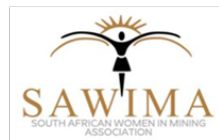




BUILDING WOMEN'S PATHWAYS INTO THE GREEN ECONOMY

REPORT OF THE TRAINING WORKSHOP

OLIFANTS RIVER LODGE, MIDDELBURG, 14 – 17 OCTOBER 2025



Narrative report

As South Africa advances its just energy transition, coal-dependent provinces like Mpumalanga face both social and economic transformation. For women in mining and mining-affected communities, this transition presents challenges but also new opportunities in emerging green sectors such as circular economy, climate-smart agriculture, renewable energy, and eco-tourism.

The International Training Centre of the ILO (ITCILO), in partnership with the South African Women in Mining Association (SAWIMA), National African Federated Chamber of Commerce and Industry (NAFCOC), and Indalo Inclusive, organized a 3.5-day training workshop at Olifants River Lodge in Middelburg from 14 to 17 October 2025. The activity formed part of the South Africa Just Energy Transition Jobs First (SAJJOF) project, implemented with the Mpumalanga Green Cluster Agency (MGCA) and the Mpumalanga Department of Agriculture, Rural Development, Land and Environmental Affairs (DARDLEA), with support from the African Development Bank.

The workshop gathered 35 participants, mainly women entrepreneurs and leaders from SAWIMA and NAFCOC, to explore practical ways to reposition themselves within the green economy. It aimed to strengthen participants' understanding of green-sector opportunities, enhance their entrepreneurial and financial readiness, and build institutional strategies to support women's participation in the just transition.

The workshop used a highly participatory and experiential approach, combining short technical inputs with storytelling, group discussions, role plays, mapping exercises, and live case studies. Sessions were co-facilitated by Linda Deelen (ITCILO) and Vivian Phetla (Indalo Inclusive), ensuring an inclusive, context-specific, and practice-oriented learning process.

Day 1 – Setting the Scene

The first day focused on listening and mapping participants' experiences. After a socio-metrics exercise on the green economy, participants spoke about their expectations for the workshop.



Participants also heard from a woman entrepreneur incubated by Indalo Inclusive, working in sustainable agriculture, who shared her experience of receiving mentoring and market access support.

Day 3 – Strategies for Women’s Empowerment

The third day focused on skills development, business support, and financial readiness. In the morning session, participants took part in a skills audit exercise based on a checklist for green and inclusive enterprises, reflecting on their technical, entrepreneurial, and soft skills. The exercise helped identify individual strengths and collective gaps, reinforcing that women already possess many transferable skills relevant for the green transition.

This was followed by two key thematic sessions:

1. **Enterprise Support Organizations (ESOs)** – A presentation on the South African entrepreneurial ecosystem introduced participants to support mechanisms offered by organizations such as Indalo Inclusive, Mpumalanga Green Cluster Agency, Small Enterprise Development and Finance Agency (Sedfa), Fetola, and the Industrial Development Corporation (IDC)
2. **Access to Finance for SMMEs** – Using the *Financial Support Checklist*. Participants learned what documentation and business planning elements are required to access funding from financial institutions. They discussed practical steps for preparing bankable and “green” business plans.

The afternoon included a panel discussion with Mr. Mdakana Lwazi from MGCA and Vivan Pethla from Indalo Inclusive, who outlined available programmes supporting women entrepreneurs. Participants actively engaged with the presentations, sharing their experiences and identifying collaboration opportunities.

Day 4 – Action Planning and Way Forward

The final half-day was dedicated to translating learning into concrete next steps. Participants worked on their take-away points, their plans to improve as entrepreneurs and their plans to grow their businesses in the green economy. Plans included ideas such as forming green cooperatives, piloting recycling micro-enterprises, developing mentorship networks, and strengthening links with local ESOs.

Certificates of participation are awarded digitally through the ITCILO certification system.

