

# WOMEN WORKERS

1985

AREA A: Alberton, Bellville, Benoni, Boksburg, The Cape, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simonstown, Springs, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.  
Municipal Areas: Port Elizabeth and Sasolburg  
AREA B: Kuils River and Paarl and  
Municipal Areas: Despatch, Uitenhage and Umhlanga  
AREA C: Beacon Bay, Bloemfontein, Kimberley, East London and Pietermaritzburg  
AREA D: Highveld Ridge and Klerksdorp,  
Municipal Areas: Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank  
AREA E: Municipal Areas: Bethlehem, Kroonstad, Ladysmith, Middelburg(Tvl), Newcastle, Pietersburg and Rustenburg

## Footnotes

1. Length of the week - The week runs from Monday to Sunday, with the provision of a free period of 24 consecutive hours per week.

Superseding w.d. no: 267,360 & 361

424 - LETTING FLATS OR ROOMS, THE TRADE OF, CERTAIN AREAS.

# Association fights for the rights of domestic workers

30/1/85 294 355A

By Inga Molzen

The festive season is over, but the results linger on for many domestic workers who have returned from their annual leave this month to claim unfair dismissal.

Many of these workers in the Witwatersrand area have approached the South Africa Domestic Workers' Association (SADWA).

Mrs Margaret Nhlapo, SADWA regional organiser, has dealt with more than 60 cases this month.

"The most common grievance at this time of year is that employers are not prepared to listen to legitimate excuses.

"It is annoying for the housewife when her domestic worker arrives late from leave. But there are instances where it was impossible to contact the employer.

"One woman was fired because she was two hours late for work. She had taken her seven-month-old baby to its first day at a creche in Daveyton and it just happened that all the trains that day were running late — she returned to work to find she was unemployed and with no means to support her child.

"Another woman returned to collect a second load of her possessions from her room after being fired to find that her employer had called the police. She was accused of stealing a few household items left in her room."



MARGARET NHLAPO —  
"Some madams won't listen to legitimate excuses."

Most of these unpleasant situations can be avoided, says Mrs Nhlapo. A domestic employment contract can go a long way towards eliminating misunderstanding, uncertainty and distrust between employers and their domestic workers.

"A discussion at the start of the contract is important.

"Domestic work can be boring and repetitive. The employer should help the domestic worker to be professional about his or her job, encourage the development of new skills and appreciate initiative and innovation.

"Often disputes arise because important issues are not discussed in good time," she says.

"Ideally the employer and the domestic worker should sit down and discuss their problems before any bitter feelings emerge.

"But when a situation has reached a point of no

negotiation, I ask the domestic worker if she wants to continue working for the employer. Then I write to or phone the employer to resolve the problem, or settle severance pay."

Housewives who ask domestic workers to babysit at the last minute are assuming they are not entitled to any free time, Mrs Nhlapo says.

"Workers should be asked a few days earlier to ensure that they don't have other plans," she says.

"When I was a domestic worker I had to do the breakfast dishes and make the beds before I could take my day off — the domestic worker should have no duties on her day off," she says.

The only law protecting the domestic worker, who is not covered by the Workman's Compensation Act or household cover in the case of an accident, is common law (each party is required to give one month's notice or payment in lieu of notice).

SADWA is pressing for legislation to protect workers rights.



# Teaching maids and their ma to communicate

The average white South African housewife wants an efficient, responsible domestic worker but is not prepared to pay for the service.

This is the view of a communications trainer in Saxonwold, Mrs Annica Foxcroft.

She hopes to turn her experience in industrial training programmes to resolving the problems of both employer and employee in the home, by running a course to expand household management skills, improve basic literacy, fluency, numeracy and communication.

## EXPECTATIONS

"Housewives will give domestic workers a key to their home, leave children in their care, and have other demanding expectations, yet they are not prepared to invest any further in training," Mrs Foxcroft says.

"How many housewives have sat down with their domestic worker to ask them their feelings and expectations or if they feel inadequate in any way — and then asked themselves what they can do to improve the situation?"

"I feel blacks have travelled a greater dis-

How many housewives bother to find out about their domestic workers' feelings and expectations? It's time they did, says a communications trainer. INGA MOLZEN reports.

tance towards resolving cultural barriers than the white housewife," she says.

Mrs Foxcroft hopes to start a training programme with separate courses for housewives and domestic employees.

She does not believe her activities are paternalistic, or that running separate courses will create suspicion.

She says the housewife and the domestic worker have different needs.

The housewife would learn more about the culture and language of her domestic worker while the domestic worker would learn how to accept certain information, she says.

Mrs Foxcroft describes some of the problems faced by the domestic worker:

- Illiteracy — employees may be unable to make out a shopping list, to take telephone messages or to read product instructions.

- Innumeracy — some have not reached the

level of education to allow for division and multiplication. A domestic worker may have difficulty working out how many eggs are left in the fridge and whether there are enough to last for the rest of the week.

- Lack of forward planning and time management — many domestic workers are raised in an environment where household consumption is planned according to seasons, not on a weekly basis. This may explain why a worker will not say that the sugar is nearly finished but will only approach her employer when the sugar is already finished.

## BARRIERS

- Literal translations and cultural barriers — a phrase such as "Do you understand?" would be translated as "Have I explained myself properly?"

A domestic worker may consider it disrespectful to say no, even though she has not fol-



ANNICA FOXCROFT ... blacks have done more to whites.

lowed what was required of her.

If something in the household goes missing it might be unfair to call it theft. In some cultures an object which has a communal use or is perceived to be in excess is for whoever needs it at the time.

Another example of misunderstanding is related by an employer —

"I felt my prospective employee was being discourteous by sitting down and looking away when I was talking to her — until I found that according to her social mores it was believed to be rude to maintain direct eye contact with a person of seniority."

Mrs Foxcroft says employers must learn to

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MARGARET NHLAPO ... domestic workers must learn to speak up for themselves.

By Inga Molzen

Most training courses for domestic workers create unfair expectations in employers' minds, says Mrs Margaret Nhlapo, regional organiser for the South African Domestic Workers' Association (Sadwa).

"These courses are designed to improve productivity and the skills of a domestic worker, and do not relate to them as people," she says.

"Many workers approach Sadwa with employment problems after going through training courses.

"The courses give employers unrealistic expectations. They pay out money and then their expectations rise drastically. When employees don't match up to expectations, they get fired.

"Then we have to step in and repair the damage. Unfortunately, many of the courses falsely attribute incidents in the home to 'tribal mentality' instead of a worker's fallibility," Mrs Nhlapo says.

Sullen behaviour may indicate the worker is unhappy and lies may hide fear of losing the job

when the worker has been

"When I was a domestic something I would be things happen," Mrs Nhlapo says.

Training courses teach to be "good and obedient" for themselves.

"None of these courses teaches workers to express themselves or to stand up for themselves," Nhlapo says.

"And, even when they are taught to cook well, answer questions, and have other skills, they are seldom given the opportunity to express their ability. Few workers receive even a monthly wage of R165,"

Sadwa runs Thursday training courses in its Johannesburg office to improve their communication



# ing maids and their madams

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## imunicate

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Another example of misunderstanding is related by an employer —

"I felt my prospective employee was being discourteous by sitting down and looking away when I was talking to her — until I found that according to her social mores it was believed to be rude to maintain direct eye contact with a person of seniority."

Mrs Foxcroft says employers must learn to

change ways of describing a task to improve their understanding of their employees and avoid negative expectations.

Housewives often assume that a worker is familiar with a modern household and electric appliances. Employers should explain how these are used, Mrs Foxcroft says.

ANNICA FOXCROFT ... blacks have done more to resolve cultural barriers than whites.



## for domestics does not include assertiveness'

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Many workers approach Sadwa with employment problems after going through training courses.

"The courses give employers unrealistic expectations. They pay out money and then their expectations rise drastically. When employees don't match up to expectations, they get fired.

"Then we have to step in and repair the damage. Unfortunately, many of the courses falsely attribute incidents in the home to 'tribal mentality' instead of a worker's fallibility," Mrs Nhlapo says.

Sullen behaviour may indicate the worker is unhappy and lies may hide fear of losing the job

when the worker has broke madam's favourite vase.

"When I was a domestic servant, if I ever broke something I would be upset for days — but these things happen," Mrs Nhlapo says.

Training courses teach the domestic worker to be "good and obedient" and not how to speak up for themselves.

"None of these courses teach the domestic workers to express themselves or speak out with confidence about their insecurity or grievances," Mrs Nhlapo says.

"And, even when domestic workers are trained to cook well, answer the phone and acquire other skills, they are seldom paid a salary which acknowledges their ability. Few domestic workers in this position receive even the minimum recommended monthly wage of R165," she says.

Sadwa runs Thursday-afternoon sessions at its Johannesburg office to teach domestic workers to improve their communication skills.



... domestic workers must up for themselves.



# Domestic workers: just what has happened in the last five years

This was the research finding of sociology lecturer Jacklyn Cock in 1980: "As an occupational group domestic workers are subject to ultra-exploitation."

"They are deprived of a negotiated contract, a reasonable working wage, reasonable working hours and family and social life."

"They are also denied favourable working conditions, respectful treatment and any acknowledgement of the dignity of their labour, as well as specific legal protection, membership in an effective worker organisation and effective bargaining power."

INGA MOLZEN looks back to see just what has happened in the last five years...

## January 1980

Preparations are made for an organisation to represent

domestic workers.

A year later in February 81 the South African Domestic Workers' Association is launched.

Ex-domestic worker Mrs Margaret Nhlapo, present Association director, says: "The organisation had to stand on its own right from the beginning because it was organised by domestic workers themselves."

The Association followed in the steps of improving conditions of domestic workers of the Domestic Workers and Employers Project launched in 1970 by Mrs Sue Gordon.

## April '83.

The Maritzburg branch of the Lawyers for Human Rights identified domestic low wages as a major problem.

It was suggested that domestic workers should have written contracts even though

they had certain rights under common law, including wages, reasonable notice of dismissal, safe working conditions.

The South African Domestic Workers' Association said domestic workers should receive a minimum monthly wage; extra pay to cover transport for living-out workers; a full day off each week with another half day each weekend; properly ventilated, heated, burglar-proofed and furnished rooms for living-in workers; four weeks' leave on full pay.

## October '83

The Old Mutual abolished its pension plan for domestics because of lack of support. In five years the plan had attracted only 200 members.

## February '84

The Natal Building Society

launches a new retirement plan for domestic workers.

## March '84

Under the New Income Tax Act employers have to register domestics for PAYE levies.

There are more than 200 Centres of Concern throughout the country which aim to help domestic workers in their rights and improve their skills to make them more marketable and improve relations between workers and their employers.

## April '84

Women for Peace say it is a poor reflection on our society that employers can get away with dismissing workers without notice, severance pay or financial acknowledgement of years of service, knowing that the average domestic worker cannot afford the law.

## June '84

The Domestic Workers' Association reports that some domestic workers receive as little as R20 a month in the Orange Free State.

## July '84

The Machinery and Occupational Safety Act (No 6 of 1983) does not provide compensation for the domestic servant, but if the employer is penalised for not taking adequate safety measures the domestic servant has more chance of receiving compensation in a civil case.

## September '84

Mr Charles Nupen, of the Legal Resources Centre, says domestic workers in private houses are excluded from being covered by the Labour Relations Act, the Basic

Conditions of Employment Act and the Workman's Compensation Act.

By law the Domestic Workers' Association may register as a trade union.

## October '84

Black Sash says most pension schemes for domestic workers are inadequate and advises employers to invest in proper domestic workers.

## November '84

More than 1 000 domestic workers unite in Port Elizabeth for a national rally.

## December '84

The Domestic Workers' Association had 2 900 registered members this year but had to deal with a further 800 grievances by non-members. At the beginning of the mo



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**June '84**

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representatives of domestic  
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1984 were made without  
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● The Government did decide  
to change the law, it would be  
able to do so in 1986 at the ear-  
liest.



'They are worse off than those in white suburbs'

# Domestics: the exploited labour force

A SEMINAR on black women in trade unions held last September in Port Elizabeth led to the realisation that a large portion of domestic workers were not represented.

The Black Domestics Workers' Association was formed by Lerato Monnakgotla and Henrietta Moabi to bridge this gap. They felt that the existing organisations dealt mainly with workers in white suburbs and neglected the plight of those working in the townships.

"The association is addressing itself to the problems encountered by domestics working in the townships. They are worse off than those working in white suburbs. We plan to unionise domestic workers, caretakers, gardeners, chaps and office cleaners in Johannesburg," Lerato said.

"We are trying to instill a spirit of self confidence, initiative and self reliance in the workers. We are mobilising and conscientising them as to their rights. They must stand firm against exploitation and resist their patronising employers," she added.

"Our association is black consciousness oriented. It is black dealing with black, there will be no whites interfering when blacks solve their own problems."

## Shebeeners

Henrietta Moabi said there were men who went to the rural areas and the former protectorates to recruit labour for shebeeners, the middle classes and shop and cafe owners. As most of these women — and men — were illiterate they were then grossly underpaid and overworked.

"These agents demand the first month's pay for transporting them to the townships. Their employers do not bother to register them and they are completely dependent on their employers and the agent who brought them to town."

There are no servants' rooms and as a result these people are grossly exploited.

"Workers have to stay in the same house with their employers and they then forfeit basic fringe benefits. They have no privacy and their friends and

By NTHABI MOREOSELE

boyfriends cannot visit them. They do not have off-duty hours and practically work around the clock," Mrs Moabi said.

The BDWA has a literacy programme where basic skills in reading and writing are taught. Their women's department offers sewing, knitting and cookery lessons and adult education to "improve skills for more bargaining power and better communications between employer and employee."

"Some employees have been happy to receive us. They welcome our advice. They were relieved because there had been no clearcut rules about wages and accommodation. From now on no domestic worker will be kicked out of her employers' home without notice."

"This has happened in the past and the women had to resort to unacceptable practices to obtain their trainfare back home," said Mrs Moabi.





FAIR

ROOM 12/2/84  
355A

If you're a white collar worker, likely as not your salary increase this year has not kept pace with inflation and the cost of living . . . But consider the plight of the domestic worker. Township rents rocketed last year, the cost of basic foodstuffs, such as mealie meal and bread, are becoming prohibitive and transport costs — often as much as R30 a month, a huge expense for township dwellers — have just gone up substantially. For employers of domestic workers, here are the recently up-dated minimum wages recommended by the South African Domestic Workers' Association to give you an idea of what you should be paying . . .

**THE AVERAGE** live-in domestic servant in Johannesburg works between 10 and 12 hours a day and earns about R100 a month.

In some areas — southern suburbs, mostly — many employers pay their live-in domestics R40 to R60 a month and, often as not, expect them to put in a 10 to 12 hour day.

Wages in outlying areas — on the East and West Rand — are likely to be even lower.

More commonly, the wage for a full-time live-in servant in Johannesburg is about R120 a month. This is still short of the base rate of R143 a month recommended by the South African Domestic Workers' Association (Sadwa) for a relatively unskilled live-in servant . . . that is, a cleaner without special responsibilities, such as cooking or child care.

The minority of employers who pay well above R200 a month, in excess of the recommended minimums, are, surprisingly, more prevalent in middle income suburbs than in the most affluent.

These estimates come from Mrs Margaret Nhlapho, general secretary of SADWA. They are based on the accounts of domestics who come to the organisation for aid. This situation has come about partly as a



Mrs Margaret Nhlapho, general secretary of Sadwa . . . "I just want to make people see sense".  
Picture: Tony Naidoo

# Time to pay and play fair with your maid

Mrs Nhlapho. "They work the longest hours — often 12 hours a day, 30 days a month — and they still can't be recognised. So people take advantage . . . people are people."

There is a small sign of hope, however. The Department of Manpower asked Sadwa to submit a memorandum to the National Manpower Commission when they were compiling a report "on possible means for the regulation of conditions of employment for farm workers and domestic workers".

The report is now complete and has been filed with the Minister. Dr Hennie Reynders, chairman of the commission, said it included recommendations put forward by Sadwa and would be released for comment by April.

— that they cannot afford to pay the minimum wage and would have to do without a servant altogether ("better she have a job than none at all . . .") — Sadwa suggests that employers pay for the number of hours they can afford, leaving the servant free to seek part-time work elsewhere. In addition to the minimum wages (see table), Sadwa makes the following recommendations:

- That the servant be required to work no more than eight hours a day.
- That a raise in pay higher than the rise in the cost of living be given annually.
- That employers give a double salary at Christmas time and pay their workers' travelling expenses when they go on leave.
- That they allow their servants a mini-

her onto the scrapheap, saying she's an old tool and they are going to buy a new one."

"You should see the old ladies who come here . . . I sit here and I feel as if I'm doing nothing, I'm fighting a losing battle."

Often, employers do not settle any amount on their servants, even after long periods of service.

A former domestic herself, Mrs Nhlapho was once told to leave without any pension or pay-off after 10 years of service. "I helped bring up those children . . . I ran the household and I left with hardly a thank you."

Mrs Nhlapho says two pension schemes for domestic servants — one under the aegis of the Old Mutual and another set up by television personality Donna Wurzel — are both now defunct, largely through the



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This situation has come about partly as a result of Government inertia over the question of rights for domestic servants.

There is no legislation governing wages or conditions of employment.

"The Government doesn't want to recognise domestic workers as workers," says

month — and they still can't be recognised. So people take advantage... people are people.

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In an attempt to raise the employer's consciousness as to the rights of the domestic worker, Sadwa can only put forward recommendations... and trust to the sense of fairness of the "master and madam". As to the stock excuse of most madams

## SADWA'S recommended minimum wages (cash wages)

### FULL TIME LIVING IN DOMESTIC WORKER

Minimum wage for relatively unskilled person ..... R143.00 per month  
Minimum wage for someone with special skills or special responsibilities such as cooking, baking or looking after small children ..... R165.00 per month  
Both suggested salaries are for an 8-hour day and 44-hour week.  
Workers should be provided with three meals a day and working clothes

### FULL TIME LIVING OUT DOMESTIC WORKER

Minimum wage for relatively unskilled person ..... R154.00 per month  
Minimum wage for a skilled person, eg a cook, or someone with special responsibilities ..... R187.00 per month  
Transport expenses must be added to the salaries  
Both suggested salaries are for an 8-hour day and 40-hour week  
Breakfast and a nourishing midday meal and working clothes to be provided

If you cannot afford the full recommended wage, then pay for the number of hours you can afford. For example:

• A part-time living out worker could then be employed on a pro rata percentage of the recommended wage for a full-time living out domestic worker

• Minimum wage for a part-time worker coming in for two 8-hour days a week ..... R55.00 per month

• Minimum wage for a part-time servant with special skills coming in for two 8-hour days a week ..... R66.68 per month

Transport expenses should be added to the salaries.

### A DAILY CASUAL WORKER

Minimum wage, in addition to transport expenses and meals ..... R12.10 a day  
A morning is four hours, but should be paid rather more than half of an eight hour day, because one works harder in the first four hours.

### BABY SITTING

R1.66 an hour

### GARDENER

Minimum wage, in addition to meals and transport expenses ..... R16.50 a day  
Hourly rate ..... R2.20 an hour  
Overtime ..... R2.76 an hour

servant altogether ("better she have a job than none at all...") — Sadwa suggests that employers pay for the number of hours they can afford, leaving the servant free to seek part-time work elsewhere.

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● That the servant be required to work no more than eight hours a day.

● That a raise in pay higher than the rise in the cost of living be given annually.

● That employers give a double salary at Christmas time and pay their workers' travelling expenses when they go on leave.

● That they allow their servants a minimum of three weeks leave on full pay a year.

● That the employer gives one month's notice, or one month's pay in lieu of notice. The servant must similarly give the employer a month's notice.

● That the employer give the servant one day off a week — a whole day off, the servant not being required to work at all on that day — and at least one weekend off a month (though the worker obviously forfeits her day off for that week).

● That the employer make monthly payments towards a pension for the worker. This can be done by investing in unit trusts, which require relatively small monthly payments, or buying subscription shares.

Meanwhile, in the absence of legislation, the plight of domestic workers remains unmitigated... even though most domestics are, as Mrs Nhlapho pointed out, the sole breadwinners for their children and elderly relatives in the homelands.

"Many employers don't want to hear about raising wages... they say 'they're feeding her, giving her old clothes. But she didn't go there to be fed, she went to work for her children, for the survival of her family.'"

Nor can servants claim compensation for injuries received in the course of their work.

Mrs Nhlapho has personally had to deal with the cases of two gardeners, maimed for life, who were unable to claim any compensation. One lost an arm felling a tree with an electric saw — the employer refused compensation on the grounds that it was through his own carelessness — and another's leg was mangled when the wall he was demolishing collapsed.

Only a few employers care for their retired servants. Some, says Mrs Nhlapho, sack a domestic when she becomes too old to perform her duties properly, "throwing

"You should see the old ladies who come here... I sit here and I feel as if I'm doing nothing, I'm fighting a losing battle."

Often, employers do not settle any amount on their servants, even after long periods of service.

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Mrs Nhlapho says two pension schemes for domestic servants — one under the aegis of the Old Mutual and another set up by television personality Donna Wurzel — are both now defunct, largely through the apathy of employers, she believes.

The Natal Building Society, however, offers a Domestic Workers' Retirement Plan based on subscription shares. The fund is put into the employee's name and she is required to make small monthly payments.

If an employer does decide to settle more than R4 000 on a maid on her retirement in lieu of pension, she loses her state pension altogether. "She could live on this amount for three years, but what then...?"

Such generosity is, however, rare... especially in the areas where one would most expect it.

"The very rich don't know what hardship is," says Mrs Nhlapho. "They don't know what it is to want and not be able to get. It is the middle income families, who know what it is like, who pay the better salaries."

Her greatest fear is that, by pushing for better conditions for domestics, Sadwa will alienate white employers. For this reason, Sadwa bends over backwards to accommodate both sides when it stipulates minimum wages.

"Domestic servants play a very important role in the economy. Career women need someone to run their homes for them when they go out to work."

"The madams and their servants are linked and they can never be separated."

"I don't want to go out there and harm that relationship... so tight-fitting... and squeeze myself in between. I just want to make people see sense."

**Edwin Collier**

● Sadwa has drawn up a contract for both employers and employees, copies of which are available from its offices at Chester House, 132 Jeppe St.



# Salaries of women in PE much lower than on the Rand

355A E. Post  
20/2/85

By CATHY SCHNELL  
WOMEN bookkeepers in Port Elizabeth earn on average R340 less a month than their Johannesburg counterparts.

And many other women in a variety of fields also lose out as a result of structured wage scales.

An employment agency's quarterly salary survey reveals startling wage discrepancies as a result of regionalisation and notes that the gap between Reef salaries and coastal salaries is increasing.

Starting salaries on the Reef increased by 3,45% more than at the coast.

The survey conducted by a personnel company, deals with women's salaries in the seven most popular jobs in the main cities in South Africa between October and December last year.

These jobs included executive secretaries, secretaries, copy typists, "girl-Fridays", receptionists, bookkeepers and accounts clerks.

The survey showed Johannesburg women received far and away the highest salaries, followed by the East Rand, West Rand, Pretoria, Vaal Triangle, Cape Town and Durban.

Port Elizabeth was not even given a mention in the list of South Africa's top cities.

According to a spokesman from Kelly Personnel, Port Elizabeth women were on about the same scale as their Durban counterparts.

Starting salaries in general office staff categories had increased on average at a higher rate than the inflation rate last year, the spokesman said.

Regionalisation in salary scales has for a long time been a bone of contention among women falling in the "smaller city" category.

"The cost of living may be a little higher in Johannesburg, but to pay someone R300 more a month than a coastal person doing exactly the same job is ridiculous," a local secretary with five children said.

Chamber of Commerce director Mr Tony Gilson said the situation was determined by market forces — the manifestation of the ability of the employers to pay and the willingness of the people to work for the salaries.

"Some people opt for the coast — despite lower pay — for the quality of life offered," he said.

## Women in Police Force: benefits/allowances

12/3/85  
\*5. Mrs H SUZMAN asked the Minister of Law and Order:

- (1) Whether women in the Police Force are entitled to (a) maternity benefits and (b) any other beneficial allowances; if so, (i) on what scale, (ii) for what period of time and (iii) what other beneficial allowances are involved; if not, why not;
- (2) whether these women are entitled to (a) paid and (b) unpaid maternity leave; if not, why not; if so, for what period?

## The MINISTER OF LAW AND ORDER:

(1) (a) Yes.

(i) and (ii) A woman in the Police Force at all times enjoys all medical and related benefits to which her husband is entitled if she is the wife of a member of the Force. If, however, she is married to a person who is not a member of the Force she enjoys no maternity benefits and her husband or his medical aid scheme (if any) is accountable. All other service benefits to which male members are entitled and subject also to the same conditions.

(b) (iii) No, but after three months pregnancy she is entitled to a portion of her clothing credit to purchase maternity wear.

(2) (a) Yes. All vacation leave she may have to her credit at that stage.

(b) Yes, 184 days vacation leave without pay may be granted in each cycle of 18 calendar months.

## Kwanobuhle Township: visits to private doctors

Q. 61. 496  
12/3/85

\*6. Mrs H SUZMAN asked the Minister of Law and Order:

(1) Whether any members of the South African Police Force visited any private doctors at Kwanobuhle Township in Uitenhage on or about 29 January 1985 regarding the treatment of persons with gunshot wounds; if so, (a) why, (b) on whose authority and (c) how many doctors were approached;

(2) whether such members of the Police Force gave any instructions to the said doctors; if so, what was the nature of the instructions;

(3) whether South African Police doctors in any other townships have been given the same instructions; if so, (a) in which townships, (b) when and (c) why;

(4) whether he will make a statement on the matter?

## The MINISTER OF LAW AND ORDER:

(1) Yes.

(a) In an attempt to trace persons involved in incidents of public violence.

(b) In the execution of their functions in terms of section 5 of the Police Act, No 7 of 1958.

(c) One.

(2) to (4) No.

## Lesotho Highlands Water Project

\*7. Mr P G SOAL asked the Minister of Water Affairs:

Whether the feasibility study on the Lesotho Highlands Water Project has been completed; if not, (a) why not, (b) when is

it anticipated that it will be completed and (c) what progress has been made in regard to this study; if so, (i) when was it completed and (ii) what were the findings?

## The MINISTER OF WATER AFFAIRS:

No.

(a) The feasibility study was not programmed to be completed at this stage.

(b) March 1986.

(c) The study has established that there are no major technical, legal or environmental reasons against such a project and it appears to be in the economic interest of both countries to proceed therewith. A layout which has been identified is now under detailed study.

## Action against members of Security Branch

Q. 61. 497  
12/3/85  
\*8. Mr P G SOAL asked the Minister of Law and Order:

(1) Whether the South African Police have taken any action against the five members of the Security Branch of the South African Police found guilty by a judge of the Supreme Court in the case brought in 1984 by a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply; if not, why not; if so, (a) what action, (b) when and (c) what are the names of the (i) judge and (ii) person concerned;

(2) whether he has issued any instructions to members of the Security Branch concerning the treatment and interrogation of detainees as a result of this judgment; if not, why not; if so, what instructions?

## The MINISTER OF LAW AND ORDER:

(1) No. Arising from a civil action instituted against ten members of the Se-

curity Branch of the South African Police, only one member, and not five, was ordered by the presiding judge to pay a certain amount of money to the claimant. The claimant has lodged an appeal against the judgement. No departmental action has been taken against these members as such a step was not justified.

(2) No, because standing directives in this regard are considered adequate.

## Income Tax Act

\*9. Dr M S BARNARD asked the Minister of Finance:

(1) Whether he has received any representations concerning the reinstatement of section 16 of the Income Tax Act; if so, (a) from whom and (b) what was (i) the nature of the representations and (ii) his response thereto;

(2) whether he will make a statement on the matter?

## The MINISTER OF FINANCE:

(1) Yes.

(a) Representations were received from various professional bodies, such as for example the Dental Association of South Africa, the Federation of Societies of Professional Engineers, the Medical Association of South Africa and also from individual professional persons.

(b) (i) The necessity for professional persons to improve their qualifications, to keep abreast of developments in their fields and to maintain and foster their contacts with their colleagues in overseas countries.

(ii) The reinstatement of section 16 could not be sup-



*Handwritten: 12/3/85*  
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- (c) One.
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**The MINISTER OF WATER AFFAIRS:**

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- (b) March 1986.
- (c) The study has established that there are no major technical, legal or environmental reasons against such a project and it appears to be in the economic interest of both countries to proceed therewith. A layout which has been identified is now under detailed study.

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- (2) whether he will make a statement on the matter?

**The MINISTER OF FINANCE:**

- (1) Yes.
- (a) Representations were received from various professional bodies, such as for example the Dental Association of South Africa, the Federation of Societies of Professional Engineers, the Medical Association of South Africa and also from individual professional persons.
- (b) (i) The necessity for professional persons to improve their qualifications, to keep abreast of developments in their fields and to maintain and foster their contacts with their colleagues in overseas countries.
- (ii) The reinstatement of section 16 could not be supported.



- (4) whether he will make a statement on the matter?

The MINISTER OF TRANSPORT AFFAIRS:

- (1) No.

(a), (b) and (2) to (4) Fall away.

*Handwritten: Howard Q. 601.791*  
*Handwritten: employed/dismissed 20/3/85*  
 619. Mr D J N MALCOMESS asked the Minister of Transport Affairs:

- (1) Whether a certain person, whose name has been furnished to the South African Transport Services for the purpose of the Minister's reply, is or was employed by the Eastern Cape Region of the South African Transport Services;

- (2) whether he was dismissed; if so, (a) on what date, (b) by whom and (c) what are circumstances surrounding his dismissal?

The MINISTER OF TRANSPORT AFFAIRS:

- (1) Yes.

- (2) (a), (b) and (c) No, the person concerned was arrested on 16 November 1984 on a charge under the Internal Security Act (Act 74 of 1982). Although he was released on bail on 19 November 1984 he only reported back for duty on 5 December 1984 by which time he had already been regarded as having absconded.

It is normal practice to regard employees who are absent from duty for more than six days without informing his controlling officer of his whereabouts, as having absconded.

**Pinelands: pollution of rivers/streams/canals**

644. Dr A L BORRAINE asked the Minister of Water Affairs:

- Whether his Department took any action in 1984 in regard to the pollution of rivers, streams and canals which flow through Pinelands; if so, (a) what action, (b) in respect of which rivers, streams and canals and (c) with what results?

The MINISTER OF WATER AFFAIRS:

No, but regular monitoring of the El-sieskraal River, which flows through the Pinelands residential area and drain areas including the Parow and Goodwood industrial areas was undertaken. Analyses of the samples taken revealed no unusual results which pointed to pollution and no action was thus required.

- (a), (b) and (c) Fall away.

*Handwritten: Howard Q. 601.792*  
*Handwritten: Own Affairs 355A*  
*Handwritten: 20/3/85*

Unmarried/married women teachers

54. Mr R M BURROWS asked the Minister of Education and Culture:

- (1) Whether there are any differences in the conditions of service for unmarried and married women teachers in (a) his Department and (b) the provincial education departments; if so, (a) what are these differences and (b) why do they exist;

- (2) whether he or his Department has received any representations concerning any single female teachers living together with males in consequence of these differences; if so (a) from whom and (b) what was (i) the nature of the representations and (ii) his response thereto;

- (3) how many (a) married and (b) unmarried female teachers were there on the (i) permanent and (ii) temporary staff of his Department as at the latest specified date for which figures are available;

- (4) whether he will make a statement on the matter?

The MINISTER OF EDUCATION AND CULTURE:

- (1) (a) and (b) The conditions of service of married and unmarried female teachers are in the main the same. The marriage of a female teacher, however, brings about that continued employment/service retention is subject to certain conditions. In the following instances different conditions of service apply to married and unmarried female teachers:

- (i) Accouchement leave is only granted to married female teachers.

- (ii) Only unmarried female teachers appointed in a temporary capacity and earning less than R18 000 per year are admitted to the unemployment insurance fund in terms of the Unemployment Insurance Act.

- (iii) Married female teachers whose husbands are members of a medical fund are, in terms of the Medical Schemes Act, not admitted to the PSMAA.

- (iv) Both married and unmarried female teachers who are declared breadwinners qualify under specific circumstances for a 100% housing loan as well as for the payment of a housing subsidy and the cost of transfer.

- (v) Departments which provide a permanent relieving service do not normally appoint married female teachers on the permanent relieving staff as their marital circumstances bind them to one area and their husbands are subject to transfer.

- (2) No, and (a) and (b)(i) and (ii) fall away;

- (3) (a) and (b)(i) and (ii) in view of the fact that the conditions of service of single and married woman teachers are in the main the same, no statistics are being kept in this connection; and

- (4) No.

THURSDAY, 21 MARCH 1985

†Indicates translated version.

For written reply:

General Affairs:

Representations from certain association

517. Mr P G SOAL asked the Minister of Transport Affairs:

- (1) Whether he or any member of his Department has received any representations from a certain association, the name of which has been furnished to the Minister's Department for the purpose of his reply; if so, (a) when, (b) what was the (i) nature of the representations and (ii) response thereto and (c) what is the name of the association concerned;

- (2) whether scheduled air carriers will be allowed to operate in the Republic as an alternative to the South African Airways; if not, why not; if so, (a) under what circumstances and (b) where will they be allowed to operate;

- (3) whether he will make a statement on the matter?



- (4) whether he will make a statement on the matter?

The MINISTER OF TRANSPORT AFFAIRS:

- (1) No.

(a), (b) and (2) to (4) Fall away.

*Handwritten: Q. 61. 791*  
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- (2) No, and (a) and (b)(i) and (ii) fall away;

- (3) (a) and (b)(i) and (ii) in view of the fact that the conditions of service of single and married woman teachers are in the main the same, no statistics are being kept in this connection; and

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- (3) whether he will make a statement on the matter?



in infant colic and in infants under six months of age is currently being investigated by the Council and a decision in this regard is to be taken at its meeting on 19 April 1985.

#### *Hemson* Institutions/centres for disabled persons

*Q. 601. 823 25/3/85*  
642. Dr M S BARNARD asked the Minister of Co-operation, Development and Education:

- (1) Whether his Department has statistics on (a) institutions for disabled persons and (b) handicraft centres in the national states; if not, why not; if so,

- (2) how many (a) institutions for the (i) blind, (ii) deaf and (iii) physically disabled and (b) handicraft centres are there in (aa) KwaZulu, (bb) Owa-Owa, (cc) Lebowa, (dd) Gazankulu and (ee) KaNgwane at present;

- (3) in respect of what date are these statistics furnished?

#### The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

- (1) (a) Yes, in respect of schools only.

- (b) No, because handicraft centres are not controlled by the Education Departments.

- (2) (a) (aa) (i) 2 schools.

- (ii) 2 schools.

- (iii) 1 school.

- (bb) (i) 1 school.

- (ii) 1 school.

- (iii) None.

- (cc) (i) None.

- (ii) None.

- (iii) 1 school.

- (dd) (i) None.

- (ii) 1 school.

- (iii) 1 school.

- (ee) (i), (ii) and (iii) None.

- (b) Not applicable.

- (3) Figures are as on 1 March 1984.

KwaZulu has four schools of which one caters for both death and blind pupils.

Owaqa has only one school which caters for both deaf and blind pupils. Gazankulu has only one school which caters for both death and physically disabled pupils.

*Hemson*  
*Q. 601. 824 25/3/85*  
661. Mr R M BURROWS asked the Minister of Manpower:

- (1) Whether any legal and/or illegal strikes occurred in the Pinetown/New Germany industrial area in the latest specified year for which figures are available; if so, how many (a) legal and (b) illegal strikes;

- (2) whether the South African Police were called in respect of any of these strikes; if so, (a) on how many occasions, (b) how many persons were involved in (i) legal and (ii) illegal strikes in each race group in this area and (c) what were the causes of these strikes?

#### The MINISTER OF MANPOWER:

- (1) According to the records of the Department of Manpower there were no legal strikes in the Pinetown/New Germany industrial area during 1984.

- (a) Falls away.

- (b) 29.

- (2) The Department of Manpower is not aware of and does not keep a record

of Police involvement in strike action.

- (a), (b) and (c) fall away.

Footnote: In regard to 1(b) above, the position is as follows:

Workers involved	
Whites	None
Coloureds	48
Asians	746
Members of the Black Population group	4464

Reasons	
Wages	11
Disciplinary measures	5
Conditions of employment	11
Other reasons (Retrenchment)	2

*Hemson*  
*Q. 601. 825 25/3/85*  
668. Mr P A MYBURGH asked the Minister of Defence:

- (a) When was the South African Army Women's College in George established, (b) what were the reasons for establishing the college at that time, (c) how many trainees were based at the college in each specified year since its establishment up to the latest specified year for which figures are available and (d) what is the nature of the training given at this college?

#### The MINISTER OF DEFENCE:

- (a) In 1977 as a development of the Civil Defence College which was established in 1970.

- (b) The reason for the establishment of the Civil Defence College was to train young women as future leaders in Civil Defence and to motivate them to perform community service. When the SA Army College was established the rôle was changed to train young women

—In military skills with a view to attestation in the Permanent Force and the Citizen Force and Commandos.

—To prepare them more fully to play a leading rôle in the South African community.

(c)	1971	128
	1972	137
	1973	146
	1974	152
	1975	147
	1976	150
	1977	151
	1978	229
	1979	232
	1980	222
	1981	309
	1982	309
	1983	330
	1984	166
	1985	211

Note: Between 1978 and 1983 there were two intakes per year.

- (d) It consists of practical and theoretical training in the following subjects:

Squad drill, marksmanship and field craft, first aid, military traditions and customs, personnel, stores and pay administration, telecommunications, fundamentals of civil defence, fire fighting, self defence, physical training and leadership training.

#### South African Army Women's College

669. Mr P A MYBURGH asked the Minister of Defence:

- (1) (a) What was the staff establishment of the South African Army Women's College at George as at the latest specified date for which figures are available and (b) in respect of what posts are these figures given;

- (2) whether all the members of the college staff are uniformed members of the South African Defence Force; if not, (a) why not, (b) how many (i) are and (ii) are not uniformed members of the Defence Force and (c) (i) what categories of posts are filled by persons not in uniform and (ii) how

many such persons are serving in each of these categories; if so,

*Note:* Two posts are at present vacant on the authorized staff establishment.

- (3) whether this college employs any other persons who are not members of the Defence Force; if so, (a) how many and (b) in what posts?

### The MINISTER OF DEFENCE:

As on 31 January 1985.

- (1) (a) 13  
35  
85  
(2) No.
- (b) Officers  
Other ranks  
Civilians

- (a) Certain personnel in every unit, due to the nature of their tasks, do not require military training or need to fall under military discipline. There is usually also a high turn over with regard to such personnel.

- (b) (i) 48  
(ii) 83.

- (c) (i) Registry clerks 2  
Typists 2  
Switch Board operator 1  
Secretary 1  
Funds and Institutions clerk 1  
Ration clerk 1  
Laundry personnel 18  
Seamstresses 2  
Cooks 4  
Ledger clerk 1  
Librarian 1  
Barrack clerk 1  
Messenger 1  
Mess labourers 12  
Waiters 2  
Gardeners 10  
Cleaners 10  
Guards 5  
Boiler attendant 1  
Handy-men 4  
Team Leader 1  
Magazine assistant 1  
Supervisor 1
- (ii)

- (3) (a) and (b) Fall away.

### South African Army Women's College

670. Mr P A MYBURGH asked the Minister of Defence:

- (a) What total amount was budgeted for the South African Army Women's College in George in the latest financial year for which figures are available and (b) (i) on what specified items was this money spent and (ii) what amount was spent per item?

### The MINISTER OF DEFENCE:

- (1) (a) Financial year 1983-84  
R1 805 907

- (i) Personnel R1 676 409  
—Salaries and wages  
—Allowances  
—Bonusses, etc.

- Administration R16 000  
—Subsistence and travel allowance  
—Train and air transport other than departmental transport, etc.

- Logistics R113 498  
—Weapons and ammunition

- Fuel, oil and lubricants  
—Clothing  
—Furniture  
—Spares  
—Vehicles  
—Training aids  
—Rations  
—Cleaning materials, etc.

### South African Army Women's College

672. Mr P A MYBURGH asked the Minister of Defence:

- (1) (a) For what period are women at the South African Army Women's College in George required to volunteer

for service in the South African Defence Force and (b) what (i) was the salary structure and (ii) were the other specified benefits applicable to these trainees as at the latest specified date for which figures are available;

- (2) whether these trainees are allowed to leave the Force before the expiry of this period; if not, why not; if so, (a) in what manner and (b) what is the minimum period they have to serve before they may leave the Force;
- (3) (a) what percentage of women who were trained at this college and who subsequently volunteered, joined the Permanent Force after the expiry of their initial training period, during the latest specified period of five years for which figures are available and (b) in what capacities do or did they serve?

pliable to National Servicemen.

- (2) Yes

- (a) By means of purchase with the permission of her parent/guardian on payment of purchase money of R100.

- (b) There is no minimum period of service prescribed.

- (3) (a) 15% since 1980. Some of them were students at the College before 1980 and joined the Permanent Force after 1980 after they had undergone tertiary education.

- (b) Personnel clerks  
Stores clerks  
Telecommunication operators  
Technical draughtsmen and photographers  
Air Traffic Controllers  
Physical Training instructors  
Intelligence clerks  
Nurses  
Social workers  
Finance clerks  
Regimental instructors.
- A number of these members have also been promoted to the officer ranks

### The MINISTER OF DEFENCE:

- (1) (a) One Year

- (b) (i) A Student's basic military pay is the same as that of a National Serviceman i.e. R5.19 per day. A supplementary allowance for a degree/diploma is, as is the case with national Servicemen, paid as follows:

- 3 years study—50 cents per day  
4 years study—R1.00 per day  
5 years study—R2.00 per day

- (ii) As on 15 March 1985. Free accommodation, uniform, medical- and dental services, transport by train during one seven day-leave period and the attendance of SA Defence Force, provincial and national sports meetings and benefits such as travelling concessions ap-

### South African Army Women's College

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- (2) whether these trainees are allowed to leave the Force before the expiry of



in infant colic and in infants under six months of age is currently being investigated by the Council and a decision in this regard is to be taken at its meeting on 19 April 1985.

### *Hemond* Institutions/centres for disabled persons

*Q. Col. 823 25/3/85*

642. Dr M S BARNARD asked the Minister of Co-operation, Development and Education:

- (1) Whether his Department has statistics on (a) institutions for disabled persons and (b) handicraft centres in the national states; if not, why not; if so,

- (2) how many (a) institutions for the (i) blind, (ii) deaf and (iii) physically disabled and (b) handicraft centres are there in (aa) KwaZulu, (bb) Qwa-Qwa, (cc) Lebowa, (dd) Gazankulu and (ee) KaNgwane at present;

- (3) in respect of what date are these statistics furnished?

### The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

- (1) (a) Yes, in respect of schools only.

- (b) No, because handicraft centres are not controlled by the Education Departments.

- (2) (a) (aa) (i) 2 schools.

- (ii) 2 schools.

- (iii) 1 school.

- (bb) (i) 1 school.

- (ii) 1 school.

- (iii) None.

- (cc) (i) None.

- (ii) None.

- (iii) 1 school.

- (dd) (i) None.

- (ii) 1 school.

- (iii) 1 school.

- (ee) (i), (ii) and (iii) None.

- (b) Not applicable.

- (3) Figures are as on 1 March 1984.

KwaZulu has four schools of which one caters for both death and blind pupils.

Qwaqwa has only one school which caters for both deaf and blind pupils. Gazankulu has only one school which caters for both death and physically disabled pupils.

*Hemond*  
*Q. Col. 824 25/3/85*  
661. Mr R M BURROWS asked the Minister of Manpower:

- (1) Whether any legal and/or illegal strikes occurred in the Pinetown/New Germany industrial area in the latest specified year for which figures are available; if so, how many (a) legal and (b) illegal strikes;

- (2) whether the South African Police were called in respect of any of these strikes; if so, (a) on how many occasions, (b) how many persons were involved in (i) legal and (ii) illegal strikes in each race group in this area and (c) what were the causes of these strikes?

### The MINISTER OF MANPOWER:

- (1) According to the records of the Department of Manpower there were no legal strikes in the Pinetown/New Germany industrial area during 1984.

- (a) Falls away.

- (b) 29.

- (2) The Department of Manpower is not aware of and does not keep a record

of Police involvement in strike action.

- (a), (b) and (c) fall away.

Footnote: In regard to 1(b) above, the position is as follows:

Workers involved	
Whites	None
Coloureds	48
Asians	746
Members of the Black Population group	4 464

Reasons	
Wages	11
Disciplinary measures	5
Conditions of employment	11
Other reasons (Retrenchment)	2

*Hemond*  
*Q. Col. 825 25/3/85*  
668. Mr P A MYBURGH asked the Minister of Defence:

- (a) When was the South African Army Women's College in George established, (b) what were the reasons for establishing the college at that time, (c) how many trainees were based at the college in each specified year since its establishment up to the latest specified year for which figures are available and (d) what is the nature of the training given at this college?

### The MINISTER OF DEFENCE:

- (a) In 1977 as a development of the Civil Defence College which was established in 1970.

- (b) The reason for the establishment of the Civil Defence College was to train young women as future leaders in Civil Defence and to motivate them to perform community service. When the SA Army College was established the rôle was changed to train young women.

—In military skills with a view to attestation in the Permanent Force and the Citizen Force and Commandos.

—To prepare them more fully to play a leading rôle in the South African community.

(c)	1971	128
	1972	137
	1973	146
	1974	152
	1975	147
	1976	150
	1977	151
	1978	229
	1979	232
	1980	222
	1981	309
	1982	309
	1983	330
	1984	166
	1985	211

Note: Between 1978 and 1983 there were two intakes per year.

- (d) It consists of practical and theoretical training in the following subjects:

Squad drill, marksmanship and field craft, first aid, military traditions and customs, personnel, stores and pay administration, telecommunications, fundamentals of civil defence, fire fighting, self defence, physical training and leadership training.

### South African Army Women's College

669. Mr P A MYBURGH asked the Minister of Defence:

- (1) (a) What was the staff establishment of the South African Army Women's College at George as at the latest specified date for which figures are available and (b) in respect of what posts are these figures given;

- (2) whether all the members of the college staff are uniformed members of the South African Defence Force; if not, (a) why not, (b) how many (i) are and (ii) are not uniformed members of the Defence Force and (c) (i) what categories of posts are filled by persons not in uniform and (ii) how



many such persons are serving in each of these categories; if so,

*Note:* Two posts are at present vacant on the authorized staff establishment.

- (3) whether this college employs any other persons who are not members of the Defence Force; if so, (a) how many and (b) in what posts?

#### The MINISTER OF DEFENCE:

As on 31 January 1985.

- (1) (a) 13  
35  
85  
(b) Officers  
Other ranks:  
Civilians

- (a) Certain personnel in every unit, due to the nature of their tasks, do not require military training or need to fall under military discipline. There is usually also a high turn over with regard to such personnel.

- (b) (i) 48  
(ii) 83.

- (c) (i) (ii)
- |                              |    |
|------------------------------|----|
| Registry clerks              | 2  |
| Typists                      | 2  |
| Switch Board operator        | 1  |
| Secretary                    | 1  |
| Funds and Institutions clerk | 1  |
| Ration clerk                 | 1  |
| Laundry personnel            | 18 |
| Seamstresses                 | 2  |
| Cooks                        | 4  |
| Ledger clerk                 | 1  |
| Librarian                    | 1  |
| Barrack clerk                | 1  |
| Messenger                    | 1  |
| Messlabourers                | 12 |
| Waiters                      | 2  |
| Gardeners                    | 10 |
| Cleaners                     | 10 |
| Guards                       | 5  |
| Boiler attendant             | 1  |
| Handy-men                    | 4  |
| Team Leader                  | 1  |
| Magazine assistant           | 1  |
| Supervisor                   | 1  |

- (3) (a) and (b) Fall away.

#### South African Army Women's College

670. Mr P A MYBURGH asked the Minister of Defence:

- (a) What total amount was budgeted for the South African Army Women's College in George in the latest financial year for which figures are available and (b) (i) on what specified items was this money spent and (ii) what amount was spent per item?

#### The MINISTER OF DEFENCE:

- (1) (a) Financial year 1983-84  
R1 805 907

- (i) (ii)
- |                     |            |
|---------------------|------------|
| Personnel           | R1 676 409 |
| —Salaries and wages |            |
| —Allowances         |            |
| —Bonuses, etc.      |            |

- Administration R16 000

- Substance and travel allowance  
—Train and air transport other than departmental transport, etc.

- Logistics R113 498

- Weapons and ammunition  
—Fuel, oil and lubricants  
—Clothing  
—Furniture  
—Spares  
—Vehicles  
—Training aids  
—Rations  
—Cleaning materials, etc.

#### South African Army Women's College

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for service in the South African Defence Force and (b) what (i) was the salary structure and (ii) were the other specified benefits applicable to these trainees as at the latest specified date for which figures are available;

pliable to National Servicemen.

- (2) Yes  
(a) By means of purchase with the permission of her parent/guardian on payment of purchase money of R100.

- (b) There is no minimum period of service prescribed.

- (2) whether these trainees are allowed to leave the Force before the expiry of this period; if not, why not; if so, (a) in what manner and (b) what is the minimum period they have to serve before they may leave the Force;  
(3) (a) what percentage of women who were trained at this college and who subsequently volunteered, joined the Permanent Force after the expiry of their initial training period, during the latest specified period of five years for which figures are available and (b) in what capacities do or did they serve?

- (3) (a) 15% since 1980. Some of them were students at the College before 1980 and joined the Permanent Force after 1980 after they had undergone tertiary education.

- (b) Personnel clerks  
Stores clerks  
Telecommunication operators  
Technical draughtsmen and photographers  
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Nurses  
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- 3 years study—50 cents per day  
4 years study—R1,00 per day  
5 years study—R2,00 per day

South African Army Women's College  
673. Mr P A MYBURGH asked the Minister of Defence:

- (ii) As on 15 March 1985. Free accommodation, uniform, medical- and dental services, transport by train during one seven day-leave period and the attendance of SA Defence Force, provincial and national sports meetings and benefits such as travelling concessions applicable to National Servicemen.

- (1) (a) For what period are women at the South African Army Women's College in George required to attest with the South African Defence Force and (b) what (i) was the salary structure and (ii) were the other specified benefits applicable to these trainees as at the latest specified date for which figures are available;

- (2) whether these trainees are allowed to leave the Force before the expiry of



## New union will fight for 'maternity leave'

THE newly-formed South African Black Municipal and Allied Workers' Union's women unit has resolved to intensify their fight for maternity leave and to mobilise women in trade unionism.

The resolution was taken at the launching of the unit at a meeting attended by over 200 people at the Ipelegeng Centre, Soweto, at the weekend.

The emotion-charged meeting took this decision after complaints by most participants that women were often dismissed from their jobs when they go on maternity leave.

Maternity leave has become a contentious issue in recent days as trade unions press to include it when negotiating for recognition agreements with management.

### Liquor boycott

The meeting also resolved to intensify the boycott of the Oranje-Vaal Development Board's liquor outlets in an attempt to pressurise the board to re-employ 30 sacked workers at Jwala-Ba-Sesotho depot near Sebokeng.

The workers were dismissed after going on strike demanding the reinstatement of their colleagues. The union has since declared a dispute with the board over the issue.

Other resolutions include:

- Intensifying education and political awareness among women;
- To encourage more women to participate in trade unionism; and
- To fight for women's rights in the industry.

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Soweto 19/2/85

353A

MO



# Union clinches deal

THE Commercial Catering and Allied Workers' Union of South Africa has negotiated a "maternity agreement" with Metro Cash 'n Carry.

According to a spokesman, the agreement breaks new ground in the struggle against oppression of women because it provides a wide range of protective measures and rights for working women.

It entrenches the right of women to have children and lead a normal life while working without the welfare of themselves or their children being detrimentally affected.

The following are some of the aspects to the agreement:

All permanent female employees are entitled to a maximum of 12 months maternity leave with a guaranteed right to return to work.

Contributions to the medical aid scheme will be carried in full by the company for the period of leave and

It will be the choice of pregnant women when to take maternity leave provided this is not sooner than four months before the expected date of birth and provided she returns not later than eight months after confinement.

Sawyer  
11/3/85

12/3/85

12/1/85

355A



RAM 4/3/85 355A 124 PM  
THE lack of adequate protection for working mothers and pregnant workers is increasingly being seen by the emerging union movement as a high priority issue.

The Commercial, Catering and Allied Workers' Union (Ccawusa) has moved into the forefront of this struggle over the rights of women who wish to work at the same time as having children and leading a normal family life.

Last week Ccawusa signed a pioneering maternity agreement with Metro Cash and Carry, providing up to 12 months maternity leave, seven of them paid leave.

This makes it the second paid maternity leave agreement, the first being signed between the Chemical Workers' Industrial Union (CWIU) and NCS Plastics of Pinetown last year.

An important feature is a section which could be the country's first health and safety agreement for pregnant employees, ensuring "comprehensive health and safety" while at work.

The agreement includes the payment of medical aid contributions by the company for the leave period, and the payment of wages for seven months, which adds up to 78% of the women's salary when Unemployment Insurance payouts are included.

Another advance is that the agreement is highly flexible, allowing women to take their leave and pay as it suits them.

There is a paternity leave section for male employees who will be entitled to three days paid leave before or after the birth of the child — and as a bonus, the company will provide employees who give birth R100 worth of baby food.



Smelter 20/3/85

355A

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# Maternity leave pact signed

By JOSHUA RABOROKO

THE Kirsch Group's Metro Cash and Carry and the Commercial, Catering and Allied Workers Union have signed the most comprehensive paternity and maternity agreement yet negotiated in South Africa's labour scene.

It also included a series of prominent features such as time-off for fathers and a lengthy section dealing with the health and safety of mothers and their children.

The agreement is divided into the following sections: Protection of employment, maternity leave, paternity leave, right to return to work, social security schemes, financial assistance, ante-natal, post-natal checks, child care, health, safety and general principles.

Some of the main aspects of the leave include:

- All permanent female employees are entitled to a maximum of 12

months with guaranteed right to return to work.

- Contributions to the medical aid scheme will

be carried in full by the company for the period of leave.

- Male employees shall

be entitled to three days paid paternity leave taken during or after the birth of a child.



City Council and/or (b) any other specified body; if so, (i) when, (ii) from whom and (iii) what was (aa) the nature of the requests and (bb) its response thereto;

- (2) whether the Cape Town City Council previously had control of these pools; if so, (a) why, (b) when and (c) (i) when and (ii) why was control transferred to this Development Board;
- (3) whether this Development Board has reached a decision regarding this request; if not, why not; if so, what is the decision?

# THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(1) (a) Yes.

(b) No.

(i) 1 March 1985.

(ii) The City Council of Cape Town.

(iii) (aa) That the City Council of Cape Town take over on refundable basis the maintenance and control of the Langa and Guguletu Swimming Pools.

(bb) The request is still under consideration.

(2) Yes.

(a) Because the City Council of Cape Town was previously responsible for the running and administration of Black townships in its area.

(b) From the time these pools were constructed more than 20 years ago till 1973.

(c) (i) The City Council of Cape Town continued after 1973 to undertake the maintenance only of these pools on a refundable basis since the City Council was better equipped to provide this service. The City Council withdrew this maintenance service due to the 1976/77 riots.

(ii) Control and maintenance functions were transferred to the then Administration Board in terms of the Black Affairs Administration Act, 1971 (Act 45 of 1971).

(3) No final decision has yet been reached. The Development Board is in the process of restoring these pools and is also investigating three alternatives in respect of the maintenance of these pools, namely by (i) rendering the maintenance service itself, (ii) entering into an agreement with the City Council of Cape Town, or (iii) obtaining the services of a private contractor.

Mr K M ANDREW: Mr Speaker, arising out of the reply of the hon the Minister, does he have any idea whether this decision is likely to be made before the next summer starts in October/November?

The MINISTER: Mr Speaker, we have requested the development board to make sure that those pools are available at the beginning of the new season.

## White male persons

\*11. Mr B B GOODALL asked the Minister of Constitutional Development and Planning:

How many White male persons over the age of 85 years were there in the Republic as at the latest specified date for which figures are available?

†The MINISTER OF LAW AND ORDER (for the Minister of Constitutional Development and Planning):

According to the Population Census of 6 May 1980, the number was 5 727.

