



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



GENDER MAINSTREAMING

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Think of and remember
the name of an
**INSPIRATIONAL
LEADER**

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LEADERS

Napoleon
Mandela
Salahuddin
Caesar
Welch
Modi
Obama
Churchill
Roosevelt
Zuma
Gandhi
Jobs
Martin Luther King Jr.
Kennedy
Stalin
Gates
Lincoln
Alexander
Xi Jinping
Buffet
Guevara
Washington
Biko
Branson
Putin
Ma
Clinton

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If your actions
inspire others
to dream more, learn more,
do more and become more,
you are a
LEADER.



LEADERS

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

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INTRODUCTION

Once upon a time at eThekweni Electricity

2008	MALES		FEMALES	
ARTISANS	289	95%	14	5%
TECHNICIANS	77	95%	4	5%
ENGINEERS	21	91%	2	9%

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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**

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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)

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CHAPTER 5: PRESENT

2018	MALES		FEMALES	
ARTISANS	552	87%	83	13%
TECHNICIANS	148	82%	32	18%
ENGINEERS	56	81%	13	19%





CHAPTER 5: PRESENT

2018	MALES		FEMALES	
ARTISANS	552	87%	83	13% (5%)
TECHNICIANS	148	82%	32	18% (5%)
ENGINEERS	56	81%	13	19% (9%)





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**





THE SEQUEL : FUTURE

- **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**

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THE SEQUEL : FUTURE

- **Interpersonal relationships**
- **Training of male managers**
- **Workplace adaptation - Crèche facilities**

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THE END

***Manage with your Head,
But
Lead with your Heart***

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