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INDUSTRIAL DEVELOPMENT ORGANIZATION



Policy Assessment for the Economic Empowerment of Women in Green Industry

Country Report: Senegal



Ministère du Développement Industriel et de
la Petite et Moyenne Industrie



A woman with short dark hair, wearing safety glasses and a light blue lab coat, is focused on her work in a laboratory. She is using a pipette to transfer liquid into a multi-well plate. The background is slightly blurred, showing laboratory equipment and a computer monitor. The overall lighting is cool and blue-toned.

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List of acronyms and abbreviations

ACHPR	African Charter on Human and Peoples' rights
ADEPME	Agence du Développement et Encadrement des Petites et Moyennes Entreprises / Agency for the Development and Coaching of Small and Medium Enterprises
ASER	Agence Sénégalaise d'Electrification rurale
CEO	Chief Executive Officer
CIF	Climate Investment Fund
DER	Délégation Générale à l'Entrepreneuriat Rapide des Femmes et des Jeunes / General Delegation to the Rapid Entrepreneurship of Women and Youth
DPES	Document Politique Economique et Sociale
EESC	Conseil Économique, Social Et Environnemental / Economic, Social and Environmental Council
EEWiGi	Economic Empowerment of Women in Green Industry
ESCP	Environmental and Social Commitment Plan
FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
GBV	Gender Based Violence
GCF	Green Climate Fund
GEF	Global Environmental Facility
GIE	Groupements d'Intérêt Economique/Economic Interest Groups
GII	Gender Inequality Index
HDI	Human Development Index
HRM	Human Resource Management
ILO	International Labour organisation
ITA	Institut Technologie Alimentaire / Food Technology Institute
KIII	Key Informant Individual Interview
MFFGPE	Ministry of Women, Family, Gender and Child Protection
NC	National Coordinator
NGO	Non-Governmental Organisation
OECD	Organisation for Economic Co-operation and Development
PAGE	Partnership for Action on Green Economy
PCP	Program for Country Partnership (UNIDO)
PPER	Programmes Prioritaires d'Electrification Rurale
PRACAS	Programme d'Accelération de la Cadence de l'Agriculture Senegalaise / Programme Component of Recovery and Acceleration of The Agricultural Cadence in Senegal
PRSP	Poverty Reduction Strategy Paper
PSE	Plan Sénégal Emergent / Plan for an Emerging Senegal
PUDC	Programme d'Urgence des Domaines Communautaires / Community Emergency Programme
PVC	Polyvinyl Chloride
SENELEC	Société Nationale d'Électricité du Sénégal
SGD	Sustainable Development Goal
SNDES	Stratégie Nationale de Développement Economique et Social/ National Strategy for Economic and Social Development
SOSENAP	Société Sénégalaise des Nattes en Plastiques / Senegalese Company of Plastic Mats
UN	United Nations
UNDP/PNUD	Programme des Nations unies pour le développement / United Nations Development Programme
UNEP/PNUE	Programme des Nations Unies pour l'Environnement / United Nations Environment Programme
UNIDO/ONUDI	Organisation des Nations Unies pour le Développement Industriel / United Nations Industrial Development Organization
UNITAR	United Nations Institute for Training and Research

WIC	Women Investment Capital
MoC	Ministry of Commerce
MoE	Ministry of Environment
Mol	Ministry of Interior
MoP	Ministry of Planning
MoSAVYR	Ministry of Social Affairs, Veteran and Youth Rehabilitation
MoWA	Ministry of Women's Affairs
MRD	Ministry of Rural Development
MSMEs	Micro, Small and Medium Enterprises
NC	National Coordinator
NCGG	National Council on Green growth
NCSA	National Council for Sustainable Development
NEP	National Employment Policy
NESAP	National Environmental Strategy and Action Plan
NGO	Non-Governmental Organisation
NPRD	National Programme to Rehabilitate and Develop
NSDP	National Strategic Development Plan
OECD	Organisation for Economic Co-operation and Development
PCP	Programme for Country Partnership
PPP	Public-Private Partnerships
PV	Photovoltaic
RGC	Royal Government of Senegal
RIA	Rapid Impact Assessment
RS	Rectangular Strategy
SDG	Sustainable Development Goal
SEDP	Socio-Economic Development Plan
SHE	Support Her Enterprise
SMART	Specific, Measurable, Achievable, Relevant and Timely
SMEs	Small and Medium-sized Enterprises
SPF	Strategic Planning Framework
TVET	Technical Vocational Education and Training
TWG-G	Technical Working Group on Gender
TWGAW	Technical Working Group on Agriculture
UN	United Nations
UN FAO CCRF	United Nations Food and Agriculture Organisation's Code of Conduct for Responsible Fisheries
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNIDO	United Nations Industrial Development Organization
UNSD	United Nations Statistics Division
VNR	Voluntary National Review
WDCs	Women Development Centres
WEE	Women's Economic Empowerment
WTO	World Trade Organisation
YEAC	Young Entrepreneurs Association of Senegal

Glossary

Circular economy: is an alternative to the traditional linear economic model where resources are kept in use for as long as possible, maximum value is extracted from them and waste is relocated from the end of the supply chain to the beginning, giving used materials a new life.¹

Conventional industry: an industry that promotes industrial production at the expense of the environment or at risk of harm to human health. Conventional industry promotes unsustainable patterns of production and consumption i.e. patterns that are resource and energy-inefficient, high carbon intensive, high waste, polluting and unsafe. Conventional industrial activities are not directed towards reducing greenhouse gas emissions and are generally reliant on fossil fuels. Also commonly referred to as “traditional industry,” “non-green” and/or “conventional industry.”

Engendering: refers to the incorporation of gender issues and concerns into a policy’s content.² Engendering applied to assess the quality criteria of policy content includes determining whether a policy aims for gender equality, includes sex-disaggregated data consistently, considers gender differences to create more equality, challenges gender stereotypes and mainstreams gender.³

Feminist policy: prioritises gender equality and enshrines the human rights of women and other traditionally marginalised groups, allocates significant resources to achieve that vision and seeks through its implementation to disrupt patriarchal and male-dominated power structures. Informed by the voices of feminist activists, groups and movements.⁴

Gender equality: refers to “the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men are the same, but rather, the rights, responsibilities and opportunities of women and men will not depend on sex or gender. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women’s issue but should also concern and fully engage men. Equality between women and men is a human rights issue, as well as a precondition for, and indicator of, sustainable people-centred development.”⁵

Gender mainstreaming: the “process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s, as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.”⁶

Green economy: an economy “that ends extreme poverty, improves human well-being and enhances social equity while reducing carbon dependency and ecosystem degradation and furthering sustainable and inclusive growth.” This definition corresponds to the definition of sustainable development and its three dimensions: economic, social and environmental.⁷

Green employment: a labour market in which all employment is decent and in which jobs contribute to a reduction of energy use and raw material consumption, limit greenhouse gas emissions, minimise waste and pollution, protect and restore ecosystems, and enable the adaptation of companies and communities to climate change.⁸

Green industry: an industry that promotes industrial production without expense to the environment or adverse impact on human health. Green industry promotes sustainable patterns of production and consumption i.e., patterns that are resource and energy-efficient, low-carbon and low waste, non-polluting and safe. Green industry is also related to sustainable industrialisation, an objective of Agenda 2030 as embodied in Sustainable Development Goal (SDG) 9.

1 <https://www.unido.org/unido-circular-economy>.

2 Krizsan, A. & Lombardo, E. (2013). The quality of gender equality policies: A discursive approach. *European Journal of Women’s Studies*, 20(1), 77-92.

3 Drucza, K. and Rodriguez, C.M. (2018). *Feminist policy analysis: implications for the agricultural sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

4 Thompson, L. (2020). *Feminist Foreign Policy: A Framework*. Washington, DC: International Center for Research on Women.

5 UN Women (2012). *Gender Equality Glossary*. <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=>

6 This definition follows the UN Economic and Social Council Resolution 1997/2: Agreed Conclusions. See also UN Women: <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>. Cited in GWNEN (2019). *Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change*, p.90.

7 Petrović, N. (2016). Women in the Green Economy. *Journal of Women’s Entrepreneurship and Education*, 1-2: 976-110.

8 UNIDO (2016). *Practitioner’s Guide to Strategic Green Industrial Policy*, Vienna, UNIDO/PAGE.

Green industrial policy: an industrial policy that is meant to trigger and facilitate structural changes as entailed, or required, both to respond to environmental conditions or situations, and to develop a green, circular economy.⁹

Intersectionality: “a prism for seeing the way in which various forms of inequality often operate together and exacerbate each other”.¹⁰ This includes social variables such as age, ability, indigeneity, ethnicity, language group, religion, education, etc., that typically cause marginalisation from voice and agency in any context.¹¹

Women’s empowerment: is the process by which women who have been denied the ability to make strategic life choices acquire such an ability. The ability to exercise choice incorporates three interrelated dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision-making as well as less measurable manifestations of agency such as negotiations); and achievements (well-being outcomes).¹²

Women’s economic empowerment: a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.¹³

9 Ibid.

10 Crenshaw, K. (1989). Available at: <https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters>.

11 GWNET (2019). Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change, p.91.

12 Kabeer, N. (1999). Resources, Agency, Achievements: Reflections on the Measurements of Women’s Empowerment, Development and Change Vol. 30.

13 UNIDO (2014). Guide on Gender Mainstreaming Energy and Climate Change Projects, Vienna, UNIDO/UN Women, p.52.



1. Introduction

1.1 Background and rationale

This Senegal country report is part of the global joint programme, “Economic Empowerment of Women in Green Industry” (EEWiGI).

The purpose of this report is to advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender into green industry policies. The aim is to affect change and empower more women to take leadership roles in green industry as entrepreneurs or industry professionals.¹⁴

The United Nations Industrial Development Organization (UNIDO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) are working together to assess the need for gender-responsive green industrial policy actions in four participating countries: Cambodia, Peru, Senegal and South Africa.

The preparatory assistance project undertaken in 2017¹⁵ has led to a fully-fledged project to advise the ministries responsible for industry and women’s affairs; private sector associations and business on the design and implementation of gender-responsive green industrial policies. This national report for Senegal is a component of Output 1.1. of Phase I of EEWiGI (Figure 1.1).

See Figure 1.1 on output 1.1. within the EEWiGI framework.

Figure 1.1: Output 1.1. within the EEWiGI framework



¹⁴ UNIDO and UN Women (2019). Global Programme: Economic Empowerment of Women in Green Industry Phase 1: Policy Prioritisation, pp 1-21.

¹⁵ UNIDO (2019). The Economic Empowerment of Women in Green Industry: A Synthesis Report. Unpublished, pp 1-82.

1.2 Project objectives and expected outcomes

The objective of the project is to initiate a significant push to improve the representation of women as leaders, entrepreneurs and industry professionals. Ultimately, the desired outcome is to prepare the ground for the advancement of gender equality and green industrialisation, in accordance with the SDGs, in four participating countries: Cambodia, Peru, Senegal and South Africa.

To this end, the Senegal project has conducted a detailed review, to identify needs, gaps and barriers to achieving higher levels of women as leaders, entrepreneurs and industry professionals. The project also identifies possible barriers to enhanced gender-responsive policy development in green industry.

This report aims to provide policymakers and practitioners with an evidence-base that will enable them to:

1. Establish and implement a policy framework to better integrate gender equality into green industry policies;
2. Formulate new, or reformulate existing, gender-responsive green industry policies and adopt them; and
3. Facilitate efforts to prioritise areas for workplan development.

In order to attain these objectives, the project undertakes further national gender and green industry diagnostics, technical assessments and policy analyses for evidence-based policymaking, including:

1. *Assessment of opportunities, constraints and possible measures to increase the representation of women leaders in green industry and green entrepreneurship*, including:
 - General research on the opportunities and synergies between green industry and gender mainstreaming; and
 - Detailed review of current green industry gender mainstreaming action plans.
2. *Identification of recommendations and specific measures to redress gender imbalances in selected industrial sub-sectors where women have high impact*, including:
 - Identifying the needs of women development schemes;
 - Identifying the needs of government, civil society and private sector stakeholder's capacity building; and
 - Identifying accountability, oversight and dissemination mechanisms for institutional gender mainstreaming initiatives.
3. *Study of constraints to entrepreneurship development; analysing formal and informal institutional barriers to female entrepreneurship*, including:
 - Analysis of institutional, cultural and societal inequalities.

1.3 Introducing Senegal as a target country

The Human Development Index (HDI) value of Senegal in 2018 was 0.514—or 166 out of 189 countries and territories, positioning the country in the low human development category. Between 1990 and 2018, Senegal's HDI value increased from 0.377 to 0.514, an increase of 36.4%. Senegal has a Gender Inequality Index (GII) value of 0.523, ranking it 125 out of 162 countries in the 2018. In Senegal, 41.8% of parliamentary seats are held by women, and 11.1% of adult women have reached at least a secondary level of education; compared to 21.4% of their male counterparts. Female participation in the labour market is 35.2% compared to 58.6% male participation.¹⁶

Senegalese gender relations are shaped by strongly patriarchal and conservative socio-cultural norms. The influence of these norms varies by ethnic group, religion and level of urban development. However, Senegalese society broadly defines the socio-cultural role of women to be one focused on obligations as wives and mothers. Women are expected to perform the majority of unpaid household responsibilities such as housework, child rearing, and subsistence agricultural labour. Decision-making, independent income, formal employment, entrepreneurship and roles in public life are generally opportunities limited to men. Men are more visible as leaders, public officials and active citizens.

On a scale ranging from very low to very high, the OECD's Social Institutions and Gender Index¹⁷ scores Senegal as 'medium' on its gender discrimination scale. The laws regarding ownership of assets, inheritance and other legal rights, strongly disadvantage women. For example, while the 1972 Family Code grants men and women equal access to land; in practice, traditional customs prevent equal treatment regarding land ownership. Women face extensive obstacles in land acquisition and male partners are empowered by the law to oppose land acquisition by women.

Gender equality policy in Senegal

The 2001 Constitution of Senegal strengthened the principles of gender equality and the elimination of all forms of discrimination against women. Article 7 stipulates that, "*All human beings are equal in the eyes of the law. Men and women have equal rights.*"¹⁸

¹⁶ Human Development Report (2019). http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/SEN.pdf.

¹⁷ OECD's Social Institutions and Gender Index (2019). <https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/SN.pdf>.

¹⁸ Constitution of the Republic of Senegal of January 22, 2001 (as Last Amended by the Constitutional Law No. 2007-2).

Senegal ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in 2004.¹⁹ The government of Senegal made significant progress towards the promotion of a gender-sensitive environment, through the adoption of the Parity Law,²⁰ the Standard Operating Procedures on gender based violence (GBV), a National Action Plan on GBV/Human Rights and Human Rights Promotion; and the National Strategy for Gender Equality and Equity (2016-2026).

The Government explicitly articulated gender equality as a development objective in legal and planning instruments. The Poverty Reduction Strategy Paper (PRSP) II 2006-2010²¹ of the Document de Politique Economique et Sociale (DPES) 2011-2015;²² and the Stratégie Nationale De Développement Economique et Social (SNDES) 2013-2017,²³ govern economic and social policy. Both have applied gender equality considerations in their development. The Plan Sénégal Emergent / Plan for an Emerging Senegal (PSE, 2015-2035)²⁴ prioritises women and girls in a number of flagship projects and programmes.

Institutional arrangements

As part of their mandate, the Ministry of Women, Family and Childhood seeks to promote equality between genders throughout the country. There are other mechanisms for the promotion, monitoring and control of gender equality and the elimination of discrimination against women in policy and programming implementation. In particular, the Advisory Committee on Women brings together civil society organizations with government representatives.

Programmes for the Advancement of Women

The government has put in place various programmes for the advancement of women:

- The National Credit Fund for Women;
- The Literacy and Apprenticeship Programme for the Fight against Poverty;
- The Action Plan to Accelerate the End of Female Circumcision (female genital mutilation/ FGM);
- The Joint Programme for the Eradication of Gender-Based Violence and the Promotion of the Human Rights of Women and Girls;
- Projects to support entrepreneurship among women and girls;
- Initiatives to promote entrepreneurship among women and young people; and
- Programmes to support women affected by obstetric fistula.

Monitoring the integration of the gender dimension

There are several institutions responsible for monitoring gender equality. Established by Decree No. 2008-1047 of 15 September 2008, the National Observatory of Women's Rights monitored all violations of women's rights. Subsequently, the National Parity Observatory was established by Decree No 2011-819 of 7 March 2011. It is tasked with monitoring, evaluating and making proposals for promoting parity between men and women in public policy.

The National Parity Observatory must:

- Undertake annual gender monitoring exercises and develop sectoral gender profiles;
- Provide sex-disaggregated data on gender, best practices, constraints and gaps linked to gender; and
- Make proposals to accelerate progress towards gender equality in Senegal.

Women's economic empowerment

The above measures paved the way for significant progress, leading to more widespread recognition of the potential for women to contribute to socio-economic growth. For example, women living in rural areas are highly active in processing and marketing agricultural, livestock and fishery products. Nonetheless, they are confronted with several hurdles, including:

- Access to land and land tenure security;
- Access to financing mechanisms;
- Access to factors of production and extension services;
- Effects of climate change; and
- Access to markets.

Senegal has ratified the ILO Convention 100, the Equal remuneration convention; and 111, the Discrimination employment and occupation convention. Moreover, 183, the Maternity protection convention was ratified 18 April 2017. Conventions 156, the Workers with family respon-

19 UN Women, Africa (n.d.). <https://africa.unwomen.org/en/where-we-are/west-and-central-africa/senegal>.

20 Law N°2010-11, May 2010.

21 International Monetary Fund (2007). Senegal: Poverty Reduction Strategy Paper, Washington DC, USA. Available at: imf.org/external/pubs/ft/scr/2007/cro7316.pdf.

22 République du Senegal (2011). Document de Politique Economique et Sociale DPES 2011-2015, Dakar, Sénégal Available : <http://servicepublic.gouv.sn/assets/textes/dpes-version-finale.pdf>.

23 République du Senegal (2012). Stratégie Nationale De Développement Economique et Social 2013-2017, Dakar, Sénégal. Available : http://www.ipar.sn/IMG/pdf/SNDES_2013-2017_-_consolidation_version_24_oct_2012.pdf.

24 Ministry of the Economy, Republic of Senegal (2018). Plan Sénégal Émergent (PSE) (2019-2024). Dakar, Senegal.

sibilities convention; and 189, the Domestic workers conventions are not yet not ratified.

The Senegalese Constitution prohibits all employment, wage or tax discrimination between men and women (Constitution, Art. 25, paragraph 2) but does not specifically cover job advertisements, selection criteria, recruitment, hiring, terms and conditions, promotions, training, assignments and termination. The law mandates equal remuneration for work of equal value (Labour Code, Art. 105). Women can work the same night hours as men, and they do not need the permission of their husband or other male legal guardian to choose a profession or register a business. However, the law prohibits women from entering certain professions such as mining (Arrêté Relatif au Travail des Femmes et des Femmes Enceintes). Senegalese law mandates paid maternity leave of 14 weeks funded by the government through the Social Security Regime (Labour Code, Art. 143; Social Security Code, Art. 123) and paid paternity leave of one day covered by the employer (Art 18, Convention collective nationale inter-professionnelle). In addition, in order to protect maternity, the law provides that all pregnant women are entitled to a prenatal allowance (Social Security Code, Art. 15 and 17) and mothers cannot be dismissed whilst on maternity leave (Labour Code, Art. 143).

Married and unmarried women have the right to open a bank account at a formal institution (Civil Code, Art. 371) and can obtain credit. In addition, Art. 54 of the Agro-Sylvo-Pastoral Orientation Act provides for the facilitation of access to credit by women and young people which means that women are granted special conditions to access loans. Furthermore, the National Women's Credit Fund and the National Fund are government programmes focussed on supporting women's access to formal financial resources for the promotion of female entrepreneurship. There has been a noticeable improvement in female entrepreneurship in Senegal. From 2007 to 2014, the total share of female-owned firms in the country grew from 23.8% to 32.1%.²⁵

In response to the COVID-19 pandemic, as part of the programme to strengthen the resilience of vulnerable households launched by the Ministry of Women, Family, Gender and Child Protection (MFFGPE) and supported by UN Women; Senegal is implementing a programme titled "Household basket: women are part of the solution".

*"The women farmers who we support have a production capacity that allows them to actively participate in the response to COVID-19 in Senegal. They have positioned themselves as local rice and cereal suppliers for food assistance to households." said Oulimata Sarr, Regional Director of UN Women West and Central Africa. "In this time of crisis, we are happy to promote local consumption and boost rural entrepreneurship."*²⁶

Transition to green economy

Senegal is facing major challenges to development, such as high risks of desertification, overexploitation of forestry resources and overfishing, widespread youth unemployment and persistent poverty. In recent years, Senegal has made significant strides towards improving the well-being of its population and has established itself as one of the key economic hubs of West Africa. It has demonstrated leadership in making the transition to an inclusive green economy, but still faces persistent development challenges. Senegal is a signatory to the African Charter on Human and Peoples' rights (ACHPR), and as such has ratified all of its binding legal instruments. This includes recognising the right to life (Article 4), the right to health (Article 16), and the right to economic, social and cultural development (Article 22).

Senegal recently transformed its Economic and Social Council into an Economic, Social and Environmental Council (EESC), which makes it an influential institutional actor in advancing the green economy and sustainable development in the context of the country's national objectives. Senegal officially launched its national Partnership for Action on Green Economy (PAGE) initiative in 2014, which brings together the expertise of UNEP, ILO, UNITAR, UNIDO and UNDP, to implement national strategies and policies for a green economy. PAGE has been particularly committed to promoting green industry, trade and employment as well as institutional capacity building for the green economy through training and support in the implementation of national policies. PAGE is supporting on-going efforts in the context of the set priorities outlined in the PSE – the country's national development framework for medium to long-term economic and social policies.

There is a growing body of literature that focuses on the synergies between women's economic empowerment and the expansion of clean energy. This includes global barriers and enablers for the participation of women in the clean energy sector;²⁷ data on the positive synergies between rural electrification and women's empowerment;²⁸ research on the benefits of women's entrepreneurship for clean energy expansion;²⁹ and studies into the impact of global trends towards greener energy on gender equality.³⁰ While some of this research is specific to Sub-Saharan Africa,³¹ there are currently no studies on women's economic empowerment and the expansion of clean energy in Western Africa, or more specifically, in Senegal. This study contributes to filling this gap and to a practical understanding of the constraints and opportunities present for women's economic empowerment in green industry in Senegal.

"Green industry" incorporates many traditional sectors which mainstream environmental and social considerations into their operations. Based on the analysis performed by the National Coordinator and the National Focal Points who represented the Ministry of Industry and Ministry of Women's Affairs, the following sectors were identified as particularly relevant to the Senegalese context: energy (sub-sector: mixed energy combining electricity, solar, wind and biomass energies); agribusiness (sub-sector: organic farming and transformation of agri-foods); animal husbandry and production (sub-sector: leather and animal skin); and fishing (sub-sector: fish processing).

25 Seck et al. (2015). Female entrepreneurship, access to credit and firms' performance in Senegal.

26 UN Women, Africa (2020). COVID-19 response: UN Women puts women farmers in Senegal at the heart of the solution.

27 GWNET (2019). Women for Sustainable Energy: Strategies to Foster Women's Talent for Transformational Change.

28 Deloitte (2019). Positive Synergies Between Rural Electrification and Women's Empowerment. "Deloitte SHIFTS".

29 UNEP and UN Women (2016). Global Programme Document Women's Entrepreneurship for Sustainable Energy (WESE).

30 Martinez (2020). Global Trends Impacting Gender Equality in Energy Access.

31 GEGA Africa (2018). Parshotam and van der Westhuizen.

Table 1: Sectors and sub-sectors examined

Sectors	Sub-sector
Energy	Mixed energy combining electricity, solar, wind, and biomass energies
Agribusiness	Organic agriculture and transformation of agri-foods
Animal husbandry and production	Leather and animal skin
Fishing	Fish processing

Analysis was performed using a points matrix that evaluated each sector and sub-sector in five main aspects: (1) gender mainstreaming and the role of women; (2) market size and potential; (3) entrepreneurial level; (4) environmental consciousness of sector players; and (5) potential synergies with PCP projects. Each sub sector was assigned points for indicators under each aspect. The sub sectors selected were those with the highest scores (see Appendix 1 for selection matrix).

COVID-19 has brought to light the magnitude of gender disparities, particularly those that hinder women's economic empowerment

Patterns of structural discrimination and socio-economic barriers reduce opportunities for women to earn independent income, save, hold secure jobs and secure formal employment. Their capacity to absorb economic shock is therefore weakened.³² COVID-19 has exacerbated socio-economic disparities between men and women across the globe and Senegal is no exception.

