

Women's Empowerment and Entrepreneurship in the Transition to Low-Carbon Economies

*Women's Empowerment in Development (WED) Lab
Seminar Series*



International Development Research Centre
Centre de recherches pour le développement international

Panelists



Bipasha Baruah,
University of
Western Ontario
(Facilitator)



Françoise Nduwimana
(Global Affairs
Canada)



Laurent Jodoin
(Econoler)



Joanne Lebert
(IMPACT)



Patience Singo
(IMPACT)



Seminar/Webinar Format



- Opening presentation by facilitator
- Audience Q&A

Break

- Expert panel discussion
- Audience Q&A

Participants on Zoom can email questions to: kathleen.grantham@mcgill.ca



Dr. Bipasha Baruah (Facilitator)



Professor and Canada Research Chair in
Global Women's Issues



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Number of jobs created for every \$1 million invested

OIL & GAS



CLEAN ENERGY (wind, solar, hydro and biomass)



Where do you want Canada to invest?

*Blue Green Canada. (2012, November 22).

More Bang For Our Buck: How Canada can create more jobs and less pollution.



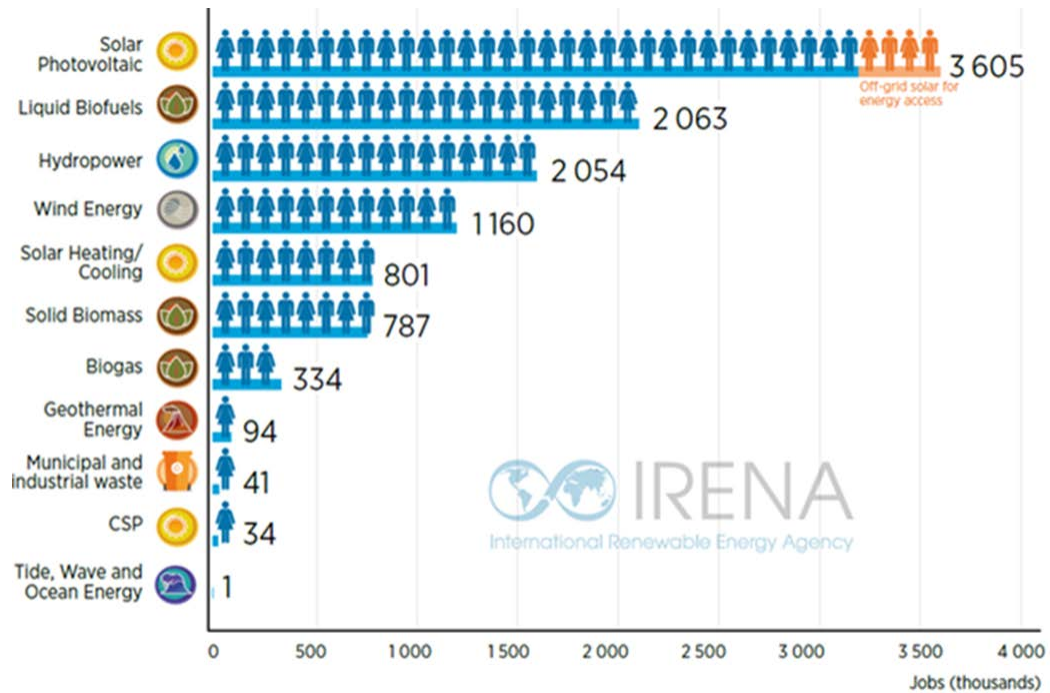
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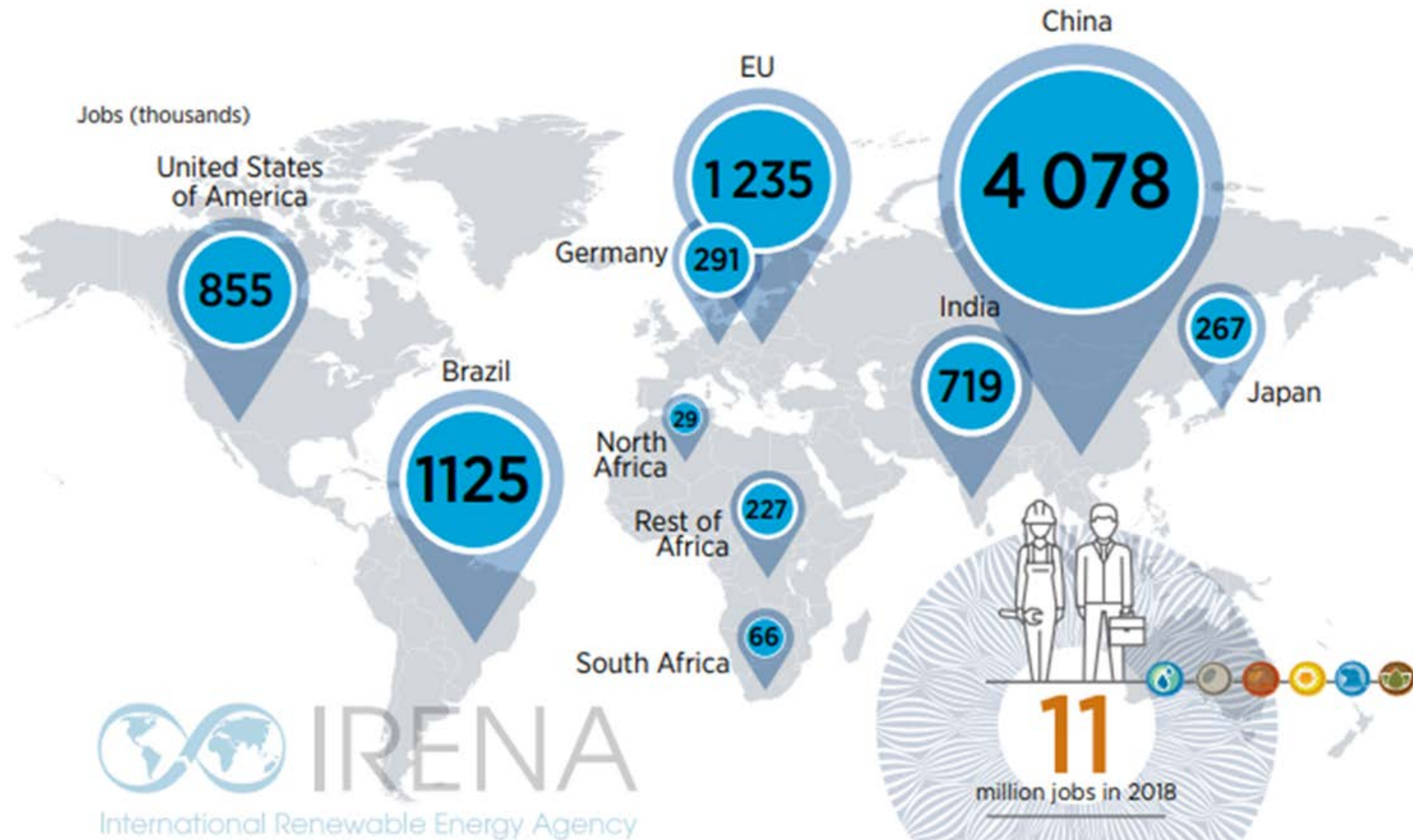




IRENA
International Renewable Energy Agency

Key Numbers

- 11 million jobs in 2018
- 39% of all renewable energy jobs are in China
- 3.6 million jobs are in the solar PV industry
- 32% of renewable energy jobs are held by women



Source: IRENA jobs database.

Disclaimer: Boundaries and names shown on this map do not imply any official endorsement or acceptance by IRENA.



