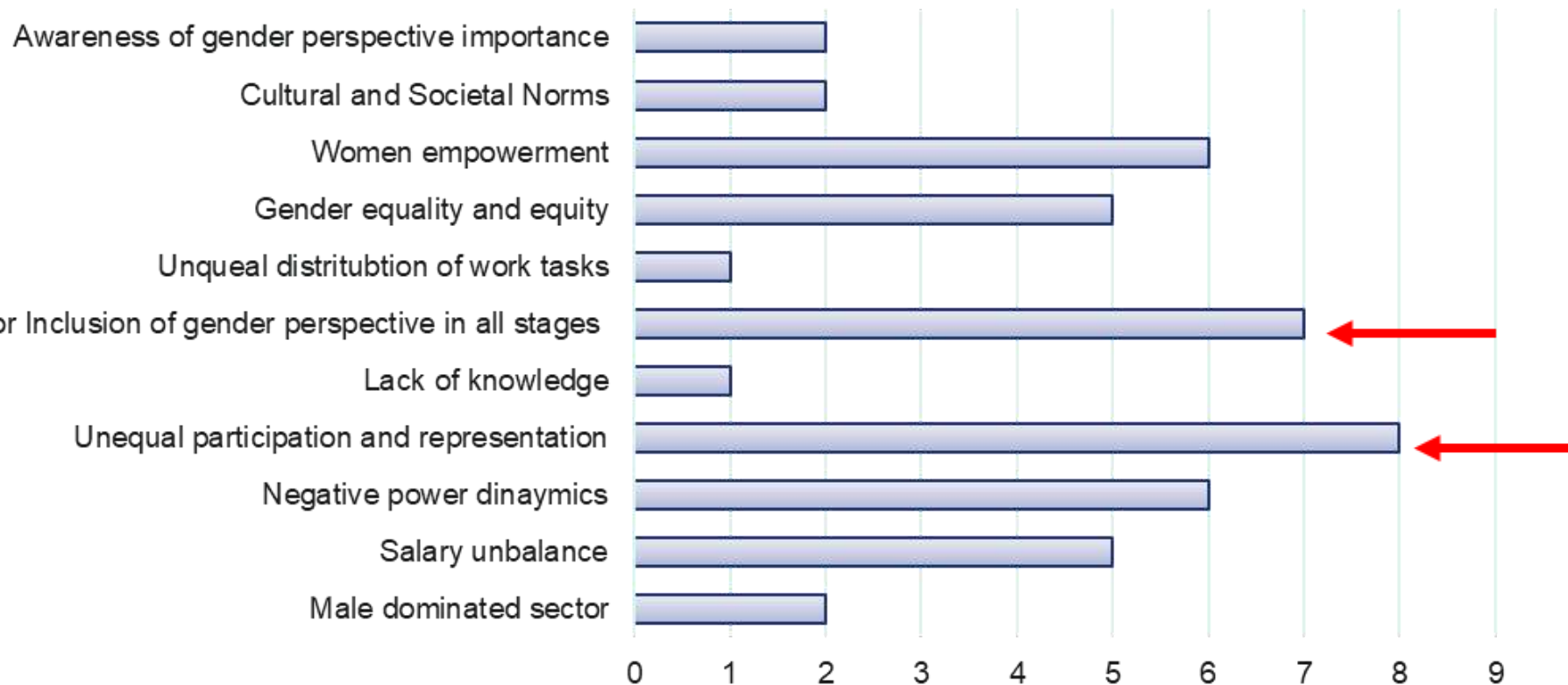
Gender related issues that should be addressed