## Chiropractors/homeopaths

\*12. Dr M S BARNARD asked the Minister of Co-operation, Development and Education:

(1) Whether there are any faculties for the training of (a) chiropractors and (b) homeopaths at any university controlled by his Department; if so, at which specified universities; if not,

(2) whether such faculties are to be established at any university controlled by his Department; if not, why not; if so, (a) at which universities and (b) when?

## THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(1) (a) and (b) No.

(2) No. To date no requests in this regard have been received from any university or other body.

## Unemployment Insurance Fund: married women teachers

\*13. Mr R M BURROWS asked the Minister of Manpower:

(1) Whether, with reference to his reply to Question No 25 on 4 July 1984, the investigation into the inclusion of married women teachers as contributors to the Unemployment Insurance Fund has been completed; if not, (a) why not and (b) when is it anticipated that the investigation will be completed;

(2) whether any organizations were consulted in this regard; if so, which organizations;

(3) whether the (a) memorandum and (b) recommendations referred to in the above-mentioned reply will be made public; if not, why not; if so, when;

(4) whether he will make a statement on the matter?

†The MINISTER OF MANPOWER:

(1) No.

(a) Before a final decision can be taken on the withdrawal of Government Notice 2117 of 1 September 1950, a Provisional Notice has to be published in the *Government Gazette* and in various newspapers, setting out the fact that temporary married women teachers who are at present excluded from contributing to the Unemployment Insurance Fund will be regarded as contributors as from a to be determined date. Interested parties who may have any objections to the inclusion of such married women teachers as contributors are invited in the Provisional Notice to submit objections in writing within a period of 30 days of the publication of the Provisional Notice. The Provisional Notice is presently being prepared by the Department of Manpower for publication.

(b) Not known at this stage.

(2) Yes. The Administration: House of Representatives (Department of Education and Culture) and the Administration for Indian Own Affairs (Department of Budgetary and Auxiliary Services).

(3) (a) and (b) The memorandum submitted to the Unemployment Insurance Board is an internal office document prepared by the Department of Manpower for the information of the Board and as the deliberations of the Board are of a strictly confidential nature the memorandum and recommendations of the Board will not be made public.

(4) No, not at this stage.



City Council and/or (b) any other specified body; if so, (i) when, (ii) from whom and (iii) what was (aa) the nature of the requests and (bb) its response thereto;

- (2) whether the Cape Town City Council previously had control of these pools; if so, (a) why, (b) when and (c) (i) when and (ii) why was control transferred to this Development Board;
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#### THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

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(2) whether such facilities are to be established at any university controlled by his Department; if not, why not; if so, (a) at which universities and (b) when?

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*Handwritten:* 355A, 28/5/85, Howard women teachers Q 20/1617

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(4) No, not at this stage.



# Sexual harassment at work 'increasing'

*Sowetan - 18/4/85*  
THE use of sexually insulting language and assaults on black women workers by their managers on the factory floor is on the increase and causing concern among trade unionists.

Women workers have claimed that they have been insulted, victimised and harassed by their managers, according to an organiser of National Union of Clothing Workers, Mr Anthol Margolis.

He revealed that a garment worker, Ms Nomsa Sekgwari, recently received R120 damages from her employer who had used sexually insulting language towards her.

The money was in addition to any other monies owed to the worker by the factory and included holiday pay, wages and other benefits.

The union was prepared to take the matter to court and lay charges against the manager, but an out-of-court settlement was reached between the parties.

The settlement was reached after an agreement that;

- the worker agreed to the settlement;
- an official from the union addressed all the workers at the factory and explained the details of the case, and that
- an article be published in the media, and one of the conditions was that the name of the firm should not be mentioned.

Mr Margolis warned that in future the union will take a "very serious view" of managers who insult, harass or intimidate workers on the factory floor because these allegations might constitute "an unfair labour practice".



WOMAN



Some of the models from Studio Three in the city are enjoying soft drinks after the Culture Vulture designers show last weekend.

# Domestics also need to feel well cared for

Sowetan 19/4/85 355A

A domestic worker is an employee and should, therefore, have working conditions and a pay agreement in the same way as anyone else.

It may be desirable to have a simple written employment contract, which clearly states the terms of employment. This is part of the moti-

vation in a document written by the Transvaal Council of the South African Jewish Board of Deputies, which is concerned with the improvement of race relations in South Africa. The leaflet was issued to Jewish employers with domestic servants. The leaflet includes

- suggestions such as:
- Conditions of employment should be discussed when a domestic worker is engaged, to ensure that he/she understands and accepts the following:
  - The monthly or weekly salary to be paid;
  - The duties expected;
  - The hours of work,

time off, rates for overtime, pay increases, bonus pension or other old-age provisions, period of notice.

It is generally accepted that domestic workers are provided with uniforms and meals. Living-out workers will, of course, need to know which meals will be provided at work and the travel allowance.

## Rooms

Living-in domestic workers should be comfortable and their rooms should have electricity as well as bathing and toilet facilities, with hot and cold running water. As this will be where your employee spends most of his/her time and leisure hours, it is essential that they should have some facilities for receiving family, visitors and friends.

A domestic worker may, at a personal level be a father, mother, grandparent and often the head of a household. At a community level, he/she may well be a person of some standing, occupying a position of responsibility. Over the period of employment, one should determine one's employee's surname, the names of their next of kin and their addresses.

Some understanding of African customs may help to explain the behaviour of African employees, which might otherwise be considered odd, or even objectionable.

## Habits

Different attitudes and habits need to be understood for better communication to be achieved.

Funerals are important family occasions. Ancient tradition holds that it is an insult to the spirit of departed relatives, not to attend funerals. By granting an employee the time and opportunity to participate in these rites, the employer demonstrates much compassion and good will.

The aged generally, must be respected. Especially if your domestic worker is middle aged or elderly, remember to make your children aware of this fact.

They do not greet a superior or older person first — they wait to be addressed, then respond. They might feel it is rude to answer "No" when asked, "Do you understand?" even if they do not.

Due to language differences, it is necessary to communicate in clear and straightforward terms.



By WENDY FRAENKEL  
MEN will be taking a back seat when 27 coloured women get behind the driving wheel with PE Tramways next month.

This will be the first time the company has employed women bus drivers, although women have been driving buses in Cape Town and Bloemfontein for some time now.

Mrs Gabby Kriel, public relations officer for PE Tramways, said the need to employ the women had been accentuated by lack of suitable men for the job.

"Men seem to prefer working in industry in the city — especially because this means avoiding the shift work they are expected to do as bus drivers.

"In fact, things got so bad about five years ago that we had to resort to employing contract workers from Ciskei and Transkei.

"This arrangement is not really satisfactory as these men are separated

# 27 women soon to drive buses

from their families, and not many stay for long," she said.

The company "had to start somewhere" and advertised for coloured women drivers a few months ago.

"The reason for advertising for coloured women was that we found the majority of them seemed to have licences whereas black women do not," she said.

"The response to the advert was absolutely

amazing and as many as 200 women applied — a few of them white women. The standard of their driving was very high indeed.

"Those who were employed have just attained their heavy duty licences and are due to undergo a further three to four weeks' training at our depot in Valley Road where they will be taught the bus routes, the policies of the company and the mechanics of the bus itself,"

she said.

Mrs Kriel said the women drivers would be treated no differently from their male counterparts. They would work the same hours, wear the same uniform, except the cap, and get the same salary.

The only initial difference was that they would cover the city's southern routes. Once they had mastered these they would be put on the northern area routes as well.

355A



# Women stand up to be counted

**B**lack women in this country experience the worst kind of oppression and are the least considered when it comes to basic human rights.

Over and above the oppression experienced by their menfolk, black women are also faced with sexism which is why they believe that nobody, besides them, can do much about the problem.

This is one of the reasons why the Federation of Transvaal Women (Fedtraw) an affiliate of the Federation of South African Women (Fedsaw), was launched last year.

## Sister Barnard is at the helm

By SELLO RABOTHATA

The SOWETAN learnt this, and many more, from Fedtraw's first president, Sister Barnard Ncube, who added that women have to understand that they need a united body to realise their aspirations and goals. The organisation is also affiliated to the United Democratic Front (UDF).

Sister Barnard Ncube, who has been involved in community work and has had numerous

wards the needs of all people who are affected by the oppression brought about by the whole system.

She said Fedtraw was launched because they realised that Fedsaw did not have its own constituency in the Transvaal. Its aim is to mobilise women and to be a loud voice in the provinces local and regional issues. It is composed of 20 women's organisations in the province and its power lies at the local levels.

Sister Barnard said: "We deal with everyday matters that affect us as women, as well as community problems such as rents, health, schools, and many more that we are faced with."

### Relevant

"This is one of the reasons we have organisations like the Driefontein Women's Group, Soweto Women's Group and all others in areas that are relevant and functioning as non-Government organisations."

She said on the organisation's achievements



**FEDTRAW PRESIDENT: Sister Barnard Ncube motivated by the Bible.**

and problems, there was not much to say. Her confrontations with police are "part and parcel of what we are as long as we are involved in non-Government work."

The body is interested in motherhood and no woman is exempted, even Manyano groups are welcomed. They are not accepted as individ-

uals but as a group.

Sister Barnard works at the St Mary's Convent in Kagiso 1. She is soft-spoken but very aggressive towards her work. She sees herself as a servant of God and because of her belief in him, foresees no problems in the organisation's struggle towards achieving its goals.

*Herald 25/4/83*  
**Focus on  
working  
women**

WOMEN factory workers are probably one of our society's most ignored groups of people, always considered as someone's daughter or wife or sister, seldom as workers — productive members of the economy — in their own right.

The Institute for Black Research in Durban has compiled what must be one of the first books to attempt to describe the lives of the faceless women who make the clothes we wear, the tea we drink, or who clean the buildings we work or live in.

*Factory and Family*, edited by Prof Fatima Meer, is based on interviews with nearly 1 000 black, Indian and coloured women in the greater Durban area and contains extensive quotes in the words of the interview subjects themselves as well as statistics on key aspects.

Women find themselves doubly exploited first as workers and

then as women, by their employers and their own families. They are paid less than men at work, do not have the same promotion prospects, and go home at night simply to do the housework they could not do during the day.

One of the book's main purposes appears to be to give women workers themselves a sense that they are not alone in their problems.

The book is produced for the people it is about and manages, in an appealing and accessible way through many illustrations and a readable text, to portray them with a dignity and sympathy they are seldom accorded.

The book's main strength is on a personal level, describing small but telling details of the daily lives of its subjects, and anyone, from employers to housewives and school children, would gain understanding and insight by reading it. SH



# Province accused of 'taking all and giving nothing' from Cape nurses over longer hours.

W/E Argus 4/5/85  
355A

NURSES employed by the Cape Department of Hospital Services, already working longer hours than most other Cape Provincial Administration workers, are bitterly angry at orders that they must now work 12½-hour days.

The austerity measures announced by the Administrator, Mr Gene Louw, which affect all Province workers, come in addition to:

- Bonus cutbacks;
- Retraction of a promised half-day off a week;
- Removing lunch-hour time from working hours;
- Refusal of salary increases for the second year running.

And angry nurses accuse the Provincial Administration of "taking everything and giving nothing in return".

However, they say they are powerless to do anything. If they were to take action, they would risk losing their jobs, they say.

## — Carry on working —

"Only about 1 000 people would be prepared to stand up against this. The other 5 000 will carry on working," said one angry nurse.

"At present employment is frozen in hospital services and we won't easily get jobs somewhere else."

None of the nurses speaking to Weekend Argus was prepared to be named, for fear of retribution.

They feel they should not be included in regulations applying to public servants generally, but that they should be treated separately, as part of the medical profession.

"We are professional people who are highly qualified," said another nurse. "I don't consider myself on the same level as the tax clerk. We are an essential service which applies to all medical people."

Nurses say the extra 2½ hours a week they have been instructed to work would mean they would either have to cut back on their lunch-time or get home later, which would have a detrimental effect on their family lives.

Nursing was one of the essential cornerstones in society and "this move is going to make future nurses reluctant to join the profession," they said.

## Pay cutback

The feeling of many nurses is that they should get their qualifications — and then leave the CPA.

"Why should we stay — they offer us nothing and we can get private employment with normal working hours and better pay," an unhappy nurse said.

At present, nurses work a 48-hour week — compared to the average 40-hour week of many other professions. Shifts for most nurses are either from 7am to 7pm or the night shift from 7pm to 7am. Night shift hours will not be increased but extra pay normally received for night duty will be cut back.

"The nurses are furious about these extended hours and benefit cuts," said a nursing sister.

Many nurses say they cannot understand how this extra half an hour a day will put money in Government coffers.

"What must we do with the extra half an hour a day? We cannot re-wash a patient or re-make a bed and our shifts are so well organised that they overlap anyway."

Some nurses said they felt the Provincial Administration "just takes from us all the time but gives nothing in return".

Mr Robert Engela, Provincial Hospital Services public relations officer, said there is tremendous pressure on health services, as on other services.

"It is just one of those things no one can do anything about."

355A

## Nurses warn cutbacks will affect patients

Argus Correspondent

PRETORIA. — South Africa's nursing associations have warned the Government that a reduction in nursing staff could adversely affect patient care.

And it was recommended that nursing posts be abolished "only with the greatest circumspection", the South African Nursing Association (Sana) publication, Nursing News, reports.

Although nursing posts were being decreased the patient load was increasing with the recession, a delegation from Sana and the SA Nursing Council told the late Minister of Health and Welfare, Dr C V van der Merwe.

Unemployment had led to a greater demand for public health services and health problems were increasing.

The reduction in public health facilities caused further problems with a higher rate of bed occupancy, shorter hospital stays and more seriously ill patients — all of which placed greater demands on nurses.

"A point can be reached when patient care is no longer safe," Nursing News warns.

Another factor lowering the morale of nursing staff was the extra two and a half hours a week they had to work.



## SA women make some headway

Own Correspondent

CAPE TOWN — Although the number of working women had trebled since the mid-'60s, they held only 12 percent of managerial positions, Mrs Margaret Lessing, director of the Women's Bureau said last week.

Mrs Lessing was speaking at the Public Relations Institute of South Africa conference on the social responsibility of business.

Research showed there was still discrimination in almost every sphere and women felt they were considered a cheap source of labour, she said.

However, in many instances, South African women had come closer than women in many other countries, to the goals of the International Decade for Women — equality, development, peace, employment, health, education, Mrs Lessing said.

This would be reflected in reports to be presented at the Women's Bureau's international conference to mark the end of the Decade for Women in Cape Town next week, she said.

The conference will coincide with a women's week organised by commerce, industry and tourism in aid of the Peninsula School Feeding Scheme.

Prominent women from six countries will take part in the conference, and the South African National Gallery will mount the first major exhibition of South African Women artists.

By LINDA PIETERSEN  
Weekend Argus Reporter

The Cape Director of Hospital Services and the Administrator have disputed complaints by nurses that they have to work overlong hours — and complaints that the current austerity measures are making things even worse.

But angry nurses objected to the official version of the amount of time they work and claim that "unofficially" they often work more than 46 hours a week.

In Weekend Argus last week CPA nurses expressed their anger over having to work an extra 2½ hours a week, like other provincial employees. They said this would mean they would have to work 12½ hours on some shifts.

But the Director of Hospital Services, Dr N S Louw, said this week nurses do not work longer than an eight-hour day. During the 7am—7pm shift, nurses "have four hours off which is determined by a duty roster", he said.

#### Time off

And the Administrator, Mr Gene Louw, said: "Nurses work exactly the same additional time as other provincial employees and they are given time off for working beyond 42½-hours a week."

But nurses who called Weekend Argus this week said although some shifts begin at 7am, nurses have to be on duty at least 15 minutes earlier to take over from the night staff and at the end of the day, handing over duties often takes up to half an hour.

They claimed also that incorporating lunch-times into the nurses' working week has been scrapped, whereas CPA administrative staff work a 42½ hour week, which includes their lunch-break.

#### Roster

Nurses at some hospitals said the four hours off arrangement mentioned by Dr Louw was scrapped for them some time ago and the working week at many hospitals consists of three shifts of 7am to 7pm and

one shift of 7am to 3 30pm. The matron draws up the roster to meet the demands of the wards, they said.

But, said a spokesman for Groote Schuur Hospital's head matron, it was the nurses' choice to work four days a week and get three full days off.

"It is easier on transport and better for those with families if they have three unbroken days off."

Nurses at one provincial hospital say they have been informed that instead of increasing night duty by half an hour a night, their weekly pay will be reduced.

#### Frustration

"There is a high level of frustration among the nursing sector and whereas we used to work overtime willingly we are now forced into longer hours," the nurses said.

"During the time a nurse is on duty, she is continually at the beck and call of both the patients and doctors," said the Red Cross children's hospital head matron, Miss D McWilliams.

"Nurses do seem concerned about the extra hours," she said.

Nurses who spoke to Weekend Argus said they considered themselves already over-taxed and thought they should be exempt from the 2½ hour weekly increase because they feel it is counter-productive and "shifts are so well organised they overlap anyway".

Dr Louw stated emphatically that nurses have been told their night duty pay will not be affected by the working hour increases.

The Administrator said: "Last weekend's report created the impression of a cold and harsh attitude on the part of the administration, but nurses are close to our hearts. We recognise that they have made sacrifices and we have to reward them accordingly."

"Extended working hours are a sacrifice made by all employees as a contribution to the Government's promotion of productivity at a time when we are experiencing harsh economic setbacks and problems."

# Nurses' claims disputed But still anger at work hours



# Unions strive to establish worker maternity rights

9/14/85 By Sheryl Raine

The cooing of newborn babes has always been a joyful sound to the ears of mothers but the financial strain babies bring for working mums these days, is no joke.

Certain trade unions, aware of the difficulties which working mothers face, are striving to establish worker maternity rights.

The latest such agreement to be reached — between the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) and Metro Cash 'n Carry — has for the first time included a health and safety agreement for pregnant and nursing mothers as well as a wide range of protective measures and rights.

The latest agreement is significant, according to the latest issue of the South African Labour Bulletin, in that the company is not only a major employer but also belongs to the large Kirsch Group. As such, the agreement could lead to others.

Sections of the agreement which are important include:

- Twelve months maternity leave with the guaranteed right to return to work.
- Seven of the 12 months are paid at 33 percent of normal salary, which together with Unemployment Insurance Fund payments amounts to 78 percent of salary for six months and one month at 33 percent of salary.
- Paid paternity leave for fathers of three days during confinement.
- A comprehensive health and safety section.
- A commitment to health and safety education for pregnant and nursing mothers.

One of the advantages of the latest agreement is that it enables a considerable amount of choice on the part of the mother as to when she takes her maternity leave.

It is the choice of the worker as to when she wishes to take leave and claim her seven months paid leave, provided this is not sooner than four months before and not later than eight months after confinement. If she decides to take less than her seven months she may be paid out for the balance of her leave on returning to work.

There are no pre-conditions to qualifying for these maternity benefits, with the exception of women taking up employment when already pregnant and those who fall pregnant during their first month of service. Women who do not qualify for seven months maternity leave will nevertheless be covered by the agreement and will be entitled to 12 months unpaid leave.

CCAWUSA negotiated the first full maternity agreement negotiated in South Africa with OK Bazaars and has also established agreements with Woolworths, CNA and Makro. The union hopes to bring existing agreements into line with the latest agreement.

355A

# Reef-Cape wage gap starting to narrow for office workers

Financial Editor

STARTING salaries for women office workers in Cape Town and Durban are catching up with those in Johannesburg where, however, they have begun to fall, says Kelly Personnel, the country's biggest employment agency specialising in office appointments.

Its latest quarterly salary survey, based on the actual starting salaries of placements made by the Kelly Personnel group, shows that as the recession starts to bite the average starting salary in Johannesburg has declined by 1 percent in the first quarter of this year compared with the last quarter of 1984.

Starting salaries of secretaries dropped by 1,35 percent and those of copy typists by 1,25 percent. Executive secretary starting salaries showed a slight increase while the starting salary paid a "girl Friday" rose by 2,97 percent compared with the last quarter of 1984 — possibly indicating that employers are now looking for the "all-rounder", the agency comments.

## INCREASE

Salaries of women office workers in Cape Town and Durban in the past 12 months have shown a significant increase relative to those paid in Johannesburg, the survey shows.

Salaries in Durban, where the largest increase took place, are now on average only 19,98

percent behind Johannesburg against 25,75 percent a year ago,

Cape Town starting salaries are now on average 16,77 percent lower than those in Johannesburg against 21 percent this time last year.

The survey shows the starting salary in Cape Town of an executive secretary/personnel assistant ranged from R1 000 to R1 200 a month in the March quarter and averaged R1 060. This compared with a starting range in Johannesburg of between R1 100 and R1 600 for the same job and an average of R1 265.

## SECRETARY

The starting salary in Cape Town for a secretary ranged from R600 to R950 (Johannesburg, R850 to R1200) with the average being R883 (Johannesburg R984).

Starting salaries of copy typists in Cape Town ranged from R575 to R750 (Johannesburg, R700 to R1 000) and averaged R638 (Johannesburg, R766).

"Girl Fridays" in Cape Town began at between R600 and R900 with the average being R702. In Johannesburg they began at between R650 and R1 050 and averaged R851.

Receptionists-switchboard operators started at between R500 and R800 in Cape Town with the average being R631. In Johannesburg they began at between R600 and R1 000 and the average was R783.

Accounts clerks in Cape Town began at between R550 and R800 and averaged R689. In Johannesburg their starting salaries ranged from R700 to R1 050 and average R827.



CAPE TOWN 4/5/85  
35571

# City female staff SA's lowest-paid

## Staff Reporter

CAPE TOWN employers pay their female office staff among the lowest rates to be found in any of the major South African centres, according to the latest Kelly Personnel Quarterly Salary Survey.

The survey reflects the starting salaries paid to staff placed by the personnel group during January to March this year in the Johannesburg, East Rand, West Rand, Pretoria, Vaal Triangle, Cape Town and Durban areas.

According to the survey, employers in the Peninsula pay less than in any other centre to their receptionists/switchboard operators, Girl Fridays, accounts clerks and copy typists.

## Supervision

Switchboard operators, whose job description includes operating a small to medium-sized switchboard and performing reception duties, occasionally assist-

ing with clerical duties, are paid an average starting salary of R631.

Accounts clerks, including debtors, creditors and bank reconciliation clerks, all of whom check and process documents under supervision, start off with R689.

Copy typists, who type correspondence, minutes, reports from clear copy and rough draft and who have to do filing work, start out with R638 a month.

Girl Fridays, the category which the report says are in greatest demand because employers are looking for all-rounders as a result of the economic climate, are paid an average starting salary of R702 by their Cape Town bosses.

Their jobs can include any type of office work, including telex, reception, switchboard, mail distribution, typing and some simple accounting.

Executive secretaries in Cape Town are paid an average starting salary of

R1060 — one up from the bottom of the scale in Durban where executive secretaries are paid R931.

These women work for top management and are responsible for confidential matters. Their secretarial skills are very high. As well as typing executive correspondence, screening calls and visitors, making travel arrangements, organizing meetings and taking minutes, an executive secretary may have to handle personal matters for her employer.

Ordinary secretaries in Cape Town, described by the survey as having good secretarial skills, are paid relatively high starting salaries at R883 — earning more than secretaries in the West Rand, Pretoria and Durban.

Book-keepers who write up books and accounts and may be in charge of accounts clerks earn R983 — more than book-keepers in the Vaal Triangle and Durban.

# Many women don't know how to put in a good day's work

South African women have had it too good for too long, says Mrs Liz Zimmerman, national sales director for a publishing group.

"Now that the country is facing a recession, a lot of women are looking for a job — but not for work," she says.

"Working takes self-discipline, perseverance and resilience, and many women don't know how to put in a good day's work — they consider it a hassle.

"They're used to putting so little into their day that they find it uncomfortable to have to stretch themselves," she points out.

Mrs Zimmerman's group employs mostly women in their sales area and she feels that women are naturally suited to selling.

"Women have the edge over men in the sales field because they have a natural ability to persuade and communicate."

Many of the women employed by her company left other careers to have children and find that although they want to return to work, they can't go back to their old jobs.

"We are very flexible and the women work mornings only, so if they are well organised, they can easily run both a job and a home quite efficiently," says Mrs Zimmerman, herself a mother of two.

"Unfortunately, there is a stigma attached to being a salesperson in this country. That's not so in Europe and the United States.

"South Africa's also a little behind in that women are still regarded as number two — this is the fault of both the em-

There might be a recession on, but there's no shortage of jobs for women, say two businesswomen. KATHY O'REILLY reports.



LIZ ZIMMERMAN: "Working takes self-discipline, perseverance and resilience."

ployer and the woman herself," says Mrs Zimmerman.

"We've seen 'housewives' who have been shy and retiring, absolutely blossom from the self-esteem, enjoyment and satisfaction they have got out of working."

Ms Suzanne van Rooijen, head of a Sandton City personnel agency, agrees that while many women seem to want employment, they don't take the thought of a career seriously enough.

Ms van Rooijen says her agency has "hundreds of job vacancies" at the moment.

"There's a dire shortage of suitable applicants looking for work in the northern suburbs and we can't even begin to fill all the vacancies on our books," she says.

"But what I find disturbing is the number of elegantly groomed housewives who waft into my agency — applying for positions from personal assistant to the nearest billionaire, to promotions manager for the newest,

most exclusive shopping centre being built.

"They express a real desire to be part of the commercial world and yet, when they have an interview, they suddenly have a range of pressing reasons why they cannot make the time — appointments with hair stylists, aerobics classes, dressmakers' fittings, you name it," says Ms van Rooijen.

"It's clear to me that they're being pressured by husbands to go out and earn a few cents to keep the old lifestyle going.

"But I'm afraid they're not as serious in their intent as they make out.

"The really sad thing about these women is that they spoil it for the housewife who is genuinely concerned with keeping the wolf from the door," says Ms van Rooijen.

She says she would like to see more women working, housewives returning to employment and upwardly ambitious women taking some of the plum jobs now available.



**Durban**

**women**

**paid 355A**

**lowest**

**salaries**

NM 16/5/85  
Mercury Reporter

SALARIES for women in Durban are much lower than in any other major centre in the country.

And that is in spite of a narrowing in the gap between women's starting salaries in Durban and Johannesburg. Compared with the 25,7 percent difference last year, the figure for 1985 is only 19,98 percent.

This is according to a national salary survey conducted by a major personnel company.

According to the survey, Durban employers pay less than those in any other centre to their executive secretaries, secretaries and bookkeepers (to trial balance).

Other traditionally female administrative jobs such as switchboard operators, accounts clerks and copy typists are paid only a fraction more than their Cape Town counterparts who were second-lowest in the salary survey.

### **Same job**

The gap between wages paid in Durban compared with Johannesburg or the East Rand is startling.

In Durban an executive secretary with about 10 years' experience including word processing, dictaphone and shorthand skills could earn — at the most — R1 200. In Johannesburg she would earn R1 600 for doing exactly the same job.

A bookkeeper in Durban could hope to earn a maximum of R1 000 while in Johannesburg she would earn R500 more.

The gap in salary between the two regions — on average — is about R300 and companies are becoming more and more particular when looking for women employees.

Cape Times 21/5/85 (355N)

# Black wives in Natal to lose minor status

Political Staff

BLACK women in Natal will finally lose their "minor" status in marriage in terms of amending legislation introduced in Parliament.

The changes to laws which are nearly 60 years old bring the Natal civil code in line with the KwaZulu code which was changed recently and now leaves only black women in the Transvaal as "minors".

However, the PFP made it clear yesterday that it would "fight all the way" to have the amendments extended to Transvaal women as well.

The proposed changes come in the Laws on Co-operation and Development Amendment Bill which was introduced in Parliament yesterday.

In another change proposed by the bill, black women who live permanently in Natal and are partners in a "customary union" are excluded from provisions in terms of which she is regarded as a minor and her husband deemed to be her guardian.



# 'Moonlighting' nurses warned

MAUS 10/16/85  
(95) (552)

Medical Reporter LINDA GALLOWAY investigates the plight of nurses who say the rising cost of living has hit them hard — their last pay increase was in August 1983.

HUNDREDS of nurses in financial difficulties are "moonlighting" to make ends meet — and they are being warned that overworking could mean a risk to patients.

Some who have taken on part-time work after hours are working up to 18 hours a day.

A survey by the South African Nursing Association (Sana) found that about 10 percent of nurses — mainly those in provincial employ — had second jobs to support families where the breadwinner was unemployed.

Some nurses interviewed said they worked part-time in private hospitals — often on night shift after a day at work — and others had started their own private practices at home.

They said the rising cost of living had hit them hard — their last pay increase was in August 1983.

Provincial nurses were granted an "allowance" in January 1984 which was not included in their salaries and could be taken away at any time, said a Cape Town nurse.

Their working week was also extended by two hours for no extra pay and because of economic pressure hospitals had been forced to freeze vacant

posts, increasing their work load.

Sana warned nurses to guard against overworking to the point where they became a risk to their patients.

"By law the nurse is accountable for her actions. Negligence as a result of exhaustion after a long working day is therefore not accepted as an excuse when legal steps are taken against a nurse," Sana reports.

However, it was policy to be sympathetic to nurses who applied to take on second jobs if they could prove to be in genuine financial difficulty.

Chief nursing officer in the Western Cape Miss Martie Hattingh said she was not aware of any nurses in Cape Town who were doing two jobs.

She declined to comment on whether the nurses had been forced to do this through financial difficulties.

"The provincial authorities are very sympathetic to the nurses' plight and Sana is also fighting for them," she said.

"Unfortunately we are not the ones who supply the money so we cannot determine salaries."

Miss Hattingh said her door was always open to any nurse who had problems and each case would be treated on merit.

50% Pmtage. sp.

... Pmtage to contain  
≥ 70% of pmtage

x = Pmtage.

z = harmat

y = Pmt + Wir

x + y ≥ 80%

y > 5%

z < 0

z < 0

z < 0

20000 by x

20000 by z

20000 by y

# 'Patients suffering because of underpaid staff'

Argus 10/6/81 (355A)  
Medical Reporter

A CAPE Town nurse who feeds, clothes and raises her family on R640 a month, this week made a plea for financial relief on behalf of all South African nurses.

The woman, with 30 years experience in general and psychiatric nursing and midwifery, said patients were suffering because of overworked, underpaid staff.

She did not want to be named for fear of reprisal but came to The Argus to speak up for "all the nurses who are scared to come forward".

"I don't have the energy to take on a second job. Your patients, family, marriage and social life must suffer if you work 18 hours a day but I can understand why some people have to do it."

A single parent with three dependants and a bond on her home, she takes home R640 after deductions, with which she feeds, clothes and educates her children.

The family does not have a television set or car and excludes luxuries from daily life.

Given as a separate amount on her pay slip is "January 1984 allowance" which may be taken away at any time.

A run-down of her expenses are as follows:

Nett salary R643,55. Telephone (average) R27, electricity (average) R52, rates R54.

Groceries for the family of four, including dogfood and cigarettes ("something I will cling to") but excluding meat, cost R250. Meat comes to "between R75 and R100 extra".

"I do my grocery shopping once a month and then tell my children 'this is it, when it's finished, it's finished.'"

One clothing account for all the family's requirements, costs R35 a month.

This, allowing for adjustments and variations, leaves the family less than R100 for miscellaneous expenses.

"My father died overseas in May and I borrowed R2 000 from a friend to go home. Paying that back is R50 a month. I had to do it because I cannot save."

There are always other expenses to be met. "My daughter sometimes needs things for projects at school which I cannot deny her," she said.

"Matriculation examination fees must be paid this month (R35) and if someone goes to the doctor or the dog has to go to the vet, I won't make it."

Nevertheless job satisfaction for this nurse is 100 percent.

"I love my work but when the quality of your life drops so low, something drastic has to be done."

"Not only are the nurses suffering, patients are suffering through lack of equipment and facilities."



# ILO survey on maternity leave

AK643 14/6/85

SHERYL RAINE

355A

THE International Labour Organisation has found that in 127 countries covered in a recent survey, an average of 12 to 14 weeks' maternity leave is stipulated for working mothers in national law.

The survey covered the period from 1964 to 1984. If a working woman in Cuba becomes a mother she gets 18 weeks maternity leave, in Canada she is entitled to 17 weeks, in India it's 12 weeks, Kenya two months, Peru 90 days, Romania 112 days and 10 weeks in Saudi Arabia.

This, says the ILO, is a reflection of the growing recognition throughout the world of maternity as a social function and the need to protect the health of the future mother and child and to guarantee a continuing income.

Over half the countries surveyed (69) stipulated maternity leave averaging 12 to 14 weeks. It is longer in market and centrally planned economies in the industrialised world. About 31 countries mainly in the developing world grant less than 12 to 14 weeks maternity leave.

ILO Convention no 103 states that working women should be granted at least 12 weeks' maternity leave and that they should receive cash benefits equivalent to at least two-thirds of their previous earnings and that during maternity leave, including any period of illness caused by pregnancy or confinement, women employees cannot be dismissed.

In Africa 30 of the 37 countries surveyed had laws and regulations to protect women during pregnancy. Average maternity leave ranged from 12 to 14 weeks with full pay guaranteed in more than half the countries.

In Europe, maternity benefits go beyond ILO standards. In more than half the countries in the region, maternity leave ranges between 12 and 16 weeks. Finland, Italy and the United Kingdom offer more.

"However, prejudice against new mothers at the workplace does persist and helps to force them out of a job," said the ILO report. "While prohibition of dismissal during maternity leave is widespread, only a limited number of countries guarantee women the right to return to the jobs they held before childbirth."

"Too often mothers find that with maternity they automatically become 'unreliable and costly workers'."

One problem area in both developed and developing countries is the agricultural sector where progress has stopped short, leaving the majority of women workers in rural areas unprotected by labour laws in general.

# Appeal on black working mothers

355A NM 27/6/85

**JOHANNESBURG**—Black mothers were working to make ends meet, but they had to pay the high price of seeing their children uncontrollable in the townships, the national conference of the South African Council of Churches heard during a panel discussion here yesterday.

The discussion, chaired by Mrs Leah Tutu, reflected the conference's theme: 'Women: A Power For Change.'

Speaking on the topic Women in Employment, Mrs Jane Hlongwane, general secretary of the Steel Engineering Union, said children in the townships had no recreational facilities and were demonstrating and chasing Hippos (police vehicles) 'to use up the energy God gave them'.

Referring to discrimination against women in the workplace, Mrs Hlong-

wane said woman employees had to contend with sexual harassment and were 'tools that can be used by management as they wish'.

Some factories issued contraceptives to their woman employees whether they were married or single, 'because if they fall pregnant, then productivity falls'.

She said women employees who became pregnant stood the chance of losing their jobs. They were allowed only two months' leave.

Mrs Hlongwane said research in 1983 had disclosed there were 800 000 domestic workers in the country. Some of them had insufficient time off and were being paid as little as R25 a month.

'We as women complain that we're discriminated against—we owe it to domestic workers not to discriminate against them,' she said.



# AECI suspends ultimatum

AECI yesterday suspended its back-to-work ultimatum to about 150 workers who have been on a legal strike over a wage dispute at its Newcastle plant.

The workers are among the 600 who originally went on strike on June 3 to back demands that their pay be brought into line with that of colleagues at other AECI factories.

The suspension of the ultimatum coincided with a meeting yesterday between the company and the South African Chemical Workers' Union (Sacwu). Spokesmen for the parties confirmed the talks would resume tomorrow but would not say what would be on the agenda.

Late last week the company issued an ultimatum to the workers,

all from the Newcastle factory's engineering and dispatch plants, to return to work by yesterday or risk losing their jobs.

One hundred of those involved in the original strike have already been fired for failing to return to work.

Sacwu has not indicated if it will go ahead with its threatened sympathy strikes at other AECI factories.

Star 2/7/85

Contd...

# Vukani Makhosikazi tells it all

FOR the past three years or so a group of five research workers conducted interviews with black women keen to tell the stories of their lives.

The result is 'Vukani Makhosikazi', a book that reflects the lives of black working women under apartheid. Women in suffering and struggle.

It is a book about women living in the cities of South Africa and the bantustans; working in the factories and on white farms; and many living without jobs.

The lives of all these women controlled by the pass laws and institutions.

There is a total embargo on black women from the rural areas entering the urban areas. Many women choose to ignore it and come to town because they are

VUKANI MAKHOSIKAZI: Written by Jane Barrett, Anne Dawber, Barbara Klugman, Ingrid Obery, Jennifer Shindler and Joanne Yawitch: Catholic Institute for International Relations, London: R0.05

*Sowetan*  
desperate for work — and have families to feed.

But it is not easy for them to survive — they must work illegally because it is impossible for them to get legal registration. They live in fear of arrest and employers often pay them low wages for more work — exploitation.

Because they work illegally, they cannot challenge low wages or bad working conditions and can be easily dismissed.

The book tells a story of people being controlled by the fact of being women, black and working class.

It talks for and about

women in their struggle to make ends meet in the face of rising rents and the soaring cost of food. It tells of the fight for adequate housing, for child care facilities, through church groups, through township women organisations — struggling for a free and just society, free not only from class exploitation and racial oppression, but also from sexual oppression.

The book mirrors the anguish of a mother at Mogopa who sees a bulldozer pulling her house down — the anger and sense of helplessness of watching as armed officials load all her earthly belongings onto a truck

to be dumped at a barren place — far away from land her forefathers occupied for centuries.

It gives a graphic account of the rural woman who has to perform chores like milking cow, hoeing the fields and looking after the herd because the men are gone.

After reading through the book one is left with a mixture of emotions, anger at reading about the things done to our mothers — sorrow, pity, joy that somebody has at last told it like it is.

Although the book is about women, it certainly is not only meant for them. The male chauvinists, students — and above all the law makers and electorate will have their consciences go to bed with them after reading this jewel of a book.

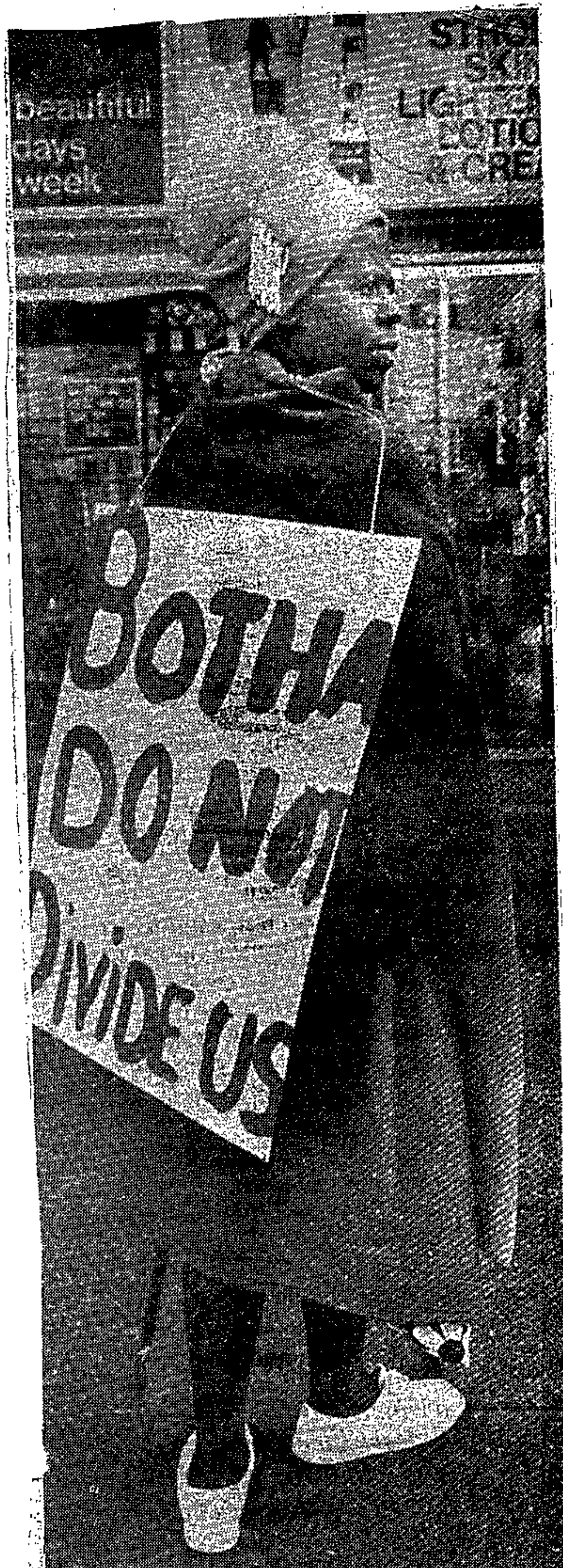


A DOMESTIC worker and her employer in Grey Street, Durban.



Sowetan  
15-07-85

Sowetan  
15-07-85



**BLACK** women took to the streets of Johannesburg — held placards saying: “Women unite against Botha’s new deal. GST is killing us.” They carried placards in 1984.

11-204072

SECRET



**WHEN** Johannesburg grinds to a halt at 4 pm during weekdays, hundreds of black women stream into the city to prepare it for tomorrow's deluge of office staff.

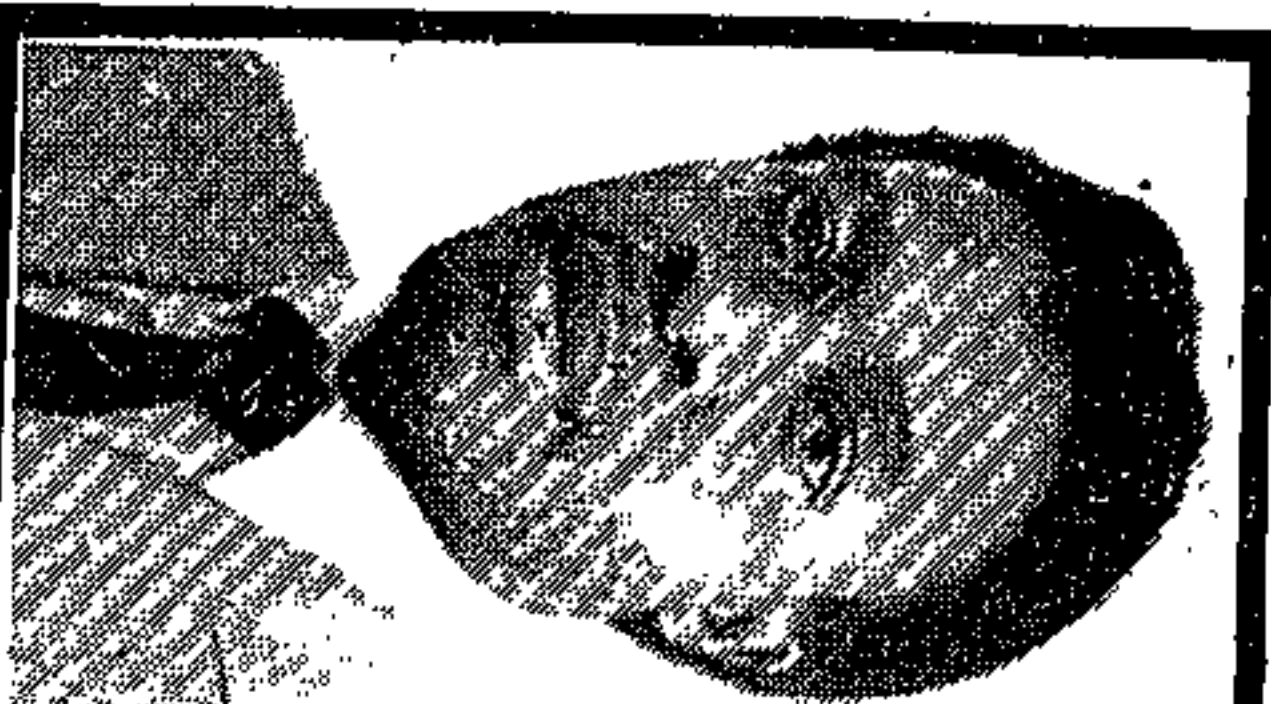
They vacuum carpets, polish desks, empty wastebins and scrub floors while the rest of the day workers are watching their favourite programmes on television — or sleeping.

Many of these women work a full 12 hour shift with little — if any — sleep. They see their families only on weekends although they stay in the same house with them.

And even after work — which is usually around three o'clock in the morning — these women still find themselves confined to their workplaces because it is dangerous to venture out into the city's streets at that time.

**RECENTLY** a group of research workers completed a study they undertook to — among others — look at the double exploitation of women.

Their findings are startling if not nauseating.



**WHILE** the city sleeps, behind the muted lights in towering office blocks, hundreds of women work preparing the city for tomorrow's deluge of office staff. SOWETAN writer, SEFAKO NYAKA, looks at the problems of these women who usually see their families only during weekends.

When the SOWETAN visited a few property, cleaning companies in

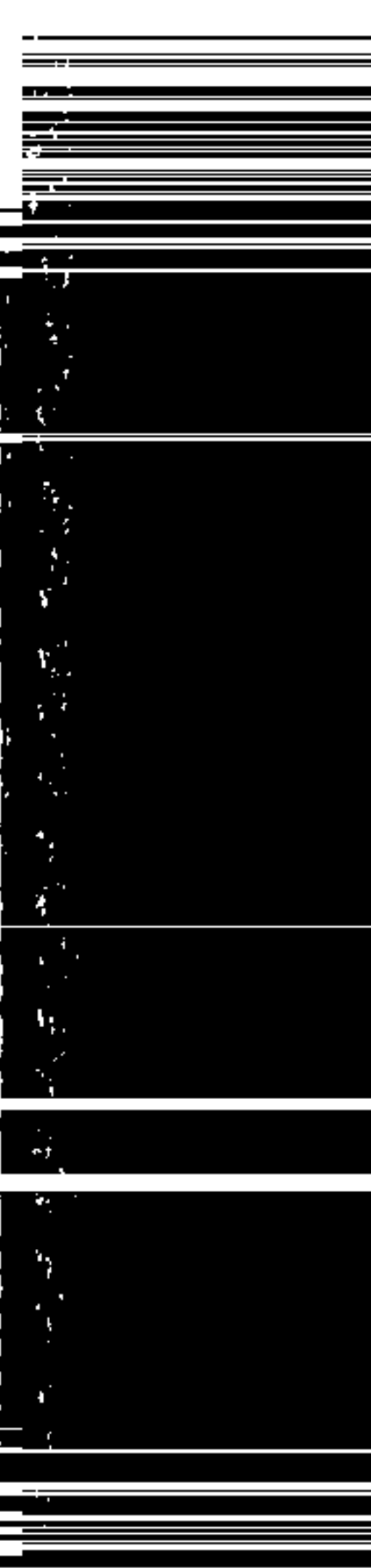
the city we found that there are women who stay in the Vaal and who

have to come in to the city to clean up the mess left by day office workers.

These women practically spent 21 hours of their day away from home — away from their husbands and children. They cannot go shopping or attend trade union meetings because to them every minute counts. It can mean missing the train that would otherwise have made it possible for them to arrive in the city while there was still much movement, movement that scares off the thug element. Most companies do not provide transport



# The Twilight Women of the Golden City







**AFTER** a hard-night's work these two women prepare beds on the cold pavement so they can have two or three hours sleep before catching public transport into the township.

for them and those who do would only take them as far as the nearest railway station.

**B**UT still they have to sleep in the waiting rooms at the station because the trains have stopped running or because of the dangers of travelling — of alighting in the townships — in the early hours of the morning.

They wait for three or four hours after work before transport is available, or they feel it is safe to return to the township.

And when they do arrive at home, they find it difficult to catch sleep because it is too noisy in the township to sleep properly during the day.

They are often supervised by men "who ask to sleep with us before they can give us soft jobs."

They are also often accused of theft from office desks left unlocked because of the carelessness of day office workers.

The Factories, Machinery and Building Work Act of 1941 prohibited night work between 6 pm and 6 am for women. But factories could get exemption from this provision if they wished.

Overtime was limited to a maximum of two hours a day in a year. "Exceptional cases" were loosely defined, so that employers could be granted exemption even in cases where there was



**USING BAGS** as pillows and a piece of cardboard as a mattress, some office cleaners sleep on the cold floor at the railway station or on the pavement outside city shops. They usually wait for three or four hours after work before public transport is available, or before they feel it is safe to return to the townships.

no clear reason for doing so.

In 1979 the Wiehahn Commission into labour recommended that this protective legislation be removed.

"In view of the necessity for the optimal utilization of manpower and in order to remove any differentiation on the basis of sex, the prohibition in the Factories Machinery and Building Work Act, 1964, on the employment of women on the night work after 18h00 will be repealed.

... the circumstances which led to the introduction of these protective measures decades ago have in the meantime changed to the extent that such protection is no longer necessary."

**B**UT the circumstances of women's jobs as housewives, street crime and lack of child care facilities have hardly changed.

A trade union once conducted a survey

amongst unionised employees in a large property company in Johannesburg and the results were shocking if not devastating.

Most women have sore eyes, headaches and high blood pressure. Some complained of sore and running stomachs. Research elsewhere in the world shows exactly the same problem amongst night workers. Evidence suggests that this is related to abnormal eating patterns.

terms, and to hours of work which interrupt any normal digestive patterns. But above all most of the women found it difficult to live a normal life.

Maybe those who are engaged in the debate about US disinvestment have a bone to pick with legislation that only extended the exploitation of men to females — and the companies that take advantage of such horrendous laws.

Sou etan

16-07-85



# PASS LAWS

**THE INFILUX CONTROL** noose around women has been tightening for 32 years. Recently there was talk of loosening the noose. **SOWETAN** feature writer, **SEFAKO NYAKA**, traces the tightening of the noose of influx laws applying to women.

**INFILUX CONTROL** has removed most of the surplus women workers from towns, leaving a minority to fill service, sales and domestic jobs when these

But as soon as the woman gets divorced from the man, she runs the risk of losing not only her accommodation but her right to be in an urban area.

ban residence or relationship to another "qualifier".

"We can't register this 'girl'. She's from the homelands. You must go to Polly Street and find a local 'girl'. There are hundreds of them there to choose from."

Today only 23 percent of black women live in urban areas—a sharp decline from the 1950s when more than one in two black women was urban-based.

Women who are not fortunate enough to have a male relative with permanent urban rights are virtually confined to the homelands.

"when Sandtron and Randburg were first declared municipalities during the 1970s, there was not enough local labour to provide

This is a familiar response from clerks at the Albert Street Pass Office in Johannesburg.

Though they can technically seek contract work through labour bureaux in the homelands, offers of contract work are all but non-existent.

domestics to white families. So, at that time the recruitment of women from Bantustans to work in these magisterial districts was allowed. In 1979

ment from 1964 that wives or unmarried daughters of men qualified to live in towns could stay with them only if they "ordinarily resided" with

Until 1979 it was quite easy for women to work illegally as domestics but since the introduction of the R500 fine for employers with illegal workers, employers are reluctant to take risks.

- The requirement that all women's service contracts be registered at the pass office meant that women who found jobs independently would have

—22. A woman would find she could not get urban rights until she produced her husband's lodgers permit bearing her name.

## Key events in bringing women under the

difficulty in making them official.

cials required an urban rights stamp in her

ing, it is an effective barrier to an influx of dependents.

sales and domestic jobs when these were available



By CATHY SCHNELL

THERE are now 1 207 white professional and clerical women registered as jobless in Port Elizabeth, according to statistics released by the Department of Man-power.

This figure is nearly the same as the total number of white women in all job categories who registered as unemployed in May.

The number of white women now jobless in PE is about 33% higher than during July last year.

Official unemployment figures for last month once again showed a steep rise in the number of whites now without work and a decline in the number of blacks registered as jobless.

In some occupational groups there are now more whites registered as unemployed than any other race group.

The number of registered unemployed white men in the motor industry last month was more than three times the number of African, coloured and Asian men in the industry who registered as jobless — 77 white men compared with 12 coloureds, one Asian and 11 Africans.

There were 449 registered unemployed professional and clerical white men — compared with 175 coloured men, 20 Asians and 341 African men.

A similar feature was shown in general engineering, with 178 white men registered as jobless compared with 45 coloured men, four Asian men and 22 African men.

## More PE white women jobless

For the first time ever, last month showed there were nearly as many registered unemployed white operators and semi-skilled workers as Africans — 438 white men compared with 478 African men.

Last month also indicated that the hairdressing trade had been forced to retrench. Eight white women, one coloured woman and one white male registered as jobless.

The unemployment grants paid out to people in Port Elizabeth have virtually doubled this year — from R1.2 million on average a month last year to more than R2 million a month this year.

A labour expert said the dramatic increase in the number of grants given this year can be largely attributed to the increase in the number of white and coloured men reporting as unemployed.

However, any statisti-

cal figure on unemployment is hopelessly understated. It is widely accepted that only a small percentage of the actual number of jobless people in PE register as unemployed.

A Port Elizabeth labour specialist said this was especially so in the cases of unemployed African urban workers who became victims of influx control laws.

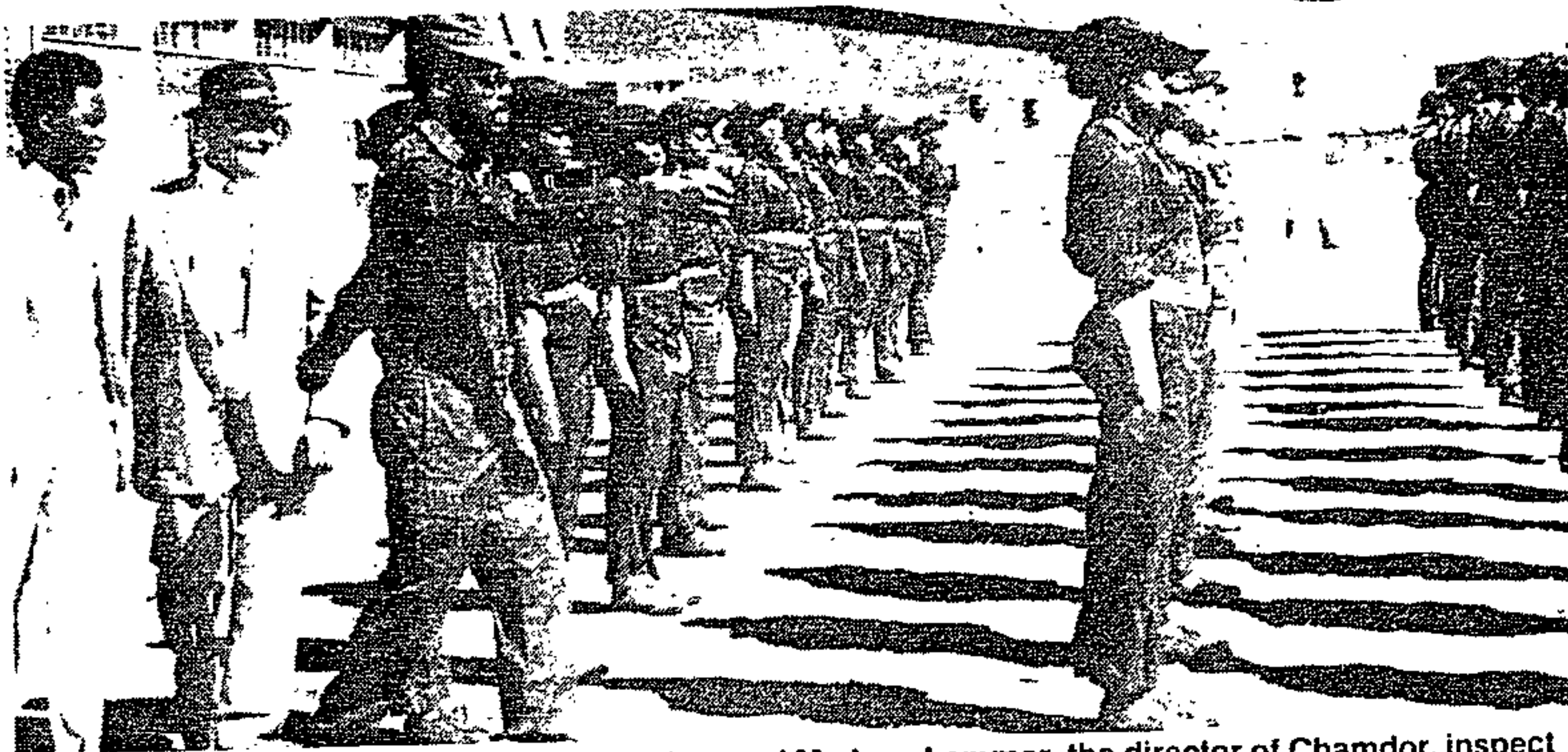
These people feared that once they reported to unemployment offices they would be forced to return to the homelands after a certain period of time if they had not found another job.