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IRENA Global Survey 2018



1 440

respondents to the
IRENA Gender Survey

1 155

responses from
individuals

285

responses from
organisations

144

countries represented
in the responses

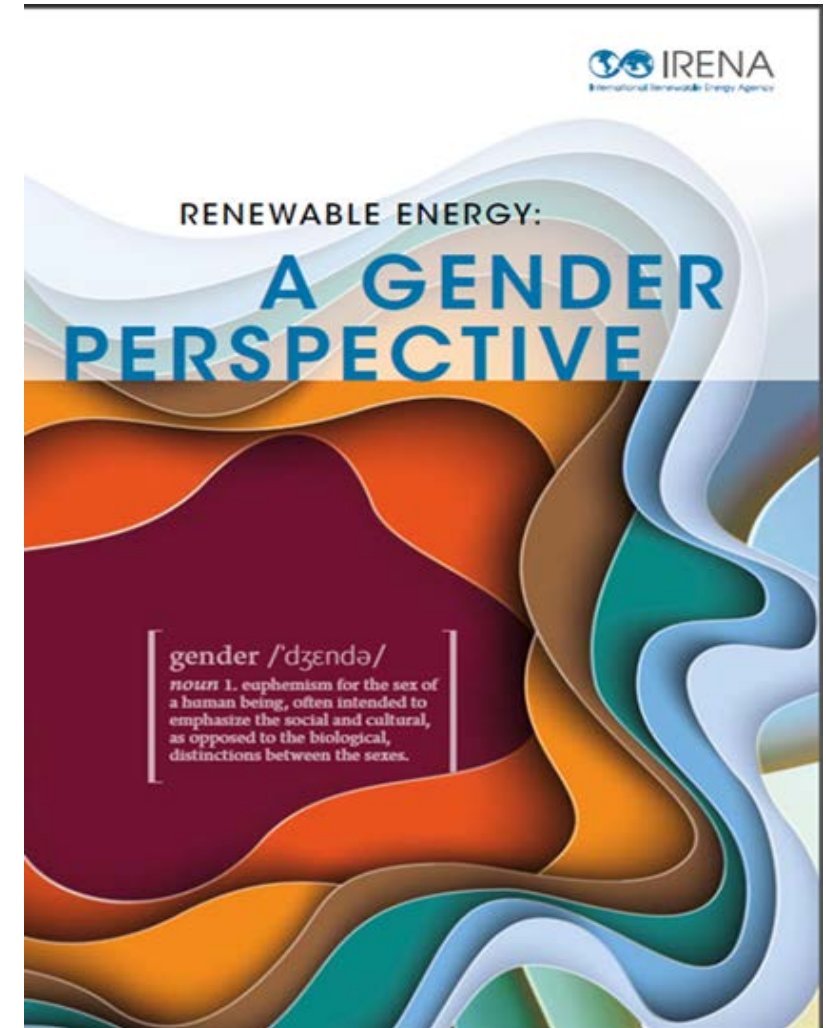


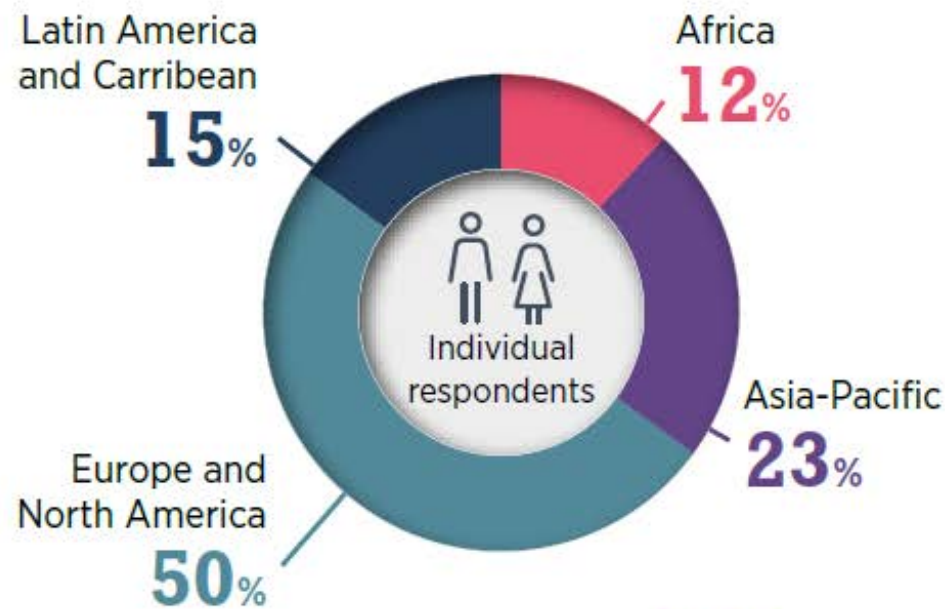
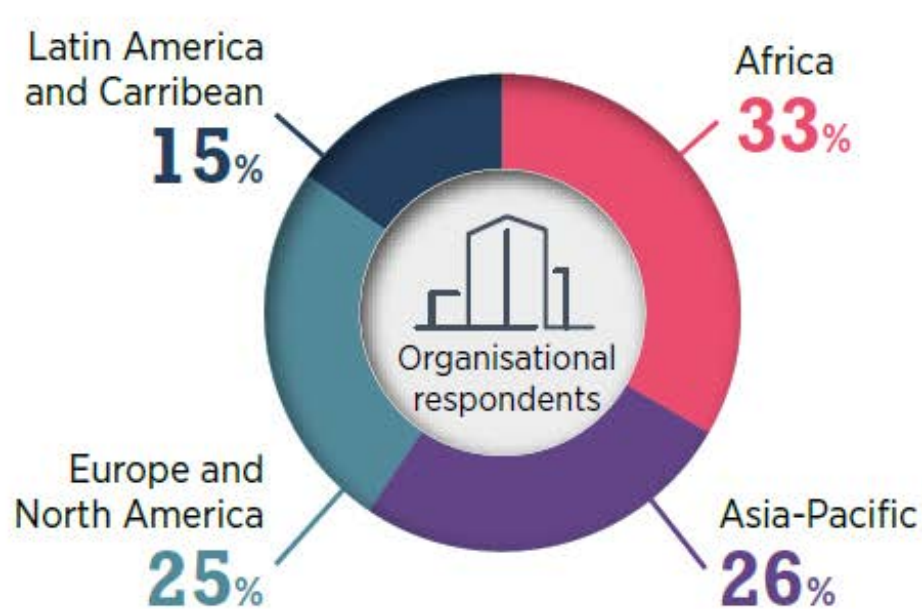
Figure 1.1 Geographical distribution of survey respondents



Source: IRENA online gender survey, 2018.

Note: Baseline map data ©2018 Google, overlaid with data points from the survey.

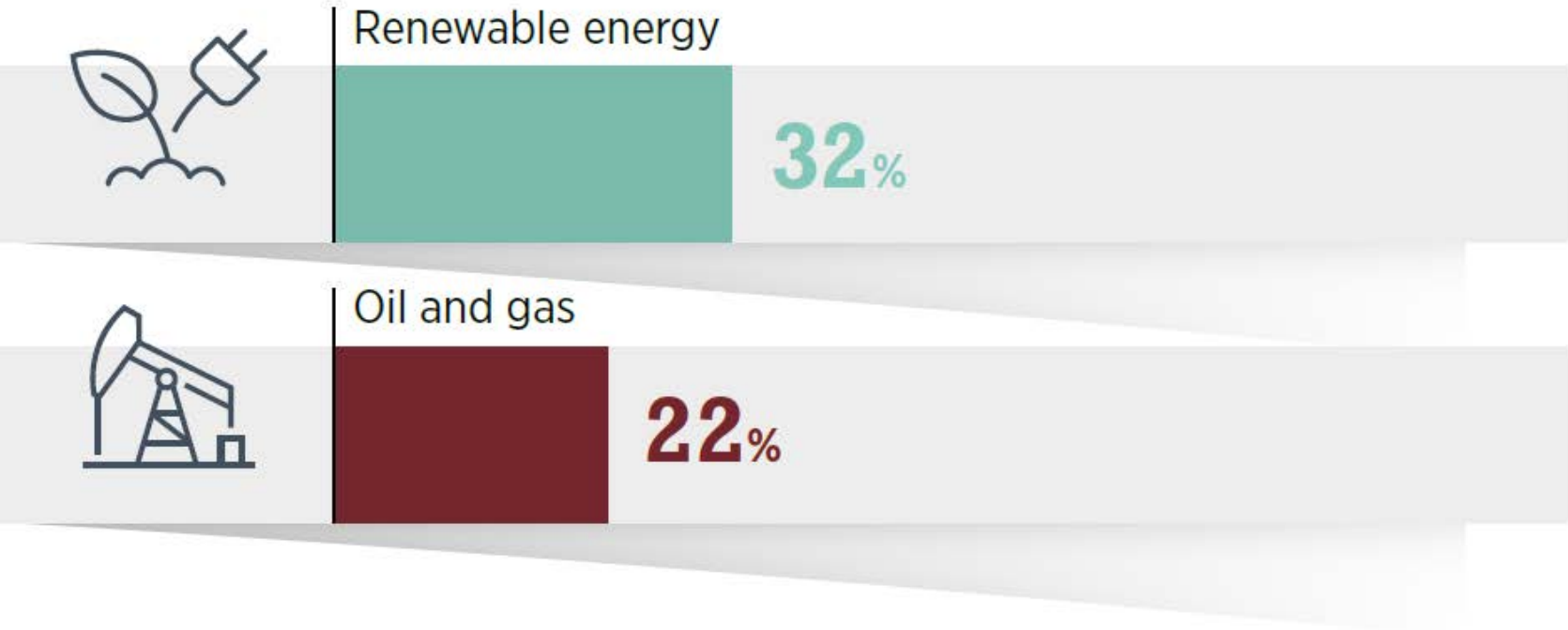
Figure 1.2 Distribution of survey respondents by region



Source: IRENA online gender survey, 2018.

