



GREEN JOBS FOR WOMEN IN AFRICA: CAMEROON COUNTRY REPORT

November 2022



AFRICAN DEVELOPMENT BANK GROUP

African Natural
Resources Management
and Investment Centre

African Development Bank Group
Abidjan 01, Côte d'Ivoire;
Phone (Standard) : +225 2026 3900
Internet: www.afdb.org.

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Please cite the work as follows: African Natural Resources Management and Investment Centre. 2022. Green jobs for women in Africa: Uganda Country Report. African Development Bank. Abidjan, Côte d'Ivoire.

Acknowledgment

This policy brief is the product of cross-institutional effort between the African Natural Resources Management and Investment Centre (ANRC) of the African Development Bank (AfDB) and the UN Women's West and Central Africa Regional Office. The brief was designed and supervised by Salimata Soumare, Senior Natural Resources Governance Officer (AfDB) under the leadership of Dr Vanessa Ushie, Acting Director (ANRC) with the collaboration of UN Women's team led by Elena Ruiz, Regional Policy Advisor, Women's Economic Empowerment. The report is based on analysis produced by Johanna K. Maula. It incorporates valuable comments and suggestions provided by numerous colleagues within the ANRC and UN Women.

Executive Summary

As economies resume growth after the shock of the pandemic, will countries take the opportunity to accelerate their transformation to a green economy by creating more green jobs? And will they also use the moment to lift up one of the most disadvantaged sectors of societies and ensure women participate equitably in any new green jobs? Women will not share in new green jobs automatically: it will depend on setting and implanting the right policies, which put environmental resilience and gender equality at the core of national strategies. Promoting green jobs for women is now essential. This report on the potential for green jobs for women in Cameroon is one of six country reports¹ prepared as part of a larger study Green jobs for women in Africa that uses regional and country-level data to identify the opportunities which exist for women's participation in green jobs. Such jobs are at the nexus of three transformations: to drive growth in sub-Saharan Africa, green the economy and drive equality and empowerment for women. With green jobs they can be achieved together.

Key findings

- i. Cameroon was the Central African country hardest hit by the COVID-19 crisis. Previous economic growth has not been inclusive enough to develop human capital. Almost 40% of the national population – and more than half of women – live below the poverty line.
- ii. The (1) agriculture, (2) forestry, (3) renewable energy and (4) tourism sectors have high potential to create a significant number of green jobs that could be accessed by women. Agriculture employs more than 40% of Cameroon's workforce, whilst about 60% of agricultural workers are women.

¹The six countries are: Botswana, Cameroon, Ghana, Senegal, South Africa, and Uganda

- iii. Key barriers preventing women from accessing green jobs opportunities include: women's limited access to and ownership of land, credit, and green technologies, particularly in the agriculture sector; inadequate commercial infrastructure, across sectors; limited entrepreneurial and sector-specific technical skills; and barriers that prevent women from accessing high-paying managerial jobs.

Key recommendations

- i. Promote women's access to green jobs, the following policy recommendations are presented:
- ii. Remove discriminatory provisions in property and inheritance that curtail women's access to and ownership of land, and increase women's awareness about their legal rights.
- iii. Provide organizational support to women operators for production, processing, transportation, commercialization, and storage of agricultural products.
- iv. Improve women's access to credit and financing schemes so they can set up and run businesses in different areas of the green economy.
- v. Support women to access technical jobs in renewable energies including in mini-grid installation and maintenance in the sector.
- vi. Engage with relevant stakeholders to coordinate capacity development efforts that explicitly promote women's employment opportunities in the tourism sector.
- vii. Develop solutions for addressing women's unpaid care work needs, in particular in rural areas.

1

THE ECONOMIC SITUATION

Cameroon was hardest hit by the COVID-19 health and economic crises among Central African countries. Cameroon's real GDP contracted by 2.4% in 2020, reversing growth of 3.7% in 2019. According to the African Development Bank's Cameroon economic outlook for 2020, economic growth has not been inclusive enough to stir the development of human capital: as a result, Cameroon ranked 153th in the 2020 Human Development Index among 189 countries.²

The impacts of COVID-19 on the global economy, combined with the decline in international oil prices and exports of non-oil commodities, led to the slowdown of economic activity in Cameroon, too. The pandemic significantly affected the domestic demand for services (restaurants, hotels, transportation), which are a major source of livelihoods for vulnerable populations, including women.