Officially they have only 72 hours to get back to the homelands if they have lost their jobs.

He said many jobless people simply gave up hope of ever finding work and did not even bother reporting to unemployment agencies.



# Women on guard



Mr ARTHUR MOEKETSI, the mayor of Kagiso, and Mr Joos Lemmer, the director of Chamdor, inspect the guard.



TWO of the new security guards demonstrate their first aid skills.

THE old-style charm and, one would hazard, old-fashioned respect for friend and foe, comes through easily in this autobiography *Call Me Woman* that straddles two eras — the 19th and the 20th centuries.

Mrs Kuzwayo's book has the easy discursive tone of a well-read middle-class black woman who has seen the good life and sounded the depths of sorrow, despair and heartache in her personal and professional life.

Mrs Kuzwayo is more a civic leader than a writer, more an old school teacher from the classical old school background of Adams College and the famous Lovedale College, than wordsmith.

She lived, like most South African blacks

first on a farm, then came to the city, had the trauma of an unsuccessful marriage from which she divorced, remarried, made two trips abroad when blacks did this on very rare occasions, and landed in the Fort Prison for five months in 1977.

## Customs

Her first trip abroad was to London in 1961, and then to New York in 1969 to represent the Young Women's Christian Association (YWCA). She has travelled a lot since then, but significantly, in the

early 60s you had to be somebody very important and special to travel abroad, if you were black, that is.

As this is an autobiography, it tells the story of black people, their customs, their loves, their oppression and their triumph. Written by a woman it naturally brings out the double oppression on black women — because they are black and because they are female.

Although this is a bitter subject, Mrs Kuzwayo tends to sound almost reasonable, a kind of civilised tolerance

which typified our forebears in their relations with white people. Take the way she opens chapter 15 entitled *Finding our Strength*:

"As I observe peoples' perceptions of me in the communities where I move, and then place my findings against the cold attitudes and harsh response: I get from Government departments, I am completely thrown off balance. While I really believe that my community and country accept me as an asset, my Government sees me not only as a liability but as a

FORTY-three women have just completed a security guards' course at the Chamdor Training Centre in Krugersdorp — the first women ever to do so.

At their passing-out parade last Friday, the women showed their skills in fire-fighting, an area traditionally thought of as men's territory, and in first aid.

The women volunteered for this two weeks' course to qualify as security guards, part of a Government-sponsored plan to curb unemployment.

The director of the Chamdor Centre Mr Joos Lemmer told the newly-qualified guards that it was no easy job they were embarking on.

"But it is a necessary and responsible one," he said.

## Tasks

He said that among their tasks will be watching out for bombs: "A bomb has no reasoning power, it has no eye. It kills everyone in its path. But women who are alert can prevent that from happening."

Mr Arthur "Zokes" Moeketsi, the mayor of Kagiso, inspected the guard.

One of the new guards, who would not give her name, said she had registered for the course because she had difficulty in getting a job and was not trained for anything.

"We did everything that men do on this course and I am sure we will do well in our jobs," she said.

Managers from some companies attended the parade, with possible job offers for the women.

**Ellen Kuzwayo**  
**Call Me Woman**  
Preface by Nadine Gordimer • Foreword by Biko Iland

# She tells the story of blacks in SA





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### Influx

Take note of the courteous "my Government".

Her experiences of rejection, frustration because of the influx control laws, watching her children grow up in dangerous political times, her arrest and her being banned, tell the story of most black leaders. But she is patient and understanding.

Her informal way of writing as if she was speaking to you, is attractive and makes identification easy.

This discursive type of style is not properly controlled and often takes a leap backwards and then forwards.

This sometimes causes confusion, but for one who is not a

sored plan to curb unemployment. 355A

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**CALL ME WOMAN:** Mrs Ellen Kuzwayo tells of "double oppression" on black women. Publisher: The Women's Press 1985, London, and Ravan Press, Johannesburg.

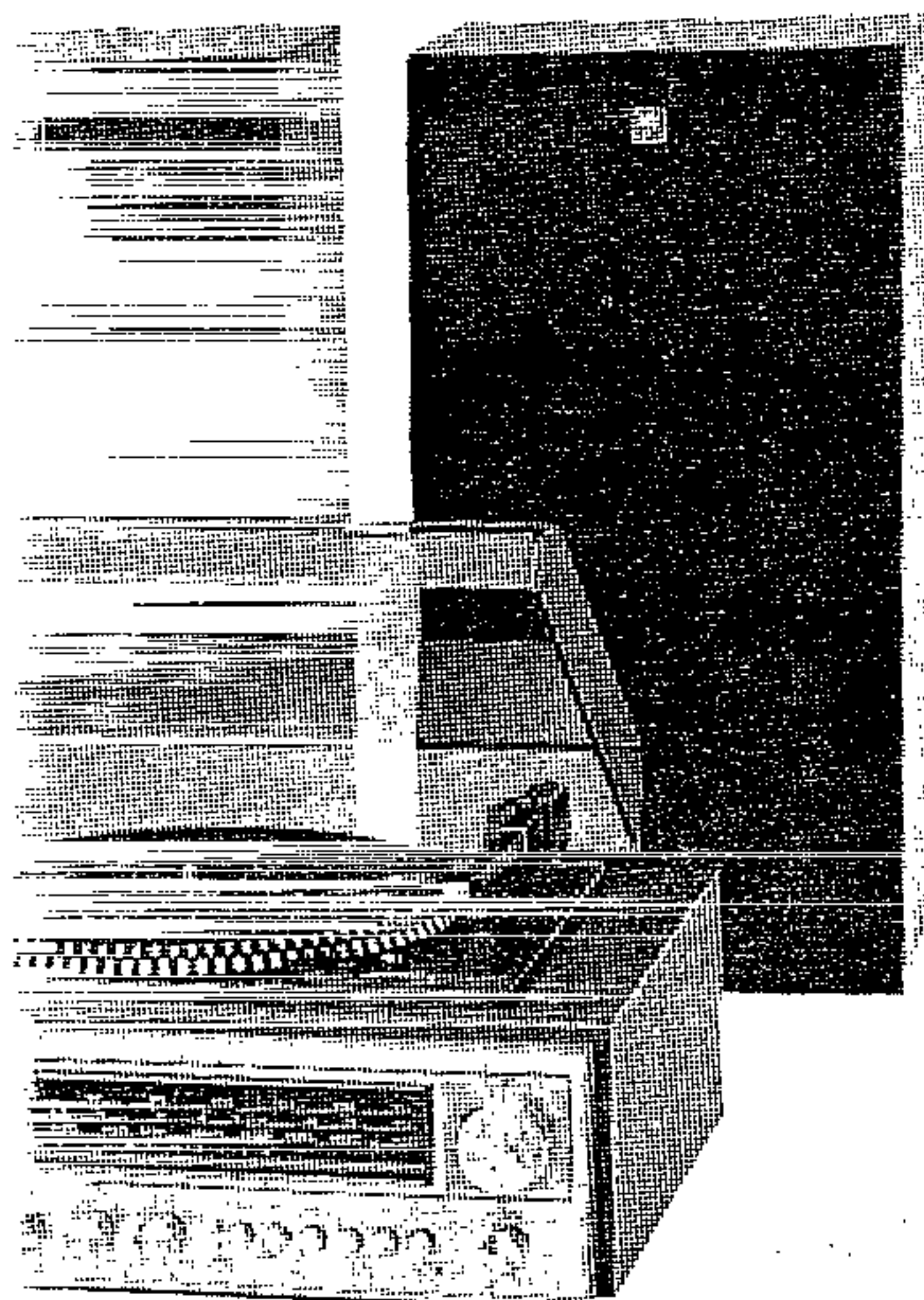
writer, the fault is understandable. For a first-timer in writing, she has written an excellent book, a good read and pretty consoling, particularly to women.



# IZES

## "MIRACLES" TITION!

### IZE: A VW BUS



### D PRIZES OF

## 'Women must be prepared to take up the struggle'

By Susan Fleming

The state of emergency should be an incentive for women to work harder against the oppression facing South Africans, said a Catholic nun yesterday.

Speaking at a meeting at the University of the Witwatersrand to mark National Women's Day today, Sister Mary Bernard said the state of emergency would never deter the determination of women to go forward.

"Women must be prepared to take up the struggle," she told about 500 students.

### MARCHED

Sister Bernard reminded the audience of when 20 000 women had marched to the Union Buildings in Pretoria to protest against the apartheid system.

"As South African women we must empower ourselves with their example," she stressed.

She warned students that they would have to fight against death, treason and harassment in the struggle to create a South Africa which was free from oppression.

Sister Bernard described her last meeting with the civil rights lawyer Mrs Victoria Mxenge, who was murdered last

week.

"It is only one month ago since I last saw Victoria Mxenge and she was beaming with energy and laughter. To my sorrow and surprise Victoria is not with us today."

Sister Bernard asked students to have one minute's silence in honour of Mrs Mxenge.

At the Women's Day meeting empty chairs were labelled with the names of Albertina Sisulu, Winnie Mandela, Victoria Mxenge and Barbara Hogan.

The publicity secretary for the United Democratic Front in the Western Cape, Miss Zou Kota, said the deaths of people like Victoria Mxenge showed the commitment of people fighting against oppression.

She described the State President's declaration of a state of emergency as a "childish call".

"If the demands of the people are not met the crisis in this country will continue," she said.

She told students that few UDF leaders from the Western Cape had been detained because the Government did not want the "so-called" coloured townships to erupt.

"They want to protect their tricameral Parliament," she said.

14 SEP 1985

STAR 9/8/85



## Secretaries earn more on Reef

MERCURY Finance Reporter

12/8/85

IT MUST be because of the attractions of the coast; but it does seem a little unfortunate that although it is generally accepted that Durban produces some of the prettiest and most efficient office staff in the country, its office starting salaries for 'dolly-birds' still lag behind those of other areas.

Kelly Personnel's quarterly survey, based on their placings, lists Johannesburg as top in starting salaries for executive secretary, secretary, copy typist, Girl Friday, receptionist-switchboard operator, bookkeeper to trial balance and accounts clerk, with Durban firmly on the bottom rung in all categories.

East Rand is second highest in all categories, followed by West Rand, Pretoria, Vaal Triangle, and Cape Town just above Durban.

Widest gap between Johannesburg and Durban is in the executive secretary category, with a variance of nearly R400 a month. In Johannesburg, starting salaries average R1 314 while in Durban it is only R925.

Other average Durban starting salaries (with Johannesburg in brackets) are: secretary R802 (R1 057), copy typist R682 (R835), Girl Friday R750 (842), receptionist/switchboard operator R642 (R786), bookkeeper to trial balance R912 (R1 269) and accounts clerk R762 (R880).

But some good news does filter through for the coastal lassies in the second quarter survey, with both Cape Town and Durban reducing the starting wage disparity with the Reef.

Durban's starting salaries are only 21,6 percent lower than those of Johannesburg, compared with 27,3 percent last year. Cape town is 19 percent lower compared with 23,25 percent last year.

Kelly says results show inflation has outstripped starting salaries in all of the most popular office categories over the past year, with salaries increasing on average by 7,9 percent while inflation rose by 16,1 percent last month.

# Falling prey to the 'hyenas'

28/8/85  
By SEFAKO NYAKA

THE most common and least discussed occupational hazard for women is sexual harassment. At least once in their working lives, most women will be victims of unwelcome advances on the job.

Recently in London an African princess was awarded the equivalent of R3 000 for loss of earnings and an extra R200 for her injured feelings when she filed a lawsuit against her boss who tried to seduce her.

According to Princess Rosemary Kirungyi, an attractive 30-year-old member of the former Ugandan royal family, when she rejected her boss's advances she was sacked.

In South Africa sexual harassment is shared by women in every job level and in every occupation. It ranges from leering, pinching, unnecessary physical contact and verbal abuse.

Constance Backhouse and Leah Cohen in their book *The Secret Oppression*, define sexual harassment as "any sexually oriented practice that endangers a woman's job, that undermines her job performance and threatens her economic livelihood".

Surveys show that 48 percent of women responding initially had been fired or were forced to quit. Some are often faced with transfer, dismissal or poor personal reports.

It is the victim, not the harasser, who pays the price: increased occupational stress and loss of job satisfaction. This affects their work performance and causes severe psychological problems such as insomnia, depression, headaches or stomach upsets.

## Demotion

Many women who refuse sexual advances on the job pay the price professionally in lost job opportunities or lost promotions. There are also many who are forced to leave the job in a bid to avoid the harassment.

When one considers that with job losses come lost wages, pension and other fringe benefits such as medical aid coverage and life in-

surance, it is indeed a heavy financial loss.

Victims are also faced with the community's attitude that they have submitted themselves to the abuses — that they have actually encouraged the advances.

The victim is made to feel that she could have stopped the harassment if she really wanted to.

"It is tantamount to economic blackmail because the harasser is in a position to impose job-related reprisals in his victims," said a typist at a leading firm of attorneys.

Refusal to submit to sexual advances or complaining about them brings the dismissal, demotion or poor job records, she contended.

Less and less women look to the law for help. Taking civil action is risky and expensive — and the public glare is too much for some.

"The woman worker's best and least expensive weapon and remedy against sexual harassment is her union," Miss Manoke Nchwe of the National Union of Mineworkers said.

She says unions should have a protective clause in their contract to cover their women membership. Also all grievances procedures should include a comprehensive clause dealing with and detailing sexual harassment.

Mrs Sindiswa Mkhize, a worker at a Johannesburg advice office, says there are thousands of cases of women being offered jobs for sex "but they are afraid to report them because the personnel officer might turn around and say he was being offered sex instead".

## 'Favour'

"It is embarrassing for a married woman to report to her husband that somebody at the factory had offered her a job in return for a little 'favour'," says Miss Thembi Mdletshe, a computer operator.

She maintains that once a woman gives in, then she becomes the slave of the harasser.

"And in this time of joblessness women are bound to fall prey to hyenas," she said.

## Sexual harassment of women rife



# SA's race laws hamper women in search of work

355A

STAR

3/10/85

Is a woman idle and undesirable in the eyes of those responsible for South Africa's unique racial legislation if she leaves her home town to eke out a miserable existence elsewhere?

Fourteen women from Msinga, Natal, arrested in Johannesburg last week, who claim they were unable to find employment in their home town, will soon know the answer to that one.

The women were arrested under section 29 of the Black Urban Areas Consolidation Act, which defines categories of persons deemed "idle and undesirable".

Dressed in full tribal attire, they were rounded up along with 15 of their children and taken into custody.

Ten of the 15 children, aged between two and five years, were removed

to the Orlando Children's Home for 48 hours, then removed to Van Rijn, a place of safety in Benoni, under the Children's Act.

Five babies ranging from seven to 18 months were allowed to remain with their mothers in jail.

The 10 children will have to appear in the Children's Court on different dates ending on October 14, before they can be reunited with their mothers.

Charges were withdrawn against four of the women, when it was established that they were married. The four suddenly became "bona fide housewives" and therefore neither idle nor undesirable in terms of the act, according to Miss Fiona McLauchlan, a Johannesburg attorney representing the Lawyers for Human Rights, who is acting for the women.

MARIKA SBOROS examines the plight of 14 women and their children arrested in Johannesburg under the Black Urban Areas Consolidation Act — an Act which makes them "idle and undesirable" in the eyes of the law.



Miss McLauchlan said the remaining 10 women appeared in court last week for remand. They would have to attend an inquiry at the Commissioner's Court to decide if

they were indeed idle and undesirable.

Most of the women had been granted bail of R100, but many could not afford to pay it, she said.

"Some of them are trying to earn a living selling fruit and vegetables in the townships. They earn between R2 and R5 a day," Miss McLauchlan said.

Apart from the distress at having their children removed from them, the women were worried about the welfare of children who were not with them when the arrest

took place, she said.

"One woman is a widow with seven children. Another has 11 children and a mentally retarded husband," Miss McLauchlan said.

If found guilty on the charge of being idle and undesirable, the women could face a sentence of three months in a work colony.

Mrs Maggie Nkwe, matron at the Orlando Children's Home, said the children appeared well-cared for, but were crying and obviously upset at being separated from their mothers.

The women facing charges are: Dingile Mkize, Moacoulrea Tlebekhulu, Tyiza Sithebe, Melita Mhlongo, Mavis Shezi, Notobile Sikhakhani, Thebisile Mtungwa, Thobana Shange, Non-dime Mtshali and Babakile Dubazani.

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355A

Contd

## WOMEN TODAY

## Wits group

hard at

work on

self-help

for mothers



**TEAMWORK:** From left to right — Mrs Irene Luthaga, Miss Mary Fitzgerald, Sister Christine Mkhlashe and Professor Lucy Wagstaff co-operate on projects which reflect the centre's philosophy of helping people to help themselves.

By Kate McKinnell

From an obscured building on the vast Baragwanath Hospital grounds a small group works enthusiastically, reaching communities local and distant.

Headed by Professor Lucy Wagstaff of the community paediatrics department at the University of the Witwatersrand, the university's primary health care education centre outreach staff comprises four women and a lone man.

Their task is to seek out the health needs of South African communities and act as resources to help people help themselves.

At present their focus is on teenage pregnancies, researching the problems and needs of the young

mothers and finding out if their children are medically as fit as other babies in the period immediately after birth.

The programme has been planned not just to collect information.

"We will help the teenage mothers to develop self-help projects in areas they choose — it could be a scheme to buy food in bulk, or a means of completing their education and learning skills.

"We don't know what problems they experience — they will tell us their needs," says Miss Mary Fitzgerald, community development adviser at the centre.

This project reflects the strong philosophy of the

centre to support communities in helping themselves, and not do things to or for people.

It is hard to nail down any of the centre's members as they are constantly out in the field — often in distant rural areas.

There health educator Sister Chrissie Mkhlashe trains lay health workers, while Miss Fitzgerald motivates self-help community groups concerned with anything from poverty to dress-making.

From 1981 to 1983 the centre conducted research to see if low weight in children was associated with poor performance.

"But preliminary results do not show a clear difference between the school achievement of under-



STAR  
7-10-85



**BABY POWER:** Professor Wagstaff and her team have formed a support group for young mothers.

●Pictures by RUPHIN COUDYZER.

weight children when compared with their larger schoolmates.

"There are, of course, many other factors affecting the school performance of black children," says Professor Wagstaff.

In the study underweight was defined according to internationally accepted growth standards — as a level below which only three percent of normal children fall.

The researchers found 29 percent of over 900 primary school children were underweight in 1981 and 23 percent in 1983.

Severe malnutrition which occurs uncommonly now in Soweto may have more profound effects.

"We no longer see gross malnutrition or kwashiorkor in Johannesburg townships. But the 'less-than-good' health we now find is in fact harder to treat.

"This is because mothers don't bring their children for treatment unless they show obvious symptoms," Professor Wagstaff said.

Another project has been a joint study with the Johannesburg City Health Department to find out the ideal age to immunise Soweto children against measles.

And recently the centre has been promoting and evaluating the use of growth charts for infants. These charts are used by mothers, nurses and doctors to judge whether children are gaining enough weight at a normal rate.



# Unpaid workers need recognition

355A STAR 8/10/85

Women are always counted on as workers in the home, the factory, the office, the fields — but their work is seldom counted when it matters, especially if it is unpaid.

From the career woman juggling multiple roles to the mother toiling in the fields to provide food for her family and community, no economy could be viable without these contributions.

A small number of countries are turning towards the light and recognising the economic value of women's unpaid work.

In Switzerland wives are now recognised as joint family heads. In Greece the unpaid work women do is recognised as part of the national economy. A recent supreme court decision in the United States recognised the fact that many women have two jobs of equal importance, inside and outside the home.

## SOUTH AFRICAN VIEW

A seminar to be held on October 17 at Wits University entitled "Women's value in the hidden economy of the home and the community" will look at ways of ensuring recognition in South Africa for unpaid work and the invisible labour inside and outside the home.

Organised by the Women's Legal Status Committee (WLSC) and the South African Association of University Women (SAAUW), the seminar will comprise four short talks and a panel discussion with audience participation.

The seminar arose from the manifesto of last year's National Convention of Women, item four, which read: "The status of women must be seen as a matter of individual worth and not as a reflection of another's standing... the unpaid work of women must not be regarded as non-work."

Mrs Roberta Johnston, co-convenor of the WLSC, says women's unpaid work must be recognised for its economic and social value. She says so many women do not appreciate the economic value of what they contribute.

Mrs Doris Ravenhill, an executive member of WLSC and SAAUW, says women's work is not an emotional relationship in the home, "it is a practical, economic one".

"The true value of that work will only become obvious when we move away from old hierarchical patterns into new, participatory ones."

This can only happen when the law is changed to follow the Swiss example of recognising women as joint heads of the family. Tax concessions could give effect to this recognition, she says.

The line-up of seminar speakers is:

- Professor Jacklyn Cock of the University of the Witwatersrand sociology department who will speak on "Brain drain and the kitchen sink"

- She will look at the relationship between the domestic and the national economy and alternative ways of organising work in the home.

## ROLE OF HOUSEWIVES

- Mrs Jo Nowicki, a communications lecturer, will speak on "Women's work: manwork?" which will include a history of work in the home.

- Dr Dilsha Jhetam, a medical doctor, will talk on the human and social sides of women's contributions.

- Mrs Barbara Ross, a marketing and research expert, will speak on "The forgotten dynamoes", including a look at the role of the "so-called" housewife and the degree to which she is underrated.

Medical student Miss Janet Hopley and SABC-TV reporter Miss Josie Brouard will take part in the panel discussion. Mr Douglas McLure, SABC-TV public affairs executive producer and presenter, will present the seminar's findings.

For more information telephone (011) 706-5751.

The unpaid work of women was put on the world agenda by the United Nations at the recent women's conference in Nairobi. The time has come for the South African Government to recognise the economic value of the invisible but essential labour of women. The Star's Women's Page Editor, MARIKA SBOROS, reports on a forthcoming seminar on the issue.



# A slave in a consul's home

DURBAN's Italian Consul pays his domestic worker R70 a month "because I'm no Oppenheimer", he says.

And surely Harry Oppenheimer wouldn't like to be compared to Consul Luciano Sembiante, who doesn't only underpay Virginia Monqo, but also makes her work a 65-hour week.

Mrs Monqo, sole supporter of three children, has been offered a R20 increase because of the expose of her wages.

But R90 still falls very short of the minimum R133 wage suggested by the SA Domestic Workers' Association.

And that R133 is for a 48-hour week, with three meals and accommodation.

Mr Sembiante said his domestic worker is given "free meals, free medical assistance and accommodation".

"In fact she is one of the

**CP Correspondent**

family," he said.

He added: "Maids who make excessive demands for salaries face being sacked and having no money at all."

Mrs Monqo's salary caused a storm in Durban, with political figures slamming Mr Sembiante.

The Consul later announced he would give Mrs Monqo a R20 increase.

But, he added, the increase had been planned before the publicity broke.

And Mrs Monqo?

"I love my work," she said. "I don't want to leave."

She says she gets every Sunday off, and once a month she gets a long week-end to visit

her family in Transkei.

The family also pays her "extra money now and again".

★ The US Consul said they paid more than double the minimum rate, but declined to say how much. And other embassies also refused to divulge their rates, saying they had "strict guidelines".

## NEWSPLUS+

★ IKAGENG village council clerk Magubelo Vilane, who was allegedly shot several times by a council police constable, claims the council is victimising him.

Mr Vilane has criticised the council for failing to take action against the cop who shot him.

He spent two weeks in hospital, where he was operated on.

## NEWSPLUS+

★ A POPULAR Khutsong shebeener was this week robbed of his weekend's takings by five armed men.

Stanford "Amen" Monini, was in bed on Sunday at about 9.30 pm when the men, all armed with pistols, stormed his home and demanded a cash box. The robbers escaped with about R800.

By Marika Sboros

If women were to withdraw their labour, strike or indulge in defiance and open hostility, the whole edifice upon which our patriarchal society is based, would come tumbling down.

This was one suggested method of bringing to society's attention the real, economic value of the unpaid work of women, at a seminar on the subject last night at the University of the Witwatersrand.

Co-hosted by the Women's Legal Status Committee and the SA Association of University Women, the occasion was attended by a lively multi-racial audience of about 200, mostly women.

Mrs Jo Nowicki, a communications lecturer at Wits University, said women had enormous power potential, but needed a new ideological stance from which to demand their rights.

#### SUPPORT SYSTEMS

The first target area was the need to attack the mystique of "men's work", she said.

"The word work has to be radically re-defined to emphasise the idea of women's contribution to society," Mrs Nowicki said.

Mrs Barbara Ross, a marketing and research director for a major advertising company, said women should become involved in networking and support systems to help each other.

"Women have been taught to be competitive. They are not supportive of other women's efforts. I don't see women celebrating the success and achievements of other women," Mrs Ross said.

To murmured approval from the audience, Mrs Ross said there was nothing quite so depressing as to have to ask for money.

"Housewives must come out of the closet and understand that their sisters who work outside

# Demolish the mystique of 'men's work'



JACKLYN COCK: Scathing attack.



BARBARA ROSS: "Bad attitudes."

the home are also housewives," she said.

There was a need to break down bad attitudes about housework. Mrs Ross said.

Dr Dilshad Jethan, a consultant physician at Coronation Hospital, spoke about the problems of discrimination and prejudice she had experienced becoming a doctor in a man's world.

Women were temperamentally more suited to being doctors, she said.

#### POLITICAL NOTE

It was left to a senior sociology lecturer at Wits, Dr Jacklyn Cock, to introduce a politically controversial note to the proceedings.

She prefaced her talk on "The Brain Drain and the kitchen sink" with the comment that earlier speakers had left her with a sense of unreality, as none of them had made any reference to the crisis in South Africa.

Black women had daily experience of direct physical violence in the townships, while whites lived in protected cocoons in the suburbs, she said.

Whites were not properly informed about the violence sweeping the

country, and this threatened them with a loss of their humanity.

In a scathing attack on the double standards prevalent in most of society, Dr Cock said the institution of domestic service in this country was akin to tyranny.

"White children learn racial superiority and a level of expectations about black people through the way they see their parents treating domestics."

Dr Cock said women perpetuated their own oppression by rearing children to fit into rigid stereotypes.

"Boys are not taught domestic skills and responsibility," she said.

However, Dr Cock said she saw hope in the fact that the home was being used to mobilise women's power in consumer boycotts — a non-violent strategy for change.

This power should be used to work for a more just society for all South Africa's peoples, she said.

She noted that it was women, particularly black women, who were subjected to and suffered from effects of the inconvenience caused by consumer boycotts.



# Car firm agrees on maternity leave and other benefits

Argus Correspondent

DURBAN.— The National Automobile and Allied Workers' Union (Naawu) has concluded an agreement with Toyota in Durban enabling workers to take four months maternity leave and receive 70 percent of their normal wage.

The union says in its publication, Naawu News, that the agreement is the best negotiated in the country so far and was meant to overcome the inadequate maternity benefits granted through the Unemployment Insurance Fund (UIF).

In terms of the agreement, a worker will claim the usual 45 percent from the UIF and 25 percent from the company — enabling her to take home 70 percent of her wage.

If a worker does not qualify for UIF benefits, the company will make

up her wage to a maximum of 70 percent

Another advantage for workers, according to the union, is that they will be able to take a month's extra maternity leave than is required by law. The union argued during negotiations that three months was too short a time to ensure proper child care. It maintained an adequate period would be seven months.

Naawu says it sees the agreement as one more step along the road to adequate child care.

The Toyota agreement also guarantees women workers their jobs back on the same conditions on their return from maternity leave and the company has agreed to try to find an alternative position for any pregnant worker whose job endangers her pregnancy.

A member of the Naawu negotiating team said experience had shown maternity leave was not enough. What was needed was a child-care package which would include maternity and paternity leave as well as some provisions for creche and medical facilities for young children.

The union was working on such a package, which would come up for consideration in the near future.

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## SA servants 'on way out'

A GROWING trend towards a servantless society was manifesting itself as more and more SA kitchens were being fully automated.

The same move towards household automation which had taken place in Europe 20 years ago was becoming apparent in SA, Peter Klaussner, executive director of AEG (consumer goods), said in Johannesburg yesterday.

Though the appliances market was down by 30% to 40% in real terms against last year, AEG faced a reduction of only between

15-50%, he said.

Klaussner stressed that AEG had no intention of withdrawing from SA.

"In spite of the fact that certain foreign companies have closed their operations in SA, AEG has no thought of pulling out.

"We have been represented in SA since 1898. We have survived a few major crises and we are sure we will weather the current storm," he said.

Business Day Reporter



W/C ARGUS 26/10/82 (3554)



Suzanne Gordon, the author.

## While people call for talks who'll listen?

DALE LAUTENBACH

Weekend Argus Reporter

AFTER 10 years spent developing the Domestic Workers and Employers Project and with the publication of a collection of biographies of 23 domestic servants, Suzanne Gordon has a simple but powerful message: Listen, she says, listen.



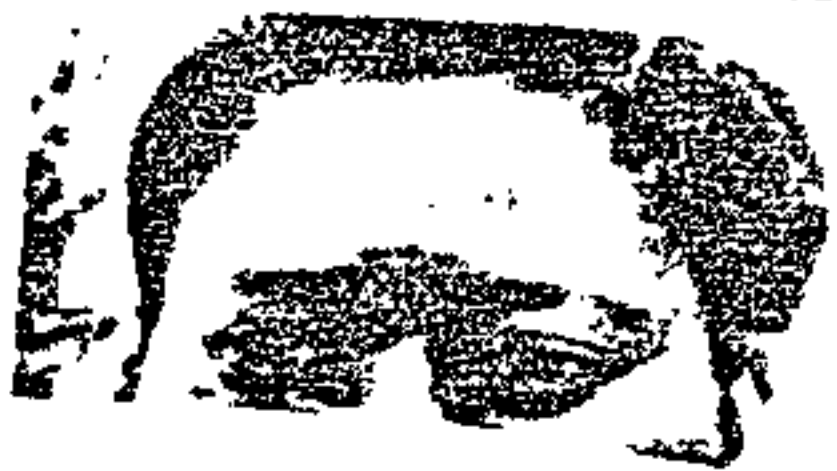
Christopher Solo Mathime Malepe tells his story in the book. He was 'lucky' — his employer allowed him to train as a dental mechanic.

"That's the most important but painful thing in the world, isn't it?"

Speaking of white South Africans — invariably the group which employs black domestic workers — Mrs Gordon is fraught with despair about white attitudes.

"I've actually almost given up. If people don't want to listen, to know, they won't. We have to go through the pain of listening to the pain the blacks in this country have been through."

In *A Talent for Tomorrow* (published by Ravan Press) Mrs Gordon presents the life stories of 23 South African servants: their pain, their frustration and also their joy, humour and hope. And there is some reference too to the history which has created their plight.



...a touching book and she hopes, after reading it an employer might be moved to think. "God, I've never really thought about the woman in the kitchen. Perhaps there's more to my servant than cleaning and peeling potatoes. She is a person with family, history and identity" ... and then to question and listen.

Margaret Mazonyeni Sithole, interviewed in the book: "She is avid for new experiences. In 1982 she started jogging."

There are employers who care and listen but with today's news setting the atmosphere of our interview, she is not satisfied that these exceptions provide much to be optimistic about.

"What struck me again and again while researching the book is the lack of bitterness and how so many of these domestic workers have developed philosophies for dealing with a situation which requires that they handle these crazy, neurotic, selfish white housewives."



Elizabeth Nomkhitha Si-phika, another interviewee: "I'd like to go on with my education. Now I'm stuck. I can't educate myself and look after my mother and my children."

"The domestic worker is often a therapist and throughout I found such extraordinary resilience and humour. I wrote the book because I wanted people to realise how admirable and marvellous these people are. Heroic sometimes."

Mrs Gordon lives in Johannesburg but came to Cape Town this week to give a talk about her book at the Feminist Book Fair in Cavendish Square.

"I had no idea it was a feminist thing," she says, and laughs. "My book is not a feminist book. But I'm all for people and perhaps women especially."

## A Talent For Tomorrow

The Stories of South African Servants



Suzanne Gordon's book.



## Wages rise to woo office staff

Business Day Reporter

DESPITE fast-rising starting wages, skilled female office staff are tending to hold on to their present positions, according to Kelly Personnel's quarterly salary review.

The shortage of skilled personnel has seen starting wages in certain categories rise at above average rates for the quarter to end-September.

Executive secretaries, girl Fridays, receptionists/switchboard operators and bookkeepers are most in demand, and their wages have risen substantially over the last quarter.

Attempts to attract movement in these categories has seen starting wages increase between 3.5% and 4.8% in the third quarter.

This is in comparison to wage rises of 1.2% to 1.9% for less skilled jobs.

The increases for the six main job categories in the 12 months to September 30 were: executive secretaries, 5.1%; secretaries, 6.2%; copy typists, 2.9%; girl Fridays, 9.1%; receptionists/switchboard operators, 7.3% and bookkeepers, 10.2%.



## Readers help

### unemployed

#### Cape mother

Argus 7/11/81

Staff Reporter

354

AN UNEMPLOYED Marenberg woman received swift help when a letter detailing her plight was published in The Argus with a series of articles on unemployment.

When she was retrenched in August last year she had lost her Unemployment Insurance Fund card, could not draw benefits and did not have the money to go to town to plead her case.

She had two young daughters to support, alone. They were given food daily by a cousin.

Finally, desperately, she wrote a letter to The Argus describing her situation.

Public response was immediate and heartwarming.

A local creche gave her a temporary job, there were contributions of money and offers of food and other assistance from people touched by her plight.

But even these offers produced problems.

With aid from a charity she paid her debt to the landlady, but when people started arriving at the house with offers of assistance she was told, "All these people are too much of a nuisance. You'll have to leave."

However, cash contributions have helped to ease her financial burden, and she has had an offer of permanent employment.

"People have been very kind. I really can't thank them enough," she said.

CAPE TIMES  
7/11/85

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# Women sue for urban rights

## Supreme Court Reporter

TWO contract workers and two women from Khayamandi, Stellenbosch, applied to the Supreme Court yesterday for orders that the Western Cape Development Board should recognize their right to remain in a "prescribed" urban area.

Applications by Mr Gavele Mduma and Mr Mjuleneni Baleni were withdrawn after the rights were conceded and the WCDB and local labour officer agreed they should pay costs.

The two women's cases were postponed *sine die*.

One was an application by Ms Thelma Matinyani for an order declaring her right under Section 10(1)(a) of the Urban Areas Act to stay in the Peninsula.

In an affidavit she said she was born in Stellenbosch in 1947 to parents who had lived there before the Act came into being. All but four months of her life had been spent in Stellenbosch.

She was arrested and fined "on several occasions, and even imprisoned". In 1982 she had been acquitted of being in a prescribed area but now had no fixed abode since the aunt with whom she had stayed feared prosecution.

Mrs Nomission Pitsha, 27, said in an affidavit that she was entitled to section 10(1)(c) rights as she was married to a man who had urban rights.

## Appeal

She had been endorsed out of Stellenbosch last year and her appeal against this was dismissed by the Chief Commissioner, she said.

She was still living with her husband, despite lack of permission.

Mr Justice R M Marais presided. Mr M Donen, instructed by Groepe and De Bruyn, appeared for all four applicants. The respondents were not represented.



# Domestics win the day in two contrasting trials

By Claire Robertson

Court 12 at the Johannesburg Magistrate's Court heard two contrasting cases yesterday, highlighting diverse aspects of a law that has been thrust into the public eye by the stand of Mrs Marion Crawford.

Mrs Crawford chose to go to jail last month instead of paying a fine in protest against the pass laws.

In one case, a woman was soundly criticised by the magistrate for making her domestic worker sleep in her garage; in the next case the story of a tangle of red tape was swiftly dispatched by the same official.

"Your maid is good enough to cook your meals and look after your children. Surely she should sleep in your house," Magistrate Mr H P Holtzhausen told Mrs N August (37) of Croton Close, Riverlea Extension 2, before fining her R50 (or five days) for making Mrs Sarah Mkwena sleep in her garage "for only one night", as she said.

Next before the court was Mrs Brenda Bossenger (37), of Highlands North, charged with unlawfully accommodating a black person. Mrs Bossenger, who had been in contact with Mrs Crawford because she had considered going to prison if convicted, pleaded not guilty.



Mrs Brenda Bossenger. . . "opposed to bureaucracy".

However, before the trial, Mrs Bossenger told *The Star* she had decided she would not follow Mrs Crawford to prison as she was a divorcee with two teenage children.

She was, however, determined to fight the case, "not for political reasons, but because I am opposed to the incredible bureaucracy of Wrab".

Moving into a new block of flats in July this year, Mrs Bossenger contacted Wrab for permission to house Mrs Johanna Matsie in a "newly painted room with a private bathroom — a beautiful room" in the block's servants' quarters.

She was told to provide a letter explaining why she needed a "sleep-in"

servant; one from her employees, a large shipping firm, to back up her reasons, and a letter from the building landlord. These she provided.

Two months later, Mrs Bossenger was granted permission.

A month after she had moved her servant into her new home, Mrs Bossenger was again contacted by Wrab, and told she did not have the necessary permission.

The prosecutor asked that the hearing be postponed.

"What is the reason for my returning to court?" asked Mrs Bossenger.

"Yes, exactly — what is the reason?" asked Mr Holtzhausen, who returned a verdict of not guilty shortly afterwards.

# Help improve SA women's lot, UK unions asked

Argus Foreign Service

LONDON. — Transvaal trade unionist Mrs Lydia Kompe has appealed to British union members for help in improving the lot of South African women at work.

Speaking at the launch here of the book *South African Women On the Move*, published in South Africa as *South African Women Speak*, she said:

## Domestic workers

"After reading this, we would urge you to give us comment, criticism and guidelines to improve our conditions and to help us see how you achieved what is still (just) a programme for us."

"Mama" Kompe, Transvaal branch secretary of the Transport and General Workers' Union, also made a vivid

appeal on behalf of South Africa's least represented employees, domestic workers.

She told a conference here: "They are the most exploited and isolated group in the country.

"Madam can decide what her 'girls' work should be, how much she should do, how much she should be paid.

"We have no way of fighting against the exploitation, no way of fighting the fact that we are not allowed to have our husbands visiting us, or our children staying for more than 72 hours before they're told to go."

*South African Women on the Move* is compiled by the Vukani Makhosikazi collective and comprises interviews with black women from all areas of life.



AR64 25/11/8

~~Domestic~~

## Workers in nationwide campaign

Labour Reporter

DOMESTIC workers groups have launched a countrywide campaign for better wages and working conditions.

The campaign — co-ordinated by groups in Cape Town, Johannesburg, Durban, Port Elizabeth and East London — is also likely to receive legislative backing next year for at least minimum working conditions.

Meetings to clarify the demands to employers are being held by all the groups.

The demands include:

- A minimum wage of R150 a month for unskilled workers and R200 a month for skilled workers for an eight-hour day, five days a week.

- An hourly rate of R2.50 for chaps, plus travelling allowance.

- No employment of children under 16.

- Maternity benefits for all women eight weeks before birth and six weeks after, plus days off to attend ante-natal clinics.

- Fourteen days sick leave a year.

- Twenty-one days paid annual leave plus all public holidays.

- One month's notice on either side.

- Payslips stating hours of work and deductions.

Outlining the demands at a meeting of employers and employees, Domestic Workers' Association spokesman Mrs Florence de Villiers said, "We don't want to attack employers but to find common ground and understanding of each others' problems."

More meetings to expand the campaign would be held in coming weeks.

Mrs de Villiers said the groups hoped legislation covering basic conditions of employment would be introduced in Parliament next year.

Mr. Maian believed it was necessary

## Maternity-pay plan slammed

355A Municipal Reporter *Star*

A move by the Johannesburg City Council to withhold maternity leave on full pay from employees whose husbands have not done military training has been slated by councillor Mrs Molly Kopel.

The item on the minutes of yesterday's council meeting was not debated as an adjournment was called at 11 pm, leaving several matters in abeyance for the next council meeting.

However, Mrs Kopel issued a statement because she felt it was vital that the matter should be aired.

According to the recommendation by the management committee, wives of religious objectors should also be excluded and women taking advantage of the 96-working-day leave on full pay for the first two pregnancies, would have to agree to work for the council for a full year.

An incensed Mrs Kopel branded the resolution "totally sexist, racist and denigrating to all women", adding that every woman aware of the council move was outraged.

"This recommendation excludes not only white women, but black women (who are good enough to sweep the streets, but cannot qualify as their husbands are excluded from military duty), Indians and coloureds, and women married to students who have not yet gone to army," Mrs Kopel said.

Houghton



# Cosatu to fight for women

Political Staff

THE new Congress of South African Trade Unions (Cosatu) has adopted a strong feminist position, rejecting exploitation of and discrimination against women.

It said it was "against all unequal and discriminatory treatment of women at work, in society and in the federation".

The Cosatu stand on women's rights is the most outspoken position ever taken before in South Africa by a representative, and predominantly male, body.

In a resolution, released yesterday, Cosatu called for equal pay for all work of equal value and "for the restructuring of employment so as to allow women and men the opportunity of qualifying for jobs of equal value".

It said it would fight for childcare and family facilities "to meet workers' needs and make it easier for workers to combine work and family responsibilities" and for full maternity rights "including paid maternity and paternity leave".

It called for the protection of women and men from all types of work which were harmful to them and resolved to fight "against sexual harassment in whatever form it occurs".

The resolution said women workers often suffered sexual harassment in recruitment and employment and that "most women workers in South Africa lose their jobs when they become pregnant".

# Checks on nurses' overtime attacked

STAR 4/12/85  
355A  
Pretoria Bureau

The South African Nursing Association (Sana) has objected to the fact that some nurses have been asked to provide written proof that they are working the extra hours required by the Government every week.

The extra hours are part of a Government savings drive.

However, Sana told the Minister of National Health and Population Development, Dr Willie van Niekerk, that it objected to having its members "policed" in this manner.

Sana's president, Pro-

fessor Margaret van Huyssteen, said this approach by certain authorities had been counter-productive.

"The nursing profession supports the principle of increased productivity and measures to contain costs in health care," said Professor van Huyssteen.

The association also petitioned the Minister for a review of nursing salaries and conditions of service and reports of hardship among nurses were brought to his attention.

Dr van Niekerk said he would give the matter his personal attention.



# Conditions worse, but nurses are content

11/12/85 355 A  
Pretoria Bureau

STAR  
In spite of their slashed bonuses and longer working hours, most nurses still profess to be happy in their jobs.

According to a recent survey of 670 nurses conducted by the HSRC in conjunction with the South African Nursing Association (Sana), just over 63 percent of nurses said they were very satisfied with their posts and another 33 percent said they were reasonably happy.

A total of 90 percent said they were in no hurry to change jobs.

Like other public servants, nurses took a one-third cut in their bonuses this year and most of them are now working up to two hours extra every week as part of a Government savings drive.

Their salaries have also remained static for some time.

But of all the respondents, only 3,72 percent said they were reasonably dissatisfied with their lot.

More than 65 percent said morale within the profession was high, while only 3,5 percent said they believed morale was poor.

Sana executive director Mrs Susan du Preez said her association could be proud of its members, who, in spite of problems, exhibited high morale and great job satisfaction.

# Domestic wins her claim

A DOMESTIC worker has won R2 000 in compensation after she was burnt because of her employer's negligence.

Gladys Govana was burnt in March 1982 while defrosting a freezer for her Constantia employer with boiling water.

She said the employer came in unexpectedly and shouted at her, causing her to spill the boiling water on her arms.

The next day she went to hospital for treatment to her scalded arms.

"The doctor said I should stay in hospital for two weeks because of my diabetes. But I went back to my employer's house the following day to show her my injuries.

"She (the employer) said the job was finished and she had a new maid. So I went to the SA Domestic Workers' Association for help."

Sadwa took legal advice and her lawyer entered a R5 000 claim against the employer, claiming negligence and a duty of care owed by the employer to provide a safe system of work. In July, a court ruled in favour of Mrs Govana in respect of negligence. No ruling on the duty of care was made. - Sapa.



BUS 247 18/12/86

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# Protecting against disablement

ONE of the risks most frequently overlooked when drawing up a financial plan is that of disablement, either temporary or permanent.

Temporary disablement is the one ignored most frequently. This is because most people don't think that they will be prevented from working by sickness or injury for more than a week or two at most.

Most employers are happy, either as a condition of service, or *ex gratia*, to pay an employee for up to two weeks' absence for sickness (or injury) each year. Most employers are markedly unhappy about having to pay more, although there are special circumstances which could persuade them to do so.

Consider, therefore, that an employer is not obliged to do more than required by the agreed conditions of service. Consider further that many fairly common illnesses may have a duration of several weeks, that major surgery may require a recuperation period of a month or more and that a major illness, such as a heart attack, could well mean not work-



ing for several months.

Apart from Workman's Compensation Insurance, for injuries sustained in the course of employment, and unemployment insurance benefits, there is no statutory assistance for people who find themselves unable to work while temporarily disabled.

Some, but very few, pension funds have a built-in temporary disablement benefit which provides for payment of, say, 75% of the member's pay while disabled. If your pension fund provides this benefit, then your consultant should not duplicate the protection.

It won't do you any good in any case as there is an agreement between the life insurance companies which limits the

payment of disablement benefits — you cannot in total receive benefits in the form of income of more than 75% of your income at the time you became ill or disabled.

If, however, you do not belong to a pension fund which provides this benefit, then apart from lobbying the trustees to improve the fund in this respect, you will have to consider insurance to protect your income. This insurance is variously known as permanent health insurance, non-cancellable sickness and accident insurance, income replacement insurance, income security insurance or income protection insurance.

It is simply an insurance up to age 60 or 65 which, in return for a monthly

premium, will pay you a monthly income while you are unable to work through illness or injury.

Typically, a policy to age 60 to provide R1 000 of income a month would cost a woman in her mid-30s about R30 a month if the waiting period were a month, or R24 with a three-month waiting period.

Permanent disablement protection is easily provided by paying an additional premium on a life insurance policy. This can provide for the payment of the proceeds as a capital sum (again there are limitations on the amount that can be paid in this way) or a waiver of premium benefit may be bought.

Temporary disablement is common; its duration for a month or more is far from unusual. Permanent disablement is as great a risk as death. The main point in this discussion is, therefore, that disablement protection must form part of the overall financial plan.

□ In Part 7 tomorrow, the discussion will be on insurance against loss or damage to possessions.

National President of the SA Association of University Women (SAAUW), Joan Whitmore, mapped out the organisation's future course of action in her presidential speech at their recent national annual general meeting.

# Call for more women to fill upper posts

ARGUS 8/12/85 (355A)

hibited.

"I PREFER to view current events as challenges rather than problems. However, there can be no motion and momentum without a comparable input of energy.

"We shall have to muster sufficient will and energy firstly to resist the slide towards chaos and barbarism, and then to turn the tide of the down-swing towards a gearing up of the economy and the advancement of the country as a whole, based on the development and utilisation of the potential of all its people.

"This will demand not only the utmost effort but also a sense of urgency and purpose on the part of all caring, trained people — which places the SAAUW in the front line of responsibility."

## Consequences

This is the view of the National President of SAAUW, Joan Whitmore.

The outcome and consequences of the momentous political and economic events in South Africa during 1985 will, she believes, largely depend on:

- The perspective in which we view them.
- Our attitude of mind.
- Our perspicacity in analysing and evaluating the situation.
- The steps we take to fashion the building blocks of a better future, and
- The energy we bring to this task.

"The current drive is towards communication across the cultural and ethnic boundary zones of common concern. This is good and very necessary — provided too much time and energy is not dissipated on diffuse talk at the expense of two other pressing priorities namely, sound socio-economic planning of reform and reconstruction, and vigorous action to implement those plans — for words unaccompanied by actions breed frustration," she said.

## Where to start

Addressing the problem of where to start, she pointed out that as basic an approach as analysing available statistics can serve to highlight problem areas and yield pointers to appropriate action that needs to be initiated. She gave the following as examples:

black girls qualifying for the Senior Certificate being phenomenal.

This highlights an urgent need, to which the SAAUW could give impetus to action, in a catalytic role — the need for a wide range of tertiary education facilities, career opportunities and guidance for this avalanche of young woman matriculants whose proven potential, if further developed, could contribute a great deal to the socio-economic progress of South Africa.

● The graph of the highest level of education attained by girls by the time they leave school is markedly stepped. A high proportion achieve only Std 4 or 6 and most of these would doubtless be incapable of attaining the tertiary level of education even if they were to remain at school.

However, this does not hold for all girls who leave after Std 8. While some are of only moderate ability, many are achievers who have reached this level of education under difficult circumstances but have been forced to leave school because of their age or economic exigencies. They find themselves in a "shadow zone" with only the limited number of job, training and promotion prospects open to those with only a Std 8 qualification.

## Twofold need

There is thus a twofold need which the SAAUW should recognise and help to meet — those of encouraging and assisting promising Std 8 girls to study further towards the Senior Certificate which will open so many more doors for them, and of activating public opinion and the authorities to provide training courses and job opportunities to enhance the earning capabilities of these girls, lest they become a frustrated liability.

## Immediate pointers

Finally, what immediate pointers are yielded by a glance at current employment and earnings statistics?

● From 1960 to 1980 the increase of 1 482 200 in the number of economically active women actually exceeded that of men, but by 1980 women still constituted only 32,4 percent of the total compared with 23,1 percent in 1960.

Another seemingly encouraging de-

Cont



ARGUS

18-19-85

● To progress sufficiently rapidly in a highly competitive world economy, a country needs a strong professional backbone and executive superstructure.

These key roles are in the main filled by graduates who, in South Africa, constitute only about 0,85 percent of the total population. Only about 32 percent of those graduates are women, the proportion diminishing sharply from 35 percent of those with a B-degree to only 11 percent at the doctoral level.

This reaffirms the need to encourage and assist more women not only to take a first degree but especially to proceed to higher degrees, thus helping to anticipate the demand for more highly trained professionals and executives — a need exacerbated by the current exodus.

● The women graduates of tomorrow are the schoolgirls of today. It is encouraging that over the period 1971/2 to 1983/4 the percentage of girls amongst those who obtained a Senior Certificate rose from 46,6 to 49,2 percent, and by now probably equals the percentage of boys.

Over the 13 years the 242 percent increase in the number of girls obtaining a Senior Certificate has surpassed that of the boys (219 percent), the 15-fold increase in the number of

development was the increase in the percentage of women in professional, technical and related occupations from 41,8 to 43,9 percent over the 20-year period, this being well on the way towards parity with men.

However this progress is largely offset by the fact that men still have a 90 percent monopoly of managerial and administrative posts, the percentage of women having increased from only 8,6 to 9,9 percent (an in real terms by only 7 700 compared with 66 000 in the case of men) in 20 years.

### Major discrepancy

This major discrepancy spills over into the economic sector, for of the close on ½-million people earning more than R12 000 a year, only 5,1 percent are women (although interestingly, the proportion is 10,3 percent in the case of non-white women).

Clearly if the potential of women is to be utilised optimally, a major thrust is called for to increase their numbers in the managerial and administrative echelons.

Among the various options, there is immense scope for unlocking the leadership qualities in women and developing their entrepreneurial skills as a means of generating not only more income but more jobs for others.



# re domestic Worker's

# Catch 22

MILDRED MJEKULA'S working life is one great Catch 22. To get work she needs to be registered and to be registered she needs work.

Mildred, a Transkeian, is an unregistered domestic worker in Johannesburg. Hers is a typical situation in which many "homelands" women find themselves, in the cities of South Africa, and nowhere more acutely than in Cape Town.

Her story is told in *Working Women*, a publication prepared by the Sached Trust and published recently by Ravan Press, with text and photographs by Lesley Lawson.

The book is a series of interviews with black women who work in homes, offices and factories, in lowly paid jobs which tax their energies and inner resources to the limit and where the basic human right to work is fraught with a tangle of oppressive and harshly administered laws.

For Mildred Mjekula, this basic human right is doubly fraught: she is one of the many thousands of unqualified and "illegal" women who are forced to look for work in the towns because their migrant labourer menfolk do not earn enough to support them and their children. Mildred first went to Johannesburg from her home in Umtata in 1969. She was 18 years old. She has been trying ever since to be registered but influx control laws have operated against her.

"I went to the pass office and explained I had been working in Johannesburg for many years. But they sent me away. They said I cannot be registered even if I get a job because I am from Matanzima."

Meanwhile she works for madams prepared to employ her even though her "papers" aren't in order. Always there is fear of the inspector.

Accommodation is another endless problem. Without "papers" she cannot easily find somewhere to live in the overcrowded townships and has therefore always had to look for work with a room. "I don't mind as long as there is a room."

Mostly the room is just big enough for a bed, a wardrobe and one small table. Her working day begins in the madam's kitchen at 7am, with an hour off for lunch and the day finishes between 7.30pm and 8.30pm.

Some employers allow visitors, some do not. Wages have never been more than R110 a month, of which she sends R60 to her mother who looks after Mildred's child, who is

now six.

"I see her once a year for two weeks in December, or maybe June. My child does not remember I am her mother. She knows me but now my mother is her mother. She doesn't love me too much and this is difficult for me."

Mildred has been arrested three times. "You can ask the police to make a phone call. You give them 30c or maybe 40c and then you can phone. I can phone my brother or my husband, maybe a friend. Then they know you are in prison and they bring you food and bail."

But if you are arrested on Friday you have to wait till Monday before anybody can come. "You must wait in the same clothes, with no soap, no cream, no washing water. If you are lucky you find nice people to sit with. Then we look after each other and talk. I was scared the first time. But now most of my friends have been in prison."

Mildred's future is bleak. "If I don't get registered, I can't go back to Transkei. I have no other way of making money except by working. When I am old I want to go back to Transkei."

MOLLY GREEN



Jolly Moloko, attorney at the Centre for Applied Legal Studies (Wits).

## STUDENT GIFTS



Mildred Mjekula ... "when I'm old I want to go back to Transkei".



Gugu Mhlongo and friend, Bantustan factory workers.



# Let domestics go home for Christmas

By Kate McKinnell



MARGARET NHLAPO: "Domestic workers should be at home with their families at Christmas time."

Christmas is a time every family should enjoy together — and that includes the families of domestic workers, says Mrs Margaret Nhlapo, head of the South African Domestic Workers' Association (Sadwa).

Mrs Nhlapo appeals to employers to ensure domestic workers enjoy Christmas by giving them time off to go home.

"And, most important, don't expect your maid to look after your house alone over the Christmas period — we have had many cases in which domestic workers, left with little security, have been attacked in homes," says Mrs Nhlapo.

She feels employers should remember that domestic workers are not "helpers" who work for a "pat on the shoulder". They are workers, and are entitled to leave and pay just as any other worker is.

Domestic workers, says Mrs Nhlapo, should not have to rely on the goodwill of their employers for financial aid.

Since 1980, Sadwa has frequently approached the Minister of Manpower and other officials in an attempt to have measures passed to protect

and promote domestic workers.

Sadwa has been told that "the matter is being looked into", but so far nothing has been done.

"We decided that the only course was to approach employers directly, and at the request of domestic workers we have launched a nationwide awareness campaign for better wages and working conditions," says Mrs Nhlapo.

## STANDARDS

Standards suggested in the campaign include:

- Minimum wages of R150 a month for unskilled workers and R200 for skilled workers for eight hours a day, five days a week. An hourly rate of R2,50 plus travelling allowance is suggested for chars.
- No children under 16 should work.
- Maternity benefits for all women to be paid eight weeks before birth and six weeks afterwards.
- Days off to attend ante-natal clinics.
- Fourteen days' sick leave a year.
- Twenty-one working days' paid yearly leave.
- A month's notice from either side.
- Payslips stating

hours of work and deductions.

● All public holidays off.

"Some employers are already following these standards of their own accord. There are many employers who really do care," says Mrs Nhlapo.

However, at a meeting held in Johannesburg recently to explain the suggestions and promote discussion between domestic workers and employers, only two employers turned up while there was a good attendance by domestic workers.

"It seems many employers just don't care," says Mrs Nhlapo.

She gives a typical illustration of the situation, which was reported by one domestic worker.

When the woman asked her employer to accompany her to the meeting, the employer said: "But I am quite happy with you — I have no reason to go."

Mrs Nhlapo says: "We want to encourage a better relationship between employer and domestic worker, with each aware of the other's needs.

