

Welcome:

- Honorable Minister Jeff Radebe
- Executive Mayor of City of Tshwane in his absentia
- Minister of Cogta Dr Zweli Mkhize in his absentia
- Delegates from SADEC sister countries
- Concellors
- MMC's
- Past presidents of the AMEU
- AMEU EXCO
- AMEU president
- Government officials
- Affiliates
- Delegates , ladies and Gentlemen and all protocols observed.

I will like to express my gratitude to City of Tshwane and the affiliates who has sponsored this day.

A special thank you to Landis and Gyr for sponsoring 7 students to attend the convention.

Ladies and Gentlemen I am honoured today to be standing in front of you giving feedback on the progress of AMEU Women in Electricity.

Madam president , as I was chatting to my 11yr old son on the effects of 4th industrial revolution and how it affects him. I quote” Mommy the basic needs of any child from ages of 7 is access to reliable data and WiFi, I need a robot that will do my house chores and Youtube will help me with my robot mission “ Parents who don't want to install WiFi in their homes needs to be arrested because they depriving children access to basic need “

As parents we are experiencing 4th generation revolution !!

The president of the SA his excellency president Cyril Ramaphosa made this statement in his address on women's day 2017.

"Our nation is hungry for the leadership of women and we must move in that direction. “

As utilities we need to be hungry for leadership of women, thus can be achieved through gender mainstreaming programmes such AMEU WiE.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas at all levels. Gender Mainstreaming goes beyond increasing women's participation it means bringing the experience, knowledge, and interests of women and men to bear on the development agenda.

Women Participation in leadership position should not just be the numbers of women present in decision-making forums; it is about the effective articulation of issues that matter to different groups of women. Enabling women's participation, however, should not lead to women being the only ones responsible for prioritising gender equality concerns. All decision makers, women and men, must take responsibility

Under the theme "The Impact of the energy revolution in the Utilities" what is the role of women in the energy revolution in the utilities.

What is the role of women in the energy revolution in the Utilities

The energy needs of women and men are not the same, women are more consumers of electricity in the household. Women in the rural areas still bear the brunt of having to walk for distances to fetch wood to make fire for cooking.

The provision of electricity and water to the rural areas is critical, since it affects women and girl child. Women representation in policy and strategy development is very key to ensure that women and children needs are taken care off.

The role of women in the energy revolution is to participate and articulate in renewable energy policies and strategies to ensure the utilities deliver on their mandate of bettering the lives of the citizens of the south Africa and achieving high quality of service delivery.

As utilities we need to ask ourselves how have we enabled gender mainstreaming and women development in decision making of the utilities.

What are the trends in the energy sector in terms of empowerment of women

Studies have shown that the utilities are faced with serious challenges in terms of women empowerment:

- A Small pool of female mentors within the energy sector
- Lack of succession planning and training for decision making roles
- Lack of gender sensitive budgets and projects
- Fewer women entrepreneurs actively participating in the energy sector compared to men
- Lack of monitoring and evaluation of the gender gap

The trends have indicated that there is progress in women participation , but the progress is slow. Though women are entering the sector but the positions that they are holding are not decision making positions. I have conducted a survey on number of ladies entering the market versus the period they get promoted. We still have 80% of women seating at lower level positions for a period of 10years with no promotion opportunities.

The questions to be asked:

- Are women adequately trained and exposed to compete with their male counterparts in the industry.
- The gender gap in recruitment, the interview panels ,do we have women seating there to ensure the panel is well represented by both men and women.
- What policies and strategies are in place to ensure we bridge the gender gap in the energy sector, thus to ensuring women occupy positions of decision making.

Interventions to address some of the challenges:

- Increase the number Women Entrepreneurs in the energy sector to ensure they compete in a fair market with their male counterparts.
- Organisations to have a strategy on succession planning to bridge the gender gap
- Prioritize on leadership and mentorship training

The challenges I have mentioned have initiated the birth of Women in electricity

WiE Mandate

- Accelerate gender transformation in the electricity Industry
- Maximise positive contribution woman can make in the industry
- Create tangible programmes that are designed to groom women in the electricity sector

WiE was built on this 4 pillars being :

- Mentorship and Leadership Development
- Partnership and Networking
- International Exchange Programme
- Talent Development

The WiE focus areas for 2018/2019 is to look at the Mentorship and Leadership Development.

Training Matrix :

- The matrix has been designed to look at the Personal Development Plan of the members

Mentorship Programme :

- Assign mentors to for members interested in advancing their engineering career and leadership training.

Technical ,Leadership and Entrepreneurial Skills Training

Achievements to date :

- ✓ Database for WiE members
- ✓ Ongoing technical and non technical Training for members with assistance of Affiliates that have afforded WiE members training for free.
- ✓ Created a platform for women in electricity to discuss challenges and achievements in the sector.

Today we will be showcasing speakers from utilites and affiliates, the speakers will be taking us through their journey on gender mainstreaming and how has WiE played a significant role in overcoming the challenges of gender inequality in the work place.