Group picture



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DAY 1: SETTING THE SCENE	DAY 2: OPPORTUNITIES IN THE GREEN ECONOMY	DAY 3: STRATEGIES FOR WOMEN'S EMPOWERMENT	DAY 4: ACTION PLANNING
Opening and introductions	Circular economy: recycling, waste-to-profit models	Skills development: what women need to succeed in a green and inclusive economy	Action plan development: projects, partnerships, advocacy
TEA BREAK	TEA BREAK	TEA BREAK	TEA BREAK
SAWIMA and NAFCOC in the green economy: Why this training now	Climate-smart agriculture and agro-/aquaponics	Business support: incubation, mentoring, cooperatives	Sharing and commitment session
LUNCH	LUNCH	LUNCH	
Sharing circle: Women's current realities, ideas and obstacles	Green hydrogen and renewable energy value chains	Access to finance: grants, loans, partnerships	
TEA BREAK	TEA BREAK	TEA BREAK	
Mapping exercise: Where are we today?	Eco-tourism and cultural heritage opportunities	Guest panel: Business support organizations	



Building Women's Pathways into the Green Economy - Training workshop for SAWIMA and NAFCOC, Middelburg 14-17 October

		FAMILYNAME	FIRSTNAME	ORG_NAME
1	Ms.	NDABA	Busisiwe Lettie	Businda Trading CC
2	Ms.	DIMAKATSO MOKOENA	Perfect	Director (Self Employed)
3	Ms.	DUBE	Clarah	Nkangala District Municipality (Councilor)
4	Ms.	EMMAH SIKHOSANA	Joyce	Nonyaka Pest'Weed Control & Hygiene
5	Ms.	GADIFELE MOGOSHI	Lebogang	Leihlo Lasechaba Construction Pty Ltd
6	Ms.	GWEBU	Nomusa	Umjindi Municipality (Licensing Clerk)
7	Ms.	MABENA	Nodumo	BFJ Foundation
8	Ms.	MAHAMOTSA	Nomqibelo Anna	Kuyasa Kusasa Pty Ltd
9	Ms.	MAHLALELA	Keith	Sizenitrading Enterprise Construction
10	Ms.	MAHLANGU	Ncili	Zeelinks Travel and Tours
11	Ms.	MAHLANGU	Nozipho	SAWIMA Mpumalanga (Women in Mining Association)
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16	Ms.	MBAMBO	Mavis Nyankwabe	Matthibela Traditional Authority
17	Ms.	MHLANGA	Cynthia	Transnet
18	Ms.	MNGUNI	Lina Nini	Shiela & Katlego's Construction and Projects
19	Ms.	MOKOENA	Lindiwe Bettie	Facilitator Glencor Lydenburg Smelter
20	Ms.	MOTAU	Refiwe Selina	Refiwesel Enterprises
21	Ms.	NDLOVU	Busisiwe Lillian	Nosibu Business Enterprise
22	Ms.	NHLABATHI	Nonhlanhla	Malwande Faith Trading and Projects
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24	Ms.	NKOSI	Busisiwe	Genet Minerals
25	Ms.	NONKULULEKO NGOBE	Freddah	Mpumalanga Employment & Skills Development Agency (MP ESDLE)
26	Ms.	PULE	Dineo	Phakama Primary School
27	Ms.	PULENG MNYAMBO	Emily	CDE Resources / Century Tech Skills
28	Ms.	SEHLALE	Palesa	Palesa's Decor Creations
29	Ms.	SIBIYA	Dudzile	Provincial Climate Change Coordinator, DARDLEA
30	Ms	TAU	Morna Mmaphoko	Mpumalanga Green Cluster Agency
31	Ms.	MASHIGO	Vicky	Mpumalanga Green Cluster Agency
32	Mr.	LWAZI	Mdakane	Mpumalanga Green Cluster Agency

33	Ms.	SIKHOSANA	Joyce Nteki	Nambtiha Cooperative
34	Ms.	MATLOU	Mavis Matsale	Matsale Projects
35	Ms.	SKHOSANA	Jane	SAWIMA Mpumalanga (Women in Mining Association)