The Draft Energy Gender Strategy
Presented at Women in Energy Dialogue

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Content

• Introduction
• Purpose of the presentation
• Progress on Energy Summit Declaration implementation
• Energy Gender Policy
• Draft Energy Gender strategy
• Conclusion
Introduction

• Why gender strategy?

• Gender equality is a fundamental human right, a foundation for a peaceful, prosperous and sustainable world.

• Women constitutes half of the world working age population but generate only 37 percent of GDP.

• Advancing woman equality can add $12 trillion to global growth or increase annual global gross domestic product by one (1) percent.)
Progress since Energy Summit in 2016

- Energy Policy has been finalised and approved.
- Draft Energy Sector Discussion Paper on Women. Empowerment and Gender Equality (WEGE) Strategy has been developed and distributed for comments and inputs to stakeholders.
- Women in Energy Electronic Business Directory has been developed and operationalized.
Draft Energy Gender Strategy

- The Draft Energy Gender Strategy objective is to create a transformed and inclusive energy sector through the development of mechanisms and interventions by DoE for the creation of:
  - an enabling environment,
  - equality of opportunities,
  - mainstreaming of gender equality and
  - creating a barrier-free workplace, illustrative of a transformed energy sector.
Tenets of the Draft Strategy

- Enabling environment;
- Barrier free workplace;
- Equity of opportunities;
- Gender Mainstreaming;
Main challenges to be addressed

- Capacity Development
- Organizational Support Initiatives
- Governance and Institutional Development Initiatives
- Economic Growth and Development Initiatives
Capacity Development Initiative

Capacity Development for both women at work and women in business:

• Mainstreaming of gender capacity development needs in all policies, strategies, programmes and projects of the energy sector through bursaries, traineeships, learner-ship, mentoring and coaching and skills development projects – dedicated training programmes across all energy sectors

• Training programs on access to economic opportunities in the energy sector for new entrants to the sector
Organizational Support Initiatives

- Establishment of appropriate and effective structures and processes; and appropriate and efficient operational systems.
- Initiatives include the following:
  - Provisioning of adequate resources e.g. gender budgeting;
  - Development of pathway for upward mobility of women into and within the SMS positions
  - Support in the form of gender forums
  - Monitoring of implementation at leadership level
Organizational Support Initiatives Cont. . .

- Development of opportunities through measures such as bursaries, traineeships, learner-ships, mentoring, coaching and skills development for building skills and capacity in women of different levels in the energy sector.

- Measures such as
  - affirmative action,
  - women managers’ forum,
  - fast track and increase number of women in SMS level and in the employment in the energy sector.
Organizational Support Initiatives Cont. . .

- Programmes for economic empowerment and employment creation in relation to the mandate of universal access to energy. Programmes such as:
  - awareness,
  - educational and economic empowerment workshops for women including women from rural areas, youth, girl child and
  - Support the formation of women business cooperatives in the programme such as leCs.
Organizational Support Initiatives Cont... 

- Promotion of affirmative procurement policies and practices in the energy sector;
- Launching of women in energy awards;
- Facilitate, enhance and maintain the Women in Energy Directory to strengthen a credible database of women in the energy sector.
Governance and Institutional Development Initiatives

This initiative ensures gender policy and strategy is promoted, governed and supported by strategic leadership. The initiatives include the following:

- Institutionalization of Head of Department 8 Principle Action Plan on the implementation of WEGE and including them in the performance agreements for senior managers,

- Promotion of gender responsive policy and practices in the energy sector, and’

- Incorporation of gender in all departmental policies, programmes and projects.
Governance and Institutional Development Initiatives Cont... 

- Accountability of gender mainstreaming through M&E, reporting, gender audits, disaggregated data, gender analysis of gender mainstreaming to be placed at the highest level
- Establishment of Gender Management System (GMS) and institutional mechanisms such as gender forums, Gender Focal Points
- Facilitate the establishment of Women in Energy associations
- Ensure 50% representation of women at all Senior Management and leadership levels in government and private companies;
Economic Growth and Development Initiatives

- The strategy advocates for programmes and initiatives in skills enhancement and capacity development to address the low skills base particularly in women to enable them to access opportunities in the energy sector.

- Collaboration with institutions of higher learning to develop short courses targeted at enhancing the skills base for women as a priority.
Economic Growth and Development Initiatives Cont...

- Energy sector contributes to economic development through investments within the sector, operation and the economic impact of energy as an input in production.
- The energy value chain is complex and accessing opportunities in the sector needs access to:
  - information,
  - relevant skills,
  - finance and
  - technology
Access to information

- Information and knowledge of opportunities in the sector is a barrier to access and penetration in the sector by women
- DoE and industry stakeholders to conduct workshops to disseminate information on opportunities in the energy sector
- Government and energy companies to conduct information session to enable women to register on company procurement databases
- Tender information to be availed to women through electronic communications and use of women in energy directory
Procurement Opportunities

• Procurement assisted development programmes have assisted in the development of SMMEs in other countries and industries.

• The energy sector should target procurement as a tool to empower women:-
  - Government procurement policies
  - Energy companies procurement policies
  - Access to procurement information
  - User friendly procurement documentation system
Access to finance

- Women are mainly new entrants in the energy sector
- They have no track record and or collateral to be used to secure loans
- Financial institutions lending criterion do not accommodate women especially those from disadvantaged communities
- Banks need to develop innovative financial instruments to accommodate women.
- International collaboration with institutions and countries that promote women empowerment and provide funding mechanisms is critical to success
REPORTING ON AND EVALUATING THE GENDER EQUALITY STRATEGY

- DoE should measure and report progress on women penetration and participation in the energy sector.
- Study to be reviewed every three years.
- Report to analyse at each energy sector level comprehensive, comparable and reliable data on the subject of gender equity, mainstreaming, empowerment, gender gaps, and women participation in all facets of the energy sector value chain.
- An independent report should be conducted every five years to monitor effectiveness of strategy.
Conclusion

- Women matter and constitute a majority in the SA population
- Meaningful economic participation of women in the economy adds more value
- Energy sector contribution to women empowerment and gender equity is not only critical but strategic to the economy
- Implementation of the energy gender strategy will contribute significantly to the South African economic development and transformation agenda
I THANK YOU

COMMENTS & QUESTIONS

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