Women around the world earn less, save less, hold less secure jobs, and are more likely to be employed in the informal sector.³³ Women have less resources to overcome economic shocks than men.³⁴ Women are disproportionately affected by the consequences of the COVID-19 crisis because they are overrepresented in precarious employment; including in the informal sector, where their benefits and protection are inadequate or lacking. COVID-19 is already having major impacts on women the entire supply chain, including company executives, women working in the service sector and in the informal sector, women who own or work in small and medium-sized enterprises (SMEs), women working in manufacturing, and women migrant workers.³⁵ This is exasperated by the unequal division of care and domestic work at home due to gendered social expectations, which limit women's livelihoods.³⁶

Despite these challenges, the COVID-19 crisis also offers unique opportunities for empowering women, bringing the transformative changes needed to address the longstanding climate, social and environmental issues and inequalities that have contributed to the devastation of this pandemic. Prioritising women and economic recovery along more equitable lines is not just morally right; it is also an economic imperative. Women have long been seen as critical agents of post-crisis recovery, and investing in gender equality has the potential to stimulate the economy and reverse losses to global wealth.³⁷ Additionally, gender mainstreaming needs to be prioritised in all sectors to both help women entrepreneurs start green businesses and sustain their businesses. There is a relative lack of public familiarity with opportunities in the green industry; yet due to the fact that green industry is an innovative and growing market pushed by a more conscious consumer, it offers many opportunities for women.

The report is structured as follows:

- Conceptual and analytical frameworks;
- Data collection methods;
- Policy review and analyses;
- Assessing women's engagement as entrepreneurs and professionals in green industry;
- Barriers;
- Opportunities;
- Recommendations for closing gender and green industry gaps; and
- Conclusion.

³² United Nations (2020). Policy Brief: The Impact of COVID-19 on Women.

³³ See From insights to action: Gender equality in the wake of COVID-19, available at: <https://data.unwomen.org/publications/insights-action-gender-equality-wake-covid-19> and Spotlight on Gender, Covid-19 and the SDG, available at: <https://data.unwomen.org/sites/default/files/documents/Publications/Spotlight-Gender-COVID-19-SDGs.pdf>.

³⁴ United Nations (2020). Policy Brief: The Impact of COVID-19 on Women.

³⁵ For additional COVID-19 related resources, see: <https://data.unwomen.org/publications>.

³⁶ Ibid.

³⁷ CARE (2020). COVID-19 Condemns Millions of Women to Poverty, When They Could be a Solution to Prosperity.

A person is shown in profile, writing on a whiteboard with a blue marker. The whiteboard is covered with numerous colorful sticky notes (yellow, green, pink, blue) arranged in a grid-like pattern. The scene is dimly lit, with a blue tint. The person is wearing a striped shirt. The background is a plain wall.

2. Conceptual and analytical frameworks

2.1 Understanding the problem in question

The Economic Empowerment of Women in Green Industry (EeWiGI) programme contributes towards the 2030 Agenda for Sustainable Development by championing the Sustainable Development Goals (SDGs), in particular: Sustainable Industrialisation (SDG 9) and Gender Equality (SDG 5).³⁸ It also contributes to a lesser extent to Decent Work and Economic Growth (SDG 8) and Responsible Consumption and Production (SDG 12).

Climate change, environmental degradation and the resultant loss of livelihoods have sex-differentiated impacts. Moreover, the over-exploitation of natural resources further exacerbates existing inequalities and social vulnerabilities. Transitioning to green industry promotes a future that supports environmental sustainability and gender equality by offering science-based solutions to climate change, and facilitating the systematic socio-political transformation needed to address social inequalities.

Transitioning to sustainable industrialisation and global gender equality requires inter-related action and coordination among diverse policy stakeholders. At present, the implementation of gender-responsive green industry policies is a joint effort between the Ministry of Industry and the Ministry of Women's Affairs. To mainstream further gender issues into industry policies, strategies and action plans; research studies and statistics are needed on the realities of women working as entrepreneurs and professionals in green industry in low- and middle-income countries.

This project aims to address the gap in available research by providing an empirical baseline of gender-specific barriers and opportunities for women working as entrepreneurs and professionals in green industry in Cambodia, Peru, Senegal and South Africa. Studies conducted within the project will look into possibilities to meet the dual needs of alleviating environmental threats, whilst realising women's potential in green industry, green economy and entrepreneurship. The findings in this report will be available to policymakers and practitioners as a baseline to inform the effective development of gender-responsive green industrial policy in the future.

2.2 Research questions

In alignment with the aims and objectives of the broader EeWiGI project, this study addresses two main research questions:

- (1) What are the country specific needs, opportunities, specific drivers and constraints to women accessing and benefitting equally from the advancement of green industry:
 - As industry professionals?
 - As entrepreneurs?
- (2) How should countries develop or revise existing gender responsive green industrial policies?

Alongside these main research questions; the analysis considered the following sub-questions in the developing a suitable methodology, collecting data and reviewing policies. Therefore, the following elements also contributed to a holistic understanding of green industry, green economy and entrepreneurship:

- Are the current policies delivering results based on their initial goals and outcomes?
- Are current green industry policies gender-responsive?
- Are policies having a positive/negative impact on women and/or on their interactions with others?
- Which policies are hindering gender equality and the inclusion of women?
- Which policies are helping gender equality and the inclusion of women? How are these implemented?

The conceptual and analytical frameworks applied in the study were designed with these research questions in mind. A conceptual framework on women's economic empowerment was used to understand the root causes of barriers and gaps in gender equality in green industry; both for women entrepreneurs and women working as professionals in green industry.

2.3 Conceptual framework addressing research question 1: conceptualising women's economic empowerment

The project defines *women's economic empowerment* as the combination of women's ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. In order to have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.³⁹

³⁸ SDG 9: to 'build resilient infrastructure, promote inclusive and sustainable industrialization' and SDG 5: to achieve "gender equality and empower all women and girls".

³⁹ Ibid.

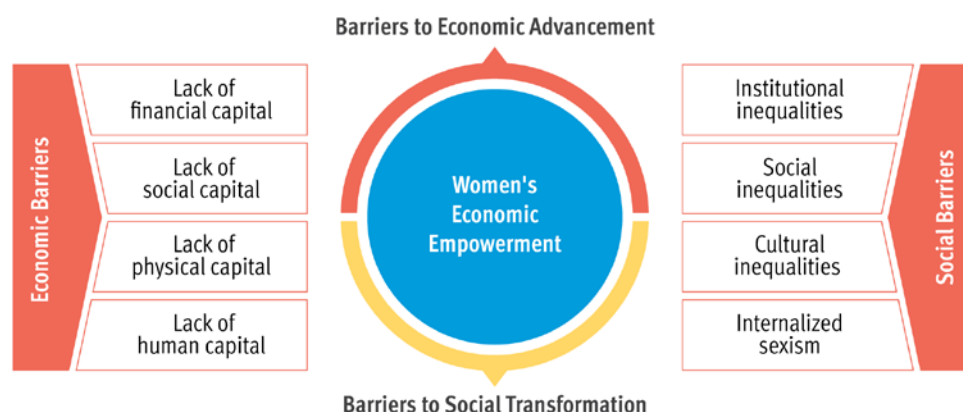
Taking these definitions as a starting point, the project conceptualises women’s economic empowerment as requiring *advancement* and *transformation*:

- *Advancement*: includes increased resources, income, employment, human capital (education, skills, training), financial capital (loans, savings), social capital (networks, relationships, mentors), and physical capital (land, machinery, tools and inventory); and
- *Transformation*: necessitates women having the power and agency to make decisions over control and use of newly gained skills and resources.

Advancement and transformation require the disruption of accepted social norms and structural gender roles.⁴⁰

See Figure 2.1 for the EEWiG conceptualisation of women’s economic empowerment.

Figure 2.1: Study’s conceptualization of Women’s Economic Empowerment



In order to understand factors related to women’s economic advancement and women’s economic transformation in green industry, this report analyses gendered norms, power relations and inequalities in the overlapping spheres of agency, structures and relationships (Figure 2.2).

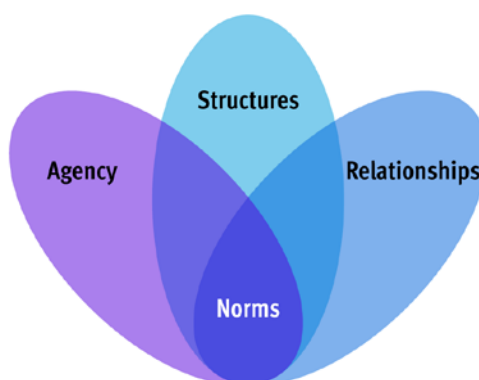
Empowerment requires:

- Agency: the ability to make choices and act upon them. This is similar to autonomy but more comprehensive;
- Structures: processes to enable change rather than resist change. This is also known as an enabling environment; and
- Equal relationships: assurance that power does not corrupt, exploit or block access to opportunities.

This conceptual framework facilitates an analysis of the institutional, cultural and societal inequalities causing barriers to women’s economic advancements. These concepts also guide the transformation required to enable positive change towards gender equality. Approaching women’s economic empowerment using this conceptual framework will enable policymakers and practitioners to better understand the causal pathways to advance gender equality and improving the leadership and participation of women as entrepreneurs and industry professionals in green industry in Cambodia, Peru, Senegal and South Africa, in line with the SDGs.

See Figure 2.2 for the relationship between norms and empowerment.

Figure 2.2: Relationship between norms and empowerment



⁴⁰ GWNET (2019). *Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change*, p.52.

2.4 Conceptual framework addressing research question 2: towards a gender-responsive green industrial policy framework

The purpose of EEWiGI is to advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender and green industry policies. The aim is to affect change and empower more women to take leadership roles in green industry as entrepreneurs or industrial professionals. Based on the study's conceptualisation of women's economic empowerment applied in this project, gender-responsive green industrial policies must work to address both advancement and transformation.

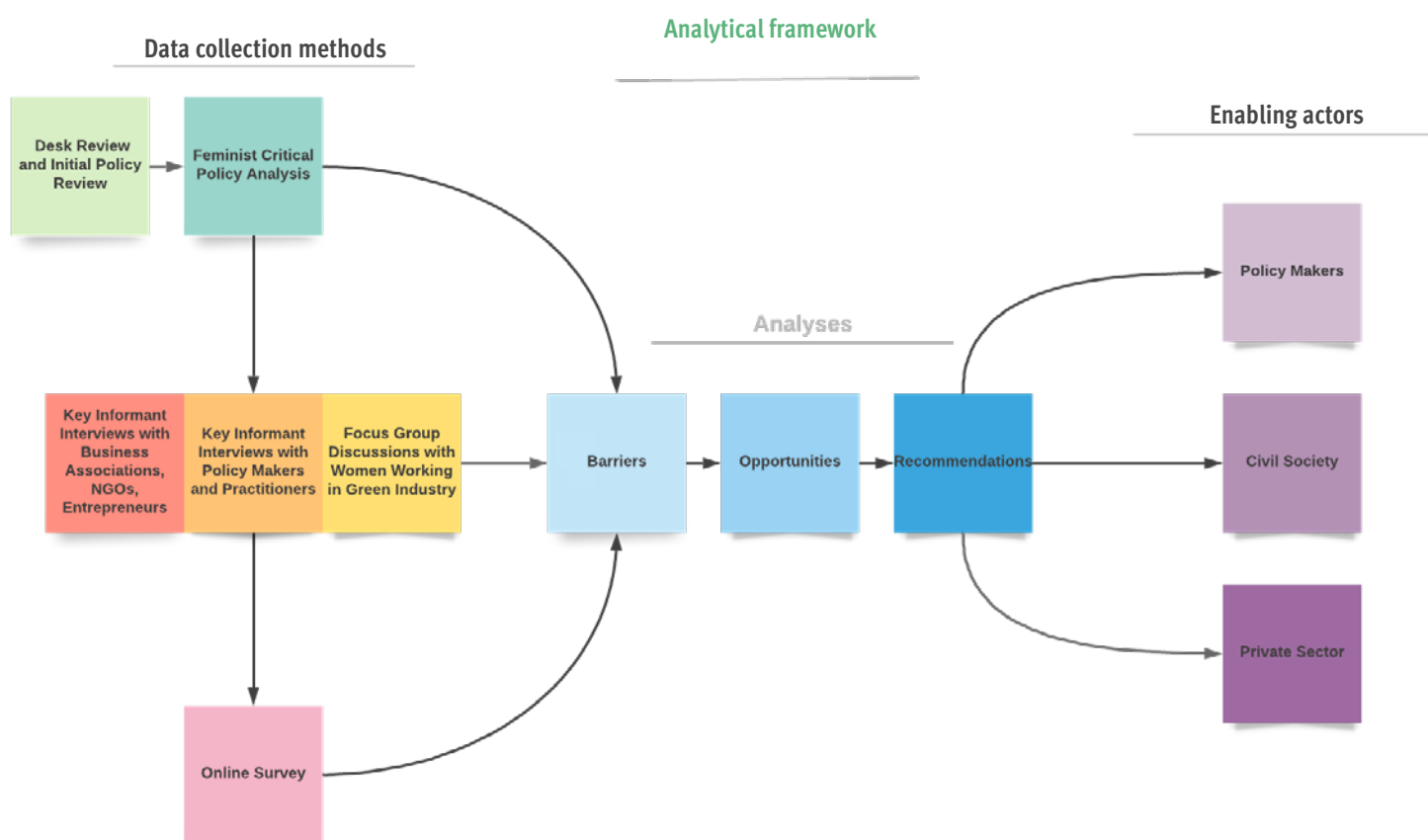
The qualitative and quantitative components of the study reveal key factors underpinning the barriers and opportunities women face in accessing economic empowerment in green industry. These findings, combined with critical feminist criteria, form the framework to assess the gender-responsiveness of current policies and their contents; policy process and adaptation. Furthermore, these policies will be evaluated on their commitments to gender equality.

2.5 Analytical framework

An overview of the applied analytical framework and data collection methods used in the study is covered in Figure 2.3.

See Figure 2.3 for the analytical framework of the study.

Figure 2.3: Analytical framework



A large stack of papers, some with yellow tabs, is shown against a light blue background. A magnifying glass is positioned in the lower right corner, focusing on the papers. The entire image has a light blue overlay.

3. Data collection methods

3.1 Research design

The process began with a preparatory assistance project, undertaken by UNIDO and UN Women in Cambodia, Peru, South Africa and Senegal in 2017. The objectives of this phase were to gain a better understanding of the challenges facing governments in coordinating gender-responsive green industry policy and identify the needs of female entrepreneurs in business development. The methodology of this research was shaped by the findings of the preparatory phase and inputs from UNIDO and UN Women staff in 2019-2020.

A mixed-methods approach has been applied, which combines qualitative and quantitative data collection methods. The research was collected in four phases:

- i. Phase 1: desk review and initial policy review;
- ii. Phase 2: feminist critical policy analysis;
- iii. Phase 3: qualitative data collection in the form of key informant individual interviews (KIIs) and focus group discussions; and
- iv. Phase 4: quantitative data collection in the form of an online survey.

The data collection phase in Senegal took place in January 2020, the data cleaning, translation and analysis followed February - April 2020. The individual country reports and a single synthesis report were drafted in April – July 2020.

In each of the four countries – Peru, Cambodia, South Africa and Senegal – KIIs took place in the respective capital cities: Lima, Phnom Penh, Pretoria and Dakar. In addition, with the exception of Cambodia, focus group discussions were held in regions outside the capital. Through this approach, it was possible to capture the heterogeneity of the baseline context for green industry and women’s economic empowerment in each country.

3.2 Desk review and initial policy review

A desk review of current policies and projects was conducted with two components: one component focused on existing policies and projects promoting the advancement of green industry; the other component focused on the baseline situation in each country vis-à-vis women’s economic empowerment. The desk review also identified research on successful women entrepreneurs operating in the green sector in each country.

The desk review and initial policy review served the following purposes.

- (1) Providing context for feminist critical policy analysis by presenting an overview of policies aimed at empowering women in each country, thereby identifying overlaps with green industry policy;
- (2) Building a network based on the case studies of successful women in green industry;
- (3) Identifying relevant gender and green industry policies that could be reviewed in-depth using the critical feminist policy analysis; and
- (4) Informing the development of qualitative and quantitative tools by identifying key themes to be explored further in key informant individual interviews and focus group discussions.

3.3 Feminist critical policy analysis

The feminist critical policy analysis exposes gender inequalities and power relations embedded in the policies of each country with the objective of addressing gender bias in existing and future policies (McPhail, 2003).

The feminist critical policy analysis herein is based on the works of Kanenberg et al. (2019),⁴¹ Druza and Rodriguez (2018),⁴² Krizsan and Lombardo (2013)⁴³ and McPhail (2003).⁴⁴ The analysis is based on three steps: policy selection, assessment I and assessment II.

Policy selection criteria: a maximum of 10 policies were selected in consultation with the project’s national coordinator (NC), national focal points and the respective UNIDO Country Representative; based on their relevancy to at least one of the following tiers:

- Tier 1: national laws, policies and strategies with “green”, “green industry”, “green economy”, “green jobs”, “entrepreneurship”, “low carbon”, identified in the title;
- Tier 2: national laws, policies and strategies that specifically address the sectors and sub-sectors identified and prioritised in this project in the title;
- Tier 3: national laws, policies and strategies with “climate change”, “adaptation”, and/or “environment” identified in the title, or “sustainable development”, “circular economy”, or “bio economy” and/or other type of green industry sector; and/ or
- Tier 4: national laws, policies and strategies related to general industrial development and growth.

After the final list of policies was selected, three assessments were conducted.

⁴¹ Kanenberg, H. and Leal, R. (2019). Revising McPhail’s Feminist Policy Analysis Framework. *Advances In Social Work*, 19(1), 1-22.

⁴² Druza, K. and Rodriguez, C.M. (2018). *Feminist Policy Analysis: Implications for the Agricultural Sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

⁴³ Krizsan, A. and Lombardo, E. (2013). The Quality of Gender Equality Policies: A Discursive Approach. *European Journal of Women’s Studies*. Vol 20, Issue 1: 77 – 92.

⁴⁴ McPhail, B. (2003). A Feminist Policy Analysis Framework. *The Social Policy Journal*, (2), 39-61.

Assessment I

The first assessment⁴⁵ depicted in Table 3.1, is an index for assessing the quality of policies using a ranking system. For each of the seven quality criteria categories, the research questions are scored on a scale of 0-1, whereby:

- 1 indicates that the criteria are met;
- 0.5 indicates that the policy meets the criteria to a certain extent; and
- 0 indicates that the policy poorly meets the criteria.

The first assessment used seven different criteria categories:

- (1) Gendering of the policy;
- (2) Structural understanding of gender equality;
- (3) Intersectionality;
- (4) Women’s empowerment;
- (5) Incremental transformation;
- (6) Gender responsiveness; and
- (7) International and regional contextualisation.

Regarding the quality criteria categories, note that:

- Quality criteria categories 1-3 focus on policy content;
- Quality criteria categories 4-5 focus on the process to ensure women’s participation and inclusion in the policy-making process; and
- Quality criteria categories 6-7 focus on the intersection of gender and green industry policies, and on how the national policies relate to regional and international gender frameworks.

Table 3.1: Feminist policy analysis criteria and research questions

Quality criteria categories	Research questions
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy consistently include sex-disaggregated data? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being an add-on to a separate section)?
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider structural factors that impact gender equality? Examples include historical, legal, socio-cultural, economic and political factors.
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (see definition of intersectionality in glossary).
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment to increase women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?
5. Incremental transformation (policy process)	5.1. Does the policy build on national previous gender-equality achievements/policies?
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs and women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?
7. Regional and international contextualisation (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments to safeguard women’s rights? ⁴⁶

⁴⁵ The criteria and research questions for the first exercise are adapted from: Drucza, K. and Rodriguez, C. M. (2018). Feminist Policy Analysis: Implications for the Agricultural Sector in Ethiopia. CIMMYT, Addis Ababa, Ethiopia.

⁴⁶ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Assessment II

The second assessment in the feminist critical policy analysis assesses the quality of the policy's conclusions on specific gender planning targets/commitments/indicators and/or "next steps". In order to ensure the accountability of gender targets/plans, these findings are rated based on the following criteria:

- 0 = No mention of gender in the conclusion;
- 1 = Irrelevant/tokenistic conclusion;
- 2 = Has some sex but not gender conclusions;⁴⁷
- 3 = Has some gender conclusions but basic or unhelpful; or
- 4 = Highly relevant gender-aware conclusion.

Lastly, the policies were assessed based on their level of implementation to date, as of April 2020. The results of the critical feminist policy analysis are presented further in detail in Section 4 of this report.

3.4 Key informant individual interviews

The two target groups for the Key Informant Individual Interviews (KIIs) were policymakers and practitioners (KII Type 1 – government actors) and entrepreneurs, members and/or leaders of a business organisation, NGO leader/management, or other persons of influence in green industry (KII Type 2 – business actors). KIIs with policymakers and practitioners were conducted to develop an in-depth understanding of government priorities, interests and incentives in the green economy, including current competing priorities and its effects of current policies on gender issues. The aim of KIIs with members and/or leaders in the industry was to understand specific barriers and constraints faced by women entrepreneurs, businesses, NGO and community leaders and influencers; and identify ways to change policies to better support women entrepreneurs.

Each Ministry in Senegal has a "gender cell"; a focal point responsible for mainstreaming gender into the strategies and action plans within the respective ministries. Five coordinators of ministry gender cells were interviewed for this study. These were all women and most of them combined their role in the gender cell with another technical role in their ministry.

Other relevant employees of the ministries and technical institutes, active in the areas of entrepreneurship, governance and decentralisation in "conventional" (traditional/non-green) industry and green industry were also consulted. Overall, people working on the topic of "gender" were women themselves, while the technical positions were mostly occupied by men. From a business perspective, women active in green industry through their NGO (two interviewees), association (five interviewees) or own business (six interviewees) were interviewed. Only one man was interviewed from a business perspective and he worked for an international NGO.

Thirty-one interviews were conducted in total, 13 of these were interviews with industry professionals and entrepreneurs and 18 interviews with policymakers and practitioners. The sample represents a good cross-section of leaders in green industry. It included heads and deputy-heads of departments, facilitators of green industry sector networks, entrepreneurs, business owners and employees. Respondents were enthusiastic and engaged. They answered questions in full and gave a deep level of insight into the subject matter.

3.5 Focus group discussions

Focus group discussions were held with women working in green industry in a professional role, with five participants in each FGD. The purpose of these FGDs was to gain a more in-depth understanding of issues identified in the KIIs (e.g., specific barriers and constraints faced by women working in green industry).

Two FGDs were conducted, one in Ziguinchor and one in Dakar. Initially, two FGDs were planned in Ziguinchor. However, as technical positions are mostly occupied by men in Senegal, it was difficult to find women professionals in green industry to include in discussions. As a result, members of "Groupements d'Intérêt Economique" (GIE)/ Economic Interest Groups⁴⁸ were interviewed. During the discussion, it became clear that the participants had not heard about green industry before. Due to this context and the limited number of participants (only three), data collected during the second FGD in Ziguinchor was not analysed. A third FGD was conducted with manual labourers of SOSENAP (Société Sénégalaise des Nattes en Plastiques: Senegalese Company of Plastic Mats) in Diamniadio, Dakar.

The full sample details of the FDG process are listed in Table 3.2.

⁴⁷ "Sex" includes reference to "women" or "men". "Gender" refers to the relations, social norms and power dynamics between "women" and "men".

⁴⁸ A GIE is a formal group where women work together (often on a seasonal basis) to collectively produce, transform or commercialise products. Whenever the activities and revenues become larger, regular and more consistent, they have to transform into a private company.

Table 3.2: Sample by instrument type

Instrument type	Total number of participants	Disaggregation
Key Informant Individual Interviews: policymakers and practitioners	18	10 men, 8 women
Key Informant Individual Interviews: business associations, NGOs, Entrepreneurs	13	1 man, 12 women
Focus group discussions	10	FGD 1 – 5 women Location: Ziguinchor (Chamber of Commerce) FGD 2 – 5 women Location: Diamniadio, Dakar
Online surveys	20	8 women green entrepreneurs ; 12 women conventional entrepreneurs

3.6 Online surveys

The last data collection method was the quantitative online survey, which was sent to women entrepreneurs in both green and conventional industry through the online platform SoGo Survey. The survey identified opportunities and challenges faced by women entrepreneurs in the green industry, and how these overlap with or differ from women entrepreneurs outside the green industry. The results of the survey were used to analyse the current situation experienced by women entrepreneurs in and outside green industry in each country. The survey included information on the type of enterprise (size, sector, number of employees, years in operation), linkage to green industry; identified opportunities; and identified constraints.

A total of 20 women entrepreneurs completed the survey. Of these, eight were from green industry and 12 were from conventional industry.

