

Women and Communities in the Green Hydrogen Economy

**WEBINAR SERIES – Promoting Green Hydrogen Economy in
South Africa - Expert and Knowledge Exchange**

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1. Introduction



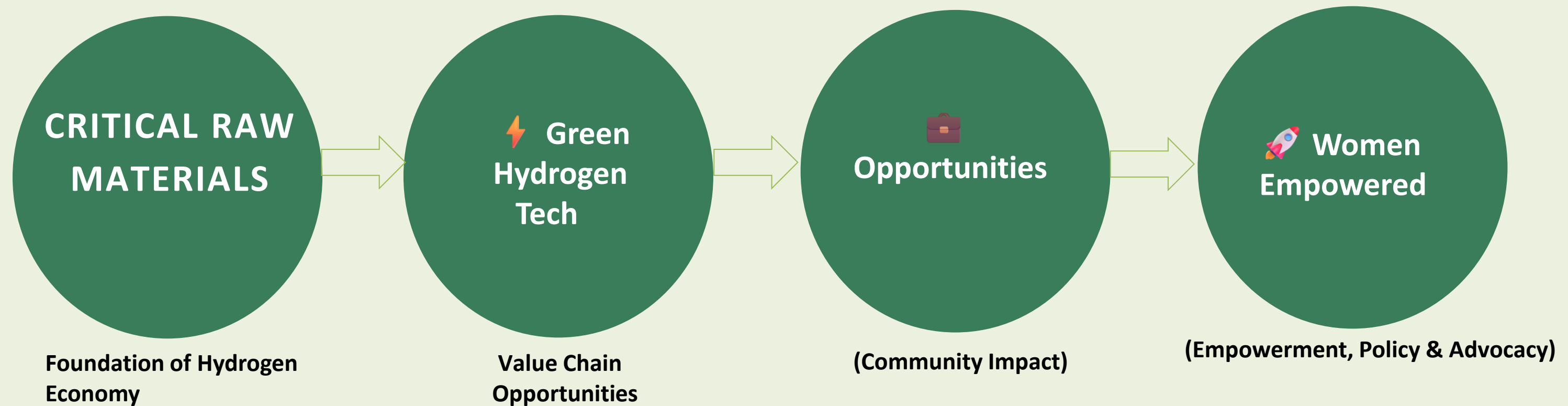
The global shift to a green hydrogen economy presents a unique opportunity to create not only a low-carbon future but also a more inclusive one. Women and communities play a central role in shaping this transition – as innovators, decision-makers, and beneficiaries.

By strengthening the involvement of women and ensuring that local communities share in the benefits, the green hydrogen economy can become a driver of both climate resilience and social transformation.



2. Link Between CRMs and Green Hydrogen

- ❑ CRMs are the foundation of the Hydrogen Economy: Understanding this link empowers women to move from being *passive recipients* of policy decisions to *active contributors* shaping the just transition – ensuring green hydrogen does not replicate old extractive patterns but instead delivers inclusive development.



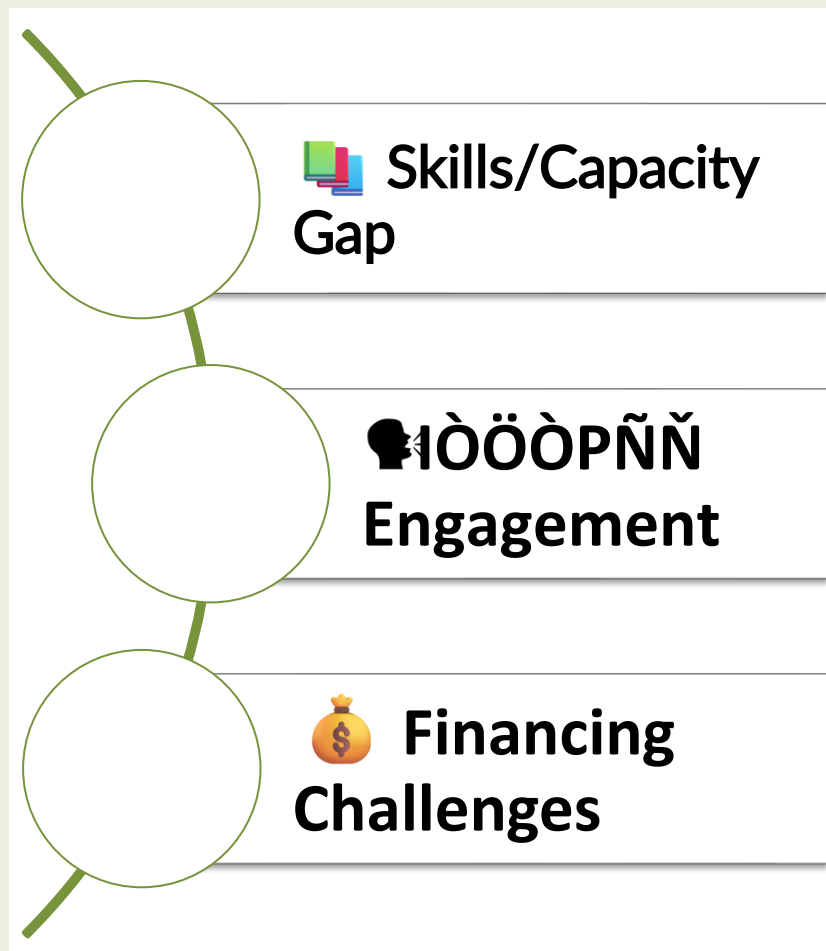
- Communities often only see extraction – but value lies in processing, manufacturing, and innovation.
- Understanding the value chain enables advocacy for downstream participation, training, and entrepreneurship.