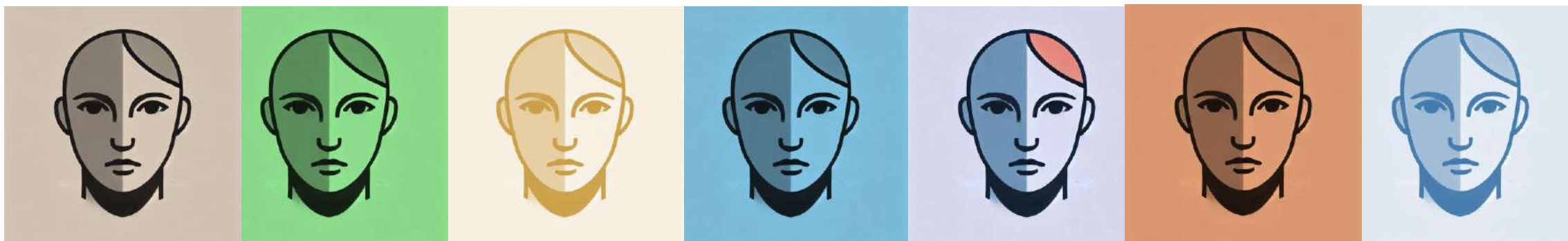
“Making sure that gender dimension is fully acknowledged in activities and products”

“Gender issues includes salaries unbalances, gender abuse on labor tasks”

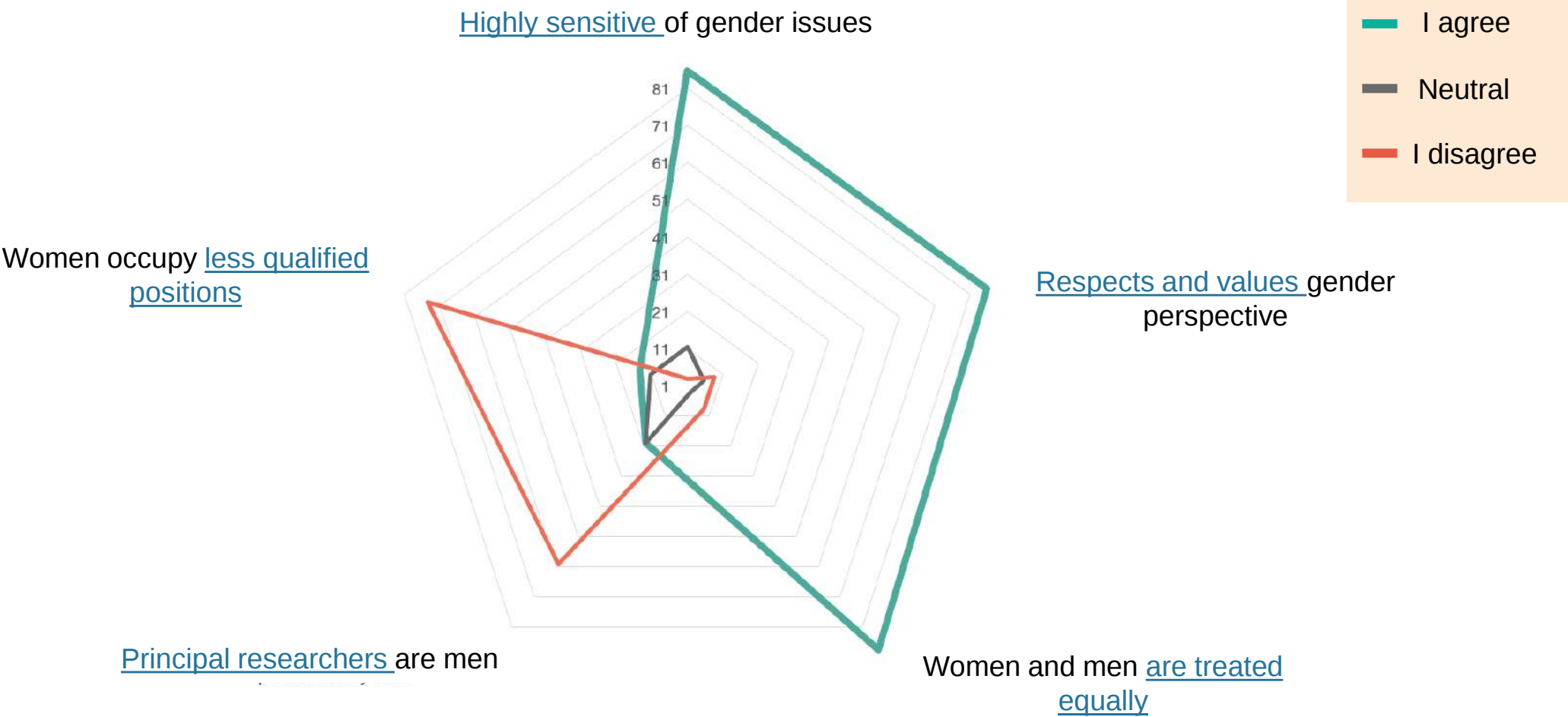
“Higher participation of women as stakeholders and project partners”