"Domestic workers' patience is wearing thin. We only hope that more employers will attend our next public meeting when we will again be discussing the situation."

**'Pay Book' could help in the home**

Formal records of exactly how much domestic workers are owed each month could go some way towards reducing tension between employer and employee.

The "Pay Book", recently introduced to South Africa, is a convenient way of keeping such records.

Each month, overtime, babysitting or days off can be recorded and any savings or loans noted. Space is provided for net pay to be calculated, entered and signed for.

On the front page is a section "Details of Staff" in which the particulars and photographs of staff members can be entered — and there's a corresponding page for details of employers.

At the back of the "Pay Book" are cut-out pages — "Certificates of Service" — which can be issued at the end of each year or used as testimonials.

The Pay Book will be available at bookshops and stationers at a suggested price of R2,50.



# Protecting our working mothers

Cont 2  
355A

THE struggle to prevent discrimination against women is to be reinforced by women in industries and at home.

Women demand a wide range of protective measures and rights for working mothers, including health and safety agreements for pregnant and nursing mothers.

Women also see the fight against sexual discrimination, of which maternity agreements play a big role, as an important and valid part of the overall struggle for improved conditions of work and for increased workers' control in the workplace.

## Protection

Women in trade union movements have clamoured for the following rights:

- That women employees should not be unfairly discriminated against through pregnancy as far as their working lives are concerned;

- That working women having children be given protection and this should not be regarded as discriminatory or in conflict with the principle of equality of opportunity and treatment;

- To consider the health and safety of pregnant and nursing women as of vital importance and employers should commit themselves to ensuring that their jobs and work environment do not detri-



Mrs EMMA MASHININI.

maternity leave;

- The company shall not exclude from employment any applicants because they are pregnant;

- All permanent female employees shall be entitled to paid maternity leave;

- The maternity leave entitlement shall be 12 months. Payment shall be based on the normal monthly earnings of the employee;

- Additional unpaid leave may be taken for six months;

- An employee taking maternity leave shall be guaranteed the right to return to work up to a period of 18 months;

- The employee shall give the company at least four weeks notice of her intention to return to work;

- In the case of members, contributions to the Medical Aid Society from both employees and employer will be borne by the company

arise with the health of the employee due to the pregnancy or childbirth, or should problems arise with the health or care of the child, an employee shall be entitled to 15 additional days paid leave a year. Further unpaid leave shall be granted where necessary.

Fosatu women workers said any protection against job loss was welcome.

But women want full maternity rights.

The following are a few demands in an agreement which expresses what women want.

The agreement was written after detailed discussions with women workers in the Pretoria area.

## WOMEN welcome any protection against job loss. But they want full maternity rights.

- The employee shall be placed in the same or similar position on returning from maternity leave;

- For the purposes of paid leave and bonus entitlements, maternity leave, whether paid or unpaid, shall count as unbroken service; and

- Maternity leave entitlement shall be six months. Payments shall be based on the normal earnings of the employee.

The first union to sign the maternity agreement with a company is the Commerical, Catering and Allied Workers of South Africa (Cca-wusa).

Ccawusa official, Mrs Emma Mashinini, in the signed agreement, said: "The agreement probably provides the largest package for working mothers."

## Health

The most important aspects of the agreement are as follows:

- Twelve months maternity leave with the guaranteed right to return to work;

- Seven of the 12 months are paid at 33 percent of normal salary, with UIF payments this amounts to 78 percent of salary for six months, and one month at 33 percent;

- A clause stating that pregnant applicants will not be turned down on the grounds of preg-

nancy; and

- A commitment to health and safety education for pregnant and nursing mothers.

Another important aspect to this agreement is that it is flexible and has few preconditions.

It is the choice of the worker when she wishes to take leave and claim the seven months paid leave, provided this is not sooner than four months before and not later than eight months after confinement.

Other unions are still negotiating for such agreements with companies which have their members.



Sawetan  
22-07-85



mentally affect their health and safety;

- Women shall be protected from all dismissals from the date they fall pregnant to three months after the end of the period of maternity leave;

- No employee may be retrenched while on

during the period of unpaid leave. While on leave, the member shall enjoy usual benefits;

- All pregnant women shall have the right to time off to attend ante-natal clinics, once a month, without loss of pay; and

- Should problems

TRADE UNIONS demand that pregnant workers should not be unfairly discriminated against.

WOMEN WORKERS — 1986

JAN — <sup>→</sup> ~~DO~~ DEC



# Father jailed for raping maid at gunpoint

By Duncan Guy

STAR

10/1/86 355A

A former senior bank clerk and father of three who disguised himself as one of his acquaintances to rape his domestic servant at gunpoint was jailed for three years yesterday.

Jan Abraham Coetzee (38), a former provincial rugby player, was sentenced to a further two years, suspended for five years, by Roodepoort regional magistrate Mr P Muller.

Clinical psychologist Mr Basil Carnie said Coetzee had frequently slept with black women during his twenties to win confidence as a man after having had sexual difficulties.

Mr Carnie's analysis of Coetzee also revealed that

his father had often slept with black women.

"As a boy he often tried to find fault in his home's domestic servants by accusing them of theft because his mother was worried about his father's attraction to black women."

Throughout the trial Coetzee denied having raped the servant and he told Mr Carnie that the maid — who had been working for him only a few hours when she was raped — had consented to having sex.

The maid said that in a scuffle in the kitchen of the Coetzee home in Mellon Road, Wilbro Park, he pointed a firearm at her and that his false beard fell off.

"He then took me into the bedroom and raped me at gunpoint," she said.

# Cops hold Fedtraw's Sister Bernard Ncube

By MONO BADELA  
FEDERATION of Trans-  
vaal Women president Ber-  
nard Ncube has been de-  
tained by security cops un-  
der of Section 50 of the  
Internal Security Act.

Sister Berbard, a close  
friend of Winnie Mandela -  
was apparently detained  
while attending a consumer  
boycott meeting in Kagiso  
near Krugersdorp.

Krugersdorp security po-

lice head Colonel Le Roux  
has also confirmed the de-  
tention of another nun, Sis-  
ter Christine, in terms of  
Section 50 of the Internal  
Security Act.

Sister Ncube, who works  
at the St. Mary's Convent in  
Kagiso 1, was elected head  
of Fedtraw in 1984. In 1983  
she was arrested by the se-  
curity cops for possessing  
banned literature and was  
later found guilty in the  
Krugersdorp Regional  
Court.

The detentions were  
slammed yesterday by Re-  
lease Mandela Campaign  
secretary Aubrey Mokoena.



# Gazankulu boost to the jobless

By SY MAKARINGE

THE Gazankulu homeland has embarked on nearly 700 drought relief projects and has created jobs for more than 8 000 people — mostly women — after it was granted R7,5-million by the South African Government recently.

The amount is part of a total of R46-million granted to the non-independent homelands to fight the high rate of unemployment following the drought which almost crippled the areas.

Workers are being paid R3 a day, or R60 a month, which was described by one official as "fair" as it exceeded the average income of a full-time Government employee in the homeland.

Members of the media were last week taken on a tour of some of the projects which the homeland government undertook to fight poverty and improve the quality of life for its people.

## Livestock

Through the projects, Gazankulu was able to build 111 additional classrooms in an effort to alleviate the critical shortage of classrooms in its 357 settlements.

Since the homeland lost many head of cattle during the drought, preservation of livestock

is seemingly one of the Government's top priorities.

It has put some of its remote bushy areas to better use by establishing a total of 27 grazing camps where cattle will be rotated. It has also constructed hundreds of dipping tanks for cattle.

Mr Thomas Khosa, senior public relations officer for the Department of the Chief Minister and Economic Af-

fairs, said they did not want to be caught napping in case the drought struck again.

The projects include the erection of the Giyani Golf Course, the first of its kind in the homeland, the establishment of the Man'ombe Nature Reserve, brick-making factory, construction of clinics and development of community gardens.

Mr André Human, one of the tour guides, agreed that there was still a large number of people who were still unemployed.

He said his Government was not at this stage in a position to employ them in these projects as the money was not sufficient.

In addition to the R7,5-million grant, a further R250 000 was made available for a

self-build housing scheme. The Gazankulu Government itself provided an additional R850 000 from its own resources for the employment-creating projects.



GAZANKULU women working on the Giyani Golf Course project.

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355

# Sharply higher pay rises seen

Financial Editor

BECAUSE of the four-year-old recession and the sharp devaluation of the rand, most South Africans have seen prices rising far faster than their incomes — which has led to a steady erosion in their standard of living.

The 1985 pay rises are a particularly glaring example of what has been happening. Although inflation at the end of 1985 was running at around 16 percent to 17 percent, and is now up to 18 percent, salary and wage surveys by personnel consultants indicate that few workers received more than a 10 percent increase.

However, this is likely to change says Professor David Rees of the University of Cape Town and economics consul-

tant to the stockbroking firm of Mathison and Hollidge.

Writing in the firm's latest newsletter he contends that the present situation of pay rates lagging behind inflation is anomalous and that there will be substantial pay increases later this year.

The argument that this is unlikely to occur in a recessionary economy such as ours carries some weight, but not much he says.

"The major export sectors — mining and agriculture — are booming and unlikely to put up stiff resistance to wages increases.

Professor Rees says there is an astonishingly close relationship between wage patterns in different sectors of the economy and the pay increases in the export industries can be ex-

pected to filter through quite rapidly to the rest of the economy.

Analysing the effects of this on the economy, he says that those export sectors now booming as a result of the weak exchange rate are likely to find their advantages being rapidly eroded.

On the import side, those sectors which are struggling are likely to find the going ever tougher, but mitigated by the reappearance of consumers as they recover some of their lost real income.

As a result he expects the value of real assets to rise more rapidly than the inflation rate and labour, while temporarily cheap, to be a good deal more expensive by the end of the year.



# Zimbabwe's progress in 'liberating' women

By Robin Drew of The Star's Africa News Service in Harare

4/2/86

355A

Zimbabwe is light-years away from a classless society and socialism remains a distant goal.

Apologists for the failure to get on with the transformation often blame the capitalist structures inherited from the days of white rule. But if they are to be honest they must also look at the structures inherited from their own past, many of which remain intact today.

The role of women in traditional society is a classic example, and it is one which the Prime Minister, Mr Robert Mugabe, has recognised as an obstacle which must be removed.

"A situation where past practices of relegating women to an inferior position in society cannot be allowed to continue," he has said. "To do otherwise will be a negation of our commitment to social justice and equality. We cannot achieve these goals if we do not liberate our womenfolk from the kitchen and domestic economy."

So, how much progress has Zimbabwe made in its first six years of independence in this particular war of liberation?

On paper, plenty.

When Former guerilla fighter Mrs Teurai Ropa (Spill Blood) Nhongo led her country's delegation to the UN Decade for Women conference in Nairobi last year, she was able to proclaim that Zimbabwe had done more in the past five years to uplift the status of women than any other independent African country.

Mrs Nhongo, wife of the army commander, General Rex Nhongo, is Minister of Community Development and Women's Affairs, and is very determined lady.

She is the only female member of the most powerful body in the land, the 15-person Politburo of the ruling Zanu (PF) party and she is one of two women in the Cabinet.

To do her job she has to be tough. For despite the Government's commitment to ending discrimination against women, she has found that many ministries in the male-dominated society in which she operates have been reluctant to co-operate.

## Provide framework

Mr Mugabe's Government has shown, however, that it is prepared to risk unpopularity in some quarters and has introduced far-reaching pieces of legislation which provide the framework for change.

Among these is the law which extended the 18-year age of legal majority to African women whereas in the past they had — in most cases — remained minors all their lives.

"This was a major breakthrough," said Mrs Julie Stewart, law lecturer at the University of Zimbabwe. She cautioned, however, that the

ramifications of this legislation would depend to an extent on how far women were prepared or wanted to defy the very real pressures of tradition, custom and family attitudes.

There was an outcry, for example, when a judge ruled that the new law meant fathers could not sue for damages if their 18-year-old daughters were seduced, and there was deep concern that the law would erode the ancient custom of roora, or bride price.

Another radical departure from customary practice was the introduction of the Matrimonial Causes Act which empowers the courts to make a division of property in divorce settlements.

The Minister of Justice, Legal and Parliamentary Affairs, Dr Eddison Zvobgo, said this law was even more important and far-reaching than the controversial Age of Majority Act in redressing the imbalance between men and women.

He said before the introduction of this Act, a woman was virtually unprotected by the law on divorce.

"Once divorce was granted, she was the loser," he said. "There was absolutely nothing she could call her own."

In most cases she left the home

she had helped build up with barely the clothes on her back, her kitchen utensils and in many cases without her children.

But now the law recognised the contributions the women had made and would take this into account when distributing the assets.

Mrs Stewart said the Act recognised the equality of the spouses and was designed to take account of individual needs.

The guilt concept had been removed from divorce in civil marriages and in this case only two grounds were recognised: irretrievable breakdown of the marriage and illness or lasting unconsciousness.

Mrs Stewart explained that the last provision was necessary because of the possibility of someone being kept "alive" on a life-support machine but remaining unconscious.

In preparation is a new law on inheritance, the Succession Bill, which Dr Zvobgo says will end the victimisation of widows.

Under customary law, he said, the relatives of the dead husband often claimed all the property.

Under the new law, where no will has been made, the surviving spouse, or spouses in the case of a polygamous marriage, the children and close relatives will inherit in defined portions from the estate.

## Junior wives

The new law suggests that in cases of polygamy, the senior wife will get 50 percent with the rest divided among the junior wives.

Mrs Stewart said the Succession Bill would be the most radical of all, but she warned that in some circumstances widows could find themselves worse off than if the relatives had lived up to their responsibility to care for her while taking the possessions themselves.

In other areas the Government has introduced regulations preventing discrimination against women in employment and in providing protection for them in the workplace such as paid maternity leave.

The answer to the question then of how much the Government has done to liberate women must be a considerable amount.

"Things are getting better," said Mrs Stewart, "though much remains to be done. A lot of this will be up to the women themselves to see that they take advantage of the framework that has been provided and ensure that their rights are exercised."

The educated middle class woman had made enormous progress since independence, she said, but the bulk of the women living in the rural areas had still to show that they were ready to fight for the opportunities open to them.



Mrs Teurai Nhongo ... Minister of Community Development and Women's Affairs.



Dr Eddison Zvobgo ... Minister of Justice, Legal and Parliamentary Affairs.

## Why Mugabe didn't bow to Iranian demands

By Robin Drew of The Star's Africa News Service in Harare

Zimbabwe struck a blow for women's rights when it refused to bow to Iranian demands that female guests be hidden away in a corner at a State banquet last month in honour of the visiting Iranian President, Mr Ali Khamenei.

The boycott of the dinner by the Iranians and the Zimbabwe Government's spirited defence of its women and the role they played in liberating the country has given a new impetus to demands for an end to all discrimination based on sex.

The Government has since independence pushed through a number of laws to upgrade the status of women and more legislation is on the way.

And the Prime Minister, Mr Robert Mugabe, in a passing reference to the banquet incident, said women should take it upon themselves to "preach the gospel of equality to the priests, to the Pope and to the ayatollah".

"Let us from Zimbabwe propagate this gospel throughout the world," declared Mr Mugabe when he said that inequality in the church could not be accepted.

The Iranians based their objections to the presence of women and the serving of wine at the banquet on religious grounds. As well as being the President of Iran, Mr Khamenei is a spiritual leader of Islam.

This was answered by Cabinet Minister and Politburo member, Dr Herbert Ushewokunze, who, in a newspaper article, said the world had so many religions that cross-cultural interactions would be impossible "if we were to insist on observing their practices all at once".

## COLONIAL LAWS

Dr Ushewokunze said the struggle for a more just society had been waged against oppression based on racial, religious and sex considerations.

"In independent Zimbabwe, women have fought colonial laws. They have fought the status of minors. They have fought for full rights to inheritance, employment and educational opportunities.

"These are rights that the women of Zimbabwe have successfully fought for. Our guests wanted us to reverse these gains momentarily so that we could have a banquet.

"Had we agreed to this, we could never again

have been able to stand up and speak on equality when we had at the same time condemned half our people to a medieval-type existence," said Dr Ushewokunze.

The Minister said even in stone-age society women had rights to go out and work collecting wild berries.

"Now we are told to keep women hidden away from society. The women of Zimbabwe, indeed of the world, should rise up against this rather unjust ordering of society," he said.

Dr Ushewokunze said there was a danger in focusing too much attention on the banquet incident because equality could be made to appear trivial when set against issues like that.

There was a fundamental principle that was being challenged and "this particular incident should challenge all of us to fight even harder for the full emancipation of our society from exploitation in all its forms".

Women members of Parliament have praised Mr Mugabe for his stand.

The South African-born Minister of Natural Resources and Tourism, Mrs Victoria Chitepo, said bowing to the demands of the Iranians who did not want to dine with women would have been a betrayal.



THE year is only a month old but already there has been several bloody incidents that threaten labour relations on the mines.

At least 18 people, including two white policemen, have been killed and several others injured during violent clashes between angry black miners and mine security guards — including at times the SAP — in the first three weeks of this year.

More than 26 000 black miners who participated in strikes, consumer boycotts and other actions which sparked off labour unrest have been dismissed while several others were arrested on various offences.

South African mineworkers have a rich and bitter history of struggle. The militancy of the black mineworkers has been expressed for 35 years, without proper organisation — trade unions.

The brutal repression of miners in 1946 and their organisation — the African Mineworkers' Union (AMU) — caused the mining industry to be regarded as an "unorganisable" sector.

At the helm of this year's struggle on the mines has been the National Union

of Mineworkers (NUM), an affiliate of the newly-formed Congress of South African Trade Unions (Cosatu), with a membership of 150 000.

In its four years of existence the NUM has made an indelible mark on labour relations in South Africa's mining industry.

The strength of the NUM in recent years is proof that the workers of South Africa today need to be united.

In January there were incidents at the following places:

- More than 23 000 miners on three Impala Platinum Mines, a Gencon-controlled mine, in Bophuthatswana, went on strike on January 1 over wages, working conditions and recognition of the NUM.

About 20 000 of the workforce was dismissed and bussed under police guard to their homelands. Several were arrested when police fired teargas during confrontations on the mine.

- Seven miners were killed and many injured on Kloof Gold Mine near Westonaria, when Pondos and Zulus clashed during what is believed to have been sparked off by a consumer boycott on January 6. Miners had been boycotting beer halls and stores situated on the mine.

- Nine people, includ-

# Powder-keg on the mines

## FOCUS

By  
**JOSHUA  
RABOROKO**

ing two policemen, were killed and scores of miners were involved in bloody clashes with mine security guards and the SAP on the Randfontein Estate Gold Mine near Westonaria on January 22.

About 571 miners were fired following the incident. Management claimed that the workers had attended an illegal gathering and fought the police when asked to disperse.

- About 1 500 miners went on strike at Foscor and Phalaborwa Mining Company in Phalaborwa. The workers took industrial action because they were forced to work under armed guard. Management banned union badges, T-shirts, songs and slogans at work.

Fifty-people were reported to have been injured during confrontations with the police. One policeman was injured.

- At Wolwekraans Collieries, some 500 workers went on strike after a boycott of beer halls was broken by management who insisted that workers buy their liquor on the mines.

The incident at Wolwekraans was followed by a mass walk-out of about 1 000 miners on the adjacent mines of Matla and Bank collieries. The workers went on strike in sympathy with those at Wolwekraans. Management fired the workforce, which was later reinstated.

The labour unrest on the mines follows NUM general secretary Mr Cyril Ramaphosa's assertion that black miners were angry and will offer resistance when

## NUM MAKES A MARK ON LABOUR RELATIONS



NUM's Cyril Ramaphosa... workers militant

forced to work under hazardous conditions.

Mr Ramaphosa accused management of using union-bashing tactics by firing workers.

The union was observing developments in Bophuthatswana where their members were dismissed. That territory, he said, did not recognise South African trade unions.

However, Impala's acting chief executive Mr Gary Maude, said the union had 200 members out of a workforce of over 23 000. During the strike the company was negotiating with the Bophuthatswana National Union of Mine Employees (Bonume), which NUM described as a "sweetheart union" because it was favoured by management.

Workers are housed on ethnic-tribal lines and the induna system remains an institutional feature of the industry.

One worker said sarcastically of the induna: "Their function is to police the workers, discourage mixing with

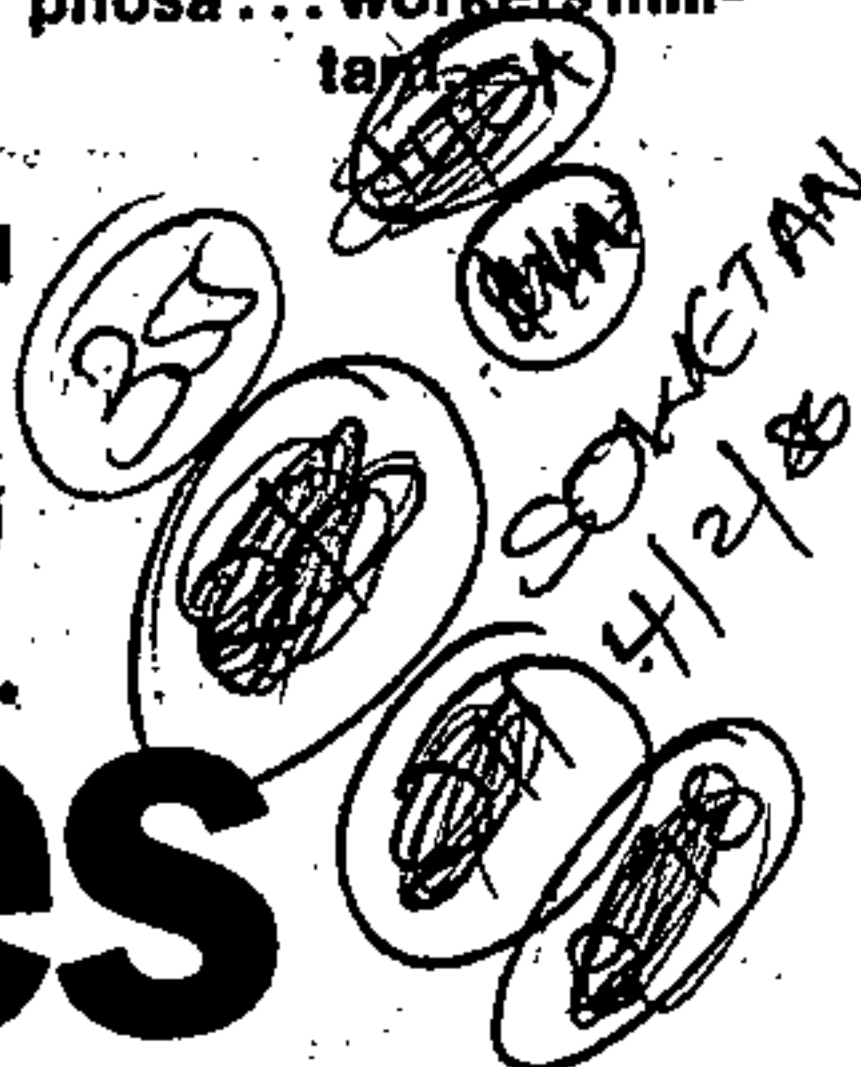
other workers and to disorganise us. They are management's puppets and watchdogs."

Wages and mine safety remain the two issues mineworkers are most readily prepared to strike over. But issues such as racial abuse, assaults and hostel conditions are also the focus of militant action by workers.

In the mining industry wages are uneven; gold miners earn different rates from coal or platinum miners, while different mining houses also pay different rates.

Unions have been sharply resisted for decades on the mines, even with the access agreements enjoyed by mine unions, for example NUM and the black Allied Mining and Construction Workers Union (Bamcwu).

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, said he hoped that what had happened on the mines early this year could be avoided.





ABOUT 50 workers at Expandite in Isando, a subsidiary of Burmah Oil, yesterday entered their second day of a strike over wages.

Mr Denis Thatcher, husband of the British premier, Mrs Margaret Thatcher, is a director of the company.

The workers, members of Chemical Workers' Industrial Union (CWIU), are demanding an increase of R23,00 a week and May Day and June 16 as paid holidays.

Mr T Page, personnel director of the company, said the company was meeting the union. He declined to comment further.

However, a union spokesman said the company was refusing to negotiate until workers returned to work.

Meanwhile about 15

# Isando strike enters 2nd day

**SOWETAN**  
workers of Mannys Supermarket in Kroonstad, who went on strike after nine of their colleagues were retrenched, have been dismissed. 6/2/86.

Mr Paul Jezile, organiser of the Commercial Catering and Allied Workers' Union (Ccawusa) said the union had declared a dispute with the company.

A Mr Catazorio, manager of the supermarket, declined to comment.

CAPE TOWN 7/2/66  
**Pay rise for officials**

Staff Reporter

THE salaries of provincial traffic officials and revenue inspectors have been increased retrospectively from October last year, the Administrator, Mr Gene Louw, announced yesterday.

He said the increases had been granted in view of difficult working conditions such as long distances to be travelled, long working hours, frequent absences from home and exposure to danger.

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# Municipal employees back down

**Municipal Reporter**

THE Durban Municipal Employees' Society has backed down from the strong stand it took against the nature of the pay increase given by the Durban City Council in July last year and the size of the January 1986 increase.

The DMES went to the Industrial Court because it wanted the July increase of R25 a month for all employees changed to a percentage increase and wanted more than the 5 percent increase given with effect from January this year.

In response to this, the council reduced the January pay increase to 3 percent.

## Reinstated

Mr Dave Rogers, DMES chairman, said that for technical reasons the trade union had withdrawn its application to the Industrial Court and

the council had reinstated the 5 percent increase.

This decision was ratified by the council recently.

Mr Rogers said the DMES had objected to the R25-a-month increase because it believed that employees should be paid according to their education and status.

Mrs Sybil Hotz, Management Committee chairman, said the committee had given the fixed-sum increase because it believed this would benefit employees at the bottom end of the pay scale.

She said the fixed-amount increase was one of the suggestions made to the committee by one of the four trade unions to which municipal employees belonged.

'We felt that in terms of industrial relations it was what the council should be doing,' Mrs Hotz said.

# Minister warns on 'excessive' pay rises

By FRANS ESTERHUYSE  
Parliamentary Staff

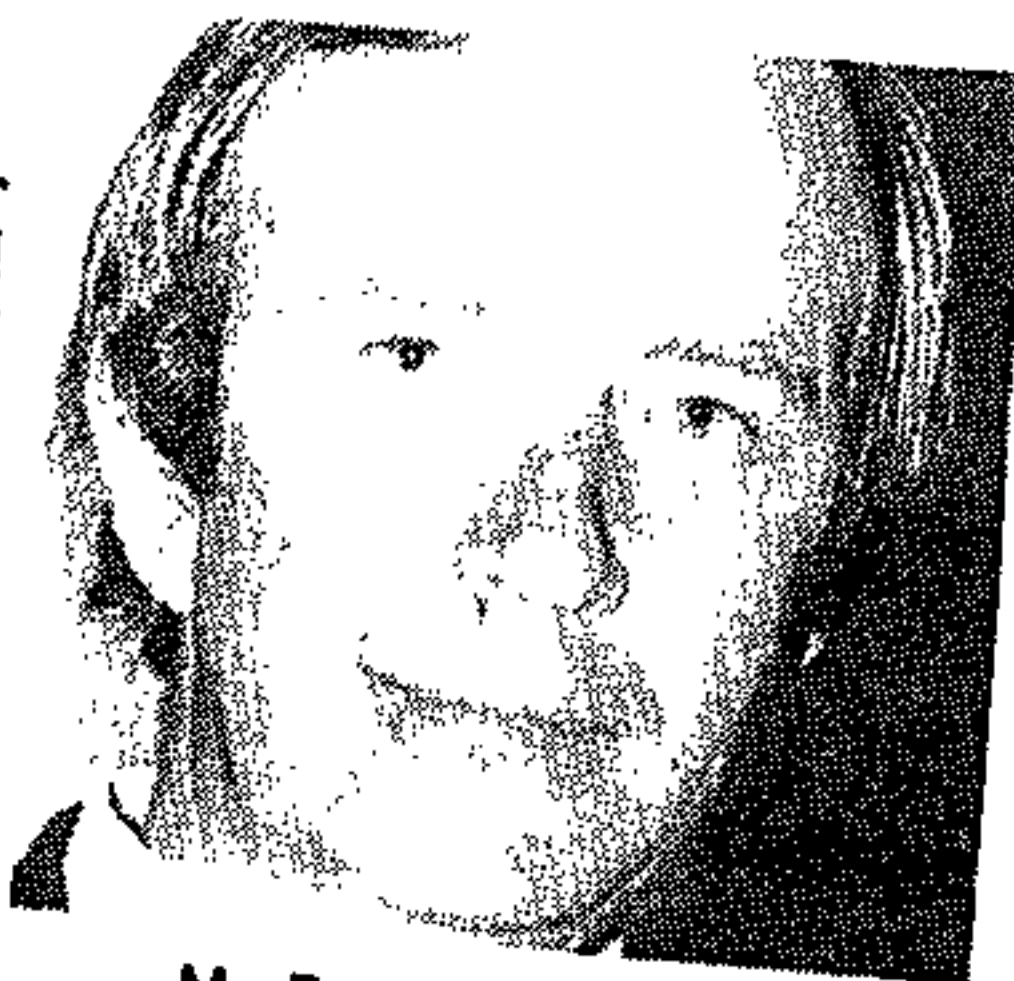
THE Minister of Finance, Mr Barend du Plessis, has warned that excessive wage and salary increases this year would result in more inflation.

Introducing his mini-budget in Parliament yesterday, Mr du Plessis said there could be no doubt that salary and wage increases in excess of the inflation rate for 1986, a rate expected to decline this year, would exert renewed inflationary pressures on the economy.

There was also a need in the prevailing climate of disinvestment by some overseas investors to reduce South Africa's foreign debt.

This made it imperative that the level of overall expenditure be compatible with a surplus on the current account of the balance of payments.

Describing the rate of inflation as "still inordinately high," Mr du Plessis said this was not at present a reflection of excessive demand, but rather of the preceding sharp depreciation of the rand after July last year.



Mr Barend du Plessis

The depreciation had inevitably raised the cost of fuel and other imported goods and exerted cost-push pressures on prices.

The post-July depreciation was in turn caused mainly by the withdrawal of foreign bank credits and an outflow of capital in other forms, a result of "the marked deterioration in overseas perceptions of South Africa's socio-political situation".

Now that the rand had not only ceased to depreciate, but had shown an effective appreciation of about 20 percent against other currencies since mid-December, the cost-push

effects of the earlier depreciation should begin to diminish "before too long".

Other points made by Mr Du Plessis included:

- The decline in world oil prices could contribute significantly to the strengthening of South Africa's balance of payments. This could also lead to a further stimulation of the economies of South Africa's major trading partners, and benefit this country's economy;

- There were sound reasons for expecting that the recent rise in the gold price was not a mere short-term phenomenon, but the upward trend could be maintained at least "for the foreseeable future";

- A real growth rate of three percent was expected for 1986, a significant about-turn after the decline of 0.5 percent in 1985;

- The Government's job-creation project, launched last year and running into the coming financial year, should continue to bear fruit.

Mr du Plessis said his positive review of the economy did not mean that the country no longer had serious problems.



8/2/81  
Machway

## **Factory workers end strike over pay**

**Labour Reporter**  
WORKERS at Vitafoam, a rubber and plastics factory at Mobeni, ended their one-day strike over a pay dispute yesterday after reaching a compromise with management.

Production was halted on Tuesday after the workforce of about 80 downed tools in support of their demand for a R20 a week pay rise. They had rejected the company offer of R14 a week.

Miss Mathombi Zwane, local organiser of the National Union of Textile Workers, said after talks with the management, the company had increased its offer to R15.

The workers were not too happy, but agreed to compromise their demands and accepted the offer, she added.

Mr Mike Gibbs, the company's human resources consultant, yesterday confirmed that the dispute had been amicably resolved and all the strikers had reported for duty after lunch.

# Women flock to training course

E. Post  
6/2/86

355A

By CATHY SCHNELL

HUNDREDS of women are taking advantage of the Government's relief aid unemployment training scheme to become machinists.

Last year the Government announced it would allocate R100 million to the unemployment relief campaign — R75 million to the creation of jobs and R25 million to training the unemployed.

The three-week machinist course is offered by the Footwear Industry's Technical Centre and Training Department in North End.

This department falls under the Leather Industries Research Institute, based at Rhodes University, Grahamstown.

According to Mr Ed Russell, head of the training centre, the response to the machinist course has been overwhelming.

The three-week course teaches women how to sew material and leather.

Mr Russell said: "About 2 000 women have now done the course."

The women are paid R12 a week by the Government while on the course plus free transport to the centre and a free meal each day.





By MARTIN NTSOELENGOE

A 22-YEAR-OLD Potgietersrus domestic servant claims she spent the whole weekend cleaning a twelve-roomed house – then given R5 by her employer and told to go home.

Helen Tefu claims she was lured from Warmbaths by a Randfontein couple who told her they needed a domestic servant from the rural areas, as those in town were “cheeky thieves”.

Tefu told City Press she met the couple when she visited her father, who is working at a garage in Warmbaths.

She readily agreed to work for them as she has not had a job for six years.

Tefu said she was treated like a slave by her “missus” who beat her for no reason and insulted her daily. She took off her blouse and bra to show her upper body covered with bruises.

# Don't talk to Helen about work!

## She worked like a slave!

“She used to call me ‘kaffir’ and ‘swart bobbejaan’, and told me if I wanted to be rich I should sleep with a white man.”

She said she was given one meal a day and started work at 4am and only finished at 8pm.

Tefu said the final straw came on Monday this week.

“My employer told me that she was going into town and if she found any of her things missing, she would beat the day-lights out of me,” she said.

Later her employer decided to take her into town. When they reached town she gave Tefu R5 and told her to go back to Warmbaths because she was a “bobbejaan”.

City Press was unable to find a Mr or Mrs R Scott in Koksylei, near Randfontein, listed in the telephone directory.

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CITY  
16/2/86  
DOVE

294

# All civil servants to get 10 p c pay increase

25  
17/2/86  
Mercury

**Mercury Correspondent**  
**PRETORIA**—Official sources here indicated last night that the Cabinet had decided on a flat 10 percent pay increase for all public-sector workers — Government and Provincial staff, the Post Office, Police, Prisons and Defence Force.

The information follows an angry clash at the weekend between officials representing 230 000 South African Transport Services workers and the Minister of Transport, Mr Hendrik Schoeman.

After Mr Schoeman told them they would be offered a 10 percent rise they were so angry they first of all stood up to leave, saying there was nothing more to talk about.

## Called back

The minister called back the members and tried to explain the Cabinet's attitude against a background of South Africa's serious financial difficulties.

But the workers' leaders remained unhappy with the offer and went on to pass a motion of no confidence in the Cabinet.

Mr Schoeman had made the pay offer to the executive of the Federal Council of Transport Services Trade Unions and as a peace offering had told them their 30 percent cut in service bonuses would be restored in the new financial year.

It was not enough, however, and after the meet-

ing, federal council chairman Jimmy Zurich said since decisions on increases for transport services workers were apparently taken by the Cabinet, 'in future we will demand direct negotiations at Cabinet level'.

The Transport Minister obviously had no mandate to bargain and negotiate with his trade unions, Mr Zurich added.

He dismissed the 10 percent offer as an insult to all rail workers.

'We asked for 25 percent which would still have left a backlog when the huge increases in living costs over the past two years are taken into account.'

Meanwhile Public Servants' Association president Colin Cameron seemed resigned to the rest of the public sector getting 10 percent increases.

'We asked for an across-the-board increase of about 13 percent and so far we have had no indication from Government as to what the settlement is to be.'

He hoped for special treatment for workers in what he called areas in the Public Service with specific problems.

Post Office and Railways tariffs are expected to be raised again to finance the increases in the new financial year and to meet the bill for a 10 percent rise. Taxpayers would have to fork out nearly R700 million.



**WAGE** increases and new minimum rates for automobile workers in the Eastern Cape became effective at the beginning of the month.

Workers at Ford, General Motors, Volkswagen and Mercedes Benz received wage increases ranging from 16c an hour

## Wage increase plus new rates for auto workers

to 22c an hour.

And their minimum rates of pay were increased from R2,70 an hour to R3 an hour for unskilled workers.

These facts were disclosed in a statement released today by the regional secretary of the National Automobile and Allied Workers' Union,

Mr Les Kettleidas.

He said they were the result of negotiations on the Industrial Council for the Eastern Cape automobile industry, for

"wage increases in line with the principle that wages be adjusted every six months to offset the rise in the cost of living over the previous six months".

The agreement was reached with the EP Automobile Manufacturers' Association.

CAPE TOWN 17/2/86

# Sats in clash over pay increases

Own Correspondent

PRETORIA. — Angry leaders of 23 000 Sats workers on Saturday passed a motion of no confidence in the Cabinet after a clash with the Minister of Transport Mr Hendrik Schoeman over pay increases.

Earlier at a meeting with Mr Schoeman the executive of the Federal Council of Sats Trade Union rejected an offer of a ten percent pay rise as totally unacceptable.

It is certain now, according to Pretoria sources, that the Cabinet has decided on a flat ten percent pay hike for all public sector workers — government and provincial staff, the post office, police, prisons and SADF personnel.

The pay delay will also meet with an angry reaction from public sector staff associations which had hoped for more after the two-year pay freeze.

Mr Schoeman also told the Federal Council the 30 percent cut in service bonuses would be restored in the new financial year.

After Saturday's meeting Federal Council Chairman, Mr Jimmy Zurich, said decisions on Sats increases were apparently being taken by Cabinet.

"In future, therefore, we will demand direct negotiations at Cabinet level as the Transport Minister obviously has no mandate to bargain and negotiate with his trade unions."

Mr Zurich said the ten percent offer was an insult to all railway workers.



# Motor workers to get pay increases

Dispatch Reporter

EAST LONDON — Workers at Ford, General Motors, Volkswagen and Mercedes Benz will receive wage increases ranging from 16c an hour to 22c an hour, the regional secretary of the National Automotive and Allied Workers' Union (Naawu), Mr L. Kettledas, announced yesterday.

Mr Kettledas said that negotiations had taken place on the industrial council for the Eastern Cape automobile industry for wage increases in line with the principle that wages be adjusted every six months to offset the rise in the cost of living over the previous six months.

"The agreement

reached with the Eastern Province Automobile Manufacturers' Association also includes increases to the minimum rates of pay from R2,70 an hour to R3 an hour for unskilled workers," Mr Kettledas said.

The across the board increases and the new minimum rates of pay became effective on February 1 this year after ratification by union membership.

Negotiations for a new

industrial agreement incorporating wages and conditions of employment will begin at the end of March this year.

Proposals submitted to the employers through the industrial council include the national demands of the union which are: a living wage; reduction in the working hours from 45 hours per week to 40 hours per week; greater job and income security and paid maternity leave for female employees in the industry.

18/2/86 DISPATCH  
355

18/2/86 355  
**Chemical workers  
return to work**

Dispatch Correspondent  
**JOHANNESBURG** —  
Workers on sympathy  
strikes at four Plascon  
Parthenon or related  
factories in the Western  
Cape and Transvaal re-  
turned to work yesterday  
after management at the  
company's factory in

Epping, Cape Town,  
undertook to resume  
negotiations.

The legal strike at  
Plascon Parthenon in  
Epping began last week  
after a deadlock in wage  
negotiations.

South African Chemi-  
cal Workers' Union (Sac-  
wu) members at four  
other Plascon-related  
factories joined the  
strike last Thursday in  
support of the Epping  
workers' demands.

The managing director  
for Plascon Parthenon,  
Cape, Mr Ralf Johanssen  
said the company had  
withdrawn its ultimatum  
yesterday to striking  
Epping workers to re-  
turn to work or face dis-  
missal.

Meanwhile, talks were  
resumed yesterday be-  
tween the Paper, Wood  
and Allied Workers Un-  
ion (Pwawu) and Print-  
pak in Industria,  
Johannesburg, after  
nearly 90 workers had  
started a wage strike last  
Thursday.

The strike follows a  
deadlock in wage talks  
and a failure to reach  
agreement after media-  
tion.



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Cape Times, Wednesday, February 19, 1986

## Workers continue 'sit-in'

JOHANNESBURG — About 100 members of the Sweet, Food and Allied Workers' Union who went on strike on Monday at Renown Pork Packers, Olifantsfontein, slept at the factory on Monday night and continued their "sit-in" yesterday.

The SFAWU members went on strike when negotiations on wages reached deadlock.

The union is demanding a minimum wage of R138 a week compared to the present minimum of R64. A SFAWU spokesman said management's offer is R83.

Negotiations stalled yesterday when the company demanded workers return to work before talks resumed, said a union organizer.

Workers, angry because of periodic police presence at the factory, were refusing to go back to work. Management has not yet commented on the strike.

— Sapa

# 10 pc more for public sector

## Parliamentary Staff

CAPE TOWN — Public servants will get a 10 per cent pay hike on April 1 and the one-third service bonuses cuts introduced last year will be fully reinstated.

The increases — the first since January 1984 — will also apply to teachers and educationists at schools, technicians and colleges; the military, police and prisons services; and personnel attached to provincial bodies and statutory councils.

Announcing the increases last night, the Minister of Administration, Mr Eli Louw, said it was "not an easy decision for the government to commit itself to extra expenditure, but it has appreciation for the sacrifices that the public servants made in the past years".

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DISPATCH



Argus 20/2/86

# Angry rail workers threaten to strike

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The Argus Correspondent

PRETORIA. — Angry railway workers are threatening to strike if their demand for a further 15 percent pay increase is not met.

The salaries of public servants, teachers, postal workers and railway staff are to rise by 10 percent from April 1, according to announcements in Parliament.

These pay increases will cost between R1-billion and R2-billion, said Major Reuben Sive, Opposition spokesman on public service matters. He added that this lessened hopes of a reduction in taxes.

The chairman of the Sats Artisans' Staff Association, Mr Jimmy Zurich, has warned that the situation is "explosive" and says railway workers may down tools in protest.

The Transport Minister, Mr Hendrik Schoeman, said yesterday he would have liked to grant a higher pay increase but the economic situation and the financial position of Sats did not allow this.

He promised that further talks would be held with transport workers unions as soon as possible.

The head of the white Public Servants' Association, Dr Colin Cameron, said public servants were thankful for the increase but had hoped for 13 percent.

The chairman of the coloured Public Service League, Mr Malcolm Domingo, welcomed the increase but said it would not really help public servants to cope with the cost of living, which had risen 30 percent since the last increase.

The chairman of the Federal Council of Teachers Associations, Professor H O Maree, said the adjustment did not represent the backlog which had built up since January 1, 1984.

The 10 percent increase was inadequate, said the Union of Teachers Associations of South Africa (Utasa).

Thursday February 20 1986

116.25 20/2/86

**SALARIES**

# Public servants to get 10 percent salary rise

By **FRANS ESTERHUYSE**  
Parliamentary Staff

A GENERAL salary increase of 10 percent for public servants has been announced with effect from April 1.

Service bonuses which had been cut by a third in the 1985-86 financial year will be fully reinstated from the same date.

This was announced in a statement yesterday by Mr Eli Louw, the Minister for Administration and Economic Advisory Services in the office of the President.

He said the increases would also apply to technicians, college and school-related educationists, the services, provincial personnel and personnel attached to statutory councils.

The last general salary adjustment for public servants was made in January 1984.

A 10 percent salary increase for Post Office officials was announced in Parliament yesterday by the Minister of Communications and of Public Works, Dr Lapa Munnik.

A similar increase for South African Transport Services personnel was announced by Minister Mr

Hendrik Schoeman when he moved the second reading of the transport services budget.

Moving the second reading of the Additional Post Office Appropriation Bill, Dr Munnik said the adjustments, with effect from April 1, also involved the consolidation of existing allowances into basic salary.

Commenting in a statement afterwards, Mr Alf Widman (PEP Hillbrow) the chief Opposition spokesman on posts and telecommunications, said the 10 percent increase was the inevitable consequence of the Government's failure to curb inflation.

There had been no salary increase in the past two years, during which the cost of living had increased by about 35 percent.

The new increase would help Post Office employees to meet the high cost of living.

Mr Widman said the Minister should now concentrate on increased productivity and should not try to justify an increase in tariffs.

Mr Brian Page (NRP Umhlanga) said in a statement the increase was niggardly and should have been at least 15 percent.

35.5



355

## 10 per cent pay rise

CAPE TOWN — The salaries of Sats personnel are to be increased by 10 per cent from April and their 13th cheque bonus is to be restored, Mr Schoeman said yesterday.

Pensions would also be increased, by eight per cent, and the second phase of the department's programme to achieve pay parity between black and white employees would be implemented this year, he told Parliament during his budget speech.

Mr Schoeman said he would have liked to grant a higher pay increase but the economic situation and the financial position of Sats did not allow this.

The Federation of Transport Services Trade Union had expressed dissatisfaction with the 10 per cent increase and had claimed 25 per cent, Mr Schoeman said.

This demand could not be met but further talks would be held with the union as soon as possible.

No cost of living increases had been granted last year because of the slow recovery of the economy. Mr Schoeman said Sats staff were "exceptionally loyal" and, despite difficult economic conditions, could always be called on to increase productivity and savings. —

Sapa

DISPATCH 27/2/86

355

Cape Times, Friday, February 21, 1986 3

## 'Mixed feelings' on pay

Education Reporter

THE Union of Teachers Associations of South Africa has received the announcement of a 10 percent salary increase for teachers, educationists and other civil servants "with mixed feelings".

Utasa said in a statement that it had made consistent representations for improvements of teachers' salary and service conditions and such improvements would always be welcomed.

However, since the

last salary increase in January, 1984, an "enormous increase" in cost-of-living expenses and consumer goods and a "soaring" inflation rate of more than 18 percent made the latest increase inadequate.

Utasa expressed its dismay at the continued racial disparities which still existed between teachers falling below Category B (teachers with matric and two years' training), as well as the sex discrimination inherent in the salary scale in Post Level 1 (assistant teachers).



# The price of living in PE

B35 (355) 22/2/86 F Post.

WAGE rates in Port Elizabeth's distribution sector are up to 26% behind wages paid on the Reef.

A survey of wages in the commercial distributive trade by Central Statistical Services shows the wage lag between PE and the Reef ranging from a modest 3% in the case of black drivers to 26% in the case of coloured female general workers.

The survey paints a less disadvantaged income picture to PE wage earners than that which emerges from a study of income tax returns.

A six-year analysis of such returns up to 1981 showed average taxable income in Port Elizabeth lagging incomes in Johannesburg by about 36%.

Actual weekly earnings in 1984 (see table) in the job sectors polled in the latest CSS survey varied from R67,30 in the case of a coloured female general worker, to R206,42 for a white male clerk. By contrast earnings on the Wit-



By Louis Beckerling  
Business Editor

watersrand were R71,61 and R272,98.

Averaging equivalent monthly earnings of the jobs listed in the distribution trade in PE produces a figure of R474,93, which is considerably below an average across the full spectrum of jobs in PE/Uitenhage provided by income tax tables.

The last available figure in these income tax tables

is for 1981, but projecting an average annual growth of 15,3% into the future, produces an average monthly income across the whole spectrum of jobs in the metropolitan area of R912.

The CSS survey of wages in the distribution sector shows that over the period from 1980-84 employees who earned the greatest wage increases were coloured female general workers (+117,8%), while white female assistants were not far behind (+110,1%).

Employees who received the lowest wage increases were coloured male drivers (+26,6%), and black male general workers (+27,8%).

The wage gap between PE and the Witwatersrand is at its widest in the case of coloured female workers and at its narrowest in the case of black drivers, as can be seen in the table.

However, white male clerks and sales assistants in PE also earn considerably less than their coun-

terparts on the Reef — R206,42 a week compared with R272,98; and R187,24 compared with R243,17.

The only centre with which PE consistently compares favourably in terms of wage rates is East London, with female sales assistants in PE earning up to 15,5% more than their counterparts in East London.

Commenting on the survey findings, Mr Tony Gilson, director of the PE Chamber of Commerce, said it should come as no surprise that wages differed from one centre to another.

"Unless some form of control is introduced, wage levels will settle at the level which the market will bear, and this is clearly what has happened in the case of PE — wages are at the level which the market has dictated."

Mr Gilson added that if this level was indeed below wage rates paid on the Reef "then you must also take into account that at some levels there is the question of people being prepared to sacrifice income in order to live in Port Elizabeth because they like being here".

# SATS workers demand bigger wage increase

Mercury Correspondent

PRETORIA—The 24 000-strong Artisan Staff Association yesterday warned Transport Minister Hendrik Schoeman that he would have to act swiftly to defuse the explosive situation which had developed after the 'unacceptable' 10 percent pay increase offer.

Mr Jimmy Zurich of the Federation of SATS Trade Unions, who is the ASA president, said there was wild talk of strike action among ASA members.

'I know nothing of this. I am still fully in control and we do not expect groups of ASA members to take what would amount to illegal action,' he said.

SATS workers were forbidden to strike under the SATS Services Act.

But if there was no quick response from Mr Schoeman, the ASA would go to the State President, Mr Zurich said.

He warned that the minister was on 'a collision course' with his workers.

It was the high level of productivity over the past two years that had made it possible for Mr Schoeman to reduce his staff by 53 000.

'The fact that there was talk of go-slows and strikes indicates the extent of frustration among railway workers at the raw deal they have been handed by the Cabinet.

'Last week the federation sent an urgent letter to Mr Schoeman, asking for 25 percent, and we will maintain pressure until we get it.'

## 'To bones'

Adding to the frustration of railway workers was the severe reduction of incentive bonus work. As a result, many were taking home R300 less a week.

Overtime had also been cut drastically 'and we are down to the bones of our basic salaries'.

More than 900 newly-qualified artisans had been drafted into lowly-paid operative work because there was no work for them in their trades in both the public and private sectors.

Mr Schoeman said at the weekend that the 10 percent increases and the restoration of the full service bonus would cost SATS about R400m and it was impossible for SATS to pay more.



# Pay proposals 'raise no eyebrows among senior private sector staff'

Financial Editor DEREK TOMMEY compares the salary recommendations for parliamentarians with salaries in the private sector

THE proposed new pay scales announced yesterday for the State President, cabinet ministers and members of Parliament have raised no eyebrows among the senior personnel in the private sector.

They would seem roughly in line with what people with similar levels of responsibility outside Parliament are getting, said Miss Jane Ashburner, the country's top consultant on executive pay.

Ministers could receive R121 500 a year, deputy ministers R77 400 and MPs and members of the President's Council R49 800 a year.

Miss Ashburner, who is head of PE Corporate Services' remuneration division and who advises on executive remuneration in 10 of the country's largest companies, said these salary scales could even be slightly on the low side.

This would certainly have been so in the case of the State President's proposed salary of R130 000 a year if it had not been tax free.

This is the sort of salary earned by an executive running a company with an annual turnover of between R50 million and R75 million a year and employing about 1 000 people, she said.

Even by South African standards such a company would be only a small to medium sized company. A company such as Sappi, the pulp and paper producer,

this week reported sales of R800 million last year.

But Miss Ashburner said that turnover and the number of people employed could not really be used as a yardstick for determining the State President's salary — not when his organisation had a turnover of R32 billion a year and employed half a million people.

What specific top South Africans in finance, commerce and industry earn is difficult to come by. Unlike Britain, companies are able to aggregate directors' pay in their annual reports and so are able to avoid giving each particular individual's income.

But figures issued recently by the Commissioner for Inland Revenue show that in 1984 there were 622 whites and two Asians with an income of more than R250 000 a year. There were 373 people of whom three were Asians with incomes of between R200 000 and R250 000 while a further 4 000, of whom 52 were Asians and three were coloured people, earned between R100 000 and R200 000 a year.

The source of these earnings is not known. But it seems reasonable to assume that among the 1 000 people with incomes of more than R200 000 a year in 1984 were the chief executives of the country's top 30 or so organisations.

Figures compiled by the Human Sci-

ences Research Council in 1984 showed that the median income of a chairman of a board was R102 000. But the sample was small, numbering 10, and probably not representative.

Nonetheless, if the average chairman was getting this amount in March, 1984, when money was worth 40 percent more than it is today, the proposal to pay cabinet ministers a fully-taxable R121 500 seems reasonable.

The median income is that paid to the middle person in the sample and who thus can be regarded as a person of average ability.

Other median incomes of people in private sector employment in March 1984 were: financial and administration directors R66 500, managing directors R60 000 and personnel directors R64 000.

In the self-employed category the median income of actuaries was R75 000, chartered accountants R50 000, medical specialists R64 000, gynaecologists R70 000, pathologists R101 000, radiologists R86 000, surgeons R75 300 and "other" medical specialists R65 200.

HSRC officials were doubtful about whether these figures should be grossed up by 40 percent to compensate for the high rate of inflation.

But it seems fairly certain that if these incomes have not yet been adjusted for inflation, it will happen once the economy recovers.

# 40 down tools

SOWETAN  
Reporter

MORE than 40 workers at a pharmaceutical company in Wynberg yesterday went on strike after 12 of their colleagues were retrenched.

The workers, all members of the Black Health and Allied Workers' Union, work for E Merck South Africa, a German multinational company.

They said although the union was asked to make recommendations to management about retrenchments, their proposals were ignored.

## Dispute

The union claims attempts to discuss the matter with management failed. They then decided to down tools.

The company manager, a Mr Puckrin, was unavailable for comment, his secretary said. Several attempts to

reach Mr Puckrin were unsuccessful.

• More than 120 members of the South African Chemical Workers' Union (Sacwu), em-

ployed at Plascon Parthenon in Epping, Cape Town, are in the third week of a strike after a mediator failed to settle their wage dispute.



# PARLIAMENTARIANS' SALARIES

## Pay rises: 'Not for some time'

Political Correspondent TOS WENTZEL gives the background to the salary increases for recommended by the Schlebusch committee.

THE massive salary increases recommended for parliamentarians are not likely to be applied in one go or for some considerable time.

When President P W Botha appointed the committee to inquire into the structure of remuneration and conditions of service last March, he pointed out that the implementation of any recommendations would be postponed until such implementation could be justified with a view to the economic climate.

Meanwhile increases for MPs are linked to those of the civil service and they are likely to receive such increases soon.

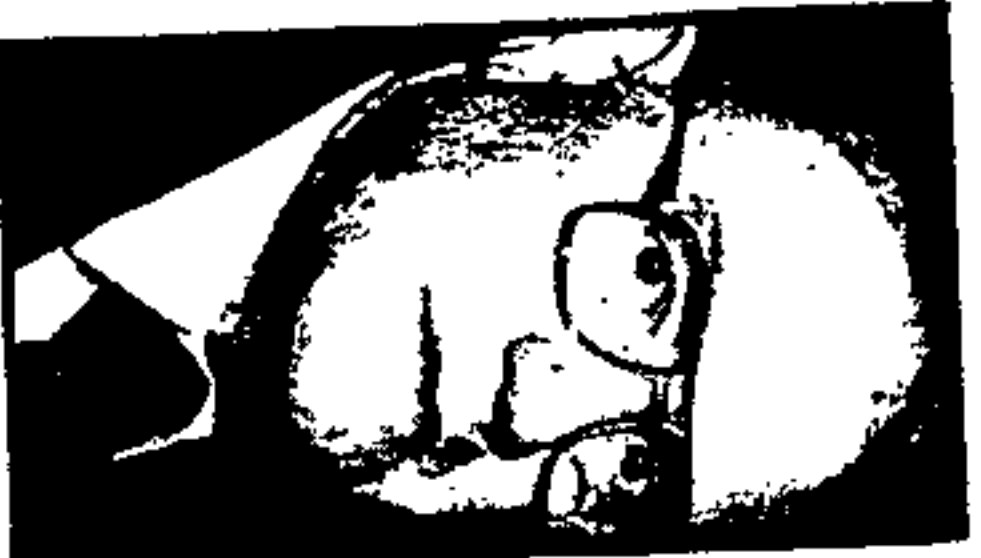
This arrangement was worked out in the seventies in order to save parliamentarians the embarrassment of having to vote themselves increases. There are usually no public announcements on what the increases are.

The chairman of the latest committee was Mr A L Schlebusch, former Vice President, and the other members were Sir De Villiers Graaff, former Leader of the Opposition, Mr Justice V G Hienstra and two prominent businessmen, Dr Frans Cronje and Dr F J du Plessis.

