

GENDER JUST TRANSITION

A Communication Toolkit



Why ‘Gender Just’ Transition?

Just transition has increasingly become a focus to ensure that the energy transition process does not perpetuate existing inequities or create disproportionate unintended ill-effects, and that benefits of the transition are maximised for everyone. It focuses on all aspects of well-being of the most vulnerable workers, their families and communities dependent on the entire value chain.

Through the last several months, we actively listened to women not just involved in the coal sector but in many informal sectors to understand the many intersections that underpin the gendered dimensions of the just transition debate. This toolkit is a start to understanding and framing a feminist lens to just transition from a uniquely majority world (Global South) perspective through a ‘whole systems’ approach. This is as much a knowledge product as also a training product that can help us understand these links and integrate it into our work to build a climate resilient, just and equitable future.



Who is this toolkit for?

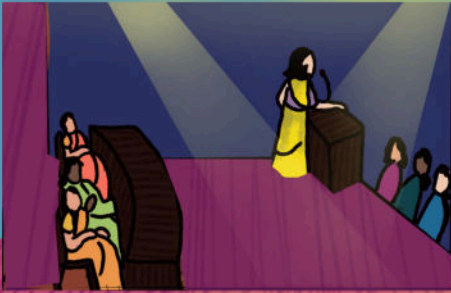
This toolkit is for anyone who would like to unpack the multidimensional challenges and opportunities of the energy transition from a gender perspective. It is focused on the experiences of those communities who are at the forefront of climate change, adaptation and mitigation.





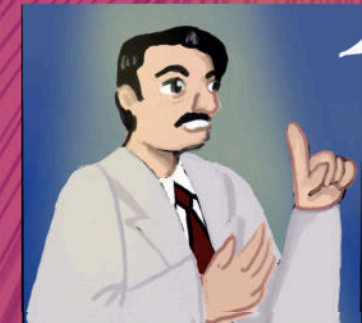
WE ARE AT A VERY CRUCIAL JUNCTION IN HUMAN HISTORY WHERE WE CANNOT AFFORD TO IGNORE CLIMATE CHANGE. HOW DO WE TRANSITION TO A GREEN ECONOMY?

I NOW INVITE RESPECTED MR. ANISH SHARMA, IAS TO PRESENT HIS VIEWS.



As Ms Bhasin helpfully reminded us, we are indeed at a very critical juncture. As you know, the government of India has pledged to achieve Net Zero emissions by 2070 according to the Paris Agreement.

INDIA WILL ENDEAVOUR TO ACHIEVE 50% OF ITS ENERGY REQUIREMENTS THROUGH RENEWABLE SOURCES BY 2030. THAT IS 5 YEARS FROM NOW.



We have significantly scaled our renewable energy sources. We have achieved the first target in its Paris Agreement. Non-fossil energy sources account for more than 40% of India's installed power capacity.



It is true, as Mr Sharma reminds us, that our renewable capacity has indeed grown. But we have also expanded coal. Coal and lignite production had finally surpassed 1 bn tonnes.



India's coal imports for power have grown in the past decade

Coal import volumes by type of coal (million tonnes)



In all this talk of 'gender just' transition, we are missing the voices of women who are at the centre of 'just transition' and climate change.



I would like to ask Alka Kujur from Ghatotand mines in Jharkhand. Alka, come up here please!



WHAT DOES 'GENDER JUST' MEAN FOR THEM?

WHAT DO THEIR LIVED EXPERIENCES TELL US?

THE BEST WAY TO DO THIS WOULD BE TO HEAR FROM THE WOMEN THEMSELVES. WHY DON'T WE HEAR THEIR REALITIES IN THEIR OWN VOICES?

JOHAR! MY NAME IS ALKA KUJUR.




AND THIS IS MY COAL STORY.



I come from an Adivasi Oraon community in Jharkhand. Many years ago, we used to farm paddy on our small ½ a bigha land. In 1982, Coal India came and took our land for mining.


We got some money. But my father and brothers found work as underground miners.



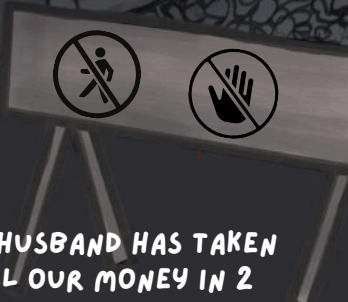
The women in our family could not find a job because it was illegal for them to work in mines. My grandmother, mother and then me, worked as coal carriers.

I earned **Rs 160** for carrying 50 kilos of coal.

5 YEARS AGO, THE COAL MINE **SHUT DOWN**. MY HUSBAND LOST HIS JOB. AS COMPENSATION WE GOT RS 1 LAKH. THAT MONEY WENT TO MY **HUSBAND'S BANK ACCOUNT**.



SINCE HE LOST HIS JOB, MY HUSBAND HAS TAKEN TO **ALCOHOL**. WE SPENT ALL OUR MONEY IN 2 YEARS DUE TO RISING EXPENSES. IN THE LAST 1 YEAR, WE SPENT RS 85,000 ON HEALTHCARE.