²AfDB. 2021. African Economic Outlook 2021. <https://www.afdb.org/en/knowledge/publications/african-economic-outlook>

³<https://www.imf.org/external/pubs/ft/scr/2010/cr10257.pdf>

⁴United Nations Development Programme (UNDP). (2020) Human development report 2020. New York: UNDP. <https://www.hdr.undp.org/en/2022-human-security-report/download>

2

GREEN GROWTH IN CAMEROON

2.1 Cameroon's strategies, policies and programmes to promote green growth

- i. Cameroon's national development policy, Cameroon Vision 2035, was adopted in 2009.⁵ Its principles are unity in diversity, as well as equal rights and equal participation of women and men in the country's development.
- ii. Cameroon's Growth and employment strategy paper (2010 to 2020) brings together all sectors to promote a long-term vision.⁶
- iii. Cameroon is party to numerous regional and sub-regional international initiatives (conventions, agreements, and treaties) that promote sustainable environment development, including the Treaty on the Conservation and Sustainable Management of Forest Ecosystems in Central Africa. Cameroon is also one of the founding members of the Central African Forests Commission (COMIFAC).

2.2 Key sectors with green jobs potential

The main employment sector in Cameroon is agriculture, which employs 42.9% of the country's workforce (Figure 1), of which approximately 60% are women, according to 2018 data.⁷ By comparison, the industry sector accounts for one quarter of the GDP and employs 15.1% of the workforce. The country's main industries are food processing, sawmilling, and the manufacture of light consumer goods and textiles. The services sector accounts for nearly half of the GDP (49.3%) and employs more than 40% of the economically active population. The services sector has been booming, driven by telecommunications, tourism, air traffic, and transport.

TABLE 1

Good practice examples on women's access to green jobs from Cameroon

Indicator	Male	Female
Employment in Agriculture	40%	48%
Employment in Industry	17%	11%
Employment in Services	43%	41%

Source: World Bank Data (2019). <https://data.worldbank.org/indicator/SL.IND.EMPL.FE.ZS?locations=CM>

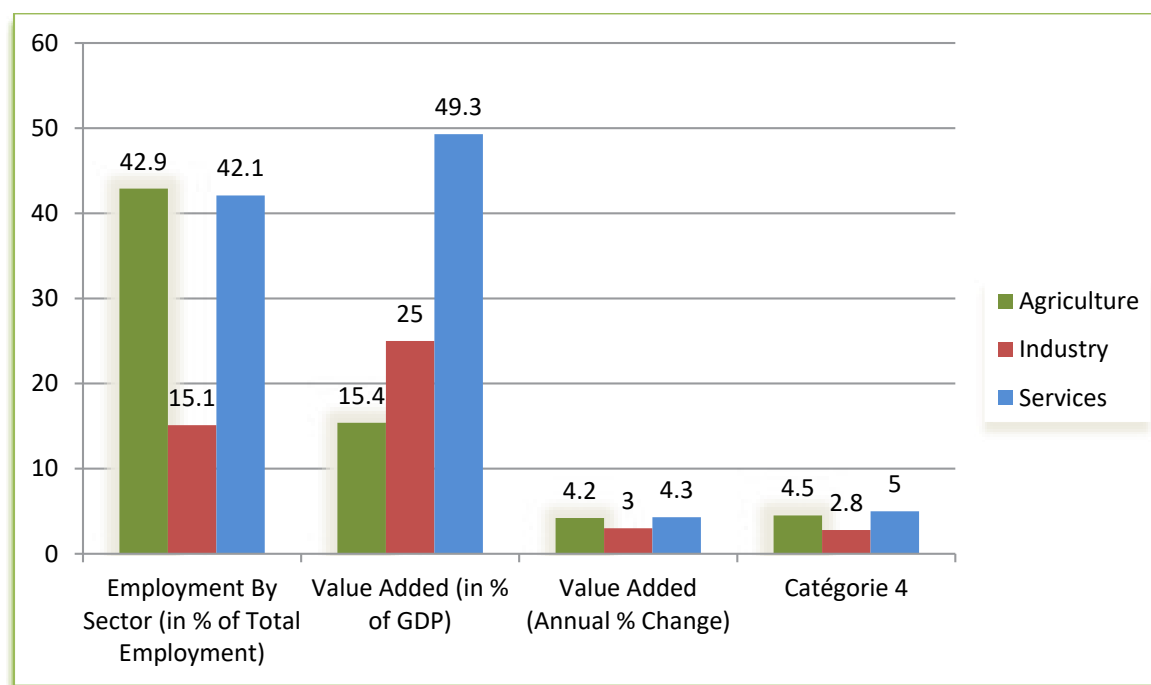
⁵<https://www.lse.ac.uk/GranthamInstitute/wp-content/uploads/laws/1816.pdf>