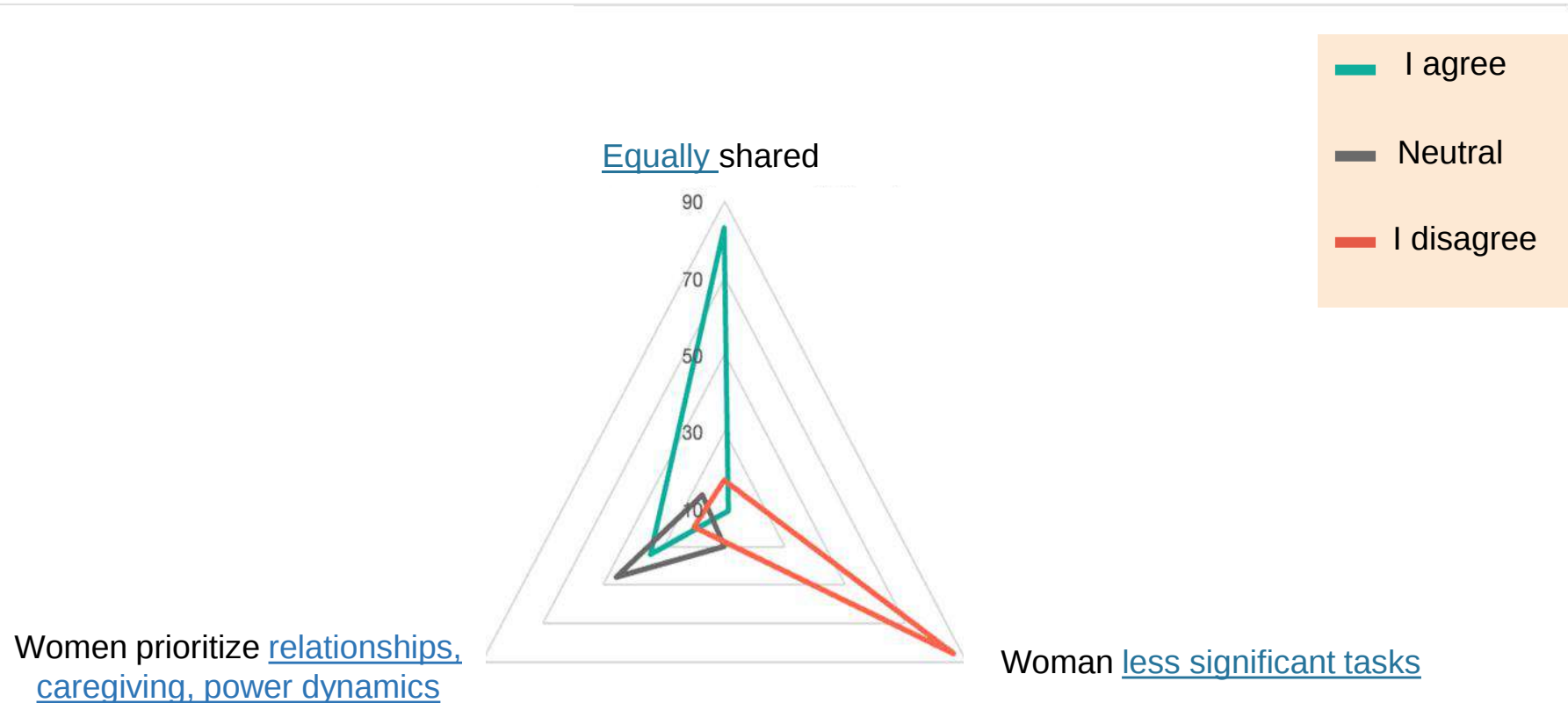
Gender perspective: Individual level



Gender equality and awareness in role distribution and leadership



The role of gender in task distribution



The role of gender in group dynamics and workplace inclusion

The presence of women in a working group...