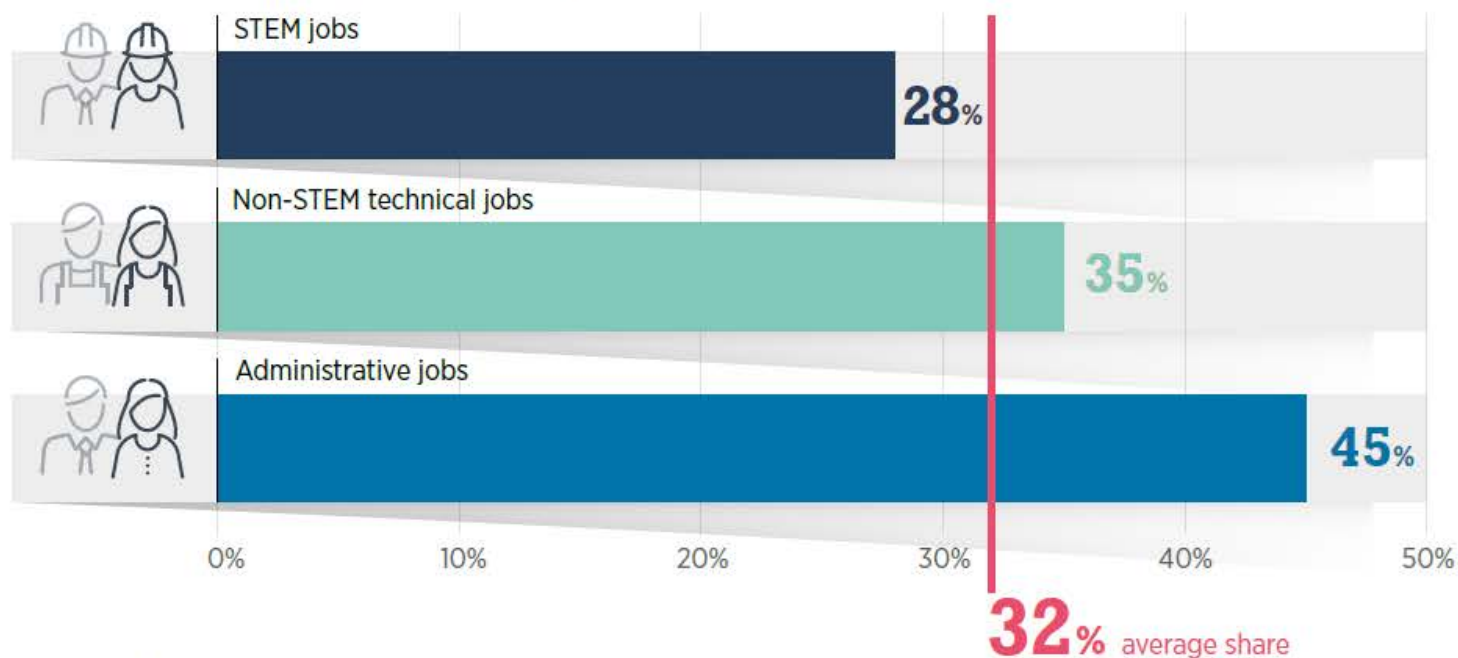
1 Percentages do not add up to 100 due to rounding.

Figure 2.2 Share of female full-time workforce in renewable energy and oil and gas



Sources: IRENA online gender survey, 2018;
Rick *et al.* (2017).

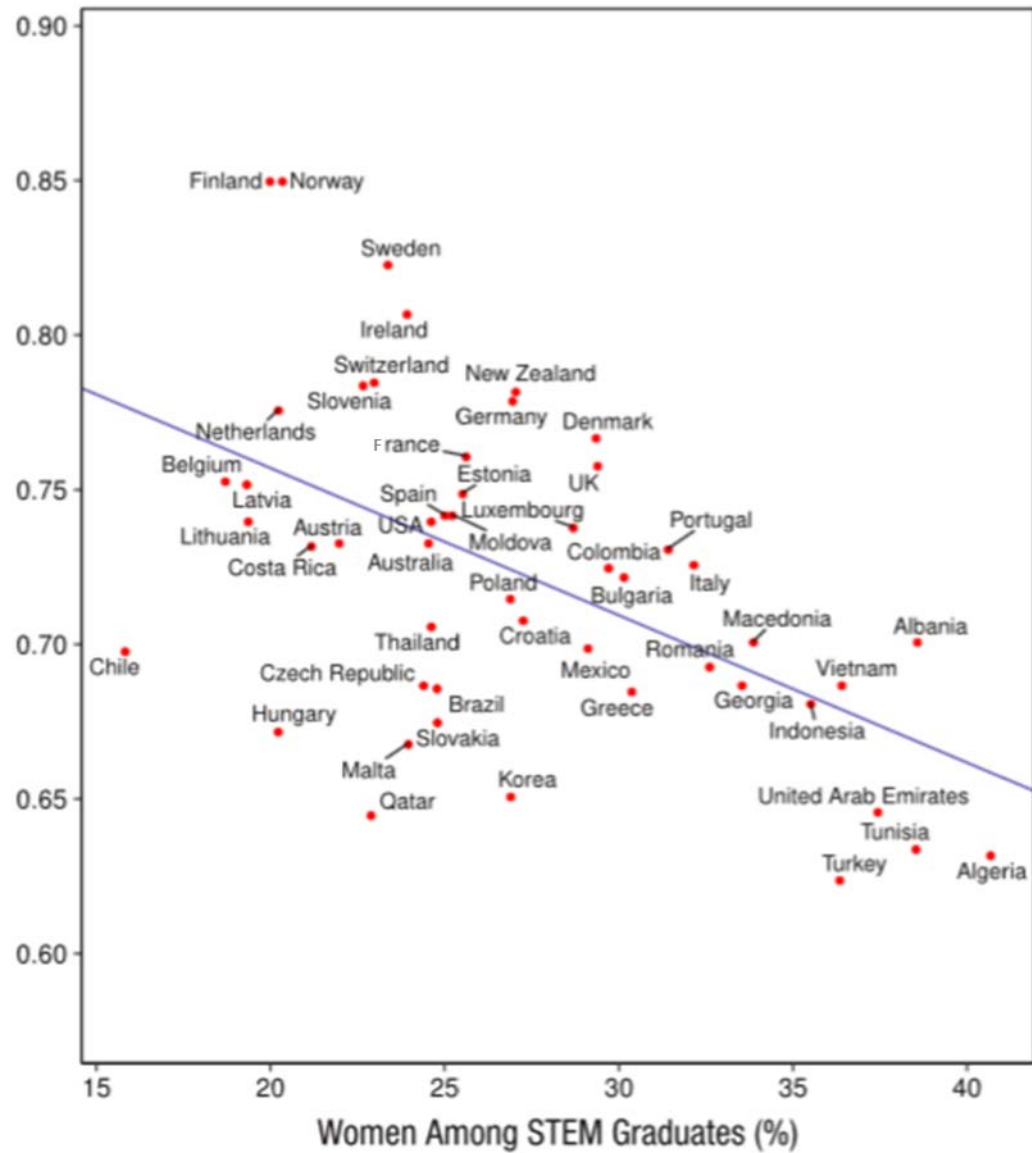
Figure 2.5 Shares of women in STEM, non-STEM and administrative jobs in renewable energy



Source: IRENA online gender survey, 2018.

Notes: STEM = science, technology, engineering and mathematics.

The vertical line indicates the average share of women in renewable energy jobs among survey participants.



75% | **40%**

Shares of women and men who perceive that women face barriers.

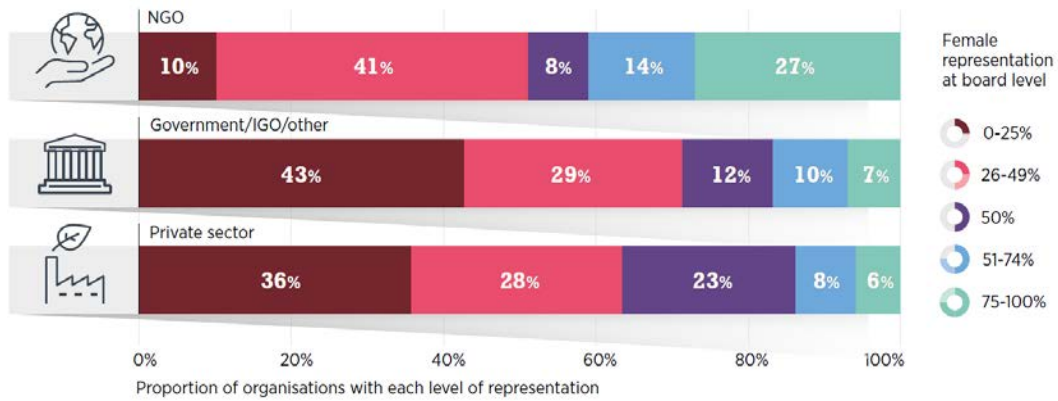
69%

of survey participants were women

60% | **29%**

shares of men (left) and women (right) in sample who believe the genders are paid equally