⁶Republic of Cameroon. 2009. Growth and employment strategy paper: reference framework for government action over the period 2010–2020. <https://s3.amazonaws.com/rgi-documents/997c33d0d45e9087acc5296d20e085f9d33d25a0.pdf>.

⁷United States Agency for International Development. 2019. Off-grid solar market assessment Cameroon. <https://www.usaid.gov/pow-er-africa/beyondthegrid/off-grid-solar-assessment/cameroon>

FIGURE 1

The Cameroon economy, 2018



Source: Institute of National Statistics. 2018.

The UNEP Green Economy Scoping Study for Cameroon identified four key sectors that have high potential for inclusive green growth, offer opportunities for women, and can contribute to the development of a green economy in Cameroon: (1) agriculture, (2) forestry, (3) renewable energy, and (4) tourism.

2.2.1 Agriculture

Cameroon is a major global producer of agricultural goods such as cocoa, cotton, maize, cassava, bananas, palm products, coffee, tobacco, and rubber. The primary sector contributes more than 15% to Ghana's GDP and employs about 43% of the economically active population. Prior to oil trade development (which represents over 8% of the current GDP), agriculture was the country's main economic driver. As part of the diversification of agricultural exports, new products, such as pineapples, pepper, green beans, and sesame, are gaining a foothold in international markets.

2.2.2 Forestry

Cameroon (alongside Republic of Congo and Gabon) has the largest forest capital in Africa, but forestry makes relatively little contribution to its GDP.⁸ About half of Cameroon is forested and a

⁸United Nations Statistics Division (UNSD). 2020. Country profile- Value Added by Economic Activity. <https://unstats.un.org/unsd/>

third of the available hardwood forest resources are exploited. Nevertheless, sawn wood, is one of the country's most important sources of trade income, providing more than one tenth of export earnings.⁹ A community forest of 5,000 ha is part of the non-permanent forest estate (agroforestry field) of every community with a management agreement between the rural community and the Ministry of Forestry and Wildlife.

Informal small-scale logging and sawmilling in Cameroon provides more jobs than the formal forestry sector. There are opportunities to increase the productivity of planted forests as well as to improve the efficiency of harvesting and processing¹⁰. Processed seeds and fruits, as forest based-products, are also turned into cosmetics (skincare oil, body butters, which are used as an ingredient for lotions and soaps).

2.2.3 Energy

Cameroon has several sources of electricity generation, mainly hydroelectric power but also solar energy, wind, thermal power, and biomass. Still, Cameroon has a large population without access to electricity—in 2019, almost 37% nationwide and in rural areas 76%.¹¹

The mini-grid sector in Cameroon is in early-stage development, although there are more than 12 companies installing mini-grids, as well as solar systems. Given fewer rural households have access to electricity, solar systems can help increase off-grid households' agricultural productivity. Overall, 67% of households without electricity own livestock, and 87% own agricultural land.¹²

2.2.4 Tourism

Cameroon's tourism sector can contribute to rural livelihoods' improvement through job creation and other income-generating activities. In 2014 the tourism industry directly supported 124,000 jobs (2.4% of total employment), which is projected to rise to 174,000 jobs (2.6% of total employment) by 2025. Sustainable tourism has the potential to create green jobs, through ecotourism and nature-based tourism, local sourcing and hiring, and sustainable supply chains due to the country's rich biodiversity and wildlife.