The committee's terms of reference were to consider, in the light of the new parliamentary system:

- A reconcilable structure of remuneration and conditions of service for public office bearers with due allowance for their new responsibilities, and
- The need of MPs for facilities — administrative and secretarial — to enable them to perform their task efficiently.

The committee's report



Mr Alwyn Schlebusch



Sir de Villiers Graaff



Mr Justice Hienstra



Mr Frans Cronje



Dr F J du Plessis

maintains that a considerable backlog in parliamentarians' salaries exists at present.

In view of this and because phasing-in proposals will not initially result in any significant improvement in the backlog and also due to the phasing-in of fringe benefits tax the committee recommended that the increased cash remuneration recommendations should be implemented as soon as possible, when economic circumstances justified this.

After first being submitted to the President the report has now been tabled in Parliament but the Government has not yet taken any decision. It is possible that it will seek an all-party agreement on the matter.

The report points out that a 1971 committee on emoluments of MPs found that membership of Parliament tended to be a full-time occupation. Because of the additional obligations imposed by the new constitutional system — the

Presidency in the new system entailed far more work, Ministers now had to work in three Houses and MPs served on standing commissions which sat in the recess — membership of Parliament had now definitely become a full-time occupation.

In addition to this there was the fact that the provincial council system was about to disappear, further increasing the workload of MPs.

According to the report the salary and fringe benefits of MPs could not serve as a basis for the rest of the public service because:

- The demands of modern society made it imperative that successful businessmen, professional people, farmers and industrialists became involved in the highest legislative and executive body.

Such a person either had to relinquish or neglect his profession with great personal loss.

• In view of rapid change in the political sphere ap-

could not be assured of a long and uninterrupted period of service. The average period of service was seven years.

• Interruption of an MP's career constituted a measure of professional risk and could also damage his career.

Although MPs also had to have a sense of vocation and could not always be compensated on the same basis as the private sector, their remuneration levels still had to be related to the private sector.

Parliamentarians' remuneration should not be so low as to deter suitable candidates from entering politics or to compel ordinary members from seeking additional income.

On the other hand, the reports says, members' salaries should not

pecuniary reward is becoming the only attraction and that in the process the degree of idealism required to lead a country and its people to greater prosperity was being relegated to the background.

A team of outside consultants did a job evaluation and produced eight grades for salaries ranging from that of the President to those of ordinary MPs and members of the President's Council.

In the case of the pension scheme for parliamentarians the committee has recommended that the present system — whereby the basic allowance paid in addition to an MP's salary is included in the annual net cash salary for pension purposes — should be abolished.

# Nat MPs red-faced over pay rise recommendations

By TOS WENTZEL  
Political Correspondent

11/6/85 25/2/86 (250) (353)  
THE proposed huge salary increases for the President and for MPs are not likely to be implemented — at least not in the near future.

Nationalist politicians emphasised today that no decision had yet been taken about the increases which have been recommended by a committee of inquiry.

Apparently embarrassed by the publicity given to the recommendations yesterday, at a time when there is deep dissatisfaction in the Public Service over a 10 percent salary increase, Nationalist politicians are going out of their way to stress that the recommendations are merely those of the committee.

The committee was appointed by Mr P W Botha last March.

## SECRETARIAL HELP

Today Nationalist MPs were in favour of only one recommendation being applied right away — that some secretarial help for MPs should be provided. Opposition MPs supported them in this.

Mr Colin Eglin, leader of the Progressive Federal Party, said today he had asked senior members of the PFP caucus to examine the recommendations and to report back without delay.

The PFP caucus would then define its attitude to the proposals.

Dr A P Treurnicht, leader of the Conservative Party, said it was out of the question for MPs to accept the salary increases as recommended.

In the light of the present economic climate they should not be remunerated differently from others paid by the State.

Mr Louis Stofberg, the Herstigte Nasionale Party's only MP, also rejected the recommendations.

The New Republic Party supported the proposals.

Mr Brian Page, MP, chairman of the NRP's caucus, said the party felt the proposals should be implemented as soon as possible.

● See Page 17.



# MPs' pay plan may be stalled

By ANTHONY JOHNSON

THE government is unlikely to implement the huge proposed pay hikes for parliamentarians — at least not soon — following a huge public outcry and the decision by most opposition parties to distance themselves from the politically explosive plan.

As torrents of angry public reaction to the proposals continued to flood in yesterday, virtually all parties reacted with caution to what has clearly become a major political "hot potato".

Only the New Republic Party supported the proposals for the hikes of between 52 and 108 percent.

However, there appeared to be significant differences between the public pronouncements of parties on the hikes and the private views of MPs, many of whom appeared to favour them.

## 'Cautious government reaction'

In the wake of the public outcry, the government's official reaction to the proposals has been extremely guarded.

A spokesman for the State President's office said yesterday: "The government is giving attention to the report but as it is a parliamentary report on which consensus is being sought, all parties will have to consider it and after negotiations a decision can be reached."

National Party politicians yesterday appeared embarrassed that the pay proposals had been tabled at precisely the time when civil servants were dissatisfied at the more modest 10 percent increase they had been given.

The Progresssive Federal Party said in a statement that "taking the economic climate into account, MPs and other office-bearers should not, at this time, receive any increase in excess of the 10 percent which is being given to employees in the railways or the civil service."

Conservative Party leader Dr Andries Treurnicht also said MPs "ought not to be rewarded in any way differently from the other civil servants" in the present economic climate.

## 'Disgrace to have aired report'

The most heated parliamentary opposition came from HNP MP for Sasolburg, Mr Louis Stoffberg, who said: "I think that is an absolute disgrace that the government could even have considered in the present economic climate tabling this stuff."

"Their skins are as thick as those of an elephant. When the ordinary man is struggling to exist it is a disgrace that they could even have aired the report."

The Labour Party will discuss the proposed pay hikes at its regular caucus meeting tomorrow.

The leader of the National People's Party, Mr Amichand Rajbansi, said that no decision had been taken by his party on the matter yet.

Solidarity whip, Mr Mohanlal Bandulalla, said his party has not considered the matter yet and did not consider it a "priority issue".

# Week's wage strike at EL plant is over says manager

**Dispatch Reporter**  
EAST LONDON — The week-long wage strike at the Barlows commercial refrigeration factory here was over, the factory's general manager, Mr. G. J. Petersen, said yesterday.

Mr. Petersen did not say when or how the dispute between the management and the employees was settled, except to say that the whole issue was "history".

Last week workers at the factory downed tools when the management refused employees' demands that salaries be increased from January in accordance with their conditions of employment.

A booklet issued to employees on their engagement with the company stipulates that salaries will be increased every year in January.

The workers said the management refused to make an adjustment to their salaries in January this year.

They said manage-

ment had told them that the stipulations applied only to salaried personnel, which the workers said was discriminatory since only white personnel were salaried.

There were more than 200 hourly employed people at the factory, the workers said.

A workers' committee had been elected to negotiate with the management but when negotiations failed on Tuesday, they downed tools, the workers said.

335  
26/2/88  
DISPATCH



## Getting motivated

26/2/86 STAR 355A  
A branch of the Business and Professional Women's Association has been established in Lenasia.

The organisation has 19 branches in South Africa and is active in 70 other countries. Its constitution allows for a membership of 75 percent career women and 25 percent housewives.

The aim is to educate young people about careers and motivate women to take on leading and responsible positions at work.

"The organisation also allows women from different spheres to get together and enrich themselves," said Ms Jay Patel, who spearheaded the formation of the new branch.

CONT →

ARGUS

6-3-86



Picture: WILLIE DE KLERK, The Argus  
ELLEN KUZWAYO: "Who is robbing who?"

ARGUS 6/3/86

**Strong talk**

BSSA



ARGUS 6-3-86  
Cont-3

OH how we white women dress for lunch, and the flutes of some light liquid or other we hold delicately in our hands. The place is full, it is to be one of those stirring and revelatory lunches. Ellen Kuzwayo is the speaker.

But she is lost. At the top table Adele Searll, glamorous and exemplary head of the President 100 Club says to Betty Wolpert: "Have you got her?" Betty says: "I thought you had."

Exit Adele and Betty. Re-enter Adele and Betty and Ellen.

Ellen: I left my speech in the car. James Polley kisses her. "His hair," somebody says.

Ellen (warmly): He is just James.

Susan Loppert: Did they build the Thaba Nchu Sun on ...?

Ellen: Thaba Nchu Sun is on the way to my grandfather's old farm.

□□□

1974 Ellen's family dispossessed of farm under Group Areas

1976 Ellen accepts post in School of Social Work, University of Witwatersrand; following Soweto unrest, is appointed a member of Committee of Ten, and becomes a founder Board member of Urban Foundation

1977-8 Detained for five months at Johannesburg Fort; released without having been charged

1978 Appointed consultant to Zamani Soweto Sisters Council

1979 Appointed Chairwoman of Maggie Magaba Trust

1980 Appointed Treasurer of A re Godiseng Chelete Basadi; awarded Diploma in Advanced Social Work Practice

1984 Appointed first President of Black Consumer Union

□□□

At the table, before she delivers her talk (which will cause some at the next table to mutter and shift in their seats), her gestures are pliant and appealing. At the mike, her body language, though not her language, alters. It is forceful and rousing.

□□□

At the table

Ellen: ... so I said to myself, if I fail to do anything in life, I will not fail to write a book (*Call Me Woman*) about black women to tell the world who and what they are. Certain things ...

Waitress: Sorry. Please.

Adele: Peter Sellers said to us, in

the south of France, there is an international conspiracy of waiters.

Betty (producer of *Awake From Mourning* and *Tsiamele — A Place of Goodness*): We were showing *Awake From Mourning* and this American woman said, we don't want to be the posters on your walls.

Ellen: It's what I've been sharing with Adele, this question of patronising.

Sharing, patronising; later her impassioned: Who's robbing who? (mutter mutter shift shift).

□□□

At the mike (a drastically edited version of her talk)

Ellen: From the time formal education was established for black people in this country, black women were not encouraged into these institutions, which were the privilege of other communities and black male children.

For many years the only doors open for black women were teaching, nursing and domestic science — which was despised and ridiculed as preparation for working for white families as maids.

Black parents also denied their daughters travelling from home unless accompanied by a male member of the family. These two denials have set the black women far back in the development of this country — not because they were stupid, but because they were denied the opportunities.

From 1947 to 1959, 13 black women qualified as medical doctors. From 1960 to 1981, the only two institutions which opened their doors to train black women doctors, Witwatersrand and Natal universities, produced 55 black women doctors. I leave the analysis and conclusions to the audience.

If all universities had opened their doors to black women, where would this country be today.

Black women were employed in the low-paying jobs, such as domestic work, charwoman, washerwoman, office cleaners and every unclean job that could be done. Their wages in domestic work in particular are known to all of us in this audience.

These black women are those mothers who have to leave their own children at home uncared for. At least if they earned a decent wage they would be in a position to



AR 6/3/86 (3554)

## Interview

Gorry Bowes-Taylor



● Cntd from Pg 14

go back and compensate the children. But now she doesn't even know where to start to make food for those children.

Particularly those women who nurtured young ones as nannies, those men and women who have taken leadership in the affairs of their community, are then pushed aside without even a pension. They become the burden of the younger women in the community who should be free to create numerous women's organisations.

In addition black women have had to deal with husbands who are three-quarters of the year away. Somehow in a mysterious way when their husbands can't even send enough money home, they can manage. It is amazing how these women can still keep the atmosphere in the home and keep the home together.



Today in South Africa great industrialists and economists are putting money into this Operation Hunger when they have not paid a living wage to parents who would be feeding their own children and keeping South Africa from having the scandal of starving children.

We need to think very deeply about this thing, if there is anything paternalistic. White people try and patronise the black people and say: we are doing something.

I keep on talking and I will talk until the end of time that Operation Hunger should never be in South Africa. *Ovation*

Each one of us, we don't have to ask the government to make us pay people who work for us better. We need to say: this is a mother like me, who is going back to her children, and suddenly people say: she is stealing my sugar, she is stealing my tea, she is stealing my samp from the cupboard. Maybe if I was in that situation I would do the same thing, to give my children food. And I begin to ask myself who is robbing who?

Who's robbing who?

These are the things that have brought about the instability in the country today. Kids can't take it any more. They say: how dare you go on working like this for somebody else, and you are not home the whole day, mother. You can't even buy us books to go to school.

In Johannesburg many black women don't go to work anymore. They are involved in learning income generating projects, some as instructors, some as learners, to develop their skills in layout, cutting and sewing, knitting and crocheting, quilting and patchwork, curtain making, upholstery. To adequately run these income generating projects women are trained in money management at organisa-



tional level and it is so good at our AGMS to hear women saying: Have those books been sent to the auditors.

When women at grassroots level do this for the benefit of your own community, sometimes blessings come ...

When I wrote *Call Me Woman* many things inspired me to do so about the women of my community. I'm glad I did not have to write it now because I don't know what I would have written. Because it is the same mothers who have lost their children. It is something to bury your child, but it is something else for your child to disappear from the surface of the earth.

We must come together as South Africans, because we are South Africans. Any person who is said not be a South African but something else in this is false. *Ovation*.

We must get the government to accept that nobody can wish anybody away. If black people are anti, they can't wish white people away. In the same terms white people can't wish black people away. We belong to this country and we need to stand together.

Sometimes I think our white counterparts forget that the women who work for them are mothers. Look at that woman who cuddles your little boy. Think twice what wage you want to give her. She's got to go home and make food. With this appeal, Madam President, I'd like to say thank-you. *Ovation*.

□□□

### Question time

Frances Ames: In your book and in your speech your emphasis is on the strength and compassion of black women. Is this exclusive to black women or women in general? Do you think, and I am the mother of four sons, that males in this country are redundant? *Roars of laughter*.



Jane Raphaely: Izak Dinesen's book, *Out of Africa*: War is seen by men as a test of fortitude, it is seen by women as a test of patience. After everything that has happened in the last couple of months, I have the regrettable feeling that we are drifting inexorably towards a situation of more conflict, more violence, and perhaps if it goes that far, war. What do you think that the women of South Africa can do to stop this happening? *Mutter mutter shift shift*.

Ellen: I hear some murmurs of dissatisfaction about your question but it is a legitimate question.

Betty Wolpert: I live in London so I don't have a problem, but is there a way that women in South Africa can meet each other in their homes?

Ellen: If the State President says apartheid has gone, let us help him to say it is gone.

□□□

Ellen comes back to the table and is besieged. Those that have bought her splendid book want it autobiographed. There is chat and hand-shaking and some hugging, and congratulations and discussion. Her coffee is cold.

Elsa Joubert's husband: Baie wonderlik ... daai feite daar staan soos 'n monument.

Waitress: They are wicked, they have not let her eat her dessert yet.



BERRIT KHOWA

FIN 11/11/86  
7/3/86

## Super marketeer

The Bus Stop Supermarket in Durban's Fisher Street has a new proprietor. She is Berrit "Ntombizonke" Khowa, the first black to be given legal permission to trade in the recently desegregated CBD.

When Khowa (26) was handed the key to her shop door last week, it was the end of a chapter in the statute books which for years had made trading in the city's commercial heartland the exclusive preserve of whites.

Elated at finally being given the opportunity to pit her business skills against others, regardless of race, Khowa says: "I think it's wonderful that blacks are now entitled to trade in white areas. I aim to prove that blacks can easily be as successful in business as whites."

Something of a novice trader in her own right, Khowa has first to prove that to herself before she will be able to convince her associates. But if hard work, determination and sheer grit are any help, she should have no difficulty with that.

She's not, after all, called "Ntombizonke" for nothing. Literally translated, the nickname given to her by her mother means "a woman capable of doing the work of five women."

Admittedly, her experience in retailing is limited. Underpinning her first big break in business is six years of running the family "tuck shop" from her home in Harding where she sold "cool drinks, sweets and vegetables" to her neighbours. "It wasn't a proper business," she explains, "only 50c here and there." But then, she notes, other successful traders have also started out small.

Khowa's plight was typical of other black

entrepreneurs excluded from participation in the "white" market. For years she painstakingly saved the earnings from her "tuck shop," looking for an opportunity to invest.

First she looked at setting up shop in one of the black townships around Durban. "But there was just nothing available," she laments.

Then she spotted a newspaper advertisement offering a business for sale just off

There is also a discernible shift towards more black orientated merchandise — a market Khowa obviously has set her sights on.

Wisely too. Like Khowa, the Bus Stop Supermarket has been appropriately named. Around the corner in Point Road is a major bus terminus used by thousands of black workers who pour into the city each day.

Each morning she rises at first light and heads for the market and the wholesalers to



Khowa ... saved her earning for years

Point Road. The idea of opening a store in "Ethekwini" was appealing. But the owner, an Indian trading through a white nominee front, reluctantly explained that she was precluded by law from purchasing.

When Minister of Constitutional Development and Planning Chris Heunis made his long-awaited announcement permitting mixed trading in Johannesburg and Durban CBDs, she knew her moment had come. "I was there the next day with the money in my hand," she recalls. This time there was no stopping her.

Khowa is confident she will be successful. She can even visualise the day when she will be the owner of a string of stores, "maybe even taxis," she enthuses.

Business holds no special mystery for her, perhaps because of the elementary accountancy, business economics and economics she took as subjects at the Pinda Valley High School near Umkomaas where she matriculated. She sees it as a simple matter of buying and selling. "I have always enjoyed business, ever since I was a little girl," she says, "though it does help to have money behind you."

Evidence of her intuitive business acumen is becoming apparent. She took occupation only a few days ago but already advertising specials are daubed across the shop window.

buy in produce she needs for the day's trading. But then hard work has its rewards — as "Ntombizonke" has discovered. It has certainly earned her the right to go down in history as one of the first blacks to break the barriers of racially exclusive trading. ■

STAR 17/3/86

## Labour laws mean little to workers like Mary X

By Sheryl Raine

Early each morning, Mary X scurries to a bus stop in the bush, boards a bus and travels 60 dusty kilometres from her small hut in Kwaggafontein, kwaNdebele, to work in the new industrial jewel of Ekandustria.

Her bus fare costs her R10,60 a week. Her wages as an unskilled worker, competing for work with thousands of unemployed, are R25 a week. She is left with R14,40 a week (R57,60 a month) after spending 46 hours a week at her work bench.

A bag of mielie meal costs R8,50. There is little left for her three children. Savings remain a remote dream. Her husband is unemployed.

Some of her colleagues are luckier. They earn R35 or more a week. Skilled colleagues in key jobs earn as much as R200 a week and can afford to live in the new model township of Ekangala, a few kilometres from the Ekandustria factory gates. Some have been transferred from Johannesburg with all expenses paid. But key personnel are in the minority at Ekandustria.

Mary says there is no morally defensible argument which can explain her low wages. She cannot accept the argument that a pitifully low wage is better than no wage at all. She says employers should pay what they can afford to pay, not a unilaterally-defined going rate.

### NO LABOUR PROTECTION

For her there is no such thing as a statutory minimum wage, trade unions talking of a "living wage", wage negotiations, formal grievance procedures or employment codes.

In Ekandustria the relatively enlightened labour dispensation of South Africa has not penetrated.

This industrial deconcentration point, outside Bronkhorstspuit, is scheduled for incorporation into kwaNdebele soon. According to a kwaNdebele Development Corporation (KNDC) official, it is at present in transition between South Africa and kwaNdebele. Only if the homeland government introduces its own labour laws will people like Mary have any form of statutory protection.

The KNDC has recommended to the kwaNdebele government that it introduce regulations to improve labour practices.

### INHERITED LAWS

In kwaNdebele, the following labour legislation, inherited from South Africa, is in operation: The Black Labour Relations Act of 1953 (which was repealed by South Africa in 1981), the Wage Act of 1957 (which excludes wage-determinations but does empower the homeland government to establish a wage board and make its own determinations) and most of South Africa's labour laws up to 1981, excluding welfare and wage provisions.

Names and identities have been omitted to prevent the possibility of victimisation.



## Suzman: hardy annual bears fruit for working wives

3551A Political Staff 18/3/76

CAPE TOWN — Mrs Helen Suzman (PFP, Houghton) is glad about the new tax deal for working wives.

Commenting on the announcement by Finance Minister Barend du Plessis in the Budget yesterday, Mrs Suzman said she had raised the issue as a hardy annual.

"I am glad there has been some positive result from the many representations made to many Ministers of Finance.

"Of course this does not go the whole way to meeting the demands, which are for separate taxation.

"But there is now an important psychological basis in that women wish to be regarded as separate tax entities and resent being lumped together with the husband, who does not have to reveal his income."

# Delight over pay parity for nurses

CAPE TOWN 19/3/86 (355A)  
Staff Reporter

THE GOVERNMENT had decided to introduce pay parity for nurses of all races, the Minister of National Health and Population Development, Dr Willie van Niekerk, said yesterday.

Speaking at a meeting of a sub-council of the SA Nursing Council, he said parity would be introduced in the nursing and allied professions immediately. Negotiations would be held with all professional associations.

Ways of improving fields of specialization for nursing and auxiliary services would also receive attention, Dr Van Niekerk said.

Dr Hannah Reeve-Sanders, the superintendent of Groote Schuur Hospital, said last night that she was "absolutely delighted" by the pay parity decision.

"The parity of salaries has occupied me for years. I am very pleased that the same salary will now be paid for the same services provided by people with equal qualifications," said Dr Sanders.

The president of the Nurses Association, Professor M C van Huyssteen, said in Johannesburg last night that it had been a very long battle.

"The situation was an embarrassment to everyone — nurses get the same training and work under the same conditions and therefore the salary situation was just one of the things we could not tolerate."



# Tax sting stays for some working wives

THE sting in the tail of the tax exemption for married women — whose tax bills are assessed according to joint income — is that it applies to earnings which are broadly defined by tax law as "income... derived by a married woman from a trade carried on independently from her husband".

The exclusion has always existed to prevent husbands transferring their income to their wife's taxable income, but now that the married woman's tax-free threshold has been raised from R1 600 to 20% of her earnings, with a minimum of R1 800, those excluded are bound to feel even more frustrated than before.

And for husbands who may have interpreted earnings as including investment and interest income — and therefore as a means of benefiting from the concession by transferring investments into their wife's name — there is no loophole.

The earnings definition goes on to exclude:  
□ Income derived from savings in specific circumstances, including rentals, royalties, copyright and dividends; and,

355A RDA/20/578  
*WOMEN involved in joint business ventures with their husbands — or employed by companies of which their husbands are major shareholders or directors — do not qualify for the 20% tax exemption announced in Monday's Budget, reports LESLEY LAMBERT.*

□ Salary from a private company or close corporation in which husband is a partner, a major shareholder or a director. (Public companies are excluded because, according to the Department of Inland Revenue, they are less susceptible to being swayed by individual employees.)

Another disappointment for husbands in search of loopholes is that the minimum R1 800 tax-free threshold does not apply to annual income which is less than this amount, according to Inland Revenue's chief director (legislation) Jan Massyn.

If a married woman earns R100 a month, for example, she is entitled to the full amount of R1 200 tax-free, as opposed to the R1 800 limit. This is to avoid the concession spilling over into the husband's income.

Tax expert Costa Divaris predicts agitation for the relaxation of laws which exclude some women from these concessions. He feels the tax authorities should rather opt for a fair system at the risk of abuse, rather than a system which goes to such great lengths to close loop-holes that it unfairly excludes people who legitimately qualify for concession.

"Inevitably there will be attempts at getting around the exclusions. One example is women involved in business partnerships with their husbands swapping jobs with friends who are doing the same thing."

Divaris feels the concession for married women discriminates against single people. The concession applies to the tax year ended February 28 1986.

# Letter on domestics: call to voice protests

By BARBARA ORPEN

"WE want to rear our children to love, not to kill one another." — Mrs Judy Chalmers, chairman of the Port Elizabeth branch of the Black Sash.

"We know of our domestic workers' heartache when they leave their children behind." — Mrs Judy du Toit, president of the Afrikaanse Christelike Vroue Vereniging.

"Not enough is done for the children of domestic workers who are left behind when their mothers go to work — and it is up to us women to press for these things." — Mrs Anne Knox, PE housewife.

These were some of the responses from PE women's organisations and individuals who were reacting to what was described as a "moving and powerful" letter entitled 'Plea from Black Mothers'. It appeared in last weekend's Weekend Post.

An extract from the letter, written by Mrs Ivy Gcina, president of the PE Women's Organisation (Pewo), reads: "While we, the mothers, go out to clean, cook and look after the white population's children, giving them warmth and affection, helping mould them into responsible, secure citizens, our children are left behind to fend for themselves.

"That is when the seeds of aggression are planted in the young minds of our God-loved children... the



Mrs J CHALMERS



Mrs GAIL KERBEL



Mrs IVY GCINA



Mrs JUDY DU TOIT

only solution is for all State troops to keep away from our funerals.

"To the white women we wish to say: we do not hate you... we cannot help loving your children while you went out to earn money to enjoy the luxurious, artificial life you are leading in this land of sunshine.

"We know that you care about your domestic servants, but what about their families?"

Most women approached by Weekend Post said they had been deeply affected by the letter, a few callers reacted negatively and only one woman, the Mayoress of PE, Mrs M Olivier, had no comment to make, but said she had found the letter "interesting".

Mrs Chalmers said the letter should be used as "a blueprint for solving SA's problems.

"The brutalising of our youth, black and white, by the State is something we

fear and abhor," she said.

"Let the women of SA join hands and raise our voices in strong protest against the increased militarisation. We want to rear our children to love, not to kill one another.

"An extraordinary dichotomy for the South African housewife exists. There is a cut-off point between allowing a domestic worker complete responsibility and acceptance in the home, and then not being able to treat her as an equal or share the same beach outside the home.

"And time and time again in the advice offices we have seen how domestic workers have been unfairly dismissed for no reasons whatsoever."

Mrs Knox, who is a housewife in Lovemore Park, said because it was only women who could appreciate the difficulties of the working mother, it was up to them to push for more facilities for children who

were left behind.

"There are simply not enough facilities like creches and pre-primary schools in the townships. Mrs Gcina has a very good point to make when she asks us what we are doing to care for our domestic workers' families — it is our responsibility to care for these people."

Mrs Knox added she was in the process of trying to start a pre-school for the children of the workers in Lovemore Park which could be attached to the local farm school in the area.

"But we need R60 000 to build the school and I can only go about raising the money once we have sorted out the red tape involved," she said.

Mrs Gail Kerbel, chairman of the Union of Jewish Women, said: "All of us are mothers and we therefore do feel the pain of the suffering of the children. One could not help but respond

to the letter.

"The credo of the union has always been the enhancement of the quality of life for all, regardless of colour, race or creed."

Speaking on a personal level, she added: "To a certain extent, we all stand guilty."

Mrs Du Toit commented: "Hopefully, as a result of Mrs Gcina's letter, people will become more aware of the problems in the black community.

"I feel very strongly that if one does have a domestic worker, one simply has to be involved and care for the families. We must do as much as we can for one another.

"There is an enormous backlog of day-care centres in the townships — a self-help scheme needs to be created whereby day-care mothers can be appointed to look after the children of other mothers.

"Employers must also ensure that the domestic

workers have enough time at home — these days mothers are very often the breadwinners in the families which forces them to be away from their children."

The chairman of the PE Housewives League, Mrs Vera Martin, said it would appear that domestic workers often had the responsibility for rearing their children — financially or otherwise.

"These days more than ever, most women of every nation have to work to maintain living standards," she said. "Most mothers will endeavour to make suitable arrangements and most employers realise arrangements must be made for the welfare of the children."

The letter also drew some irate comments from white women who resented the suggestion that they worked in order to live an artificial life of luxury.

"There are six of us in this office," said one caller, "and we don't have R2 between us this morning."

She said she worked to help her husband support their four children. It was true they had employed a "nanny" while the children were young, "but surely there is nothing wrong with that? Don't they want the jobs?"

"Your newspapers are always full of stories about the black people's troubles. Why don't you write something about the problems of the struggling white women for a change?"

● See Page 18



Pay hikes welcomed, but better conditions urged

# Black nurses want 'absolute parity'

SYN 25/3/86 355A 107 95

By Joe Openshaw,  
Medical Reporter

Parity in nurses' pay is the first step towards equal working conditions for all nurses, says the Health Workers' Association (HWA).

Although welcoming the announcement last week by Dr Willie van Niekerk, Minister of Health, that pay parity for nurses would be introduced immediately, a spokesman for the HWA said today black nurses would be satisfied only if there was absolute parity in conditions of service.

"We are eagerly awaiting details of the pay increase for black, coloured and Indian nurses and any particulars of upgraded conditions for them,"

the spokesman said.

He added that the HWA feared blacks would still be short-changed in regard to peripheral benefits, such as housing subsidies, transport allowances, life insurance and medical benefits.

"At the moment, white nurses enjoy better conditions of service than do blacks, whose food and accommodation leave a lot to be desired," the spokesman said.

## 'Open hospitals'

"Nurses at Baragwanath, Coronation and Hillbrow hospitals have to care for twice and, on occasions, three times, as many patients as do white nurses because of gross overcrowding.

"We would also like to see

white hospitals being open to all nurses, regardless of population groups," the spokesman said.

Mrs Susan du Preez, director of the South African Nursing Association, told *The Star* the association was delighted by Dr van Niekerk's announcement.

She believed parity would come into effect from April 1.

"The Public Service Commission will now undertake an investigation into working conditions," she said.

"If there is not parity in conditions of service, my association will look into it."

Mrs du Preez quoted some of the discrepancies in existing white, coloured, Indian and black pay scales:

- Nursing assistants — R2 691 for whites and R1 674 for blacks (62,21 percent of white pay).

- Professional nurses — R7 470 for whites and R6 846 for blacks (91,65 percent).

- Senior professional nurses — R10 890 for whites and R10 062 for blacks (92,40 percent).

There are two categories in which coloured and Indians nurses earn less than whites — nursing assistants and senior nursing assistants.

The scale for senior nursing assistants is: R4 692 for whites, R4 131 for coloureds and Indians, and R3 135 for blacks. Coloureds and Indians earn 89,24 percent of white pay and blacks, 67,73 percent.

## Third party must be shown

Political Staff

Motorists will still have to display third party tokens although they will no longer be directly paying for them.

Tokens will be issued free of charge to motorists next month and it will be an offence not to display them when the new system comes into operation on May 1. The new Motor Vehicles Accident Bill provides a maximum fine of R100 for failure to display a third party token on the windscreen.

Motorists have been paying a two-cents-a-litre levy on petrol towards the new fund to provide third party cover.

In terms of legislation third party tokens will be issued free of charge to motorists by insurance companies in the Motor Vehicle Accident Consortium.



Maid and her madam ... scene from Capetonian Cliff Bestall's award-winning documentary

## A celebration of local film talent

WEEKLY  
27/3/86 MAIL 355A

THE Cape Town Film Festival celebrates its 10th anniversary from April 6 to April 27.

Presented by UCT's Film Education Unit, the festival will feature about 30 films from approximately 18 countries, representing some of the finest examples of contemporary world cinema.

Among the highlights are: Nicolas Roeg's "Insignificance"; Istvan Szabo's long-awaited "Mephisto"; Stephen Fears' "My Beautiful Laundrette"; Philip Saville's "Shadey"; Hector Babenco's "The Kiss of the Spider Woman" and "Love Brewed in the African Pot", a film from Ghana by Kwaw Ansah.

The festival will also feature a strong indigenous component. Included will be the first "coloured" feature film with most of the dialogue in Afrikaans. Titled "Mamza", and scripted and directed by Johan Blignaut, it is the first attempt by a South African film-maker to come to terms with the day-to-day realities of living in the areas set aside for "coloured" habitation — a decided step forward for the South African film industry.

Set in Coronationville, west of Johannesburg, the story revolves around a family held together by a brassy, larger-than-life shebeen owner called Mamza ("mother of many"). It gives one a privileged view of the conflicts and struggles of its various characters in overcoming the injustices and hardships of a township milieu under the shadow of the Brixton Tower.

Johannesburg film-maker, Mark Newman's "The Two Rivers" is an examination of Venda and the effects of Johannesburg and the mines on its inhabitants. The film was awarded the Grand Prix at the 17th International Film Festival in Nyon, Switzerland last year and is currently being screened at the Berlin International Film Festival.

Trained at the Institut des Hautes Etudes Cinematographiques (IDHEC) in Paris, Newman brings a particularly fascinating style to bear by using as his focus a Venda poet, Rashaka Ratshitanga, who, in dissecting the history of his country, draws the viewer slowly onwards to the big city and to the confrontations in the artificially controlled townships.

Rashaka is both the film's narrator and an actor in the drama it portrays. He tells his story, the story of the Vendas and that of the country as a whole.

He describes the war fought between his people and the Afrikaners for possession of the land and, how, with the coming of British colonisation, the economic and cultural relations were transformed and inexorably drawn into the centralised economy and unitary state.

Then, in Johannesburg, he reflects on the material and cultural dispossession of South

A highlights of this year's Cape Town Film Festival is the strong local contingent, including the first 'coloured' feature film and several documentaries. ROSE KORBER reports

African blacks as a whole, in the context of the modern capitalist world.

Polish director, Mira Hamermesh's superb documentary "Maids and Madams" based on the book by Jacklyn Cock, University of the Witwatersrand lecturer in sociology and psychology, was shown last year at the London Film Festival and also on BBC TV's Channel Four. Filmed by Cape Town cameraman and director, Cliff Bestall, the film has just won the Royal Television Society's annual award for Best Foreign Television Documentary — one of the top British awards in this field.

The film explores the complex relationship between black domestics and their white employers: the delicate position of the liberal "madam", living within a system which offends her; and the highly charged, emotional bond between the black "nanny" and her white charges, who bask in her care and affection, while her own children are left to fend for themselves in the squalor of the townships.

Light years apart, economically and culturally, the maids and the madams live together in an uneasy alliance, dispelling any simple feminist notion of women as a homogeneous category united by their common concerns and common oppression.

Another local production at the festival is "Now We Have No Land", a film by Hennie Serfontein, made for the South African Catholic Bishops' Conference on forced removals and resettlement.

Paul Myburgh's examination of the Bushman's dilemma, "The People of the Great Sandface", is possibly the definitive film on the rapidly diminishing Bushman people. It is the result of many years of work by Myburgh, who has lived and hunted with the !Gwike of the Central Kalahari Desert of Botswana, according to their own lifestyle, over a period of seven years.

Because of their remoteness, these !Gwike have maintained their traditional lifestyle for longer than the remainder of their people, who now find themselves either on farms or in settlements in Botswana and Namibia.

The film portrays the true story of the exodus of the last substantial band of !Gwike — as a result of three years of terrible drought — from the great sandface of Southern Africa.

Venues for the festival are the Baxter and the Labia Theatres, as well as the Luxurama in Wynberg and the Cine I and II in Stellenbosch. Booking opened this week.



MARGARET NHLAPO

## DEFENDING SA'S 'BEAUTYS'

Margaret Nhlapo has been awaiting the results of the National Manpower Commission's (NMC) inquiry into trade union rights for domestic servants and farm workers for more than a year now. Meanwhile, as regional organiser of the SA Domestic Workers' Association (Sadwa), she takes at least 200 Transvaal "madams" and "masters" to court each month for contravention of their maids' common law rights.

SA's 800 000 registered domestic workers (the unofficial figure is far higher) are excluded from the protection of labour legislation. So Nhlapo uses the threat of common law to sort out wrangles between about 600 miffed maids and madams each month. Cases involve assault, accidents at work and allegations of summary or unfair dismissal. "There are only three grounds for legally dismissing a domestic worker without notice," she explains. "Drunkenness, neglecting the job, or theft."

Nhlapo (45) always tries negotiation before taking legal action. However, her work seems to hit a raw nerve. Absorbing a torrent of abuse from employers is all in a day's work. "You bloody bitch, I'm going to kill you," was this week's worst anonymous telephonic threat.

In 1981, Sadwa submitted a memorandum to the Minister of Manpower outlining demands for basic worker rights like minimum wages, statutory pension benefits, workmen's compensation cover, and trade union rights.

By 1984, Sadwa hadn't received a reply; so a delegation was sent to Pretoria to speak to the Minister. "He wouldn't see us," Nhlapo recalls, "but we were told the NMC enquiry was complete and were promised it would be tabled during the next session. We're still waiting."

Right now, Nhlapo's goals are simple — better working conditions and pay. The average wage in Johannesburg is only R100 a month, Nhlapo says, and many pay less. "Believe it or not, there are still people in Johannesburg paying maids R45 a month. Some live-in servants work 16 hours a day from six in the morning till 10 pm."

Sadwa advocates R150 as minimum wage for a semi-skilled live-in worker, R200 for a skilled live-in worker including meals and R18,50 for an eight hour

day char. But she emphasises these are minimums. "We understand that many employers are struggling to make ends meet. But I believe you should pay your maid for the time you can afford, giving her the opportunity to work elsewhere."

Ironically, the wealthy are often the worst offenders in the salary stakes. "They don't know what it is to struggle. The middle classes pay the best," Nhlapo says. "Older employers are also a big problem. They dismiss any attempt at discussion as 'cheeky'. They don't realise that times have changed. White people are spoilt, though I understand it's not easy for them to change or share."

Born in Brakpan, where she attended primary school, Nhlapo left Alexandra High School after completing her Junior Certificate. Though she wanted to be a nurse, she found herself married, pregnant and living in Lebowa before realis-

their life-stories and how they'd won the struggle for recognition, protective legislation and rights, opened her eyes.

"They told us their own stories of exploitation which strengthened my will and belief that we could also win. I came back intent on organising domestic workers and ready to fight for their rights."

At this stage, her diabetic daughter's illness, coupled with Sadwa duties, were occupying more time than her domestic responsibilities and she decided to quit her job. Both maid and madam wept when she left but Nhlapo received no recompense for the ten years she'd devoted to the family. Today, pensions are a hot issue for her.

In 1983 Sadwa became independent of DWEP, Nhlapo was elected to run the Transvaal office, and regular overseas trips on Sadwa business followed. National membership has since grown to

around 20 000 — about 6 000 in the Transvaal. But she'll only be content when all domestic workers are mobilised.

Nhlapo admits that organising scattered domestic workers is more difficult than organising on the factory floor. At the end of this month, Sadwa will hold unity talks with four other domestic worker associations. If successful, Sadwa's ranks will be doubled.

There'll be some radical changes in the kitchen if the NMC recommends that domestic workers should be covered by the Labour Relations Act and this is accepted by

government. Employers are already calling her for advice.

Nhlapo's Troye St office is always full — all day and every day. She works seven days a week and says that her conditions of employment are far worse than when she was in domestic service. Sadwa has a shoestring budget. Lack of funds means that all Nhlapo's travelling — and she does a lot — is by public transport. She seldom has a day off and manages to attend church about once every three months. Sundays, her clients' "off" days, are for case-histories and counselling.

Doesn't she ever feel her task is hopeless? "Many people consider themselves religious Christians or Jews," she says, "but you'd never believe the way they treat their domestic servants. This upsets me and I cry a lot. But I won't consider giving up; too many people rely on me."



ing her ambition. Eleven years later, a divorcee with two children to support, she came to Johannesburg seeking work as a domestic servant.

Enrolling for a Domestic Workers & Employers Project (DWEP) course in dressmaking was a turning point. When, in 1980, a few domestic workers in her sewing circle banded together to form Sadwa, Nhlapo was elected to the steering committee. When she took the chair she was still working as a maid for a "very understanding" employer who didn't mind her conducting Sadwa business over the kitchen stove.

While still in domestic service, Nhlapo and a fellow domestic worker were invited to the US as guests of the Ford Foundation, which funded DWEP. Her first trip abroad was a seminal experience. Meeting foreign domestic workers, hearing



CAPT TIM'S  
10/4/86

355A

## More women at work

JOHANNESBURG. — Only 23 percent of white women fit into the conventional slot allocated to them by male employers and the advertising industry "which still targets in on the housewife", a prominent South African market researcher said yesterday.

Ms Barbara Ross, market researcher and account director of Lindsay Smithers, delivered her findings at the Reeva Forman monthly Business Breakfast meeting for Executive Women.

"Less than a quarter of women voluntarily stay at home to take care of children," she said.

The female workforce has more than doubled in the past 20 years, while that of men had increased only 1.5 times.

The proportion of female to male workers is three to seven.

Nearly half of all women are in the workforce. Of these working women two-thirds are married.

Three-quarters of adult white women are married and four in 10 of these work.

This means, says Ms Ross, that nearly six in 10 working women are married.

Of the working women, three-quarters have a full-time job.

"About one in two white South African women live in a household with husband and children — but they are hardly typical 'housewives at home' — since nearly half are working outside the home."

Less than a quarter of white women fit into the traditional housewife pattern. — Sapa

### Wreck



SM 12/5/85



MARINA MAPONYA: "Women must be represented at executive level."

in an income, and women were therefore exploring a wide variety of options to the traditional family roles, she said.

"They are joining the labour force, going back to university or training institutions and working in record numbers."

Mrs Maponya said she was pleased to see that an increasing number of South African corporations was following the overseas example and attempting to maximise the potential of their female workforce, "often with outstanding results."

As barriers and prejudice slowly fell away, it was imperative that women participated at all levels in the communities.

"Women must be represented at executive level.

"We must give an added perspective to policies, and above all, we must have a say and be heard," Mrs Maponya said.

# Women have power to reform political process

By Kate McKinnell

Women could transform the political process if they overcame the passivity rooted in their sense of themselves as powerless victims, said Dr Jacklyn Cock.

Dr Cock, sociology lecturer at the University of the Witwatersrand, was the keynote speaker at the national congress of the SA Federation of Business and Professional Women which ended on Saturday.

One block preventing women from participating in political struggles was a feeling of being overwhelmed by the scale and complexity of the problems that confronted them, she said.

But women had the power to change the situation by drawing on the caring and nurturing qualities they displayed every day of their lives and by refusing to imitate men's styles of competition, or adopting male models of success and achievement.

"Recent events suggest to me that we are moving towards total destruction, both here in South Africa and in a global sense," said Dr Cock.

Referring to the recent nuclear disaster in Russia and to environmental destruction worldwide, she said that most people were appalled by the build up of toxic and radioactive waste.

"But this process of destruction is connected to apparently trivial decisions in our daily lives. When an American buys beef, she is contributing to the wholesale destruction of the tropical rain forests by the cattle industry — the area is being devastated in the noble cause of the cheap hamburger."

It was at the level of personal lifestyles that people could move to a consumer rather than a consumer way of life.

Dr Cock referred to the R5 million increase in South Africa's defence budget and the extended conscription for all young white males: the cost in terms of human life and suffering is enormous, she said.



JACKLYN COCK: "As women who give birth to life and nurture it, we must take a lead in the process of resistance."

"I sometimes think what is happening in South Africa is a children's war — the young white conscript with his guns, the young black youth with his stones — caught up in a spiralling process of violence and destruction," said Dr Cock.

She said women contributed to the "garrison society" South Africa had become by allowing their fear to rule, and by encouraging the idea of female helplessness that required male protection.

The equation of masculinity with militarism was a short step from this.

"What is needed now in South Africa is the power and energy of a small band of people who have the vision of a society in which power and resources are more equally shared, relationships are more stable and trusting and where men and women are able to experience the full range of human alternative."

Cont



# Restraints on black women cast aside

STAR

12-5-86

By Marika Shoros

Black women are throwing tradition and restraint aside to move into a variety of jobs, particularly the professions.

While their numbers are small, they are succeeding despite huge legal, social and political obstacles, according to Soweto businesswoman Mrs Marina Maponya.

Mrs Maponya was speaking on "Women as Policy Makers" at the SA Federation of Business and Professional Women's congress in Johannesburg which ended on Saturday.

Research showed that the number of black women entering the professions over a recent two-year period had risen by 13 percent compared with a 2.5 percent increase for white women and no increase for white men.

Women were breaking the bonds of traditional restraints.

Hopefully, changes to influx control laws would give black women a greater degree of mobility and independence, she said.

Women as policy makers were few and far between in South Africa, Mrs Maponya said.

It was interesting to debate how a government could conceivably function efficiently when one of its largest constituencies (women) was not represented at Cabinet level.

Sociologically, women were playing a key role in South Africa in welfare services, schools, medical-care centres and charities. The present economic climate was forcing both spouses in a marriage to bring

"We need that vision to sustain us through the struggle for peace," said Dr Cock.

She said there were many non-violent and imaginative ways in which to work for peace. People needed to work together in organisations like the End Conscription Campaign to deepen understanding and develop a collective struggle.

"As women who give birth to life and nurture it, we must take a lead in the process of resistance. For us in South Africa, it is our survival that is at stake," said Dr Cock.



19/5/86 STAR

# Connie's determined to work for the future

By Kate McKinnell

Connie Hlatswayo was fast asleep in her Alexandra home last year when the Security Police arrived to take her away.

Five months' detention followed, but she's back at work now in her administrative post in Johannesburg, while her work as secretary of the Alexandra Women's Organisation (AWO) has taken on new significance.

Aged 24, she is shy and quite hesitant to talk about herself.

But she matter-of-factly relates her experiences in Diepkloof Prison, describing the hardship as well as the rousing camaraderie she found among the detainees that has left her with lasting friendships.

"When I arrived at the prison after a Hippo ride around Alexandra, myself and other women who had just been detained were put into a cell together. We sang the whole night — it didn't feel like we were in detention — it was wonderful," she remembers.

## PENALTY

But the women were soon put into separate cells and forbidden to talk to each other.

It was three months before her family was allowed to visit her and the same period before she was allowed to buy extra food — it was a hungry wait from supper before 4pm to breakfast the next morning.



CONNIE HLATSWAYO: "Women will no longer stand by and watch their children being shot."

After five months her clothes were given to her and she was shown the gate out of the prison. Despite frequent requests she was never told the reason for her detention.

What, then, had she done?

"It was probably because of my involvement with the Congress of South African Students while I was still at school," says Ms Hlatswayo.

She joined the organisation, which is now banned, because she was indignant at the frequent corporal punishment, the

vindictive attitudes, of the teachers.

She remembers marks on her legs after being whipped at the gate when she arrived late at school — after queueing for the single bathroom at home.

She was unhappy with problems she encountered every day — the lack of textbooks, the cost of uniforms and the education she was realising was vastly inferior to that of white South Africa.

Cosas was an organisation that focused on issues such as these and she was a member until she left school.

Ms Hlatswayo had

dreamt of becoming a social worker but a family financial crisis forced her to leave school and take whatever job she could find.

"My own struggle made me aware of the plight of so many women in Alexandra who are the first to lose their jobs in the tightening economy.

"So I joined a group of women in establishing the Alexandra Woman's Organisation," she says.

The organisation has never been officially launched, but there are plans to set up self-help sewing groups and to pressure for change in the township.

"But since the unrest in Alexandra, many more women have approached us and want to get involved.

"Women have stopped standing by and watching their children being shot and detained — they want to do something about the situation — and they also need help," says Ms Hlatswayo.

The AWO is offering advice — explaining regulations and procedures through which women can find their children or helping to secure legal aid.

## PREDICAMENT

Now secretary of the AWO, Ms Hlatswayo is deeply conscious of black people's predicament in South Africa. Her vision is simple:

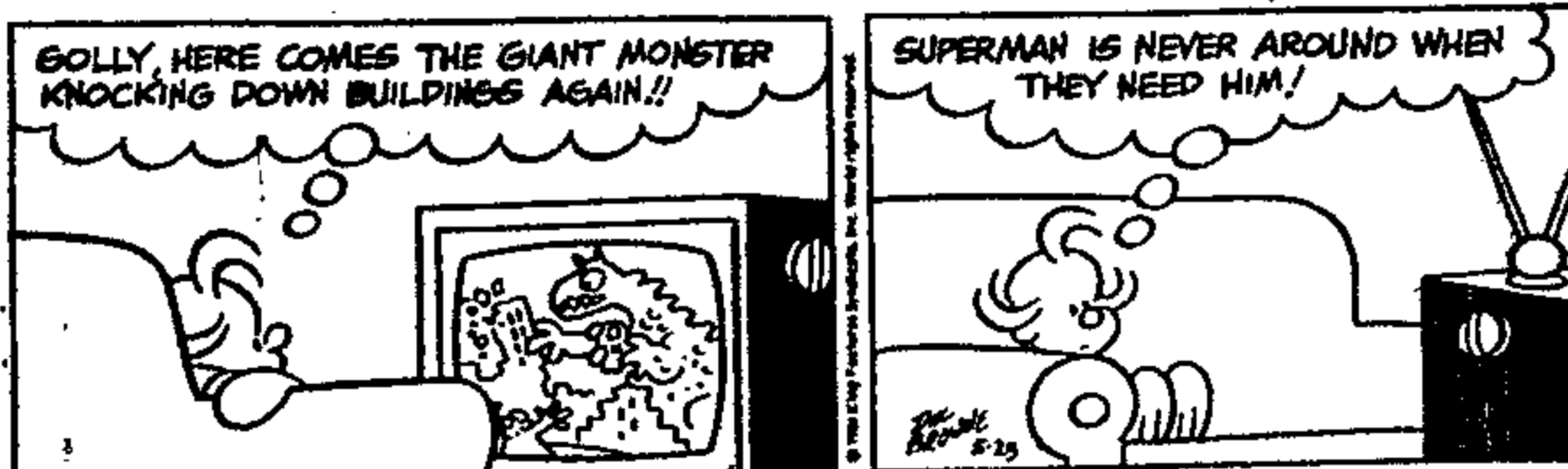
"I would like to see a South Africa without discrimination, where everyone is peacefully at school, where everyone has work. I do believe white people can play a role in reaching this goal."

But even she is startled by the hatred younger children have for whites.

"Their only contact is with troops in the township — they see their friends being shot and their younger brothers suffocated by teargas. They want nothing to do with white people."

Hi and Lois

by Mort Walker and Dik Browne



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Red tape and paperwork tie up service

# Frustration the bitter fruit of welfare work

By Kate McKinnell

Bongi Mosia is a frustrated social worker — one of many whose battle seems to be more against South African law than individuals' problems.

She is one of 18 Johannesburg Child Welfare Society social workers serving the entire Soweto and Alexandra population, running into hundreds of thousands of people.

"I think we all long to render effective professional services but we are buried in mountains of red tape and the enormous problems which the communities face today," she said.

Just take, for example, her work with abandoned babies — 45 found locally last year. Depending on whether each abandoned child is to be placed in a children's home or foster care, different applications have to be made to different departments.

## FEW WILLING

While the retention fee authorised by the Minister of Justice for children in homes is smoothly obtained, the grant from the Department of Constitutional Development and planning for foster children may take between three and six months to arrive.

Few people are willing to become foster parents



BONGI MOSIA: "We aren't helping all the children who need it."

because they have to shoulder the costs before they receive a grant.

Another difficulty is that if the child is found in need of care he is committed to a children's home or foster parent pending adoption. However, when suitable adoptive parents are found, the adoption cannot be finalised until the committal order is received from Pretoria.

When the new system came into operation last year many children's court inquiries that had been finalised under the old order were sent back to be re-submitted under the new system — creating a mountain of work.

"While we plough

through all these official channels, the children may be waiting at a crucial time in their lives in an understaffed children's home where they are not receiving the warmth and stimulation they need," Miss Mosia said.

More disturbing to her are the problems in families intertwined with the effect of apartheid laws, poverty and unemployment.

She says people who come to the cities in search of work are often forced to leave their families at home and this may result in promiscuity and illegitimacy.

Women are expected to

bring back gold, not unwanted babies, from the city and some resort to abandoning their babies. And it is easy for these mothers to abandon their responsibility because they have no fixed address and are almost impossible to trace.

She says it is often difficult for social workers to help women through official channels as many are illegal migrants in Johannesburg.

And another problem created by the law is that domestic workers may not have their children living on their white employer's property. In desperate situations, these women may abandon their babies rather than lose their jobs.

"Another difficulty is when women need help with problems at their rural homes where they have been forced to leave their children to seek employment in urban areas — a child being sexually abused, for example.

## CASELOAD

"There is very little we can do from here but social workers in that area can be alerted to help," says Miss Mosia.

With a heavy caseload and little chance of closing cases as each family's problem is usually ongoing, social workers are only able to handle a limited number of children.



# Two women with the same ideals

By Marika Sboros

In the rarefied atmosphere of a little house nestling in abundant foliage on the vast Oppenheimer estate in Parktown, two women, one black and one white, speak about their hopes for an end to the spiralling violence enveloping the country.

At first there seems little in common between Mrs Alina Serote, a retired nurse from Alexandra with a shy, diffident disposition, and Mrs Liz Mundell, a Bedfordview housewife with a confident, assertive manner, except that they were elected co-chairmen of Women for Peace at the organisation's annual meeting last weekend.

## CLOSE BOND

But it is soon obvious that there is a close bond between these two women, each of whom has been associated with Women for Peace since its inception in 1976.

Both believe in the unique power of women:

"There's a saying in my language," says Mrs Serote, "that women are people who will handle the sharp side of the knife to protect their seed (children) and themselves."

"I am optimistic that we will come to the place where there will be peace and understanding as long as we strive to rec-



WOMEN FOR PEACE: newly elected co-chairmen Mrs Alina Serote (left) and Mrs Liz Mundell.  
● Picture: REBECCA HEARFIELD

ognise each other as human beings."

"Women are born negotiators," says Mrs Mundell. "We show more care and compassion for the rights of the individual than many men in power are showing."

Their reasons for joining Women For Peace are similar:

Mrs Serote, who now works at the Alexandra

Centre for Skills, says she was shocked at the violent upheavals of the '76 riots and "felt a need to do something."

Mrs Mundell says that she "felt a need as a woman to join a body where I can express my feelings and views."

Both feel that, despite increasing polarisation, Women for Peace has achieved a great deal,

comprising as it does women of all races, political persuasions, religions and occupations.

Women for Peace members, says Mrs Mundell — and all black women, says Mrs Serote — will accept nothing less than the complete dismantling of apartheid as a solution to the problems of South Africa.

To this end, Women for

Peace has become hardened and tempered into a body with a clear identity, with more commitment than ever before to pursue peaceful change, Mrs Mundell says.

The group will continue consistently to make a stand on issues that affect progress towards a just and equal society, she says.

## CHILDREN

Mrs Serote feels that contact between children of all races at the early stages has been neglected. This is what lies at the root of hatred for whites among township youth, she says. More contact at grass roots level is vital.

"The only whites many black children in the townships see are soldiers and police. To them, whites are the enemy."

She would like to see multiracial creches and church services.

"Women have the power and we can do it if we put our minds to it," Mrs Mundell says.

And Mrs Serote nods her agreement.

...w more than  
...re limited."

# Boost for women writers

**FEMALE** members of the African Writers Association have decided to compile a book to encourage and increase the number of black women writers.

There are only 50 black women authors in all of Africa.

According to Miss Joyce Dube, chosen as the co-ordinator, the book is hoped to build confidence in aspirant women writers and encourage them to write more. They also hope that it will kill the self-censorship that has prevented most women from taking an active role in literary work.

"Some women are hesitant to write or publish their material because they lack confidence, so compiling a

book written by women only will bring them forward and encourage them to do more," Miss Dube said.

One male member of the Association said that a major problem that prevents women from pursuing any course is their tendency to refrain from doing anything that they think will disturb harmony in their relationships.

He said that most talented women who get involved or show interest in writing drop everything immediately their spouse show dissatisfaction at what they are doing.

"Women should stop being pleasure vendors and learn to be assertive and face any opposition

that comes their way," he said.

Mrs Suzette Mafuna, felt that women could have more time for writing if their men could liberate them from traditions and customs that restrict them and allow them limited time to develop their interests. She said that household duties and lack of understanding by husbands are a hindrance to every woman.

"Women do not have the time to sit down, relax and be creative because they play two roles, that of a career woman and that of a housewife," added Miss Lizeka Mda.

She said that after the day's work is done women are too tired to even think. And those

who might attempt writing will only do that for their own pleasure. They will not take it as an obligation to publish the material.

Miss Gcina Mhlophe, an actress and a poet, said that women have stopped being actively involved like they were in primitive times when they were strong and more active than their men. She said that the physical strength of ploughing fields has been lost to the men, and women have agreed to play a supportive role to them.

A meeting to discuss the book is scheduled for June 7 and interested people can phone Joyce Dube at 836-0972 or 939-2184.

355A

Sweetm 30/5/86



Cape Times 28/11/86

# Seminar spotlights role of professional secretaries

A PROFESSIONAL secretary is a woman who understands her employer's business and can anticipate and fulfil his operating needs.