3.7 Research limitations

Despite the best efforts of all contributors, the project faced the following research limitations:

1. **Lack of clarity on the term “green industry”:** since the green industry is a new concept, there is a lack of clarity about the concept and what businesses require to be considered within the term “green”. Hence, it was difficult to segregate the sectors and sub-sectors into “green” versus “conventional”/ “non-green” industry;
2. **Recruitment of key informants:** the recruitment of the key informants started at the end of December 2019. Due to the Christmas and New Year holidays, it was difficult to recruit participants. For example, it was difficult to schedule interviews in January 2020 because either the key informants were still on leave or busy catching up on their work schedule. The key informant individual interviews were mostly conducted in the capital cities. The inclusion of women entrepreneurs and policy influencers from other cities would have provided useful viewpoints;
3. **Recruitment of focus group participants:** in Senegal, the recruitment of focus group participants was challenging. In one of the FGDs, not all the participants turned up, and with only 3 participants, the FGD could not be conducted as the minimum requirement for each FGD was 5 participants.

3.8 Research strengths and advantages

The objective of the project is to initiate a significant push to improve leadership and participation of women as entrepreneurs and industry professionals, and advance gender equality, as well as green industrialisation in line with the SDGs in the four participating countries: Cambodia, Peru, Senegal and South Africa. Some of the strengths of the study include:

1. **A novel initiative:** this research is the first of its kind to investigate women’s economic empowerment in green industry; as both entrepreneurs and industry professionals;
2. **Research across the globe:** the research has produced an impressive international dataset, with qualitative and quantitative data gathered in 4 countries on 3 different continents;
3. **Robust, gender-responsive policy analyses:** the bespoke feminist critical policy analyses used in the study is an innovation in international development research. While there are several policies in the country on climate change and sustainable development; the extent to which these policies have been gender mainstreamed was previously unknown. Our analyses create a way forward for policies in this area to be revisited and strengthened based on their gender-responsive content and commitments;
4. **Involvement at the policy level:** government stakeholders and policymakers are involved from the inception phase in evaluating the research findings;
5. **Bottom-up approach:** the study used a bottom-up approach to elicit the perceptions and everyday challenges of green industry wom-

en entrepreneurs and professionals. The data they shared will be used as a baseline and facilitate the design and revision of green industry policies according to the needs and priorities identified;

6. ***Bridging the green industry knowledge gap:*** the study revealed a persistent knowledge gap regarding existing green industry policies in the country among entrepreneurs, professionals and oftentimes policymakers themselves. By exposing this gap, this report proposes recommendations for raising awareness and exposing people to the opportunities present in green industry.

3.9 Research ethics

The research received ethical approval from the Internal Ethical Review Board of Includovate 6 January, 2020.⁴⁹

Participant recruitment

Individual participants were selected based on criteria (see Appendix 1) defined jointly by the national coordinator (NC) and in-country researchers, in close consultation with UNIDO. Together, the NC and researchers compiled individual lists of prospective interviewees. These lists emerged from desk-based reviews and in consultation with relevant stakeholders. Relevant stakeholders included ministries, industry institutions, and women's economic empowerment programme implementors. Following this process, inclusion and exclusion criteria were established for each type of data collected, which determined the final selection of participants.

Consent

Key informant individual interviews, focus group discussions and online quantitative surveys were subjected to two forms of consent from participants. In all three interactions, informed consent was obtained at the time and place of the interview by the enumerator or interviewer. Additionally, in the case of the online interviews, there was an explicit statement preceding the questions advising participants that their participation was voluntary and could be withdrawn at any time. When the survey was considered completed and returned by the participant, their consent was implied.

⁴⁹ A full copy of the approved ethics application is available upon request via email: o.iti@unido.org.



4. Policy review and analyses

4.1 Policies promoting the advancement of green industry and gender equality in Senegal

The Senegalese Government prioritises policies and programmes that help the nation adapt to and mitigate climate change. Investment in green growth and the promotion of green industry are some of the strategies to connect these overarching priorities. This section highlights the synergies between the sectors and sub-sectors chosen for this study and women's economic empowerment.

Energy

A key component of Senegal's PSE is the development of its power sector. Priorities within this sector include, lowering the cost of generating power by increasing access to electricity; particularly in rural areas. This supports the government's key aim to reduce dependence on imported liquid fuels. Senegal has the potential to develop its solar and wind power; as well as to develop its offshore natural gas. Although natural gas is a fossil fuel and as such is not considered "green industry", it demonstrates the direction that Senegal may take in terms of energy diversification in the following years. The government aims to achieve universal access to electricity by 2025 by combining off- and on-grid energy. The "rural concessions programme" of Senegal faces significant challenges.

Rural concessions programme

In 2004, the government developed a strategy to divide the country into 10 large rural concession areas and competitively select private companies to build and operate power infrastructure in 25-year terms. The first six of these large concession contracts were signed between 2008 and 2011 and operated from 2011 to 2015. The most recent data from 2018 indicates that the electricity access rate in Senegal is 67%. 44.2% of rural areas and 92.4% of urban areas⁵⁰ have access to electricity.

The World Bank case study on Senegalese energy providers highlights the following areas in which could better deliver results:

- Allowing local companies to compete; and
- Giving the Agence Sénégalaise d'Électrification rurale (ASER) some institutional autonomy. ASER's Managing Director is appointed by the Ministry of Energy, who is also invested in the state-owned SENELEC. When the objectives of SENELEC and ASER diverge, the Ministry of Energy must treat them equally.

In Senegal, as well as globally, the energy sector has historically been focused on fossil fuel-based sources, which favour the participation of men. The roles of men and women in the energy sector are gender-divided. Whilst the findings of empirical data and literature on this subject vary, some research concludes that women account for only 8% of the workforce worldwide across the conventional energy sector and no more than 14% within the renewable energy sector.⁵¹

Therefore, more competition and institutional autonomy are needed to encourage a diversification of energy providers, which would in turn encourage women to become entrepreneurs in the energy sector in greater numbers. There is minimal data on the participation of women in the current Senegalese energy sector. Less than 5%⁵² of the female population of Senegal have attained a higher-level education, such as a university degree. This means that there is a gap in the skills required to innovate in the clean energy sector. There is no data available on the number of Senegalese women in middle- or top-management positions and also no data collected on the current gender wage gap.⁵³ Collecting and tracking this data is important to monitor progress moving forwards and maintain accountability.

Agri-business

The agricultural sector (including fishing, forestry and livestock) accounts for about an eighth of the GDP of Senegal, but employs three-fifths of the working population. Overall productivity is low and most families in rural areas grow millet and other basic foodstuffs for their own consumption. In order to address this situation, the government is determined to revitalise the agricultural sector through a series of complementary strategies to stimulate productivity and increase adaptive capacities.⁵⁴ The development of agriculture is at the heart of the PSE through the Recovery and Acceleration of the Agricultural Cadence in Senegal (PRACAS) programme. This component stipulates rice through irrigated and rain-fed rice production, peanut production as part of a value chain approach and the development and exportation of market gardening and horticulture.

Livestock management and production

The leather sector in Senegal is essentially oriented towards export markets. Market prices for raw hides and skins in Senegal have varied over the last few years. Prior to 2018, a kilo of raw hides and skins was valued up to US\$1.86 in 2015 and stagnated to US\$2.31 in 2017. In

50 <https://data.worldbank.org/indicator/EG.ELC.ACCS.ZS?locations=SN>.

51 Airswift and Energy Jobline (2019). The Global Energy Talent Index Report 2019.

52 4.7% 2015. ILOSTAT.

53 See ILOSTAT: Senegal.

54 Senegal Green Economy Barometer, 2018. <https://www.greeneconomycoalition.org/assets/reports/Barometers-2018/Senegal-GE-Barometer-2018-Final-WEB.pdf>.

2018, the highest prices for raw hides and skins in Senegal per kilogram were for exports to Nigeria, France, Niger and Italy respectively.⁵⁵

The leather and skins are primarily collected from official slaughtering houses. Significant quantities of hides and skins are also collected during certain Muslim holidays, such as Tabaski (the feast of sheep), Tamkharite, Maouloud, and return from Mecca. During these events, hides and skins merchants organise countryside campaigns to collect hides and skins. There is also a substantial supply of skins during Christmas and the New Year holidays.⁵⁶

Moreover, Senegal imports leather and leather products. Investor interest in Senegalese hides and skins sectors appears to be increasing. This increase in interest is bringing in new capital with the establishment of new enterprises and is creating additional employment opportunities.

The major challenges of the hides, skins and leather sector in Senegal include organizational challenges and ineffective public control of the operations of the sector; inadequate technology and facilities for proper slaughtering and flaying; poor preservation, handling and grading techniques; remoteness of livestock production facilities and insufficient transportation; lack of awareness among the primary producers regarding the economic value of hides and skins; lack of market information; and poor or non-existent training facilities. The low recovery rate of raw hides and skins is also a problem that deserves attention.

Fishing

According to official figures, 49 fisheries in Senegal provide more than 600,000 jobs. However, the number of people directly or indirectly deriving some income from fisheries could be as high as 825,000. Artisanal fishing represents about 80% of landings in Senegal. The per capita fish consumption is 29.9 kg annually; this provides 70% of animal proteins and consists primarily of pelagic fish. However, over-investment in fishmeal factories and freezing plants to export coastal pelagic fish (mainly sardinella) has led to excess industrial and artisanal fishing capacity and has increased pressure on fishing resources. These factories compete with traditional resource users such as fishmongers and women processors for access to raw material; this leads to reduced fish stocks on the market and declining employment of mostly women in artisanal processing.

There are currently 4 operational fishmeal and fish oil factories in Senegal and two more under construction. A previous fisheries and aquaculture sectoral policy (2008-2013) acknowledges that the problems facing the fisheries sector have remained unaddressed. The following threats also deteriorate fisheries and food security: the pressure of overfishing boosted by massive exports; the steep decline of coastal pelagic fish stocks; and the absence of regulatory measures to control catches and downstream operations.

Existing laws and policies regarding green industry

Natural resources and access to credit: women's rights to equal enjoyment of natural resources and access to credit have been improved through Constitutional Law No. 2016-10 passed on 5 April 2016. This amended the 2001 Constitution and recognised new rights for its citizens, including the rights of citizens to a healthy environment, and to enjoy their natural resources and their land assets. According to Article 25-1 of the new constitution: "Natural resources belong to the people. They are used to improve one's living conditions. The exploitation and management of natural resources must be transparent and in a way that generates economic growth, promotes the well-being of the population in general and is environmentally sustainable. The state and local authorities have an obligation to ensure the preservation of land heritage."

Land Rights

With regard to gender equality and equal access to land, Article 15 of the Constitution expressly states that: "Man and woman have the right to access possession and ownership of the land. The law determines the conditions."⁵⁷ Senegal passed Law No. 2004-16, the Agro-Sylvo-pastoral guidance law, on 4 June 2004. This law is the framework for agricultural development in Senegal. Article 54 of the Act states: "the State ensures equal rights for women and men in rural areas, especially in the agricultural sector. In addition, women are granted access to land and credit".

A National Commission has been established to analyse existing legislation and regulations and to identify institutional constraints to optimal land management.

National Climate Fund

In 2015, the country established the National Climate Fund to take advantage of partnership and international financing opportunities provided by the Green Climate Fund (GCF) as well as others such as Global Environmental Facility (GEF). Each GCF and GEF project must undergo a gender impact analysis and devise a Gender Action Plan. These projects in Senegal include: the Model Forests EcoSolutions; the Promotion of Climate-Friendly Cooking; Transforming Financial Systems for Climate; Upscaling integrated family and village farms for resilient agriculture; and Strategic Frameworks Support through FAO. All of these projects are related to green industry and are fully gender mainstreamed.

⁵⁵ <https://www.selinawamucii.com/insights/prices/senegal/raw-hides-skins/>.

⁵⁶ <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.503.8066&rep=rep1&type=pdf>.

⁵⁷ Constitution of Senegal, Article 15.

The Support to the Resilience of Agricultural Sectors in Senegal (PARFA) project targets geographical areas and value chains that are in most need of investments to mitigate environmental risk; and are considered part of IFAD's programme in Senegal and UNIDO's agribusiness development plan. In addition, there is the GEF programme which benefits from greater impact, due to outreach and inclusion.⁵⁸

Plan Sénégal Émergent (PSE)

One of PSE's key strategic aims is the promotion of human capital, "through a significant improvement of people's living conditions and a more sustained fight against social inequalities, while preserving the resource base and fostering the emergence of viable territories."⁵⁹ Two of the five major national initiatives planned for the upcoming five years are the Social and Solidarity-Based Economy PSE and the Green PSE. Whilst no further information is provided on these planned initiatives yet, they will aim to reduce social inequality and focus on "greening" the economy. The other green industry project planned is the Zero Waste Programme, which will coordinate and promote investment in solid waste collection and treatment in urban areas; making the cities cleaner, healthier places to live. In addition to the PSE, Senegal made further progress in reframing its economic policy around sustainability with the adoption of a National Strategy for Sustainable Development in 2015.

Sound management of municipal waste for reduction of unintentional emission of POPs (PRODEMUD)

PRODEMUD is part of a regional programme created by ministerial decision, implemented by the Ministry of Environment and other contributors, with a budget of US\$ 16.3 million. Other contributors include GEF, UNIDO, the Government of Senegal, PNGD and the two municipalities of Tivaoune and Ziguinchor. Launched in 2016 for five years, PRODEMUD aims to reduce the emissions of persistent organic pollutants (POPs) in two cities in Senegal (Tivaoune and Ziguinchor).⁶⁰

Environment and Natural Resources Sector Policy

Senegal approaches climate-related objectives and development objectives in synergy. On this basis, the 2009-2015 Environment and Natural Resources Sector Policy Letter defines the main goals of environmental policy to be the promotion of a sustainable environment, achieved through the incorporation of sustainable development principles in various national policies.⁶¹

Great Green Wall Project

Senegal is one of the key players behind the Great Green Wall Project. Conceived by the African Union, the project aims to halt the advance of the Saharan desert through tree planting and growing. It entails co-operation among eleven countries in the region.⁶² Currently there are no specific gender considerations in the project. The synergies between women's empowerment and this tree-planting project could be further realised, as per the example of the Green Belt Movement of Kenya.⁶³

National Strategy for Green Jobs

This was created in November 2015 and covers the period 2015-2030. It encompasses economic, social and environmental factors. It has five strategic axes, which are:

- To strengthen the legislative, institutional and regulatory framework;
- To create green job opportunities;
- To invest in human capacity building;
- To develop an adapted funding policy; and
- To establish a communication, monitoring and evaluation system.

Senegal's Strategy for Green Jobs is already specifically targeting and recruiting women and young people. Senegal has identified the most promising sectors for providing green jobs as: agriculture, forestry, fishing, renewable energies, resource-intensive processing industries, recycling and recovery of waste, and construction using local materials. There is increasing support for "women and young people in the implementation of projects in these priority sectors with high potential for the creation of green jobs."⁶⁴

The Republic of Senegal is a member of the Economic Community of West African States (ECOWAS) and the West African Economic and Monetary Union (WAEMU). The Organisation of the United Nations for Industrial Development (UNIDO) and the European Union (EU) organised a high-level regional Conference on the Circular Economy, Green Industries and Employment in July 2019. In Africa, the circular economy represents a real opportunity to achieve sustainable development, while also boosting competitiveness, innovation, entrepreneurship, and reducing the high costs associated with environmental degradation. The conference provided an opportunity to discuss the benefits of the

58 https://open.unido.org/api/documents/4957789/download/ANNEX%20UNIDO%20Environmental%20and%20Social%20Management%20Plan_Senegal.pdf.

59 Ministry of the Economy, Republic of Senegal (2018). PlanSénégal Émergent (PSE) (2019-2024). Dakar, Senegal.

60 UNIDO (2019). PCP Annual Report, Senegal.

61 2009-2015 Environment and Natural Resources Sector Policy Letter, Senegal.

62 The Great Green Wall (<https://www.greatgreenwall.org/>).

63 <http://www.greenbeltmovement.org/>.

64 https://www.un-page.org/files/public/rapport_snpev_version_final.pdf.

transition; drawing on the EU's experience. The event was a chance to learn from UNIDO's expertise in developing green industry, identify pockets of excellence in the West African region, and discuss opportunities for broader circular action on the continent.

The business case for gender mainstreaming the green industry

Gender equality and women's empowerment are urgent goals in their own right, exemplified by Sustainable Development Goal 5 (SDG5). Gender equality in green industry also presents benefits for a host of further SDGs; such as the Expansion of Clean and Affordable Energy (SDG7), Economic Growth (SDG8), a Reduction in Poverty (SDG1), and Good health and Wellbeing (SDG3). The "business case for gender equality"⁶⁵ recognises that the positive spill-over of systematically gender mainstreaming green industry will ultimately benefit the public and private sectors, as well as the legislative corpus.

Synergies work both ways – not only is gender mainstreaming good for energy expansion and business growth; but clean energy access increases women's economic empowerment, too. Women are disproportionately affected by the intersections of gender and poverty in accessing energy. "The absence of sufficient choice in accessing adequate, affordable, reliable, high quality, safe and environmentally benign energy services to support economic and human development"⁶⁶ is also a consequence of these intersections.

Challenges

Whilst Senegal has ratified the main international and regional women's rights protection instruments, many of those provisions are not reflected in national legislation or not enforced in practice. Of concern are the following violations of women's rights in Senegal:

- Persistent discriminatory legislation, notably in family law;
- Harmful traditional practices, such as early and forced marriage and female genital mutilation;
- Widespread violence against women; and
- Limited access to education, employment, decision-making positions, health services, land and property rights.

There is a lack of gender-disaggregated data for women working within green industry in Senegal. This makes it very difficult to set, monitor and achieve targets regarding the participation of women in green industry. Monitoring and evaluation of existing policy are necessary to maintain accountability for progress towards implementation. The dearth of existing studies into women in green industry in Senegal demonstrates the need for additional research into this area.

4.2 Government priorities and overview of green industry policies

The "green industry" concept is new in Senegal, and this was reflected in the interview processes for this project. The majority of respondents were not familiar with the concept of green industry and acknowledged the need for sensitisation. There was very little evidence of specific government priorities regarding green industry or the existing green industry policy at national level. 40% of the government stakeholders (five men and two women) referred to the "Plan Sénégalais Emergent" (PSE – Plan Senegal Emerging) as the first priority, but were not able to go into detail regarding what this strategy entailed. According to the interviewees of the Ministry of Industrial Development and Small and Medium-sized Industries; the Ministry of Agriculture, Rural Infrastructure, and the Ministry of Fisheries and Maritime Economy; the PSE is very important because it provides a repository for the economic and social development of Senegal in the medium to long term. Only one interviewee mentioned the 6th priority of the PSE which touches on the inclusiveness and sustainability of industry development, referred to as the "green" PSE. However, it was agreed that, just as in other international agreements (Declaration of Paris, COP 25) ratified by Senegal; translation of policy into concrete measures is needed. This process, and more specifically the "green" part of the PSE, is ongoing:

*"The green PSE is being put into practice, when the president proclaimed it, he created an agency to work on that."*⁶⁷

It was unclear from the interviews whether the gender dimension was integrated in the PSE or not and one gender cell coordinator clearly stated that she had no idea.

Furthermore, 40% of the government interviewees (four men and three women) mentioned the "energy mix" as a government priority. This energy mix is about combining renewable energy, mostly solar energy and wind energy, with non-renewable energy sources. Part of this priority is about "greening" energy sources as much as possible by installing solar and wind parks. The intention of the Senegalese government is that 15% of overall energy consumption will come from renewable energy. A concrete example is a project in Ziguinchor where the energy supply for public street-lighting is currently being transitioned towards renewable energy sources. Next to solar projects there is a significant wind project, the construction of which started at the end of 2018, in Taiba Ndiaye, 105km from Dakar. This wind farm is expected to generate 400GWh of clean energy a year and offset 300,000 tons of annual carbon emissions. This would increase Senegal's total electricity output by 15%.⁶⁸

65 United Nations (2015) 2030 Agenda for Sustainable Development, New York, USA.

66 Clancy et al. (2002). The Gender-Energy-Poverty Nexus: Finding Energy to Address Gender Concerns in Development. London: DFID (UK Department for International Development).

67 Kill, Woman, Coordinator, Ministry of Fisheries and Maritime Economy, Dakar, Senegal.

68 Taiba Ndiaye Wind Farm Senegal. <https://www.nsenerybusiness.com/projects/taiba-ndiaye-wind-farm-senegal/>.

Circular economy was mentioned by three interviewees as a government priority, but there was no elaboration on the topic. Two interviewees also referred to agropoles (focusing on the transformation of agri-foods, like the one in Ziguinchor) and the industrial parks that Senegal is currently investing in as one of the outcomes of the PSE. Examples of industrial parks include Diamniado, where multiple large companies from Senegal, the Ivory Coast, China, France and Tunisia, active in the sectors of garments, PVC-pipes, packaging, magnetic- e-cards and electric bicycles, are hosted.⁶⁹ These interviewees pointed out that industrial parks had a higher number of women employees in order to advance women’s economic empowerment. However, during the FGD in Diamniado, it became clear that there were not necessarily more women than men employed (in one company, the ratio was 10 men to 1 woman) and that those women employees worked under less beneficial conditions than their male counterparts (see later in the report). The incorporation of “green industry” into those parks was not clear to the respondents for example, to what extent they are using renewable energy, if there were green industry enterprises present, or which companies are active in the sector of green industry. The interviewees stressed as recommendations that those parks and agropoles should meet their energy needs through renewable sources. Two government interviewees, one man and one woman, acknowledged they had no idea what the government priorities in green industry were.

4.3 Summary results of the critical feminist policy analysis

This section provides a summary of the in-depth analyses of ten policies (listed in Table 4.1) used to review the inclusion of gender integration in policy content and formulation. As outlined in the methodology section (see section 3.3 Critical feminist policy analysis); set criteria were used to review each policy. Appendix 2 presents the full individualised analysis for each policy.

Table 4.1: List of examined national laws, policies plans and strategies⁷⁰

No.	Name	Date	Criteria match
1	National Strategy for the Promotion of Green Jobs ⁷¹	2019	Tier 1: Green Jobs
2	National Strategy for Green Growth in Senegal ⁷²	2016-2020	Tier 1: Green Jobs
3	Law No. 2010-21 of December 20, 2010 ⁷³	2010	Tier 2: Renewable energy
4	National Strategy for Sustainable Development ⁷⁴	2015	Tier 3: Sustainable Development
5	Environment and Natural Resources Sector Policy ⁷⁵	2009-2015	Tier 3: Environment
6	National Climate Fund ⁷⁶	2015	Tier 3: Climate change
7	The Senegal National Adaptation Plan [to climate change] ⁷⁷	2006	Tier 3: Climate change
8	Environmental and Social Commitment Plan (ESCP) ⁷⁸	2019	Tier 3: Climate change
9	Plan Sénégal Émergent (PSE) ⁷⁹	2019-2024	Tier 4: General industrial development
10	Ministry of Industry Development Sector Policy Letter ⁸⁰	2018-2023	Tier 4: General industrial policy

Assessment I (Table 4.2)

ENGENDERING OF THE POLICY

All the policies reviewed have room to enhance measures to address gender equality and gender stereotypes. Moves to improve the collection of sex-disaggregated data and gender statistics would also be beneficial. The Environmental and Social Commitment Plan (ESCP) is one example of a policy which has taken steps to adopt a gender mainstreaming approach throughout. The other policies have either limited (e.g. Plan Sénégal Émergent (PSE), National Strategy for the Promotion of Green Jobs, the National Strategy for Sustainable Development, the Environment and Natural Resources Sector Policy, the National Climate Fund, and the National Strategy for Green Growth in Senegal) or no mention of “gender” or “women” (e.g. Law No. 2010-21 of December 20, 2010, the Senegal National Adaptation Plan and the Ministry of Industry Development Sector Policy Letter).

Beyond this, all of the other policies assessed have room for improvement to address gender equality, gender stereotypes and the inclusion of sex-disaggregated data.

69 <https://www.unido.org/stories/senegals-new-industrial-park-open-business>.

70 These policies were selected by the Project’s Country Coordinator and National Focal Points using selection criteria listed on page 23 of this report. Using these criteria, the Project Country Coordinator and National Focal Points narrowed their selection to 10 policies based on consultation with national stakeholders.

71 Republic of Senegal, Ministry of the Environment and Sustainable Development (2019). National Strategy for the Promotion of Green Jobs 2019. Dakar, Senegal.

72 Partnership for Action on Green Economy (PAGE) (2015). National Strategy for Green Growth in Senegal (2016-2020). Dakar, Senegal.

73 Republic of Senegal (2010). LAW N° 2010-21 of December 20, 2010. Dakar, Senegal.

74 Ministry of the Environment and Sustainable Development (2015). National Strategy for Sustainable Development 2015. Dakar, Senegal.

75 Environment and Natural Resources Sector Policy (2009-2015). Dakar, Senegal.

76 Republic of Senegal, Ministry of the Environment and Sustainable Development (2015). National Climate Fund 2015. Dakar, Senegal

77 Republic of Senegal, Ministry of the Environment and Nature Protection (2006). The National Action Plan for Senegal’s Adaptation [to Climate Change] (2006). Dakar, Senegal.

78 Government of the Republic of Senegal, Ministry of the Environment and Sustainable Development. Environmental and Social Commitment Plan (ESCP) (2019).

