



Department of Mineral Resources and Energy

WHY WOMEN MEAN BUSINESS
Solar Power Africa Conference
16 February 2022
Elizabeth Marabwa



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REPUBLIC OF SOUTH AFRICA

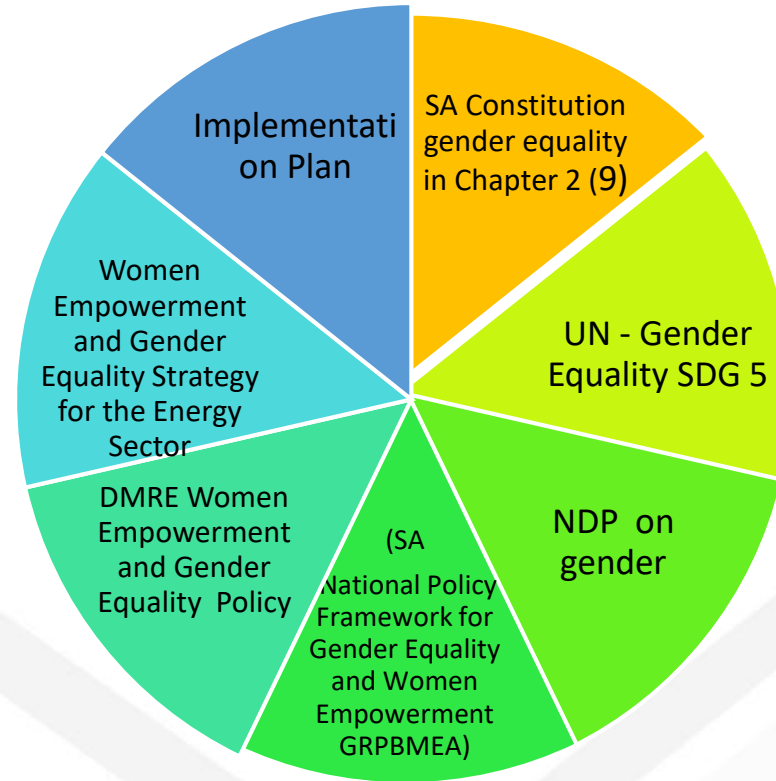


Contents

- Legislative Framework
- Department of Mineral Resources & Energy (DMRE) Mandate
- Development and Consultation Process
- Women Empowerment and Gender Equality (WEGE) Strategy Pillars
- Energy Sector WEGE Strategy Operational Pillars
- WEGE Strategic Objectives
- WEGE Operational Pillars
- Reporting on the Strategy Implementation Progress
- CEOs Breakfast Session on Gender Empowerment
- Conclusion



Legislative Framework



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DMRE Mandate

- DMRE's mandate is to regulate, transform and promote the minerals and energy sectors, providing sustainable and affordable energy for growth and development, and ensuring that all South Africans derive sustainable benefit from the country's mineral wealth.
- Programmes and Projects Management Office mandate is to lead the Mineral and Energy Sector's efforts to advance Gender equality and the empowerment of women in the energy and mining sectors.
- Promote Women, Youth and People with Disabilities participation in the energy and mining sector



