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

Women’s Empowerment in Development (WED) Lab Seminar Series
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
Women’s Empowerment and Entrepreneurship in the Transition to Low-Carbon Economies

Dr. Bipasha Baruah
Professor and Canada Research Chair in Global Women’s Issues
Number of jobs created for every $1 million invested

OIL & GAS

2

CLEAN ENERGY (wind, solar, hydro and biomass)

15

Where do you want Canada to invest?

1. NO POVERTY
2. ZERO HUNGER
3. GOOD HEALTH AND WELL-BEING
4. QUALITY EDUCATION
5. GENDER EQUALITY
6. CLEAN WATER AND SANITATION
7. AFFORDABLE AND CLEAN ENERGY
8. DECENT WORK AND ECONOMIC GROWTH
9. INDUSTRY, INNOVATION AND INFRASTRUCTURE
10. REDUCED INEQUALITIES
11. SUSTAINABLE CITIES AND COMMUNITIES
12. RESPONSIBLE CONSUMPTION AND PRODUCTION
13. CLIMATE ACTION
14. LIFE BELOW WATER
15. LIFE ON LAND
16. PEACE, JUSTICE AND STRONG INSTITUTIONS
17. PARTNERSHIPS FOR THE GOALS
11 million jobs in 2018

Source: IRENA jobs database.
Disclaimer: Boundaries and names shown on this map do not imply any official endorsement or acceptance by IRENA.
IRENA Global Survey 2018

1440 respondents to the IRENA Gender Survey
1155 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

<table>
<thead>
<tr>
<th>Region</th>
<th>Organisational Respondents</th>
<th>Individual Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latin America and Carribean</td>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>Africa</td>
<td>33%</td>
<td>23%</td>
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<tr>
<td>Europe and North America</td>
<td>26%</td>
<td>50%</td>
</tr>
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</table>

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

Renewable energy  32%

Oil and gas  22%

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

![Bar chart showing shares of women in STEM, non-STEM technical, and administrative jobs in renewable energy.]

- STEM jobs: 28%
- Non-STEM technical jobs: 35%
- Administrative jobs: 45%

Average share: 32%

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.

60% | 29%
shares of men (left) and women (right) in sample who believe the genders are paid equally

69%
of survey participants were women
Figure 2.1 Female board members at 200 of the world’s largest utilities, 2016

- executive board members: 5%
- non-executive board members: 19%
- total (executive and non-executive board members): 16%
- senior management leadership: 14%

Source: Ernst & Young, 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

- Perception of gender roles
- Cultural and social norms
- Prevailing hiring practices

- Lack of non-STEM background
- Lack of STEM background
- Self-perception
- Discouraging workplace policies
- Limited mobility
- Lack of awareness of opportunities

Source: IRENA online gender survey, 2018. Note: STEM = science, technology, engineering and mathematics.

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

- Glass Ceiling
- Cultural and social norms
- Lack of flexibility in workplace
- Lack of mentorship opportunities

- Lack of required skills and qualifications
- Limited mobility
- Lack of training opportunities
- Discouraging workplace policies
- Limited childcare facilities

Source: IRENA online gender survey, 2018.
**Figure 3.1** Organisational size reported by respondents to the energy access survey

- **More than 1000**: 10%
- **501-1000**: 39%
- **101-500**: 13%
- **51-100**: 9%
- **21-50**: 20%
- **Fewer than 20**: 39%

Source: IRENA online gender survey, 2018.

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

- **Clean cooking solutions**: 29%
- **Mini-grids**: 24%
- **Stand-alone systems (e.g., solar home systems, biodigestors)**: 39%
- **Others**: 8%

Source: IRENA online gender survey, 2018.
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

- Cultural and social norms: 72%
- Unequal asset ownership: 41%
- Lack of skills: 34%
- Lack of gender specific training: 41%

Source: IRENA online gender survey, 2018.
Figure 2.9  Suggested measures in support of women in modern renewable energy, by respondents region

Percentage of respondents

80%

68%

64%

64%

61%

60%

58%

60%

40%

39%

20%

7%

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

- Access to training and skills development programmes: 71%
- Integrating gender perspective in energy access programmes: 62%
- Enhancing access to financing for women: 56%
- Mainstreaming gender in energy policies: 54%
- Awareness raising: 38%

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.
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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.
Women’s Entrepreneurship in RE: Key Findings

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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.
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.
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.
Limiting Factors
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• 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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- 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
Panelists

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Françoise Nduwimana (Global Affairs Canada)
Laurent Jodoin (Econoler)
Joanne Lebert (IMPACT)
Patience Singo (IMPACT)
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)  
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Patience Singo (IMPACT)
Women’s Empowerment in Artisanal Cobalt Mining in the Democratic Republic of Congo

Joanne Lebert and Patience Singo

IMPACT
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.
GrOW Research

• One of the most comprehensive research studies in 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
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
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
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
COBALT: Democratic Republic of Congo

- 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

Rob Lavinsky, iRocks.com, Creative Commons
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
How we use research and data to mainstream WEE in ASM Cobalt programming?
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.
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.
Access to credit

- 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.
A lot needs to be done on WEE-Financial Inclusion

Bank Account ownership

Do you have a personal or joint account at a financial institution?

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

Femme: 100%
Homme: 96%

DRC ave women
Traditional Vs Non traditional financial systems

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

• Mobile Banking
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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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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.
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.

1. No Poverty
2. Good Health and Well-being
3. Gender Equality
4. Clean Water and Sanitation
5. Decent Work and Economic Growth
6. Reduced Inequalities
7. Responsible Consumption and Production
8. Climate Action
9. Industry, Innovation, and Infrastructure
10. Peace, Justice, and Strong Institutions
11. Partnerships for the Goals
# Our Focus on the SDGs: (Cobalt) Project Scorecard

## Democratic Republic of Congo

### Cobalt for Development Impact Dimensions

#### 2019 Baseline Assessment

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Baseline Value</th>
<th>National Benchmark</th>
<th>Score/Value</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Peace and Security</strong></td>
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<td>Inclusion</td>
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<td>Livelihood assets</td>
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<td>Livelihood Outcomes</td>
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</table>

### Project Score/Value

- **democratic_republic_of_congo**: 51.8 /100
- **national level**: 53.33

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**Surpassing the national average**

**Equating the national average**

**Below the national average**
Examples of **Actionable Data** as relates to Women’s Economic Empowerment

<table>
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<th>Assets</th>
<th>Income</th>
<th>Leadership</th>
<th>Production</th>
<th>Time</th>
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</tbody>
</table>

**Actionable Data** to

- Go beyond risk monitoring & risk mitigation
- Go beyond DOING NO HARM to **DOING GOOD**
Learn more at:
www.impacttransform.org
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?

Bipasha Baruah, University of Western Ontario (Facilitator)
Francoise Nduwimana (Global Affairs Canada)
Laurent Jodoin (Econoler)
Joanne Lebert (IMPACT)
Patience Singo (IMPACT)
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?

Bipasha Baruah, University of Western Ontario (Facilitator)
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Patience Singo (IMPACT)
Audience Q&A

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

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