WOMEN'S MONTH

# LPGSA NEWSLETTER

SPECIAL EDITION



WOMEN'S MONTH

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SPECIAL EDITION


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CURATED BY ZIKHONA NTSHINGILA

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In comparison to other sources of energy, LPGas is more efficient.




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25 KG coal

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*for South Africa.*

# 01

## MD'S CORNER



"...we need to remember that 'e sale telele tsela ya rona', in translation, the journey is still long."

# THE SOUTH AFRICAN...

...energy industry recently lost one of its greats, Dr Namane Magau. Mme Namane was a visionary, and a legend known to be an advocate of women's development. In one of her engagements, she said, "the challenge of liberating this country was huge, but liberating women economically is even a bigger challenge. You cannot say you're liberating women and still leaving them vulnerable economically". In August 2022, as we commemorate and celebrate the bravery of the women of August 1956 and other legends such as Mme Namane, who took steps towards our liberation, we need to remember that *"e sale telele tsela ya rona"*, in translation, the journey is still long.

This August, LPGSA celebrates the women in the LPG industry who have achieved great milestones in their journey against all odds. These are the women who inspire and give us courage to wake up and try again. We further salute the women in the industry, known and unknown, who are playing the part to ensure that LPG plays its part in the eradication of energy poverty in the country. Furthermore, we salute and appreciate the men supporting us in this journey.

The South African WINLPG Chapter together with LPGSA, will be hosting a month-long celebration packed with activities. The aim of these activities are to showcase and celebrate the women in our industry, starting with this special edition newsletter. This edition will feature a word from LPGSA's 1st female Chairperson of the Board, Pam Indurjeeth, on importance of diversity and inclusion. We also bring to you the WINLPG Class of 2021, RSA express, a story of two women who entered the WLPGA's Women of the Year Awards. In addition to this, we feature Nokwanele Qonde the Managing Director of Wasaa, a woman who continues to break barriers in the industry.

Skills development remains the key component of transformation. In 2021, LPGSA and partners launched the LPG Residential Installation Bursary Competition, and the recipients are featured to tell you about their journey.

On 31 August, LPGSA will host a WINLPG Webinar featuring women behind some of the biggest operations in the industry. We are delighted for the support of the Deputy Minister of Mineral Resources and Energy, Dr Nobuhle Nkabane (MP), who will be delivering this year's keynote address. Be sure not to miss this webinar, as we will launch the 2022 LPG Residential Installation Bursary Competition for women, which will be done by LPGSA's first female installers division board representative, Esmee du Toit together with the 2021 bursary recipients. The 2022 webinar program will not disappoint and that I can promise you.

Visit the LPGSA website on www.lpgas.co.za and our Facebook and Twitter pages for more information on how you can register for the webinar.

# 02

## WLPGA CLASS OF 2021

**The WINPLG 2022, Woman and Young Woman of the year Awards are now open. Applications forms can be downloaded from Women in LPG - WLPGA Women in LPG - WLPGA [https://www.wlpga.org/key-focus-areas/women-in-lpg/]. LPGSA encourages the women in LPG in South Africa to enter. Nominations close 30 September 2022.**

The World Liquefied Petroleum Gas Association (WLPGA) runs an annual award program under Women in LPG (WINLPG), a global network that supports women in the LPG industry, providing a network for women to share best practices, operate in-country with national chapters and provide a unique network to make a change. These prestigious awards recognise women who have distinguished themselves within the sector and young women who have joined the industry with a commitment to a long-term career. The Class of 2021 highlighted some of the outstanding women in our industry, *Express from Mzansi*.

LPGSA congratulates Nicolette and Dominique on the achievements and we are delighted to share their stories.



## Nicolette Govender

Nicolette Govender is currently the Gas Plant Operations Manager for Bidvest Tank Terminals. One of her core responsibilities is managing the world's largest pressurized LPG storage facility in Richards Bay for Petredec.

She has a Chemical Engineering and Environmental Management background and embarked on a career in the LPG Operations field as she was, and still is, confident that LPG is the future for sustainable and clean energy. This is especially true for South Africa with all the power supply issues we have been facing.

One of the reasons she entered the Women in LPG (WINLPG) competition was to highlight to other women that although LPG and associated operations are currently a male-dominated field, there is no reason to be afraid of being actively involved in this field. As the first female Operations Manager in the history of her company, she has, however, been receiving unwavering support from her male counterparts. "If you never take the leap, you will never know what you can achieve", expressed Nicolette.