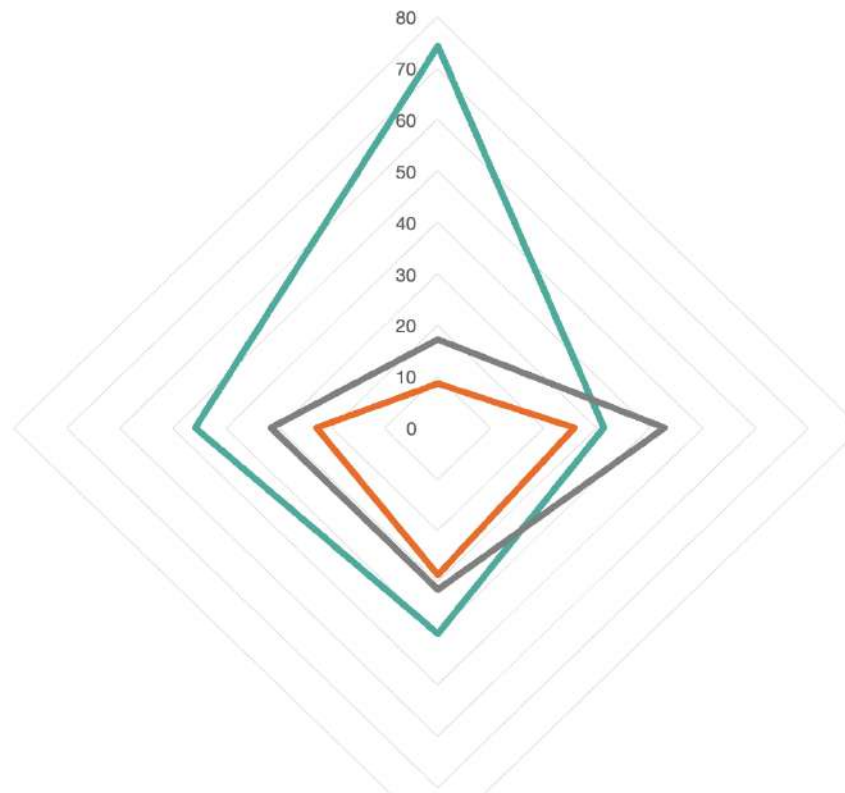
I feel safe for discuss any topic

Facilitate communication processes

It is easier to communicate my ideas

I feel free to express my opinion

I agree
Neutral
I disagree



To summarize.....

Gender awareness and sensitivity

Task and leadership distribution



Communication perception and expression safety



“Do you have personally experienced or witnessed instances of gender-based discrimination or bias within the project environment?”

**14% of the responses said YES
100% were about women**

What measures do you think BONEX should implement to support a gender perspective process?



Sharing experiences
69%



**Networking and
partnership**
66%



**Building and
training**
63%

Mentoring 49%

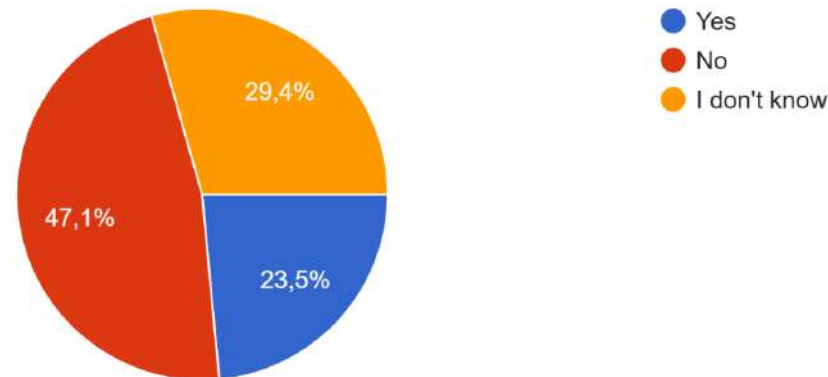
Implementing gender policies 43%

Hosting seminars 40%

And what about others Nexus PRIMA projects?