79 Ministry of the Economy, Republic of Senegal. (2018). Plan Sénégal Émergent (PSE). (2019-2024). Dakar, Senegal.

80 Ministry of Industry and Mines, Republic of Senegal. (2016). Ministry of Industry Development Sector Policy Letter (2018-2023). Dakar, Senegal: Ministry of Industry and Mines Republic of Senegal.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

Policies that consider structural gender equality include: the Environmental and Social Commitment Plan (ESCP), Plan Sénégal Émergent (PSE) and The Senegal National Adaptation Plan. None of the ten policies reviewed include reference to historical, legal, and/or socio-cultural factors that influence gender equality.

INTERSECTIONALITY

Limited consideration is given to the intersection of gender with other factors such as disability, race, youth, rurality or other groups experiencing multiple forms of discrimination. One exception is the Environmental and Social Commitment Plan (ESCP), which briefly covers the unique impacts of women in rural areas. The ESCP also provides sex-disaggregated data; documents literacy and unemployment rates among rural women; states the importance of strengthening gender mainstreaming in policies; references women living with disabilities and highlights the protection of women's rights.

WOMEN'S EMPOWERMENT

Limited consideration is given to the integration of women's empowerment. Notable exceptions are the Plan Sénégal Émergent (PSE), Environmental and Social Commitment Plan (ESCP), the National Climate Fund, and the National Strategy for the Promotion of Green Jobs. No policies mention engaging women or women's civil society groups and associations meaningfully during their development. Although stakeholders were clearly consulted; it is not clarified in the policy document whether women's groups or advocates were included.

INCREMENTAL TRANSFORMATION

A limited number of policies exist that build on previous national gender-equality achievements and policies. However, notable examples of efforts to apply this approach include the National Strategy for the Promotion of Green Jobs and the National Strategy for Sustainable Development. The National Strategy for the Promotion of Green Jobs aims to continue the work of the project for the Promotion of Green Jobs (PPEV) which ended in 2015 and had created 1,500 green jobs for women and youth.

GENDER-RESPONSIVENESS

Gender-responsive planning was largely missing from the green industry policies reviewed. The Environment and Natural Resources Sector Policy, the National Strategy for the Promotion of Green Jobs, the National Climate Fund, and the Environmental and Social Commitment Plan (ESCP) could all accommodate enhanced levels of gender-responsive planning. The Environment and Natural Resources Sector Policy mentions a quota of women in leadership positions in the Ministry of Environment and Sustainable Development (MEDD). The year 2015 is listed as a target date for achieving the policy goal, with a specific target being an increase per year in the number of women working in executive positions. While this point acknowledges that positive action is required to ensure more women are in leadership roles, there is no measurable target to achieve, whereas other goals listed have concrete targets. The National Climate Fund states it will strengthen, "women's leadership and their entrepreneurial capacities for inclusive growth."⁸¹ Policies do not address the steps necessary to increase women's leadership roles in green industry.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

Regional and international contextualisation is present in programmes such as the Environment and Natural Resources Sector Policy, the National Strategy for Sustainable Development, and the National Strategy for the Promotion of Green Jobs. Senegal is working towards achieving the SDGs, especially around social equality. This has been used as a catalyst for the creation of the National Strategy for Sustainable Development, but this is the only reference to international goals and frameworks from a gender perspective.

⁸¹ Republic of Senegal Ministry of the Environment and Sustainable Development (2015). National Climate Fund (2015). Dakar, Senegal.

Table 4.2: Summary table of assessment I ⁸²

	Engendering of the policy	Structural understanding of gender equality	Intersectionality	Women's empowerment	Incremental transformation	Gender responsive	Regional/ international context	Total Score
National Strategy for the Promotion of Green Jobs	2/5	0/1	0/1	2/4	1/1	0.5/3	0.5/1	6/16
National Strategy for Green Growth in Senegal	0.5/5	0/1	0/1	0/4	0.5/1	0/3	0/1	1/16
LAW n° 2010-21 of December 20, 2010	0/5	0/1	0/1	0/4	0/1	0/3	0/1	0/16
National Strategy for Sustainable Development	1.5/5	0/1	0/1	0/4	0.5/1	0/3	0.5/1	2.5/16
Environment and Natural Resources Sector Policy	1/5	0/1	0/1	0/4	0/1	1/3	1/1	3/16
National Climate Fund	1/5	0/1	0/1	1/4	0/1	0.5/3	0/1	2.5/16
The Senegal National Adaptation Plan [to climate change]	0/5	0.5/1	0/1	0/4	0/1	0/3	0/1	0.5/16
Environmental and Social Commitment Plan (ESCP)	4/5	1/1	1/1	2/4	0/1	0.5/3	0/1	8.5/16
Plan Sénégal Émergent (PSE)	2/5	0.5/1	0/1	3/4	0/1	0/3	0/1	5.5/16
Ministry of Industry Development Sector Policy Letter	0/5	0/1	0/1	0/4	0/1	0/3	0/1	0/16

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II (Table 4.3)

Nine of the ten policies reviewed do not integrate gender into their conclusions in terms of specific targets, commitments, indicators and/or “next steps” regarding gender planning. The only exception is the Plan Sénégal Émergent (PSE).

Table 4.3: Summary table of assessment II

No.	Name	Year	Score
1	National Strategy for the Promotion of Green Jobs	2019	0
2	National Strategy for Green Growth in Senegal	2016-2020	0
3	LAW No. 2010-21 of December 20, 2010	2010	0
4	National Strategy for Sustainable Development	2015	0
5	Environment and Natural Resources Sector Policy	2009-2015	0
6	National Climate Fund	2015	0
7	The Senegal National Adaptation Plan [to climate change]	2006	0
8	Environmental and Social Commitment Plan (ESCP)	2019	0
9	Plan Sénégal Émergent (PSE)	2019-2024	1
10	Ministry of Industry Development Sector Policy Letter	2018-2023	0

Table Keys: 0= No mention of gender in the conclusion; 1= Irrelevant/tokenistic conclusion; 2= Has some sex but not gender conclusions; 3= Has some gender conclusions but basic or unhelpful; 4= Highly relevant gender-responsive conclusion.

Assessment III (Table 4.4)

Overall, the policies have solid implementation plans, but there is limited documentation of the status of implementation. As a result, the extent to which the policies have been implemented is unclear. There are three policies that came into effect in 2019, so it is too early to analyse results. At present, the National Strategy for the Promotion of Green Jobs is the only policy that has evidence of implementation.

⁸² These policies were selected by the Project's Country Coordinator and National Focal Points using selection criteria listed in section 3.3 of the main report. Using these criteria, the Project Country Coordinator and National Focal Points narrowed their selection to 10 policies based on consultation with national stakeholders.

Table 4.4: Summary table of the level of implementation for each policy

Name	Implementation levels	Score
National Strategy for the Promotion of Green Jobs	On 16 October, the government of Senegal received the Future Policy Award for its National Strategy for the Promotion of Green Jobs. The strategy, which was developed with PAGE support, serves as the nation's reference framework for green jobs promotion and represents a key instrument for implementing sustainable projects that have created 2,000 green jobs, mainly for young people and women.	1
National Strategy for Green Growth in Senegal	Information not available.	n/a
LAW n ° 2010-21 of December 20, 2010	Information not available.	n/a
National Strategy for Sustainable Development	Information not available.	n/a
Environment and Natural Resources Sector Policy	Information not available.	n/a
National Climate Fund	Information not available.	n/a
The Senegal National Adaptation Plan [to climate change]	Information not available.	n/a
Environmental and Social Commitment Plan (ESCP)	Information not available.	n/a
Plan Sénégal Émergent (PSE)-PAP 2	The PSE is aimed at Senegal's economic emergence by 2035, so the plan has not been fully implemented. However, the PSE for the period 2014-2018 was fully implemented.	0.5
Ministry of Industry Development Sector Policy Letter	Not applicable.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.



5. Assessing women's engagement as entrepreneurs and industry professionals in green industry

This section addresses research question 1: *“What are the key country specific drivers and engagements as entrepreneurs and industry professionals in green industry?”* using the collected primary quantitative and qualitative data. The key factors underpinning women’s economic empowerment in green industry are also identified and analysed.

5.1 Women's engagement in green industry as entrepreneurs

Many of the women entrepreneurs interviewed stated they intentionally hire women because they feel women do a better job than men, are more dedicated, and can be trusted more to finish the job well.

"In the beginning, it was not really a choice (to work with women), but the more my business advanced, the more I realised that the women employees are much more serious in their jobs."⁸³

60% of women entrepreneurs interviewed explicitly mentioned dedication and seriousness as characteristics of women. Most interviewees considered these characteristics as inherent to women, while one person pointed out that the environment pushes women to adopt these characteristics:

"It is the environment that makes women need to show much more seriousness and engagement."⁸⁴

One woman entrepreneur mentioned needing male "intermediaries" (one for supervising other male staff and one for negotiating with male customers) to support her in her role as CEO and get some things done. This woman was a young entrepreneur with an innovative business in waste management operating in a predominately male end market where she faced challenges in closing business deals.

While none of the respondents could give an exact figure or ratio on women versus men active in the green industry, most reported that the presence of women was low.

"The presence of women in the green industry is minimal."⁸⁵

The government stakeholders reported that of all entrepreneurs (conventional and green industry) in Senegal, 20% are women. Furthermore, the economic value of women's participation and engagement varies by sector and sub-sector. For instance, in agriculture, the sub-sector "transformation" is predominately occupied by women, while men are mainly involved in production and commercialisation, depending on the crop and the profitability of the crop. Men dominate the sub-sector of the so-called "mango de table" or edible mangoes. These have a higher commercial value. Women tend to transform higher fibre mango, which are not consumed as food and have less commercial value. The high presence of women in the agri-food transformation sector is likely to be connected to women's traditional care responsibilities within the household.

"It is the women that are involved much more with nutrition at household level, who are dedicated to discovering new things for their children and the family and experiment more with food."⁸⁶

Conversely, women may also seek out professional activities that deepen their knowledge of agri-food activities they are already engaged in:

"It can give them ideas, for instance, we produce syrups, she can also prepare this in her own kitchen for her family."⁸⁷

It was reported that more men are present in the energy sector. When asked to provide names of women engaged in the energy sector, both women who were interviewed in the waste management and recycling sector could only think of male co-entrepreneurs. Furthermore, one woman referred to a round table organised by the Embassy of France at the end of 2019 to bring all entrepreneurs active in the green industry together (Réseau Ville durable de Dakar – Dakar Sustainable City Network). Of the 25 participants, only three were women.

The low presence of women in green industry was explained by their lack of presence in formal industry. Women are active in the informal, artisanal sector while men are active in industries which require scaling and larger investments, although it was not specified what large-scale investments exactly mean in terms of capital needed. Green industry is considered as an "expensive" industry where a lot of investments are needed (adequate technology, equipment) while the return on investment is not guaranteed. This has to do with a limited market demand for "green products" such as organic food and the fact that recycled materials are more expensive. From all interviews with women entrepreneurs, it could be inferred that their passion and motivation are key drivers to engage in this industry.

Specific skills for entrepreneurs and opportunities for enhancement

Technical skills specific to green industry are a must for women entrepreneurs active in green industry. A woman entrepreneur needs to show knowledge, expertise and experience, otherwise she is perceived as less credible, loses customers and experience difficulties closing business deals. Men face less scrutiny here, as they are already perceived as having status by virtue of being male. Women indicated that, compared to men, they have to make twice the effort as entrepreneurs.

"Women are obliged to do twice as much to be on top of their business."⁸⁸

Skills like accountancy, marketing, HRM, team management, communication skills and leadership skills were also mentioned as indispensable for running a business and an area of capacity building need for women. However, it is more difficult for women to obtain these necessary skills because of unpaid domestic and childcare obligations at home, which conflicts with the time available to participate in trainings.

Beyond these observations, the ability to assess women's participation in green industry is complicated by the lack of data – at any level

83 KIII, Woman, CEO, Waste management and recycling sector, Dakar, Senegal.

84 Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

85 Man, Ministry of Industrial Development and Small and Medium Industries, Dakar, Senegal.

86 KIII, Woman, Coordinator, Ziguinchor, Senegal.

87 Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

88 KIII, Woman, UN Women, Dakar, Senegal.

(national, provincial, local) or sub-sector. The online survey contributes to filling this gap, and the small but robust sample of 8 green entrepreneurs and 12 conventional entrepreneurs that completed the online survey shed light on the lives of women entrepreneurs operating in the green and conventional sectors and provides an interesting baseline of characteristics, challenges and perspectives.

Table 5.1 lists the basic demographic information for the survey population.

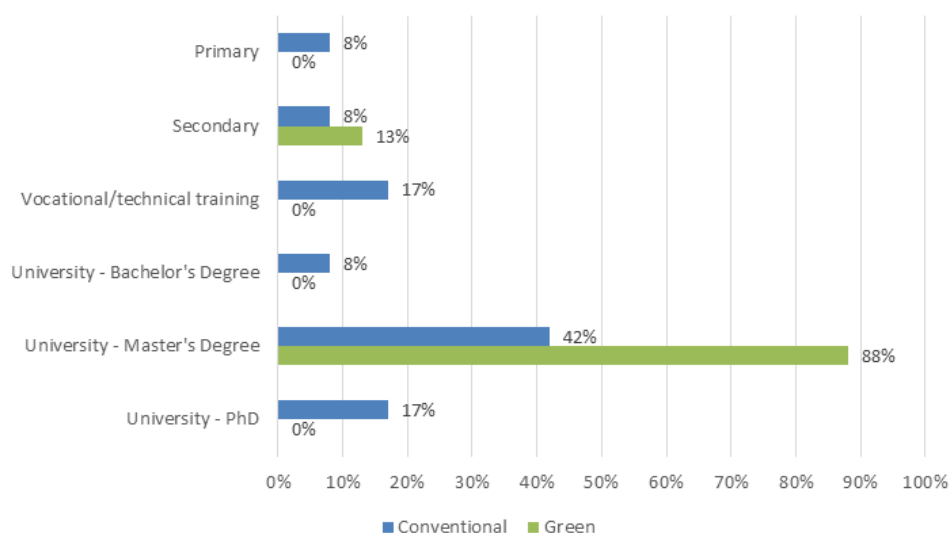
Table 5.1: Demographics of green and conventional entrepreneurs

Demographics	Green (n=8)	Conventional (n=12)
Average age	43	47
Age range	24-70	35-61
% Vocational training	0%	17%
% Master's degree	88%	42%
% married	25%	67%
% with children	38%	83%

Green entrepreneurs are on average younger than conventional entrepreneurs (43 years is the average age of green entrepreneurs, compared to 47 years old for conventional entrepreneurs). Green entrepreneurs have lower levels of vocational training than conventional entrepreneurs, but 88% of them have master's degrees. Green entrepreneurs are less likely to be married (25% green entrepreneurs are married as compared to 67% conventional entrepreneurs) or have children (38% green entrepreneurs have children as compared to 83% conventional entrepreneurs) than conventional entrepreneurs.

Both green and conventional survey participants were highly educated. Of the green entrepreneurs, 88% held a university-master's degree. As for the conventional entrepreneurs, 42% held a university-master's degree and 17% held a PhD degree level (Figure 5.1).

Figure 5.1: Highest level of education achieved among green and conventional entrepreneurs



The survey also captured general business information of women entrepreneurs, which are presented in Table 5.2A and Table 5.2B. Most survey participants operated their business on a full-time basis (63% full time for green entrepreneurs compared to 67% full time for conventional entrepreneurs).

Table 5.2A: General business information

General business information	Green	Conventional
Average # of years in business in operation	12	4
Range # of years business in operation	3-22	1-10
Average # of men employed	3	2
Average # of women employed	5	3
% Full time	63%	67%

Table 5.2B: Leadership positions

Leadership positions	Green	Conventional
Average # women in leadership	2.1 (range 1-35)	1.9 (range 1-3)
Average # of men in leadership	0.7 (range 0-8)	1.1 (range 0-2)

In addition to multiple-choice and ranking questions in the survey, there were several open-ended questions where entrepreneurs got to share their experiences more in-depth. We were particularly interested in how green entrepreneurs started their businesses, who influenced their decisions and where they obtained their skills.

Figure 5.2 presents several stories of how these green entrepreneurs got their start.

Figure 5.2: *Why did you start your business?*

“The recognition of a need! I did not create my business; it was self-created... thanks to one thing: the identification of the real problem. For two years, we crisscrossed the rural areas of Senegal, questionnaire in hand, asking questions to farmers on their major issues. 90% of the farmers in Kayar, Mboro, Déni Biram Ndao, Malem Hodar, Casamance said that STORAGE and CONSERVATION were major problems in the agricultural value chain. This major problem having been identified, we thought of a solution while using our major skills in Civil Engineering and Architecture! We had to design, create, and shape a model that corresponded to our values” (Survey Respondent #4, Senegal).

“Senegal is confronted with the problem of waste which causes enormous health and environmental problems. We felt concerned and implemented the Ecotri project in order to encourage each person to sort their own waste at the base and promote a circular economy” (Survey Respondent #23, Senegal).

“As holder of a pharmacy diploma, industry option, in Paris convinced that nature has everything planned for us and graciously offers us its benefits, my solution was to create my laboratory. Back in Dakar, I opened a pharmacy and the 16 years that I spent there, allowed me to discover depigmentation and its harmful effects, a completely unbalanced diet of the population in general, the impoverishment of a large part of women. I then felt that I could find some solutions and that is how entrepreneurship inspired me” (Survey Respondent #27, Senegal).

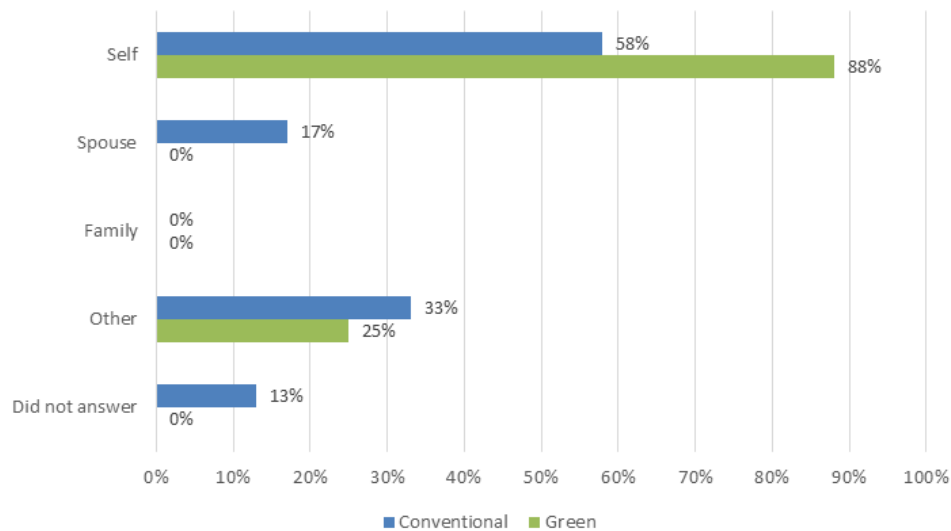
“To play my part in the promotion of local products because I am passionate about local products and I find that despite their enormous importance they remain under-valued” (Survey Respondent #66, Senegal).

“To fight against poverty, promote local consumption, take part in the development of my country fight against malnutrition by creating jobs” (Survey Respondent #70, Senegal).

These narratives capture several important themes. More green entrepreneurs were following their passions, maximizing their skill sets outside of traditional corporate environments, and creating opportunities that are aligned with their diverse roles as caregivers. These themes were also evident in the Key Informant Individual Interviews with green entrepreneurs. Green entrepreneurs were more likely to identify as “self-starters” than their conventional counterparts. Green entrepreneurs were more likely to have started their business on their own initiative (88%) than conventional entrepreneurs (58%).

See Figure 5.3 for an overview.

Figure 5.3: Who influenced your decision to start your business?

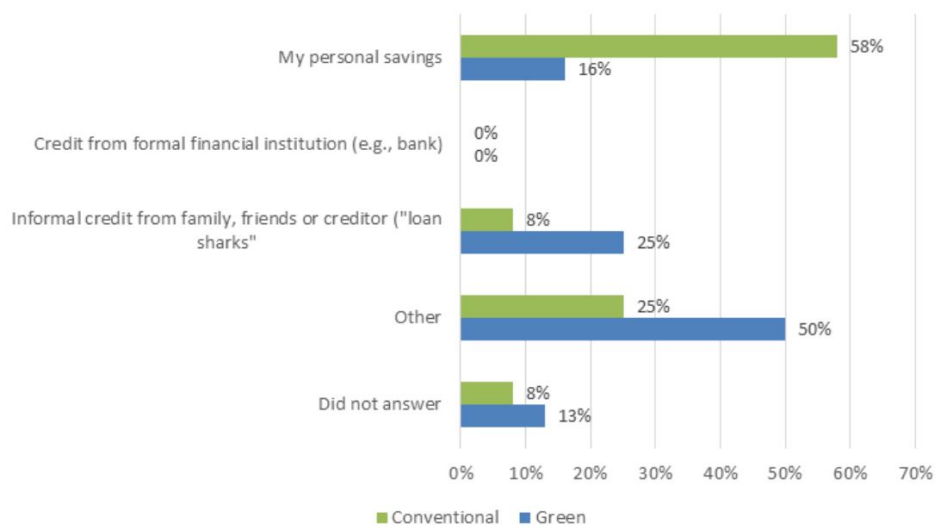


It is interesting that while gender norms and sexist stereotypes were frequently highlighted in interviews as barriers, no green entrepreneurs and only 17% of conventional entrepreneurs said that they would be judged negatively by their family for starting their businesses (Figure 5.3).

Funding emerged as a key barrier in both the surveys and interviews to starting and maintaining businesses. This is covered in more depth in the next section, but some statistics are provided here to contextualise the start-up phase for entrepreneurs' operations. For example, 18% of green entrepreneurs and 58% of conventional entrepreneurs reported that their seed money/start-up capital was derived from their personal savings (Figure 5.4). Furthermore, 25% of green entrepreneurs and 8% of conventional entrepreneurs used informal credit from family, friends and credits from "loan sharks" for their businesses.

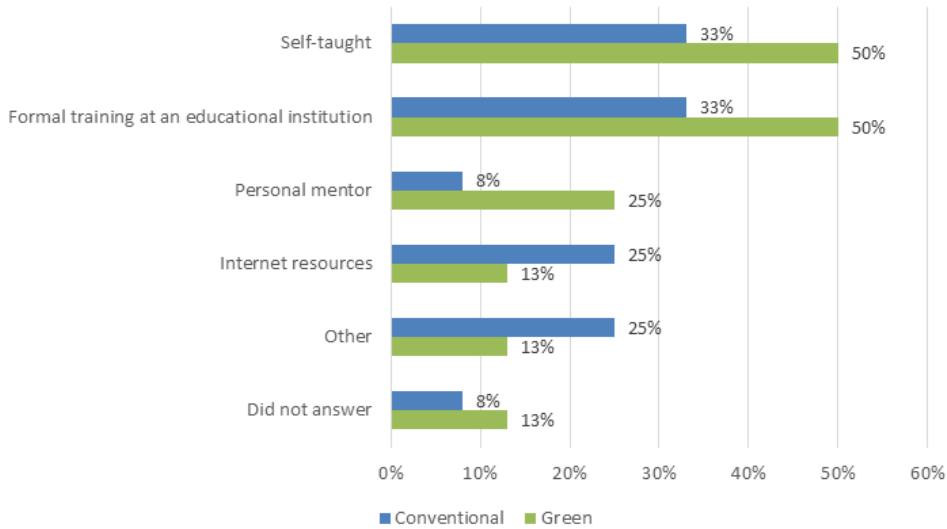
See Figure 5.4 for an overview of start-up funding sources.

Figure 5.4: When you decided to start your business, where did you find the seed money/start-up capital?



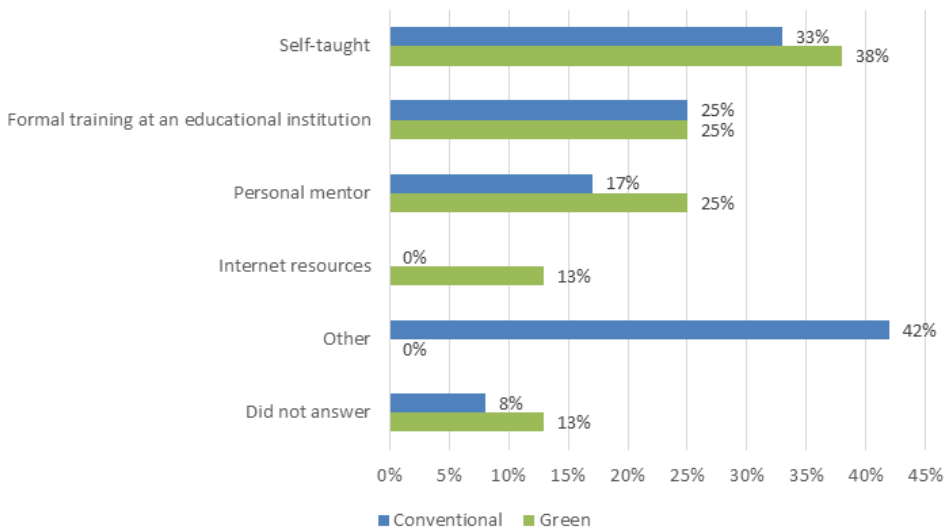
In acquiring the technical knowledge to start their businesses, participants predominately listed themselves as self-taught or having received formal training at an educational institution, although this varied slightly between green and conventional entrepreneurs (Figure 5.5). Green entrepreneurs also had slightly higher rates for consulting personal mentors (25% green compared to 8% conventional) but lower rates of Internet resources (13% green to 25% conventional). See Figure 5.5 for an overview of respondents' sources of technical knowledge to start a business.

