



WOMEN & NATURAL RESOURCES

Gender-Responsive Approach to Community-Based Conservation in Nampula Province

Coastal Resilience, Climate Change and Women's Livelihoods

Mozambique's 2,700 km of coastline is home to not only 60% of its population, but also various important ecosystems such as coastal dunes, mangroves, seagrass and coral reefs.



The coastal district of Memba, Nampula, has, like many other places in the country, become extremely vulnerable to the unpredictability of climate change. Women in particular have been disproportionately affected by extreme climate change events as their livelihoods are dependent on the diminishing natural resources.



In order to help local communities build resilience to the changing climate, the Coastal Resilience to Climate Change Project (CRCC), implemented by the IUCN, is supporting two community groups from Memba. One focusing on Mangrove Restoration and Conservation and the other on the development of a Community-Based Coral Reef Conservation project.



The IUCN has focused on implementing a gender-responsive approach to community-based conservation, where specific needs, priorities, and expectations of men and women were addressed in design and implementation of the projects. Participatory, community-based project approaches ensure that women's and men's voices are considered equally and aim to improve women's social and economic empowerment. This Inclusive participation allows men and women to identify specific actions necessary to

improve the diversification of livelihoods in their community and to reduce the gender asymmetries in the community decision-making groups.

Why mangroves?

Healthy mangroves provide effective soil erosion reduction, wave attenuation and sediment accretion, which protect against sea levels rise and extreme weather events and support a variety of livelihoods. Mangroves are the backbone of the economy for coastal communities via fisheries production, provision of timber and fuel wood, coastal zone protection, biodiversity habitat, and a variety of recreational and cultural benefits. Mangroves provide rural communities in Mozambique with fuelwood, timber for houses and for boat construction. Non-wood forest products, such as tannins and traditional medicines are also collected in mangrove forests. Gender equity is key to mangrove restoration, as women and men differ on how they use and interact with the mangroves.

Support to women members of the community

The CRCC trained 20 members from the Lúrio community's fishermen's association (50% women) on mangrove restoration, equipping them with materials and supported the group to establish a nursery to produce mangrove seedlings. By January of this year, the group had planted around 3,000 seedlings. The initiative will increase local capacity to conserve the mangrove ecosystem, ensuring greater productivity of fish and crustacea, which depend on mangroves to survive.

Conservation of coral reefs and livelihoods

The second project that the CRCC is supporting in Memba is the establishment of a community reserve for the conservation of coral reefs, in partnership with the Baixo-Pinda community's fishermen association, which is composed of 50% women. The CRCC trained the fishermen's association on organization development and provided them with materials to facilitate fish preservation and commercialization. The Fisherman/CRCC focuses on involving local participation in conservation efforts, including educating the coastal population on the benefits of restricting fishing in proposed protected areas and restricting fishing during certain periods. One outcome of these restrictions is the expansion and growth of calamari in the region, a product that is mostly caught and sold by women. Including women in the association increases women's access to the fishing value chain, where they actively participate in the process of buying and selling. Empowering women to participate in community-based conservation initiatives can generate income and improve livelihoods for local women smallholder fishers and traders and their families as well as improving ecosystems' health.

WOMEN & ENTREPRENEURSHIP



MUVA's *Sou + Talento* Program

About MUVA

MUVA is a Mozambican non-for-profit organization that works to support female economic empowerment (FEE) in Mozambique. Initially created through an FCDO funded programme in 2015, MUVA was set up with the mandate to try out new approaches to FEE in urban Mozambique and has since worked with over 10 thousand youth through 17 initiatives across the country. The organization works on personal development and access to opportunities as a way to achieve gender balance. It supports vulnerable youth, in particular women, to develop their skills and access employment opportunities and it supports employers to find young talents as well as to design and implement gender and inclusion strategies.