The strong socio-economic potential of the tourism sector led to the development of national policy aimed at fostering sustainable development and co-management of ecotourism venues, by involving local communities and nongovernmental organizations (NGOs). Despite the sector's high potential, however, it is still at a low level of development, facing many challenges, including poor accessibility and limited public and private investments for infrastructural development.

⁹Britannica. Cameroon: agriculture, forestry and fishing. <https://www.britannica.com/place/Cameroon/Agriculture-forestry-and-fishing>.

¹⁰African Natural Resources Centre (ANRC). 2021. Economic performance of the Congo Basin's forestry sector. African Development Bank. Abidjan, Côte d'Ivoire

¹¹World Bank. <https://data.worldbank.org/indicator/EG.ELC.ACCS.ZS?locations=CM>.

¹²Sama, GL, Molua, EI. 2019. Determinants of ecotourism trade in Cameroon. *Natural Resources*, 10, 202–217.



GREEN JOB OPPORTUNITIES FOR WOMEN

The following sectors seem to have high potential for women's access to employment and entrepreneurship opportunities: sustainable agriculture and forestry; sustainable tourism and crafts; and renewable energy.

3.1 Agriculture

According to the Ministry of Agriculture and Rural Development (MINADER), 69% of women and 59% of men in Cameroon work in the agriculture sector. As a result of increased rural to urban migration, women and older people constitute the majority of agricultural workers in rural areas. There is a gendered division of labour in agriculture: women mainly grow crops for self-consumption such as maize, cassava, rice, plantain, and groundnuts, and men mainly grow cash crops such as coffee and cacao, which is translated in lower earnings for women.

In vegetable cultivation, men usually prepare the soil, plant, transport and deliver to women who then sell the produce on the market. Likewise, women breed small animals such as chickens, sheep, and goats, and men breed cattle. With regards to fisheries, men use bigger boats, while women use smaller boats along the coast and are also involved in fish processing and sales. Customary practice prevents women from owning and inheriting land, preventing women from using land titles as collateral to access financing for agricultural inputs (seeds, fertilizer, equipment etc). Conservation agriculture and organic farming jobs may create high-quality jobs, unlike the vast majority of jobs in the sector, and women will be well-placed to access them.

3.2 Forestry

Even though women play an important role in forestry, they are largely excluded from paid jobs and they participate in lower stages of forestry value chains, such as collection, processing and small-scale trade in forest products, while men predominate in higher-value activities and decision-making positions. The African Wildlife Foundation, through market research and comprehensive interviews with women, identified 10 optimal non-timber forest products to build a strong base for sustainable enterprises. Fruits such as the bush mango tree, the moabi species or the njangsa fruit can be retrieved and processed into oil. The oil is both bottled and sold in local markets and sold in bulk to be purified and supplied to cosmetic companies in Cameroon and overseas.¹⁹ This presents significant green jobs opportunities for women with regards to sustainable forest management and forest certification.

¹⁹Noumey, S. 2019. Sustainable forest enterprises advance women's entrepreneurship in Cameroon. <https://www.awf.org/blog/sustainable-forest-enterprises-advance-womens-entrepreneurship-cameroon>

3.3 Tourism

Green jobs opportunities in the tourism sector can be accessed by women, mainly in accommodation, food and beverage, and crafts as well as across the hospitality supply chain. However, informality and poor working conditions in conventional tourism may also indicate that new jobs for women arising from the greening of the tourism sector may be of low quality. In fact, tourism has almost twice as many women employers than other sectors. Nonetheless, women still predominate in low-paying jobs. The gender pay gap is also prevalent in tourism, where women earn around 10–15% less than their male counterparts.