Development and Consultation Process



**Business Opportunities in the Energy workshops
National 2014 - 2016.**

**Women in Energy Business Summit and Declaration -
2016**

**Women in Energy Electronic Directory database
operationalized - 2016**

**Draft Energy WEGE Strategy and Implementation
Plans - 2016**

**Consultation WEGE Strategy at WiE Dialogue – 2017 –
eThekweni ICC**

**Review of WEGE Strategy to align with
recommendation 2018 – 2019**

**Development of Energy Sector Gender Ministerial
Advisory Council ToRs 2020**

**Approval of Draft WEGE Strategy, Implementation
Plans & Advisory Council - 2021**

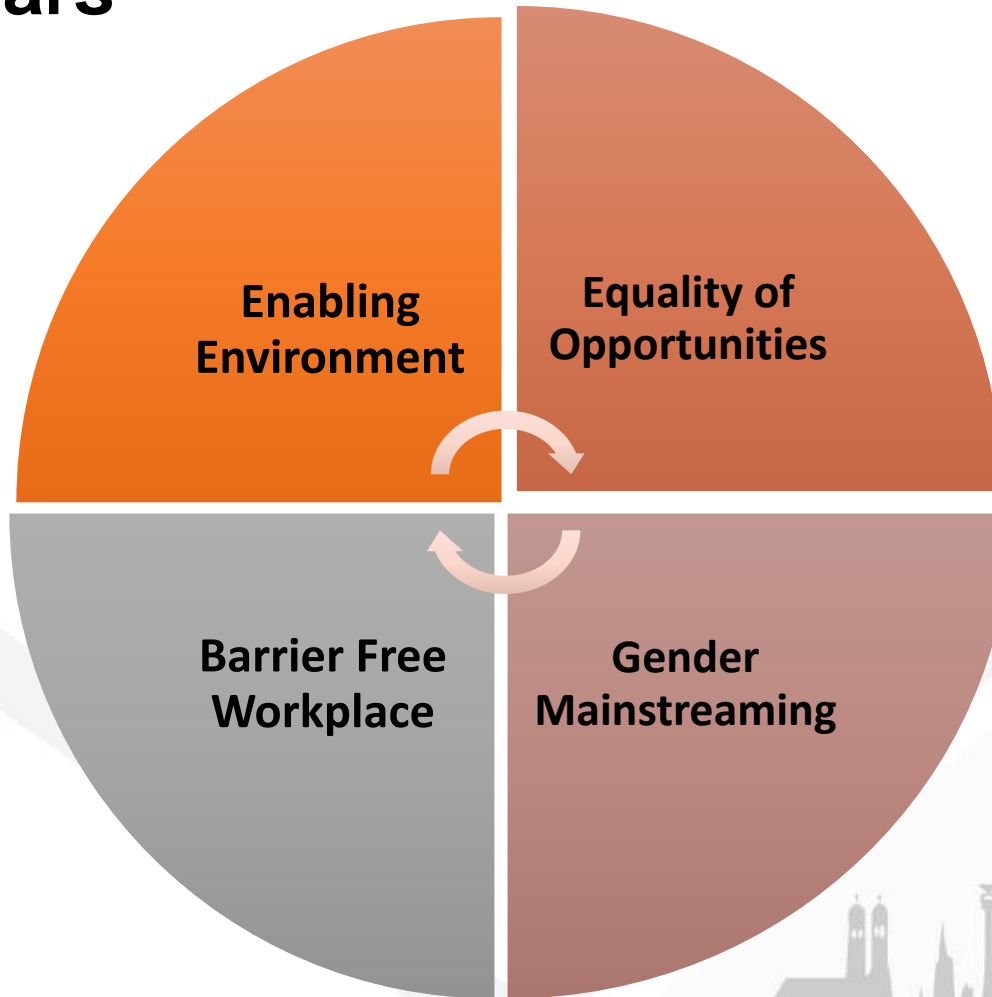


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Strategy Pillars

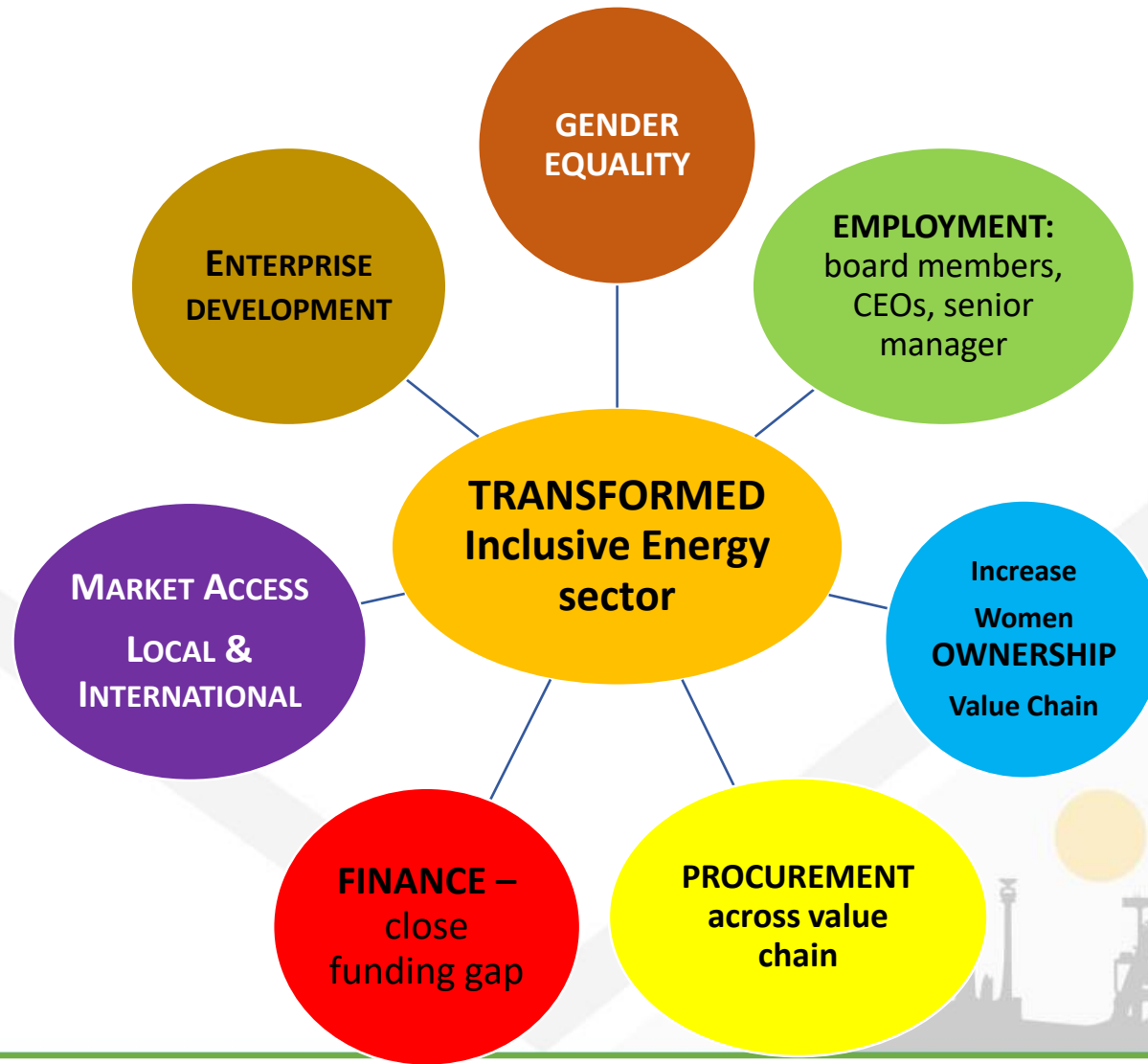


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Strategy Objectives



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Operational Pillars



Capacity Development

- Ensure that a wide set of options for capacity development are adopted in order to achieve women empowerment and gender equality:
 - Pipeline development from junior to senior management level
 - Training & awareness programs on access to economic opportunities
 - Capacity Development programmes such as Mentorship, Coaching, Bursaries, Incubations, etc.

Organizational Development

- 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
 - Support the formation of women business cooperatives
 - Launching of women in energy awards;
 - Facilitate, enhance and maintain the Women in Energy Directory



Operational Pillars



Governance and Institutional Development

- Promotion of gender responsive policy and practices in the energy sector:
- Incorporation of gender in all departmental policies, programmes and projects.
- 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
- Gender Ministerial Advisory Council

Economic Growth and Development