MUVA in Cabo Delgado

In 2021, MUVA expanded its presence from Maputo to Cabo Delgado with funds from AFD (Agence Francaise de Development) through the Project *Sou + Talento*, which has been implemented in partnership and co-funding with two other organizations: ESSOR and EL J (Espaço Livre Juventude) funded by La Caixa (through the Work for Progress – W4P – platform). Building on previous experiences, the project provides soft and hard skills including basic digital literacy and functional English, as well as a bridge between the vulnerable youth, in particular women, and the private sector in Pemba.

Sou + Talento aims at increasing employability and promoting socio-economic empowerment of disadvantaged youth, in particular women, from marginalised areas of Pemba by providing them with personal development training packages as well as by working with the private sector in order to place young people in the job market. More specifically, the project includes two complementary components:

Providing intensive soft skills for employability training (specialized in certain industries) comprised of modules on Social Norms; Employability; and Health. This intervention improves significantly the participants' self-confidence, self-knowledge, communication and negotiation skills, team work and work ethics, etc. and helps them build a more empowered, confident and professional attitude. Measures of impact have been done and demonstrate the positive significant impact of the intervention. In addition, the focus on industries (for example on the security guards, receptionists or kitchen assistants) provide participants familiarity with the professional environment.

Providing basic digital literacy and functional English training. Digital literacy and access to digital is very low in Mozambique. A recent MUVA campaign shares the reality of the digital (gender) gap in the country. Both basic functional literacy and English are key requirements for many entry level positions. The MUVA training provides both to their participants focusing on the demand of the specific industries.

Establishing partnership agreements with employers in the private sector in order to ensure the placement of the vulnerable youth, in particular women, in the labour market.

The content and the methodology behind the training was designed to help young people reflect about how social norms affect their lives and their employability and support young women to have a voice and strengthen their power to make decisions and take control over their future; as well as to teach them the professional attitudes and behaviours needed to find and remain in a job.

Building on Previous Experiences

Cabo Delgado is marked by historical economic marginalization, high unemployment rates, recurrent climatic shocks and a violent insurgency that has displaced over 600 thousand people across the province, leaving a large and growing youth population deprived from economic and livelihood opportunities.

The need for increasing the economic opportunities for youth, in particular marginalized women, in the province is more than clear, but the best ways to achieve it are less evident. Development programmes usually focus on providing youth with technical/vocational training or financial incentives to help them improve their skills and access job opportunities. But MUVA has always taken a more comprehensive approach. MUVA does not only provide access to resources and technical training, but also works to develop the internal power and the self-confidence that marginalized youth, in particular women, need to prepare for, seek out, and be successful in a profession.

Research shows that employers are willing to provide technical training to their workers but would rather have them already possess the soft skills and personal attitude necessary for a productive performance. Additionally, due to patriarchal power structures that expect women to play a passive role in society and

discourage them to aspire to a professional career outside the domestic life, women tend to be at a disadvantage in developing soft skills that require entirely the opposite attitude, such as self-confidence, pro-activity, communication, etc. For these reasons, MUVA believed that the combination of life skills, soft skills and technical-professional skills was a perfect combination to break the barriers that limit the access of young people, mainly women, to economic opportunities.

Sou + Talento was built on two previous initiatives (MUVA'titude and MUVA Pro), which aimed to empower marginalised young urban women and men through an innovative approach that combined a more conventional technical-vocational training with a gender-centred soft skill training, and a first work experience. Based on the data gathered from the project evaluation, the methodology was successful in changing youth's attitude, breaking down their fear and lack of confidence and empowering them to look for economic opportunities. Observational scoring and qualitative 'participant voice' feedback interviews confirmed that MUVA'titude & MUVA Pro participants significantly increased their soft skills, particularly the interpersonal skills, such as communication and teamwork skills.

The study also assessed the project's contribution to longer-term impacts on agency and economic activities. In a quantitative follow-up survey conducted six months after the end of the project, 84% of all former MUVA'titude participants reported taking decisions about their economic activities autonomously, against 54% of the comparison group. The research also showed that MUVA'titude participants were significantly more likely to engage in remunerated economic activities than similar young people who did not do MUVA'titude. 81% of male MUVA'titude participants were carrying out some form of remunerated activity, against 74% of the comparison group. This difference was much more pronounced for young women, as 74% of female MUVA'titude participants were carrying out some form of remunerated activity, while only 48% of young women with similar characteristics from the comparison group. Not only were MUVA'titude graduates more likely to find remunerated economic activities, but the quality of these activities was also higher than that of the comparison population. While among MUVA'titude graduates 56% had a higher skilled occupation, among the comparison group it was only 28%.