*"For the women already in the LPG field, your input is valuable and one way of highlighting your contribution to this integral energy sector in our country is by entering the WINLPG women of the year award competition. The WINLPG also opens a network to other women in LPG, which can broaden your knowledge and add to your experience in the field, so that we empower and support each other."*



## Dominique Hammargren

Dominique Hammargren is a resilient and determined character with the zeal to improve the efficiency and effectiveness of a company's logistical operations. A proud wife, and mother to two children, she is a resolute and fast-paced LPG Bulk Transport Manager for Easigas and with over 12 years of experience in the field of logistics. Dominique's areas of expertise include transportation, project management, contracts management, and Health, Safety, Security and Environment (HSSE) best practices.

Her interest in the technical and safety aspects of the storage of LPG, specifically in "dumpies", led to the development and implementation of an offsite fill safety calculation check that ensures all deliveries are safely executed.

An advocate for women empowerment in the oil and gas industry, she has been instrumental in appointing, training, and mentoring women in the role of Bulk Schedulers to plan for the safe road transportation of bulk LPG and Propane. This year, she is working on a project to ensure women are transporters of gas.

*"No matter where you are in your life, inspire and empower the women around you; for success is never reached alone. I encourage all women to enter WINLPG, a global network that supports women in the LPG industry, to share best practices, and provides a voice to make an impact. Believe in your dreams and go after them. You can make a difference!"*

# 03

## THE CHAIRPERSON'S TABLE



**"This Women's Month we are taking the opportunity to call on you to join us on this journey to remove the perception and to build a great track record in promoting and contributing to Diversity and Inclusion actions."**

# Diversity & Inclusion



In this period of transition in Diversity and Inclusion, the South African LPG Industry is making progress, but much remains to be done. With the encouraging steps taken, the LPG industry is progressing towards its commitment to Diversity and Inclusion through the WINLPG SA Chapter which has kickstarted. However, this year, we aim to pick up the pace and set the tone for momentum.

Also, this year, the worst of the pandemic appears to have passed, and companies are showing an appetite for capital spending with new investment pledges made at Summit held earlier this year. Overall, we are confident of a stronger and more sustained approach with structural reforms accelerated.

Activities surrounding the expansion of the LPG market in support of economic recovery consist of visible effort and active participation and companies are setting goals to achieve their Diversity and Inclusion ambitions in driving value.

Are we there yet? Certainly not. Questions we need to ask ourselves are,
"Is this part of boardroom priority?"
"In succession planning, is Diversity and Inclusion at the forefront?"

We can certainly do more in holding ourselves accountable to targets set and a road map of actions to achieve.

The Government and the LPG Industry continue to collaborate through the Industry Associations on multiple topics including transformation. This Women's Month we are taking the opportunity to call on you to join us on this journey to remove the perception and to build a great track record in promoting and contributing to Diversity and Inclusion actions. Let us embrace this year's United Nation's theme "Generation Equality: Realizing Women's Rights for an Equal Future", a concept that links nicely into the Global Campaign.

Did you know, "Diversity and Inclusion maximises talent-driven innovation and can even boost productivity?"

A reminder this time of the year is not only for the tribute to women but also a tribute to the pioneers and strong advocates of Woman Empowerment, Diversity and Inclusion.
Let's keep going, pick up the pace and build momentum.

I, Pam Indurjeeth, am proud to be part of the WINLPG RSA Chapter and thank you for your continued contribution!


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appliances you save
money
LPG stoves gives instant cooking flames and are safe to use
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# 04

## LPGSA BOARD REPRESENTATIVE



"My personal conviction is that everybody, irrespective of background, socio-economic status, color, age or gender, has the right to be treated with respect and honesty, and deserves the best possible service at a fair and transparent rate"

# ESME DU TOIT...

...is the first female to have been appointed as the Installer Division Representative, as effective from July 2022. She holds a bachelor's degree in Psychology and Sociology from North West University and a Personal Assistant Diploma; she then went on to work as a Legal Secretary from 1999 until 2004.
In the year 2004, she became a mother and later became a stay-at-home mother of 3 children for 9 years. "I decided to learn plumbing, did the modules through Northlink, and started training under mentorship of a master plumber and registered gas installer", she further explains.

In the year 2015, she qualified as a domestic installer and further trained as a commercial installer this year, 2022. She has also completed her Plumbing Trade Test and registered with the Plumbing Industry Registration Board (PIRB). Du Toit gains her strength and resilience from her family. "My biggest motivation and support are my husband and children, without whom I would never be able to do this work and be a mother and wife".