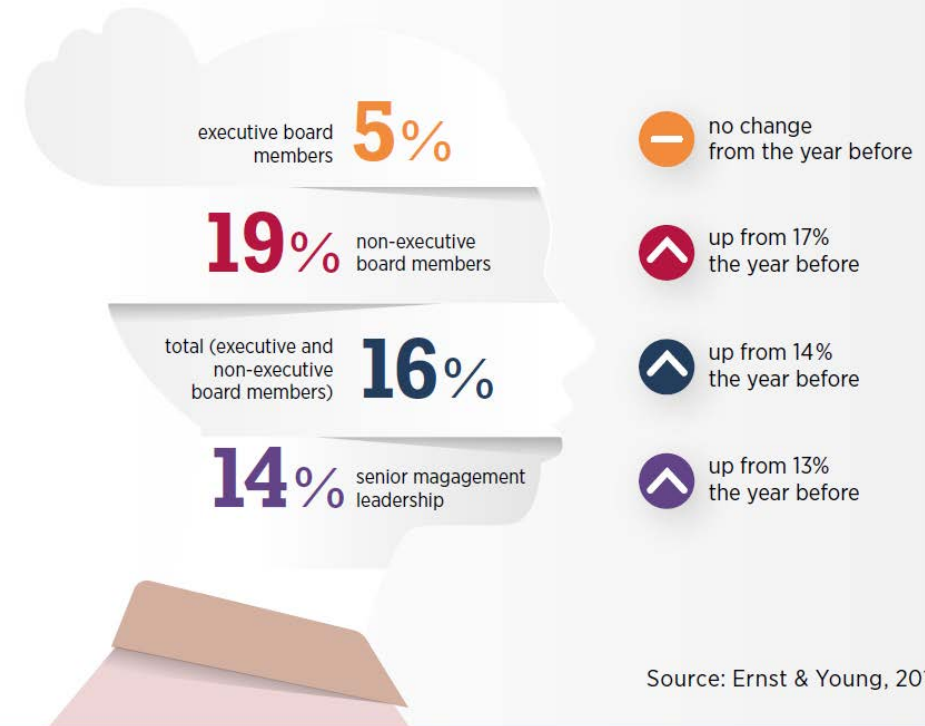
Figure 2.7 Gender composition of board of directors in the renewable energy sector



Source: IRENA online gender survey, 2018.

Note: IGO = inter-governmental organisation; NGO = non-governmental organisation.

Figure 2.1 Female board members at 200 of the world's largest utilities, 2016



Publicly
traded
energy
companies in
Canada

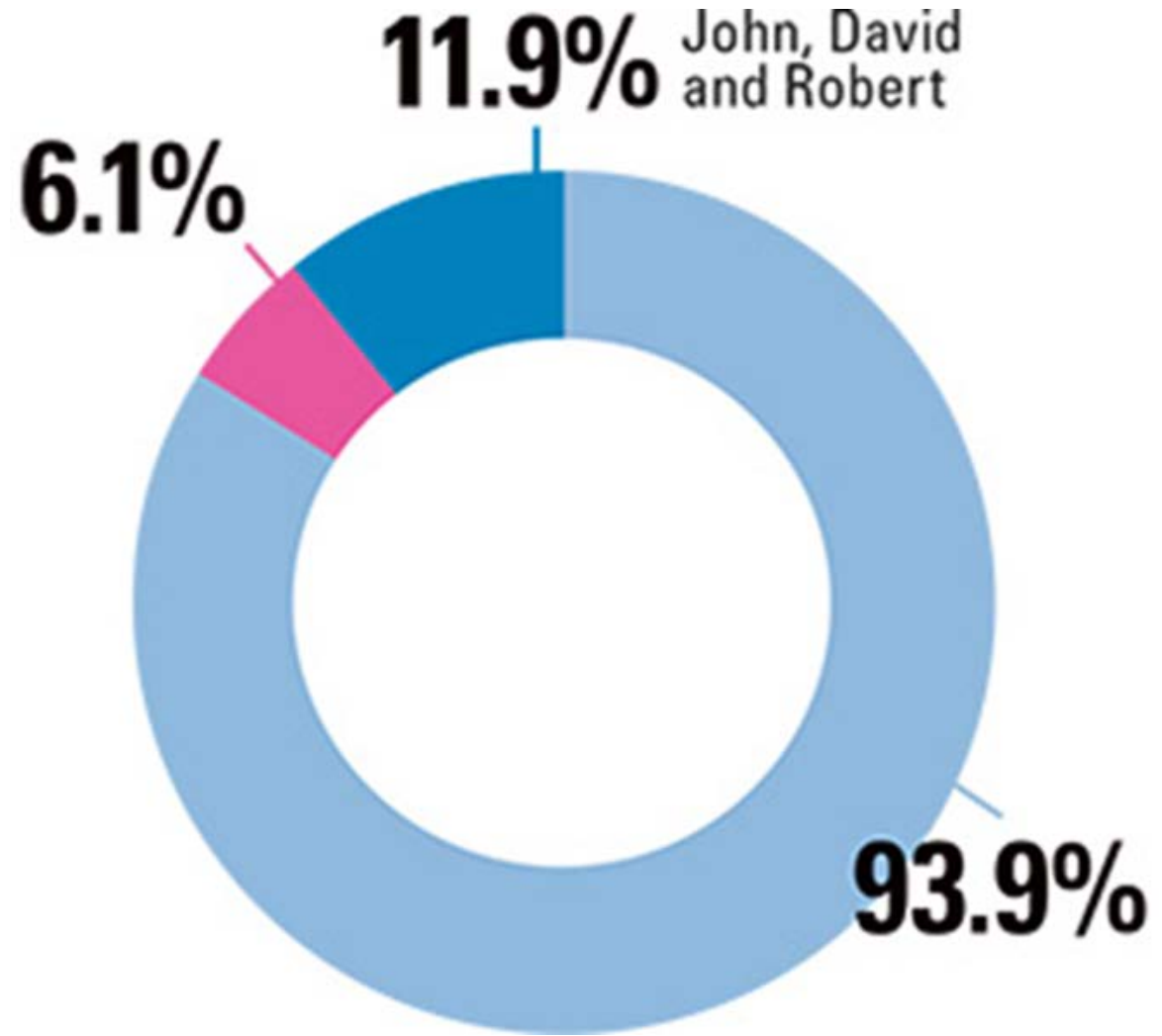
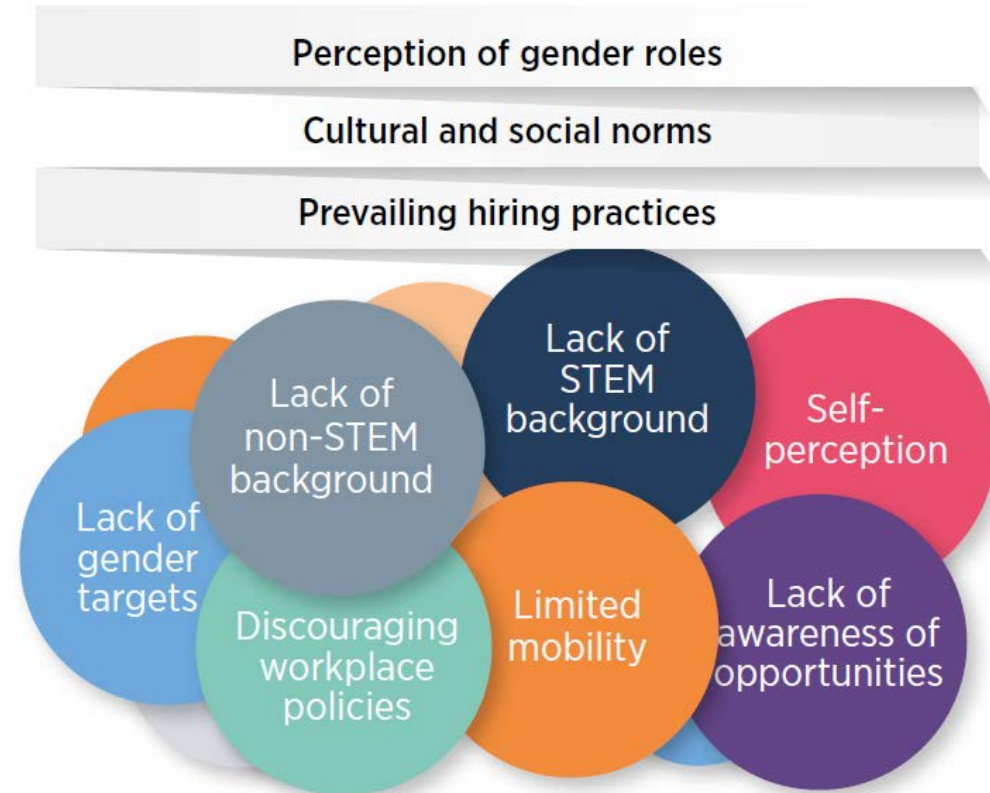


Figure 2.4 Barriers to entry for women in modern renewable energy, ranked by respondents in order of importance



Source: IRENA online gender survey, 2018.