"Most young women in their first working situation are thrown into the hurly-burly of commerce with only an academic preparation for the demands of the business environment," said Ms Lee Terry, manager of Drake International's Cape Town office.

"With the advent of office automation changing the entire secretarial role, the secretary of today has to be an administrator, a personal assistant, a master of diplomacy and a mine of information.

"We in Drake are well aware of the multi-faceted position of the secretary and so have designed our annual secretarial seminar to assist her in giving of her best to her employer.

"Adequate is no longer acceptable. With the demands made on management today a secretary needs constant professional guidance to fulfil the day-to-day requirements she is expected to meet.

"Being a secretary was once regarded as a profession in its own right and one which was not only for women. However, with their 'liberation' came changing attitudes towards



Lee Terry, manager of the Cape Town office of Drake International, who will be opening the secretarial seminar to be held in Cape Town next Tuesday.

women in business and a 'career' rather than a job became what the vast majority of women wanted. And that is where our seminars come in."

This year's seminar, to be held next Tuesday in the BP Auditorium in Cape Town, will start at 8.15am with an introduction by Ms Terry.

Then the subject of word-processors (which are fast

replacing typewriters in most offices) will be discussed by Ms Karen van der Walt, training officer for Drake Computers.

A talk on "Working Relationships" will be given by Ms Irene Wilson, training officer for BP South Africa, who will be followed by Ms Rita Margow on the subject of defining specific priorities.

A staff member of Stellenbosch Farmers' Winery will give tips on arranging client functions. Ms Terry will then discuss the secretarial role as a career and a psychologist will talk on the subject of stress management.

The seminar will end at about 4.30pm, after a discussion sponsored by Yardleys and Truworthe on fashion for the businesswoman.

● The cost of R75 for each delegate will include lunch. Book with Michele Slabbert, (021)25-3300.

## UCT B Comm facts

THE University of Cape Town short-cut to becoming a chartered accountant, as described in last week's Appointment Page, is for graduates with degrees other than a B Comm and is not aimed at B Comm graduates who wish to

speed up their study period.

● For admission criteria and details contact The Department of Accounting, Leslie Commerce Building, University of Cape Town, Rondebosch 7700 (021)69-8531, extension 725.



WOMEN are being "wastefully under-estimated and under-utilised" in South African business and industry, yet they could hold the key to solving the country's manpower problems.

This is the opinion, carrying the stamp of the authoritative National Productivity Institute (NPI), of Mrs Truida Preskel, a senior lecturer in general management at the University of South Africa.

Her findings are supported by two other eminent authorities in a 17-page special report in the latest issue of the NPI's official magazine, Productivity SA.

Dr Jan Visser, director of the institute, says there is "tremendous opportunity for more women to equip themselves for occupations traditionally held by men".

Dr Jopie van Rooyen, deputy director of the National Institute for Personnel Research, advocates a change in work-place culture in order that business and industry benefit from greater involvement by women.

"Men must learn from women and women must learn from men if they want to achieve as transformational managers," says Dr Van Rooyen.

"This does not require for women to become pseudo-men and for men to become pseudo-women.

"Men must learn to feel



By Bob Kernohan  
Business Editor

comfortable when relating and behaving supportively, and women need to feel comfortable when using powers and functioning as independent achievers.

In the most comprehensive input to the report, Mrs Preskel says that even today many "enlightened" employers "continue to use most of their women well below their real potential".

Quoting the famous tradition of the "Peter Principle" of people being pro-

moted above their level of competence, Mrs Preskel says this applies to fewer women in South Africa than men.

The reason?

"A woman is seldom promoted to 'her level of incompetence' — she often sits waiting, well below her level of competence frustrated, hesitant to push herself, but eager to take on new responsibilities and more meaningful tasks."

Stating that many women are now essential co-breadwinners for their families, Mrs Preskel says that the organisational skills they require to maintain their dual work and home roles is an immediate benefit.

She also says that the "myth" that most women work for pocket money is being increasingly disproved as "more and more employers realise that working women are here to stay, and are serious about their careers".

Despite this, however, women are still suffering from widespread discrimination, which, she says, "is usually not deliberate or

part of formal policy; it is so much part of a way of life that the people who perpetrate it seldom realise that they are being paternalistic or prejudiced".

She quote examples:

● Personnel managers often decide that a woman is not transferable — and often also not promotable — without even discussing the matter with the individual concerned.

"They could not possibly know the circumstances of each case: they thus discriminate by not considering or consulting her.

● Managers often do not consider women for a position or even an assignment that involves travelling on the assumption that "a woman cannot travel alone" or "Who'll look after her children?"

● Many managers believe personally that a woman should not work before her children reach a certain age; they do not want their own wives to work; they are sure their wives could not cope well with the dual load of working and mothering — and they assume that this applies to all women regardless of individual differences and circumstances.

same work sometimes, due to "open salary discrimination".

They also suffer from having different titles or scales when doing the same job — marketing assistant instead of assistant marketing manager — and even when they earn the same salaries as male equivalents, do not get the same fringe benefits.

Mrs Preskel does not blame only "male chauvinist pigs", but rather the "unconscious discrimination and well-meaning protectiveness of males".

And she warns: "Paternalistic gentlemen — since their influence is more subtle and more pervasive — are often more difficult to pinpoint."

She identifies three ways in which "unconscious discrimination" can be overcome:

1. Women should not be regarded as short-term employees until they had proved themselves "more than worthy" of a career, but rather that they, like men, should be considered on "achievement-related qualities", such as intelligence, sense of responsibility, commitment, creativity, initiative, energy and enthusiasm

nature and level of their jobs than to their being women.

Mrs Preskel says these include "frustration; lack of challenge, of opportunity and of a meaningful job; lack of promotional prospects and financial rewards".

She urged that both companies and women themselves understand and overcome the discrimination, doubts and "almost inhuman load" that the dual roles at work and at home can place on a woman if she does not get some form of support.

By doing so, both employers and women "would be better able to benefit fully from the wealth and potential which has so far been wastefully underutilised and underutilised in South Africa".

● Managers often generalise about women, assuming that all women have the same attitudes and objectives regarding work.

"They don't distinguish between the — admittedly large — group that merely want a job and the growing proportion of women who are committed and career-oriented," says Mrs Preskel.

● Women are often paid less than men doing the

2. Women should be recognised as wanting meaningful positions in which they can grow with their careers; rather than their only consideration being "merely salaries".

3. It should be recognised that the reason for perceived "high absenteeism and job turnover rates" — a perception not substantiated by "unbiased" statistics — was due more to the

# 'Exploited' women hold the key



# New PAYE scales for women come into effect next month

## Working wives to feel the pinch

**The Argus Correspondent**  
DURBAN. — Working wives generally will see their take-home pay shrink from next month when the Receiver of Revenue begins to apply new PAYE deduction tables.

Ironically the smaller pay packets — a woman earning R2000 a month, for example, will lose an extra R64.66 a month in PAYE — come at a time when other taxpayers (including their husbands) are contributing less as a result of a number of concessions outlined in the March Budget.

The reason for this anomaly is that PAYE tables applied to earnings of many working wives last year proved inadequate. Many of their husbands would have been obliged to have paid in large sums at 1985/6 assessment time had Minister of Finance Barond du Plessis not taken pre-emptive action in his March Budget this year — by announcing that up to 20 percent of wives' earnings were tax-free and making this retrospective to 1985/6.

While most taxpayers will continue to enjoy a slight reduction in PAYE this year (as a result a five percent tax discount and the removal of a seven percent tax surcharge) the taxman has taken advantage of the general fall in rates to adjust upwardly the tables for married women.

be applied from July 1 — show the extra tax payable is relatively small for married women with modest incomes.

From July 1, a married woman with a taxable income of R1 500 pays R33.04 extra — or a total of R268.35 a month. A single person (no children) on the same income of R1 500 should be paying R238.08 a month, less the five percent discount. (The five percent concession has not been built into PAYE tables for other taxpayers but, following the Budget, employers were sent circulars asking them to reduce the PAYE deductions for groups other than married women).

Prior to March 1 (when the seven percent surcharge fell away) a single taxpayer on R1 500 a month paid R250.37 a month.

Overall, for example, a family where the husband earns R25 000 a year and the wife R12 000 a year will save a substantial R1 287 a year in tax.

Mr J Massyn, chief director of Inland Revenue in Pretoria, said yesterday that tax tables were a highly complex and controversial subject.

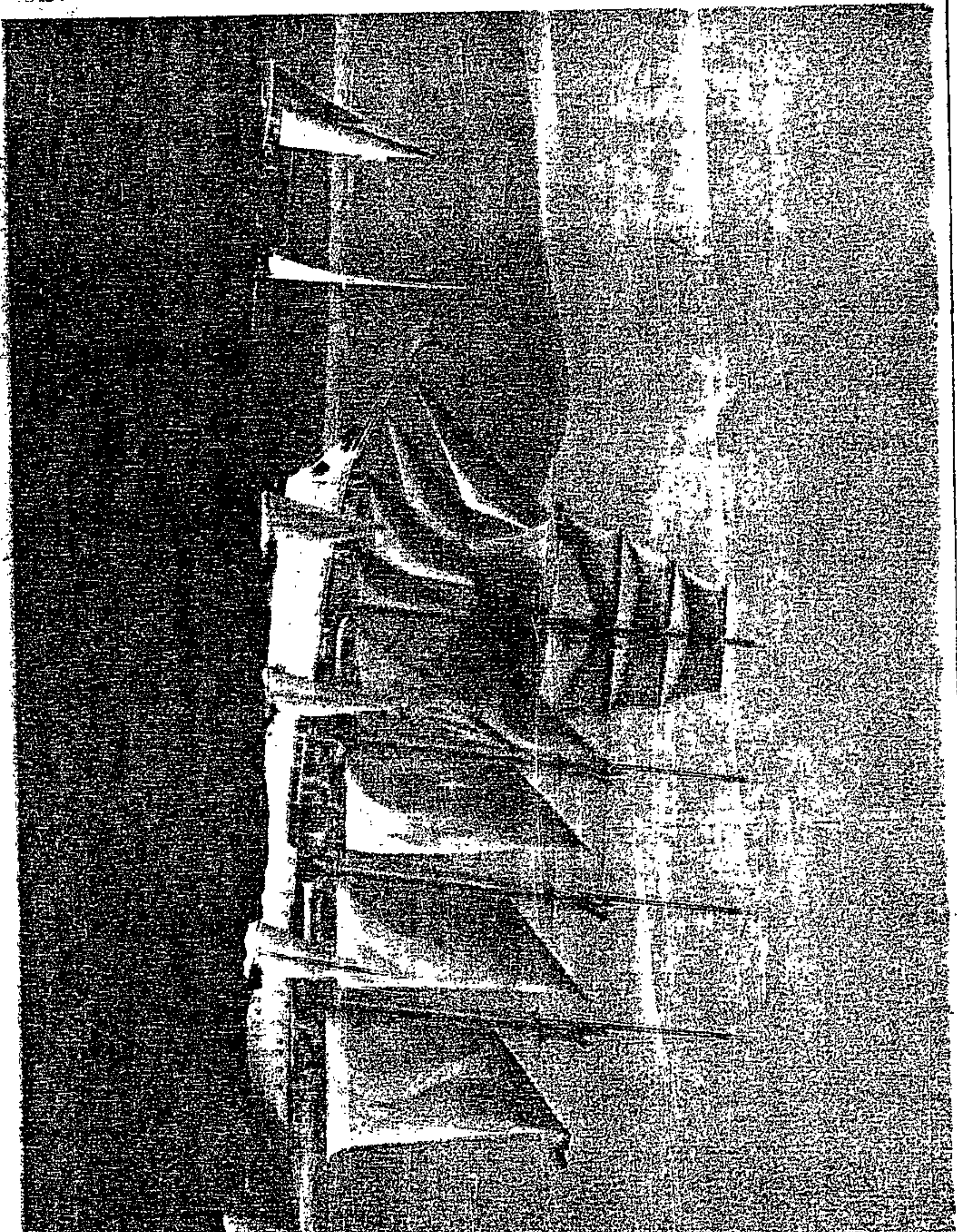
"One of our problems has been the level of progressive tax rates for married women. The July 1 tables have been designed partly to redress that problem."

**NEW BUS SERVICE**

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CAPE TOWN



The Esmeralda photographed off Cape Town during one of her visits



# Women learn to make a living

Post Reporter

AN enterprising group of women in the Port Elizabeth townships is attempting to make a living through knitting and crochet work.

Led by Mrs Nicolette Qalinge, an unemployed mother of four, they have canvassed support from two motor companies, who have provided building material for their make-shift premises.

The women are working from patterns provided by readers of Gwen Bisseker's column in Family Post.

Mrs Qalinge, who lives in the Soweto shantytown, has been out of work since 1981, when she lost her job in a strike, except for a five-month spell.

"I have been up and down looking for work, all in vain," she said this week. "So I sat down and thought of ways to help myself, and decided on crocheting, which I had learnt from classes given by Build a Better Society.

"Then I thought of teaching other people in my area to learn to help themselves like I am doing, especially the young girls and boys, to keep them at one place and away from hooliganism.

"So I requested patterns through Gwen Bisseker's column. I had a big response, from as far afield as St Francis Bay and East London.

"Mrs Francis Fourie of Gelvandale invited me to her house, and we shared ideas.

"When I told her of my

plan for a home industry she suggested I should write to the managing directors of Ford and General Motors for building materials, and they have helped me. But I am still short of doors and windows, and corrugated iron for the roof."

Mrs Qalinge is also considering doubling up her

home industry as a creche, but at this stage feels the accommodation is not good enough.

She has also written to various companies requesting reject carpets, foam rubber and yarn which the group could use to improve their position.

"So far, I've had no reply from them. I wish they

would answer but I am very grateful to those who have helped me, like St Johns Methodist Church in Havelock Street," she said.

Mrs Qalinge said her aim was to show that "not only bad things are done in this dungeon, but that there are people who live here who think and can do

wonderful things, too.

"I hope some readers could donate things for my friends, like crocheting material, knitting equipment, old carpets and even timber or corrugated iron," she added.

Mrs Qalinge can be reached care of 130 Johnson Road, Zwile, Port Elizabeth, 6201.



Mrs NICOLETTE QALINGE (standing) with some of the women she is teaching to knit and crochet for a living. From the left are Miss NOSIPHO TAMBO, Miss LINDIWE NOMBANE, Miss NOSIPHO PLAATJIES, Mrs NOWINILE MAKINANA (slightly obscured), Miss NOMAWETHU NKOMOMBINI and Miss NOMFUNDO KITTY.



(BSSA) 0025/6/86

Dispatch Correspondent  
**GRAHAMSTOWN** — The conference of South African Teachers' Association yesterday unanimously supported a motion that single women teachers already in possession of housing subsidies should retain such subsidies after marriage — as is the case with their male colleagues.

A lively debate preceded the adoption of the motion, the gist of which is already Sata policy. It was said that the relevant authority was in effect encouraging women

## *Call for woman teachers to keep subsidies*

teachers to forsake the sanctity of marriage and promoted the alternative of "living together".

It was stressed that teachers were not requesting a "double subsidy" where both spouses were employed as teach-

ers and both qualified for the subsidy.

Conference delegates also passed a motion requesting that the full Senior Certificate results be sent to all schools before they were released

to the press and that the department give urgent consideration to releasing the Senior Certificate results to the press at 6 am so they could be published in a mid-day edition and not in the early hours of the morning.

At a conference dinner last night a former Selborne College headmaster, Mr J. L. Stonier, was inducted as the 1987 president of the association. Mr Stonier held the post of vice-president this year. Mr R. R. Hawkins was inducted as the 1987 vice-president.

# Now its the wife's turn to PAYE

355A

By Michael Chester

Married women's pay packets may be thinner from next month as the taxman puts them on to the PAYE system.

The move — announced by Finance Minister Barend du Plessis in the 1986 Budget — is intended to help absorb the shock of hefty lump sum demands at the end of every tax year when the income of working wives is added to the earnings of their husbands for tax assessment.

"Wives in jobs may at first resent the monthly tax deductions", said an official at the Department of Inland Revenue, "but they will be rejoicing a year from now when there will not be the usual thump of a big tax bill."

"In the past it has been all too easy for married couples to underestimate the size of the overall taxation on joint incomes and the final assessment made from tax returns has been an awful blow."

"The new system will be a shock absorber."

## MARGO STILL WORKING

The system, which will be launched on July 1, will work out monthly deductions on scales in line with the full-year tax payable on joint incomes.

Married women are also reminded that in the current tax year they will benefit from bigger exemptions from taxation.

Last year, the amount of their annual earnings that was allowed as tax-free was R1 600. The deduction has now been lifted to 20 per cent of their income, with a minimum set at R1 800.

Thus, a working wife on a salary of R20 000 will now find the tax-free proportion raised from R1 600 to about R4 000.

Meanwhile, working couples were reassured that the whole issue of taxation of joint incomes — the centre of a prolonged controversy — is being researched by the Margo Commission.



10/7/86

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# Married women get PAYE shock

**Mercury Correspondent**

**JOHANNESBURG**—Many married women have been hit by a massive PAYE deduction this month as computerised payroll systems have recovered shortfalls in deductions made before implementation of higher PAYE rates.

A number of companies have discovered that shortfalls in deductions from the beginning of the tax year to June have been automatically recovered this month, leaving married women employees with a massive additional burden.

In an attempt to iron out this anomaly, the Department of Inland Revenue has advised companies which use the 'cumulative' method of calculating employees' tax to make deductions according to the manual tax tables on a month-to-month basis.

If the calculation is done in this way, the shortfall will not be recovered.

However, the department has also suggested that companies continue using the cumulative method unless employees object. But instead of deducting the shortfall in one month, they should spread it evenly over the remainder of the

tax year to February next year.

The PAYE deductions for married women have been increased to bring their share of the joint tax liability more in line with the tax which will be attracted when the married couples' joint income tax is assessed at the end of the tax year.

Previously the rate of PAYE for higher salaried married women was far less than the actual tax liability which meant the married couple ended up paying large amounts of tax at the end of the year.

Married women earning annual salaries in excess of R20 000 will be hardest hit by the changes in the PAYE rates, but will gain by not having to pay in large sums at the end of the year.

On the old PAYE tax tables, the highest rate of tax was 21% for annual salaries exceeding R15 000.

According to the new tables, married women will pay a marginal 26% each month on annual income exceeding R15 000. Those earning more than R20 000 annually will pay 28%, while married women earning more than R40 000 annually will pay as much as 38%.

about this dust menace, says Mr Pengelley.

# Bureau wants child day-care centres for all

Municipal Reporter

THE Women's Bureau of Durban is to lobby the City Council for an amended by-law requiring child-care facilities for all races in suburb and township developments, public buildings,

new office blocks and flats within the next five years.

The Durban Bureau, a 3 000 member non-racial apolitical organisation, suggests that the amenities could then be rented out to entrepreneurs.

The bureau's request

claims the 'world-wide tendency obliging women to assume the dual responsibility of child-care as well as work' is exacerbated in Durban by the high divorce rate and deteriorating economy.

'The shortage — and the prohibitive red tape for those starting up facilities — creates hardship for everyone from factory workers to executives,' said a bureau chairman Jane Tarr.

'We want it recognised that the general well-being of the community, as well as its overall productivity, will be improved by more child-care centres.'

Manco chairman Sybil Hotz has asked the medical officer of health, Dr Muriel Richter, to investigate the letter and report back.

'I agree that there aren't enough day-care centres — it is desperate in the black areas — but over-legislation may not be necessary, or even enforceable,' she said.

## bowlers in remembrance parade

national chairman of MOTH, rolled the symbolic first wood of the tournament.

The bemedalled bowlers, accompanied by the band of the Royal Natal Carbineers, then assembled for an annual remembrance parade down Church Street from the library to the Memorial Arch on the corner of Church and Longmarket streets.

A remembrance service was conducted at the Me-

morial Arch by the Rev Brian Fennel and a wreath was laid by the chairman of the tournament committee.

The traditional two-minute silence was observed before a bugler played the Last Post and Reveille.

The tournament, which begins on Monday, will see MOTH teams from all four provinces, Transkei and South West Africa in action at 13 venues throughout the Pietermaritzburg area.

Each team will play two games daily, with the finals

died following the poisoning of a Chatsworth family who ate food cooked in concentrated vitamin D. She was Lekha Singh, 14.

Join our tour to the Holy Land  
September 15 — October 1, 1986



N-Mozambique's news agencies in Lisbon rebels said yesterday that they had blown destroyed a section of the main source of fuel, which was still burning after the sabotage last Thursday at the port of Beira to the mego in central Sofala province. There was no independent confirmation of Correla said in a telephone call to claim. — (Sapa-Reuter)

### blast pipeline

The Natal Mercury

# THURSDAY

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Mercury 29/07/1988  
355-A

# n parliament

women members are:

● Gwyneth Pereira, who holds the office of Mr Speaker (and it remains 'Mr' Speaker).

Gwyneth's late father, Lou Levine, was Mr Speaker many years ago, when her uncle, Lex Levine, was Durban Parliament's Prime Minister. Gwyneth first occupied the chair in 1976.

She joined Durban Parliament in 1955 because 'I had strong ideas about things as a youngster, and I believed there was no use in thinking strongly, without expressing my thoughts'.

Gwyneth claims she was inarticulate when she joined, and says the Parliament 'teaches you to think before you speak, to communicate and, most of all, to listen'.

'I think if we spoke to each other more there would be a lot less shooting,' says Gwyneth.

She is pleased that often topics of particular interest to women are debated in Durban Parliament, such as surrogate motherhood and equal pay for equal work.

## Opposition

● Ida Signorelli is also doing a job that is traditionally a man's — she is the Opposition whip.

Says Ida: 'I play a fairly active role in the PFP, and therefore my role in Durban Parliament is an extension of what I usually do.'

'I consider myself a humanitarian and the debating society provides a platform to express my feelings, as well as hear the viewpoints of others.'

Ida, who is also involved with the promotion of theatre and the arts, believes Durban Parliament has a place in the cultural life of the city.

She adds that while it has mostly male members, women do have an influence and play an important role.

● Pauline Strydom, a

front bench member (Minister of Health and Welfare), was mayor of Pinetown in 1981 — the only woman ever to hold the position there — and deputy mayor three times.

Pauline is interested in Durban Parliament because 'it broadens your outlook, and you always come away from a session having learnt something new.'

'Durban Parliament, although a lot of fun, is taken seriously, and provides a good forum for an exchange of ideas,' says Pauline, who is also on the board of Durban Child Welfare and actively involved in fund-raising.

She believes women play a very necessary role in policy-making, because they 'tend to look at bread and butter issues and keep in touch with the people'.

● Tillah Gore completed 35 years of unbroken membership of the Parliament on July 16. A past Secretary of the House, she is the longest-serving woman member and so holds the title 'Mother of the House'.

Tillah says she joined Parliament because her husband was a member, but she remained because 'it's interesting to hear someone else's point of view.'

'You learn that whether right or wrong, everyone is entitled to their opinion.'

'Also, you keep up to date with current affairs.'

## Matriculant

● Tania Lowe writes her matric in November. At 17, she is one of several young members reported to be making highly promising contributions.

Tania enjoys the Parliament because, she says, when she is on the floor she is not discriminated against because of her age or her sex.

'Being a schoolgirl I didn't expect to get the respect that I do,' says Tania.

She joined the Parliament because she believed youth should be politically aware, and in Parliament 'you get a whole spectrum of views which you are not given at school.'

'It helps with self-confidence; and it woke me up a lot in that I couldn't believe that some people have such radical ideas.'

● Harriet Bolton, widow of Councillor Jimmy Bolton, recently returned to the House as the member for Brits, after living overseas for some years.

'Being a member of Durban Parliament has helped me a great deal in overcoming my fear of public speaking,' said Harriet, who is treasurer of the Garment Workers' Union.

Harriet's most memorable debate in Parliament was against Prime Minister Vorster on the South West African question.

'I was terribly nervous, but it was a challenge which I will never forget,' she said.

● Tessa Palmer is a PRO for the Durban branch of the Women's Bureau of SA and only became a Parliament member last month. She has yet to make her maiden speech.

Tessa joined in her private capacity after hearing a debate on an issue concerning women.

'I decided this would be a good place for me to pick up and assimilate opinions from people in diverse occupations and professions,' says Tessa.

The next Durban Parliament sitting will be in Committee Room 3 of the City Hall on Monday, August 11 at 7 45 pm. A motion has not yet been finalised, but the public gallery will be open from 7 15 pm and all are welcome.

Anyone interested in joining can contact the President of Durban Parliament, Mr K Sutler Gore at 321451, or the Secretary of the House, Mr W Butler at 375647.



Pauline Strydom



Tessa Palmer



Gwyneth Pereira



Tania Lowe



Mercury 29-07-86

# Durban's women i

The Durban Parliament Debating Society has just celebrated its 90th birthday.  
And women play an important part in its existence.

IT WAS on July 27, 1886, that 'a group of young gentlemen in Durban, regretting that Parliament had failed to prepare for a millennium,' decided to form their own parliament, 'to right the wrongs that beset South Africa'.

So the Durban Parliamentary Debating Society was born, and turned 90 years old this weekend.

## Members

In the early days there were no women members, and it was not until the mid-Twenties — several years before Mrs Denys Reitz became a member of the House of Assembly in Cape Town — that women were admitted as members of Durban Parliament.

One male chauvinist at the time was heard to remark: 'This will be the downfall of parliamentary government in South Africa'.

Many people are of the opinion that Lady Astor, who entered the House of Commons in 1919, was the first woman to sit in a modern parliament.

They are quite wrong. The honour befell Jeanette Rankin, who entered the United States Congress in 1916, when Woodrow Wilson was President.

In April 1953, Miss Rankin, who was then ending a long political career, addressed Durban Parliament.

The first woman to serve a full year as the Prime Minister in Durban Parliament was Bella Schmahmann, who held office through 1957.

Appropriately enough, she was a lecturer in political science at Natal University. Mrs Schmahmann terminated her membership about 12 years ago and now lives overseas.

Of the about 100 members, 18 women contribute to the activities of the House. Some of the



Ida Signorelli



Tillah Gore



Harriet Bolton



# Division over women priests

Merwyn 30/07/86

355.1  
A REPORT produced last month at Sheffield University outlines the difficulties facing the Anglican Church on the issue of the ordination of women.

The issue has already divided the church into the progressives, who are strongly in favour of the move, and the traditionalists, particularly those in favour of closer links with the

The ordination of women could lead to a split in the Anglican Church, members of the General Synod were told in a report published in London.

Roman Catholic Church, who are against.

In November 1984 the Synod took its first tentative step in the direction of ordaining women when it asked for legislation to be prepared.

The McLean report,

considered by the Synod at its meeting in York this month, outlines some of the safeguards necessary to protect those who cannot accept women priests.

The most drastic option in the report is the creation of a separate

Anglican Church with an all-male priesthood, with each parish and clergyman being required to decide whether they belong to this branch, or the other, in which women have been ordained.

Other proposals include parish incum-

bents having a veto over women priests operating in their parish, and laity being able to reject a women priest.

The report also recommends parishes being able to contract out of accepting women priests and, in dioceses where the bishop has accepted women priests, being transferred to the jurisdiction of another where the bishop has not.



# Nicro launches courses for young mothers

DD 31/07/86

BSS

## Scheme enables women to learn skills for support

Dispatch Reporter

**EAST LONDON** — A series of three-week training courses for young coloured and black mothers has been launched by the local branch of the National Institute for Crime Prevention and Rehabilitation of Offenders (Nicro).

The branch director, Mrs Petra Gaitskill, said each course enabled the women to gain some skill in sewing and knitting and helped prepare them to support themselves.

Mrs Gaitskill, who has been with Nicro here since 1971, said that over the years she had been "appalled" by the number of young unmarried black and coloured mothers in the area — many as young as 16.

"The fathers of their children often land up in prison and the women have very little — if any — education and therefore cannot find work.

"I completed a survey here about two years ago in which I found that 89 of the women I met under the age of 21 all had at least one child already a year old," Mrs Gaitskill said.

Training in sewing would enable women to earn money through making clothes for people in their neighbourhoods.

Mrs Gaitskill had approached various people, local charity organisations and the Department of Manpower and Training with the idea.

With the help of eight charity organisations who donated either money or the machines and material needed, seven volunteer assistants, and with funding from the government, the first group of 15 women started their course on July 21.

Mrs Gaitskill said the women each earned R2,40 a day, and were also given R1,50 for food each day and a further R3,35 a week for bus fare.

"It was all quite a shambles in the beginning, but it quickly sorted itself out and now we hope to be able to offer further three-week courses along the same lines, at least until March next year," she said.

She hoped to integrate educational talks into the courses.

Her main concern at present was what would become of the women after completing the course.

"Ideally we would like to start a small home industry where these women could continue to earn an income and support themselves and their children."



Mrs B. Meaker, a voluntary assistant at Nicro's three-week training course, advises Miss Ivy Adonis on how best to lay out a pattern. In the background are Mrs Petra Gaitskill, Nicro's branch director, and Mrs Roselle Frasca, the regional director of Operation Hunger.



From left: A voluntary assistant, Mrs B. Scott, helps Miss Florence Jines, while Mrs Petra Gaitskill assists Miss Hazel Nomagaga and Miss Winkle Siko.



## 40 women join city work scheme

Forty women are among about 400 whites working under the "R5-a-day" scheme for the Johannesburg municipality.

3/7/88 The women have been involved in the scheme from its inception and are doing mainly clerical-related work for the Engineering and Traffic Departments, a spokesman for the Johannesburg City Council Staff Board said. "It is the type of work that does not get done unless there are people available to do it - such as mending files and doing car counts."

# Motor giant to lay off workers

## Finance Reporter

TOYOTA S.A. was to retrench between 250 and 275 workers at its Prospecton-based assembly plant on Friday, group managing director, Mr Colin Adcock, said in Durban last night.

Mr Adcock, speaking after the official opening of Dan Perkins (Natal), said the company had decided to retrench after the workers, obviously tired of being on short-time, had made it clear they wanted to revert to full-time employment.

Workers at the factory were put on short-time earlier this year.

Mr Adcock said the only way to stop short-time was through retrenchments, and the workers had been told of the consequences of this in their pay-packets.

He said while the retrenchments were against his personal philosophy, as well as that of the Zulu, Toyota S.A. believed the company should support the majority view of the workforce and eliminate short-time.

Earlier this month about 3 600 hourly-paid workers at the plant went on a three-day strike in a demand for higher wages and in protest against short-time.

## New sales

They ended their stay-away after management gave them an ultimatum to return to work or face dismissal.

Mr Adcock said the retrenchments would obviously cause a ripple effect and he expected others to also lose their jobs, but the full effects would take some time to become evident.

Turning to new sales, he said that as a result of the company not being optimistic enough in ordering imported CKD kits of the new Toyota Cressida, there was a waiting list for the popular medium-size car, but the demand was not enough to affect the present situation.

In his earlier official opening address, Mr Adcock urged the country's workers, people, politicians and their opponents to pull together in an act of faith in solving the country's problems.

He said positive support for the Government was essential for the country to 'come alive again'.





Mrs Albertina Sisulu

## Restricted Fedsaw goes on fighting

By Jo-Anne Collinge

The largest women's organisation South Africa has seen, the Federation of SA Women, says it has regained a national organisational structure and "in our hearts the struggle continues" despite restrictions under the emergency.

Fedsaw's affiliates had 20 000 women on the march to the Union Buildings 30 years ago to protest against the extension of the pass laws — and put August 9 on the calendar as National Women's Day.

"Women are as strong today as they were 30 years ago," says veteran women's leader Mrs. Albertina Sisulu. "The issues we fight are old ones — we have still not seen the demand made in the 1950s met."

Fedsaw was decimated during the '60s security crackdown.

It now has five regional structures and claims the support of pioneers in the local women's movement — Mrs. Sisulu, Mrs. Greta Ncephayi, Mrs. Helen Joseph, Mrs. Ama Naidoo, Miss Dorothy Nyembe, Mrs. Amina Cachalia and Ms. Florence Mkhize.

A statement says Fedsaw has "had to contend with women who undermine unity by forming splinter groups" — an apparent reference to the National Assembly of Women.



# Assembly a joint effort to mobilise for development

## Let Alte take you for a walk

Staff Reporter

If you are taking a walk around Johannesburg, Alte Perrin is the best person to have along.

Mrs Perrin, who has painstakingly researched the city's history, is sharing her knowledge by giving guided tours on foot.

She has always been interested in things old, and three years ago started researching Johannesburg, delving through scores of books to uncover the truth — she has encountered many inaccuracies and boils with anger at books which have not been thoroughly researched.

She also feels strongly about the apathy of Johannesburgers towards their city's history, and this spurred her to hold the series of walks that will take place throughout 1986.

On foot, you can reach places and see things you never knew existed.



ALTE PERRIN: "I want to spread the word about Johannesburg's past."

Pullinger Kop gardens, near where she lived for a year in the late 1890s?

Alte will walk you down Diagonal Street along the border of Randjeslaagie, the original Johannesburg, past neat cottages reflecting the old city and themselves reflected in the blue glass facade of 11 Diagonal Street.

### SPREADING THE WORD

Mrs Perrin feels her contribution towards saving Johannesburg's past is to spread the word to as many people as possible.

She takes walks on Mondays, Wednesdays and Fridays.

If you would like to participate in these historical walks, please telephone the Johannesburg Council for Adult Education on (011) 642-5111, mornings only.

● Mrs Perrin's next series of walks start on Au-



PROFESSOR FATIMA MEER: Opening speaker.



SEBELLE MOHLALE: Women's role in education.



DR MAMPHELE RAMPHELE: Women in development.

## Women unite on change

This is an important weekend for South African women as organisations and individuals from all over the country gather to mobilise and combine their efforts.

The National Assembly for Women in South Africa, which opens in Johannesburg today will focus on the role women can play in social change and development.

More than 300 women from urban and rural areas are expected to attend the conference which will not rely on overseas speakers, preferring to draw on the skills and vision of South African women.

Natal University sociology lecturer Professor Fatima Meer opens the conference tonight and the main speaker tomorrow is Mrs Caroline Goodie Tshabalala Mogadime, a South African special education expert now living in Canada.

Other speakers are: ● Dr Mamphele Ramphele, a medical doctor and now University of Cape Town social anthropology lecturer, who will speak on women and development.

● Mrs Sebelle Mohlale, director of the Soweto Careers Centre and prominent member of the National Education Crisis Committee, who will discuss the role of women in education.

Women from all over the country and overseas will be arriving in Johannesburg today for what could be a landmark conference. The focus of the National Assembly of Women will be the role of South African women in social change.

KATE MCKINNEL reports.

● Mrs Shirley Moulder, Cape Town Black Sash member involved in rural development.

● Mrs Masha Lubelsky, secretary general of NAAMAT, the biggest trade union in Israel and one of the biggest in the world. Mrs Moulder and Mrs Lubelsky will speak on women and equality.

Small group workshops will later discuss issues that emerge from the speakers' papers. The workshops will be led by, among others, Mrs Sheena Duncan former president of the Black Sash and educationist Ms Ge Buthelezi.

On the final day conclusions and resolutions will be made. Ms Suzette Matlana, an organiser of the conference, says one of its most important ideals is to bring women and organisations together.

"So many women's organisations in South Africa have similar goals but have worked alongside, rather than with, each other. "Imagine the strength that could be generated if the considerable skills and resources of these women could be combined."

Organising the conference has already formed the basis for co-operation — five women's groups have worked on the project.

They are the Women's Informal Training Institute, YWCA, National Council for African Women, Black Housewives' League and the Ecumenical Christian Women's League. Women in Business and Women under Apartheid have also been involved.

The initiative for the National Assembly stemmed from last year's UN End of the Decade for Women conference in Nairobi, when South Africans were impressed by the resourcefulness and energy of delegates.

"We saw what can be achieved when women pool their resources and we came back filled with enthusiasm to promote that process in South Africa.

"We hope the momentum started during this conference will carry on into the entire community," says Ms Matlana.

## Little curb on parental kidnapping

South African law fails to deal adequately with parental kidnapping and this shortcoming can no longer be ignored.

Professor B Ranchod says this in the July issue of *De Rebus*, the South African attorneys' journal.

Referring to a recent case where a divorced mother snatched her son and took him overseas, Professor Ranchod says similar cases have been reported and are likely to increase.

If a child is abducted and taken overseas, the parent is in a "no-man's land" of the law. Court orders to ensure access or custody of the child cannot be enforced overseas.

child and initiate court proceedings in that country — often at prohibitive cost.

"The law has a role to play in helping the hopeless parent deprived of custody or access," says Professor Ranchod. "A start would be for South Africa to ratify the 1980 Hague Convention on the civil aspects of child abduction."

He says the convention's primary purpose is to secure the prompt return of children wrongfully removed to or retained in any contracting state (a country that has ratified the convention). In terms of the convention, the courts must order the return of the child, save in exceptional circumstances.



## WOMEN TODAY

# Women's lib means political liberation

MARIKA SBOROS looks at the messages coming out loudly and clearly from the National Assembly of Women which ended yesterday.

Not even the state of emergency could stop the National Assembly of Women exploding a commonly held (mostly by whites) myth — that women's liberation can be fought for separately from political liberation.

The assembly, held in Braamfontein at the weekend, gathered together close on 900 delegates and observers of all races from all over South Africa, in what was an intensely political investigation of women's role in the present political crisis facing the country.

Resettlement, influx control, birth control, health, poverty, education, economics, and all the "isms" — sexism, racism, elitism, classism — were high on the agenda as ways were explored of expressing solidarity as women and mothers of the nation.

There have been women's conferences in the past which have notoriously steered clear of

"politics", to the point of verbalising that as an expressed intention.

It is not co-incidental that it took a conference dominated by black women to put the issue of women's rights into its proper, integrated perspective — the fight for their rights must not be subordinate to the broader struggle for freedom, or women risk finding themselves in a similarly oppressed situation once change has been won.

There was refreshingly little rhetoric in an honest and often humorous appraisal of the extent to which white women are out of touch with the suffering that is the reality of black women's lives, and the myth of the unity of women.

One could only marvel at the naivety that prompted a beautifully coiffed and well-groomed white woman to announce that what was needed was a "national



**WOMAN POWER:** Members of the organising committee pledge solidarity at the close of the National Assembly for Women at the weekend. From left: Mrs Joyce Siwani, Mrs Lou-Ann Parsons, Mrs Eunice Ndebele, Mrs Deborah Mabietse and Mrs Sally Molteno.

union" to which "all South African woman could belong". Did she perhaps have a vision of Mrs Winnie Mandela, wife of jailed ANC leader Nelson Mandela, finding common ground with the State President's wife, Mrs Elize Botha? And there were always

other women ready to prick the complacent balloon of the whites present: Dr Mamphele Ramphele, a young medical doctor presently working as a research officer at the University of Cape Town, apologised for perpetuating the oppression of her sisters, in which

hard-hitting talk of women in development in English, Sotho and Xhosa. Mrs Mary Mxadama, a member of the popular Imilonji Kantu choir in Soweto, said participation in the national liberation struggle had to be emphasised.

"Whites participate from a position of power. They should look at and evaluate how to expedite the liberation of black women."

Only time will tell whether the assembly will be successful in the stated aim of producing a plan of action from now until the year 2000. But if the goodwill generated by the conference, culminating in the holding of hands and the singing of Nkosi Sikelel' iAfrika, was anything to go by, the collective power of women may yet be harnessed for the good of all.

## Choice in freedom struggle

KATE MCKINELL reports on a keynote speech on women and development given at the National Assembly of Women.

Gender was crucial in the... forget the rural women who had borne the brunt of...





5/8/86 S.M.K.

WOMEN TODAY

# Masha is a fighter for women

By Kate McKinnell



MASHA LUBELSKY: "Now women must become involved."

## Yearning for apartheid's end

By Kate McKinnell

South African women had a dream of a post-apartheid South Africa, and would develop the goal-directed behaviour and communication, problem-solving and decision-making skills needed to realise that

The leader of the largest women's organisation in Israel, Mrs Masha Lubelsky, has a motherly manner, but put her behind a podium and she becomes a fiery campaigner.

Mrs Lubelsky, who spoke recently at the National Assembly for Women in South Africa, heads NA'AMAT, a movement of more than 750 000 working women and volunteers in Israel.

The organisation was founded 65 years ago to tackle discrimination against women on every front. "It was a temporary group until women had won their rights, but, 65 years later, there is still a lot to be achieved in Israel," says Mrs Lubelsky.

She trained as a teacher and was head of a primary school for 17 years until she was asked to work for NA'AMAT's child care department.

"Our main objective is to encourage women to join the workforce. At present, women make up 40 percent of the Israeli workforce. We also want women to develop careers rather than working 'because they have to'.

"One of the first considerations for working women is day care for their children and our movement runs 50 percent of the day care centres in Israel," says Mrs Lubelsky.

She says the centres are subsidised so that every woman can afford to place her children in day care, and so that she does not spend most of her wages on day care. NA'AMAT has also secured an agreement that

## Much to do, says Israeli leader

all working women may have six days' leave a year to spend at home with sick children.

"We are pressuring for maternity leave to be replaced by 'parent' leave, where couples can decide between them who will look after the new baby, and when," says Mrs Lubelsky.

Her organisation has also fought for an equal retirement age for men and women — and last year, NA'AMAT succeeded in having legislation passed to ensure women were not the first to lose their jobs in times of rising unemployment.

Other women's issues like rape and abortion are also tackled.

"It is worrying that women are employed mainly in service work — and hold the jobs that will not be needed in the future. We have to prepare ourselves for the workforce by following the careers of the future," she says.

Women in Israel, she says, strongly support the struggle for freedom among their South African sisters and NA'AMAT has taken an active interest in South African issues.

"I think South African women, and women all over the world, now have an awareness of the inequalities they face. Now we must move on to involvement," says Mrs Lubelsky.

Cont →



5-8-86  
STAR

This was the message from Mrs Goodie Tshabalala Mogadime, an education expert now living in Canada, who gave a keynote address at the National Assembly of Women at the weekend.

A step towards realising the dream was to design a new school environment to develop individuals who had feelings of belonging and self-worth and had values of sharing, love and responsibility.

Mrs Mogadime said another priority was to diminish the fear existing in all sections of South African society. This could be achieved by sharing ideas and experiences around themes of common interest.

Speaking on women and education, Mrs Sebolelo Mohajane of the Soweto Careers Centre and National Education Crisis Committee stressed that the present education crisis should be the concern of all women, black and white.

#### EQUAL EDUCATION

She challenged women to make a strong resolution to fight for equal rights and equal education.

Mrs Mohajane said it was difficult at present for women to do anything about the children who have never been at school and those who have obtained an inferior education. Women's focus at present should be on pre-primary education and preparing a curriculum for post-apartheid education.

Mrs Shirley Moulder, an active worker in Christian movements in Cape Town, who spoke on equality, said women should strive from their position as producers so that both men and women could be liberated from unjust structures in South Africa.

She suggested the "exploitative economic system" should change to create opportunities for all, making the rich less rich and the poor less poor.

In the church, women should no longer accept their background, supportive role, she said.

## Steel workers <sup>355M</sup> get 19,8 pc rise <sup>5/8/86</sup>

The minimum wage for labourers at an East Rand firm is to increase by an average of 19,8 percent.

This follows an agreement between the firm, MRT Bartons, and the Steel, Engineering and Allied Workers' Union (Seawu).

The union said the increases, which would go a long way towards meeting workers' needs, would be effective from July 1.

The company's personnel manager, Mr E van Jaarsveldt, said the negotiations had been conducted in a spirit of good faith, with a commitment from both parties to achieve a fair and reasonable settlement.



# Poor health and its close link

By Marika Shoros and Kate McKinnell

Health was inextricably linked with politics in South Africa, delegates to the National Assembly of Women were told at the weekend.

The assembly, attended by nearly 900 delegates and observers of all races, was convened by black women's groups to formulate plans of action on the themes of equality, development and peace from now till the year 2000.

Professor Selma Browde, head of the radiation therapy department at the University of the Witwatersrand, gave a report-back before resolutions from the health workshop at the assembly.

Professor Browde said a completely new set of health services was needed if the cycle of poverty and poor health was to be broken.

Conference resolutions on the subject of health included the need to establish lobbying groups for health issues and to make use of existing groups; the provision of good day-care centres and child-minding groups; recreational schemes for children and youths.

A workshop on migration and resettlement called for ... (words deleted in terms of the emergency regulations) in solidarity with the plight of women in the TBVC areas, and to look at ways of pressurising for the ... (words deleted in terms of the emergency regulations).

The Women and Development workshop resolutions focused attention on the state of emergency

## New state 'is answer'

The alternative to resistance to racist oppression in South Africa was a change of government to save the country from the gathering storm, Durban sociology professor Fatima Meer said in an opening address to the National Assembly of Women at the weekend.

Professor Meer gave her view on sanctions and attacked Britain and America for refusing to implement them.

"The violence which threatens and riddles our society is directly due to racial oppression," Professor Meer said.

The only just solution to South Africa's violent crisis was a unitary state, and a single, non-racial parliament, she said.



### Report Restricted

and children in detention ... and the need to combine financial resources to help less-advantaged women.

Resolutions taken on education were:

- To reconfirm the efforts of the National Education Crisis Committee (NECC) by sending it the following statement:

"We women of this assembly are very aware of South Africa's present political crisis, which has virtually destroyed education for the majority of our students.

## with poverty

This assembly reconfirms the resolutions of the NECC taken in March 1980. We demand the immediate release of all its members as well as parents, teachers and students held in detention. Further we demand that the Government negotiate with the NECC, the only legitimate and national educational organisation representing the interests of black students."

The assembly also resolved that action should be taken to develop informal education for students not allowed to return to school.

Important resolutions taken on women in the economy were:

- Social and other welfare benefits be equal for all races.
- It should be compulsory for maintenance payments to be deducted from men's salaries.
- Labour legislation should be updated to eradicate discrimination against women during the pre-natal and post-natal periods. Women should be granted the same work status when they return from maternity leave.
- The argument that sanctions should not be imposed because it would cause suffering among the black community was rejected as black communities felt they were already suffering.

Another resolution was that women should start by developing personal equality, and wherever possible, take stands to alter the structures under which we live and to recognise the valuable role women have in political empowerment.

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TODAY'S  
WOMAN



**MAMPHELA RAMPHELE:**  
"Women can fight to remove  
all the impediments on their  
existence in an integrated  
struggle."

# Women must 'be a part of the struggle'

The National Assembly of Women gathered together nearly 900 delegates and observers of all races from across the country. It was convened by black women's groups to formulate plans of action on the themes of equality, development and peace from now till the year 2000. KATE MCKINNELL, reports on a keynote speech given by Dr Mamphela Ramphele of the University of Cape Town.

THE issue of gender was crucial in the struggle for change in this country, said Dr Mamphela Ramphele speaking at the weekend's National Assembly of Women.

Dr Ramphele, a medical doctor now working as a community health research officer at the University of Cape Town, spoke on women and development.

She said there were two schools of thought on how women should participate in the struggle for freedom.

● They could relinquish the struggle for women's rights and devote themselves entirely to the

fight for freedom and liberation.

● They could fight to remove all the impediments to their existence in an integrated struggle.

Dr Ramphele said it was important for South African women to recognise the ties that bound them. But if they believed they could work together in the struggle for freedom they should not deny the differences between them, as this might only strengthen inequalities.

Dr Ramphele defined development as a process of empowering people to take control of their lives and to make decisions to do this in the most effective and appropriate way.

"But the basis of empowering people lies in power relationships, which are in turn defined by the politics and economics of a country.

"In South Africa, we have a race and class relating to others as if they were inferior, and 'development' work focuses on maintaining the safety of that race," said Dr Ramphele.

She asked whether the government departments responsible for

development were not promoting underdevelopment. "There seemed, she said, to be a deliberate process to remove power from people, making them unable to control their own lives."

"It is this process of underdevelopment that has led to the current crisis in South Africa," said Dr Ramphele.

If apartheid were removed immediately, South Africa would not automatically change — what needed to change were the power relationships in this country, and all South Africans had a key to that change, she said.

Dr Ramphele emphasised the difference between welfare work and development.

"There is a role for welfare work — but it is relief work that relies on the goodwill of somebody else. Development involves an agent who comes to facilitate change through communication on an equal footing."

Dr Ramphele said people involved in development should constantly assess the effectiveness of their programmes.



# Women march against pass laws recalled

LUSAKA — Tomorrow marks the 30th anniversary of the day when 20 000 women marched on Union Buildings in Pretoria to protest against pass laws in South Africa.

The United Nations has declared August 9 Women's Day.

A call was made on UN member countries to observe the day in remembrance of the role of women in the struggle for national liberation in South Africa.

Celebrations in South Africa are being organised by five regional structures of the Federation of South African Women (Fedsaw).

In 1984 the African National Congress declared 1984 "The Year of the Women", an act that brought women into the limelight of the liberation struggle.

Now you have touched the women,  
You have struck a rock,  
You have dislodged a bolder...

— Part of the freedom song of the Women's Day March, August 9, 1956.



Mrs LILLIAN Ngoyi... organised the women's march in 1956.

The ANC Women's League came into existence in 1948. Since then efforts have been made to form the Federation of South African Women (Fedsaw) which pooled its resources to fight the South African Government's extension of pass laws to women in 1956.

## Struggle

The practical involvement of women in the liberation struggle was even more apparent in the famous treason trial which ran between 1956 to 1961. Nelson Mandela, Walter Sisulu and other prominent nationalists were jailed for life at the trial.

Plans are also afoot to revive the women's legal movement, the ANC Women's League wants to emulate the women activists of the 1950s — Dora Tamana, Lillian Ngoyi, Annie Silinga, Mary Mondley, Helen Joseph, Albertina Sisulu, Mama Zihlangu and many others — who defied police harassment, persecutions,

arrests, detentions and other forms of ill-treatment of women.

A new blood has been infused into the women's struggle with the emergence of the young people who have realised the need to liberate their motherland in which all people, irrespective of race, creed or otherwise will live as human beings.

When the women's year was declared in 1984, many women's organisations mushroomed, not only in the urban areas, but also in the so-called bantustans. One of them was the Vaal Women's Organisation.

Other women's organisations emerged including the Federation of the Transvaal Women, the Durban Women's Organisation which later expanded and became known as the Natal Organisation of Women (NOW).

These embraced different grassroot women's organisations. In the Cape Province,

the United Women's Organisation played an important part which saw the proliferation of other women's groups with one aim — to fight for the rights of women. These groups spread to large towns like Port Elizabeth and East London.

This phenomenal upsurge dates back to Mangang in Bloemfontein in 1913 when more than 20 000 women marched to the Union Buildings in Pretoria to demonstrate against passes. This is part of the struggle which women in South Africa have taken with practical strides.

## Politics

The Black Sash, one of the oldest liberal white women's organisations in South Africa, has branches in many towns and cities in the country. The head of the ANC Women's League, Mrs Gertrude Shope, explains that despite its non-involvement in politics, it continues to expose the evils of apartheid. The Black Sash also assists victims of pass laws, forced removals and end conscription campaigns.



Mrs HELEN Joseph at the forefront of women's struggle

Lately, however, some branches of the Black Sash have become increasingly political and have even affiliated to the United Democratic Front — one of the more active anti-apartheid activist organisations in South Africa. — Africa News Organisation.

This report has been severely cut to comply with state of emergency regulations.



# Domestic servants harassed — claim

By HILARY VENABLES  
Labour Reporter

THE Domestic Workers' Association of South Africa (SADWA) claims that sexual harassment, verbal abuse, assault and the summary dismissal of domestic workers by their employers has become rife in Cape Town as "masters and madams" take advantage of the recession and growing unemployment to exploit their servants.

SADWA worker Mrs Nthombi Makwasa said the number of domestics coming to the SADWA office in Mowbray to report abuse

by employers had shot up during the past year.

In many cases, women had endured appalling conditions, physical violence and slave wages in order to keep their jobs.

"Last week seven women came here to tell me their male employers had sexually harassed them, or threatened to rape them.

"In some cases, the man threatens to withhold the worker's salary unless she complies with his demands.

"What makes it worse is that the police won't accept charges of sex-

ual harassment unless the woman was actually raped," she said.

"There was a 46-year-old woman working in Tokai who was threatened with rape by her employers' sons.

"She came to the office crying and in shock. She said she had tried to report it to the police, but they just said: 'Why didn't you just do it'.

"The gardener working for the same family said all the female domestic workers there had had the same problem with those kids."

One woman had been working for a couple in Camps Bay for eight months, earning R30 a month.

"She was living in a garage with a leaking roof. There was no bedding, she had to buy her own food and she had to work from seven in the morning until nine at night.

"One day, the woman swore at her and assaulted her. She tried to defend herself by grabbing the woman and when the husband came home he threatened to kill her if she touched his wife again.

"He said: 'In South Africa you are not protected by any law. There will be no case if I kill you'."

Another woman said her Durbanville employer had set a vicious

dog on her when she said she was too scared to clean the room in which the dog lived.

"When she came to the office, two days after the attack, she had a huge hole in her left inner thigh, another wound on her buttock and one on her back.

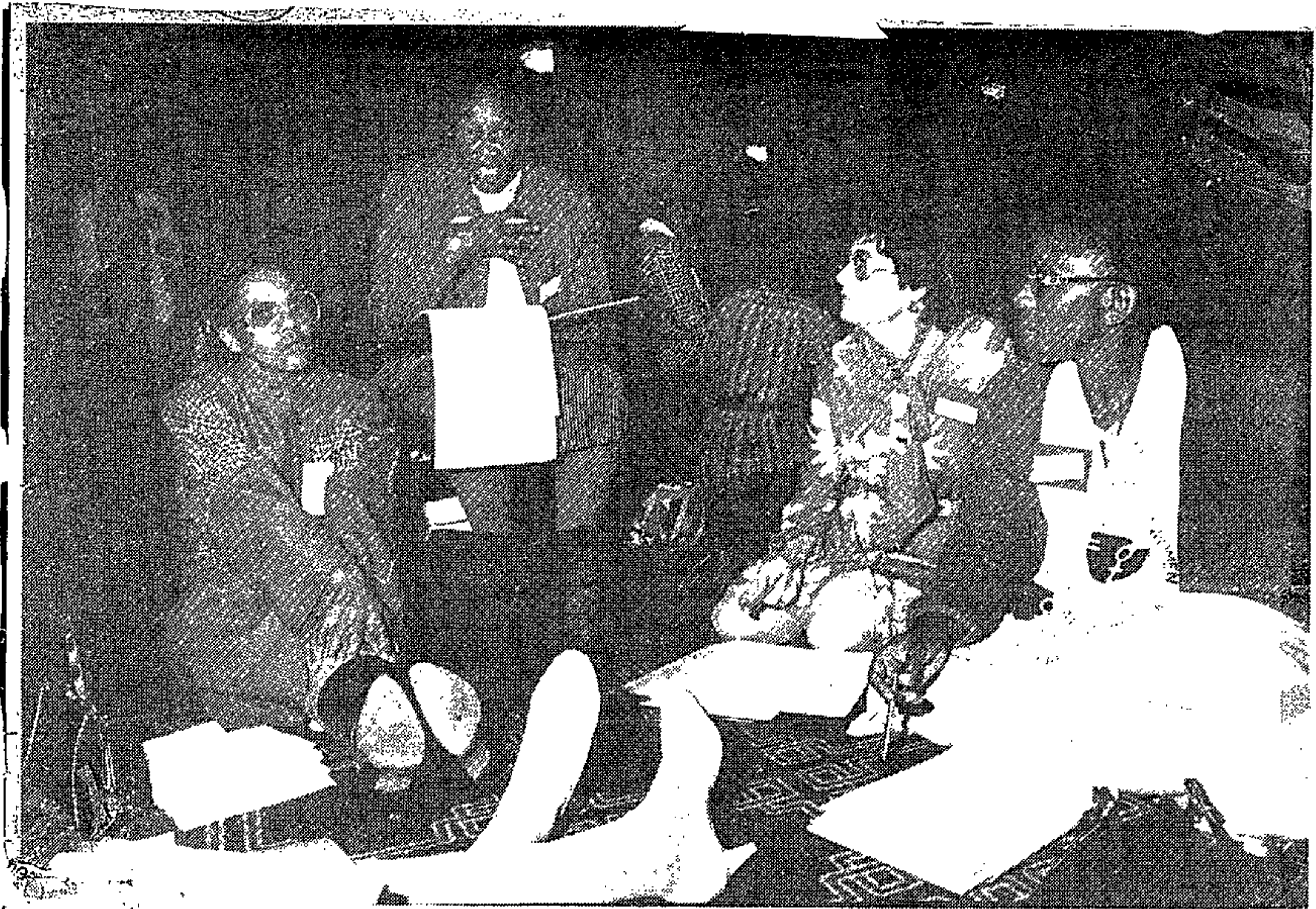
"The wound on her thigh was suppurating and smelt terrible. She was in hospital for two weeks. She said her employer made her clean her own blood off the kitchen floor before dismissing her."