# 05

## LPGSA DOMESTIC INSTALLER BURSARY 2021 ALUMNA




During the 2021 Women's month celebration, LPGSA and its partners, Petregaz, Vitagas and Oryx Gas south Africa, launched the first LPG Residential Installers Bursary aimed at encouraging young women to take interest in the LPG installation industry and to contribute towards skills development. Six (6) young women received the bursary and underwent theoretical and practical training. Here are some of their stories...



# Lihle Zama

**What is your name and what were you doing prior to receiving the LPGSA bursary?**
My name is Lihle Zama, an entrepreneur with 12 years of experience in Marketing. I studied Psychology and obtained an Honours degree in Gender Studies.

**How did you hear about the bursary?**
I was informed about the bursary by a family friend who is involved in the energy sector. I then read up on what I needed to do to participate and wrote the essay on the importance and benefits of using LPG in households.

**How was the experience from the theoretical exam to the practical training? What did you learn?**
The best part about the practical component was handling various kind of tools, especially the pipes. Gas has a reputation of being a "scary" thing, but I have concluded that it's partially science and mainly common sense. Like any material it must be handled with care and caution.

**What made you interested in pursuing a career in the LPG industry?**
The reason is twofold, first with the crisis around access to electrical power in South Africa there hasn't been a better time to get involved in the industry. Secondly, the research has shown that females are the main consumers of LPG and I saw an opportunity to get involved as not only a consumer but a player in the game. Lastly, the opportunity to create employment is the reason I became an entrepreneur.

**How has this program changed your life?**
It's incredible going back to a school setting at my age between the imposter syndrome and fear of learning new things. It was incredible proving to myself that I still can accomplish everything I put my mind to. The networking at the sessions with other prospective gas installers and learning from their experiences in the industries they currently operate in. Also, it has opened my eyes to identify an opportunity in the rural area of home.

**What are your prospects?**
I am excited to participate in being a solution and an active participant in the 2030 Sustainable Development Goals. I believe that the access to LPG will not only meet goal 7 – 'access to clean energy' - but will also lead to the realisation of at least 12 other goals outlined. A few of these include: No Poverty; No Hunger; Gender Equality; Clean Sanitation and Climate Action. As Managing Director of my company, Zikhona Resources, I aim to employ local females, expand the use of LPG in households and be a thought leader in the LPG space globally.

**What can be improved in the LPG industry?**
Seeing organisations such as the LPGSA community and their partners seek us out, train and support us, has been so encouraging as an emerging gas installer. The strides they are making in educating the community at large about the safety and use of LPG needs to continue. I will be further encouraged if we are not the first and last intake of bursary students.



# Koketso Moja

**Who is Koketso and what did you do prior to receiving the LPGSA bursary?**
I, Koketso Moja, was born in Ga-Rankuwa, north of Pretoria. I was an Office Assistant at a gas company in Centurion and worked with commercial installers.

**How or who informed you about the bursary?**
My previous employer called all his female employees and informed us about the bursary.

**What have you learned throughout this program?**
The whole experience has taught me a lot, that I can talk all day. The theory and practical components of the course started off on a bit rough patch since there were a lot of things, I knew nothing of such as names of the tools and processes which had foreign names. I failed my first theory exam and that got me crying day and night and made me realise how bad I wanted this; when I went for a rewrite exam, I came in with a positive mind and I knew I had to put in extra effort because I did not want to fail again. The practical's made things better, things became clearer, and I understood better. I can say that was important because putting the work was so different from reading and studying the work. One thing I learned is that gas installation is always different from each household because designs are never the same. This industry is not only for men but for dedicated and hardworking individual.

**What made you interested in pursuing a career in LPG?**
Working with installers was so interesting, I found myself getting more and more interested in wanting to know more and doing the actual work. I started reading about the future of gas and that's when I knew that I want to learn more.

**How has the program changed your life?**
I studied other fields and worked in various companies, but I never knew what I was doing or where exactly I was heading to, which made me frustrated most of the time up until I embarked on this journey. For the first time, I see where I'm going, and this has given me purpose. I have a clear route and I wake up knowing where I'm headed.

**What are your future plans?**
I am planning on opening a company that will grow from domestic to commercial installation and when it grows bigger, I tap into industrial installation. The journey right now is to learn as much as I can so I can pass on the knowledge and encourage other women like me to enter this industry, not only limited to ladies but young men who have zero knowledge about this industry.
I am learning daily to grow and become one of the best female owned gas company, to teach and get people comfortable in trusting a woman's work.