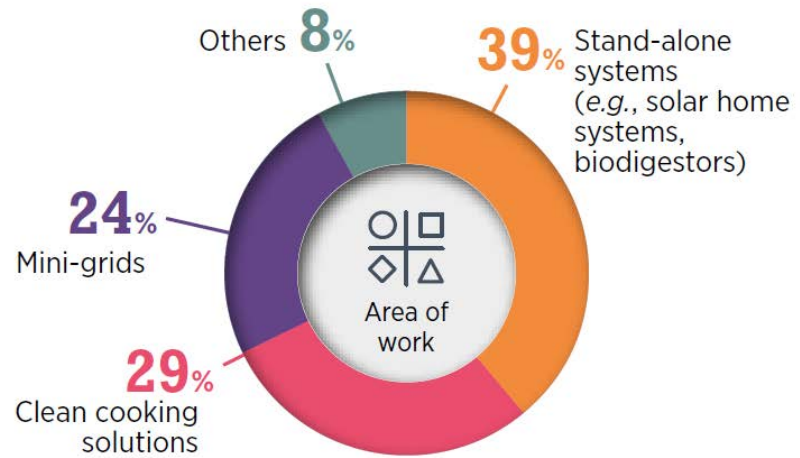
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Figure 2.6 Barriers to career advancement for women in modern renewable energy



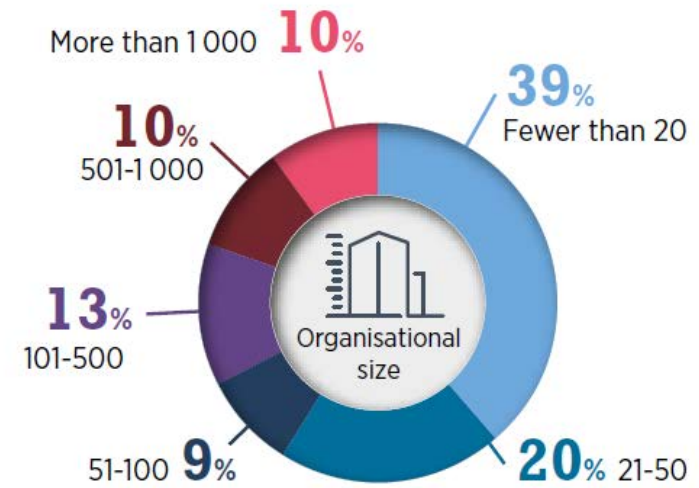
Source: IRENA online gender survey, 2018.

Figure 3.2 Area of work of organisations responding to the energy access survey



Source: IRENA online gender survey, 2018.

Figure 3.1 Organisational size reported by respondents to the energy access survey

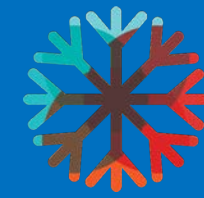


Source: IRENA online gender survey, 2018.



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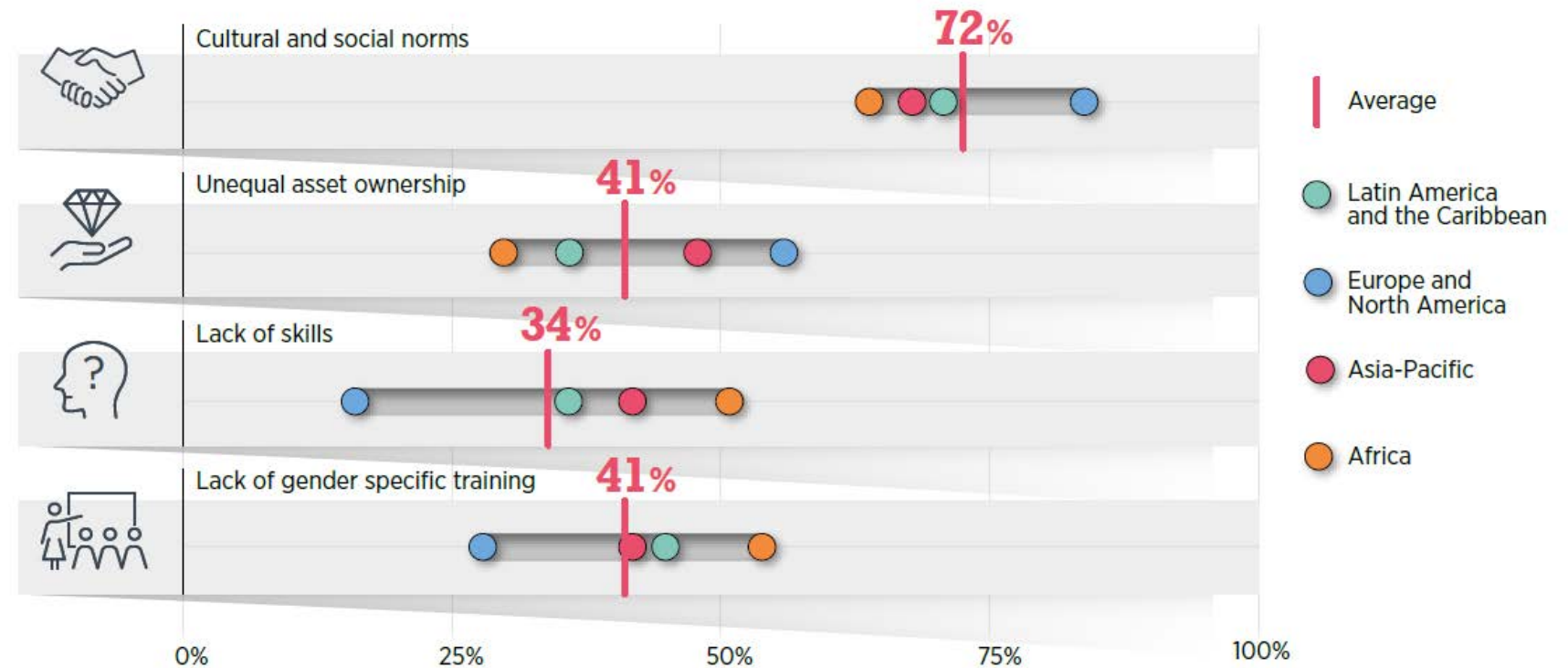


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66%

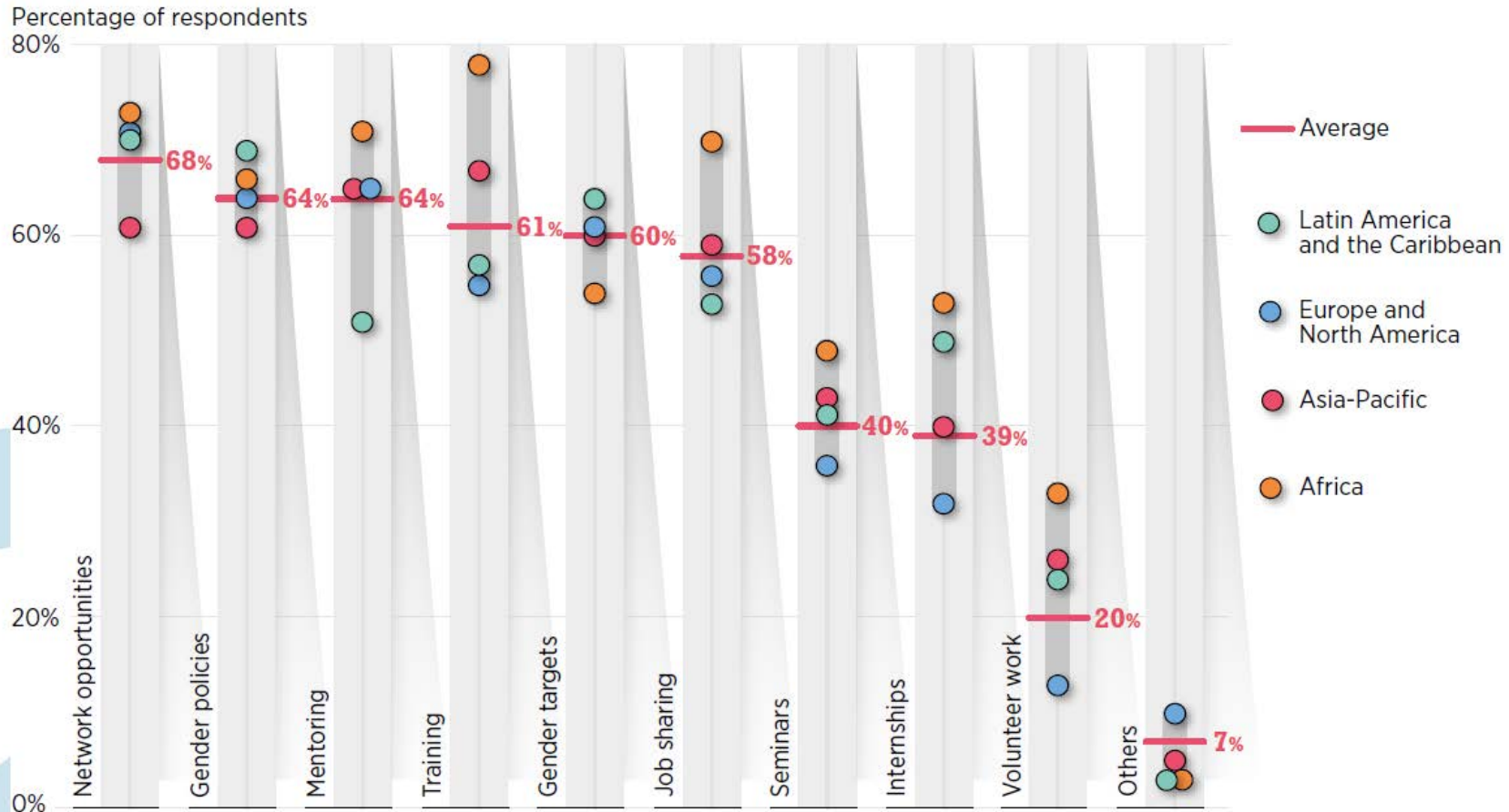
of respondents believe that
women face barriers in the
renewables-based energy
access sector

Figure 3.4 Regional distribution of responses on barriers to women's participation in the energy access context



Source: IRENA online gender survey, 2018.

