South African Photovoltaic Industry Association

SAPVIA – Gender and Economic Development Working Group

Date: 18 February 2025
Time: 10:00 – 11:00
Chairperson: Zimkita Bilibana

Declaration of Interest and Prevention of Anti-Competitive Behaviour

Participants of all SAPVIA meetings agree not to engage in or discuss the following topics:

- **Price-Fixing** - current or future prices, pricing strategies, or price changes.
- **Market Division** - allocation of customers, suppliers, territories, or market shares. dividing markets by geographic areas or product lines.
- **Collusive Tendering** - bid-rigging, including agreements on who will submit bids or the terms of bids, information about tender processes or strategies.
- **Production and Supply Control** - agreements to limit or control production, supply, or distribution of products or services, capacity, production quotas, or inventory levels.
- **Boycotts**- agreements to boycott or refuse to deal with specific customers, suppliers, or competitors, collective actions against any market participant.
- **Information Sharing** - competitively sensitive information, including sales volumes, market shares, costs, marketing strategies, future business plans, research and development projects, or investment strategies.
- **Exclusionary Practices** - strategies to exclude competitors from the market or to create barriers to entry, exclusive dealing, tying arrangements, or predatory pricing.
- **Anti-Competitive Agreements**- discussions that could lead to anti-competitive agreements, whether formal or informal, conversations that could be interpreted as attempts to coordinate competitive behaviour.

Facilitator	Zimkita Bilibana (ZB)	***Attendees:***
Note taker	Thabang Molai (TM)	Janelle Krishna (JK) Tebogo Marufu (TM) Liana Braxton (LB) Katlego Modisane (KM) Lucille Bougaardt (LB) Nonjabulo Sokhela (NS) Cecillia Mulenga (CM) Jennefer Gopane (JG) Tanya S Lee (TL) Olebogeng Mokwadi (OM)

Agenda

1.	**Opening**	**Chairperson**
	Welcome and Introduction ZB began the meeting by extending a warm welcome to all attendees and thanking them for joining. **Agenda** The agenda was adopted with no amendments. **Minutes** The minutes were accepted as presented.	
2.	**Election of Chairperson and Deputy Chairperson** • ZB noted that there was only one nomination for the role of Chairperson. • As there were no additional nominations, a vote was deemed unnecessary. • Attendees were asked to indicate their support for the nomination by giving a thumbs up. • The motion was unanimously supported. • Janelle Krishna was confirmed as the new Chairperson for the Agenda and Economic Development Working Group. • ZB opened the floor for nominations for the role of Deputy Chairperson.	**Zimkita B**

	• Members were encouraged to nominate themselves or others via the chat box or by raising their hands. • Two self-nominations were received: Liana Braxton and Tebogo Marufu. • ZB proposed two options for the group to decide and a vote was conducted by a show of hands. • Option 1 for one Deputy Chairperson: 2 votes • Option 2 for two Co-Deputy Chairpersons: 5 votes • Liana and Tebogo were confirmed as Co-Deputy Chairpersons.	
3.	**Workstreams**	
	3.1 Gender Diversity Charter • ZB: • The Gender Diversity Charter is a collaborative project between SAPVIA and SAWEA, aimed at promoting gender diversity and equality within the renewable energy sector. • The Charter aligns with the Department of Minerals and Energy's Women's Empowerment and Gender Equality (WEGE) Strategy. • The purpose of the charter is to create a sustainable and inclusive renewable energy industry. Operationalize the WEGE Strategy. Foster an enabling environment for equal opportunities, gender mainstreaming, and barrier-free workplaces. • The Charter focuses on 10 key elements, which can be condensed into 4-5 key focus areas, including: • Enabling environment • Equal opportunity • Gender mainstreaming • Inclusive company policies and Other. • The Charter sets two types of targets: • Absolute targets: Achieve at least 50% representation of women and non-binary individuals in leadership and technical roles, equal pay, and inclusive company norms. • Relative targets: Realistic and achievable targets based on the current status of companies within the renewable sector. • The Charter was developed in collaboration with the DMRE, and industry-wide research was conducted to inform the targets and key focus areas.	**Lucile B** **Liana B** **Katlego M** **Olebogeng M** **Jeniffer G**