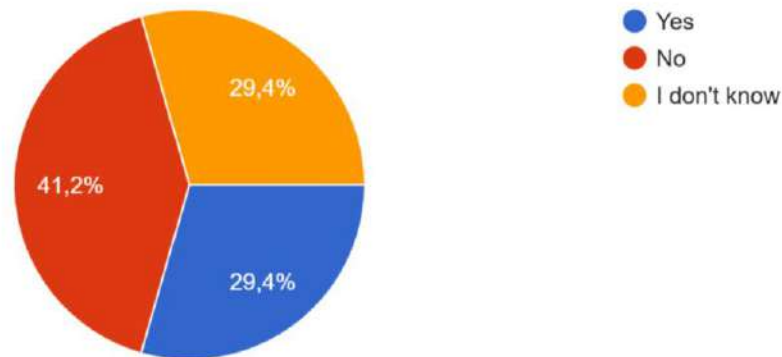
4) Do you know if your project has a Gender Committee?

17 respuestas



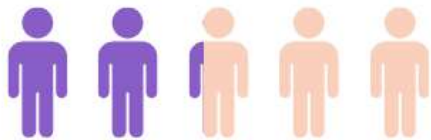
5) Has your project delivered/or is going to deliver any gender related report (gender plan, deliverable...)?

17 respuestas



Have you read the gender plan/ report?

Prima projects

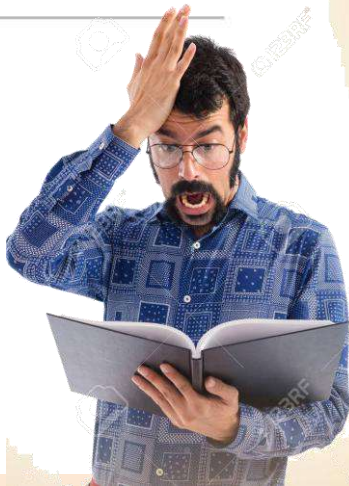


45%
Respondents

Bonex



27%
Respondents

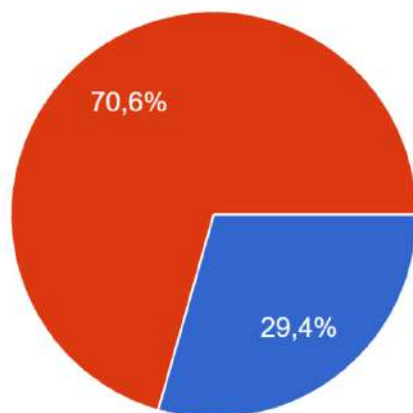


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And what about others Nexus PRIMA projects?

10) Are there any gender-related problems within the project?