Figure 5.5: Where did you acquire the technical knowledge to start your business?



In acquiring the managerial skills to run their businesses, 38% of green and 33% of conventional participants listed themselves as self-taught. The figure for reported formal training from an institution was 25% for both green and conventional entrepreneurs. 17% of conventional entrepreneurs reported receiving training from a personal mentor, compared to 25% among green entrepreneurs. 13% of green entrepreneurs compared to 0% of conventional entrepreneurs reported acquiring managerial skills from Internet resources. See Figure 5.6 for an overview of how respondents gained the managerial skills to run a business.

Figure 5.6: Where did you acquire the managerial skills to run your business?



Additional reporting on the barriers and opportunities facing green and conventional entrepreneurs are covered in the next section of the report.

Figure 5.7: Legacy you wish to leave (all green entrepreneurs)

“We hope to succeed in promoting an environmental culture, the involvement and training of people in sorting. And also boost Senegal’s recycling industries” (Survey Respondent #23, Senegal).

“Africa will be developed by Africans. Nothing will be done without women. Senegalese women are more responsible than men and are naturally more apt to innovate, so they deserve to be supported” (Survey Respondent #27, Senegal).

“I would like to participate considerably in the promotion of local products by offering healthy products, respectful of consumers’ health and the environment by offering suitable packaging. Make local products more attractive so that consumers can use them” (Survey Respondent #66, Senegal).

“Expertise, ethics and perseverance” (Survey Respondent #68, Senegal).

“Have a processing plant so that all women who are currently, working can retire and create new jobs” (Survey Respondent #70, Senegal).

5.2 Assessing women’s engagement as green industry professionals

The Senegalese government has not yet generated information regarding green industry, nor about women’s participation in the sectors and related sub-sectors prioritised in this study. In many cases, the concept of what “green industry” means was not clear for key informants (i.e. what are the characteristics and indicators to define a green industry, what are the occupations that are “green” or have prospects of becoming “greener” etc.). This was mainly because the transition to green industry is still at an early stage. There is a lack of awareness about the context of women working in green industry as professionals, resulting in scattered information available regarding gender and green businesses. Despite, this, qualitative observations and opinions provided by key informants and focus group participants do shed light on the breadth and depth of women’s engagement as green industry professionals and the opportunities before them as described below.

Highly educated women working as active employees in green industry were not found during the recruitment process for the focus group discussions. The women we spoke to in focus group discussions were in low skill positions, had limited levels of education and had no choice but to work where they worked, whether this was in green industry or not. There was, however, a slight distinction observed in the interviews conducted with women being members of a GIE compared to women working as labourers in Dakar. For instance, one woman from a GIE processing mango vinaigrette mentioned that the prospect of using rotting mangoes to process into a vinaigrette inspired her GIE to start this business. They saw an opportunity:

“Being aware of the rotting and abundance of local products like mango, we asked ourselves why not engaging in agro-transformation to recover products that are degenerating?”⁸⁹

While for women labourers in Diamniado, they worked as labourers because there was no other opportunity available or perceived.

“In Senegal there is not a lot of employment ... so if we leave, what will we do? We don’t have other opportunities. We actually want to quit because the work entails too many risks, health wise (pain in the wrists) and security wise.”⁹⁰

The women interviewed reported that people have varied opinions and reactions to their work. On the one hand, they are respected because they work and try their best to make a living. At the same time, their salary is so low that by the 10th of the month, they are struggling to make ends meet. The women felt that this jeopardises the respect they get for working. They are unable to fulfil their role as caregivers (feed the children, pay for their education) because they earn so little while working so hard and are away from home for long hours, leaving their family behind.

“They (family and community) look at us and see our poor salary, they tell us we are always at work without earning something consistent that could satisfy our needs.”⁹¹

Women working for the GIE reported another perception, showing that the way they are viewed changed over time. This seems to be related to the fact that they were more successful in earning enough money compared to the labourers in Diamniado:

“It is true that in earlier times our community criticised us, but they have opened their eyes and understood our contribution. People see that we don’t ask anyone for help and take care of our own needs and can feed our family. We take care of our problems thanks to our own revenues.”⁹²

Informally, women have to combine their work with the burden of domestic tasks. This barrier is compounded by the long travel distances required to get to work. For the women working in the industrial park in Diamniado, some 40km away from Dakar, the long distances force them to get up very early and arrive home very late, leaving little time for domestic chores. Some said that with their daughters growing older,

89 Woman, FGD participant, Ziguinchor, Senegal.

90 Woman, FGD participant, Diamniado, Senegal.

91 Woman, FGD participant, Diamniado, Senegal.

92 Woman, FGD participant, Ziguinchor, Senegal.

this burden can be shared with them. One woman mentioned her son was cooking at home. At the same time, the early morning hours impact women's sense of safety, with some women paying men to accompany them during these early morning hours to reduce the risk of sexual harassment. For women working in the rural GIE, the distance to go to the production site was mentioned as a barrier, next to their social roles at home.

“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.”⁹³

Gendered division of labour in green industry

It was apparent that the division of labour in the FGD at the mat production facility was gendered. Men were producing the mats with machines and carried the mats while women were responsible for finishing the mats by hand. The financial compensation and associated labour conditions were also gendered. Women were paid by piece while men were paid per hour. Men had also been offered fixed contracts after six months of service while many women had to wait two years or more before receiving a fixed contract. Men also occupied positions as drivers and guards, which entail additional responsibility and recognition related to safety and security.

⁹³ Woman, FGD participant, Ziguinchor, Senegal.

A photograph of a road with a guardrail in the foreground. A circular sign with a red border and a white center is mounted on the guardrail. The background shows a road with a dashed white line and green grass on the sides. The entire image has a blue tint.

6. Barriers

The next two sections address research question 1 *“What are the key country specific needs, specific drivers and constraints to women accessing and benefitting equally from the advancement of green industry as industry professionals and as entrepreneurs?”* using the primary quantitative and qualitative data collected. The key factors underpinning women’s economic empowerment in green industry are also identified and analysed.

6.1 Online survey findings

As depicted in Table 6.1, green entrepreneurs reported that accessing markets to sell products was the biggest barrier to a woman's economic empowerment and business success (63%). Lack of access to markets is followed by paying kickbacks (50%), obtaining necessary technical training (38%), accessing the basic supplies necessary for a business to operate (38%), dealing with law enforcement officials (25%), obtaining a license to run business (13%) and sexual harassment (13%). Conventional entrepreneurs reported accessing markets to sell products (67%), followed by obtaining technical training (58%), accessing basic supplies for a business to operate (58%), paying kickbacks (25%), dealing with law enforcement officials (25%), obtaining a license to run business (17%) and sexual harassment while conducting business (17%) as barriers.

Table 6.1: Based on your experiences as a female entrepreneur, have you ever faced any barriers in the following areas?

Barriers	Green	Conventional
Obtaining a license	13%	17%
Dealing with law enforcement	25%	25%
Paying kickbacks ^a	50%	25%
Obtaining necessary technical training	38%	58%
Accessing basic supplies	38%	58%
Accessing markets to sell products	63%	67%
Sexual harassment	13%	17%

Moreover, 63% of green entrepreneurs reported that when they were growing up, girls were never encouraged to pursue their own business. In a separate question, 50% of female green entrepreneurs reported it would be difficult to identify new markets compared to men.

Further barriers include those related to work-life balance. For example, 63% of green entrepreneurs surveyed worry often or always about work-life balance compared to just 33% of conventional entrepreneurs.

Environmental trade-offs were less common: only 25% of green entrepreneurs and 33% of conventional entrepreneurs reported that in growing their business, they faced competing priorities between making money while taking into account consumption and environmental pollution.

A series of questions related to credit and growth shed light on the diverse financial burdens related to increasing production. When asked what source of capital they would use to increase production by 25%, 13% of green entrepreneurs reported they would invest personal savings; compared to 33% for conventional entrepreneurs. 25% of green entrepreneurs claimed they would apply for formal credit; compared to 17% among conventional entrepreneurs (Table 6.2). However, if required to increase production by 50%, the main source of capital for green (50%) and conventional (67%) entrepreneurs would be formal credit.

Figure 6.1: Respondents further explained their answers to identifying and accessing new markets

Green entrepreneurs
<p><i>"The difficulty does not lie in the fact that we are a man or a woman but, in the capacity, to penetrate the market and to make our products well known so that people can buy them." (Survey Respondent #66, Senegal).</i></p> <p><i>"For me, men have an easier time accessing information, market and therefore identifying opportunities on time. Then, they are more available to follow the administrative and financial procedures to set up their projects; it is a long process." (Survey Respondent #68, Senegal).</i></p> <p><i>"Men have access to large markets and get more funding." (Survey Respondent #70, Senegal).</i></p>
Conventional entrepreneurs
<p><i>"Men have better control of the market, women sell at the base, but men can network more easily. Women often face a lack of time due to family obligations." (Survey Respondent #55, Senegal).</i></p> <p><i>"The difficulty of women entrepreneurs is access to markets for the sale of their products. They participate in fairs in specific markets but struggle to find outlets for the active and permanent presence in the market." (Survey Respondent #64, Senegal).</i></p>

Table 6.2: If you wanted to increase production by 25%, what would be the main source of capital you would use?
 94 ^a 'Kickbacks' defined in the survey as a percentage of income given to a person in a position of power or influence as payment for having made the income.

Source of capital	Green	Conventional
Green	Conventional	17%
Personal savings	13%	33%
Formal credit	25%	17%
Informal credit	0%	8%

Table 6.3: If you wanted to increase production by 50%, what would be the main source of capital you would use?

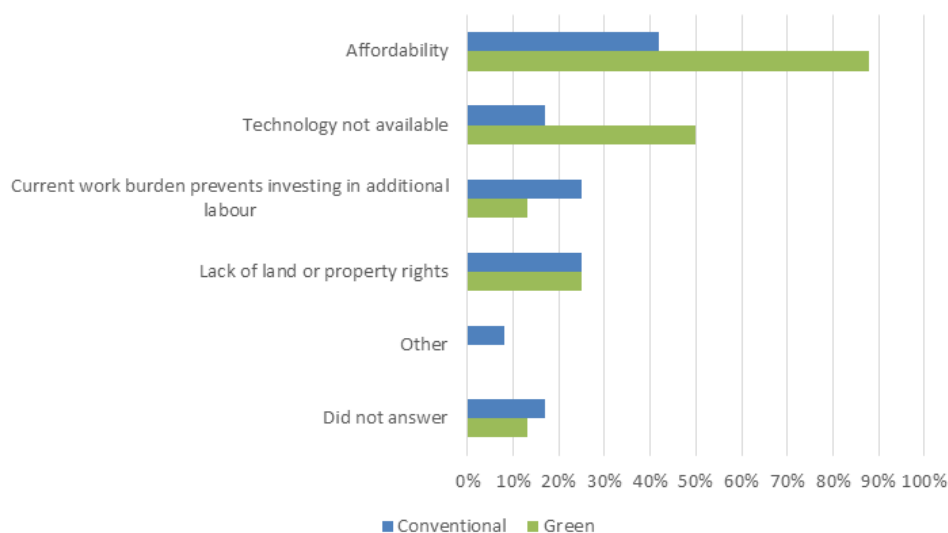
Source of capital	Green	Conventional
Personal savings	0%	17%
Formal credit	50%	67%
Informal credit	0%	0%
Informal credit	0%	8%

Awareness barriers

Lack of awareness, was a considerable barrier among women entrepreneurs. For example, 88% of women in green industry are unaware of programmes to support women starting a green industry business. 50% of green entrepreneurs were unaware of international green agreements/conventions, compared to 75% conventional entrepreneurs.

For green entrepreneurs, the main barrier to businesses becoming “greener” was affordability, 88%. This was followed by technology not available (50%); lack of awareness of how to make changes (25%); lack of land or property rights (25%); and the current work burden prevents investment in additional labour (13%). The main barriers to businesses becoming “greener” for conventional entrepreneurs was affordability (42%). This was followed by a lack of awareness of how to make changes (33%); a current work burden prevents investment in additional labour (25%); lack of land or property rights (25%); and technology not available (17%).

Figure 6.2: What are the main barriers to your business from becoming greener?



6.2 Findings from the interviews and focus group discussions

1. Do the barriers in green industry differ from those in conventional industry?

Interviewees considered the similarities and differences between the barriers faced by women as entrepreneurs and professionals in the emerging green industry compared to the conventional industry. They found:

1. The barriers faced in sustainable industry are less pronounced than in traditional industry;
2. There are new and different barriers faced in green industry;
3. Some barriers affect women in both green and conventional industry; and
4. Some barriers are the same for both women and men but are specific to green industry.

Overall, it was believed that the novelty of the green industry leads to the perception that there is less competition with men and fewer gendered stereotypes dictating what men and women can or cannot do. This means more potential opportunities for women:

“I think it (the green industry) is a sector which has not been colonised by other actors and therefore is very favourable in terms of opportunities for women.”⁹⁵

1.1 Engendered roles in green industry

In Senegal, women in green industry are most active in the agri-food transformation sector. Occupying positions related to food processing outside the home builds on women’s existing skills while also being a role that conforms to society’s expectations of “appropriate” female behaviour. KIIs felt that women in green industry faced less resistance from men because green industry jobs overlapped with traditional gender expectations in Senegal.

Outside the agri-food transformation sector, it was clear from the interviews with women entrepreneurs in green industry, that their “calling” as caregivers drove their passion and motivation to work:

“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.”⁹⁶

A message that came through several interviews is that women are drawn to green industry, partly because they feel a responsibility for the well-being of the next generation; and partly because of a desire to contribute to environmental sustainability. Given the current challenges related to production and processing pollutants; and less quality food products, such as non-organic products, and high sugar content; women felt that their role as mothers and caregivers is inextricably linked to green industry. Green industry is perceived to strongly respect the health of the environment and its inhabitants. Young women business leaders felt responsible for their role in society, a perspective illustrated by the following quote:

“Tomorrow the green industry will be dominant, girls of today are obliged to be present in this sector, tomorrow it will be a greener world with solar and wind energy, the use of biomass, electric cars and other green means of transportation; it will be a green world with sorting and recycling. It is an obligation for women, they have to be engaged very early on and not miss this train.”⁹⁷

In one case, a woman was a business leader of a factory producing fruit compotes for children. She started her business because there was a gap in the market; she could not find such fruit compotes locally.

1.2 Competing pressures of paid and unpaid work

Although the time men spend on paid work is higher than women; their contributions to unpaid labour are considerably lower.⁹⁸ As a result, women have little to no free time at their disposal to network, research, access information, invest in their own training, apply for credit or grants, or conduct other activities that would help them to grow a business:

“Men have much more time to participate in trainings, because when a woman gets up in the morning, she has to take care of the household and even if she doesn’t, she needs to coordinate the domestic chores so that it runs smoothly. Men can get up in the morning and go straight to the office and afterwards they can take a course peacefully and go back home.”⁹⁹

Women who manage to balance being successful entrepreneurs whilst fulfilling their expected social roles are particularly respected. However, one interviewee warned that this success comes with risks. The financial independence of women can be an invisible contribution to the household and trap her in a context of double duty where all other socially related unpaid work responsibilities remain, despite her business activities. Women can also remain excluded from actual decision making and empowerment. This participant warned not to consider increased entrepreneurship and economic participation by women as necessarily leading to gender equality and empowerment.

“For us women, this financial independency has not led to a real empowerment of women in terms of equality and equity. We hoped for instance that the economic empowerment would result in more consultation of and discussion with women regarding issues that are decided at family level, given her financial contribution. But we realised that is this actually been an invisible contribution, that is to say, it is not accounted for in the household.”¹⁰⁰

95 KIII, Woman, Advisor, UN Women, Dakar, Senegal.

96 KIII, Woman, CEO, Waste management and recycling sector, Dakar, Senegal.

97 KIII, Woman, President, Renewable energy, Saint-Louis, Senegal.

98 Nathan Associates Inc. (2016). Women’s economic participation in Peru.

99 KIII, Woman, UN Women, Dakar, Senegal.

100 KIII, Woman, Coordinator, Ziguinchor, Senegal.

1.3 Unfavourable working terms and conditions

Women working as employees reported little difference between women's experience of barriers in green or conventional industry, especially regarding the terms and conditions of employment. Both reported a context of low educational requirements, low skill level and limited choice regarding the type of occupation they wanted to pursue.

“We are forced to work in this industry, because if we don't, how will we feed our children and take care of their education?”¹⁰¹

1.4 Land ownership

Women entrepreneurs and workers alike reported little difference between barriers to women's participation in green and conventional industry when it came to land ownership. A clear implementation gap was reported between social norms and national-level legislation. The Constitution expressly states that: *“man and woman have the right to access possession and ownership of the land.”¹⁰²*

However, women face a lack of adequate access to land, as well as a lack of adequate access to the financial resources required to secure and improve the land. Together, these points prevent women from growing their business and reaching economies of scale. This has several negative spill-over effects: women cannot secure suitable buildings from which to operate their businesses; nor can they expand their infrastructure; for instance, building cold stores and buying transformation equipment. This makes it almost impossible to keep large stocks of raw materials and end products, thereby reducing their ability to react to price fluctuations in the market.

1.5 Lack of access to finance

Green industry requires significant start-up investment, and since men have easier access to finance, they struggle less with the financial barriers. This was apparent from a study conducted by Enda Energy that showed women tend to use “conventional” energy sources, such as wood and charcoal; instead of cleaner solar energy for electricity. Conventional energy sources are cheaper and help reduce production costs. Gendered social roles mean that men are financially more stable and are more likely to have disposable income to invest in renewable energy power sources for their businesses.

Four interviewees clearly referred to the lack of financial resources as a bigger problem for women than for men:

“Men face the same problems, but they are more privileged when it comes down to access to finance.”¹⁰³

1.6 Competitive pricing

An important barrier mentioned by KIIs was the higher start-up and production costs of green industry businesses, compared to conventional industry. The return on investment in green industry can make produce less attractive to a price-sensitive consumer. “Green products” like organic food and recycled materials are often more expensive due to higher production costs, resulting in lower demand. As one woman said:

“As you know, transformation is very expensive, we don't obtain big quantities, we get tired and we sell very little. It is because they (customers) don't want to pay, they don't know the value of the product.”¹⁰⁴

Many customers do not want to pay for local, more expensive products, and women entrepreneurs operate on a small scale which makes it difficult to reduce the production costs. The difficulties of operating in small volumes are compounded by competition with male customers and entrepreneurs who can close business deals more easily due to engendered social roles.

1.7 Lack of education and training

Women professionals face new and different barriers in green industry; for example, formal and institutional barriers related to levels of education and training. Women have often spent fewer years in formal education than men, especially in former generations. Moreover, the current generation of women is less likely to have the technical training required to work in green industry. Since women in green industry generally have less formal education than men; women are more likely to experience a lack of technical skills as a barrier. Compounded with a lack of free time to attend training because of the pressures of unpaid labour, it is difficult to gain the skills required to take up progressively responsible roles in green industry.

1.8 Harassment and direct discrimination

The older women interviewed saw younger women as breaking down current stereotypes, but also saw them as more vulnerable and exposed to harassment by men, due to their youth and unmarried status.

¹⁰¹ Woman, FGD participant, Ziguinchor, Senegal.

¹⁰² Constitution of Senegal, Article 15.

¹⁰³ KIII, Woman, General Manager, Agri-food transformation sector, Dakar, Senegal.

¹⁰⁴ KIII, Woman, External relations, Agri-food transformation sector, Dakar, Senegal.

Two women entrepreneurs reported that they face difficulties entering discussions with officials in the customs office, tax administration and are at times intimidated by them.

“When women go to the customs office or have to take care of some tax administration, there is really a tendency to put sticks in their wheels. Maybe this is not documented but I understood that women have to put up with a lot in order to have some professional communication with those who are supposed to facilitate their business ... Sometimes they try to intimidate women so that they will pay without any explanation.”¹⁰⁵

Also, the interactions with men in business negotiations are at times infused with inappropriate suggestions.

“As women we are sometimes confronted with blackmailing ... a certain situation where customers want a relationship; they will tell you they are in love and when you refuse, they will block you one way or the other.”¹⁰⁶

1.9 The pressure of gender role expectations and patriarchy in wider society

Half of the businesswomen interviewed were very explicit about the fact that being married and having children affects women as entrepreneurs and leaders. This is not necessarily linked exclusively to green industry but applies to all industries. This poses a serious barrier for women:

“When you are married, they (the people) will tell you many things that you cannot do. For instance, they will tell you that you cannot travel for more than two days and leave your family behind, they will tell you these kinds of things.”¹⁰⁷

This creates tension in the household, and that tension can lead to divorce. This was mentioned by two women entrepreneurs as an outcome of women who pursue their business activities.

“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.”¹⁰⁸

Some interviewees pointed out the active resistance women faced from the husbands, for instance by forbidding their wife to go to meetings of the GIE or other platforms, to hold meetings at home or through stealing the cash box of small women business groups.

“There are spouses who are not understanding at all and consider it their right to give their wives permission to do this or to that.”¹⁰⁹

On the other hand, if women can show they are able to reconcile family, they gain respect:

“I think that a woman who succeed in managing their business and generate income, gets to be respected.”¹¹⁰

This was also mentioned explicitly as a barrier by women policymakers:

“We know that marriage is one of the phenomena that tend to keep women at home and make them abandon school.”¹¹¹

1.10 Intersectionality

Intersectionality was mentioned. Some ethnicities (for instance, in Casamance) are more open to gender equality than others. A more outspoken distinction was put forward between the rural area, where life and work are based on stricter gendered roles, and the city of Dakar, where women enjoy more freedom.

“There are social realities in Dakar, but when you go to Saint-Louis, you will not really see those realities; when, you go deep into the country, or north towards Fouta, you will see it is a completely different reality, the women are still behind.”¹¹²

Furthermore, women in Dakar are assessed based on their competencies for doing business or occupying a position, while gendered roles prevail in rural areas:

“When you live in Dakar, they look at your competencies, but when you live in a rural area, you stay at home.”¹¹³

105 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

106 KIII, Woman, General Manager, Waste management and recycling sector, Dakar, Senegal.

107 KIII, Woman, General Secretary, Solar energy, Mekhé, Senegal.

108 KIII, Woman, President, Renewable energy, Saint-Louis, Senegal.

109 KIII, Woman, Coordinator, Ziguinchor, Senegal.

110 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

111 KIII, Woman, Technical Assistant, Ministry of Environment and Sustainable Development, Dakar, Senegal.

112 KIII, Woman, President, Renewable energy, Saint-Louis, Senegal.

113 KIII, Woman, General Manager, Agri-food transformation sector, Dakar, Senegal.

1.11 A lack of role models of women entrepreneurs in green industry

There is a lack of role models of women succeeding in green industry in Senegal. “Ecobags” was mentioned twice and “Esteval” was mentioned three times as examples of successful companies lead by women entrepreneurs. Although interviewees mentioned these examples by name and sector, most could not elaborate on the details of those businesses. Aïsha Konté, business leader of organic cosmetics company Nyara was mentioned once. Three women, two from the waste management sector and one in renewable industry, could only name men entrepreneurs in their (sub)sector:

- *“In Senegal, entrepreneurship is completely composed of men.”¹¹⁴*
- *“Objectively, I only know men in my sector.”¹¹⁵*
- *“In my sector, I am still the only woman.”¹¹⁶*

2. Some barriers exist specifically in green industry, but for both women and men

2.1 Formally registering a business

Trying to formally register a business was considered difficult:

“Once you establish a formal business, there are a lot of checks and controls. That is the case for all enterprises.”¹¹⁷

One woman¹¹⁸ also mentioned that entrepreneurs do not know where to go (to which Ministry) if they want to handle business-related issues.

2.2 Lack of access to technology

There is a lack of information about green industry; from sourcing raw materials to sourcing auxiliary materials such as packaging. This was considered an overall constraint for both men and women.

2.3 A lack of start-up support

There is an overall lack of awareness around start-ups and entrepreneurship in Senegal which represents a barrier to both men and women in green industry.

This is reflected by a lack of policies to support small and medium-sized enterprises through measures such as start-up loans or subsidies.

2.4 Scepticism towards women focussed initiatives

Three male policymakers explicitly expressed dissatisfaction with approaches that look at green industry and green entrepreneurship in binary terms: men versus women. They felt that barriers related to gender were imagined and measures to address these barriers, therefore counterproductive. According to them, the obstacles have been removed over time through measures such as the parity law. They shared the view that the focus should be on the quality of people in green industry, not on gender. They also expressed the concern that initiatives to promote gender equality and the empowerment of women in green industry, might even present a threat to the stability of the family.