In order to improve the rates of professional insertion, MUVA realized they should start working with the employers, reflected in the Sou + Talento program. The intervention starts with identifying industries that are looking for people to fill opportunities for low skilled, entry level and local content. With this in mind, the team identifies suitable and motivated young people, including women, and prepares them by providing: i) soft skills for the job; ii) a familiarity with the industry context; as well as iii) functional English and digital literacy. The intervention is therefore a win-win for the young people, their communities and the employers. MUVA possesses the tools and methodologies to test those candidates' attitude and to provide employers with the talents that have the desired soft skills and personal attitude, ensuring a more sustainable employability.

This semester MUVA is working with a group to respond to the security industry, as well as the cooking (kitchen assistants). The 50 candidates will be ready in July. MUVA expects that in spite of the events in Palma, demand for those jobs will continue to a certain extent, as Pemba has historically been a city of economic importance in the region.

Adapting to the local context

As the target group is mainly poor and excluded young women in urban bairros (poor neighbourhoods), vulnerability is a key criteria when selecting the beneficiaries. MUVA guarantees a targeting without inclusion or exclusion criteria both through the type of jobs for the youth, as well as by having a strong community-based selection approach. Due to the ongoing security situation in Cabo Delgado and the Covid-19 related constraints, the approach has been adapted to avoid mobilizing a big number of youth in Pemba neighbourhoods.

What the Future Holds

Although the security situation in Cabo Delgado poses a lot of uncertainty about the employment opportunities within the province, Sou+Talento hopes to be able to test the hypothesis that if Mozambican youth are prepared and have a bespoke selection process, the untapped pool of talented young people in Cabo Delgado will start being actively part of the country's economy. When this is done with a gender lens, it will also address social norm barriers and potentially promote a better social cohesion. The approach does in turn create transparent HR systems that enable more effective recruitment and induction processes. Everyone wins, the young people, the employer, the economic environment. This work is happening in Pemba and Maputo as first tests and may expand to the other cities in the country.

WOMEN & RENEWABLE ENERGY

MULHERES MOÇAMBICANAS COMO AGENTES DE TRANSFORMAÇÃO NO ACESSO UNIVERSAL À ENERGIA

MWE - Mulheres Moçambicanas na Energia



O alcance do Acesso Universal à Energia - Objectivo de Desenvolvimento Sustentável 7 - um dos 17 Objectivos de Desenvolvimento Sustentável (ODS), aprovados no âmbito da Agenda 2030 por 193 países da Assembléia Geral das Nações Unidas, é cada vez mais central.

A energia é uma componente essencial à vida, presente em todas as nossas actividades, com impacto na saúde, na educação, no meio ambiente, na utilização dos solos, em outros sectores da indústria, comércio e serviços, afectando também as desigualdades entre homens e mulheres.

O Acesso Universal à Energia (AUE) está no coração do desenvolvimento sócio-económico transformacional e sustentável, pois pretende suprir as necessidades das gerações actuais sem comprometer a capacidade de atender às futuras gerações, fazendo uma gestão consciente dos recursos de forma a evitar que se esgotem, permitindo que todos, mulheres, homens e crianças tenham acesso à energia, com qualidade e com recurso a formas de energia modernas e sustentáveis. É, pois, um instrumento fundamental na redução dos níveis de pobreza.