	• Member companies are expected to sign up and commit to the Charter online, complete annual progress surveys, implement interventions using the provided toolkit, collaborate and share insights with other companies and establish and monitor gender diversity targets. • Support will be provided to companies that sign up to help achieve meaningful gender diversity and equality within the sector. • JK raised a question regarding the platforms where the Charter would be marketed and how people would access the sign-up forms and information. • ZB explained that the sign-up forms would be available in the member area and highlighted the importance of tracking sign-ups and support needs.	
	3.2 BBBEE • ZB provided an overview of the BBBEE sector targets, which focus on economic development and inclusion within the renewable sector. • The targets were previously worked on in collaboration with SAWEA. • Meetings have been set up with industry stakeholders to discuss the targets and expectations of the working group. • ZB will share minutes from the social impact working group to provide a broader context on the triple BEE sector and its progress to date.	**Olebogeng M** **Jeniffer G** **Nonjabulo S**
	3.3 Financial Inclusion • KM: • Referenced the previous meeting, where a gap in the market was identified regarding the inclusion of women in financial initiatives. • Noted that financial inclusion is a key topic for the bank and highlighted ongoing activities, particularly within Corporate Social Investment (CSI) initiatives. • Suggested that the team collaborate to develop KPIs and explore ways to support these efforts. • Committed to checking with her team at the bank to identify current progress and determine what additional support could be provided. • JK:	**Janelle K** **Katlego M** **Tanya L** **Jennifer G** **Cecilia M** **Liana B**

	• Agreed with the focus on financial inclusion and digitization, emphasizing their importance in driving economic participation, reducing inequalities, and enhancing business efficiencies. • Suggested that a workshop or webinar would be an ideal platform to explore digital solutions and demonstrate how technology can influence and impact these areas. • Highlighted key areas to address, including access to financial services, digital payments and fintech adoption, and SME and entrepreneurship support • Proposed involving key individuals and organizations, such as Allan Gray and Investec, to participate in panel discussions or workshops to share their expertise. • KM: • Added that compliance is a significant challenge for many businesses, often preventing them from accessing opportunities. • Recommended including compliance support in the conversation to help businesses manage their compliance status and take advantage of market opportunities. • JK: • Suggested adding consumer education on financial and digital solutions to the agenda. • Emphasized the need to raise awareness about affordable financing options and how digital platforms can enhance accessibility to solar solutions and noted that this topic could be further developed during the planning of the webinar.	
	3.4 Digital Transformation • JK: • Explained that digital transformation is crucial for SMMEs to stay competitive, citing her experience at Sarabi, a business incubator hub. • Highlighted the need for digitization to bridge the gap between smaller organizations and larger corporations. • Suggested that the topic could include a mentorship program to create awareness and adoption of digital solutions. • Mentioned the Mentors for Change program by the City of Cape Town as a potential model.	**Janelle K** **Katlego M** **Nonjabulo S**
4.	**Industry Updates**	

	4.1 SAWEA Social Impact • The discussion focused on the SAWEA Social Impact Meeting, which covers gender diversity and BBBEE. • ZB explained that meeting invites will be forwarded to the group and minutes from the previous meeting will be shared. • The group was asked if everyone should attend the SAWEA Social Impact Meeting or if a smaller committee should be formed to attend and provide feedback. • The group agreed that everyone should attend the SAWEA Social Impact Meeting.	**All**
	Any Other Matters • The group agreed to set up a WhatsApp group for sharing relevant industry updates, networking events, and speaking opportunities. • The group confirmed that they will meet monthly, as previously decided.	
6.	**Closure** With a vote of thanks ZB adjourned the meeting. ***Next meeting: 18 March 2025***	**Chairperson**

Action Items

No:	Action	By Whom
1.	Circulate the Terms of Reference and Gender Diversity Charter to all the working group members for review and inputs.	**ZB/TM**
2.	Share minutes from the social impact working group and forward meeting invites for the SAWEA Social Impact Meeting.	**ZB**
3.	Set up a WhatsApp group for the working group.	**TM**