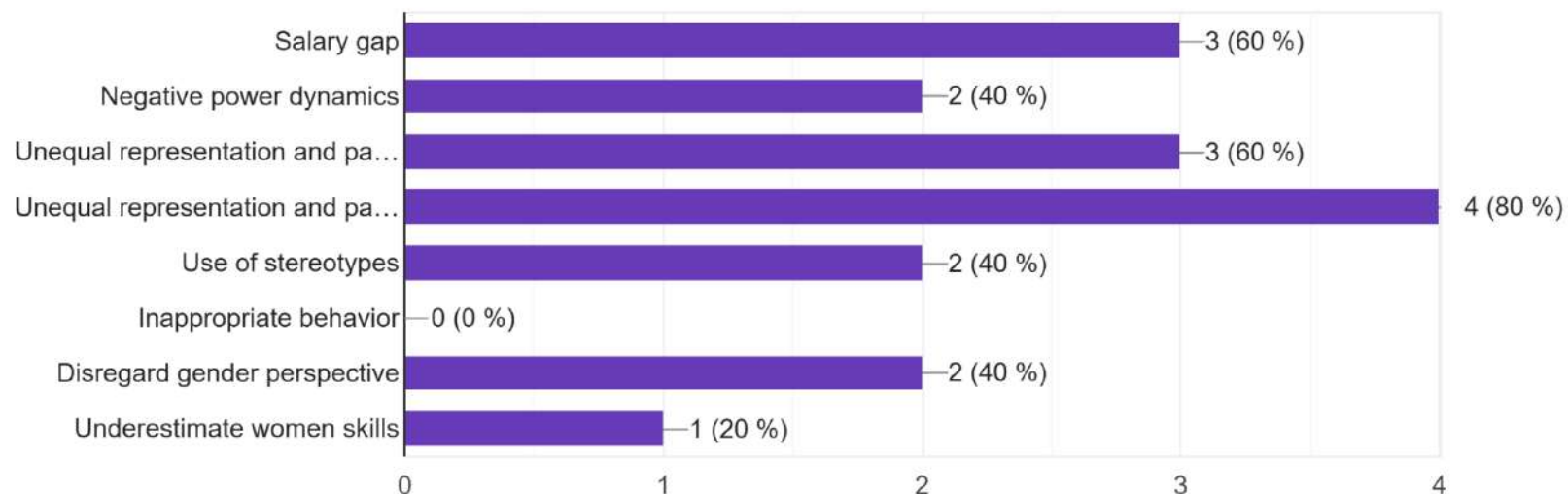
17 respuestas



● Yes
● No

If yes, what kind?

5 respuestas



What measures do you think the project should implement to support a gender perspective process?



**Networking and
partnership**

52%



**Identification of
gender related
initiatives and
inspiring people**

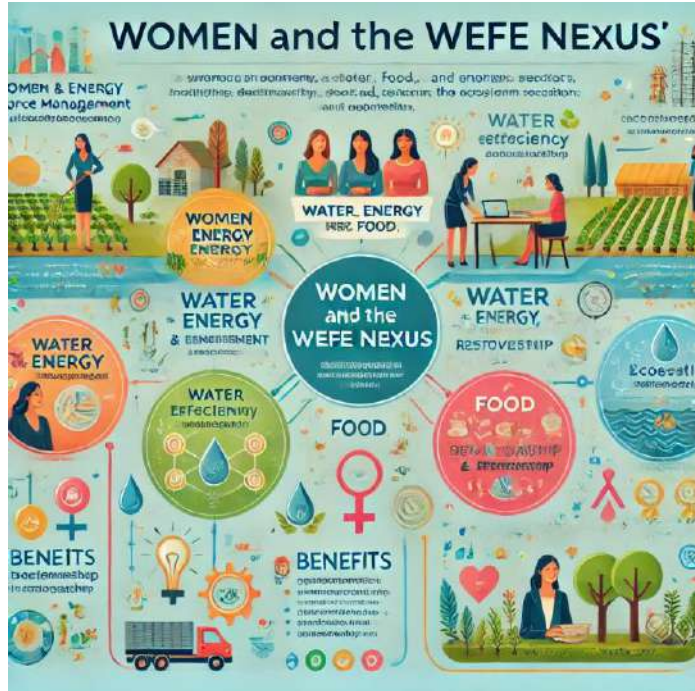
47%



**Building and
training**

41%

Lessons learned and take-home messages!



- **Transformative Role of Women in Sustainability:**
 - ✓ **Gender Equality is essential for sustainable outcomes:** Integrating a gender perspective is not an optional add-on but a core element of achieving equitable and effective outcomes in WEFE Nexus projects.
 - ✓ **Importance of Gender Equality in the WEFE Nexus:** Women play a central role in efficiently managing resources (water, energy, and food), especially at household and rural levels. Integrating women's perspectives enhances efficiency, reduces waste, and generates positive environmental impacts.
 - ✓ **Promoting gender equality in business and policymaking strengthens communities and resilience.**
- **Avoid Gender Washing:** It's crucial to ensure that the gender perspective is meaningful and not just symbolic. Gender equality efforts must go beyond superficial measures and actively influence project design, implementation, and evaluation.
- Gender equality is essential to achieving **sustainable development goals (SDGs)** and **ensuring regional stability**.

Lessons learned and take-home messages!



Some recommendations...

- Mandatory **Gender Equality Plans**
- Monitoring and **Indicators**
- **Gender Committees** for support
- **Sensibilization, information and training** about gender
- Promote Women's **Leadership**
- **Participatory** Approaches
- Transparency and **Inclusive** Communication

Lessons learned and take-home messages!

Gender is a central pillar of Scientific Excellence (Antonella Autino, PRIMA)



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@PrimaProgram