



WOMEN IN GREEN INDUSTRY:

How gender-transformative policies can boost women’s economic empowerment

Green industry promotes industrial production without the expense to the environment or adverse impact on human health while also providing decent work for men and women. Sustainable patterns of production and consumption are resource and energy-efficient, low-carbon and low waste, non-polluting and safe.

In the Senegalese context, the term “green industry” incorporates traditional sectors willing to mainstream environmental and social considerations into their operations. The energy industry (including mixed energy), agribusiness (animal husbandry and production) and fishing have a high potential to be recognized as “green” offering great opportunities for women.



Women’s cultural or traditional roles and affinity with the environment influence their perceived strengths in green industry.

The ‘caring and nurturing role’ of women

Due to its focus on caring for the environment, green industry seems to naturally adapt to the perceived ‘caring role’ of women.

Women’s fitting work experience

It is easier for women to find opportunities in sectors in which they have already participated informally (eg. agriculture and natural resource management).



As women, we naturally become mothers and as mothers, it is important we take care of our children and we do this by engaging in the green industry.



- CEO, Recycling and Waste Management Company, KII, Dakar, Senegal



Interviewees reported that the green industry is more suited to the skills and inclinations of women than in conventional industry.



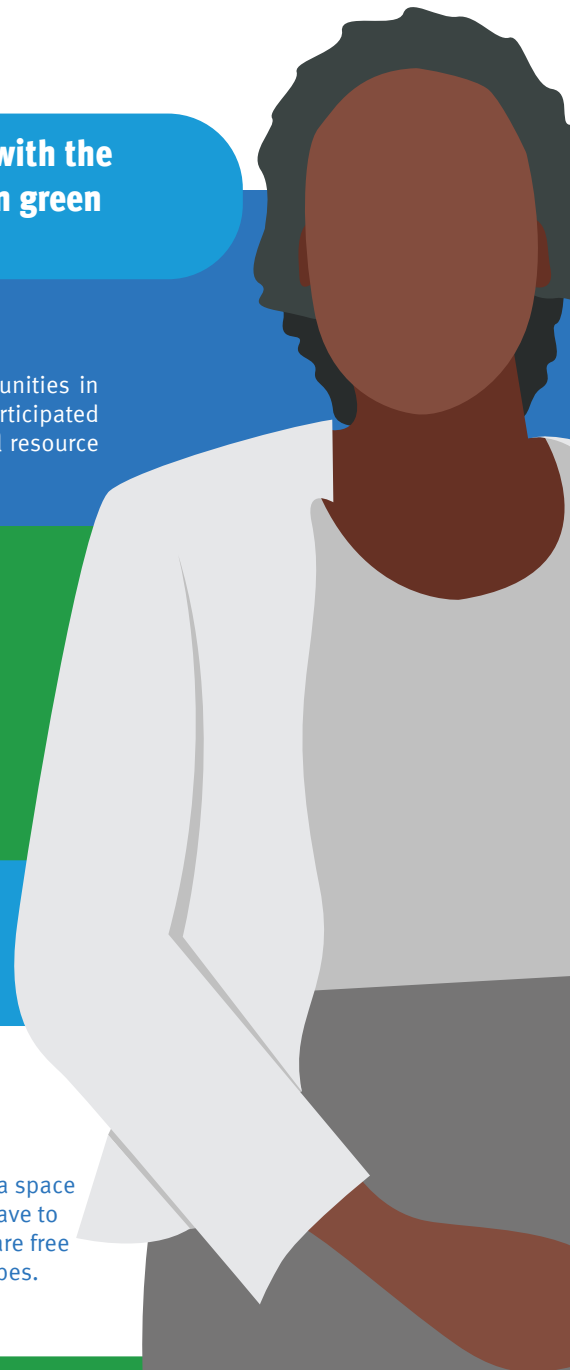
Women are working in areas with great potential for green growth (e.g. foodstuffs and waste management).



Women believe that the innovation brought in by green industry brings new opportunities.



Green industry provides a space where women do not have to compete with men and are free from gender stereotypes.



%

Several key indicators illustrate the need for more structured support for gender equality and social transformation

76%

of green entrepreneurs reported being “really or somewhat excited” that their business will grow.

75%

of green businesses provide equal pay for equal work for women and men.

70%

of women entrepreneurs reported having “supportive/very supportive” partners in pursuing green entrepreneurial business.

66%

of women entrepreneurs reported receiving “a lot of support” from their families to start green businesses.