Now I roll Tendu leaves to make ends meet. I have no regular income, health insurance or any other government benefits.

What does a woman's labour in a coal mine look like?



Unrecognised unpaid domestic labour that powers her husband's job



Informal, invisible, low paying and low skilled job as a coal carrier with no permanence and benefits



Gets paid 70% less than men doing the same job

What will help Alka Kujur?



Recognition of all forms of labour including informal labour such as coal carrying and truckloading



Design compensatory schemes that account for women's invisible labour



Creating localised skilling programmes as part of 'just transition' process



Design specific social security schemes that accounts for the reality of just transition such as health insurance

SALAAM! I AM FAREEDA. I LIVE IN THE UTTAM NAGAR RESETTLEMENT COLONY IN DELHI. I AM A DOMESTIC WORKER. THIS IS MY STORY.

I moved to Delhi from Etawah in 2000 with my husband Anwar and our three children. Anwar got a job in a garment factory earning Rs 10,000. Life was tough with three kids and rising health costs.

In 2005, I started working as a domestic worker in four homes, doing two shifts: 6 AM to 12 noon and 4 PM to 8 PM. I earned Rs 25,000 a month. Life wasn't easy, but it was manageable.

Then came 2020. When Covid hit, my husband lost his job, and I lost my domestic work for six months during the lockdown. Two of my employers didn't pay me the wages they owed, despite being people I considered close.

After Covid, things changed. Now, colonies have rate cards, and employers say, "Take it or leave it."



The pandemic pushed more women into domestic work, making the competition fiercer. There were more workers than jobs, and our pay plummeted to half. I now earn around Rs 10,000.

OUR TROUBLES DO NOT END HERE.

WHAT A GURGAON SOCIETY'S RATE CARD SAYS

It not only prescribes rates for domestic workers, but also says a worker asking for higher wages would be disbarred from the society. All rates are per month

Flat cleaning (mopping and sweeping)	Cooking
> 3 BHK - ₹1,000 per month	> 2 to 3 people - ₹3,000 (all meals*); ₹1,500 (one time)
> 2 BHK - ₹800	> 4 to 5 people - ₹6,000 (all meals*); ₹3,000 (one time)
	> Only vegetable cutting (no cooking) - ₹400
	> *All meals includes breakfast, lunch, dinner
	Car/bike cleaners
	> Bike - ₹150
	> Car small - ₹300
	> Hatchback and sedan - ₹400
	> SUV - ₹500

Utensils

- > Twice a day - ₹1,000
- > Once a day - ₹500

Dusting (full house) ₹700



THIS YEAR WAS CATASTROPHIC. THE HEAT IN DELHI WAS BRUTAL. TEMPERATURES WERE AROUND 48 DEGREES. NIGHTS WERE HOT TOO. BUT WE HAD TO GO FOR WORK IN THE HEAT.



I would wake up at 4 AM and make food for my husband, children and ailing in-laws. Then leave for work at 5:30 on foot.



I have my first meal at 11 AM. It was difficult to eat in the hot kitchen while the employers ate in their airconditioned rooms.



I am not allowed to use washrooms, so I don't drink water. This year, I had a severe Urinary Tract Infection 3 times. I spent 10,000 on doctors, tests and medicines.



There are no resting places for us. Parks do not allow us. They drive us out of colonies and gated societies. Is rest only for the rich?



I return home at 1 PM and it is time to queue up for the water tanker. If I miss that, there is no water in the house.



I go back to work at 4 and work till 8 PM. Then I come back home and cook dinner for my family.

I listened to everyone here on 'just energy transition'. Here is my reality.

I have a gas stove but I cannot afford refilling gas cylinders. Most times I cook on a traditional clay chulha. I use gas for special occasions. This has increased my chronic cough. Air pollution is making it worse.

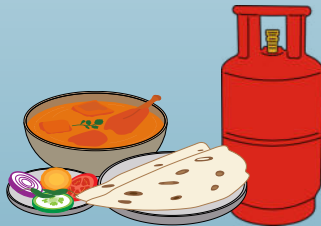


What does 'Just Transition' mean for Fareeda?



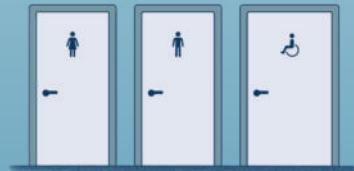
Recognition of her labour as domestic worker. India is a signatory to ILO's 189th convention, known as Convention on the Domestic Workers. This will provide them with the right to register as workers with the State Labour Department. Such registration will facilitate their access to rights & benefits accruing to them as workers

Statutory minimum wages and access to social security especially as they cope with loss of workdays due to climate change impacts such as heat



Further subsidising clean cooking solutions for vulnerable women

Obligation to employers to provide the right to restrooms and rest infrastructure like community waiting rooms



Access to state funded healthcare schemes such as Ayushman Bharat

NAMASKARA! I AM DHARANI.
7 YEARS AGO, WHEN THE PAVAGADA SOLAR
PARK IN KARNATAKA WAS COMING UP, WE
WERE THRILLED.