Women in tourism contribute to a much greater extent to family-run businesses (in hotels and restaurants) than in other sectors. Excursions are another aspect of tourism that offers job opportunities, for green local tour operators and entrepreneurs, both female and male. In addition, the food supply chain in tourism offers great potential for local income generation, mainly for women farmers from whom agricultural products can be sourced. Likewise, crafts production can generate considerable revenue for local artisans when integrated in the tourism supply chain. Given women's predominance in handicrafts production across the supply chain, this can create economic opportunities for women.

Women's lack of necessary skills is the main barrier preventing their access to green jobs opportunities in the tourism sector. Technical schools and training opportunities to enhance skills required in the tourism sector are often unavailable, especially when it comes to new skills required by the green economy transition. A joint approach between government and local populations is therefore required to develop women and men's capacity to access jobs in the tourism sector.

3.4 Renewable energy

Renewable energy can create jobs for women in rural electrification programmes, especially mini-grid projects. Cameroon has the potential to promote women's employment and entrepreneurship opportunities in the renewable energy sector across various roles in the development of solar energy, micro- and mini-hydro, and biomass plants. Nonetheless, the same pattern as in other sectors applies to the energy sector: women are likely to work in low-paying jobs as compared to men.

TABLE 2:

Good practice examples on women's access to green jobs from Cameroon

Sector	Good practices/examples
Agriculture	In Cameroon, the Coalition of African Organizations for Food Security and Sustainable Development (COSADER) supports women's organizations to engage in collective advocacy and policy-making processes. COSADER is a collective of 35 NGOs and associations coordinating efforts to raise the visibility of member organizations, to lobby for food security and rural development, and to support local producers' organizations in their development projects. The Coalition brings together producers' organizations, civil society, and local government, as well as the Chambers of Agriculture, microcredit establishments, and insurance companies. COSADER has supported 250 village farmers' groups. Nearly two thirds of COSADER's members are women, and 90% are based in rural areas. ¹⁴
Forestry	<p>Women plant trees on degraded land along Cameroon's equatorial coast. The African Women's Network for the Community Management of Forests (REFACOF) has supported the reforestation of degraded areas in three coastal community forests: Bopo, Libock, and Nguimbock. Nurseries were established, and 68,000 trees were planted over three years, with a 70% survival rate. According to REFACOF, a lack of resources has prevented rural women from monitoring the trees intensively through to maturity, which would likely increase the success rate.</p> <p>In 2014 REFACOF worked with eight women from the Cooperative Londji Fishers (COOPEL) to restore three hectares of degraded mangrove forest, over a period of six months, with a success rate of 80%. In 2017, as part of a wider project on women's leadership in sustainable forest and farm management, women were supported to plant orchards in the coastal forest villages of Sanaga, Dibamba, Ngwei, and Pouma. Through this project, seven hectares were planted over three months, with a survival rate of 65%. REFACOF is working with these women to secure legal status for the mangrove areas as community forests and to elaborate clear frameworks for their management.¹⁵</p> <p>The Forest and Environment Programme of the German Agency for International Cooperation supports 16,000 micro-entrepreneurs in five regions in Cameroon with technical and organization advice on reforestation, forest management, and biodiversity conservation. Among these entrepreneurs, 2000 are members of five women's networks in the rural far North Region.¹⁶</p>
Energy	<p>Central African Republic women refugees in Cameroon engage in income-generating activities by protecting the environment. Every day, they recycle vegetable waste and turn it into clean charcoal. They burn scraps of maize, cassava, and grass from Laos, commonly known as dried Bokassa, then store it in a barrel, which they hermetically seal. At the same time, another team is preparing cassava porridge that will then be added to the carbonized waste to make the dough compact. The product is then poured into cylindrical moulds and left to cool. These women produce an average of 300 kg of charcoal per week. They sell a 30 kg bag in the refugee camp for 9.12 euros and to outsiders for 11.45 euros. For Fatou Ousmane, one of the workers, producing ecological charcoal is a way to fight environmental destruction: "We love what we do. We produce a resistant and non-toxic coal, so we protect our environment because we no longer go into the bush to cut wood."¹⁷</p>

¹⁴Noumey, S. 2019. Sustainable forest enterprises advance women's entrepreneurship in Cameroon. <https://www.awf.org/blog/sustainable-forest-enterprises-advance-womens-entrepreneurship-cameroon>

¹⁵Center for International Forestry Research.

