



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

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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 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 **identified, supported, and discussed** into WEFE Nexus

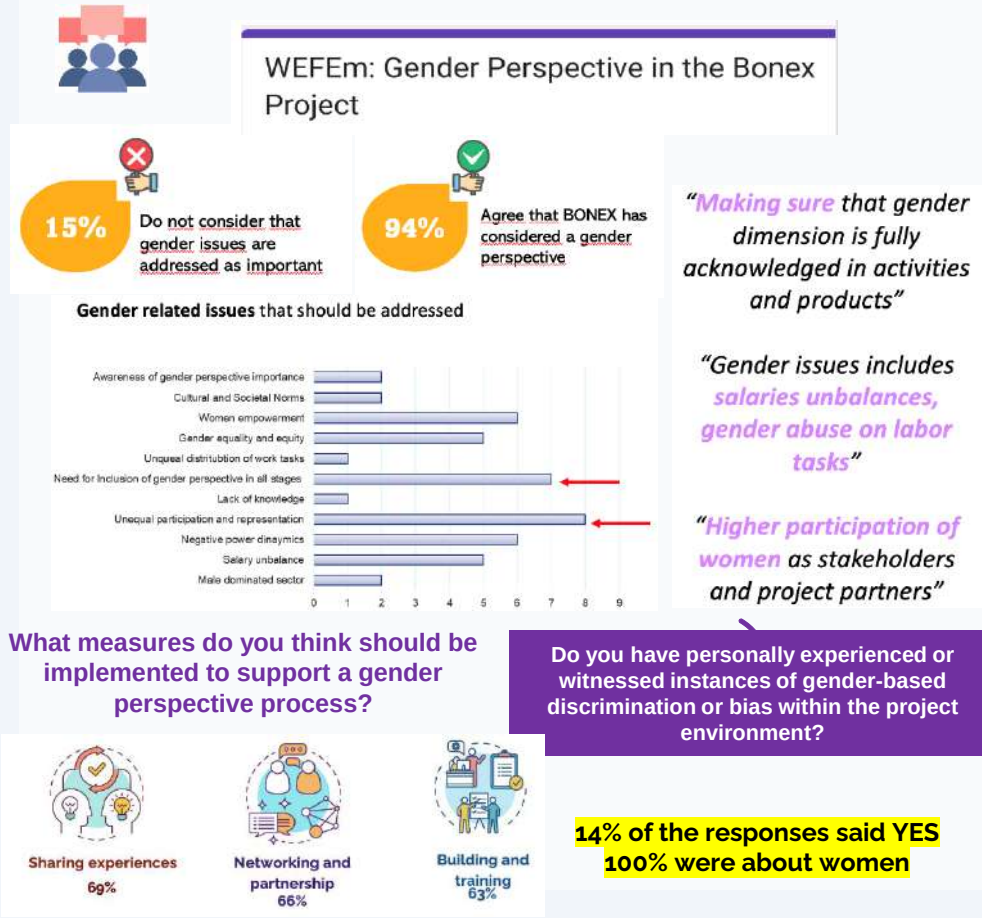
- The BONEX project evaluates strategies for gender and minority impacts, aligning with the UfM Water Agenda & UN Women’s Empowerment Principles, while a dedicated Gender Committee ensures comprehensive representation of related concerns.
- Women represent **43.5%** of the BONEX workforce and hold leadership 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

Results and impacts



Uniqueness and innovation

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.

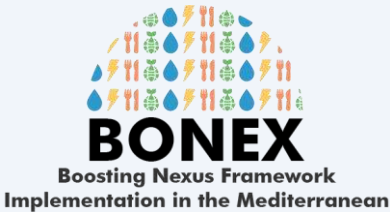
Avoid Gender Washing: It’s crucial to ensure that the gender perspective is **meaningful and not just symbolic**. Gender equality efforts must go beyond superficial measures and actively influence project design, implementation, and evaluation.

Take a look at our Gender Equality initiatives in BONEX:
<https://bonex-prima.eu/gender-equality/>



Scaling up

- Mandatory **Gender Equality Plans**
- Monitoring and **Indicators**
- Gender Committees** for support
- Awareness raising** and formation about gender
- Promote Women’s **Leadership**
- Participatory** Approaches
- Transparency and Communication**



This project is part of the PRIMA programme supported by the European Union.

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