“By opposing men and women, you put us into trouble, it is a destabilisation of the family while the family is supposed to be coherent.”¹¹⁹

Almost all men interviewed were opposed to a men versus women binary approach. Some did, however, acknowledge that women face barriers and referred to the socio-cultural context as the explanation for these barriers.

Leadership is considered more an affair of men than of women:

“Traditionally leadership originates from a cultural background where men had more access to the spoken word than women.”¹²⁰

However, the social pressures of being a woman and the responsibility of unpaid work at home was mentioned explicitly as a barrier by four women policymakers.

114 KIII, Woman, CEO, Waste management and recycling sector, Dakar, Senegal.

115 KIII, Woman, General Manager, Waste management and recycling sector, Dakar, Senegal.

116 KIII, Woman, President, Renewable energy, Saint-Louis, Senegal.

117 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

118 KIII, Woman, General Manager, Agri-food transformation sector, Dakar, Senegal.

119 KIII, Man, Director, Ministry of Industrial development and Small and Medium Industries, Dakar, Senegal.

120 KIII, Man, Director, Ministry of Industrial Development and Small and Medium Industries, Dakar, Senegal.

6.3 Synthesis: key factors underpinning women’s economic empowerment in green industry.

Table 6.1: Summary of the barriers to women’s economic empowerment in green industry

Barriers to advancement
Lack of awareness about policies and programmes designed to benefit women and/or encourage participation in green industry
- 88% of respondents were unaware of any policies or programmes encouraging women to start businesses in green industry - 50% of respondents were unaware of any international green agreements/conventions
Lack of access to technology necessary to start green businesses or upscale existing businesses
- The technology required in the new green industry is a barrier to women
Women entrepreneurs have difficulty finding and hiring skilled workers
- 38% of women entrepreneurs reported it would be difficult or very difficult to find women workers with relevant skills
Women entrepreneurs do not have “experience” aka the historical networks of influence that their male counterparts have, making them easily outbid by “experienced” green players
- Women are often subjected to harassment by men market players, especially if they are younger and/or not married - Women face difficulties entering discussions with officials in the customs office, tax administration and face intimidation by them
Women’s lack access to mentoring impacts networks for investment funding and job opportunities
- 75% of green entrepreneurs do not have access to customised assistance via mentorship networks
Women lack access to necessary capital, collateral and credit resources
- 63% of entrepreneurs surveyed think that men have more opportunities to obtain credit for their businesses than women - women struggle to provide collateral for loans, due to not owning land or property - women lack infrastructure and equipment
Women lack access to markets to sell their products
- 63% of green entrepreneurs reported lack of access to markets to sell their products as being a key barrier - 50% of women green entrepreneurs reported it would be difficult to identify new markets as compared to men - Limited market demand for “green products” like organic food, recycled materials because they are more expensive
Women face other value chain challenges and “hidden costs” of doing business
- Paying kickbacks (50%), obtaining necessary technical training (38%), accessing basic supplies for business to operate (38%), dealing with law enforcement officials (25%), obtaining a license to run business (13%) and sexual harassment (13%) were also listed by green entrepreneurs
Barriers to transformation
Harmful social norms
- Social norms that discourage women from starting businesses - 63% of respondents reported that growing up, they did not feel girls were encouraged to pursue their own businesses - Reputational risks associated with working late or traveling/working with men - There is a significant implementation gap between social norms and judicial and legislation - Lower decision-making authority - Reduced mobility due to domestic care responsibilities
Caretaking responsibilities
- Domestic work burdens/family/caretaking obligations and lack of access to childcare providers - 63% of green entrepreneurs surveyed worry often or always about work-life balance
Intersectional inequalities
- Race, rurality, poverty and gender intersect to create different and multi-faceted vulnerabilities - Rural women are less likely to have access to technology, information, education and skills and more likely to have traditional home-based unpaid work responsibilities
Discriminatory hiring practices
- Prevalence of “boys clubs” and gatekeepers - Organisations give women less-skilled positions
Barriers for businesses from becoming greener
- Green entrepreneurs reported affordability (88%), technology not available (50%) as main barriers to businesses becoming greener
Lack of clarity on “green industry” definition
- Lack of statistics and lack of clarity about what green industry entails - Statistics about women’s participation in green industry is practically non-existent

7. Opportunities

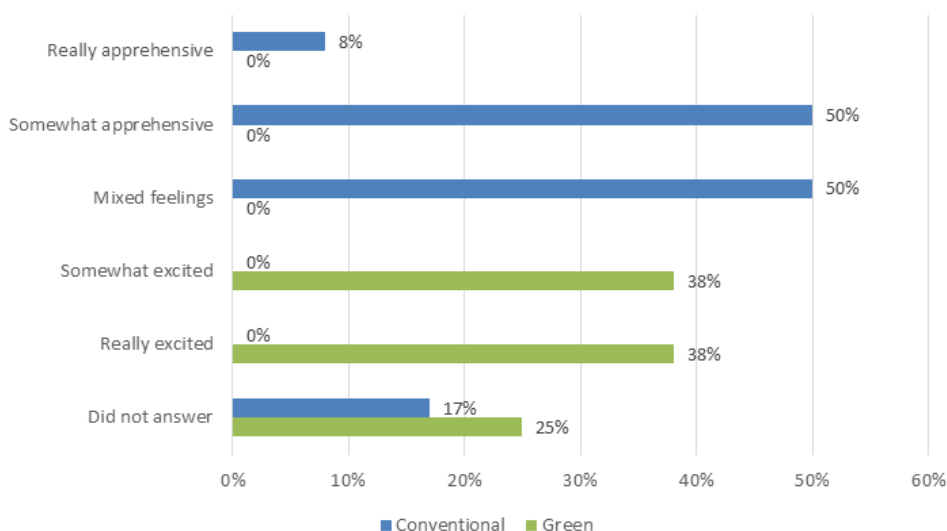


The next three sections address research question 1: *“What are the key country specific opportunities, specific drivers to women accessing and benefitting equally from the advancement of green industry as industry professionals and as entrepreneurs?”* using the primary quantitative and qualitative data collected.

7.1 Opportunities for women to advance as entrepreneurs and leaders in green industry

Data collected from the online surveys and interviews revealed that despite the multifaceted challenges faced by women entrepreneurs; there are also a host of opportunities to advance women as entrepreneurs and leaders in green industry. It is quite telling that the majority of green entrepreneurs surveyed feel positive about the growth of their businesses. As depicted in Figure 7.1, 76% of green entrepreneurs reported being really excited that their business will grow compared to 0% of conventional entrepreneurs. The trends that can be capitalised on to enhance the representation of women in green industry in Senegal. See Figure 7.1 for an overview.

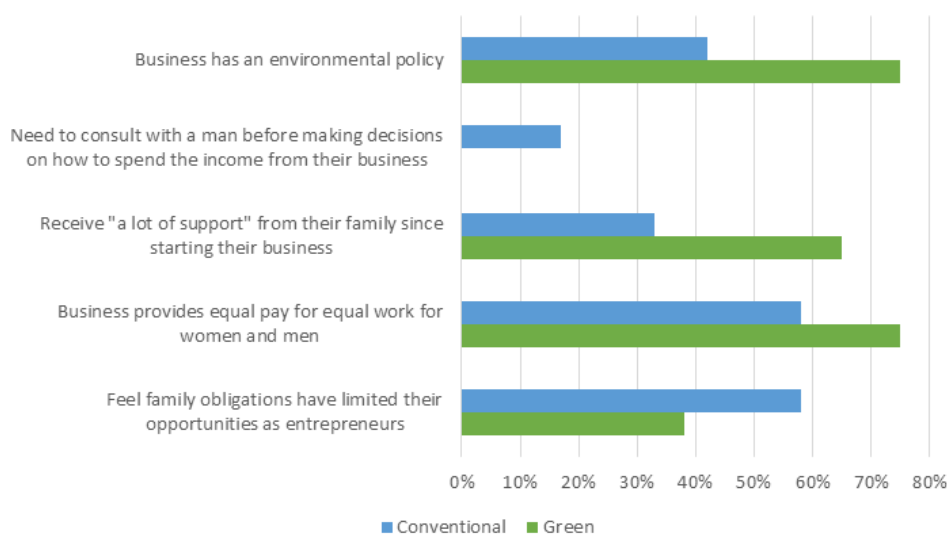
Figure 7.1: How excited or apprehensive do you feel that your business will grow?



7.2 Key social transformation indicators

While it is clear that harmful social norms act as barriers to women’s economic empowerment in green industry, there were also several key indicators that suggest a high potential for social transformation towards gender equality in green industry (Figure 7.2).

Figure 7.2: Key social transformation indicators highlighted in online survey



When discussing the opportunities available to women working in green industry as entrepreneurs and as professionals, interviewee answers often clustered around the idea that the innovation of green industry offers new opportunities.

- One reason is the fact that Senegal is still a big importer of foodstuffs that can and should be produced locally by women. Currently,

the local market is not saturated at all. There is little transformation of raw materials and little innovation added to end products;

- The new green industry presents many opportunities for Senegal, one example being the potential for large quantities of a wide range of products being produced locally; and
- Green industry's arrival and establishment in Senegal also offers a space where women do not have to compete with men under unfair circumstances and conditions, and are freed from gendered stereotypes.

When asking about the best programmes for women's economic empowerment, the answers ranged from no knowledge about these kinds of programmes to naming very specific programmes; often conducted by NGO's. Half of the women entrepreneurs claimed to have no knowledge of such programmes:

*"To my opinion there are not many programmes for women who want to be entrepreneurs, anyhow, I don't have any knowledge of them."*¹²¹

*"To be honest, I haven't seen such a programme and unfortunately I haven't benefitted from it."*¹²²

Three interviewees, two of which were working for an NGO, mentioned USAID projects (Naatal Mbaay,¹²³ Wula Nafaa,¹²⁴ PAFA/FIDA, PSM) and a UN Women project using local media (like radio) to inform women about market prices in the rice sector. Projects such as these target the whole value chain, look for diversification of income-generating activities, aim to increase production and productivity of the crops involved, introduce transformation equipment, and facilitate access to markets. Two businesswomen also mentioned private initiatives: the Union of Women Business Leaders and the Entrepreneurial Network.

One key informant mentioned the recently launched Women Investment Capital (WIC), a private initiative to support women entrepreneurs in accessing large amounts of capital. Furthermore, DER (General Delegation to the Rapid Entrepreneurship of Women and Youth) was mentioned by five businesswomen. DER is a government initiative that specifically targets women of all ages and men up to the age of 40 by offering technical and financial support for businesses to professionalise their activities. DER does not apply very rigorous barriers and demands in comparison to banks which enables women to leave informal, low income generating activities. However, the reactions to DER were very diverse. One person felt it did not contribute anything beneficial:

*"The DER, it means nothing."*¹²⁵

Two of the interviewees had applied but so far had not received any feedback; one had been rejected but did not know why. Two interviewees spoke positively of DER; although they had not benefited from it directly themselves, they heard about it from others.

*"I think actually that the work of DER is relevant... there are many women who have been financed by the DER. It is not assistance or putting them at the level of income-generating activities as usual, for me it is really about growing their business."*¹²⁶

Key informants suggested the following additional actions to increase women's engagement as entrepreneurs:

- Positive action for women, for instance, adapting the tax system or providing subsidies;
- Role models of successful women entrepreneurs that attract the younger generation;
- More targeted and tailored assistance for women through coaching, capacity building in accountancy, management skills, leadership skills;
- Dedicated locations and infrastructure where women can perform their business activities and commercialise their products, for example a green industrial park;
- Incubators for women with all services combined, for example accounting, social security, marketing, exhibition space, meeting rooms;
- Reducing the cost of electricity for green industry businesses; and
- Ensuring a minimum price for raw materials, recognising the impact of price fluctuations on profitability.

Supporting young women and girls to enter green industry

Interviewees shared the opinion that concrete measures would encourage and support young women and girls to enter green industry:

- Girls need more successful **role models** disseminated widely throughout the country to show them that women can be successful entrepreneurs in green industry;

121 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

122 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

123 https://www.usaid.gov/sites/default/files/documents/15396/Naatal_Mbay_Case_Study.pdf.

124 USAID (2012). The 'Benefits of the Bush' in Senegal.

125 KIII, Woman, External relations, Agri-food transformation sector, Dakar, Senegal.

126 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

- Young women need **mentoring** on the technical aspects of business, in particular waste transformation and management skills;
- The opportunities to make an independent living and earn a decent wage in the sector of transformation of agri-food should be promoted more widely, in order to make the sector more attractive to women; and
- **Awards and scholarships** for girls that encourage them to take up technical studies.

Overall, the message to women and girls considering a career in green industry was: to not give up; to persist; to go for it and to believe in themselves:

“Do not be afraid to engage in the green industry and to believe in yourself and persevere.”¹²⁷

7.3 Opportunities for women to advance as green industry professionals

Based on their current situation and perspectives, women in the FGDs would not recommend a career in green industry to their daughters. Instead, they wished for their daughters to have a different life. One respondent said:

“We would never encourage our girls to work here without a diploma. With a diploma you are better paid, and you do not have to work that hard.”¹²⁸

These women worked in a mat factory with little or no opportunity to do anything else. This contrasts with the prospects for women active as green industry entrepreneurs, who had all earned a university masters degree and felt that green industry offers many opportunities.

Interviewees recommended the following measures to the government in order to advance women as green industry professionals:

- Improve labour conditions, safer working environments and easily handled machinery;
- Raise salaries, provide the right to maternity leave without the risk of losing one’s job;
- Equal treatment for work contracts;
- Fringe benefits such as transportation reimbursement, medical costs; and
- Improved access to financial resources such as bank loans.

For green industry entrepreneurs, the focus was much more on improving the **production, transformation and commercialisation of their products**. They would welcome support to:

- Adjust taxes for import and export;
- Facilitate quality labels (ISO norms);
- Improve access to finance;
- Assist with the promotion of local products; and
- Access ongoing training and capacity building.

7.4 Policymakers and practitioners’ perspectives of opportunities

There are mechanisms to finance women’s activities, such as the National Fund to promote Female Entrepreneurship, National Credit Fund for Women and the DER. However, none of these mechanisms apply specifically to women active in green industry.

Green industry is relatively new in Senegal. According to one KII, a quota regarding the distribution of equipment given to women was proposed as legislation in June 2019. There is also legislation in preparation¹²⁹ stating that 15% of public orders come from women entrepreneurs. However, these laws have not entered into force.

Government programmes from the Ministry of Environment and Sustainable Development officially require a high number of women representatives to implement the measures in local territories, but these are not enforced. This same Ministry also retrains women in “new” careers related to solar equipment and installation. At the time of writing, specific data on these programmes was not available.

Moreover, several institutions mentioned offering different services for women but not necessarily for green industry:

- The l’Agence du Développement et Encadrement des Petites et Moyennes Entreprises (ADEPME). ADEPME is the Agency for the Development and Coaching of Small and Medium Enterprises, an operational unit of the Ministry of Commerce. It accompanies small and medium-sized enterprises who apply for or could benefit from a government loan;
- The Food Technology Institute (ITA) has a wide range of activities: applied research for developing technological methods in the trans-

¹²⁷ KIII, Woman, CEO, Waste management and recycling sector, Dakar, Senegal.

¹²⁸ Woman, FGD participant, Diambiado, Senegal.

¹²⁹ Reference is not yet available at the moment of finalizing this document.

formation and conservation of local agricultural, meat and fish products; support and advice in technological development; training of technicians in the alimentary sector; and dissemination of knowledge regarding research activities.¹³⁰

The above two programmes have their limitations. As reported by one respondent:

“ADEPME is there but it is not enough, we also have ITA that helps a bit regarding quality of production, but it needs more work.”¹³¹

The Programme d’Urgence des Domaines Communautaires (PUDC), a PNUD project, also offers different services to women. These include the distribution of fodder that women can use in their kitchen-garden perimeters for commercial or private consumption; work to access infrastructure and socio-economic equipment (rural road, hydraulics, energy and agricultural production and transformation equipment); and the provision of financial services. PUDC also works to strengthen institutions, professional groups and local actors in rural entrepreneurship and provides capacity building in leadership, technical and community management skills. The programme targets women and youth in socio-economically vulnerable villages in specific regions¹³² in the country.¹³³

Moreover, the national biogas programme offers biogas solutions to address the energy needs of women and other NGO’s (not specified by the interviewees) bring in equipment like solar panels or ovens using renewable energy to reduce the impact of smoke on the health of women.

There is also a Green Fund managed by the Ministry of Environment and Sustainable Development. However, little is known about the Green Fund. One respondent replied, *“We actually don’t know how it works.”¹³⁴* Another interviewee shared that the Fund, targeting men and women, does not receive a lot of applications.

Governmental support for women working as entrepreneurs and leaders in green industry

The interviewees formulated many recommendations for support, but it was difficult for them to divide these into short or long term; legislative or non-legislative.

Short-term and long-term policies mentioned were:

- Positive action policies, for example, quotas;
- Training;
- Minimum quotas for women in top management positions and other forms of positive action. One man felt quotas were one bridge too far:

“We don’t have to say positive action for women just like that. The women we support also need to have the right competencies.”¹³⁵

In order to design effective governmental support for women in green industry key informants expressed a **need to:**

- **Conduct a diagnostic study** to determine where women are situated by sector and sub-sector;
- Identify implementation gaps in the law and pin-point lessons learned;
- Provide **training** for women as a necessity for women’s success and empowerment (mentioned by half of interviewees). This training could be in managerial, leadership, decision-making and technical (knowing how to operate certain equipment for instance);
- **Personalised coaching** was mentioned six times by interviewees. Personalised coaching refers to support in the form of creating a kind of personalised trajectory where they are guided practically in conducting their business activities, supplementary to financial support and technical capacity- building;
- **Flexible access to finance** was mentioned eight times: in particular, medium-term loans with lower interest rates and without the requirement of land as collateral. Loans could also be provided in kind (e.g. equipment loans);
- **Incubation centres** for women within the existing industrial parks and agropoles;
- **Awareness-raising and capacity building regarding green industry** and the involvement of women in this industry for government stakeholders;
- **Financial and technical support for those who want to “green” their activities**, like subsidising green equipment and technologies (for instance, solar panels); and
- **Relocate women’s businesses** to better equipped and modern spaces.

130 <http://www.ita.sn/presentation>.

131 KIII, Man, Director, Ministry of Industrial Development and Small and Medium Industries, Dakar, Senegal.

132 Louga – St louis – Matam – Fatick – Diourbel – Kaolack – Kaffrine – Tambacounda –Thies.

133 UNDP (n.d.). Programme d’Urgence de Développement Communautaire (PUDC).

134 KIII, Woman, CEO, Agri-food transformation sector, Dakar, Senegal.

135 KIII, Man, Engineer, Dakar, Senegal.

Encouraging more girls to take on **technical training** and the promotion of their involvement in technical studies through high schools and universities, was also mentioned:

“We need campaigns in colleges and universities in order to lead women toward new types of professions related to the green industry.”¹³⁶

During the interviews, non-structural legislative and legislative interventions were also suggested by KIIs. These include:

- **Enhanced measures to encourage entrepreneurship**, for example, simplified administration processes for entrepreneurs, tax exemptions and reductions, subsidies, lower interest rates etc.;
- Support to ensure women can progress to **decision making roles** and are supported to move up the management ladder;
- **Change mindsets towards gender roles and women’s unpaid labour in wider society;**
- Establish training centres for women for technical training around solar and wind energy, transformation processes and other green topics; and
- Implement existing **land reforms more effectively.**

Regarding land reform, it was acknowledged this topic is very sensitive:

“Land reform is very delicate. It touches upon beliefs, which is not easy to put into practice.”¹³⁷

It was mentioned several times by both by policymakers and women entrepreneurs, that there is little room for innovation when somebody finds a niche in the market or develops an innovative product, other entrepreneurs easily copy it. On the other hand, optimism regarding opportunities in green industry for women was shared by all interviewees. Here, the focus is on women needing to move their business from informal/artisanal level to a larger business scale:

“Can we really talk about industry? They are still and outright at artisanal level.”¹³⁸

The waste sector was perceived by the government as the place to encourage women’s participation and a sector where women “naturally” fit:

“If we talk today about waste processing industry, women are much more present in this sector, I think this is much more an issue that concern women than men.”¹³⁹

However, when asked, the women entrepreneurs active in the waste sector could only think of male co-entrepreneurs. In reality, it is a question of scale. On a small scale, there are women green industry entrepreneurs active in the transformation of agricultural products, who also produce waste which needs recycling. Moreover, there are Groupements d’Intérêt Economique” (GIE)/ Economic Interest Group composed of women collecting waste. However, in the larger scale waste management sector, women are largely underrepresented, if not completely absent.

Online survey of green and conventional entrepreneurs

In the online survey green entrepreneurs were asked, “How should your country increase women’s leadership and participation as entrepreneurs in the green industry? Please rank each of the below government initiatives from 1 to 5, where 1 is the most important and 5 is the least important”.

Prioritised strategies for increasing women’s participation and leadership in green industry differed between green and conventional entrepreneurs. Green entrepreneurs ranked increased access to education as the most important priority followed by changing inequitable laws, increasing access to finance, investing in women’s development schemes, and positive action. Conventional entrepreneurs also selected increased access to education as their first priority, followed by increasing access to finance, positive action, changing inequitable laws, and lastly by investing in women’s development schemes See Table 7.2 for an overview of the results of the online survey.

Table 7.2: Prioritised strategies for increasing women’s leadership between green and conventional women entrepreneurs

Prioritised strategy	Green	Conventional
Increase access to education	1	1
Increase access to finance	3	2
Invest in women’s development schemes	4	5
Change inequitable laws	2	4
Positive action	5	3

¹³⁶ KIII, Woman, Technical Assistant, Ministry of Environment and Sustainable Development, Dakar, Senegal.

¹³⁷ KIII, Man, Director, Ministry of Industrial Development and Small and Medium Industries, Dakar, Senegal.

¹³⁸ KIII, Woman, Coordinator, Ministry of Environment and Sustainable Development, Dakar, Senegal.

¹³⁹ KIII, Man, Director, Dakar, Senegal.



8. Recommendations for closing the gender gap in green industry

This section provides a synthesis of the identified gaps and solutions to promote women as green industry entrepreneurs and professionals; it addresses the study's second research question, *“How should countries formulate new, or reformulate existing, gender-responsive green industrial policies?”*

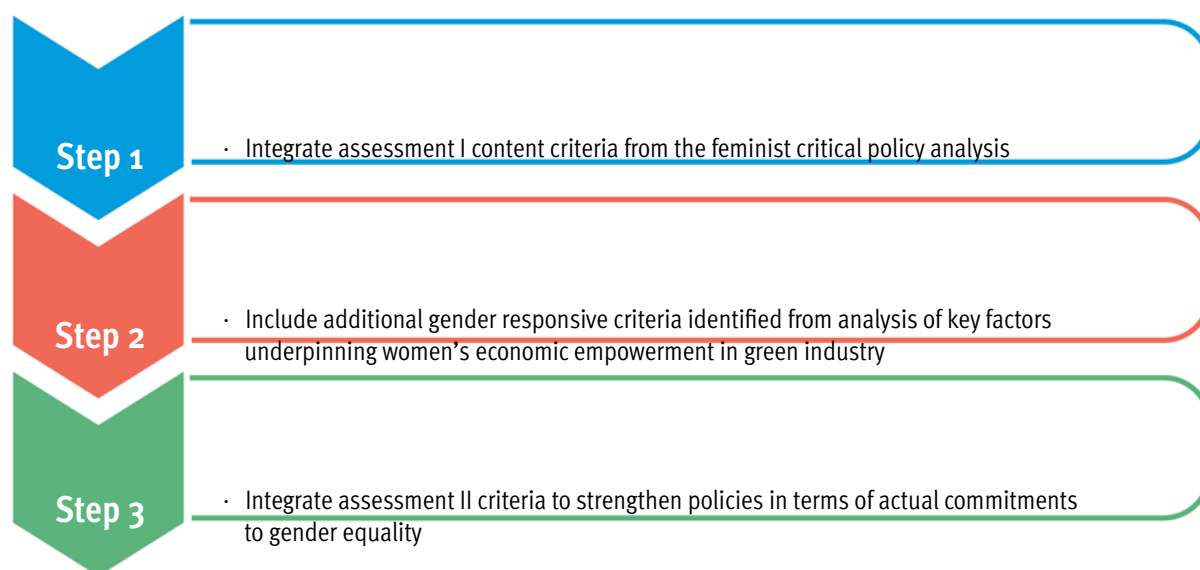
The purpose of a gender-responsive green industry policy framework is to enable countries to develop new or revise existing, gender-responsive green industry policies to adopt and implement. Based on the conceptualisation of women’s economic empowerment in this project, gender-responsive green industry policies must work to address both advancement and transformation. The qualitative and quantitative components of the study have identified key factors underpinning women’s economic empowerment in green industry that feed directly into the framework (Table 8.1).