- Development of programmes and initiatives to address the low skills base of women in the energy sector, and those who intend to join the sector:
- Programmes to address opportunities for women to access information, relevant skills, finance and technology
- Women owned Companies/ WiE Entrepreneurs



Reporting on the Strategy Implementation Progress

- DMRE should measure and report progress on women penetration and participation in the energy sector
- Report to analyse at each energy sector level comprehensive, comparable and reliable data about 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.
- Gender Ministerial Council to Monitor progress and report bi-annually to the Minister and his Executives
- GIZ/ SAWEA/ SAPVIA to conduct gender mainstreaming and empowerment in the RE Sector study



CEOs Breakfast Session on Gender Empowerment

- CEO Breakfast Session on Gender Empowerment in the RE and Battery Storage Sectors
- Minister Engagements with the CEOs and Energy Leaders
- CEOs/ Energy Leaders - Empowerment and commitments in the RE and Battery Storage Sectors
- All Associations/ Energy Leaders to commit on gender empowerment in their sectors



Conclusion

- Women matter and constitute a majority in the SA population;
- Meaningful economic participation of women in the economy adds more value
- Implementation of the energy gender strategy will contribute significantly to the South African economic development and transformation agenda
- Champions to drive transformation are strategic to success
- Information is gender transformation initiatives go to: www.dmre.gov.za, Energy
- Register on Database/ directories for Women in Energy to receive information on different opportunities www.womeninenergy.co.za
- DMRE continue strive towards transformation of the energy sector.



THANK YOU

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