**Where do you think there is room for improvement in the LPG industry?**
We need to grow and teach schools about this industry as our future generation is in school and they know nothing about this industry. But above all, the experience was and still is amazing!



# Bakithi Mabuza

**Please tell us your name and what made you interested in applying for the LPGSA bursary?**
My name is Bakithi Mpumuzo Mabuza and prior to receiving the LPGSA bursary I was pursuing my Business Management qualification. After losing my job due to the COVID-19 pandemic, my partner told me about LPGSA, and we spoke about starting our own LPG installer business, teaching people about the safety of LPGas. I then visited their website and came across the LPGSA Bursary competition. Following that, wrote my motivational letter and the rest is history.

**Take us through your experience in the program?**
The experience was amazing however, stressful at times. This was triggered by my fear of the question that lingered on my mind, whether I will make it or not. With no experience in handling tools, and the jargon used during the course, it made me feel intimidated at certain moments. But with hard work and determination, I have made it this far. When I reflect, this has been the proudest moment of my life, from seeing 'pass' on my theory exam results to seeing my appliances turning on and working perfectly during the practical training. What I have learned is that if you are determined, persistent and hard working, "the impossible" doesn't exist. You can do it if you believe in yourself.

**In your opinion, what needs to be done to break the negative stigma that is associated with LPG?**
Teaching people more about LPG and how safe it can be when it used in the right manner. We need to show people the importance of LPG and how impactful it is, especially now during loadshedding. There are many parts in South Africa that are still developing and have no source of energy. LPG should fill that gap and become the main source of energy for these communities not to rely on electricity for cooking, space and water heating.



# Wamukelo Dlamini

**What were you doing before obtaining the bursary?**
Before I got my bursary, I was frustrated due to losing my job during the COVID 19pandemic. I was out looking for a job and finally I got a domestic residential installation bursary from LPGSA.
Prior to this, I saw a status post of a friend on WhatsApp saying, "Are there any woman interested in entering a LPG bursary competition? My manager is looking for young women who are interested to join in". I commented on it and told her I am interested. She then referred me to her manager who gave me a call to come to their company called Two Oceans Plumbing. The manager informed me more about the bursary and I also went on to do my own research about it and came across LPGSA website and registered.

**How has your experience been so far?**
I had a great experience through the entire domestic course from the theory which was facilitated by Brent. He was teaching us everything we need to know and more. He was making sure we all understood and allowed us to ask him questions. Each one of us were located to a bay to do their installation. Our facilitator was overseeing our work to make sure we were doing the installations correctly and with great care. It was a fantastic experience throughout. I have learned that you must be determined on what you're doing, be patient, take one step at a time and keep a good pace until you nail it.

**Any future plans?**
I am looking forward to pursuing a career in the LPGAS industry as there are so much opportunities in the industry to partake on. I also enrolled for an Electrical Engineering course, as I believe they are much related to each other, and I want to prove to society that a woman can do everything in her power. I want to teach communities about LPG, how to use it and how safe and efficient it is.
This program has changed my life so much that I see myself running my own business of gas installations. It has empowered and encouraged me so much that I can do anything and everything I want in this world and only the sky is the limit. Be determined and be persistent nothing is impossible to do.

# 06

## WASAA



**"Transformation and empowerment must be tangible and meaningful, not only in the workplace but in the entrepreneurial space as well. It is a shame that in our industry, ownership of businesses by women doesn't even reach 5%."**

# The Oil & Gas industry trailblazer, Nokwanele Qonde

To say the LPG industry is short of female entrepreneurs is an understatement, LPGSA tries to bring attention to the women in the LPG industry who continue to break barriers and are role models to many. One such woman is the Managing Director of Wasaa Gasses, Nokwanele Qonde, affectionately known as "Sis'Noks" in the industry.
Wasaa has recently completed the acquisition and handover of the East London liquid fuel import terminal from energy multinational, BP Southern Africa (BPSA). LPGSA had the opportunity to interview Sis'Noks and get her insight. We hope her story inspires you to never give up.