¹⁶Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). <https://gender-works.giz.de/competitions2020/cameroon-a-strong-voice-for-equal-opportunities/>

¹⁷<https://www.afrik21.africa/cameroun-des-refugiees-centrafricaines-gagnent-leur-vie-avec-du-charbon-ecologique/>

TABLE 2 (CONTINUED):

Good practices and examples of women's access green jobs in Cameroon

Energy	<p>Since 2015, Green Girls, a social business that educates young women from rural communities on the use of renewable energy, has empowered and trained almost 800 women from 23 communities across Cameroon to generate solar energy and biogas from human waste. Through Green Girls' work, more than 3,000 households have been provided with biogas, while more than 100 households have had solar installations fitted. In addition to being trained on how to produce biogas, young women are taught how to promote sustainable development and become financially independent.</p> <p>In 2019 Monique Ntumngia, founder of Green Girls, received the World Wildlife Fund (WWF) International President's Youth Award. The award recognizes both her outstanding contribution to promoting sustainable development and her efforts to champion the inclusion of women and girls in the renewable energy sector in Cameroon and throughout Africa.¹⁸</p>
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ENABLING FACTORS FOR AND BOTTLENECKS TO WOMEN'S PARTICIPATION IN THE GREEN ECONOMY

4.1 Enabling factors

- i. The 1996 Constitution guarantees gender equality and adopted a national policy for the integration of women in development in 1999.
- ii. Cameroon has ratified several international conventions on the promotion of women and positive for the development of women.
- iii. As of February 2021, 33.9% of seats in Cameroon's parliament were held by women.¹⁹
- iv. The newly adopted Penal Code strengthens the legal context of women rights. This Penal Code is based on the Convention on the Elimination of All Forms of Discrimination Against Women and fills legal gaps regarding women's fundamental rights.
- v. Several ministries have been charged by the government to address issues related to women, notably, the ministries responsible for small and medium-sized enterprises (SMEs), women and family, and employment and professional training.

4.2 Bottlenecks

- i. Cameroon is one of the countries scoring the lowest in the Women, Business and the Law Index. In 2019 the Gender Inequality Index of Cameroon was 0.587, and the country was ranked 132 among 188.

¹⁸<https://wwf.panda.org/?348455>.

¹⁹<https://data.unwomen.org/country/cameroon>

- ii. Discriminatory legal provisions still exist in Cameroon²⁰: a woman cannot choose where to live, get a job, open a bank account or apply for a passport in the same way as a man. The law does not mandate equal remuneration for work of equal value, whilst there seem to be jobs deemed arduous for women to work in (mining, construction, factories, energy). Moreover, there is no legal provision allowing a woman to be “head of household” in the same way as a man and there is no legislation specifically addressing domestic violence.
- iii. A specific law on preventing and combating violence against women has not yet been adopted, even though some aspects were included in the new Penal Code. The absence of offences of domestic violence and marital rape remain significant gaps.²¹
- iv. Customary law, which is mainly applied in rural areas, poses barriers to women’s land ownership.²² Under customary law in some communities, matrimonial property is most often held in the husband’s name as Cameroonian women are often pressured to renounce their property rights in the case of divorce or inheritance.²³
- v. Overall, 56.4% of women in marital union have experienced at least one form of gender-based violence: 43.2% have faced domestic physical violence, 39.8% have faced emotional violence, and 14.5% have faced sexual violence.
- vi. Women are still responsible for the vast majority of unpaid domestic and care work and spend 16% of their time on unpaid domestic and care work, while men spend only 5%.²⁴