Table 8.1: Key factors underpinning women’s economic empowerment in green industry

Barriers to advancement
Lack of awareness about policies and programmes designed to benefit women and/or encourage participation in green industry: 88% unaware of any policies or programmes encouraging women to start businesses in green industry
Lack of access to the technology necessary to start green businesses or upscale existing businesses
Women entrepreneurs reported having difficulty in finding and hiring skilled workers: 38% reported it would be difficult or very difficult to find women workers with relevant skills
Women entrepreneurs reported lacking social networks of influence that their male counterparts have, making them easily outbid by “experienced” green players
Women’s lack of access to mentoring, which impacts networks for investment funding and job opportunities: 75% of green entrepreneurs do not have access to customised assistance via mentorship networks
Women lack access to necessary capital, collateral and credit resources: 63% of entrepreneurs surveyed think that men have more opportunities to obtain credit for their businesses than women
Women lack access to markets to sell their products: 63% of entrepreneurs reported lack of access to markets to sell their products as being a key barrier; 50% of female green entrepreneurs reported it would be difficult to identify new markets as compared to men
Women face other value chain challenges and “hidden costs” of doing business: paying kickbacks (50%), obtaining necessary technical training (38%), accessing basic supplies for business to operate (38%), dealing with law enforcement officials (25%), obtaining a license to run business (13%) and sexual harassment (13%) were also listed by green entrepreneurs
Barriers to transformation
Harmful social norms that discourage women from starting their own business: 63% of respondents reported that growing up, they did not feel girls were encouraged to pursue their own businesses
Unpaid care and domestic work: 63% of entrepreneurs surveyed worry often or always about work-life balance
intersectional inequalities: Race, rurality, poverty and gender, for example, intersect to create different and multi-faceted compounded discrimination and inequalities
Discriminatory hiring practices: prevalence of “boys clubs” and gatekeepers
Barriers for businesses from becoming “greener”: affordability (88%), technology not available (50%) as main barriers to businesses becoming greener
Lack of clarity on “green industry” definition: lack of statistics and lack of clarity about what green industry entails

This report proposes using the following framework for formulating gender-responsive green industry policies (Figure 8.1):

Figure 8.1: Gender-responsive green industrial policy framework



- **Step 1:** this would include content criteria from assessment I of the feminist critical policy analysis to ensure the core characteristics

are foundational to the policy. These elements of the feminist critical policy, include engendering of policy; structural perspectives of gender equality; intersectionality; women’s empowerment; incremental transformation; and contextualisation;

- **Step 2:** gender-responsive criteria would be identified based on the key factors underpinning women’s economic empowerment in green industry to ensure and include criteria to support women’s advancement and transformation;
- **Step 3:** assessment II criteria would be integrated to improve policies’ commitments to gender equality. This step is crucial; as this project found that none of the policies reviewed mentioned gender in their conclusions, with the exception of the Plan Sénégal Émergent (PSE).

In addition to these three steps, this report also encourages using the following general recommendations for proposing new gender-responsive green industry policies.

See Table 8.2 for recommendations for proposing new gender-responsive green industry policies.

Table 8.2: General recommendations for proposing new gender-responsive green industry policies

General recommendations for proposing new gender-responsive green industry policies	
Contents/topics to be covered in policy	
- Include specific gender targets and indicators and collect sex-disaggregated data and gender statistics for monitoring and evaluation	
- Eliminate gendered language (e.g., Chairman to Chair)	
- Generate S.M.A.R.T. indicators (specific, measurable, achievable, relevant and timely) using robust sex-disaggregated data	
Process	
- Integrate women’s agency and meaningful and equal participation and decision-making at all levels: at home, in the economy and in government	
- Address the needs of women using an intersectional perspective that takes into consideration the multiple and intersecting forms of discrimination based on gender, rurality, race, migration status, poverty and others	
- Support education and awareness (e.g. knowledge and skills transfer, mentorship programmes, partnerships and networking platforms)	
- Create and ensure access to financial products, services and information including through gender-responsive budgeting and gender-responsive procurement from women in green industry	
- Ensure the engagement of women at every stage of the planning and policy process including consultation, monitoring and evaluation	
- Conduct gender impact assessments and ensure consultation and dialogue with local women’s groups and organised civil society	
- Diversifying women’s access to and source of start-up capital	
- Promote women’s equal access to education and vocational studies to provide the technical knowledge needed in green industry	
- Identify strategies to root out institutionalised sexism/discrimination, especially in the private sector	

Regarding the existing green industry policies that were reviewed in-depth, specific recommendations are given for each in terms of improving their quality and implementation (Table 8.3).

See Table 8.3 for recommendations for improving existing policies in quality and implementation.

Table 8.3 Recommendations for improving existing policies in quality and implementation

Current policy	Recommendations
National Strategy for the Promotion of Green Jobs (2019)	<p><i>Contents:</i> there are many strategies listed to help women’s participation in green jobs; however, there is no mention of the policy aiming to specifically achieve gender equality in the industry.</p> <p><i>Conclusions:</i> focus more on intersectionality and gender norms to achieve a more gender-responsive policy towards the achievement of gender equality.</p> <p><i>Implementation:</i> more sex-disaggregated data and gender statistics should be collected on women’s roles and results.</p>
National Strategy for Green Growth in Senegal (2016-2020)	<p><i>Contents:</i> this policy does not mainstream a gender perspective and should follow steps 1-3 of the proposed framework.</p> <p><i>Conclusions:</i> this policy needs to include women’s meaningful participation and women’s economic empowerment in its strategy by using data to understand their situation and what needs to change to provide equal opportunities for women in the context of climate change.</p> <p><i>Implementation:</i> revise the strategy by following international standards for gender equality/mainstreaming.</p>
LAW n ° 2010-21 of December 20, 2010 (2010)	<p><i>Contents:</i> this policy does not mainstream a gender perspective and should follow steps 1-3 of the proposed framework.</p> <p><i>Conclusions:</i> this policy needs to mainstream a gender perspective into its strategy by using data to understand their situation and what needs to change to provide equal opportunities for women in the context of climate change.</p> <p><i>Implementation:</i> revise the strategy by following international standards for gender equality/mainstreaming.</p>

National Strategy for Sustainable Development (2015)	<p><i>Contents:</i> the policy has a basic awareness of gender equality, but more needs to be done to redress gender inequalities.</p> <p><i>Conclusions:</i> work with women’s associations and gender experts to implement a better strategy.</p> <p><i>Implementation:</i> revise the strategy by following international standards for gender equality/mainstreaming.</p>
Environment and Natural Resources Sector Policy (2009-2015)	<p><i>Contents:</i> gender is included, but there is further scope to mainstream strategically.</p> <p><i>Conclusions:</i> work with women’s associations and gender experts to implement a better strategy.</p> <p><i>Implementation:</i> regularly collect more sex-disaggregated data and gender statistics data and monitor and evaluate regularly.</p>
National Climate Fund (2015)	<p><i>Contents:</i> there should be more consideration given to women’s role in climate change, such as women leaders or entrepreneurs.</p> <p><i>Conclusions:</i> reasonable attempt at gender inclusivity, but needs to go more in-depth to tackle gender norms. Use Assessment II criteria to strengthen policies in terms of actual commitments to gender equality.</p> <p><i>Implementation:</i> collect sex-disaggregated data and gender statistics to evaluate results before updating.</p>
The Senegal National Adaptation Plan [to climate change] (2006)	<p><i>Contents:</i> the policy mentions the need to reassess the risks in case the plan’s implementation results in unexpected risks including gender-based violence (GBV), sexual harassment, rape and unwanted pregnancies, but does not mainstream a gender perspective. The policy should mainstream gender and address structural gender inequalities and intersectionality issues.</p> <p><i>Conclusions:</i> use Assessment II criteria to strengthen policies in terms of actual commitments to gender equality.</p> <p><i>Implementation:</i> need to start talking to the relevant stakeholders to have the key players involved in problem solving to ensure the intended impact is achieved.</p>
Environmental and Social Commitment Plan (ESCP) (2019)	<p><i>Contents:</i> while this policy has a clear gender equality agenda that is much better than the other documents under review, there is still room for improvement.</p> <p><i>Conclusions:</i> focus more on increasing women’s leadership and include an intersectional approach to tackling inequalities and discriminations.</p> <p><i>Implementation:</i> involve women in the creation of an updated version.</p>
Plan Sénégal Émergent (PSE) (2019-2024)	<p><i>Contents:</i> the policy mentions some ideas for achieving gender equality but needs to have a more consistent integration of gender issues throughout the whole policy.</p> <p><i>Conclusions:</i> use Assessment II criteria to strengthen policies in terms of actual commitments to gender equality.</p> <p><i>Implementation:</i> revise the strategy by following international standards for gender equality/mainstreaming.</p>
Ministry of Industry Development Sector Policy Letter (2018-2023)	<p><i>Contents:</i> this policy should mainstream gender and follow steps 1-3 of the proposed framework.</p> <p><i>Conclusions:</i> use Assessment II criteria to strengthen policies in terms of actual commitments to gender equality.</p> <p><i>Implementation:</i> a full reassessment by a gender balanced team of Ministry staff is required.</p>

8.2 Closing the gaps between policy and implementation on the ground

Moving on from the barriers highlighted in the previous section, many interview respondents stated that policies already exist to tackle these issues, but there was a **lack of implementation**. To improve the quality and implementation of policies, these **covert forms of discrimination** must be addressed.

Key gaps between policy and implementation on the ground	Closing gaps between policy and implementation on the ground
A gender cell is a structure responsible for mainstreaming gender in the strategies and action plans within the respective ministries and reports to the Ministry for Women, the Family, Gender Equality and the Protection of Children. This cell has the financial and human resources to execute its activities but not enough to execute all action plans efficiently.	<p>Equip the gender cells with competent human resources and enough financial resources to move the implementation forward.</p> <p>Policies can be divided into short-term and long-term goals and execution can be done step-by-step depending on the availability of the funding.</p>
Gender is still not integrated in some of the government policies, for instance in the general code of the local collectives.	Capacity building of the local government institutions (for instance, municipalities) who are responsible for executing the law.
Policies are there on paper, but the implementation is limited.	Rather than having new policies, existing policies should be implemented effectively . Linking or building on existing ministries’ relevant programs could speed-up the integration of gender equality and the empowerment of women in green industry.
Lack of information and awareness at the civil society level. People are not aware of the law and its implications.	As culture and tradition play an important role, especially for land rights, there needs to be a programme of sensitisation and information about the rights of women to access and control land.
	Extend the parity law to the economic sphere so that the presence of women is increased, not only at a political level, but also in business life and management positions.

Key gaps between policy and implementation on the ground	Closing gaps between policy and implementation on the ground
Juxtaposition between customary law and formal legislation; specifically with regards to land rights for women.	Consult with the local communities and traditional leaders about the application of the law. This would entail reaching a common understanding of the content of the agreements signed and the parity law as well as applying these agreements and laws into concrete practices.

A lack of policies geared towards gender equality and women’s empowerment in green industry was highlighted throughout this analysis. In order to maintain accountability for progress, a specific action plan should be created to systematically work towards measurable objectives moving forwards.

Proposals for maintaining accountability, oversight and dissemination mechanisms for institutional gender mainstreaming initiatives:

- Maintain **accountability** through monitoring, evaluation and transparency;
- Develop **implementation plans** for policies with targets and timeframes;
- **Collect sex-disaggregated data** with regards to women’s participation at all levels of green industry;
- Establish a safe mechanism for women **to report harassment** and/or discrimination in the workplace, and stricter repercussions for those that discriminate and perpetrate such offences;
- Conduct **performance assessments** linked to gender mainstreaming targets with an independent audit of compliance;
- Conduct **evaluation reviews** to establish what has worked and not worked;
- Maintain a **parliamentary oversight** committee to monitor to what extent each department is applying the principles of gender mainstreaming in green industry;
- **Empower the Ministry of Women** to monitor and report on the behaviour, attitudes and level of compliance in government; and
- Achieve **equal gender representation** in key government steering committees and cross-departmental committees.

Specific recommendations for government and policymakers to develop or revise current gender-responsive green industry policies and implement them:

- Align policies with **Article 11 of CEDAW**, particularly as it relates to the quality of opportunity - between women and men in the workplace;¹⁴⁰
- Redouble efforts to follow-through on the **effective implementation of international gender equality and green industry agreements**. Gender mainstreaming legislation has mostly been built on international agreements and processes with technical and financial partners (like NGOs) from outside the country. The Senegalese government should apply these agreements and concepts of gender into Senegalese law more effectively;
- Reform the **banking sector** to offer lower interest rates, adjust loan options and tailor these to reflect the seasonality and riskiness of economic activity;
- Adapt insurance provisions to cover unexpected price fluctuations of raw materials and sick-pay for women entrepreneurs;
- **Apply gender-responsive budgeting** to raise awareness and understanding of gender issues in budgets and policies, and to foster government accountability for gender equality commitments; and
- **Encourage gender-responsive procurement** by both the public and private sector by hiring women owned businesses as vendors.

Support women owned businesses to compete in the procurement market

The UN Women’s definition of a “woman-owned business” is a legal entity in any field that is more than 51-per-cent owned, managed and controlled by one or more women. Hiring women owned businesses as vendors presents a significant opportunity to enhance the representation of women in green industry. A database of women owned vendors could be initiated. Additionally, targeted assistance and positive action for women owned businesses would enable them to compete in the procurement market for government contracts.¹⁴¹

Culturally sensitive awareness-raising around gender-equality and the empowerment of women

The government should lead a wider discussion on gender equality and the empowerment of women among the Senegalese public. In particular, information campaigns that question stereotypes and promote women success stories in a way that is culturally sensitive to Senegalese customs, are urgently needed. Strong government leadership on gender equality and the empowerment of women and messages of unambiguous support for women’s equality coming from all levels of government administration are essential. Currently, the implementation gap in existing gender equality policies is undermining progress on gender equality and the empowerment of women across all sectors in Senegal. For example, the fact that land is still being inherited according to customary laws, is due to a lack of support or even outright resistance by government officials in ministries and administrative offices, who do not support gender mainstreaming policies.

140 Full CEDAW document available from the UN Human Rights Office of the High Commissioner: <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>

141 UN Women (n.d.). Gender-responsive Procurement. Available at: <https://www.unwomen.org/en/about-us/procurement/gender-responsive-procurement> (Accessed on 17th Dec, 2020).

The following quote is very illustrative of this matter:

“We need to adjust the language in our country, the word “equality” is shocking in certain places. We need to adapt a lexicon or a language which is much more adapted to the reality of the country.”¹⁴²

Policymakers are strongly encouraged to hold consultations with the general population through local administrators and traditional leaders on the meaning of the concept “gender equality” in different Senegalese contexts.

Additional specific recommendations for government and policymakers to promote gender equality and the empowerment of women include

- **Promote role models** of Senegalese women who balance the values of the Senegalese society with business interests. For instance, a campaign introducing successful women business leaders engaging in green industry. This could be broadcast through radio, television and other media with the aim of making the image of women entrepreneurs and green industry more attractive;
- **Strengthen “gender and equity cells”** in government with financial and human resources so that they can exercise their mandate to develop gender-sensitive strategies and action plans. Although it is their primary mandate on paper, they will only become effective once they are adequately funded and staffed. Top levels of government, business and civil society should cooperate to effectively implement the missions and workplans of gender and equity cells. These efforts should also be coordinated with the implementation of SNEEG;
- Hire **more female employees** in the administrative offices where entrepreneurs handle their business formalities. This is with the aim to reduce the risk of intimidation and harassment that women KIIs frequently reported;
- **Promote small and medium-sized enterprises (SMEs)** through incentives like tax breaks, simplified business registration and administration procedures, start-up incubators and information services;
- **Reform the banking sector** to lower interest rates, tailor loan packages to the seasonality and riskiness of the economic activity, establish special insurances to cover unexpected losses and provide sick-pay;
- **Invest in making entrepreneurship in green industry more attractive**, competitive and visible, in order to attract new entrepreneurs. For example, adjusted tax policy, tax breaks, subsidies, startup incubators for women and services to provide women with assistance navigating bureaucracy;
- **Invest in making green industry products more consumer-friendly**, by introducing modern green technologies to the wider public, for example solar panels for companies and households. Provide incentives for consumers to buy local products (instead of importing, especially food items);
- Make **green industry more competitive** by highlighting their higher quality. For example, by introducing patents or recognition awards for innovative entrepreneurs who use renewable energy; and
- **Penalise** producers (polluter pays principle) or the consumer for producing and buying products that pollute the environment; for example by increasing taxes on unsustainable packaging.

Specific recommendations for civil society and policymakers to develop or revise current gender-responsive green industry policies and implement them

- Develop initiatives that intentionally aim **to enhance women’s participation** in green industry and target women in green industry outreach and programming;
- **Support entrepreneurs** to step out of the (semi-)artisanal level by professionalising their businesses with the aim of increasing profit;
- Create **role models** of successful women entrepreneurs who can ignite the interest of women and girls curious about careers in green industry;
- **Coach women individually and collectively** share stories of role models. Aim to build a critical mass of women entrepreneurs active in green industry, who can advocate towards government more effectively;
- **Provide safe spaces for women entrepreneurs** to exchange and network with each other. Form physical and/or digital platforms of women entrepreneurs in green industry who can present recommendations and advocate to the government;
- **Change and implement the current legislation in green industry**, change perceptions and beliefs; and
- **Engage more men as gender equality “champions”** by encouraging them to help their female family members access resources that are essential to their economic empowerment, support women with business growth and challenge established gender norms.

¹⁴² KIII, Woman, Technical Assistant, Ministry of Environment and Sustainable Development, Dakar, Senegal.

Recommendations for private sector stakeholders

- Foster **business practices that empower** women by using the Women's Empowerment Principles (WEPs)¹⁴³ as a set of guiding principles to promote gender equality and women's empowerment in the workplace, marketplace, and community;
- **Recognise and implement the WEP principles**, which include equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace;
- **Pioneer methods of greening business** in ways that are gender-responsive and environmentally sustainable. Examples include, using cleaner energy sources in production and working in partnership with the land and waterways by minimising the use of chemicals;
- **Create enabling environments** for gender equality and women's economic advancement. This requires recognising and deconstructing the sometimes invisible structures behind systematic discrimination against women;
- **Develop mentoring and networking programmes** for women in green industry to support women's career advancement and high-level corporate leadership;
- **Invest in exchange visits** with other companies in Senegal and internationally, in order to benchmark innovative experiences and innovations in green industry;
- **Recognise the particular needs** of breastfeeding and pregnant women, whilst ensuring equal terms and conditions of work in terms of contract, salary and benefits; and
- **Invest in training and capacity building** of women to ensure equal access to promotions, management and leadership roles.

8.3 Future research questions

The four phases of this research study were comprehensive and included a wide range of information, data, and findings. However, there are questions that evolved during the research process that could be further explored in future studies to understand the advancement of gender equality and women's empowerment in green industry, namely:

1. What measures can be taken to ensure the success of **current women-led green businesses and promote new entrepreneurs and professionals during the COVID-19 pandemic?**
2. What are the trends and patterns – power relations, division of labour, decision making, and opportunities for women's participation, etc. – of **women's participation** across the **sectors' and sub-sectors' value chains?**
3. Are there any **differences in economic empowerment** for women who are entrepreneurs by choice (e.g. financial independence) or need (e.g. additional family income) in green industry?
4. How could **social media** be leveraged to **create awareness** among entrepreneurs, professionals and aspirants about **current policies and laws** that promote green industry opportunities and gender equality?
5. Emergent research suggests that the transition to **digital services** is a critical survival factor for businesses during the COVID-19 crisis and recovery. Due to the digital gender divide, women are less likely to have access to digital resources and/or be employed in technology-oriented sectors. What **measures** can **encourage more women to pursue businesses and employment** in these sectors?
6. As an emerging industry, what can the green industry glean from other industries that have **family-friendly policies** that have enabled more **equal sharing of care responsibilities** and facilitated more equal access to the labour market for women?
7. What are the implications of this research for **women occupying different intersectional positions and identities?**

¹⁴³ Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. For more information, see <https://www.weeps.org/about>



9. Conclusion



This study has highlighted the many opportunities to advance gender equality and women's empowerment in the emerging green industry of Senegal. **There is no clear definition of “green industry”, as well as what makes a business “green”, in Senegal. The sectors and sub-sectors identified in this study have** not yet fully adopted green practices, but have great potential for improving their sustainability and environmental impact. There is limited documentation to understand how women are marginalised within the sectors identified. Sex-disaggregated information and data on green businesses are scattered. However, participants from the government, industry professionals and entrepreneurs in the textile, agro-food and waste management sectors are optimistic about women's opportunities in their respective sectors. Most importantly, women entrepreneurs are excited about their businesses and are optimistic that their business will succeed.

In Senegal, women entrepreneurs and professionals face multi-faceted barriers to empowerment, including barriers to economic advancement such as lack of access to technologies, markets, capital, collateral and credit resources. This includes additional barriers to social transformation; including discriminatory norms and hiring practices, sexual harassment, and unpaid work in the home. Despite these challenges, interviews revealed that green industry is perceived to be more inclusive and less gender-biased than conventional industry due to its focus on caring for the environment. Due to this perception, interviewees see more room for growth and advancement for women in green industry than in conventional industry. Indeed, women are emerging as leaders in a wide range of professional activities that impact health, organic food production and the sustainability of the planet.

In terms of policy, the Senegalese government has incorporated gender equality into legislation, and green industry plans to some extent. Since 2005, there has been a National Strategy for Equity and Gender Equality, which is the benchmark of gender mainstreaming in development policies, programs and projects. **However, amongst the policies reviewed, there is a lack of focus on gender equality and women's empowerment in green industry. This is in addition to a lack of implementation of current policies.**

Findings from this project suggest a need to increase collaboration between the private and public sector; so that businesses truly get on board with government targets for gender equality. The Women's Empowerment Principles (WEPs) can be used as a set of guiding principles to promote gender equality and women's empowerment in the workplace, marketplace, and community.

Notwithstanding recent progress, women in Senegal spend more than twice as much time as men on unpaid household work. Unequal division of household responsibilities has an impact on all aspects of their participation in the economy, from disproportionate representation in the informal economy, to their relatively weak use of technology to build and expand the enterprises they create. Although woman-run enterprises are present throughout the economy, they need more support. Addressing the lack of sex-disaggregated data available on women's participation in the economy is key to tackling these issues. Without it, neither the government nor the population at large can have an accurate picture of the true cost of discrimination against women in industry. Narrowing information gaps about the economic conditions affecting women would more forcefully demonstrate the case for government, the private sector, and civil society to prioritise reform and take action.

Women entrepreneurs face more challenges than their male counterparts in dealing with male administrators, employees, providers and customers. Overt and hidden forms of discrimination and intimidation impede women from fully starting and growing professional enterprises. More covert are work practices that are gender blind as these block access to women. Women spoke of the difficulties they face trying to balance responsibilities in the domestic sphere with jobs in the paid economy. Another constraint to women growing their businesses is a lack of access to land and financial resources. This hampers business growth and development.

The Senegalese government is working to promote flexible finance opportunities for companies that are transforming to become “greener”. However, there is limited evidence of the government's commitment to apply gender-sensitive principles.

The government should implement strategies that build increased transparency and accountability as a key strategy to overcome barriers to gender equality. Targets must be linked to clear indicators and measurable milestones. Cooperation with international data collection organizations will enable governments to be held accountable for ambitious targets. Additionally, increasing communication and awareness around gender mainstreaming policy is crucial in the public sector.

The “green industry” is new to Senegal. Integrating gender in programs and policies will help Senegal to achieve the global Sustainable Development Goals (SDGs), such as Sustainable Industrialisation (SDG 9) and Gender Equality (SDG 5). During the current COVID-19 crisis, gender mainstreaming must be prioritised in all sectors; not only to help women entrepreneurs start green businesses, but also to generate the human resources needed for an efficient economic recovery.¹⁴⁴ Empowering women is critical to bringing about the transformative change needed to address climate and environment issues. The green industry is new, innovative, and a part of a growing market pushed by conscious consumerism. It offers many opportunities to make gender equality and the economic empowerment of women a reality.

¹⁴⁴ For detailed recommendation on post COVID recovery, please refer to UNIDO (2020). The Impact of COVID-19 on the Private Sector: Firms/Enterprises in Cambodia. Survey Report. UNIDO Cambodia.

A stack of books with colorful tabs protruding from the pages, set against a blue background. The tabs are in various colors including blue, yellow, pink, and white. The books are stacked in a way that the edges of the pages are visible, creating a textured, layered appearance. The background is a solid, deep blue color.