**Who is Nokwanele Qonde?**
Nokwanele, is a businesswoman with over 20 years of experience in the oil and gas sector, as well as 8 years' experience in the IT sector. She holds an MBA from Kingston University in England, and other commerce qualifications from educational institutes in South Africa.
She brings a wealth of leadership qualities that have grown Wasaa in a short space of time to admirable levels. The company owes its claim to being a credible player in the oil and gas space to her vision, leverage of industry relationships, her pragmatic approach to doing business, her tenacity, as well as her passion about meaningful empowerment.
A former Chairperson of the Petroleum and Liquid Fuels Sector Charter Council in 2018, she served on the SAPIA Board of Governors in 2019 as the Chairperson of the LPG Committee working closely with the Department of Mineral Resources and Energy (DMRE) to reconcile the government and the LPG industry's interests. Her range of awards include, but not limited to, the Best Businesswoman of the Year in 2013, and ViE LPGSASA Best Woman Award (2017) for her achievements in the LPG industry in South Africa.

**What is your view about LPG as a source of energy for RSA household?**
LPG is a readily available, accessible, potable, efficient, source of energy especially for off-grid households which are very energy-needy but sadly, under-serviced. Under-serviced due to lack of basic infrastructure such as roads and water, as well as LPG-specific infrastructure such as bulk installations. These households are mainly in rural areas and townships and tend to pay the highest price for LPG, which in turn renders LPG unaffordable to them even though it is the most appropriate energy.

**Tell us about your journey towards, the acquisition of Wasaa terminals from BP Southern Africa (BPSA)?**
It has been a six-year journey which we have learned important and hard lessons. Nothing could have prepared me for the experiences I have encountered on the journey to finalising the acquisition. These experiences also precipitated a fundamental paradigm for me as a black businesswoman regarding several issues such as women empowerment and BEE. My long-held beliefs were challenged, and my interactions with various stakeholders throughout this journey also pivoted my outlook and re-shaped my perception on entrepreneurship and the state of women in the mainstream economy.
There were opportunities and losses in between but Wasaa was determined to achieve its unambiguous vision and strategy of being operational in the downstream value chain. When BPSA awarded us the bid for the acquisition of the East London terminal in 2017, after having started the process in 2015, we were elated but cautiously optimistic. Little did we know what lies ahead which delayed the take-over of the terminal until 6 December 2021.
It would be remiss if I don't share some of the lessons that I have learnt on this journey:
- Access to finance is one of the biggest barriers to entry for aspiring black businesses However, if you have a profitable and commercially viable opportunity, financial institutions will line up to finance the venture.
- Support from dynamic women who threw their weight behind the deal and supported us throughout, in the face of distrust and suspicion from other female leaders. We learned that women need to become more visible and internalise women support by working together to accelerate their own advancement.

**What are the LPG prospects at the terminal?**
We have plans in place to scale up our operations. We plan to make an investment of approximately R500 million over 5 years, on identified and spec'd upgrade projects, including among others, an LPG import facility, revived rail infrastructure and clean fuels infrastructure. The need for an LPG imports facility in the region is obvious.

**Who and what inspires you?**
Primarily, I am inspired by my late mother's vision and resilience as well as the ordinary people like my villagers back home, who, in the face of adversity, remain happy and decent human beings who are not involved in corruption/stealing.

**What advice do you have for women who want to join the LPG industry?**
As a businesswoman in this industry, you are on your own. Man-up and be courageous. Find your space, secure funding, invest in your business, and focus.

**Any other thoughts, you want to share?**
Transformation and empowerment must be tangible and meaningful, not only in the workplace but in the entrepreneurial space as well. It is a shame that in our industry, ownership of businesses by women doesn't even reach 5%.

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# "THE PILLARS OF LPG OPERATIONS"

## LPGSA WOMEN'S WEBINAR

LIVE PANEL DISCUSSION | Microsoft Teams

**30 AUGUST 2022 | 10AM - 1PM, SAST**



**Gadibolae Dihlabi**
MD, LPGSA
*HOST*



**Belinda Lopes**
Chief Operating Officer, Fueltec
*PANELIST*



**Barbara Brookes**
Operations manager, Petregaz
*PANELIST*



**Pam Indurjeeth**
MD, Oryx Energies
*SPEAKER*



**Tshilidzi Ramuedzisi**
MD, Totalgz Southern Africa
*PANELIST*



**Nomkhosi Makhathini**
Executive Director & Head of Legal: Easigas
*PANELIST*



**Samantha Mays**
Product Designer, CADAC
*PANELIST*

LPGSA

**Keynote speaker**
**Dr Nobuhle Nkabane (MP)**
**Deputy Minister: Dept. of Mineral Resources & Energy**

WINLPG
Women in LPG