Figure 2.9 Suggested measures in support of women in modern renewable energy, by respondents region

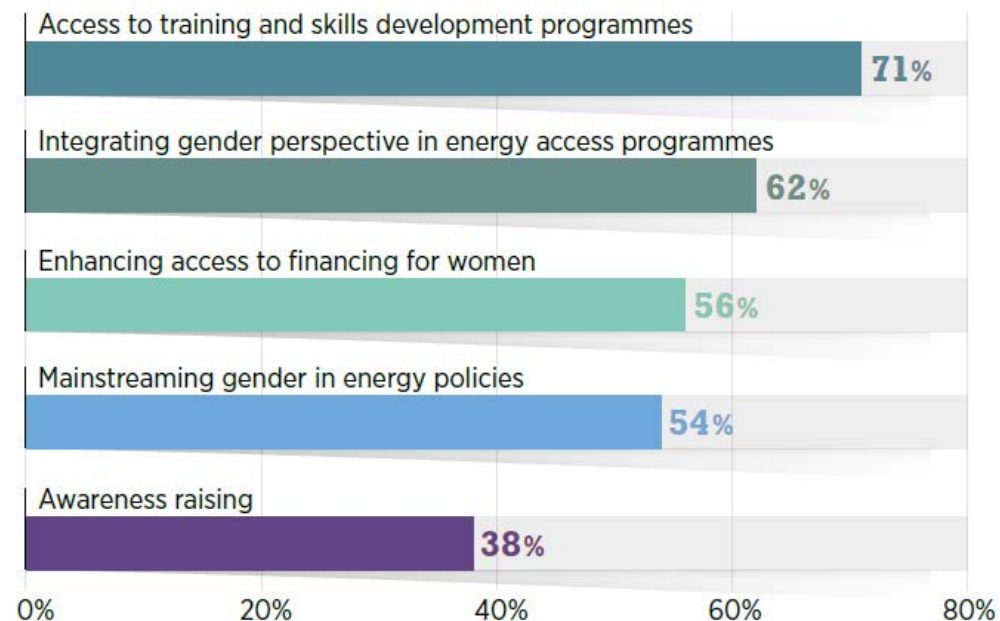


Source: IRENA online gender survey, 2018.

71%

of respondents highlighted that access to training and skills development should be a top priority

Figure ES.4 Measures to improve women's engagement in deploying renewables for energy access



Source: IRENA online gender survey, 2018.

Note: The respondents were asked to select three key measures to improve women's engagement in deploying renewables for energy access. The percentages represent the share of respondents who selected a specific measure as one of their top three.

Livelihood impacts of DRE projects



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- Among 44% of households, an SHS also unlocked more time for people to work, and 24% of households use the energy generated directly in a business or other income-generating activity.
- Direct or indirect formal jobs are the tip of the iceberg of the DRE sector's employment impact. In emerging economies, the informal sector is a major driver of the economy. *In India, 88.2% of the employed population are informal workers, 82.7% in Kenya and 92.9% in Nigeria.*



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Women's Entrepreneurship in RE: Key Findings

56%

of respondents noted the importance
of access to financing for women



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- **Access to finance** is another binding constraint women face in setting up SMEs.
- **Mentoring programs** enable women to overcome hesitations and barriers associated with traditional socio-cultural perceptions and stereotypes.

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Women's Entrepreneurship in RE: Key Findings

Factors inhibiting access to financing for women include **lack of assets and collateral, limited awareness of financial schemes, lack of bankers' knowledge of RE and confidence in renewables and/or women-owned enterprises and confidence issues among rural women** to conduct financial transactions.

There is a need for **inclusive financing channels** that are accessible by women-led enterprises.

Various solutions are emerging, including **dedicated credit lines, crowdfunding and local community organizations and cooperatives**. Despite some success, inadequate access to affordable financing remains a major impediment for women setting up small businesses in the energy access context.



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Women's Entrepreneurship in RE: Key Findings



LACK OF SKILLS IS ALSO A KEY BARRIER.



WITH A DEMAND FOR MORE THAN TWO-THIRDS OF ITS WORKFORCE SKILLED, THE DRE WORKFORCE IS FACING A **SKILLS GAP THAT IS NO LONGER A FUTURE THREAT BUT A CHALLENGE TODAY.**



SKILLS: **TECHNICAL** (INSTALLATION, O&M, PRODUCTS STANDARDS, QUALITY CONTROL) TO **BUSINESS-RELATED** (ACCOUNTING, BOOKKEEPING, PRODUCT DESIGN, PRICING, BUSINESS PLAN DESIGN).



MARKETING SKILLS ARE ESPECIALLY NEEDED FOR RE TECHNOLOGIES SUCH AS SHS AND SOLAR LANTERNS THAT ARE SOLD TO HOUSEHOLDS.



NON-ENERGY-RELATED SKILLS, SUCH AS **LEADERSHIP TRAINING AND DIGITAL LITERACY.**



TRAINING THAT **COMBINES FINANCE AND BUSINESS** TRAINING IS **MORE EFFECTIVE** THAN EITHER FINANCE OR BUSINESS TRAINING ALONE.



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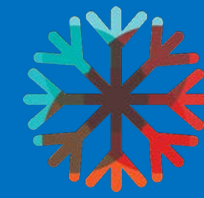
Limiting Factors





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Limiting Factors

- Entrepreneurship is **not a realistic livelihood strategy** for many women. Even well-intentioned and well-designed interventions may fail to convince them to become entrepreneurs.





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- Entrepreneurship is **not a realistic livelihood strategy** for many women. Even well-intentioned and well-designed interventions may fail to convince them to become entrepreneurs.
- Poor women are generally averse to entrepreneurship because they have **no capital to invest and no collateral against which to borrow**. They tend to be more interested in **wage employment** rather than entrepreneurship.





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- Many private sector organizations, social enterprises and NGOs have created livelihood opportunities outside the entrepreneurial sphere, but **incomes remain low and precarious**.





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- Efforts to promote entrepreneurship must be complemented with efforts to **expand social security and protection**.
- More countries in the Global South are transitioning toward developing welfare systems.
- **Basic income schemes, cash transfer programs** (conditional and unconditional) that enable women to make priority decisions for themselves and their dependents are being tested and expanded in **African, Asian and Latin American countries**.





Audience Q&A

Participants on Zoom can email questions to: kathleen.grantham@mcgill.ca



5 minute break

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1. Describe your experience working with/implementing gender and WEE programs, and the ways in which the imperative to transition to low-carbon (green) economies has affected your work. What are some of the challenges and opportunities green economies (and technologies) present for WEE programs?



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(Facilitator)



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Women's Empowerment in Artisanal Cobalt Mining in the Democratic Republic of Congo

Joanne Lebert and Patience Singo

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Introducing: **IMPACT**

Formerly Partnership Africa Canada (PAC) - Established in 1986

MISSION

We transform how **natural resources** are managed in areas **where security and human rights are at risk**. We investigate and develop approaches for natural resources to improve security, development, and equality. We are an **independent non-profit**, collaborating **with local partners** for **lasting change**.

VISION

We envision a world where **resources contribute to equitable peace and development**, and where **communities are empowered** to decide how their natural resources are managed.



Regulatory and
Legal Reform



Supply Chain
Transparency



Illicit Trade
and Financing



Gender
Equality

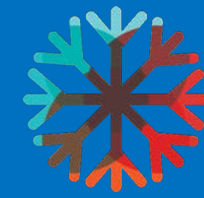


Environmental
Stewardship



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GrOW Research

- One of the most comprehensive research studies Africa
- 3 years of research
- Mixed methods including:
 - 878 surveys** from 7 artisanal mine sites
across 3 countries and involving 3 commodities
 - 60 focus groups with **400 women and men**





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Artisanal Mining: What is it?