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<http://www.lse.ac.uk/GranthamInstitute/wp-content/uploads/2015/05/SENEGAL.pdf>
<https://mo.ibrahim.foundation/fr/iag>
<https://www.un-page.org/senegal's-national-strategy-promotion-green-jobs-2015-2020-receives-future-policy-award-2019>
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Appendixes

Appendix 1: Sub-sector selection matrix for Senegal

	Animal husbandry and production: leather and animal skin			Agri-business: organic agriculture and transformation of agri-foods			Energies: mixed energy combining electricity, solar, wind, and biomass energies			Fishing: fish-processing		
Sub-Sector analysis	Score Card			Score Card			Score Card			Score Card		
	High	Medium	Low	High	Medium	Low	High	Medium	Low	High	Medium	Low
Factors												
Gender Issues												
Gender mainstreamed policies exist (high = exist / low = non-existent)			X						X			
Number of existing jobs	X			x					x	x		
% women employed	X			x					x	x		
Potential increase of number of jobs	X			x				x		x		
Potential increase % of women employed	X			x					x	x		
Positive conditions for women formal employment (Family friendly conditions)		X			x			x			x	
Share of women employed vs wage		X			x			x			x	
% of women in decision-making positions	X					x			x		x	
Potential for women to achieve decision-making positions	X			x					x	x		
Market size												
Number of companies		X		x			x		x	x		
Size of companies			X		x			x			x	
Industry growth in the last 10 years		X		x				x		x		
Industry potential growth in the next 10 years	X			x				x		x		
% of industry that contributes towards GDP		X		x					x	x		
Entrepreneurship												
% of SMMEs		X		x					x	x		
% of women owned companies		X		x					x	x		
% change in the last 5 years	X			x					x	x		
Potential for women entrepreneurship	X			x				x		x		
Environmental												
Green policies for the sector exist (high = exist / low = non-existent)						x	x					x
Industrial sector in transition/brown or green			X	x				x			x	
Energy-related CO2 emissions			X	x					x		x	
Intensity of energy- related CO2 emissions		X		x					x		x	
Energy consumption		X		x					x		x	
Energy efficiency of manufacturing sector						x			x			x
Synergies												
Synergies exist with other PCP projects (high = exist / low = non-existent)	X			x			x			x		
Synergies exist with other projects in country (high = exist / low = non-existent)	X			x			x			x		
Other												
Prioritisation by Government		X		x			x			x		
Availability of data	X			X			X			X		
Level of innovation	X			x			x			x		
Total High, Medium and Low scores	13	14	4	18	7	3	7	8	15	18	8	2

Appendix 2: Individual policy assessments

1. National Strategy for the Promotion of Green Jobs

Assessment I

ENGENDERING OF THE POLICY

This policy receives a score of 0.5 for its attempt to include gender equality. There are many strategies listed to help “women”; however, there is no mention of the policy aiming to address unequal gender relationships and/or specifically achieve gender equality in the industry. The policy provides sex-disaggregated data to show women’s unemployment rate.

Throughout the policy document women and youth, are identified as vulnerable groups, but there is no specific mention of how women’s vulnerability is different from men’s vulnerability. No gender stereotypes are challenged.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

There is no specific structural element mentioned surrounding gender equality. The policy as a whole is focused on job creation for women but provides no analysis for why women might not have equal access to jobs unless specific attention is given to them.

INTERSECTIONALITY

This policy fails to mention any points of intersectionality with women. “Rural people” are mentioned, but not specifically “rural women”.

WOMEN’S EMPOWERMENT

This policy does not mention the term, “empowerment”. However, output 3.1.3 states that “the skills and capacities of young and female jobseekers to set up and manage their own businesses in growth sectors are developed,”¹⁴⁵ which implies women’s economic empowerment will be improved. The policy mentions consulting various stakeholders which included women’s associations, but their exact involvement is not provided.

INCREMENTAL TRANSFORMATION

This policy aims to continue the work of the Project for the Promotion of Green Jobs (PPEV) which had created 1,500 green jobs for women and youth when it ended in 2015.

GENDER-RESPONSIVENESS

The policy does not include women entrepreneurs but rather focuses on young entrepreneurs. There is also no mention of female leadership. The policy refers to alleviating women from poverty and there are actionable steps for getting women involved in green industry.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

The policy references the ILO, “the opportunity for men and women to have access to work productively in conditions of freedom, equity, security and dignity,” as a way to indicate that this policy aims to achieve fairness, ensure rights are obeyed and specifically work towards gender equality. This is the only international guidance mentioned in relation to women.

¹⁴⁵ Republic of Senegal, Ministry of the Environment and Sustainable Development (2019). National Strategy for the Promotion of Green Jobs 2019. Dakar, Senegal.

1 National Strategy for the Promotion of Green Jobs		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy include sex-disaggregated data consistently? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.1 = 0.5 1.2 = 1 1.3 = 0 1.4 = 0 1.5 = 0.5
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1= 0
4. Women’s empowerment (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.1= 0 4.2=0.5 4.3= 0.5 4.4=1
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1= 1
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.1=0 6.2=0.5 6.3= 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ⁴⁶	7.1= 0.5

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The policy concludes by outlining the risks of implementation, none of which refer to women.

Results of assessment II

No.	Name	Year	Score
1	National Strategy for the Promotion of Green Jobs	2019	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

⁴⁶ Criterion 7. The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Implementation of the action plan is divided into two phases: for a short term from 2013-2017 and for a medium and long term from 2018-2030.

Name	Level of implementation	Score
1. National Strategy for the Promotion of Green Jobs	On 16 October, the government of Senegal received the Future Policy Award for its National Strategy for the Promotion of Green Jobs (2015–2020). The strategy, which was developed with PAGE support, serves as the nation’s reference framework for green jobs promotion and represents a key instrument for implementing sustainable projects. It has created approximately 2,000 green jobs, mainly for young people and women. ¹⁴⁷	1

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

2. National Strategy for Green Growth in Senegal

Assessment I

ENGENDERING OF THE POLICY

There is no reference to achieving gender equality in this policy. There is only one reference to sex-disaggregated data: 82.6% of women are engaged in farming, livestock and fishing industries, compared to 79.4% of men. In other areas, it fails to disaggregate data by sex. It states the overall female population and the overall rural population, but not the number of women in rural areas.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

As women’s issues are hardly taken into account in this policy; there is no mention of the structural factors impacting them.

INTERSECTIONALITY

There is no mention of the intersecting layers of oppression or inequality that different types of women face.

EMPOWERMENT OF WOMEN

Empowerment is not included in this policy, there are no women’s groups in the list of organisations consulted.

INCREMENTAL TRANSFORMATION

The policy mentions Senegal’s National Domestic Biogas Programme, initiated by the Ministry of Energy in December 2009. That programme is aimed at creating a sustainable biogas market for Senegalese households, with a particular focus on improving conditions for women in rural areas. However, the policy does not mention if the programme has been successful or how this policy will complement the programme.

GENDER-RESPONSIVENESS

Although the policy mentions entrepreneurs, it does not refer to the unique difficulties faced by female entrepreneurs.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

There is no mention of how this policy complies with current international guidelines on gender equality.

Assessment I Total Score: 1/16 or 6.25%

¹⁴⁷ <https://www.un-page.org/senegal's-national-strategy-promotion-green-jobs-2015-2020-receives-future-policy-award-2019>.

2 National Strategy for Green Growth in Senegal		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0.5
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0.5
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹⁴⁸	7.1 = 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria

Assessment II

There is no mention of women in the conclusion, which focuses more on the technicalities of green industry rather than on social change.

Results of Assessment II

No.	Name	Year	Score
2	National Strategy for Green Growth in Senegal	2016-2020	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Level of implementation undeterminable by only reading the policy.

Name	Level of implementation	Score
2. National Strategy for Green Growth in Senegal	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

3. Law n ° 2010-21 of 20 December 2010

¹⁴⁸ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Senegal).

Assessment I

ENGENDERING OF THE POLICY

This policy is a law that has been created for the provision of renewable energy policy. It is split into the following factors: general provisions, promoting renewable energy; and conditions for the production and marketing of electricity produced by renewable energies. It has a financial and industry focused outlook with no mention of gender equality or the role of women in the industry.

The other components such as structural understanding of gender equality, intersectionality, empowerment of women, incremental transformation, gender-responsiveness and regional and international contextualisation are not included in the policy.

REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

The policy's purpose is to support the achievement of Senegal's Millennium Development Goals, implementation of the National Strategic Development Plan, and compliance with the Law on Fisheries, to the benefit of the people of Senegal. The policy also states the need for compliance with international standards such as the UN Global Compact.

Assessment I Total Score: 0/16 or 0%

3 LAW n ° 2010-21 of December 20, 2010		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of "intersectionality"? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word "empowerment" appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women's economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹⁴⁹	7.1 = 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

There are no specific targets, commitments, indicators and/or "next steps" regarding gender planning in this document.

Results of Assessment II

¹⁴⁹ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

No.	Name	Year	Score
3	LAW n ° 2010-21 of December 20, 2010	2010	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Information on implementation not available.

Name	Level of implementation	Score
3. LAW n ° 2010-21 of December 20, 2010	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

4. National Strategy for Sustainable Development

Assessment I

ENGENDERING OF THE POLICY

The strategy aims to reduce the socio-economic differences between men and women, implying it is seeking to achieve gender equality, but provides little solutions in practice. In order to bring about sustainable development, the policy states that it will train more than 50,000 young people and women in natural resource conservation. It also mentions that the motivation for gender equality is to improve the rating in the gender inequality index. In the 2018 index, Senegal had a Gender Inequality Index (GII) value of 0.523, ranking it 125 out of 162 countries; a highly concerning result. This is the only social data provided. There is no sex-disaggregated data used and gender is not mainstreamed into this policy.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy makes little reference to women aside from in specific sections about female equality. Hence, there is no structural understanding or gender mainstreaming included.

INTERSECTIONALITY

This policy mentions it will strengthen “social equity and gender in economic relations; micro-finance, local exchange systems, solidarity savings or investment, fair trade, integration enterprises.” However, it is very vague about how women will benefit from these. There is also awareness of the rural and urban divide, but not in relation to the specific experiences of women at those intersections.

EMPOWERMENT OF WOMEN

There is reference to the policy addressing grassroots organisations, but this is not in relation to women in particular.

INCREMENTAL TRANSFORMATION

There is a linkage with the PSE. The National Strategy for Sustainable Development will implement “conservation and development of natural resources, sustainable land management and promotion of the green economy; with particular attention to the gender approach.” However, the term “approach” is vague. Concrete examples on how gender will be included are not mentioned.

GENDER-RESPONSIVENESS

This policy does not focus on women in leadership, as entrepreneurs, or the barriers of gender norms.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

As a justification for the creation of this plan, Senegal is working towards achieving the SDGs, especially around social equality. However, this is the only reference to working towards the implementation of international gender policy.

Assessment I Total Score: 2.5/16 or 15.63%

4 National Strategy for Sustainable Development		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0.5
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 1
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0.5
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹⁵⁰	7.1 = 0.5

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

This policy was implemented for a period of five years from 2015 but makes no reference to women in the conclusion.

Results of Assessment II

No.	Name	Year	Score
4	National Strategy for Sustainable Development	2015	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Annex 2 provides a timeline of when the objectives in this policy are due to be implemented. However, we were not able to find information on the current stage of implementation.

Name	Level of implementation	Score
4. National Strategy for Sustainable Development	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

5. Environment and Natural Resources Sector Policy

¹⁵⁰ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Assessment I

ENGENDERING OF THE POLICY

The policy does not present sex-disaggregated data. The section on strategic values states that it aims for gender equality. The policy mentions women in isolated sections, but gender issues have not been mainstreamed throughout the policy. Strategy objective 3.5.2 aims to “integrate the principles of sustainable development into public policies, management of the living environment, promotion of livelihoods, resilience of vulnerable groups and production and consumption patterns;” by placing, “emphasis on promoting the green economy through its main components, while more effectively addressing gender.” However, there is no mention of concrete action points to achieve this, or the disadvantages faced by women.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy does not present a structural understanding of gender equality.

INTERSECTIONALITY

Intersectionality is touched upon with regards to environmental and financial considerations, but not social factors.

EMPOWERMENT OF WOMEN

Empowerment is not mentioned in this policy; nor does it mention any consultations with women to discuss the issues.

INCREMENTAL TRANSFORMATION

There is no incremental transformation in terms of women’s issues.

GENDER-RESPONSIVENESS

Increasing the number of women in leadership positions in the Ministry of Environment and Sustainable Development (MEDD) is listed in 2015 as an indicator for achieving the policy’s goal. An annual increase has been set to increase the number of women working in executive positions. While this point acknowledges that structural change is required to support women into leadership roles; there are no measurable, numerical targets, whereas other goals have concrete targets.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

The policy mentioned that it was shaped by the SDGs, but does not state which SDG.

Assessment I Total Score: 3/16 or 18.75%

5 Environment and Natural Resources Sector Policy		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0

5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1= 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1= 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry?	6.2= 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.3= 1
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹⁵¹	7.1= 1

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

The conclusion makes no mention of gender or women.

Results of Assessment II

No.	Name	Year	Score
5	Environment and Natural Resources Sector Policy	2009-2015	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Information on the level of implementation not available.

Name	Level of implementation	Score
5. Environment and Natural Resources Sector Policy	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

6 National Climate Fund

Assessment I

ENGENDERING OF THE POLICY

The policy's introduction provides an overview of Senegal's intentions for gender equality. It states that as of 2008, an Equity and Equality Department was created to promote gender equality. The rest of the document, including the listed outcomes, lacks gender inclusion. There are some clear intentions to become more gender-equal. The terms used are "promoting", "capacity building" and "gender mainstreaming," but all the main objectives with clear targets are solely environmental focused. There is no presentation of sex-disaggregated data.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy states that it aims to mainstream gender in public policy and to improve the legal protection of women and girls. These are the only factors addressed in the policy.

INTERSECTIONALITY

The policy frequently refers to women and girls, but no further identities that would implicate intersectionality are mentioned.

¹⁵¹ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

EMPOWERMENT OF WOMEN

The policy refers to women’s empowerment, but not specifically economic empowerment. There is no mention of consulting women on this policy.

INCREMENTAL TRANSFORMATION

There are some successes mentioned from previous policies, but no clear connection to how this policy would build on those successes.

GENDER-RESPONSIVENESS

The policy states that it would strengthen “women’s leadership and their entrepreneurial capacities for an inclusive growth.” There is also mention of “rural entrepreneurship,” but only once mentions female entrepreneurship.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

There is no mention of gender policy based on international laws or commitments.

Assessment I Total Score: 2.5/16 or 15.63%

6 National Climate Fund		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 1
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0.5
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹⁵²	7.1 = 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

No mention of women at all.

¹⁵² Criteria 7: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

No.	Name	Year	Score
6	National Climate Fund	2015	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Information on the level of implementation not available.

Name	Level of implementation	Score
6. National Climate Fund	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

7. The Senegal National Adaptation Plan [to climate change]

Assessment I

ENGENDERING OF THE POLICY

The policy mentions the need to reassess the risks in case the programme’s implementation has resulted in unexpected risks like “violence based on gender, sexual harassment, rape, unwanted pregnancies.” Beyond this, the policy does not engage in gender issues.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

In the “health and safety” section of this document, it is mentioned that the risks of gender-based violence (GBV), sexual exploitation and abuse will need to be addressed during the “development of the workforce management plan.” However, whereas topics in other sections are assigned a responsible party, this section does not have one listed.

Intersectionality, empowerment of women, incremental transformation, gender responsiveness are neither included nor mentioned in the policy.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

The policy was created in partnership with some global organisations, but it has not incorporated any international standards on women’s rights.

Assessment I Total Score: 0.5/16 or 3.13%

7 The Senegal National Adaptation Plan [to climate change]		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0

6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1= 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry?	6.2= 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.3= 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? ¹⁵³	7.1= 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

This document has no conclusion

Results of Assessment II

No.	Name	Year	Score
7	The Senegal National Adaptation Plan [to climate change]	2006	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Information on the level of implementation not available.

Name	Level of implementation	Score
7. The Senegal National Adaptation Plan [to climate change]	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

8 Environmental and Social Commitment Plan (ESCP)

Assessment I

ENGENDERING OF THE POLICY

This policy has a concrete focus on achieving gender equality. It presents sex-disaggregated data, including the illiteracy rate of rural women and levels of unemployment. It states the importance of strengthening gender mainstreaming in public policies and that women's rights should be protected. The policy discusses how women are impacted differently in the areas of health and economics. It states that most of the localised work in the informal sector is completed by women and that this sector employs the greatest number of women in the country.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy conveys a structural understanding of women's health. The total fertility rate in Senegal is expected to decline from 4.6 children per woman in 2017 to 4 in 2023. With women having fewer children, they could opt to spend more in the workforce. The policy states that it plans to achieve this by strengthening the promotion of family planning and improving the availability of sexual and reproductive health services. There is also a focus on women and the economy, whereby the employment rate of women is set to reach 35% in 2023 compared to 32.8% in 2016.

INTERSECTIONALITY

The policy briefly documents that illiterate women in rural areas are a disadvantaged group who experience intersectional barriers. The inter-

¹⁵³ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

section of disability and womanhood is mentioned.

EMPOWERMENT OF WOMEN

The expected outcome 5.3 of the policy discusses increasing women’s participation and empowering women through entrepreneurial capacities. The policy aims to achieve this by setting up an incentive framework, strengthening women’s empowerment and integrating the gender approach in growth sectors. Also in Outcome 3.1, women’s empowerment is identified as “critical” to accelerating sustainable development. There is a goal that between 2019 and 2023, the index of women’s participation in economic life should increase from 43.3% to 61.9%.

INCREMENTAL TRANSFORMATION

The policy does not mention building upon previous gender equality policy successes.

GENDER-RESPONSIVENESS

The policy does not directly address gender norms, but suggests that it will tackle issues that disproportionately impact women, such as reducing the fertility rate. The policy addresses women entrepreneurs as part of a Women and Youth Rapid Entrepreneurship programme. The programme has published its results on 2018; however, it does not mention women’s leadership.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

There is no mention of regional or international gender contexts throughout this policy.

Assessment I Total Score: 8.5/16 or 53.13%

8 Environmental and Social Commitment Plan (ESCP)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 1
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 1
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 1
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 1
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 1
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 1
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0.5
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹⁵⁴	7.1 = 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria

¹⁵⁴ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Assessment II

In the final section of this policy, there is no mention of women; however, in the annexed summary table, there is a sub-section dedicated to the issues faced by women.

Results of Assessment II

No.	Name	Year	Score
8	Environmental and Social Commitment Plan (ESCP)	2019	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

Information on the level of implementation not available.

Name	Level of implementation	Score
8. Environmental and Social Commitment Plan (ESCP)	Information not available.	n/a

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

9 Plan Sénégal Émergent (PSE)

Assessment I

ENGENDERING OF THE POLICY

Although the policy makes attempts to ensure that it is progressive and representative, it requires more gender-inclusive and gender-responsive language. It does not refer to gender throughout the document; instead, gender is briefly mentioned in sections one and two. The policy does not include sex- disaggregated data; however, it does challenge some gender stereotypes, such as the presence of women as entrepreneurs and in the ICT sector. The policy recognises gender inequality as hampering the structural transformation of the Senegalese economy, but it does not expand well on how gender differences influence equality.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

The policy recognises some sociological factors in wider Senegalese society, which negatively influence efforts to improve gender equality in green industry. These factors include access to production, female genital mutilation (FGM), gender-based violence, and early marriage/ pregnancy. These points are mentioned once in section I.4.7, but are not considered again in the document.

INTERSECTIONALITY

The policy does not engage with the concept of intersectionality.

EMPOWERMENT OF WOMEN

The policy does not mention that it worked with women consultants, women's civil society groups, or women's associations during its development. However, the policy does refer to the empowerment of women throughout section two. In the policy's strategic framework, it plans to strengthen women's empowerment and integrate a "gender approach" into all emerging sectors of industrialisation. The policy plans to strengthen entrepreneurial capacities for the empowerment of women; it recognises that these plans will not be realised without the "gender dimension" being considered in public policies. The policy also refers to improving women's economic autonomy and plans to pay special attention to including women in the nation's efforts to develop towards a sustainable and inclusive environment.

INCREMENTAL TRANSFORMATION

The policy does not explicitly expand on existing national gender equality achievements/policies.

GENDER-RESPONSIVENESS

The policy does not explicitly recognise the needs of women in green industry. The policy does not attempt to overcome gender norms or social traditions which impair women’s involvement in green industry. The policy does not address steps to leadership for women in green industry.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

The policy does not explicitly state any of the referenced international/regional conventions, policies, or laws outlined in Footnote 9.

Assessment I Total Score: 5.5/16 or 34.38%

9 Plan Sénégal Émergent (PSE)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality?	1.1 = 0.5
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0.5
	1.4. Are gender stereotypes challenged?	1.4 = 0.5
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0.5
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 1
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 1
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 1
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹⁵⁵	7.1 = 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

Results of Assessment II

The policy recognises in its strategic framework that empowerment of women and girls must be improved and that women’s representation in political and administrative governance must be strengthened. It also states that the protection of women’s physical and moral integrity must be enhanced. The policy states that the Women’s Participation in Economic Life index must be raised by 18%, in addition, women must have full involvement in nation building and the improvement of the Ibrahim Index of African Governance, especially strengthening legislation on gender-based violence. However, the policy does not conclude by mentioning gender as a necessary aspect of the policy’s implementation or evaluation.

No.	Name	Year	Score
9	Plan Sénégal Émergent (PSE)	2019-2024	1

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

¹⁵⁵ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Level of Implementation

The PSE builds on the PSE Priority Action Plan (PAP), which ran from 2014-2018. The PSE claims to have built on the monitoring and evaluation (M&E) system from the PAP in order to, “ensure that the highest authorities have regular access to relevant information on the progress of projects and reforms (p. 114).” The policy does not provide information on how this will be made available. More specifically, it only claims to have improved from the PAP. The basis of the M&E mechanism revolves around “high authorities” and systematic structuring of the PAP’s past flagship projects before these were incorporated into the PSE. The PSE also plans to use a computer system to support M&E. The policy does not include additional resources for increasing the transparency of community projects, which would help ensure community support and regional implementation to gender equality and the empowerment of women.

Name	Level of implementation	Score
9. Plan Sénégal Émergent (PSE)	The PSE is aimed at Senegal’s economic emergence by 2035, so the plan has not been fully implemented. It builds on the PAP, so some projects are being implemented currently.	0.5

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

10 Ministry of Industry Development Sector Policy Letter

Assessment I

ENGENDERING OF THE POLICY

“Women” are mentioned just once throughout the policy letter, which highlights some of the industrial projects from the PSE. This indicates that women are not given specific attention in the policy letter. The term “women” is mentioned in a list of examples of stakeholders who will be involved in future monitoring and evaluations of the policies. The document does not discuss the involvement of women beyond this one instance.

STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

Section 2.3 of part II of the letter states that the policy should be guided by a number of factors, one being “gender equality.” However, gender equality is not further elaborated on, whereas the other values and objectives have concrete action points.

INTERSECTIONALITY

As there is no specific mention of gender or female participation, there is no record of intersectionality in this document.

EMPOWERMENT OF WOMEN

There is no direct reference to how women will be involved in the industry sector; therefore, their empowerment is not mentioned.

INCREMENTAL TRANSFORMATION

As this is more of a pledge summarising areas for future improvement, there is little mention of previous policies. There is no specific mention of women’s involvement currently; therefore, there is no mention of transformation in this area.

GENDER-RESPONSIVENESS

Not included.

REGIONAL AND INTERNATIONAL CONTEXTUALISATION

There is some mention of the SDG on Sustainable Industrialization (SDG 9). However, there is no mention of the SDG directly related to gender (Gender Equality, SDG 5).

Assessment I Total Score: 0/16 or 0%

10 Ministry of Industry Development Sector Policy Letter		
Quality criteria categories	Research questions	Score

1. Engendering of the policy (Policy Content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy include sex-disaggregated data consistently? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.1 = 0 1.2 = 0 1.3 = 0 1.4 = 0 1.5 = 0
2. Structural understanding of gender equality (Policy Content)	2.1 Does the policy consider structural factors that impact gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (Policy Content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Empowerment of women (Policy Process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.1 = 0 4.2 = 0 4.3 = 0 4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.1 = 0 6.2 = 0 6.3 = 0
7. Regional and international contextualisation (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? ¹⁵⁶	7.1 = 0

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

Assessment II

This measure fails to mention gender as a key area of focus. “Women” are mentioned once, but no further detail is provided. Therefore, this document is scored a 0.

Results of Assessment II

No.	Name	Year	Score
10	Ministry of Industry Development Sector Policy Letter	2018-2023	0

Table Keys: 0= no mention of gender in the conclusion; 1= irrelevant/tokenistic conclusion; 2= has some sex but not gender conclusions; 3= has some gender conclusions but basic or unhelpful; 4= highly relevant gender-responsive conclusion.

Level of Implementation

This document is not a specific policy; therefore, there is no implementation analysis. However, it does refer a new industry policy to follow the PSE, and discusses the expected outcomes for the future. Hence, it would be more suitable to label this measurement as “not applicable” for this document.

Name	Level of implementation	Score
10. Ministry of Industry Development Sector Policy Letter	Level of implementation not applicable.	N/A

Table Keys: 1=The policy is fully implemented; 0.5= The policy is partially implemented 0= The policy is not implemented.

¹⁵⁶ Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).



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