O duelo entre o AUE e a transição energética nos países em desenvolvimento assume contornos específicos, principalmente nos países de África, em que a "transição" para formas mais limpas de energia é apenas uma preocupação complementar, à primordial de proporcionar acesso à energia. Com efeito, a pobreza energética nestes países caracteriza-se por:

- 62% da população não tem acesso à electricidade;
- na região da África Sub-Sahariana, 80% da população depende significativamente da biomassa tradicional sob a forma de lenha, carvão vegetal, estrume animal e resíduos agrícolas;
- nas zonas rurais a falta de acesso à electricidade atinge os 89,3%, e nos países do grupo de África esse valor corresponde a 94,9%;
- nas zonas urbanas o acesso a serviços energéticos modernos e o fornecimento de electricidade é imprevisível;
- as suas populações são vulneráveis aos impactos das alterações climáticas, e a pobreza energética afecta particularmente os grupos mais vulneráveis e excluídos, como os deslocados, refugiados, pessoas portadoras de deficiência, e aqueles que vivem no limiar abaixo da pobreza;
- ser particularmente pesada para as mulheres e para as meninas, responsáveis pela maioria das responsabilidades domésticas relacionadas com a cozinha, limpeza, lavagem e recolha de água e biomassa, que influenciam o reduzido acesso e permanência das meninas na escola.

Moçambique não é uma excepção a esta realidade, ocupando um dos 6 últimos lugares no índice de desempenho de gestão energética. Com um rácio de electrificação extraordinariamente baixo que ronda aproximadamente os 30%, tem, por outro lado, vastos recursos e um enorme potencial em termos de energia renovável que deve ser usada para aumentar o acesso à energia para a população numa base igualitária e não discriminatória.

A efectiva operacionalização do AUE em Moçambique depende de diferentes aspectos que vão desde:

- a geopolítica;
- a posição económica com relação à gestão dos seus recursos naturais e energéticos;
- a maior ou menor (in)dependência com relação aos mesmos;
- o conceito filosófico e cultural de justiça;
- as relações de género e a inclusão social.

Então como assegurar que todos os MOÇAMBICANOS moçambicanos tenham um acesso à energia em 2030 que seja universal e sustentável?

Políticas e estratégias do sector de energia em Moçambique

O Governo de Moçambique (GoM) estabeleceu uma meta ambiciosa para alcançar o acesso universal à energia até 2030, como vem reflectido no **Programa Nacional Energia Para Todos**, de 2018, e outros documentos chave do sector, como a **Estratégia Nacional de Electrificação**, que tem como **objectivo alcançar até 2030 mais de 370 000 novas ligações/ano à rede nacional**, e, mais recentemente, as **do Plano Quinquenal do Governo 2019-2024, fixando o aumento do acesso em 64% até 2024**, a electrificação de todas as sedes de postos administrativos, o aumento da contribuição das fontes energéticas renováveis, e a promoção da electrificação das zonas rurais através da rede nacional e de sistemas solares.

Prevê-se, contudo, que mais de 14 milhões de pessoas permanecerão sem acesso à rede num futuro imediato, e dependerão de soluções de energia fora da rede.

Consulta pública sobre o Regulamento de Acesso à Energia Fora da Rede

No sentido de concretizar as metas a que se propôs, o GoM lançou recentemente para consulta pública o **Regulamento de Acesso à Energia Fora da Rede**, estabelecendo os princípios gerais aplicáveis às actividades de fornecimento para acesso à energia nas zonas fora da rede, com especial foco nas zonas rurais e actividades de energia para fins sociais, tal como nas comunidades remotas, derivado preferencialmente de fontes energéticas renováveis, a partir de Mini-Redes e Serviços Energéticos, assim como as normas a seguir para a autorização da implementação, gestão, operação e fiscalização das respectivas actividades.

O sector privado, reconhecido como um catalisador em termos de crescimento, criação de postos de trabalho, capacidade de inovação e agilidade, para além de alavancar recursos financeiros adicionais e técnicos, assume um papel fundamental, na medida em que as soluções de energia que promover permitirão uma maior inclusão e aumento das oportunidades para grupos vulneráveis, nomeadamente, mulheres e raparigas jovens.

Apoiar as metas do GoM para realizar o acesso universal à energia exigirá, portanto, esforços significativos entre as várias partes interessadas, incluindo o recurso às inovadoras tecnologias fora da rede.