OFTEN CHARACTERIZED BY:

- Disorganized or informally organized
- Subsistence mining
- Rights often severely limited - mostly unlicensed
- Harsh working and living conditions
- Low yields and low income
- Informality / 'illegality' = Vulnerability to predatory actors
 - armed groups, criminal networks, extortion, predatory lending, sexual violence, etc.
- Poverty driven AND poverty alleviating
- Often along side large-scale industrial mining



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Artisanal and Small-Scale Mining: Key figures

40.5 million people
working in ASM

150 Million depend on
ASM across **80 countries** in
the global South

90% of the global mining
workforce works in ASM

40-50 % of the ASM
workforce in Africa are
women



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Cobalt and Low Carbon Technologies

- Cobalt is used in lithium-ion batteries – we are all consumers of cobalt
- The rise of green technology movement and electric mobility has had a direct impact on cobalt demand: electric car batteries, renewable energy storage, smart phone batteries, etc.
- **It is a key metal in the transition to a low carbon economy**



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COBALT: Democratic Republic of Congo



Rob Lavinsky, iRocks.com,
Creative Commons

- Most of the global cobalt reserves are located in DRC
- Estimated that the DRC produces 60-70% of the world's cobalt
- ASM accounts for 20-30% of DRC's cobalt production
- Artisanal cobalt mining is one of the most important sources of income for local people



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COBALT: Security, Human Rights, & Environment

While contributing to Low Carbon Economy, ASM cobalt mining is **informal and lacks regulation** or adequate safety standards

- Dangerous working conditions for men and women miners
- Exposure to toxic metal contamination
- Poor mine safety and sanitation
- Low income, much lower for women miners
- Poor environmental management
 - Water and air pollution – increased exposure for women in cobalt processing





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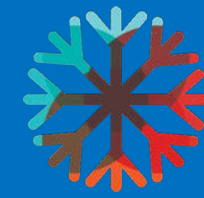
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How we use research and data to mainstream
WEE in ASM Cobalt programming?



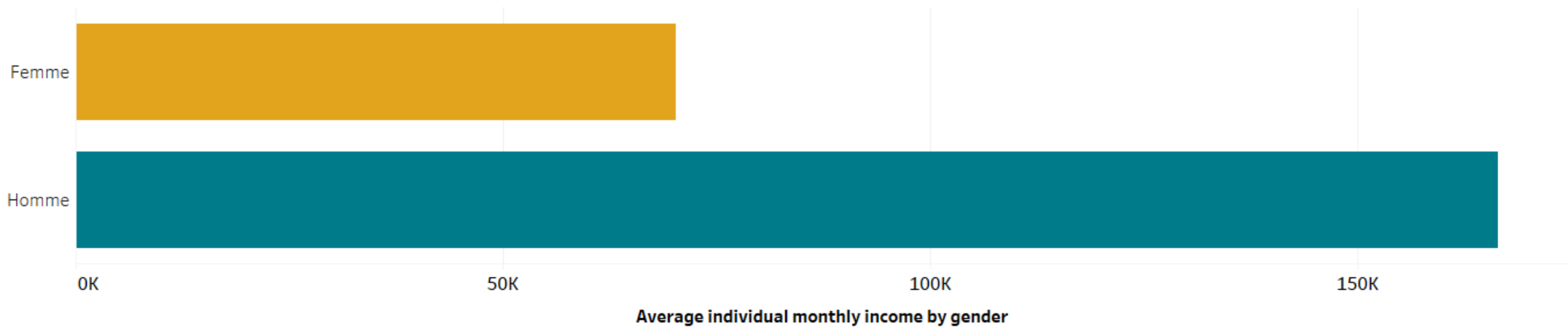
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Average monthly income by gender



- Women income is 60% less than men (not only in cobalt but in gold and other minerals)
- Women working in low paying areas (waste screening), have none to limited equipment capacity.
- We provide mining equipment to women to increase productivity.
- Train the women in equipment maintenance and management.
- Support women led mining cooperatives to access mining areas and have own mining pits.



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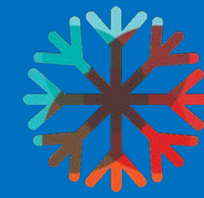
Technical Skills and Monitoring Capacity

- Women miners have less technical skills but most environmentally exposed.
- Women washing cobalt are exposed to toxic heavy metals with significant health impacts.
- Similar findings in gold mining and mercury exposure. Greatest impact on women.
- Technical training to women miners and provision of protective equipment.
- Training on environmental monitoring. The project plans to purchase hand held devices to enable women test contamination water and air contamination.



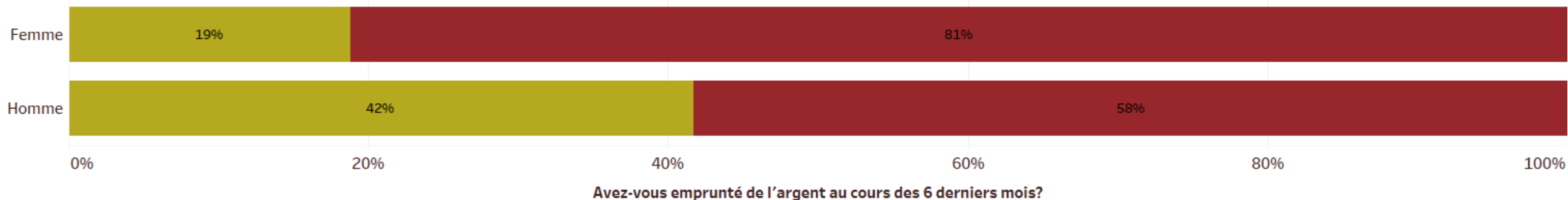
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Access to credit



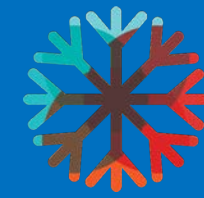
■ Non
■ Oui

- ASM access to credit is poor but for women miners, it is 50% less than men.
- In gold sector IMPACT implemented **Artisanal Mining Women's Empowerment Credit and Savings (AFECCOR)** project supporting women in artisanal mining communities to safely access savings and credit.
- In Mongolia, a women loan fund was established to fund women miners equipment and economic empowerment projects.



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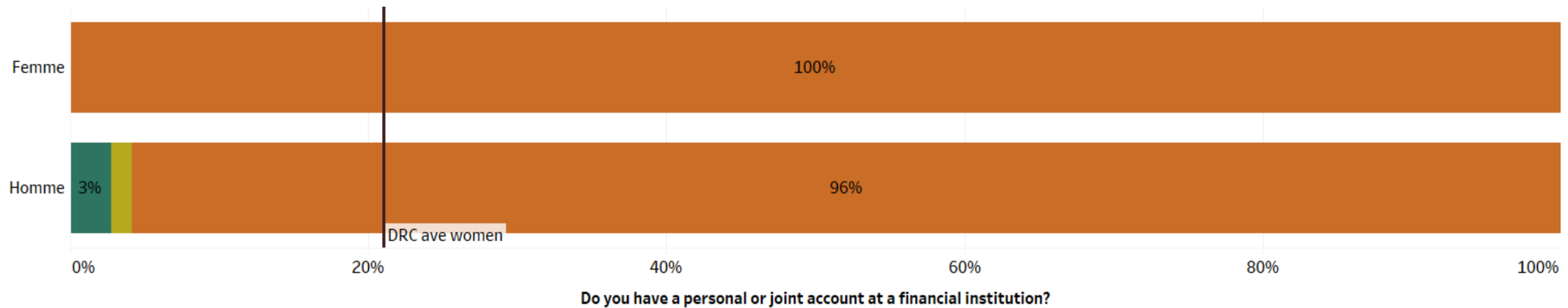
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A lot needs to be done on WEE-Financial Inclusion

Bank Account ownership



- Non, aucun compte
- Oui, un compte conjoint
- Oui, un compte personnel



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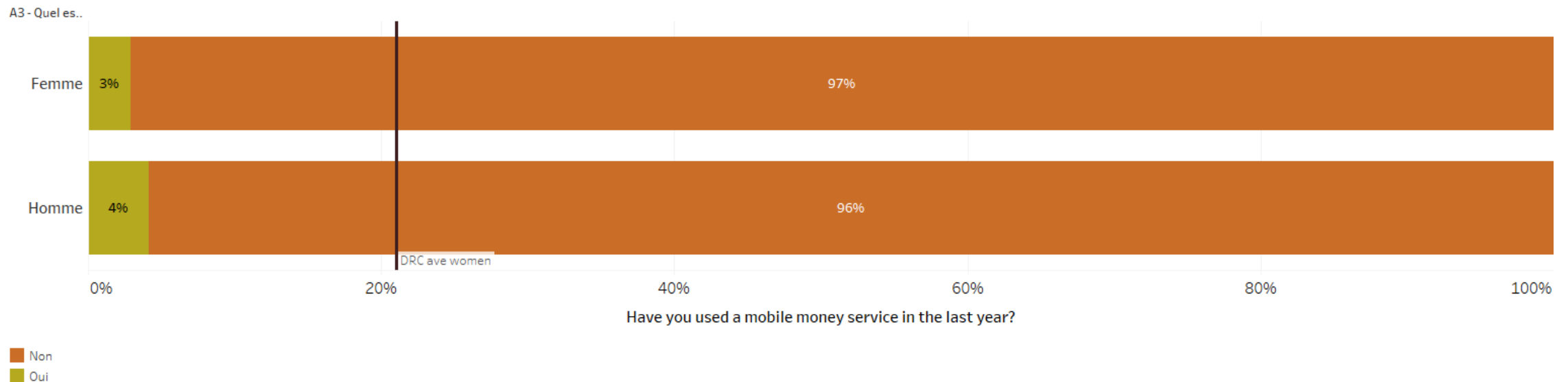
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Traditional Vs Non traditional financial systems

- Could Mobile Banking be an opportunity for increased financial inclusion for Women miners?
- **Mobile Banking**



1. Describe your experience working with/implementing gender and WEE programs, and the ways in which the imperative to transition to low-carbon (green) economies has affected your work. What are some of the challenges and opportunities green economies (and technologies) present for WEE programs?