Mrs Makwasa urged domestic workers who had grievances to phone SADWA at 69-2112.



Weekly Mail  
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Cont



Delegates to the National Assembly for Women in discussion during a workshop.



# Women's issues 30 years

Thirty years ago, thousands of women marched on the Union Buildings to present a protest petition to the government. It was ignored. Today, if anything, the problems of women have multiplied. RUTH BECKER reports

THE catchword for women's organisation in the Transvaal at the moment is "difficult".

The State of Emergency and the place of "women's issues" in times of political crisis are just two of the difficulties, but the signal from Federation of Transvaal Women (Fedtraw) representatives and trade unionists involved in women's issues is clearly positive: difficult, yes, but by no means dormant.

Thirty years after thousands of women marched on the Union Buildings on August 9 under the banner of the Federation of South African Women (Fedsaw), Fedtraw patron Albertina Sisulu believes this National Women's Day finds women better organised than in previous years.

Women in Soweto, she says, are "well organised", and she notes a significant increase in white women involved in Fedtraw through affiliated organisations. Fedtraw is an umbrella body, launched in December 1983. It has 23 regional affiliates, each incorporating a number of branches; in Soweto, for example, there are 50 Fedtraw branches.

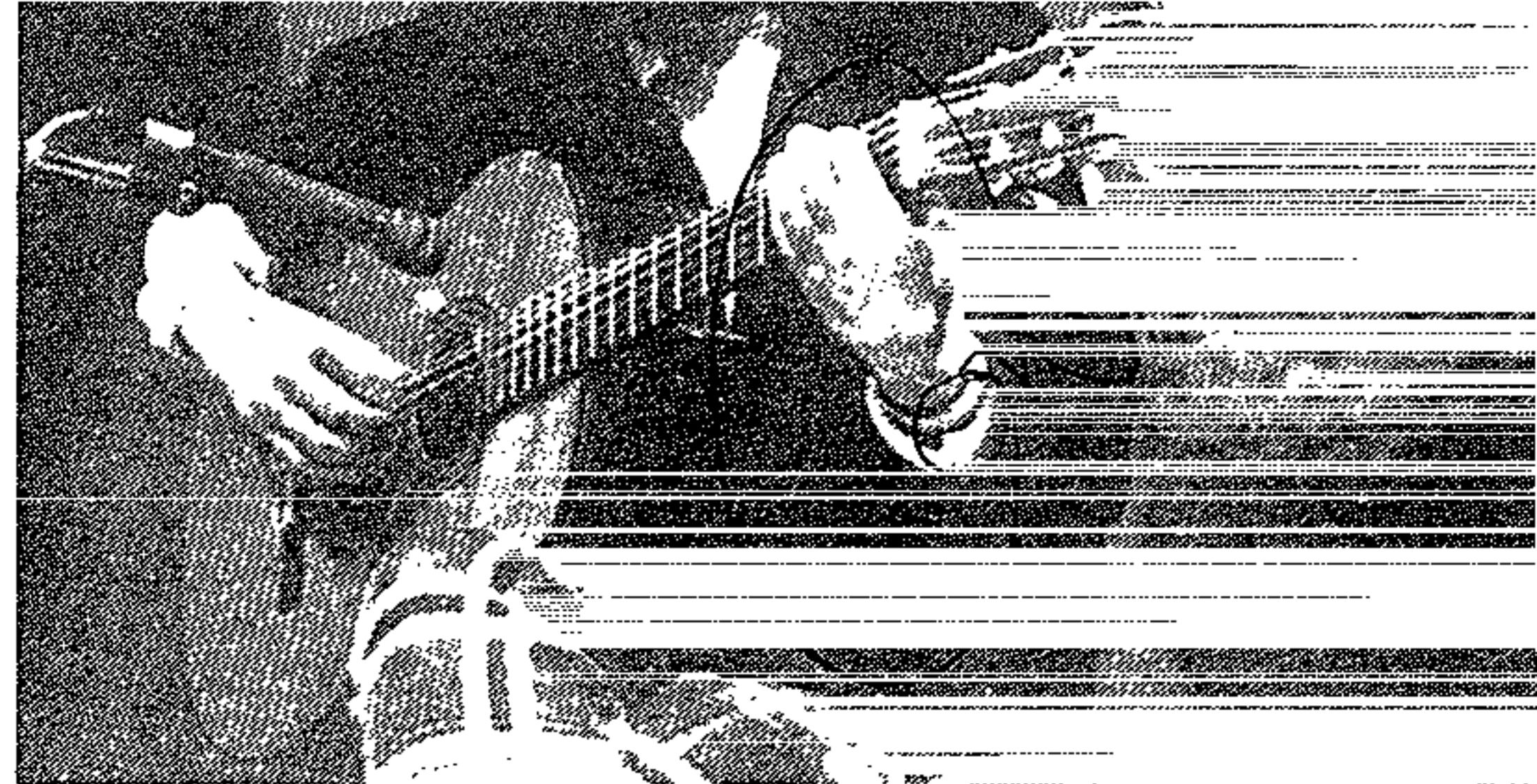
Before the current State of Emergency, groups would "talk about what's affecting people". The problem of rent payment, the effect of the schools boycott and the presence of the SADF in the townships were the main issues, she says.

Susan Shabangu, an organiser for the Transport and General Workers Union who is also active in women's organisation in Soweto, agrees the issues of rent and education are high on the list of women's concerns.

The Emergency has altered many plans, including the intended relaunching of Fedsaw. Plans for reviving the organisation in Natal on August 9 had to be put on ice. But a Fedtraw representative, who prefers to remain unnamed, said this didn't mean the idea had been dropped.

"Nationally there are five regional structures (of women's organisations) mostly affiliated to the United Democratic Front. We decided to call together a conference of women, if possible to identify key areas of work to go ahead with nationally. Hopefully we can relaunch Fedsaw when the State of Emergency is lifted."

This doesn't mean organisational work has ground to a halt. The message from Sisulu is that women's groups must be, and are being, maintained "so we are not caught sleeping when the State of Emergency



Ann Bothwell at Wits' "Women make the music" concert to mark National Women's Day. Picture: ERIC MILLER, Afrapix.

is lifted".

That they are able to continue their work reflects lessons learnt from the last Emergency, as well as the way women's groups have organised, according to a Fedtraw representative.

"In the last State of Emergency we were thrown into chaos. But life has to go on. You still have to give advice, still have to grow food. We learnt to make organisation survive through practical means."

Fedtraw activity incorporates agricultural clubs, buying co-operatives, sewing clubs and health education, she says. "We decided during the State of Emergency we would continue to galvanise women on a development basis — to take on emergency health, like first aid, and continue with things like buying co-operatives — all the time keeping in mind we are working towards a national women's federation".

The Emergency did "throw a spanner in the works" she says, with women's groups in Soweto, Alexandra and the East Rand affected particularly by the ban on meetings.

Many activists are detained or in hiding, and communication has been difficult. Even those operating openly are cautious when talking about plans, and reluctant to be identified. In addition, the Emergency has made people afraid of meeting in some areas.

Nonetheless, health education has continued in Soweto, Kagiso, the northern Transvaal, Sekhukhuneland and central Johannesburg. Agricultural co-operatives in Tzaneen and Turfloop are still functioning; a Soweto sewing co-operative continues to make cheap clothes to sell and a

para-legal advice office in Kagiso is still operating.

According to the representative, the Fedtraw office has mostly remained open since the Emergency was declared and its two fieldworkers have been going out to different regions, despite harassment.

The Fedtraw representative sees an increasing "consciousness" amongst women in organisations.

"Women have become very 'political' in the last two years. They have become aware of the need to galvanise on a political level. The troops in the township and what their children are experiencing have a lot to do with it. Plus they bear the economic brunt."

In her experience, women tended to be hesitant about a women's organisation that adopted too high a political profile, although "they were happy to go on protest marches or picket".

"But now women are questioning why these things are happening to them, as women and mothers. They are understanding their oppression as women is linked to the laws of the country. Women are the poorest, especially rural women. Previously they might have said we are all victims of apartheid, but now they are realising they have a position there — which is right at the bottom of the ladder."

Shabangu agrees that women have become more mobilised around community issues, for example rent payment.

By example she cites a gathering organised in a township area. "People were only informed on Saturday morning about the meeting, which was that afternoon. Usually it's a bad





Fatima Meer, left, protests against the presence of Israeli Marsha Lubelsky, right.  
Pictures by Gisele Wulfsohn and Gill de Vlieg, Afrapix.

## on: difficult, not dormant

**DIVERSITY — AND DISAGREEMENT — UNDER FOUR STARS**

DOES bringing 1 200 women of different races together in a four-star hotel in Johannesburg prove women of South Africa can come together and work for "equality, development and peace"? More to the point, does it prove the strength of South African women lies in their diversity?

A number of speakers and facilitators at the National Assembly for Women in South Africa at the weekend thought so — especially when the diversity threatened the unity.

It threatened at a press briefing prior to the opening of "Nairobi 1985 to South Africa 2000", a follow-up to the Nairobi conference last year, devoted to the themes equality, development, peace.

Professor Fatima Meer of the University of Natal's Sociology Department expressed her irritation, in no uncertain terms, at speaking alongside an Israeli. South Africa and Israel are two of the countries in the world whose excesses have reached horrific proportions, she said. Trade unionist Masha Lubelsky explained she was not representing the Israeli government while Deborah Mabiletsa, one of the convenors and president of the Women's Informal Training Institute, pointed out that "a government and its people do not always agree". She also commented that it was this very diversity which was "our strength".

Neither Mabiletsa nor any other convenor (there were several) was able to explain why no South African trade unionists were invited to speak.

"Diversity" threatened earlier over representation — or lack of it — from the Federation of Transvaal Women (Fedtraw). At R50 for the weekend, a Fedtraw representative said, the conference was not a "grassroots" occasion. Although the organisation knew of the conference, in the absence of an

official invitation they foresaw difficulties in informing their membership in time. The representative, who did not want to be named, said it was "unfortunate" the convenors had not consulted with women's organisations more broadly.

The Fedtraw president was invited, according to planning committee member Malikolo Motumi. Either way they didn't see why Fedtraw or any organisation should be given special treatment.

With sponsorship from 29 companies and organisations ranging from the Urban Foundation to the South African Council of Churches, a certain hesitancy from the United Democratic Front-affiliated Fedtraw was not surprising. After meeting with two of the organisers last Friday, a Fedtraw representative did, however, applaud the initiative, if not the result.

The "diversity" so frequently referred to wove its way through the conference — from the convening organisations to the participants, the entertainment, the sponsors and the speakers.

Canadian educationist Goodie Mogodime's keynote speech noted "There is something good and dynamic in all of you. There is something that makes you shine and spread light in the townships" and promoted "a caring environment in the classroom".

Compare her speech with the address by Dr Mamphela Ramphele, community health research officer at the University of Cape Town, who identified the class, race and geographical lines dividing women and asserted that the country cannot move forward "because of the mechanism of national denial. You can remove apartheid today and this country won't change fundamentally. What has to alter is power relations."

Meer's opening address was a blunt indictment of Ronald

Reagan and Margaret Thatcher's policies, while Lubelsky focused on encouraging women to work outside the home as a central issue in their advancement.

Although the assembly was in many ways a pot-pourri of black and white middle class women, a common gender was the bottom line and ultimately unifying factor. A shared concern about "the situation" and the state of the country's affairs predominated. Workshops and comments from the floor concentrated on "concrete action" and the mechanics of change, while resolutions hit at critical issues, including women in the economy, education, health and resettlement.

While their implementation might remain hazy, the resolutions clearly reflect the conference's significant anti-apartheid sentiment and concern for action.

The assembly recognised the major role women play in the economy and urged the implementation of equal opportunity, pay, job security and training for women of all races and all spheres of life, including domestic and farm workers.

The economy resolution pledged "all women attending this conference to become involved in working towards these goals" — a tall order in the absence of official trade union representation. Nonetheless they further moved that social and other welfare benefits be equalised for all races; that maintenance payment deductions by employers be made compulsory; and that labour legislation be updated to eradicate discrimination against pregnant women.

The meeting also resolved to reconfirm the National Education Crisis Committee (NECC) resolutions taken in March 1986, and demanded the release of all its members as well as parents,

cleaning sector of the industry, and not limit involvement to shop stewards. The State of Emergency, she says, has shown the importance of involving as many members as possible, to avoid work being disrupted by the detention of shop stewards or organisers.

The revival is still in the planning stages for the TGWU, and according to Adrienne Bird, Transvaal education secretary for the Metal and Allied Workers Union, implementation of the Cosatu resolution depends on the formation of Cosatu's regional structures. This has been considerably slowed by the Emergency, but when the regions are formed, the women's resolution commits regions to establishing a sub-committee to monitor the resolution's implementation.

Maternity agreements top the list of

teachers and students held in detention. It further demanded the government negotiate with the NECC as the only legitimate and national educational organisation representing the interests of black students.

The resolution on agriculture and food urged the government to "do a replanning of redistribution of land" and to stop relocation. The meeting resolved to support women's organisation to develop relationships with and conscientise farm workers.

Concern over land issues, the divisiveness of the government's citizenship policy and removals resulted in a proposal to establish countrywide information centres and for the assembly to pressurise for the implementation of sanctions and for the discarding of all the provisions of the Identification Act.

The health resolution identified socio-economic conditions as the cause of health problems and resolved women's organisations should lobby the government for immediate change in these conditions.

The equality group devised a step-by-step plan involving self development, interaction and consciousness-raising which "will eventually lead us to where we are able to alter the structures under which we live".

Domestic issues still "bog women down", according to Shabangu. "Women have to wash, cook, look after children, and this minimises their involvement in the union. So there's still a problem in the worker organisations, there are still mainly men taking positions. It's a problem of society, of the way we're brought up". This is reflected in representation at

shop steward or national level. According to Shabangu, and it's also Bird's impression, even in unions organising in industries predominantly employing women, official union positions are male dominated.

Their unions are committed to tackling these issues, and Bird believes it is more than a paper commitment. "But the State of Emergency and political upheaval is always pushing women in the workplace to the background. Even those of us deeply committed to the issue can't push it up front because there clearly are more immediate issues."

MOIRA LEVY reports the Western Cape's United Women's Congress (UWCO) has entered a "new phase", according to an executive member who did not want to be named. State of Emergency restrictions have signalled an end to high profile public meetings for the time being.

Members have been "very busy in the townships working behind the scenes to heal the divisions in the community" that led to comrade-vigilante clashes earlier this year.

In its peace-making role members regularly visit the Holy Cross church in Woodstock, temporary sanctuary for countless refugees left homeless after vigilantes destroyed their squatter camps.

The congress has about 18 active branches stretching throughout the townships, the white suburbs and as far afield as the Boland towns of Worcester, Robertson and Ashton.

Made up of two separate women's organisations, its launch in March this year was the culmination of two years of unity talks. They are "no longer conscious of any rift", according to the executive member.

"We are here to teach people democratic methods and the discipline of working within organisations. We do face special problems in organising women. Members are often bogged down with other responsibilities, but we have proved we can be united. Members feel that they are part of something."

day, because women have a lot of commitments on the weekend, washing and cleaning and so on. Given the State of Emergency situation, we didn't expect a good turn-out. But we got about 200 people, which is unusual."

She ascribes the response to women experiencing increased pressure. Although the community as a whole is affected by political and economic crises, "women are the first to feel the pinch," she says, especially when there's no money to buy food or pay the rent.

"The women are immediately affected by the schools crisis, because it involves their children. They are affected by retrenchments, at their work or at their husbands' work. There are so many pressures forcing them to respond."

The rent boycott is one response.



## WORM'S EYE VIEW

## Sweeping plan to brush away world

ASSUMPTION, ParaNoya — A new methylated spirit of pessimism has engulfed the International Trade Bar at the Hotel Extravaganza here in the wake of a new decree by this rhetoric-rich state's chief sanctions buster, President Anastasio Pigmentosa.

In an edict published in both the nation's official languages, Bombast and Legalese, Pigmentosa has used his powers under Emergency regulations to abolish the outside world. Observers close to the Hotel's EmBargo and Grill believe that this is his most dramatic attempt to ensure ParaNoya's admission to the Beleaguered of Nations since his celebrated Rubicon speech, which sought to prevent current speculation about ParaNoya's future by abolishing the currency.

Pigmentosa announced the move in a special broadcast on ParaNoyad TV, which interrupted its usual schedule of official announcements to carry his official announcement. It came after the breakdown of 20 minutes of exhausting peace talks between the president and the leader of the one-man Nondescript Persons Group, British peace emissary Sir Geoffrey Whoe.

In a voice laden with emotional strength, or overwrought iron, the President revealed that Sir Whoe had attempted to force him to commit national suicide by urging talks between his government and its chief opposition, the ParaNoyan people.

"Hysteria teaches us," he replied, "that my government will never allow foreigners to tell us how to commit suicide. We need no lessons from abroad in this regard and we are self-determined to reject all attempts to undermine our sovereign right to national self-destruction."

The visiting British pleader seemed determined, Pigmentosa added, to hand ParaNoya over to "communists in disguise". "We did not spend all this time fighting Reds under di beds, merely to surrender to those who come from di sguise," he insisted.

Pigmentosa stressed that his regime was not opposed to dialogue or change: indeed, it had recently introduced a new vehicle of reform, the Arbitrary Fiat. ParaNoya was composed of ethnic minorities, such as the Pigmentosa clan, and was grappling with the problem by seeking to extend minor rights to all its subjects.

It would accept foreign advice, but only if those who offered it would deal at the same time with the legitimate demands of their own suppressed minorities.

"I need only mention that Britain itself was recently forced to suppress a revolt by its coal minors and that the United States has not yet extended a full say in government to the Croatian Anabaptists of Eastern Kentucky. And, while the Greeks continue to deny rights to the inhabitants of Crete, my government has always been open to all bona fide cretins."

ParaNoya would also continue to show its willingness to live in pieces with its neighbours by continuing its foreign raid programme among them.

Domestically, the government also did not need advice. It would talk to all Indians who were peace-loving — "We will talk to the Sioux as long as they Sioux for peace" — and had set up a forum for talks, the National Stationary Council. The response to this had been "overwhelming".

(Officials in the President's office confirm the council's prospects have recently been improved by the adoption of creative bookkeeping methods pioneered by ParaNoya's education authorities, who successfully ended a lengthy school boycott by decreeing that boycotters were no longer scholars. In the same way, a new Emergency decree has defined Indian leaders as "any leader who is willing to take part in the National Council" and, according to constitutional statistician Major Gerry Mander, all leaders have now agreed to take part.)

"We remain willing to talk to the silent majority and will continue to use our Emergency decrees to ensure that the majority remains silent," the President vowed.

Finally, President Pigmentosa reaffirmed his opposition to all sanctions except those he imposed himself and vowed to fight threats from the outside world. "Attempts to derail us," he warned, "will only force us to rail back with new vigour."

ParaNoya, he declared, did not need outside economic aid and would continue "to pull ourselves up by our own bootstraps". It was well-placed to do this, for not only did it have a rich abundance of jackboots, but it was also extremely strapped.

Despite the gloom which has greeted Pigmentosa's speech, official optimists in the government's Bureau for Positive Thinking insist that it has opened new possibilities for common ground between the government and one of its most vocal opponents.

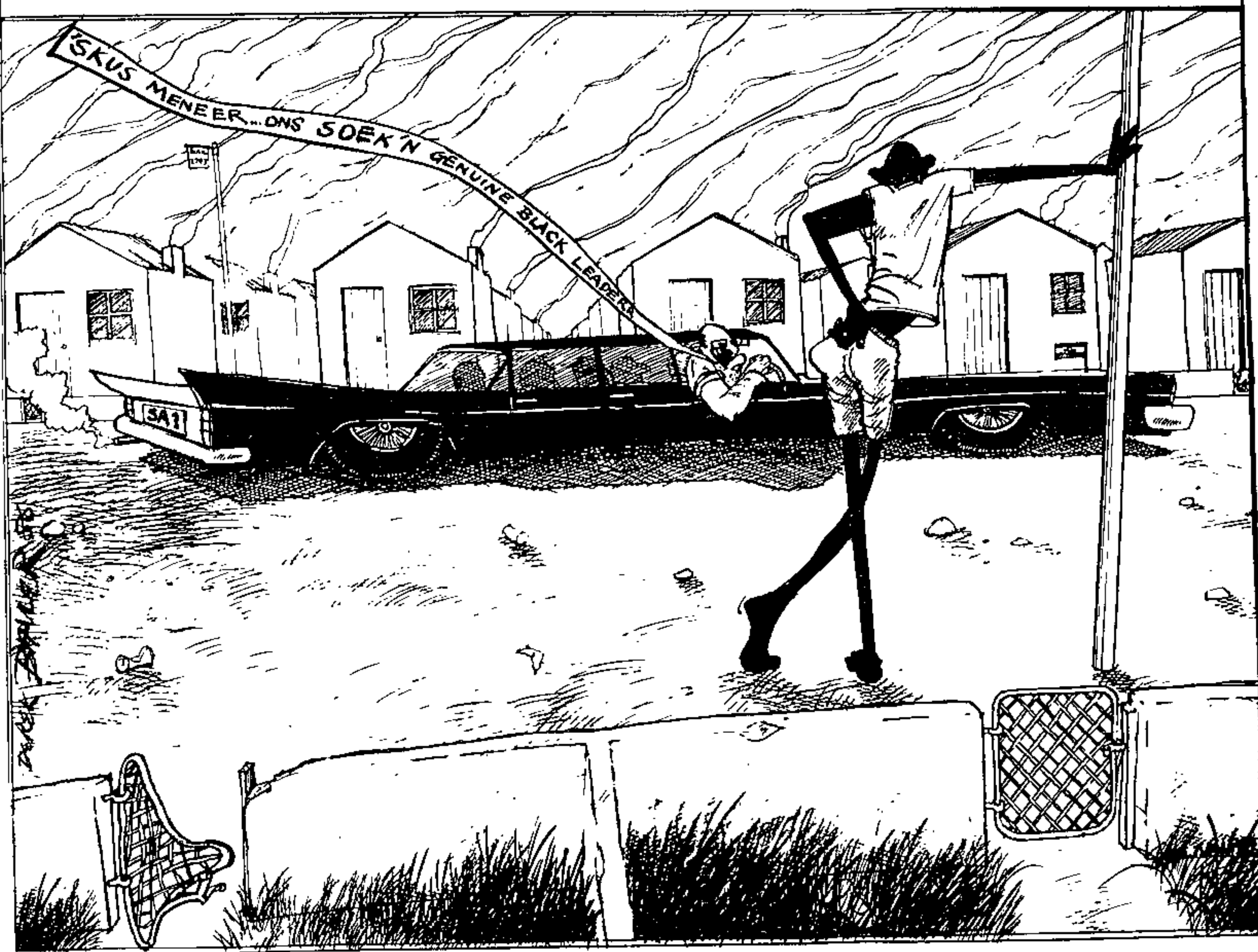
They pointed out that it followed a recent demand by Bishop Desmond Leotardo that the West go to a dry and hot place which is scheduled to receive full independence towards the end of the year. The President, they noted, had now not only endorsed the Bishop's request, but had expanded it by opening the way for ParaNoya to take a speedy journey to the same place. This, they suggested, opened the possibility of negotiations between the two.

They concede, however, that constitutional negotiations with a Bishop would require a policy change from the President.

"Until now," they note, "he has only been willing to negotiate with pawns."

Steven Friedman

## DEREK BAUER'S WORLD



## LETTERS

## District Six photos: No sepia-toned nostalgia

THE Cape Town exhibition of Jansje Wissema's photographs of District Six has been adversely reviewed in the Weekly Mail. One wonders why.

Here is a collection of superb photographs by a celebrated photographic artist Jansje Wissema, taken at the very important moment prior to District Six's destruction by government edict.

Commissioned by the Cape Institute of Architects and faithfully preserved as a vital historic record, it has at last been possible for seventy five of hundreds of negatives to be printed and exhibited as a poignant reminder both of a great photographer and of a vital human and civic tragedy.

The exhibition has been on display for four months and has drawn over 15 000 visitors, many of whom recorded their personal sadness and anger in the visitor's book.

Concurrently with the exhibition the Institute of Architects ran a series of four lunch hour lectures to full houses featuring eminent speakers, including Dr Bill Nasson, a fact obviously unknown to your critic.

Far from the exhibition being seen as a sentimental evocation of District Six, it was in fact an occasion for marking the 20th anniversary of its destruction and trying to understand the event.

Professor Jakes Gerwel opened the exhibition, and apart from Dr Bill Nasson, Richard Rive, Prof Adam Small and V Bickford-Smith all delivered lunch hour lectures on the history and issues of forced removals and District Six. What film material was available, was also publicly shown.

As a regular subscriber to and admirer of the Weekly Mail, it pains me to read in its columns a review of an important exhibition which is so obviously ill-informed and unfair. The critic in the Cape Argus regarded it as one of the best photographic exhibitions ever staged in Cape Town.

The use of sepia-toning, which the critic sees as a nostalgic producing effect was really an artistic device used by Alain Proust who printed the photographs, not only for its own sake, but also as a mark of respect to the memory of the late Jansje Wissema, whose marvellous black and white techniques he did not wish to be seen as imitating.

If your critic had studied the monograph on the cover of the beautiful souvenir brochure, she surely could not have been left in any doubt about the integrity and concern of the exhibition's organisers. — Jack Barnett, Chairman of the Exhibition Committee, Cape Town

QUITE by chance I picked up this copy (WM, July 25) of your paper, and glanced through it. Gus Silber's article on the wedding (The Wedding? Ag, Shame, I cried too) caught my eye, and I read it, carefully.

But was disgusted by the tone of the article, as in this country we need overseas friends. The sentence, "especially when Ferguson balled-up by bestowing upon Windsor ..."

My chief complaint is that of the words "balled-up", and secondly the whole tone of the article, belittling the commentary by David Dimbleby.

Born and brought up in London, till age 25, then 51 years in South Africa, with war medals, two, I claim loyalty to both countries, doing their best, and this article is a disgrace in the wording and a poor reflection of the South African press. — Malcolm Laing, Bloemfontein

HOW long must this Thomistic madness still continue? I have, together with my novices, lost our entire monthly allowances on Thomas Equinus's "tips".

I was at first tempted to rush into his hermitage and lash out at him with my rosary, but after much contemplation

I've decided to say a rosary for him. I pray that he may experience divine guidance and repent of his evil "tips" and that his horses will win in the future. — Ignatius Loyola, SJ

I AM sick of letters to the press from "Harold Tshepo". The one he wrote to the Weekly Mail last week (August 17), defending US imperialism, made the guise of responding to a letter that was published ages ago, was not the first one. He has been writing to the Star as well as some magazines. If the United States Information Centre wishes to make a statement to the press, they should just make it, and not hide behind obscure names.

Apart from the fact that the concerned member of the aforementioned centre, has not done his homework on Sotho names, (if he had, he would know that "Tshepo" is a first name, never a surname), I just wish conservatives would stop using black names to make their cases more creditable. — Noxolo Goniwe Diepkloof, Soweto

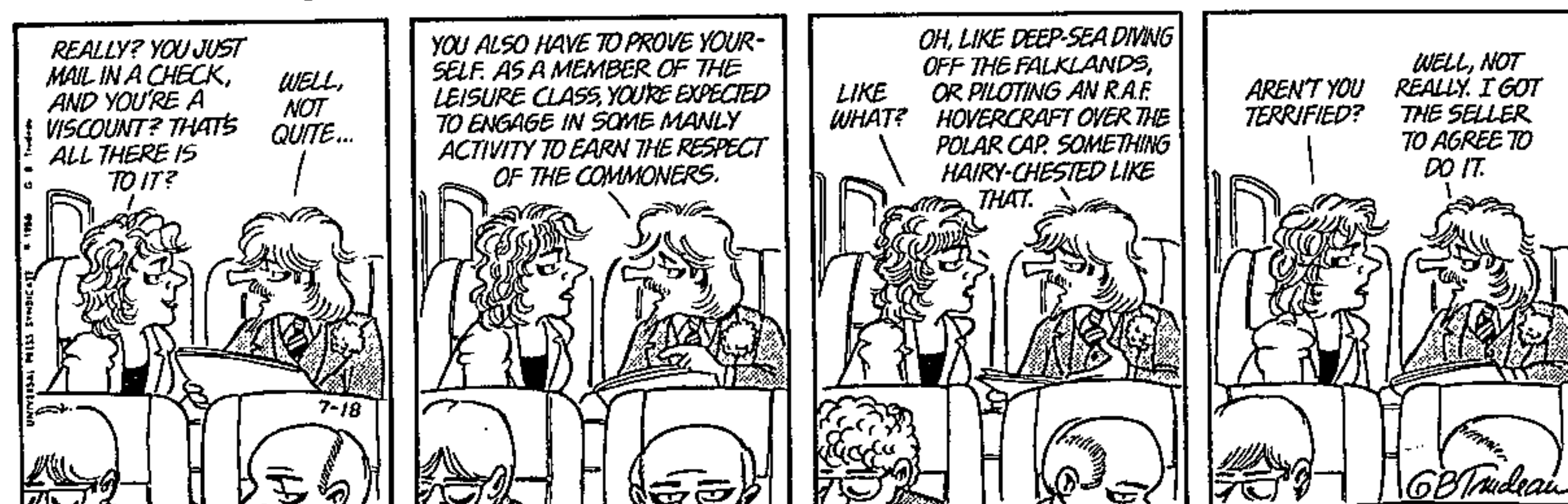
WHAT'S happening to the End Conscription Campaign? While it seems to have been restricted and to be out of action, one wonders if the SADF are not now working for them.

My son is neither in touch with South African politics (or any politics for that matter), nor has he ever been inside a township, and his natural horror of killing has long since been anaesthetised by the box. But even he objects to schools being occupied by soldiers. When he imagines being accompanied to the school toilet by an armed trooper he suddenly becomes indignant and the thought of soldier-collecting rent really raises his ire.

Yes, the SADF are certainly working for the ECC, who are probably using their newfound spare time working to raise money for the Save the Rhino fund. —IM Poorly, Houghton

BY GARRY TRUDEAU

## Doonesbury





By Kate McKinnell

Not a fibre of Ellen Kuzwayo has sunk to subservience.

At 71, the recent winner of a CNA Literary Award, the weathered "Mother of Soweto" commands respect — but with a warmth and humour that make those around her feel completely at ease.

For Mrs Kuzwayo, bringing dignity to her people has been a lifelong commitment.

Her first book, the prize-winning "Call Me Woman", which she wrote in her late 60s, is a tribute to black women in South Africa and a record of the hardships they experience.

More than anything, she wanted to win respect for these women — in South Africa and all over the world.

However, the book has forged a path forward in another way, as Mrs Kuzwayo became the first black winner of a CNA prize in its 25-year history.

Articulate and expressive, she explains why she has always taken a defiant, leading role.

"If you've never had any opportunities, you tend to accept your lot — but when you know who you are and where you've come from, it's different.

"My family owned a farm near Thaba Nchu, but we were robbed of it by the Government when they brought in new land legislation, and I grew up in that atmosphere of indignation," says Mrs Kuzwayo.

A young person conscious of her rights and own value, she moved to

## Literary fame for a women's champion

Johannesburg, and her experiences as a schoolteacher cemented her defiant feelings.

When trying to explain the complicated new identity system to pupils and parents, she was told not to delve into political issues — and on another occasion she was told to choose between her job and going home to care for her sick son.

She resolved never to work for a State department again and she joined a college to obtain a social-work qualification.

Already, she had become known in her Soweto community as a person who cared and social work had become part of her everyday life.

But she was appointed the secretary general of the Young Women's Christian Association (YWCA), and her field work took her into remote parts of the Northern Transvaal and into the world of women left stranded by the migrant labour system.

"I found those women's strength a revelation. Their husbands were away earning meagre wages, there was nowhere they could sell their own labour, the area was ravaged by drought — but they survived."

The concept of relief work was, and still is, an anathema to her.

"Going out to 'save' people de-

stroys their growth, their sense of self-direction. Our work was to encourage self-help schemes and to promote health, nutrition and sanitation awareness."

She worked in this area for 12 years, becoming deeply involved with the struggling community. Ever since, she has felt a deep need to write about these women.

However, financial demands meant she had to work, and she joined the social work department at the University of the Witwatersrand.

"I missed the close contact with a community, but I found new meaning in the Zamani Soweto Sisters' Council, a women's self-help group where I still work as a consultant," said Mrs Kuzwayo.

Controlled but direct, she became known as a defiant spokesman for her community, and she became the only woman member of the Soweto Council of 10.

In 1977, she was detained for five months — for what reason she says she still does not know.

It was 10 years before she was finally able to give up her job to write her account of black women's experience — and to record her feelings about them.

Her distance from England did not stop her from keeping a careful watch over the book.

"They wanted to cut out all the women, and make it more of an autobiography. But I was determined to have those women in — they were the reason I wrote the book."

When "Call Me Woman" was finally published, she received adulation in Britain, and the book has since been translated into Dutch and German, while Danish, Swedish and French editions are being negotiated.

In South Africa, where it is being published by Ravan Press, the book is now going into its second reprint.

Since the book was published, Mrs Kuzwayo has been a sought-after speaker overseas, and has talked on British television.

The recognition has been overwhelming to her — and even more so the award in South Africa, where she fully expected her book to be banned.

Meanwhile, she has remained active in her work with the Zamani Soweto sisters, and has also been the outspoken president of the Black Consumer Union since it was established two years ago.

● Mrs Kuzwayo will speak during the Johannesburg Bookfest at the Market Theatre tomorrow (2 pm).

# The Mother of Soweto comes of age



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# WOMEN FOR PEACE

THE NATIONAL Assembly of Women's conference in Johannesburg this week brought home the realities of South Africa - often unheard from a woman's point of view.

This was the general feeling among the 1 000 delegates representing a cross section of organisations and communities.

The conference focussed on peace, equality and development of women in the country - a follow-up to the Women's Decade Conference held in Nairobi last year - and the call for peaceful change in SA dominated much of the discussions.

This overshadowed the contrasting views on sanctions - with the majority of black women in favour, while their white counterparts believed it would be to the detriment of black people.

It was agreed that there was an urgent need for women to join together, examine crisis areas and implement or supplement relief programs.

The conference reaffirmed the resolutions of the National Education Crisis Committee and demanded the release of all NECC members, children, teachers and parents held in detention. "The children need to be edu-



BY SINNAH KUNENE



cated. We believe the NECC has their trust and the support of the community to undertake this task," they said.

The conference was organised by volunteers from various women's organisations, including the media, Women's Informal Training Institute, National Council of African Women, Black Housewives' League and the Ecumenical Christian Women's League.

Paying tribute to the country's outstanding women, the conference honoured women in politics, education, community development, labour and health.

Martha Mahlangu - mother of executed African National Congress guerrilla Solomon, who hit the international headlines seven years ago - received the main award plus a R1 000 cheque from a sympathetic family in Holland. Her eldest son received the award on her behalf. We cannot give reasons for her absence in terms of the state of emergency. Commenting on Mahlangu's



Mabel Choenu (left): Honoured by Josslyn Motseunyane for her contribution to community development.

role in the struggle. *True Love* editor Pearl Luthuli said she "symbolises black women's bravery, courage, strength and eternal faith".

After her son's death, Mahlangu's life changed from that of being a housewife to an activist with very strong political convictions. She became a source of emotional and spiritual strength to many women who found themselves in similar circumstances, said Luthuli.

The conference paid tribute to other women in the struggle like slain human rights lawyer Victoria Mxenge, women in detention and prison "widows." A message from Winnie Man-

dela was read to the delegates. Commercial, Catering and Allied Workers' Union of SA's Emma Mashinini, who is regarded as a symbol of women's power in the labour field, also received an award.

Thaba Nchu's first district surgeon, Dr Ellen Blekie, received the health award. Mabel Choenu was awarded for her contributions in community development in Lebowa and Priscilla Mokone for her role in black education.

Thembi Mshali, known to many as "Miriam Makeba", paid tribute to SA's black musician women as she dished out marabi music by Makeba, Letta Mbuli and Dolly Rathebe.



District surgeon Dr Ellen Blekie with her award.

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Bongiwe Dhlomo expresses the role played by black women

# Putting the art into Alex

355H

11/8/86 S.M.C.

By Kate McKinnell  
Drawing maps in geography was Bongiwe Dhlomo's closest encounter with art at school — and she says the same could be true for most black children.

Ms Dhlomo, however, was fortunate to discover a talent which flourished, and she is now an established artist with work appearing in the "Artists for Alexandra" exhibition opening soon.

She has also just become co-ordinator for the budding Alexandra Art Centre and she believes this organisation has a role in realising an ideal — to bring art into every black home.

"After school I worked as a secretary for two years, but I didn't enjoy it at all," she says.

"Then I read an advertisement for the Rorke's Drift art school, and I knew art was what I wanted to be doing."

Applicants had to submit five examples of their work, but Ms Dhlomo

had never painted or drawn seriously, so she had to start from scratch.

She was chosen amid stiff competition. Characteristically, she now shrugs at this achievement.

Working at the African Art Centre in Durban, which was then run by the South African Institute of Race Relations, she was deeply affected by workers' reports of forced removals in the area.

"I drew those scenes of bulldozers ploughing down houses, and I discovered this as a way to express my feelings and to communicate to others the experiences my people were enduring," she says.

Ever since, she has been recording events in South Africa, particularly in the townships. The stark reality in her line drawings hits hard.

She works in themes, and her popular women's theme conveys the many demanding roles South

African women play.

"I think it's important for black women to be describing their experiences which are often very different from those of men, and so much wider.

"But there is still quite a lot of prejudice — a black woman artist is still regarded as strange," she says.

Her first exhibition was held in Durban in 1983, and in 1984 an exhibition in Botswana was sold out the night it

opened. Shows in West Germany have also been highly successful, and a lot of her work is bought by overseas collectors.

But over the past few years, circumstances have forced Ms Dhlomo to largely sacrifice her artistic career.

Since she and her husband, artist Kagiso Mautloa, moved to Johannesburg, the couple (now with two children) have lived in a small back room of a crowded house, and there has been no space to work.

Ms Dhlomo has also had full-time and often flat-out employment.

Her first job was to establish and run the Federated Union of Black Artists (Fuba) art gallery. Later she moved to the Linda Goodman Gallery, where she worked until she joined the Alexandra Art Centre.

The centre, which started operating this

year, was established by Alexandra residents who felt the township needed a cultural centre. At present it holds art, drama, music and literature classes four afternoons a week.

The "Art for Alexandra" exhibition, featuring the work of 100 prominent South Africans, is being held to raise funds to buy premises for the centre.

"It's through centres like these that we can bring art into the lives of the black community.

"Not only will people start expressing themselves through art, but they will also begin to value work that has something to say about themselves," says Ms Dhlomo.

● The "Art for Alexandra" Exhibition runs from August 17 to 23 at Sotheby's new premises in Biermann Avenue, Rosebank, Johannesburg.



BONGIWE DHLOMO: "We want to bring art into black homes."

● Picture: RUPHIN COUDYZER



Mercury 13/08/86  
**Time to  
be aware**

THE 2 000 000-strong South African Consumer Union has declared next month 'Consumer Awareness Month' and will launch it country-wide on August 25 — the 25th anniversary of the Union's first meeting.

In Durban, the launch will take the form of a seminar organised in association with the Women's Bureau, to be held at 8 pm in the Royal Hotel.

It will be chaired by Christopher Dingle, and panellists will include representatives of the Trade Union Council of South Africa, the Meat Board, the Motor Industries Federation, the University of Natal, OK Bazaars and the SA Perm.

Tickets are R10, which includes refreshments, and can be booked through the Women's Bureau, ☎ 292151.

As part of its contribution to consumer awareness, the Bureau will also host a seminar on geriatric medicine on September 8, but details have not been finalised.

Although the Consumer Union is composed of many consumer bodies, it is possible to join as an individual. For this purpose, or to register any consumer complaint, the address to write to is The SA Consumer Union, PO Box 26242, Arcadia 0007.

Complaints will then be passed on the Consumer Council which, unlike the autonomous Consumer Union, has a government-paid staff.

As Union chairwoman Betty Hirzel puts it: 'Everyone has the right to spend his money foolishly, but no one should have to do it out of ignorance.'



HERS  
WOMAN'S  
PAGE

# Natal's own Crossroads

A new feeding and clothing scheme has been launched to help people in areas like the mini-Crossroads that has developed at Inanda, just 15 km outside Durban. JANE CONYNGHAM reports.

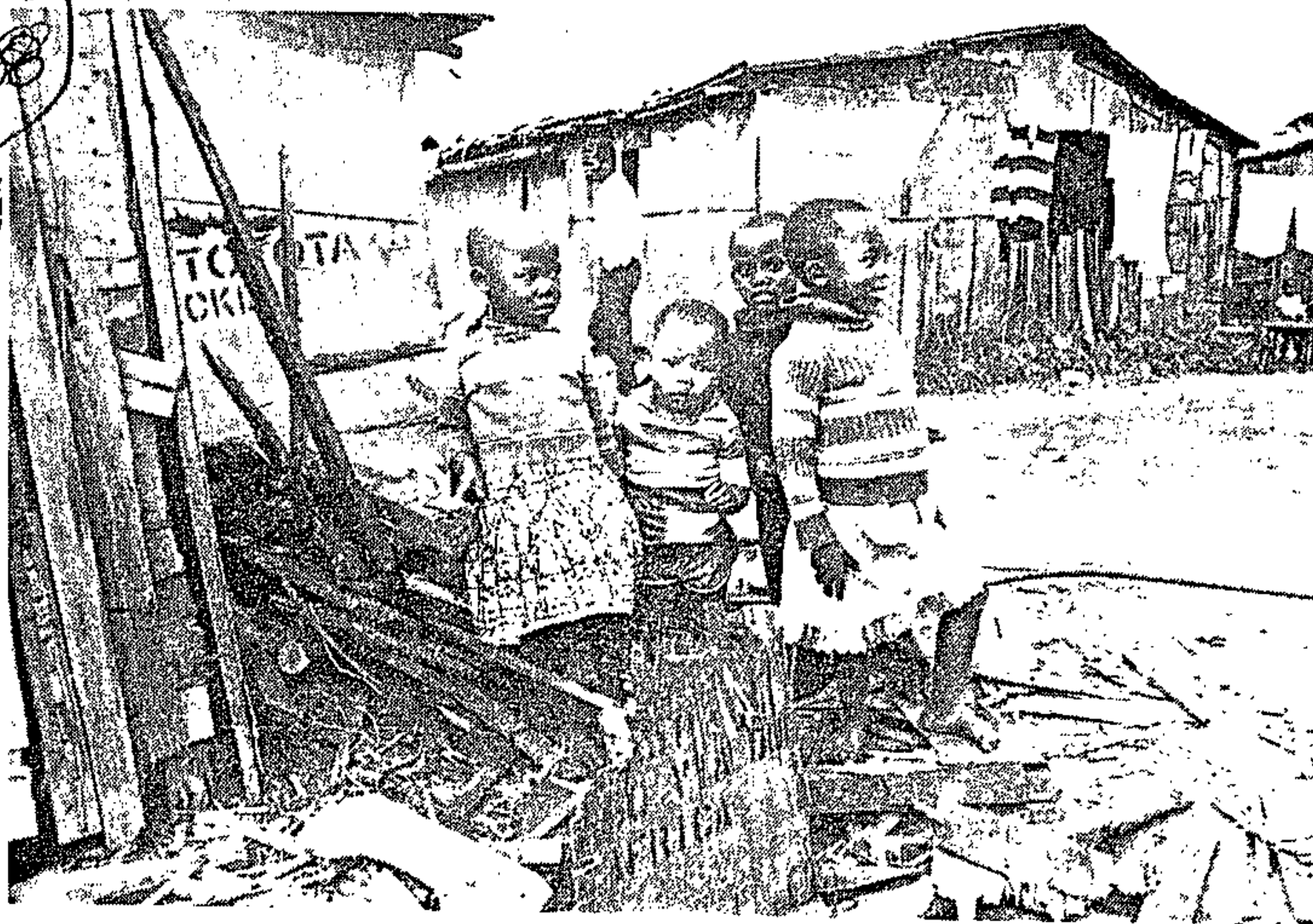
SINCE last year's Inanda riots, the Mahatma Gandhi settlement near Phoenix has been rapidly encroached on by squatter settlements.

Mud and cardboard shelters rise from the ground daily, water supply is negligible, and poverty has had devastating effects.

Over the past two days violence has flared at Bhambai settlement between Zulu and Pondo factions, with at least two people reported killed. After several houses were burned down on Sunday evening hundreds of squatters fled the area with their possessions.

Described as a mini-Crossroads, the Bam-bhai settlement has attracted the concern of community workers and health authorities alike. But at present they can do little.

It is communities like this, housing about 65 000 people, with no



At Bambhai settlement in Inanda people build their houses from discarded motor car boxes. Their children play in the dust.

infrastructure and little income, which have prompted St John Ambulance's new campaign to Feed and Clothe the Hungry in Natal.

'Women for Peaceful Change had a campaign to help the 60 000 homeless in Crossroads,' says Bill Spencer, director of St John Ambulance in Durban. 'We say we have enough needy here.'

Last week eight com-

munity health workers received St John First Aid certificates on completing a course which will enable them to provide some help in their small community adjoining the Gandhi settlement, known as Newtown C.

They'll be responsible for monitoring children's growth and oral rehydration in the case of diarrhoea, promoting breastfeeding, providing immunisation services, and encouraging family spacing.

## Dedication

Eight workers may be a pitiful contribution to a community so obviously in need of basic facilities like a water supply, yet they provide a tremendous service to their people.

Teresa Mdluli is one such worker, dedicated to her community, in spite of having nine children of her own to care for in a tiny three-roomed home.

Like many health workers in this community, she has learnt to adapt to available resources. This year she transported a dying

neighbour, using a wheelbarrow as an ambulance.

For her work she received a medal last week, naming her health worker of the year.

'I do what I can to help,' she shrugs. 'And there is a lot to do.'

Surrounding the Mahatma Gandhi settlement at Bambhai shanty houses stretch as far as the eye can see. Children play idly in the litter, mothers fetch water in rusty cans, and young men hammer their flimsy constructions into the ground.

'It is people like these who need help,' says Bill Spencer, 'and on an ongoing basis.'

In a community where children grovel in litter heaps for discarded rags and bottles, one donated blanket, jersey or can of soup would go a long, long way.

● The Feed and Clothe the Hungry scheme was started by St John Ambulance after the successful plea for help for the homeless in Crossroads.

St John, which helped co-ordinate the scheme, decided to continue the plea, this time to help the needy in Natal.

Donations of food, clothing or blankets are desperately needed and can be dropped for distribution at St John Ambulance Hall, Old Fort Road.



Health worker of the year, Teresa Mdluli — she used a wheelbarrow as an ambulance.



**A**S we all know, in the old days, a woman's work was restricted to her own home which entailed looking after and caring for her family.

But as time went, the problems affecting women grew and women decided to fight these problems. For example, there were problems like the extension of passes to African women which date back to the early 20s in the Free State.

This started at a place called Heilbron. The women there decided to fight against such problems on their own. They won. But as women we felt that there would come a time when the pass would be extended to all African women in the country.

So, a group of women in the Transvaal — I was one of them — decided to call a meeting of the leaders of various women's organisations.

In those days our organisations were open. We had organisations like Indian Congress Women, Coloured People's Organisation's Women and Congress of Democratic Women and we had the ANC Women's League. Those were the four women's organisations in the Transvaal that met and decided we had to have a national women's organisation. This body would address itself to women's problems and would speak with one voice.

For instance, problems arising from influx control were affecting rural women in particular. Because there were no industries in the rural areas, men had to come to the city to seek work. They lived in single men's hostels and their wives were not allowed to visit them unless they obtained a permit.

### Convention

In April 1954, a national convention to form the Federation of South African Women was held.

Two years later, women were being forced to carry passes. On August 9, 1956, our organisation mobilised a march to Pretoria when 20 000 women gathered at the Union Building to protest against the extension of passes to African women.

In 1960 a state of emergency was imposed and our organisations were banned.

After the banning of the ANC, our organisation, although not banned, was also affected. Leaders like Lillian Ngoyi, Dorothy Nyembe and many others were arrested and then banned. I was also

# The day women spoke with one voice

banned.

Between that time and 1980, there was a vacuum. But from then on, young women like Amanda Kwadi and many others decided to revive our organisation. They travelled all over the country to revive Fedsaw. Today, the organisation, although not yet re-launched, has very active branches in the provinces.

It is unfortunate that this year — Fedsaw's 30th anniversary — when we had planned to re-launch the organisation, a state of emergency exists in the country.

When I look back to

**VETERAN** political campaigner, Mrs **ALBERTINA SISULU**, wife of jailed former ANC leader, Walter Sisulu, speaks freely to the *Sowetan* about the role of women since the march on the Union Buildings in 1956.



THE late Lillian Ngoyi.

that I was on the right road.

Fortunately for me, I married an honest man who always told me what could happen. When he went to jail I was prepared to face up to bringing up my children alone.

The road my children took also makes me very proud of them. I have every hope that one day we will live in a democratic society where government will be by the will of the majority.

## GUEST COLUMN

the 50s, I see us still having a problem with schooling. We as women stood up and invited the men to stand with us to fight for the education of our children.

We fought against Bantu Education and even closed the schools. But today, the Government is closing schools, which means there is no education for our children. I cannot imagine children being able to concentrate on their work with the presence of soldiers.

### Housing

Today we find ourselves faced with the problem of housing.

different from the child of the old days because that child at least had a home. There were difficulties, but the parents were able to bring up the child the way they wanted. Today, children live with their parents in scrap cars and tin shacks.

Another tragic thing about the child of today is that he is unable to enjoy a normal childhood and be able to do the things that growing children do in other communities.

Our children find themselves being forced by circumstances to become adults at a very young age.

When you think of



Sawetan  
15/8/86

There are no houses for the workers in our country. There is no food in the home because there is no work.

The high rent we have to pay today is another problem facing many households. Residents sometimes receive electricity bills of up to R400 a month. If you consider that many breadwinners are out of work, where do you think they can find the money to pay these bills?

When I look at the child of today, he is very

what happened in 1976 — when children saw other children killed — is it surprising that our children sometimes become so vicious?

They are children who have been brutalised by a violent environment. White children, on the other hand, are very protected and have a sense of security.

It is now 24 years since my husband was arrested and imprisoned. But I always say thank goodness I knew what I wanted and knew

CM 7-11 28/8/86  
**Secretaries'  
Day 355A  
luncheon**

THIS year's National Secretaries' Day in South Africa will be next Wednesday, September 3.

To celebrate the day, the Executive Secretaries' Club of South Africa has arranged a luncheon at the Holiday Inn, Eastern Boulevard, Cape Town, for executives and their secretaries. The guest speaker will be Mrs Wendy Ackerman.

At a similar luncheon in Johannesburg on the same day the winner of the Secretary of the Year Competition will be announced. All 10 finalists will receive prizes and the winner will win a trip for two to Hong Kong, plus accommodation and tours of that city, R4 000 spending money, an IBM Thermotronic typewriter, a weekend at Sabi Sabi Game Lodge and R500 worth of Samsonite luggage.

National Secretaries' Day has been officially acknowledged by the State President, Mr P W Botha, who wrote: "We seldom realize the pressures that are put on them (this large group of dedicated ladies — our secretaries) through the demands of our professions and the strenuous routine of our own activities. We expect so much of them: a professionalism that may even exceed what we and others expect of ourselves."

● Reservations for the luncheon can be made with Pam Reiblein, (021)21-7080.



# Proponent of sanctions to speak at luncheon for women of our time

By Colleen Ryan,  
Political Reporter

Republican Senator Nancy Kassebaum does not like to be described as "diminutive and soft-spoken", but this is exactly the impression she creates on a first meeting.

Add to these attributes "strong", then you have a small picture of this unlikely politician from Kansas.

She arrived in Johannesburg last night and will spend just one day in the country — to address *The Star's* Women of Our Time luncheon where 84 outstanding South African women will be honoured.

Senator Kassebaum, who is chairman of the Africa sub-

committee of the Senate Foreign Relations Committee, first visited South Africa in 1983 on a trip that made a deep impression on her.

"I certainly regard South Africa with mixed emotions. You can't ignore it. It gains a hold on you.

"As a friend you can only hope that something will happen that can provide the momentum for change or otherwise I think it will be a time of great tragedy," she said.

Referring to her invitation as guest speaker, she said: "It makes you feel very humble to be addressing a group of women who have made such an extraordinary commitment and dedication to making the

difference.

"Those being honoured today represent a large number of women who have, in their own way, made a difference and a commitment.

"One person can make a difference. Sometimes a ripple effect is what is important," she said.

Senator Kassebaum, who, as chairman of the Africa subcommittee helps shape United States policy towards South Africa, said she still hoped for a peaceful solution to the country's problems.

"It's very difficult to come as an outsider. You see South Africa's enormous potential for leadership for the whole continent of Africa, if only it could

come to terms with what it must solve and must end — and that is apartheid."

Senator Kassebaum confirmed she had modified her views on sanctions, believing now that economic pressure on South Africa was necessary.

"It (sanctions) is a political statement more than a belief that it will force the Government to change its ways. It is intended as a political statement to show our frustration with the intransigence of the Government."

She said many countries were considering sanctions as an expression of concern in spite of the fact that sanctions seldom forced governments to change their policies.



"You can't ignore South Africa. It gains a hold on you. I have mixed emotions about it."



"It makes you very humble to speak to women who have made such an extraordinary commitment."



# Women of our times



Justice Gubbone, Victoria Grabashe, Florence Mkhize and Jinny Richards



IRENE Ntintili (left), of the aged in Soweto and Marjorie Mohlala of Ikageng self-help project.

"THESE women have shown they can think anew into a bright future. They have remained human in the face of darker forces, they looked around in awareness. South Africa has the potential of a bright future," said guest speaker, Republican Senator Nancy Kassabaum.

EIGHTY-FOUR women from all over South Africa were honoured at a special banquet on Wednesday in Johannesburg, for their contributions to our society.

The occasion was organised by Read and the Organisation for Rehabilitation through Training (ORT) in collaboration with the Star newspaper. It replaced the annual "Star Woman of the Year" award.

Among the nominees were well-known women like singer Abigail Kubheka, Ellen Khuzwayo, Winnie Mandela, Emma Mashinini, Sebolelo Mohajane, Marina Maponya, Helen Joseph, Fatima Meer, Nattie Duma, Ester Wides, Mabel Choue, and many others.

The women were chosen for their contribution to the community, politics, the arts, the professions and business.

The guest speaker was Senator Nancy Kassabaum of the United States. She spoke of the American Civil War that left half a million dead and how the country paid to rid itself of domination of one group by another. She said the situation in South Africa was different from that of the civil war, but the essence of the conflict was the same: one group dominating another.

Senator Kassabaum said South Africa had the power to build a more just society that would lift the rest of Africa. It also had the power to wreak havoc, as no group can unilaterally decide for



FATIMA Meer.



LEAH Tutu.



HELEN Joseph.