Conjuntura do acesso a energia e a igualdade de género e a inclusão social

Neste contexto, a MWE é da opinião que a intersecção da igualdade de género e inclusão social, do acesso à energia do desenvolvimento sócio-económico sustentável, a ligação entre o ODS-7 e o ODS-5 - oferece um conjunto inexplorado de soluções inovadoras e um conjunto de talentos que as abordagens até agora aplicadas, de cariz mais tradicional, tendem a falhar.

Desde a sua criação que a MWE, através dos seus Pilares - *Think – Build – Connect - Lead* - tem vindo a desenvolver, e está comprometida com a inclusão social e a diversidade, nas instituições públicas e privadas, tendo como objectivo alcançar a igualdade e equidade para os anos vindouros, e assim inspirar todos a tornarem-se líderes na transição energética e a alcançar os ODS 5 e 7 para o desenvolvimento sustentável de Moçambique.

Com efeito, na óptica da MWE, alcançar a igualdade/equidade de género e a inclusão social no acesso à energia é a concretização (i) de um direito fundamental humano ao desenvolvimento social e económico sustentável e (ii) do ideal de justiça.

Diversos estudos demonstram que o acesso das mulheres à energia e ao sector de energia tem um efeito transformador. De acordo com dois recentes relatórios publicados pela **ENERGIA, "Género na transição para a energia para todos": Da evidência às políticas inclusivas**", e pela **ARE – Alliance for Rural Electrification, "Women Entrepreneurs as Key Drivers in the Decentralised Renewable Energy Sector Best Practices and Innovative Business Models"**, existem evidências claras sobre os benefícios de adoptar uma abordagem de género nas intervenções de acesso à energia e que devem reflectir-se nas políticas e práticas energéticas de cada país.

Abordagem de género no sector de energia

De entre as principais constatações e recomendações mencionadas nos referidos relatórios salientam-se:

1. Envolver mulheres e homens na concepção, implementação, e monitorização e avaliação de políticas e programas energéticos;
2. Envolver as mulheres nas cadeias de valor do sistema energético e de emprego, tanto através da superação das barreiras de género como através de estratégias de igualdade de oportunidades;
3. Melhorar a fiabilidade, conveniência e qualidade do fornecimento de energia para aumentar o acesso de mulheres e homens aos serviços energéticos e a sua utilização;
4. Aumentar a capacidade das mulheres para pagarem serviços de energia através de mecanismos financeiros inovadores e melhoria do ambiente de negócios favorável às mulheres;
5. Multiplicar os impactos sociais e económicos do acesso à energia, visando os usos produtivos das mulheres e as infraestruturas sociais;
6. As mulheres empreendedoras são fortes agentes de mudança, e as soluções descentralizadas de energia fora da rede têm permitido oportunidades sem precedentes nas comunidades especialmente para as mulheres, potenciando o desenvolvimento de empresas rurais e um aumento dos rendimentos das mulheres assim como o poder de decisão nas comunidades locais;
7. Apoiar o papel das mulheres na tomada de decisões sobre energia a nível doméstico, comunitário, organizacional e político;
8. Recolha de dados desagregados por género através do uso de novos canais de comunicação que abrangem um público feminino mais vasto;
9. Estabelecer uma política de inclusão de género com indicadores-chave de desempenho para o recrutamento e promoção de trabalhadores locais;
10. As empresas que implementam os projectos, assim como os seus parceiros investidores nacionais e internacionais, devem assegurar um rácio mínimo de mulheres em cada departamento, incluindo nas posições de gestão e ao nível dos conselhos de administração;
11. Conceder incentivos financeiros aos investidores que tenham boas práticas de género e programas de empoderamento para mulheres;
12. Lançar concursos especificamente desenhados para financiar empresas e projectos liderados por mulheres, e que definam critérios de pontuação de propostas que tenham em conta a igualdade de género, o impacto no género ou a participação de mulheres nos mesmos.

Precisamos de continuar com esta missão de alcançar o acesso à energia e energizar a igualdade, por ser uma questão de justiça, o direito a uma vida digna, e a luz para sair do túnel da pobreza.