“Understanding the CRM–Green Hydrogen link = Participation + Leadership”



3. Overcoming Barriers for Women & Communities in Green Hydrogen

Barriers



Case Studies- Namibia

- ✗ Tsau ||Khaeb Project – Fast planning, limited clarity on jobs & training
- ✓ Daures Green Hydrogen Village – Local authority shareholder, SMEs & universities engaged early, training embedded in project

Solutions

- ❖ Inclusive engagement + capacity-building = long-term community benefits.
- ❖ skills training, mentorship, and capacity building must start before — not after — projects break ground
- ❖ dedicated financing windows for women-owned enterprises,
- ❖ embedding local content requirements into contracts.

👉 Barriers can be addressed through skills, participation, and fair financing



4. Role of Technical Research in inclusive Hydrogen Development

- ❑ Technical research can be used to shape inclusive and impactful hydrogen development.

OVERVIEW

Influencing real outcomes of Green Hydrogen developments on the ground.

How can strategies be better aligned to drive inclusive participation.

Technical Research true value is measured by what happens on the ground.

HOW?

- 🔍 Connect with Social Realities.
- 👤 Include Gender & Community Perspectives.
- ❓ Ask the Right Questions
- 🌍 Align with Inclusive Strategies

Technical Research must link to local needs and realities, Integrate gender data, local voices, and economic mapping early, Feasibility studies should ask: Who benefits? Who participates? Who is left out? Match technical excellence with social and economic transformation.

👉 By aligning technical excellence with inclusive strategies, research becomes not just about hydrogen production, but about shaping a truly transformative and equitable energy transition.”

5. Pathways for Women into Green Hydrogen Development

❑ Women must take part in the green energy transition, not just as a part of it, but equal drivers of change.

Mentorship & Education

- scholarships, internships, and training programs for women in green hydrogen. ✓

- Mentorship – GWNET; zAWiGH; nAWiGH

Partnerships for Pipelines

- Industry, government, and academia must work together to open career paths. ✓

- Pipelines – energizing Women to Advance the Energy Transition (GWNET & SACREEE)

Women in Policy & Strategy

- Ensure women's voices influence decision-making.
- **HOW?**-Representation in Leadership and Governance; Inclusive Policy Design

Diversity as Strength

- Diverse teams make better decisions, innovate faster, and perform stronger.

Ensuring women influence decision-making isn't just about inviting them to the table—it requires systemic support, skill development, structured consultation, policy mechanisms, and accountability to make their participation meaningful.

SADC Women in Green Hydrogen Decision-Making Framework

Phase 1 Policy & Governance Frameworks

- Set gender inclusion targets for boards, advisory committees and project management teams.
- Mandate gender responsive policies for all government, PPPs, and industrial hydrogen projects.
- Implement gender audits regularly to assess if women are represented and their input reflected in decision-making.

Phase 2 Capacity Building & Leadership Development

- Launch mentorship programs connecting junior/mid-level women professionals to senior leaders.
- Offer technical training in green hydrogen technologies combined with leadership and negotiation skills.
- Provide policy literacy workshops to understand government processes, funding mechanisms, and regulatory frameworks.
- Fund exchange programs with other SADC countries or global hydrogen projects to expose women.

Phase 3 Structured Consultation & Participation

- Conduct stakeholder mapping to identify women professionals in academia, industry, and NGOs.
- Organize focus groups, workshops and public consultations for women's input on policies, career pathways, and project design.
- Introduce formal feedback loops so women see how their suggestions influence outcomes.
- Ensure equal speaking time in technical and strategic meetings

Phase 4 Networking & Advocacy Platforms

- Strengthen regional networks like Women in Green Hydrogen (WiGH) with chapters in all SADC countries.
- Host annual SADC Women in Hydrogen Summit to share successes, challenges, and influence policy agenda.
- Encourage cross-sector coalitions linking government, academia, and private sector to champion women's inclusion.
- Publicly report progress annually to maintain transparency.

6. Conclusion

- ❑ The engagement of **women** and **communities** in the green hydrogen economy is crucial for its development.
- ❑ By fostering **leadership** and promoting **local initiatives**, we can create a more **sustainable** and **inclusive** energy landscape.
- ❑ Continued efforts in education and collaboration are essential for achieving long-term **success** and **resilience**.



THANK YOU