Bipasha Baruah,
University of
Western Ontario
(Facilitator)



Françoise Nduwimana
(Global Affairs
Canada)



Laurent Jodoin
(Econoler)



Joanne Lebert
(IMPACT)



Patience Singo
(IMPACT)

2. Are there new tools, technologies, methodologies or approaches you have adopted to adapt WEE programs to green economies? Are financial tools and market-based instruments (Corporate Social Responsibility, social and gender lens investing, carbon pricing, green bonds, green microfinance, for example) useful for WEE programs?



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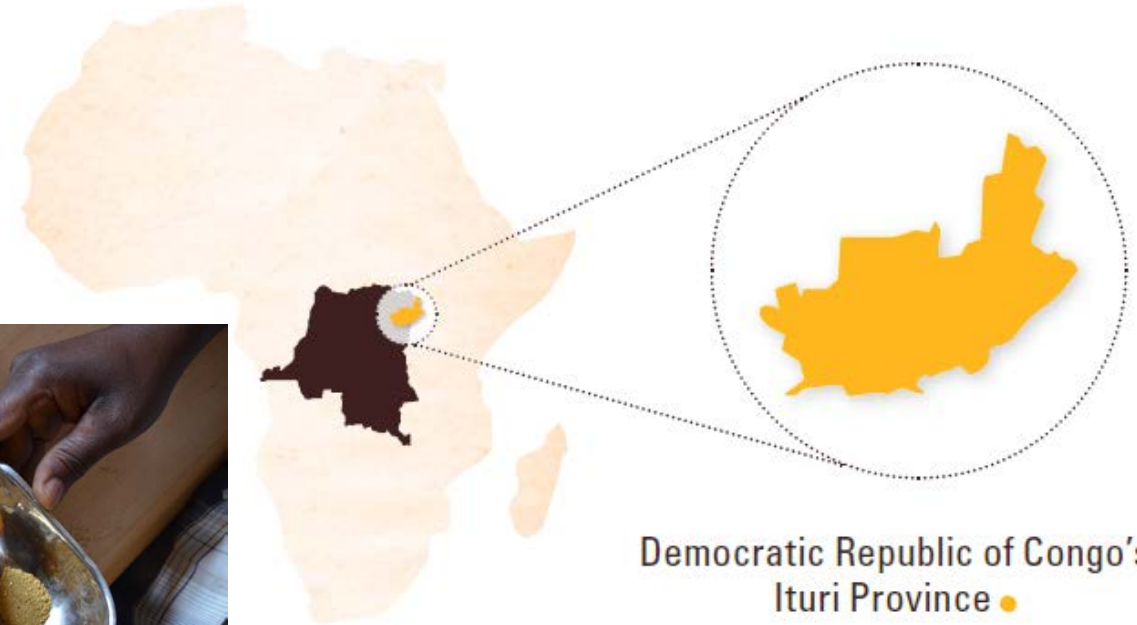


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The **Just Gold Project** in Democratic Republic of Congo



An incentive-based approach to **traceability & due diligence** for conflict-free and **legal artisanal gold from mine site to market** in alignment with regional/international standards applicable to conflict-affected and high-risk areas.



Canada



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Transforming natural resource management
Empowering communities

Every sale of gold from the Just Gold project is linked to a deep paper trail and validated data.

Customers and international market actors have peace of mind that their gold has been produced legally and is free of human rights violations.

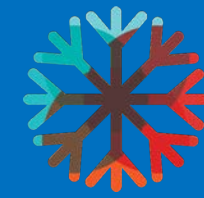
They have the knowledge that they are responsibly sourcing from artisanal mining communities, advancing women's empowerment, and environmental protection.





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Our Focus on the SDGs: (Cobalt) Project Scorecard



DEMOCRATIC REPUBLIC OF CONGO

Cobalt for Development Impact Dimensions 2019 Baseline Assessment

Project Score/Value

51.8 /100

53.33 National level Equivalent

Peace and Security

49.3
Baseline value National benchmark

	Baseline value	National benchmark	
49.33	64.67		●
Inclusion	0.22	0.46	●
Justice	0.38	0.77	●
Security	0.88	0.71	●

Environmental Protection

Baseline value National benchmark

	Baseline value	National benchmark	
15.45	24.36		●
Water and Sanitation	19.2	10	●
Heavy metals	NA	40.5	●
Air Quality	11.7	22.57	●

Social protection

42.28
Baseline value National benchmark

	Baseline value	National benchmark	
38.90	35.77		●
Basic Human Needs	0.369	0.376	●
Foundation of well-being	0.414	0.399	●
Opportunity	0.384	0.298	●
45.67	42.00		●
Safe working environment	0.24	NA	●
Adequate earnings and productive work	0.13	0.11	●
Work that should be abolished	1	0.73	●

Gender Equity

67.10
Baseline value National benchmark

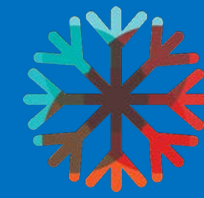
	Baseline value	National benchmark	
67.08	xx		
Production	0.42		
Assets	0.98		
Income	0.75		
Leadership	0.64		
Reproductive	0.56		
Equitable Livelihoods	48.40		
	Baseline value	National benchmark	
48.40	xx		
Vulnerability context	0.65		
Livelihood assets	0.35		
Transforming structures and processes	0.34		
Livelihood strategies	0.39		
Livelihood Outcomes	0.69		

- Surpassing the national average
- Equaling the national average
- Below the National average



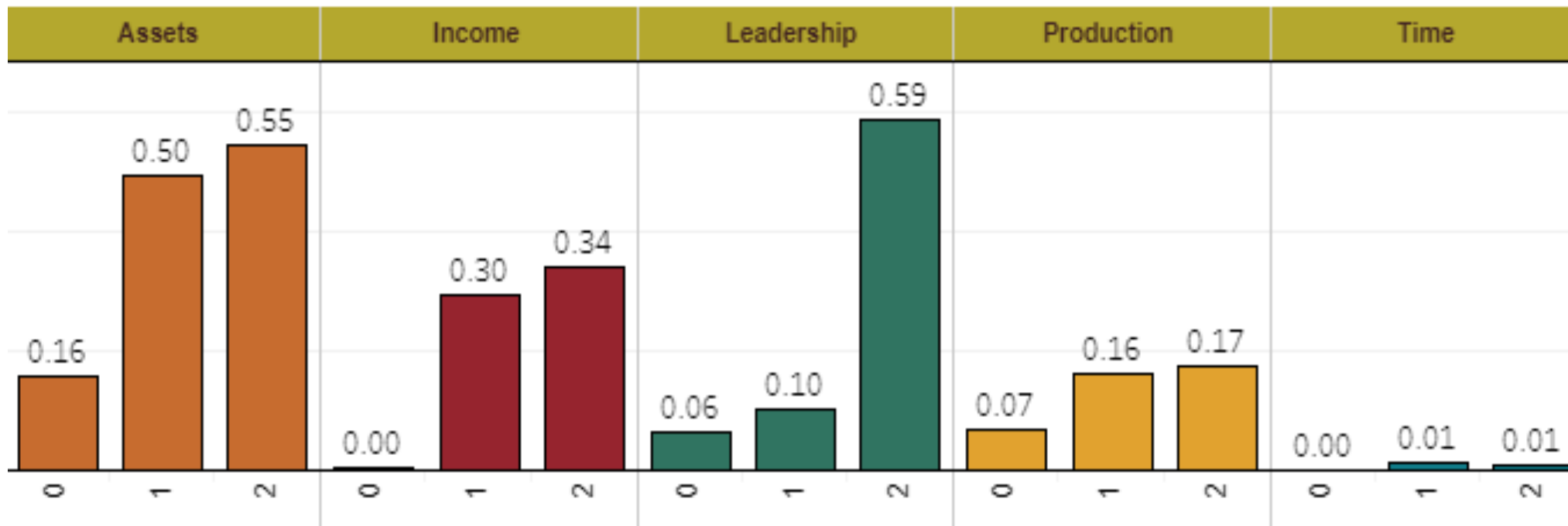
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Examples of **Actionable Data** as relates to Women's Economic Empowerment



Actionable Data to

- Go beyond risk monitoring & risk mitigation
- Go beyond DOING NO HARM to **DOING GOOD**



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Learn more at:

www.impacttransform.org

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3. Can you identify areas of future research that would be useful for WEE programs in the context of a global transition to green economies?



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(IMPACT)



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(IMPACT)

Audience Q&A

Participants on Zoom can email questions to: kathleen.grantham@mcgill.ca



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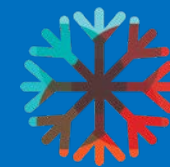
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For a recording of this seminar and related resources visit the WED Lab website:

<http://womensempowerment.lab.mcgill.ca>



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