THE PLANT MEANT JOBS FOR US.



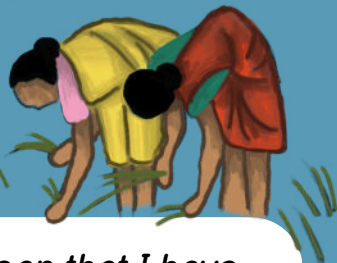
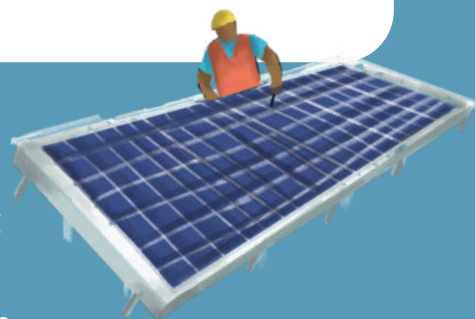
The first preference for jobs is always for men.

Women like me are left behind.

I got an MBA degree hoping for a skilled managerial job in the solar park. But our family got one job and that went to my brother. I am jobless and now I am at home looking after my husband and family.

I USED TO WORK AS AN AGRICULTURE WAGE LABOUR IN A GOWDA'S FARM. DURING THE AGRICULTURE SEASON, I WOULD EARN RS 250 A DAY. AT OTHER TIMES, I WOULD HERD MY GOATS.

SINCE THE PARK HAS COME, THERE ARE NO JOBS FOR ME BECAUSE THERE IS NO AGRICULTURE.



The park boundaries mean that I have to go a longer distance to collect firewood. I spend 2 hours everyday collecting firewood. It has increased my work and my day is longer.

The electricity from the park is not available to those of us who live nearby.

The solar park has no place for a Dalit woman like me.



I AM BINA DEVI FROM CHURU, RAJASTHAN.
I'M A TRAINED SOLAR ENGINEER. YES,
ENGINEERS LOOK LIKE THIS AS WELL.

I was married off after my 8th grade. Since then, I have taken care of my household and family. I used to walk long distances with other women in my village to fetch water.

I also used the traditional chulha. It was time consuming and also affected my health.

AND THEN ONE DAY, AN ORGANISATION CAME TO TELL US ABOUT SOLAR POWER. THEY SAID WE COULD TRAIN AS ENGINEERS. WE ALL LAUGHED. US, AS ENGINEERS?

But then, I decided to do the course in solar engineering. It was a 5 month course. Today I can repair, install and assemble solar equipment.

I learnt other skills too. Like digital skills and making sales pitches. It has changed my life.

I RETURNED TO
MY VILLAGE
WITH A MISSION:
TO ELECTRIFY
50 HOUSEHOLDS
USING SOLAR
POWER.



ACCESS TO SOLAR HAS IMPROVED WOMEN'S LIVES IN MANY WAYS:



In Rajasthan, it has reduced women's drudgery, given them autonomy and reduced their energy poverty.



In Odisha women are trained to maintain solar panels installed and they receive regular training to do this

In Kerala, solar power is a source of additional income where households earn by supplying surplus energy to KSEB

But there are gaps-



Women's participation is still lacking in the solar workforce. There are only 11% women in the workforce in India's rooftop solar sector while the global average is 36%

There is no additional skilling programme for women entrepreneurs in the field of renewable energy



No government assistance is provided to set up enterprises by women

Gender bias against women also restricts women's involvement in high end jobs in renewables



These women who get employed in skilled jobs in the RE sector have decent work conditions and social security benefits. But these are not available for women employed or engaged in the lower spectrum of jobs in the sector, such as local maintenance work



As we heard from these women, it seems clear to me that any kind of 'just transition' must put the worker at the centre.

A feminist 'just transition' must first recognise women as workers. And as women workers, must also recognise all other aspects like social security, care burden, wage parity etc.

A GENDER JUST TRANSITION MUST BE INTERSECTIONAL TAKING INTO CONSIDERATION OUR LIVED SOCIAL REALITIES OF CASTE, CLASS, RELIGION, ABILITY, INFORMALITY AMONG OTHER THINGS



What must a 'gender just transition' look like?



Recognise women labour force in both coal and other economies to reduce informality

Seeing women as change agents in the energy transition, not as passive receivers of this imminent transition.



Ensure representation of women in the just transition planning process

Create alternative well-paying jobs and economic opportunities for women in new renewable energy sector



Promote women-led micro, small & medium enterprises (MSMEs)

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The logo for Asar, featuring the word "asar" in a stylized, blue, lowercase font with a horizontal bar above the 'a'.The logo for Behan Box, featuring the word "BEHAN BOX" in a white, uppercase, sans-serif font on a dark blue rectangular background.The logo for Heinrich Böll Stiftung, featuring three green squares of varying shades to the left of the text "HEINRICH BÖLL STIFTUNG" in a black, uppercase, sans-serif font.

Illustration and Visual Design:

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