²⁰<https://wbl.worldbank.org/en/data/exploreconomies/cameroon/2022>

²¹https://www.wilpf.org/wp-content/uploads/2019/11/Cameroon-CESCR_EN.pdf

²²Ongbassomben M. Women and Property Rights in Cameroon: Laws and Reality. <https://cameroonrealestateagency.com/wom-en-and-property-rights-in-cameroon/>

²³<https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/CM.pdf>

²⁴https://africa.unwomen.org/sites/default/files/Field%20Office%20Africa/Attachments/Publications/2021/11/20211206_UN%20Women_Green%20Jobs_report_ENG%20webpages.pdf

5

SUMMARY OF GREENING OPPORTUNITIES, WOMEN'S CURRENT PARTICIPATION IN GREEN JOBS, OBSTACLES TO GREATER PARTICIPATION AND RECOMMENDATIONS

TABLE 3:

Green opportunities matrix for women in Cameroon

Sector	Green opportunities	Women's current participation in green jobs (examples)	Obstacles to greater participation	Recommendation
Sustainable agriculture and livestock management	<p>Livestock farming including dairy products.</p> <p>Livestock breeding: women breed small animals such as chickens, sheep and goats, and men breed cattle.</p>	<p>Female employment in agriculture was 47.2% in 2020. Women mainly grow crops for self-consumption.</p>	<p>In the agriculture sector, there is a gendered division of labour; women's work tends to be undervalued.</p> <p>Limited access to land, credit and modern technology. Women have access only to small plots of land, usually less desirable parcels, that they rent from other property holders.</p> <p>3% of women own a house but without a land title, and 1.6% own a land title in their name.</p> <p>Women do not have equal rights to property ownership – particularly a problem in rural areas, where local customs give men priority in the allocation of land parcels for agricultural use.</p> <p>Insufficient capacity-building initiatives.</p> <p>Lack of data on inclusive green growth.</p> <p>Limited access to financing and production inputs.</p>	<p>Improve women's access to land and property rights by eliminating any gender-based discrimination in property ownership and inheritance, strengthening women's legal rights, and raising women's awareness of their rights.</p> <p>Design instruments for land allocation to women, especially in rural areas, and systems to allocate more land/spaces for women entrepreneurs (such as in incubators, technology parks, and industrial zones).</p> <p>Train managers of associations and local NGOs on how to develop programmes for women operators in food markets.</p> <p>Produce sex-disaggregated data on green sectors and special studies on women entrepreneurs to better inform policies for economic development and SME promotion in green sectors.</p> <p>Improve women entrepreneurs' access to financing by creating and/or expanding credit guarantee schemes and educating women entrepreneurs on how to develop viable financing proposals.</p> <p>Increase the number of female extension workers.</p>

TABLE 3 (CONTINUED):

Green opportunities matrix for women in Cameroon

Agriculture- allied	Value chain focus: dairy products processing.	Women are very active in the agro-processing sector including operating milling machines for various grains (corn, cassava, millet, sorghum); drying fish, coffee, and cocoa beans.	Lack of suitable production, processing and marketing infrastructure. Weak entrepreneurial capacities of economic operators in various value chains. Distance from production areas to markets.	Provide organizational support to women operators for production, processing, transportation, commercialization, and storage of products coming from different value chains. Produce and disseminate a practical guide for female entrepreneurs in the agricultural value chain in Cameroon.
Sustainable Forestry	Reforestation and conservation of forestry resources Forestry value chain: Seeds and fruits are processed into oils and butters used in skin care, added to natural lotions and soaps locally and in the global cosmetics industry.	Women are largely excluded from paid jobs linked to forestry; they tend to participate in lower stages of forestry value chains, such as collection, processing and small-scale trade in forest products, while men predominate in higher-value activities and decisionmaking positions.	Women often assume unpaid volunteer roles in the management of community forests, with no opportunity to convert these roles into paying jobs.	Create a market for these otherwise unpaid activities through the use of payments for environmental services (for example, ecotourism) or in the form of carbon credits. Establish women-led cooperatives and SMEs through remunerated reforestation schemes Provide economic instruments leveraging payment for environmental services which can offer women opportunities to monetize their current roles in forestry conservation. Investments in capacity-building and knowledge sharing.
Fisheries	Sustainable fisheries management	Men use large boats, while women use smaller boats along the coast. Women are also involved in fish processing and sales.	Women's employment tends to be limited to informal, insecure and low-value jobs, such as shrimp sorting and grading, while men assume the better-paid roles of lead operators. While men are able to take advantage of government-run programmes for skills-development, but women's domestic duties hamper their participation.	Produce sex- disaggregated data and special studies on women entrepreneurs in the fisheries' sector to better inform policies for economic development and SME promotion in green sectors. Improve women entrepreneurs' access to financing by creating and/or expanding credit guarantee schemes and educating women entrepreneurs on how to develop viable financing proposals. Provide capacity- building for women in the fisheries sector.

