By 2030 eThekweni will be Africa’s most caring and liveable city

GENDER MAINSTREAMING

Veer N. Ramnarain – Pr Eng
MBA, FSAIEE, GCC
Think of and remember the name of an inspirational leader
LEADERS

Rosalind Franklin
Joan of Arc
Princess Diana
Virginia Woolf
Angela Merkel
Gertrude Ederle
Margaret Thatcher
Emmeline Pakhurst
Janet Yellen
Ellen Johnson Sirleaf
Sonia Gandhi
Michelle Bachelet
Aung San Suu Kyi
Marie Curie
Dr Nkosazana Dlamini-Zuma
Wangaari Mathaai
Mother Theresa
Josephine Baker
Helen Keller
Michelle Obama
Eleanor Roosevelt
Winnie Mandela
Bessie Coleman
Benazir Bhutto
Indira Gandhi
Charlize Theron
Josephine Baker
Yoko Ono
Judy Smith

<table>
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<tr>
<th>Introduction</th>
<th>The 2008 picture</th>
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<tbody>
<tr>
<td>Chapter 1</td>
<td>Strategy</td>
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<tr>
<td>Chapter 2</td>
<td>Recruitment</td>
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<tr>
<td>Chapter 3</td>
<td>Development</td>
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<td>Chapter 4</td>
<td>Retention</td>
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<td>Chapter 5</td>
<td>Present</td>
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<tr>
<td>The Sequel</td>
<td>Future</td>
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Once upon a time at eThekwini Electricity .......

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<td>21</td>
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CHAPTER 1: STRATEGY

- Holistic
- Multi-faceted
- Executive driven
- Line management initiated
- Centralised
CHAPTER 2: RECRUITMENT

- Bursaries for engineering students
- Bought-out bursaries from other companies

- In-house accredited apprenticeship training school
- Recruitment from other recognised Trade Test facilities
- Priority recruitment into apprenticeship for in-house staff

- Learner Technician Training (P1 and P2)
- Advise to school learners upon request
CHAPTER 3: DEVELOPMENT

- ECSA accredited Commitment & Undertaking for Candidate Engineer Training
- Formal mentorship and coaching
- Formal Candidate Technician training
- LGSETA accredited Trade Test
- Systems Operations Training school
CHAPTER 3: DEVELOPMENT

- Tertiary Institution Industry Advisory Boards
- Tertiary Institution External Examining
- ECSA accreditation of Tertiary Institutions
- Involvement in SAIEE committee
- Involvement in ECSA (Assessor, Interviewer, Moderator)
- Continuous Professional Development
- Involvement in national standardisation
- Power Institute of East and Southern Africa
CHAPTER 4: RETENTION

• Direct appointment of in-house developed Engineers
• Direct appointment of in-house developed Artisans
• Priority appointment of in-house developed Technicians
• Introduction of progression
• Introduction of Scarce Skills Allowance
• Promotion of Professional registration (ECSA)
### CHAPTER 5: PRESENT

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<td>83</td>
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CHAPTER 5: PRESENT

- 1 x Deputy Head
- 1 x Senior Manager
- 1 x Project Executive
- 2 x Chief Engineers
- 2 x Senior Engineers
- 1 x Chief Technician
- 4 x Senior Technicians
- 17 x Apprentices
- 10 x Learner / Candidate Technicians
- 2 x Candidate Engineers
- 6 x bursary students
• Promotion of technical profession at school level
• Create role models
• Ablution facilities
• Maternity leave
• Paternity leave
• Limited family responsibility leave
• Physical tasks
• Personal Protective Equipment / Clothing
THE SEQUEL: FUTURE

- Interpersonal relationships
- Training of male managers
- Workplace adaptation - Crèche facilities
THE END

Manage with your Head,
But
Lead with your Heart