76%

of women entrepreneurs in green industry reported being aware of policies and programmes encouraging them to start a business.

Methodology of assessment: Online survey

Barriers to the participation of women in green industry



The findings of this study indicate that women entrepreneurs and professionals face multi-faceted barriers to empowerment including barriers to economic advancement and to social transformation.



Economic

- lack of access to technologies
- markets
- capital
- collateral and credit resources



Social

- discriminatory norms
- hiring practices
- caretaking responsibilities at home



25%

of women entrepreneurs in green industry reported lack of land or property rights that can be used for collateral.

86%

of women entrepreneurs in green industry reported being unaware of programmes for women to start business in the industry.

63%

of green entrepreneurs reported that when they were growing up, girls were never encouraged to pursue their own business.

Methodology of assessment: Online survey



Harmful social norms, restricted mobility, unpaid care work, intersectional inequalities and low self-confidence play a role in limiting women's access to these resources and opportunities.



At times the husband is there with his needs, you have to go to work but you are obliged to quickly take care of his needs before you go to work.



- Focus group discussion participant, Ziguinchor, Senegal



It is also a bit my case, I am judged as being too independent. When a woman is too independent, she doesn't adhere to the norms anymore, that is clear. And unfortunately, in some cases, this ends up in divorce.



- Key informant interview participant, Saint-Louis, Senegal

Senegalese policies, strategies and plans still have gaps in addressing, gender stereotypes and including sex-disaggregated data.



Nationally representative statistics about women's participation in green industries are limited or non-existent. Hence, it is difficult to establish goals and courses of action to promote women's participation without a baseline and without clarity about the current situation. The policies with solid implementation plans have limited documentation of the status of implementation.

Although the Senegalese government prioritises policies and programmes that help the nation adapt to and mitigate climate change, amongst the policies reviewed, there is currently a lack of focus on gender equality and women's empowerment in green industry. The government does not have solid legislation frameworks to promote entrepreneurship in general (for instance through tax exonerations for start-ups) which also affects the green industry.

9 out of 10

Policies reviewed do not integrate gender into their conclusions in terms of specific targets.



0 out of 10

Policies mention gender in the conclusion, meaning targets/commitments/indicators and/or "next steps" do not have a gender-lens/perspective.



**Methodology of assessment: Ten of Peru's national policies, strategies and plans related to green industry were assessed using the Feminist Critical Policy Analysis*



Formulating gender-responsive green industrial policies



Increase awareness and understanding of what the “green industry” is



Take into account gender inequality and the lack of opportunities for women’s participation in green industry in the implementation of the existing “green” legislation



Revisit and develop a specific M&E framework that collects baseline sex-disaggregated, intersectional and gender statistics



Ensure that the policies align with Article 11 of CEDAW in relations to the quality of men and women in workplace



Build the capacity of the government gender focal points (also known as “gender cells”)



Increase gender-responsive budgeting to raise awareness and understanding of gender issues in budget and policies and to foster accountability



Invest in green industry to make it more competitive in comparison to conventional industry



Work with the banking sector to introduce reforms that will help lower interest rates, adjust loan packages and offer special insurances for women entrepreneurs in green industry



Promote positive role models of Senegalese women thriving and contributing to society in non-traditional roles in particular women who have explored professional and economic opportunities

Learn more about
how you can support this agenda!



DOWNLOAD THE REPORT



Senegal's
Country Report:
English | French



Senegal's Executive
Summary:
English | French



Synthesis Report of the Country
Assessments in Cambodia, Peru,
Senegal and South Africa

ABOUT THE PROGRAMME

This infographic report is a summary of the “Policy Assessment for the Economic Empowerment of Women in Green Industry ” Senegal report. It is under the global joint programme, “Economic Empowerment of Women in Green Industry” (EEWiGI) which aims to advise policy makers and practitioners on the establishment and implementation of a policy framework to integrate gender and green industrial policies in four participating countries: Cambodia, Peru, Senegal and South Africa.

HOW THE STUDY WAS CONDUCTED

01

Desk review and
initial policy
review

02

Feminist critical policy
analysis
(10 policies, strategies
and plans)

03

Qualitative data collection

Key informant interview
(31 interviewees)
Focus Group Discussions
(2 FGDs)

04

Quantitative data
collection

Online survey
(20 respondents)

Comments regarding the publication should be addressed to
Dr. Ozunimi Iti
Project Manager
o.iti@unido.org