TABLE 3 (CONTINUED):

Green opportunities matrix for women in Cameroon

Renewable energy	<p>Cameroon's renewable energy sources include hydroelectric power, solar energy, wind, thermal power, and biomass.</p> <p>The mini-grid sector is still at a relatively early stage, although there are more than 12 companies that have been installing mini- grids, including solar.</p>	<p>In Cameroon renewable energy constitutes an opportunity to support women to engage within rural electrification programs more actively, especially mini-grid projects.</p> <p>For example, since 2015 Green Girls has trained almost 800 women from 23 communities in Cameroon to generate solar energy and biogas from human waste. More than 3,000 households have been provided with biodigesters and more than 100 households have had solar systems fitted.</p>	<p>Lack of involvement of women in all stages of design and implementation of solar energy generation.</p> <p>Lack of access to credit and training limit women's opportunities to develop and use energy technologies.</p>	<p>Create incubators for green energy enterprises for women, as in Malawi and Nigeria.</p> <p>Provide access to credit and loan guarantees</p> <p>Introduce simplified borrowing and collateral requirements, taking into consideration aggregate savings and insurance products.</p> <p>Promote women and girls' access to STEM training and education.</p> <p>Offer tax cuts for green energy enterprises.</p> <p>Invest in mentoring and promoting women's organizations in the sector.</p>
Sustainable tourism	<p>The tourism sector is characterized by high potential to improve the livelihoods of local communities by creating jobs and other income- generating activities.</p> <p>Ecotourism trade: hotels, travel agencies, crafts, transportation services, restaurants, and leisure industries.</p> <p>Cultural tourism, nature- based tourism: Potential ecotourism sites include national parks, reserves, and world heritage sites.</p> <p>Greening of crafts for the ecotourism sector</p>	<p>There are many opportunities for greening the tourism sector, including through women's participation within its various nodes and numerous supply chains, mainly in accommodation, food, beverage, and crafts.</p> <p>About 70% of women entrepreneurs are involved in the tertiary and services sectors. These include wholesale and retail trade, education, health and social services, arts and crafts, events management, food and beverage, hospitality and tourism. The food supply chain in tourism has great potential for local income generation, mainly for women farmers.</p>	<p>The ecotourism sector is still at an early stage. Challenges include poor accessibility, limited public and private investments in infrastructure.</p> <p>Women are more likely than men to work in the lower ranks. Women in the tourism sector earn 10–15% less than their male counterparts.</p> <p>Lack of tourism-relevant job skills.</p> <p>Informality and lack of financing for micro, small and medium- sized enterprises for women entrepreneurs.</p>	<p>Stakeholders in the tourist destinations, including the tourism industry and local service providers, need to take a joint in capacity-development and support women to access technical green jobs in the sector.</p> <p>Enhance women's access to credit – for example, for women's groups.</p> <p>Provide business skills training to address lack of skills necessary for the tourism sector.</p> <p>Explicit promotion of women's participation in sustainable tourism policy.</p>

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AFRICAN DEVELOPMENT BANK GROUP

Africa Natural Resources Management & Investment Centre

Avenue Jean-Paul II -01BP 1387,
Abidjan - Côte d'Ivoire

ecnr_info@afdb.org
www.afdb.org

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