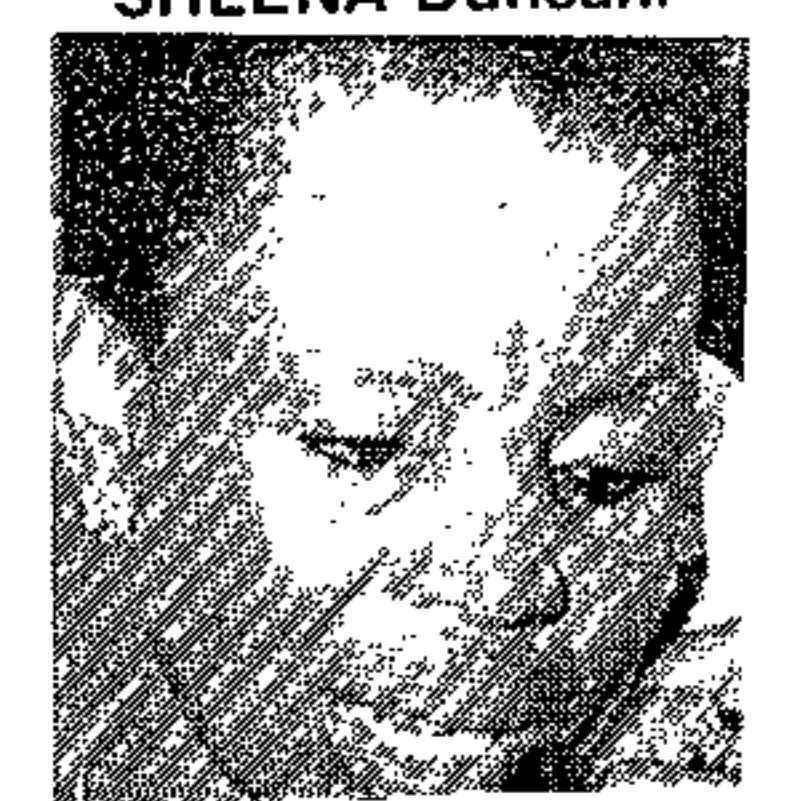
ELLEN Khuzwayo.



WINNIE Mandela.

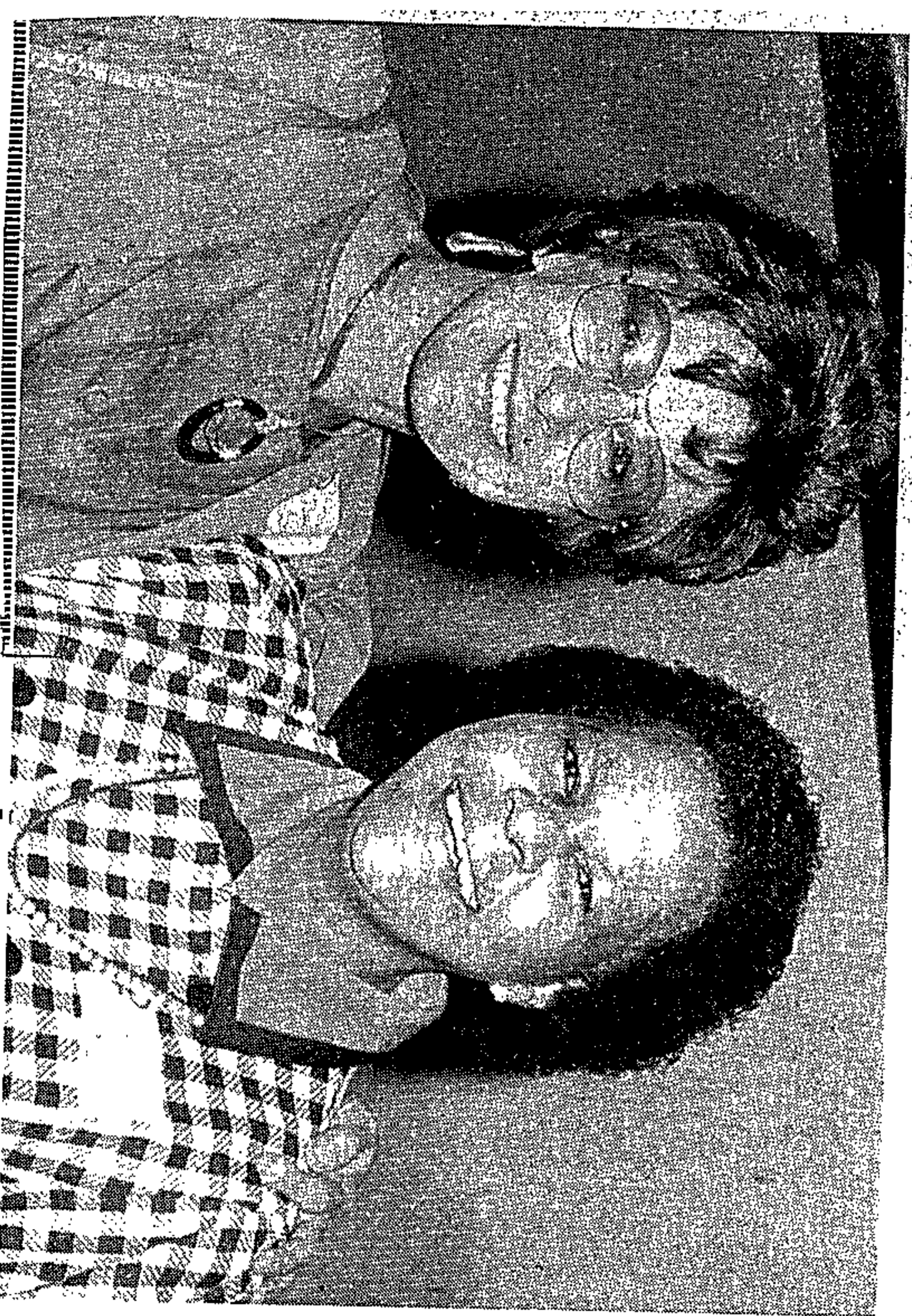


SHEENA Duncan.





Southern 29-8-86



DAWN Lindberg, showbiz personality and Marina Maponya, businesswoman.

SEBOLELO Mohaleane.

another.

EMMA Mashinini.

ABIGAIL Kubheka.

The policy the southern state has adopted can only lead to catastrophe because it was untenable. It must change or it will only lead to deeper moral bankruptcy.

"The real question for whites is not when it will end, but how.

"A policy of hatred and anger denies fundamental rights. Hatred and anger as a policy are doomed from the start," she said.

She said the black reaction of necklacing was not a solution as it meant a surrender of moral authority that was a key to the right path. A peaceful solution would come about only if it was chosen by all the leaders.

"South Africa needs a miracle that can only come through bold leadership. We found such leadership through the greatest American president, Abraham Lincoln," she said.

"Those honoured today have shown they can think anew into a brighter future. They remained human in the face of darker forces, they looked around in awareness. South Africa has the potential of a bright future," she said.



NATTIE Duma, Esther Wides and Mabel Chouse.



# The kids born out of wedlock

ILLEGITIMACY often brings problems into the lives of both the mothers and their children, and the situation is often aggravated by the mother's decision to marry.

"Children born out of wedlock, either because their mothers felt that it was not necessary to wait for marriage before they could have them or they valued their independence and did not want to get married, are often a hindrance in planning for a new home and are a problem which makes their mothers unsettled in their marriages," according to our Agony Column aunt.

"They are treated as outcasts, left at home under the care of the grandparents and often forgotten about. This act engenders in them a feeling of being rejected, which affects their mental health.

"They also have difficulty in establishing a sense of identity and belonging, caused by the estrangement that stems from emotional deprivation."

She says the child should be taken into the new marriage because even though the child's physical needs can be taken care of, the child will still miss the maternal love and attention.

"Most grannies are probably tired of child-rearing and starting all over is a strain on them. They can no longer cope with the demands that will be made on them by the children. At that advanced age grannies are too lax in so far as discipline is concerned," she says.

## WOMAN'S FORUM

She believes that parents cannot do much for their children if they do not live with them.

Mrs Emily Mofokeng (78) stays with two grandchildren in her home in Pimville, they are girls of 14 and 11. Their mother got married when the youngest was five. She lives in Dennilton and has four children by her marriage.

### Husband

She is unemployed and her husband rarely allows her visits to see the children and they never go to her place either.

Mrs Mofokeng feeds and schools the children out of her own pensioner's pocket and never

gets financial assistance from her daughter.

"In all this I am not complaining because the children are a comfort to me. They take away the loneliness that most women of my age feel when their husbands are dead and their children are in their own homes.

"The children keep me company. And in the forgetful age that I am in I need people who will constantly remind me of important things that I cannot afford to forget, like paying rent when it is month end. I am not looking after them, we are looking after each other," Mrs Mofokeng said.

**WHAT happens to an illegitimate child whose mother decides to get married? Should it join the mother and live with its step-father or stay behind with its grandmother?**

That is our forum topic for this month. Write in and give us your own ideas about the subject. Remember the best letter gets R25.

Send your letters to Woman's Forum, Box 6663, Johannesburg 2000. They should reach us before September 25 and the winner's name will be published on September 29.



# Inflation: female office workers take strain

Inflation has outpaced salaries in most female office staff job categories, according to a salary survey covering the first six months of 1986.

The survey, data for which is drawn from the Kelly Personnel Group's 33 branches in the Transvaal, Natal and the Cape, also points to there being an oversupply of inexperienced staff (identified as staff whose starting salaries fall within the Lower Quartile of the salary range) while experienced staff (Upper Quartile of salary ranges) are in shorter supply.

This is evidenced by senior staff who are, as a statistical group, seeking not to "job hop". In fact, senior staff still prefer the security of the em-

ployer they know, to a new employer who offers more pay.

This, according to the group is a phenomenon associated with a recessionary market.

"With the current depressed business conditions and with inflation running at between 17 per cent and 20 per cent per annum, there seems little hope that salaries will keep pace with the cost of living," the survey comments.

"Indeed, every salary increase fuels the inflation trend. At this half-way point in 1986, there are few salaries which have risen anywhere near the 20 per cent inflation level."

The survey details seven job categories in each of seven diffe-

rent regions and reflects the actual starting salaries paid by employers with regard to Female office staff. It is based on placements made by the group during the period under review.

For the six months ending in June, the executive secretary/private assistant proved the highest paid female staff position. The job is specified as working for top management, responsible for confidential matters, with top secretarial skills including completing of own correspondence and responsibility for duties including scanning calls and visitors, making travel arrangements, organising meetings and taking minutes.

In the Johannesburg region starting salaries of R1 650 per month were noted, compared to R1 500 in Durban. On the lower end of the experience scale, these positions were paid: Johannesburg R1 450 Durban R1 100 and in Cape Town and Pretoria and the Vaal Triangle the salaries range from R1 000, R1 200 and R1 300 respectively as starting salaries.

The lowest paid female office staff members included in the survey was the Durban-based receptionist/switchboard operator whose starting salary ranged from R600 per month, with a Lower Quartile range of only R650.

## STARS

**ARIES** (Mar 21 — Apr 20): Concentration on the job at hand can free you for more interesting work later on. Proceed from the beginning to the logical conclusion of a project before allowing yourself to be demoralized by those who would take away from your self confidence. Best relationship, boss — number, 108 — colour, ruby — opportunity, work — time, all day.

**TAURUS** (Apr 21 — May 20): Be ready for appreciation, rewards and love under these progressive Venus trends. Show your best smiling attitude as an example for those who tend to look on the negative side. The evening favours shopping, planning, taking thought for home and loved ones. Best relationship, Taurus and Scorpio — number, 100 — colour, orange — opportunity, appreciation of events — time, 11.04 am.

**GEMINI** (May 21 — Jun 20):

number, 817 — colour, burgundy — opportunity, sound thinking — time, evening.

**LIBRA** (Sep 23 — Oct 22): Don't deal in wishful thinking where earning power or money matters are at stake, but face up to limitations and to quiet, but practical ways of overcoming them. Best relationship, loved one — number, 262 — colour, orange — opportunity, winning new laurels in love matters — time, evening.

**SCORPIO** (Oct 23 — Nov 22): Excellent stimulation of mental powers causes a surge in creativity. You gain today where you smile, extend favours and show courtesy. Best relationship, the right person — number, 631 — colour, beige — opportunity, spreading cheer — time, late afternoon.

**SAGITTARIUS** (Nov 23 — Dec 21): You tend to keep on the go more today than you had planned. Health admirably

# Most employers exploit servants

SIR — The letters from mesdames Grayson (September 10) and Chapman (September 19) are both perfectly true descriptions of opposite sides of a coin. Unhappily, in my experience, the sides are not equal. There are, I think, more of the type of domestic employer described by Mrs Grayson than those Mrs Chapman knows.

Unfortunately, when jobs (even bad ones) are so difficult to come by, I am unable to reveal the source of my information for fear of someone losing what job they have. However, I ask Mrs Chapman to accept my *bona fides* on trust.

Of the many domestic workers with whom I am in contact and the conditions of employment laid down by prospective employers who have asked me to find domestic help for them, I am inclined to think that the Grayson picture is most often true.

## Dine late

One would-be employer told me that she (there are four in the household) could not afford to pay more than R75 a month for a cook-general-laundress. Another told me that 'the girl' could have from 6 p.m. until 8 p.m. free every evening as they dined late and did not mind her preparing their meal in advance.

She was prepared to pay 'well' — R80 a month.

One black woman who has been in the same employment for over a quarter of a century has Thursday and Sunday afternoons off after washing up the lunch/dinner dishes. Her salary is appalling and she is now worried about her old age as she has no family and her employers cannot afford to pay her a pension — if, that is, they have ever thought of doing so.

I have always prided myself on the fact that my own domestic staff has near-perfect working conditions.

I have in the past three months met 10 who have better conditions... and 10 times that number who are exploited.

When I have tried to intercede for a domestic worker or talked to people about domestic wages in general I have almost always had the 'I would like to pay my girl more, but I just cannot afford it' answer. Fine... then you just

cannot afford a full-time servant.

Pay her half of what she is worth, and then let her find another job for three days of the week while you engage her for the other half of the week.

The vast majority of the domestics I know of, whose employers I know, do not even have hot water for bathing/showering.

FAIR PLAY



de-  
er.



# Fresh fields for jobless women

Unemployed black women can take new hope from Durban's Foundation for Entrepreneurship Development, which is striving to create thriving home industries through its intensive training courses in dressmaking. JANE CONYNGHAM reports.

IN South Africa today we have to promote entrepreneurship — or we'll all be lost,' says Dr Dennis Wolmarans, executive director of the Foundation for Entrepreneurship Development, whose preoccupation is to promote black business in this country.

Dr Wolmarans, who holds a doctorate in development economics, started an advisory bureau for black businessmen at the University of the North before becoming first editor of *Black Business News*.

Just over a year ago he acquired a defunct clothing factory in Moore Road, Durban, and established the foundation which has revolutionised the lives of scores of unemployed black women.

'We decided to focus on women because there is virtually no training available for them to enter the economy,' he says. 'We knew there was a ready market in the clothing industry — so that's where we've concentrated our efforts.'

## Quality

Basic sewing courses offered by the foundation cover a 20-day period, and by the end the trainees are skilled enough to become self-employed.

'Although we don't pretend to be teaching haute couture design, the clothes must have a couturier finish,' says Dr Wolmarans. 'We expect a higher quality than most of the clothes you find in fashion boutiques.'

'Obviously we don't expect a 100% success rate. But most of the women do take the initiative of starting their own businesses, even if it just means selling clothes from home to friends and colleagues.'

To avoid simply giving handouts, trainees must pay R 180 towards the course. The remaining R 200 of the costs is sponsored by concerned organisations.

## Donations

The Foundation relies heavily on donations. A R 20 000 grant from the United States government yesterday helped establish the centre, and Old Mutual is helping sponsor operational costs to the tune of R 20 000 a year.

The Foundation also provides training for retrained members of the garment workers' union, taking on 40 new members a month in conjunction with the Department of Manpower.

'There are 5 500 unemployed garment workers in Natal,' says Dr Wolmarans. 'By the end of March we hope to have retrained 440 of them.'

In July this year the foundation established its first Cottage Industry Development Unit



The Cottage Industry Development Unit (CIDU) teaches not only sewing skills but also marketing and cost accounting. Here CIDU manager Jean Edwards (centre) helps Constance Masikane with her garment while Zanele Mdluli looks on.

(CIDU) in its building. The unit caters for 32 women who get a further six months' training in producing and selling their garments, as well as all aspects of cost-accounting and marketing.

## To friends

'We've got limited space in our CIDU, so we select the women who show the most initiative on our basic sewing course,' says Dr Wolmarans.

Trainees at the CIDU sell their garments weekly to friends and contacts, then reinvest their money into their own savings accounts — part of learning to manage their own business.

At the end of six months they have earned enough to purchase their own sewing machine, plus enough capital to get started on their own.

Yesterday the American Consul-General in Durban, Martin Cheshes, presented a cheque for 8 500 US dollars (about R18 000) to the Cottage Industry Development Unit.

● The Foundation For Entrepreneurship Development can be contacted at 3010681/2. The first basic skills course next year starts on January 19 and can take up to 20 women. Correspondence can be sent to Dr Dennis Wolmarans, Entrepreneurship Centre, 75 Moore Road, Durban, 4001.

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# Black women increase business presence

DESPITE being exposed to double discrimination, black women in business have moved steadily upwards in recent years, Trudy Prekel, senior lecturer at the School of Business Leadership, said yesterday.

Addressing the National Convention for Productivity and Quality Circles in Pretoria, Prekel said a Department of Manpower survey had shown black women to be the only group (by race and sex) showing an increase in total numbers employed.

"In a country where discrimination is legal, where it is officially OK to discriminate against someone who is different, in whatever way, black women are often doubly disadvantaged in the labour market. Many companies working towards black advancement tend to overlook women," Prekel said black women had

MICK COLLINS

steadily increased their share in the labour market over the past 16 years. "Not only has the group increased by 212% from 159 842 in 1969 to 497 985 in 1985, it has moved up from 4,1% of all people in listed occupations to 9,3%. It has also moved from 24% of all women listed to 36,1%."

Professional and white collar areas in which black women are moving upwards include university and college lecturing, medical and health services, psychology, sociology, libraries, personnel, accounting and public relations. Largest growth areas are in government service and the retail sector. Prekel said discrimination would have to be weeded out from company policy and practice. She ap-



	Women	Men
Black	2,1%	-3,5%
Coloured	0,2%	-7,4%
Asian	-3,9%	-3,3%
White	-0,7%	-1,6%

pealed to employers to "ensure that all women have equal opportunities for promotion and ensure that both salaries and fringe benefits are equitable".

355A

The Natal Mercury, Tuesday, November 18, 1986

7

## HERS woman's page

# Women at work

THE number of women holding managerial positions has increased steadily from 5 376 in 1969 to 24 705 in 1983, according to Truida Prekel, senior lecturer at the School of Business Leadership of the University of South Africa.

She was addressing the three-day 'Women at Work' seminar

organised by the School of Business Leadership in Johannesburg.

She said there had been a rapid increase in the employment of women both world-wide and in South Africa but even 'enlightened' employers continued to use most women employees well below their real potential.

However, she said, a growing number of South African employers did realise that

women could be a partial answer to the shortage of skilled manpower.

But women to fill such positions were scarce, she said, due to past practices including the lack of opportunities for training, lack of encouragement and of career guidance.

She added that discrimination against women still existed. She suggested that in order for employers to unlock the full potential of their women staff they could do the

following:

☐ Seek to identify and overcome unconscious paternalism or conscious chauvinism in their organisation.

☐ Identify women with potential and assist them with career planning, skills training and educational opportunities.

☐ Develop a maternity leave policy which will enable more women to combine family with work, and save the company loss of valuable skills.



355A

**Oukasie's women in clean-up project**

# 'Deeds not words' is women's group motto

By Marika Sboros

By Kate McKinnell

The women residents of Oukasie, just outside Brits, are hard at work repairing their village roads to show their determination to stay in their homes.

Despite their protests, Oukasie's residents have been told their village has officially ceased to exist and they are faced with removal to a settlement near the Bophuthatswana border.

But the women have rallied together to join in the battle to stay.

Since the recent rains, the village roads have become even more rutted and impassable, and seemed an ideal start for a symbolic campaign.

## DITCHES

The women are now manually taking bricks from houses which have already been demolished, filling the ditches in the roads and covering these with sand.

Next in the clean-up project will be to weed the graveyard.

"We want to show the administration board how strongly we want to stay," says a member of the Brits Women's League.

"They have said they are moving us because it is impossible to clean up Oukasie — we will show them it can be done."

Deeds not words is the motto of the National Assembly of Women which had its inaugural meeting in August this year — and the women involved met at the weekend to put that motto into practice.

A further National Assembly of Women is planned to take place in Natal early next month.

At a one-day workshop organised by the National Assembly committee in Johannesburg on Saturday, a small group of women looked at ways of implementing the far-reaching resolutions taken in August.

Emphasis was placed on the fact that the National Assembly does not see itself as a new organisation.

Rather, said planning committee executive member Mrs Suzette Mafuna, it is a gathering of representatives of existing organisations.

"We do not want to duplicate the work of existing organisations. We are doing what we can to consult with other organisations at all levels."

"We want to work as facilitators at making contact with representatives of organisations in other areas. An important part of our task is to disseminate information on the assembly's functions and projects."

The importance of networking was underlined and those present were asked to show commitment by keeping the as-



**WOMEN POWER:** Members of the planning committee of the National Assembly of Women. From left are Mrs Joyce Siwani, Mrs Louanne Parsons and Mrs Eunice Ndebele.

sembly informed of developments in their organisations to facilitate the dissemination of information.

The workshop looked at the problems inherent in the study of agriculture in this country. Delegates spoke about the punitive aspects which led to a negative view of the subject among school pupils.

"In black schools if you have misbehaved gardening is used as a punishment. Many shy away

from it as a career because of its negative connotations. But agriculture is an essential part of our society," said Mrs Mafuna.

It was suggested that teachers, pupils and parents be made aware of the importance of agriculture, and that the subject be upgraded by being linked to syllabus subjects like science, biology and environmental studies.

A think-tank is planned for early next year, as a

precursor to a large-scale agricultural conference later in the year.

Anyone interested in contributing should contact the assembly, Mrs Mafuna said.

Vista education lecturer Mrs Irene Thebehali spoke about the urgent need for a unitary system of education, and suggested that the private sector be involved in establishing schools out of the troubled townships.

The implications for education of children in detention were looked at and Mrs Thebehali said their detention added im-

A recent discovery made is providing instant in-  
those children and ad-  
from dyslexia.  
The idea of using  
coloured lenses origi-  
American educational  
d



Struggles against sexism, racism are both part of . . .

# The fight against prejudice

The fight against sexism in this country is all too easily dismissed as being subordinate to the broader battle against racism. But they are dual aspects of the same evil — prejudice — and must be fought against side-by-side.

A Bill of Rights with specific provisions for the entrenchment of women's rights would go some way to ensuring that women are not overlooked when major change takes place in South Africa.

Political developments in other countries have shown that a victory against racism unfortunately does not eradicate sexism. What usually happens is that one "ism" merely replaces another.

The issue of women's rights has to be specifically addressed if the status quo regarding women is to change.

Earlier this year, a committee of the SA Law Commission, chaired by Mr Justice P J J Olivier, began investigating the feasibility of a Bill of Rights. And the Women's Legal Status Committee (WLSC) has submitted a memorandum calling for the specific inclusion of provisions to protect women's rights.

So far, 23 organisations, representing a broad spectrum of interest and political opinion of women of all races working inside and outside the home, have supported the memorandum's submissions.

Mrs Roberta Johnston, co-convenor of the WLSC, says her organisation is fully aware of the implications of a Bill of Rights to protect the individual.

The WLSC has made specific recommendations on women, she says, because it believes that in any change in South Africa women's rights have to be specifically included to ensure they are entrenched and not overshadowed by broader human rights' concerns.

Drawing on its considerable body of research into discrimination against women over the past decade, the WLSC states in the memorandum that a Bill of Rights must embody the principle of equality of men and women, and ensure the realisation of this principle by law.

A Bill of Rights should "eliminate discrimination against women by any person, organisation or enterprise; protect

women in pregnancy and maternity; and establish all appropriate measures to ensure the equality of women with men in marriage, parenthood, and political, social, economic and cultural life.

"It would then guarantee the exercise of human rights and fundamental freedoms on a basis of equality with men."

In employment, the memorandum says that women suffer prejudice in hiring, advancement and retirement.

In education, the memorandum says access to opportunities for educa-

tion must be equal for both sexes.

"Traditional concepts of the role of men and women as reflected in societal attitudes result in different emphases in education for boys and girls. Certain subjects in the curriculum are considered more suitable for boys who are frequently given more opportunities for higher education, bursaries, etc.

"Girls tend to be channeled . . . without regard to their natural talents, abilities and preferences."

The WLSC has also called for legal discus-



Should women be singled out in a Bill of Rights for all South Africans? The Star's Women's Page Editor, MARIKA SBOROS, reports.



MAKING SURE: Women's rights are often lost in the fight for broader human rights.

## Many support Bill of Rights

Groups that have supported the Women's Legal Status memorandum to the SA Law Commission investigating the feasibility of a Bill of Rights are:

The Anglican Women's Fellowship; the Black Housewives' League; the Family Life Centre; the Family Planning Association of SA; the Durban Society for Marriage and Family Life; the Jewish Women's Benevolent Society; the Johannesburg Group of Medical Women; the National Council of African Women, Orlando; the National Union of Distributive and Allied Workers; the National Women's Register; the Northern Natal Young Women's Christian Association; Nursery School Teachers, Kwa Thema; Pietermaritzburg Rape Crisis; Provincial Mothers' Union of the Anglican Church; The Single Parent Group, Johannesburg; SA Council of World Affiliated YWCA, Johannesburg; SA Nursing Association; The Union of Jewish Women; Women for Peace; Women's Informal Training Institute; Jong Dames Dinamiek; SA Federation of Business and Professional Women and the SA Association of University Women. The National Council of Women and the SA Women's Agricultural Union supported with reservations.

Those who want to support the memorandum can contact the WLSC at (011) 440-1973 or (011) 442-8985, or write to Box 17051, Hillbrow 2038.



**HARARE** — The United Nations Economic Commission for Africa has established that the equitable participation of women in the industrialisation process was crucial to overall development, the semi-official news agency Ziana reported here.

In a research study launched by the UN agency to assess the role of women in the programme for the Industrial Development Decade for Africa 1980-1990, the ECA noted that women were a distinctive human resource as they were both producers of goods and services and reproducers of

## 'Women play key role in industry'

future generations, it said.

"Therefore, if the industrial development decade for Africa is to successfully encourage the growth of self-reliant economies, it is imperative that planners consider how the skills and energies of women can best be integrated into the industrialisation process in both large and small-scale enterprises," says the report published by the ECA recently.

Before coming up

with the 193-page report, the ECA conducted case studies in Egypt, Nigeria, Ivory Coast and Tanzania.

The four case studies were chosen to include two of the most industrialised countries in Africa, Egypt and Nigeria, as well as one of the least industrialised nations, Tanzania.

The selection also reflected considerations of regional and linguistic balance. The four countries differ in terms of past industrialisation

strategies and enterprise ownership patterns.

The report says equitable participation of African women in the industrialisation process would entail among other things:

- Equal access to and participation in formal programmes at different levels in educational and vocational training institutions;
- Equal access to economic resources including land and credit in the small-scale sector;
- Equal participation in decision-making and planning processing in enterprises, co-operatives and government ministries. — Sapa.

FIN MAIL

## MATERNITY BENEFITS

5/12/86 355N  
Extended unemployment benefits have been proposed by government in a draft amendment to the Unemployment Insurance Act published in Cape Town.

In particular, it is proposed that maternity benefits be improved by:

- ☐ Extending the period for the lodging of applications for maternity benefits to any time before the date of birth, or within a year after the birth;
- ☐ Extending maternity benefits to 26 weeks from the date a woman stops work;
- ☐ Giving the same maternity benefits whether a woman gives birth to a live or dead child — previously still-births were not regarded in the same category as live births for UIF benefit purposes; and
- ☐ Providing benefits for mothers who adopt babies under the age of two on the same basis as those who give birth.

The amendment Bill also proposes benefits for the widower of a deceased female contributor equal to the benefits received by the widow of a deceased male contributor. At present only "invalid" widowers are entitled to the benefits of deceased female contributors.



ARGUS 26/9/86 (355A)

South Africa lags behind many other countries in the provision of good maternity benefits for pregnant women. This report from GLENDA SPIRA in Johannesburg.

TODAY'S  
WOMAN

## Trade union victories are shedding new light

RECENT progress by black trade unions in winning maternity benefits for members has highlighted a lack of legal protection for the working woman who falls pregnant.

Legislation enforces three months unpaid leave for a pregnant woman.

It does not protect the new mother's job when she returns to work so it is up to companies to broaden maternity benefits.

Two recent trade union victories included negotiations by the Chemical Workers' Industrial Union (CWIU) and the Allied Workers Union (NAAWU).

These negotiations have led to women workers receiving paid maternity leave for six months.

### Protection

Staff members have the right to return to their jobs after their maternity leave, ante-natal and post-natal checks, and protection against victimisation on the grounds of being pregnant.

Maternity benefits from medical aid schemes add to the problem.

In an investigation by the Women's Bureau of South Africa, 44,5 percent of listed medical aid schemes responded to questionnaires on information concerning their maternity provisions.

Of these respondents, 86 percent offer some maternity benefits — most ranging between 80 percent and 100 percent for both doctors and hospitals.

Eight percent of these companies make no specific mention of confinements, but the possibility is they might be included in general benefits.

Four percent of the companies offer no benefits at all.

This survey has led the Women's Bureau to look at maternity leave.

Recommendations from its findings will be taken to Government level.

Director of the Women's Bureau, Mrs Margaret Lessing, says trade union victories are shedding new light.

She is hopeful legislation will be adjusted as "a new look at conditions is generally taking place."

The State provides aid to pregnant women.

Working women who have contributed to the Unemployment Insurance Fund are entitled to UIF benefits when they become unemployed or receive less than a third of their average salary due to pregnancy.

The benefits provide 45 percent of the pregnant woman's normal earnings, provided her income does not exceed R26 000 per annum.

People who earn more do not pay UIF contributions.

### Maximum

For every six weeks that the employee has paid into the fund, she will receive one week's benefit payment.

The maximum period that UIF will be paid to pregnant women is for 18 weeks before the baby is born and eight weeks after the birth.

Civil servants are not entitled to contribute to the Unemployment Insurance Fund and cannot claim UIF benefits.

Details about UIF benefits and how to apply for them are to be found in a free pamphlet from the Department of Manpower, Liaison Department, Private Bag X117, Pretoria 0001.

# Mozambican laws to protect women

By Joao Santa Rita,  
The Star's Africa News Service

Mozambican officials are struggling to make employers respect the legal rights of pregnant women and working mothers as well as the "dignity" of women workers.

These rights are enshrined in bold, tough legislation the Frelimo Government hopes will protect the rights of working women, including those who are pregnant and those with children.

The legislation includes the right to 60 days maternity leave. If firms have creches, mothers have the right to two half-hour breaks daily for a year to feed their children.

In addition, pregnant women are not allowed to do night shifts or overtime and, if work is considered dangerous to health, pregnant women have to be moved to other jobs without any reduction in salary.

Mothers may not be dismissed "without just cause" for a year after giving birth.

Another law approved by the Mozambican Government is aimed at protecting "the woman's dignity at work".

"Anyone who infringes the dignity of women workers will be dismissed," a Labour Department official explained. However, Mr Abdul Julaya, an inspector with the Maputo Labour Depart-

ment, said that violations of the new laws were common.

He said that many of the conflicts between women and employers were the result of absenteeism among working mothers. Because of a lack of facilities, working mothers were often forced to miss work if they had to take their newborn babies to hospital.

If complaints were lodged with his department the problem was solved after hearing both sides of the dispute.

Dr Noemia Francisco, a director at the Labour State Secretariat, said many of the new laws were violated through ignorance.

## EXPLOIT WOMEN

"There are many many people, including women, who are unaware of the new legislation," she said.

"Some employers make use of this ignorance to exploit women."

But Mr Julaya added that some of the problems his department had to deal with were not just related to conflicts between employers and working mothers.

Recently a man had written to a local company demanding that they dismiss his wife.

"I told them that the husband was not part of the contract the company had signed with the wife. He should solve his problems at home," said Mr Julaya.

355A



Trade unions' victories highlight anomaly

# Law doesn't protect working mother-to-be

By Glenda Spiro

Recent progress by black trade unions in winning maternity benefits for members has highlighted a lack of legal protection for the working woman who falls pregnant.

Legislation enforces three months unpaid leave for a pregnant woman.

It does not protect the new mother's job when she returns to work so it is up to companies to broaden maternity benefits.

Two recent trade union victories included negotiations by the Chemical Workers' Industrial Union (CWIU) and the National Automobile and Allied Workers Union (NAAWU).

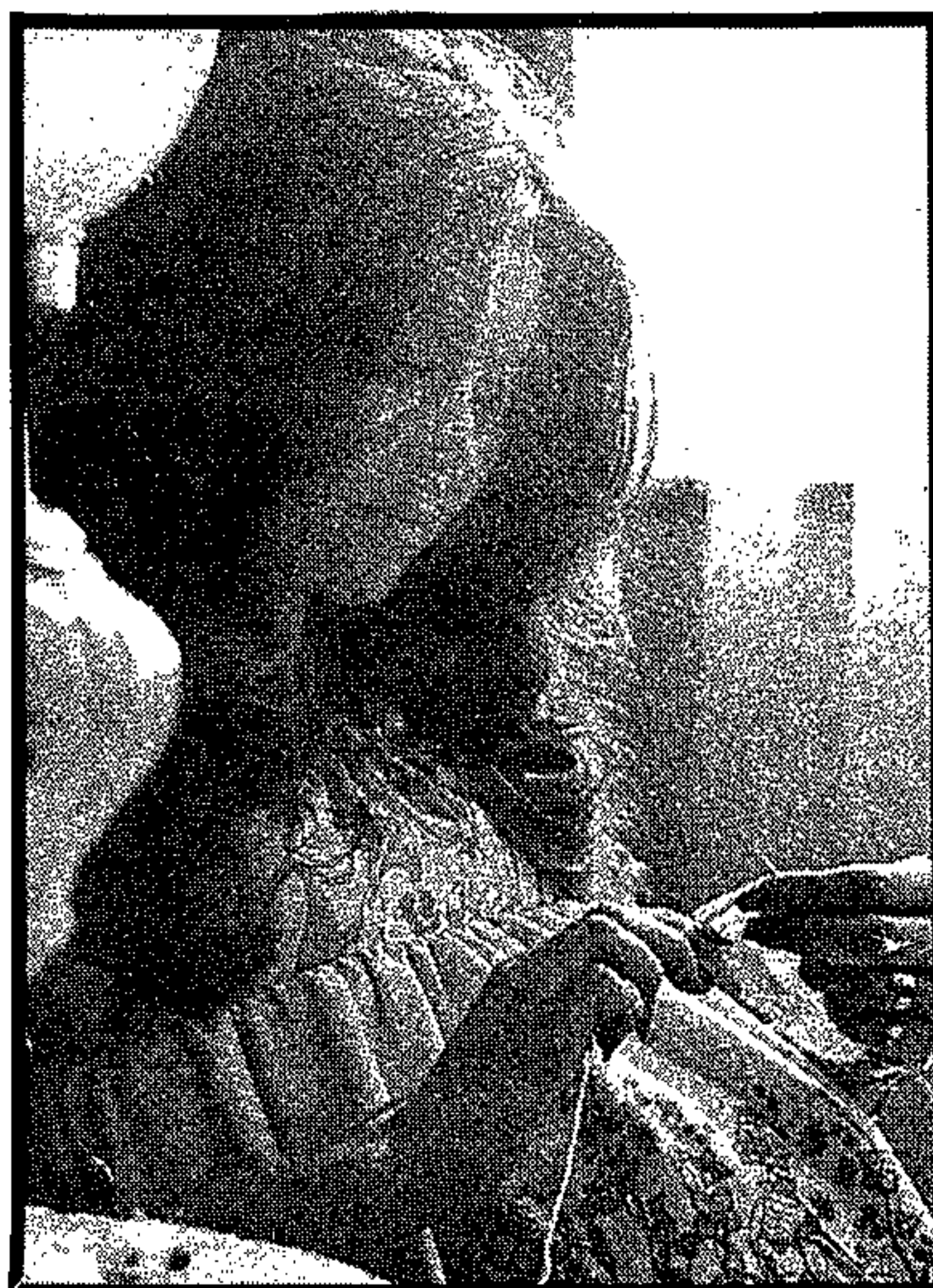
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**MOTHER'S HELP:** South Africa lags behind many other countries in the provision of good maternity benefits for pregnant women.

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## New mothers 'penalised'

A survey conducted by the International Labour office shows that the average length of maternity leave in the world is between 12 and 14 weeks.

A report published by the ILO says prejudice against new mothers in the workplace persists and is a factor in forcing them out of jobs.

Although prohibition of dismissal during maternity leave is widespread, only a limited number of countries guarantee women the right to return to the jobs they held before childbirth.

Brazil, Canada, Iraq, Mexico, Turkey and East European countries have been the pace-setters in granting women these rights.

The ILO convention stipulates that:

- Working women should be granted at least 12 weeks' paid maternity leave.
- They should receive cash benefits equivalent to at least two-thirds of their previous earnings.
- Employees should not be dismissed during maternity leave or any period of illness caused by pregnancy or confinement.

Most EEC countries in Europe provide extensive benefits and protection which go beyond the standards.

All socialist countries provide for employment protection of working mothers before and after confinement.

In Africa, laws to protect women during pregnancy have been adopted in 30 of the 37 countries surveyed.

WOMEN - WORKERS - 1987

FEBRUARY — DECEMBER.



## Relief for <sup>SSA</sup> working wives

DB 10/2/87

CAPE TOWN — There was no simple and affordable solution to the income tax problem of the two-breadwinner family, the Minister of Finance, Mr Barend du Plessis, said yesterday.

However, in order to alleviate the burden on working wives, while at the same time encouraging married women to continue to make their skills available to the economy, an increase in the present concession was justified, he said in his mini-budget speech.

Mr Du Plessis said the deduction allowance would be increased to the greater of R2 250 or 22,5 per cent of the wife's earnings.

"If the wife's earnings amount to R8 000 a year or less, the first R2 250 will be free of tax. Should her earnings amount to, say, R15 000 a year, the first R3 375 will be tax free."

The increased deduction would apply in respect of the year of assessment commencing March 1, 1987. Amended tax deduction tables would be issued as soon as possible, but it was doubtful whether these could come into effect before May 1, 1987.

Computer bureaux, which now processed the paysheets of more than 90 per cent of all employees, would, however, be authorised to adjust their deduction formulae with effect from March 1, 1987, provided they were able to modify the computer programmes in time.

This concession would result in a loss of R95 million in revenue for the 1987/88 financial year. — Sapa.

355A

## Jobs better but pay still lousy

American women have more and better jobs today than ever before, but many remain stuck in low-paying occupations, a new government study reports.

The future of working women "is uncertain and remains a challenge to the American economic, political and social system and to women themselves," concludes the new Census Bureau study, Women in the American Economy, released this week.

The study says the reasons for the continuing economic problems of women are complex and not easily measured. Among them are the pressures of family re-

sponsibility, social conditioning, educational differences that differ from those of men, and discrimination by men, who do most of the hiring and promoting.

Women today "are better educated, have joined the labour force in greater proportions, and have better jobs. Yet the economic problems of women persist within an overall pattern of change and transition," the report said.

The median income of women working full time in 1984 was \$15 600, compared with \$24 004 for men, the study said.

That meant that women earned 64 per cent of men's income — up from 59 per cent in 1970. But, the study warned, that is a statistic that is often misinterpreted.

Median income is affected by the fact that many women are concentrated in relatively low-paying jobs. It does not mean that they are paid only 64 per cent of what men earn for doing the same jobs, the report stated.

And things are changing. For people age 18 to 24, the ratio of female to male income was 88 per cent in 1984, up from 76 per

*She*

cent in 1980, "an indication of significant improvements in the wage gap among younger workers over a short time period".

The study noted that women have joined the work force in record numbers, but at the same time "there has been no discernible reduction in (their) household and family responsibilities."

The Bureau of Labour Statistics pro-

*for Carol*





Admiring the speed with which Mrs ANVELISHIA BOSCH (centre) operates the knitting machine which was donated to an ACVV self-help circle after a report in the Weekend Post, are Mrs JEANETTE KAPP (left) and Mrs JOAN POLONIA.

## Country housewife gives knitting machine to needy PE self-help group

Weekend Post Reporter

A COUNTRY housewife has stepped in to help mothers in Port Elizabeth who have formed self-help groups to boost family incomes.

Mrs Doreen Brown, of Glen Avon, Somerset East, donated a virtually new knitting machine to one of the groups set up by the Afrikaanse Christelike Vrouevereniging (ACVV).

"It was a real blessing because the Forest Hill group had no hope of acquiring one and was doing only hand-knitting," said, Mrs Judy du Toit, an ACVV executive member who has played a leading role in establishing the self-help groups.

She said Mrs Brown telephoned immediately after reading of the groups in a recent Weekend Post. She offered the



Mrs JUDY DU TOIT

knitting machine, which she was no longer using.

The Somerset East housewife said she felt so much compassion for the way in which wives and mothers were helping with family incomes in the depressed economic situation in Port Elizabeth that she wanted to

contribute something.

The machine has now arrived and is already in full use at the Forest Hill centre.

"It helps enormously as we also received many orders resulting from the same report. These are mainly for school jerseys which are sold very cheaply and made to order," said Mrs Du Toit.

Other donations received included wool — even off-cuts are useful for covering hangers — and crochet cottons.

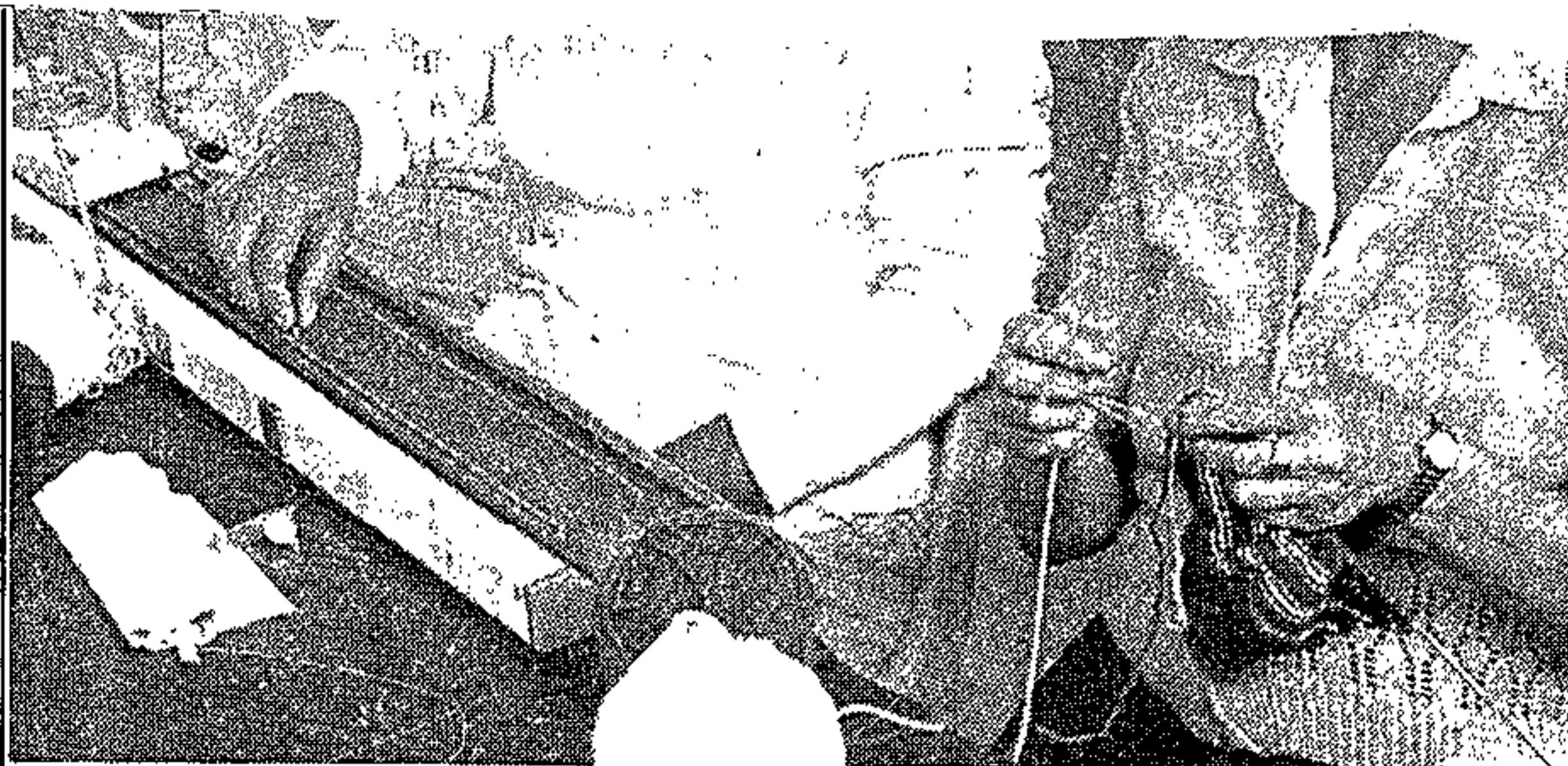
Each work group has about 20 women working in the mornings, and they are paid monthly honorariums by the ACVV, which supplies working materials and sells the goods.

The groups were started just over a year ago when many breadwinners lost their jobs.

It was a replacement in the second half of the 1985-86 American but was not picked for renewal last September which means that half-hour episodes by TV4 are all that are of the show. This one also male lead — but this time and no — and she is playing other good-looking actress in Colin. The comedy derived from M. Alex Harriga the crazy sort can only arise like New York. This she in satisfaction o

Me ty





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355A  
WPost  
21/3/87

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# Both sexes still see politics as an exclusively male domain

By Marika Sboros

A strong prejudice held by men and women that politics and public affairs are an exclusively male domain, is a factor traditionally inhibiting women's participation in these processes worldwide.

This emerged from a survey conducted among participants to develop an agenda for the first Eleanor Roosevelt Caucus of International Women Political Leaders held in San

Francisco earlier this month.

Mrs Helen Suzman, (PFP MP, Houghton) was the only South African invited to attend the historic gathering of 70 women of power and influence from all over the world.

One participant stated the feelings expressed by many of her colleagues:

"Women themselves have to be the architects of their advancement. Until they are found in all decision-making

areas, progress will be retarded.

"Women are challenging tradition. Legislation is easy, changing attitudes is difficult.

"Women who have made it in the political arena must help other women in their struggle to be heard."

The survey found the greatest obstacle to the pursuit of political careers has been the stereotyping of politics as a male arena, that precluded women from participating in the

process.

Equally difficult to surmount were the obstacles of time and challenge of balancing a career, politics and a family.

"In the process of meeting these challenges, the participants have developed organisational ability, people skills, issue, education and leadership training.

"They also maintain they have developed stamina, commitment to their cause, adaptability, tenacity and persistence," the survey found.

## PARTY SUPPORT

The majority of the participants had been in office several times, and said the most important resources in their campaigns were volunteers and party support, the latter being considered the most significant factor in career advancement.

Many participants expressed concern about a general malaise or disinterest in political issues and an unfavourable impression of women in politics.

## PRESS COVERAGE

While most of the respondents reported that the amount of Press coverage they received as candidates was equal to male candidates, and that they were treated as seriously on public policy issues, they felt a distinction existed, with more attention being focused on personal characteristics and family status.

Female heads of state including British Prime Minister Margaret Thatcher and Philippines President Corazon Aquino sent messages of support.

The conference was hosted by the mayor of San Francisco, Ms Dianne Feinstein, and chaired in the caucus by former Democratic vice-presidential candidate, Ms Geraldine Ferraro.

Mrs Suzman said the conference organisers hope to make it a regular event.



# Encourage woman's role in government, says Helen Suzman

By Marika Sboros  
Women Today Editor

Greater participation by women in government and politics is essential and must be encouraged, Mrs Helen Suzman (PFP MP, Houghton) said after her return last week from a conference in the United States which aimed to do just that.

Mrs Suzman was one of 70 outstanding women from 43 countries who were invited to attend the first Eleanor Roosevelt International Caucus of Women Political Leaders, held in San Francisco earlier this month and sponsored by the National Democratic Institute for International Affairs.

## HISTORIC

The conference was an historic event as it gathered together women of influence and power from around the globe, to examine their role as political leaders in the world's democracies and to gain insight into how they have successfully progressed in public life.

"It was encouraging to see how many women are Ministers in their governments, although the overall percentage worldwide is small," Mrs Suzman said.

Despite South African women having had the vote since 1930, their participation in politics and government has been abysmally small.

"We have never had a woman Minister of government," Mrs Suzman said.

Everywhere women were more than 50 percent of the electorate, but in

HELEN SUZMAN "Women must use their influence to improve their positions."

terms of the power structure worldwide, they make up only 5 percent, she said.

The conference took no resolutions, but explored methods of leadership development and encouraging women to participate in decision-making processes at all levels of society, including how to get the media interested in promoting this.

Mrs Suzman chaired a committee which discussed the media as an im-

portant influential vehicle for encouraging women to participate in politics, and the problems of State-controlled television.

"Women generally do not use the media," Mrs Suzman said, "but there has to be a free Press to perform this function adequately," she said.

Although Mrs Suzman has not taken up women's issues as the prime motivation for her political career, she said she con-

sidered them part of the broader fight against discrimination, including the one against which she is best known as a relentless opponent — racial discrimination.

"There are so many competent women who don't get the opportunities they deserve because of discrimination," Mrs Suzman said.

She was pleased to see the open-hearted support given by women to each other at the conference.

"Women must use their influence to improve their positions," she said.

She was also interested to meet and make contact with women from so many different countries.

"I really can now say that I have contacts all over the world," she said.

## GRATIFIED

Mrs Suzman was gratified by the warmth of the reception she had received at the conference.

"I wondered how I would be received, coming from South Africa, but there was nothing but genuine warmth," she said.

She was also amazed at how well-known she appeared to be, although this would not surprise the many women in South Africa for whom she has served as a remarkable role model.

Mrs Suzman said that the PFP had put up 10, strong women candidates, all chosen on merit, for the coming general election, which was an indication of a welcome move towards more female participation.

(Report by M Sboros, 47 Sauer St, Johannesburg.)





# ENOUGH! says the <sup>white</sup> Mrs



Martie van Niekerk ... her future cleaning tasks will be only in her own home

White domestic worker Martie van Niekerk is hanging up her mop. For ever!

"Enough's enough," she said, after three years of working late hours, scrubbing, cooking and washing for R10 a day.

"I'm fed up with being treated like a servant who should know her place," said the stocky red-head, who has been working in the "white homeland" of Morgenzon in the Eastern Transvaal.

In any case her new husband, steelworker Antonius, does not like it.

He wants her to concentrate on looking after their own modest house in the little dorp — and to start a family.

And that suits Martie just fine.

"It was no fun working for some of the families in the town," she said, "because they wouldn't treat me as part of the household."

"Many of them looked down their noses at me because of the type of work I was doing — but to me, a job is a job."

It was particularly difficult working for members of the Oranjerwerkers organisation who believe they should not use "black" labour.

## Experiment

Their ultimate goal is to establish a "white homeland" in the Eastern Transvaal.

"When they employed me three years ago I was told it was an experiment," she continued.

"I don't know if it worked because nobody else volunteered to do domestic work. And since I stopped there's no one doing it."

"But I'm not ashamed of the work I was doing."

"It was an honest job, and it meant I was able to bring home money at the end of the day."

When she was employed as a 'maid' she was living on her parents' farm.

The families for whom she worked fetched her from the farm in the morning and took her back at night.

"I did not do well at school and only passed Standard 5 so this type of work was all that was available to me."

A typical day, she said, started with opening the windows, sweeping the stoep, cleaning the rugs and making the beds.

"I also used to look after the children which I really enjoyed as I have a great love for kids."

There was also washing and ironing before starting the evening meal.

"One family for whom I worked really used to upset me because I was not able to join in the evening meal and sit with the family at the diningroom table."

"They also used to be rather tardy about paying my salary on time."

## Fear

However, Mrs Van Niekerk said she had worked for two families who treated her well.

"But that's now all behind me," she added.

● The white 'homeland' was the brainchild of Professor Hercules Booysen, of Unisa's Constitutional Law Department and leader of the Oranjerwerkers. He was supported by Mr Hendrik Verwoerd, son of the former Prime Minister and architect of grand apartheid.

But many residents of the dorp, which is less than three hours drive from Johannesburg, have been fighting the "Whitestan" plan, fearing that Morgenzon will become a ghost town without the buying power of blacks from nearby Sivokile.

And for visitors there has been visual proof of their opposition to the Oranjerwerkers' white-only plans in the municipal street-cleaning workforce ... totally made up of black women.

It was no fun working for the rig

By ANN PALMER  
Picture: JAMES SOULLIER



WOMEN workers in the metal industry are poised to win major maternity benefits, including six months' partly paid maternity leave.

In principle agreement was reached last month in a sub-committee of the metal industry industrial council. Implementation awaits the formal approval of the full council and the gazetting of the agreement.

According to an article in the political journal Work in Progress, by Metal and Allied Workers' Union official Adrienne Bird, pregnant women will become entitled to monthly payments of R50-R144, depending on their actual earnings, for six months and the guarantee of re-employment at the end of that period.

The amounts payable are equivalent to half or just less than that of the wage. Payments will be made from the industry's sick pay fund. The fund previously made lesser payments to pregnant women, but there was no guarantee of re-employment.

Mawu says the agreement is the first national, industry-wide maternity agreement and applauds it as "a tremendous leap forward for the struggle against sexual inequality at the workplace".

Steel and Engineering Industries Federation director Sam van Coller says he is pleased the negotiating process has achieved a mutually acceptable agreement. He estimates females comprise 5%-10% of the industry's 340 000-strong workforce.

# Maternity benefits in the pipeline

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# Ex-domestic to talk on 'real success'

By Anna Louw

She was only nine when she started work as a domestic worker, but Maggie Oewies-Shongwe's experiences

led her to establish the Domestic Workers Association in Cape Town in 1982 to raise the status of domestic workers.

Women for South Africa (WFSA) has invited her to be their main speaker at a Women's Indaba at the Sunnyside Park Hotel in Parktown on Saturday.

The organisation's aim is to unite women countrywide in a dynamic action to build a better future for their children.

Mrs Oewies-Shongwe will address a group on "Success is a Reality" at the indaba.

Born in Otjieworongo, Namibia, Mrs Oewies-Shongwe was orphaned at a young age and had to care for her brothers and sisters.

In Cape Town she worked for 22 years in the same household. In that period she "educated" doctors, teachers and nurses who were all raised in her care.

She felt the calling to organise and educate her own people. Through sponsorship she travelled the United States and Europe to study the latest technologies used in homes and to learn how domestic workers overseas achieved recognised labour status.

All her actions, she says, are guided by her strong Christian values.



MAGGIE OEWIES.

She believes it is necessary to work at the base level of society — "at grassroot level".

She encourages people to realise their potential for self-improvement.

The dignity of each individual is of special importance to her, says Mrs Oewies-Shongwe.

She never went to school, and did not learn to read or write until 1974, but this remarkable woman who hails from Cape Town, was given the freedom of New Orleans and Indianapolis.

What started as a lone campaign almost 16 years ago, has grown into an organisation which has lessened the drabness of the lives of thousands of domestic workers.

During her visit to the US, she addressed the National Conference of Household Workers in New Orleans and was made a life member.

She says that those in the domestic community, whether aged nine, 12 or 50, are part of a working force and have to stand up for their rights.

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## WOMEN TO DAY

# Women's share of world workload up

Sta 7/4/87

A piece of good news for women: their share in the workforce has grown in many parts of the world.

In fact, 21 developed and 13 developing countries registered an increase of working women from 1982 to 1985, according to the International Labour Organization's *Yearbook of labour statistics*.

But there is another side to the coin. In most countries the unemployment rate continued to be significantly higher for women than men.

Furthermore, the gap actually widened during that period, particularly in developed countries. Thus 18 out of 23 industrialised nations and 12 out of 16 developing countries showed higher rates of unemployment for women than for men.

The female unemployment rate was about double the male rate in certain developed countries such as Belgium, where it was 1.9 times higher, and Italy (2.5 times higher).

In the Third World the difference in unemployment rates for men and women was not as strongly marked. However, in the Netherlands Antilles the women's unemployment rate was twice that of the men, and the opposite in the Republic of Korea.

### LOWER RATE OF DECREASE

The number of developed countries where women's unemployment was higher than men's rose from 15 to 18 between 1982 and 1985. In addition, where total unemployment rose, female unemployment increased more than male unemployment. Where male unemployment declined, female unemployment decreased at lower rates.

The following are examples of the rate of change in developed and developing countries:

- Federal Republic of Germany: 0.1 for men and 0.2 for women.
- Australia: 0.9 for men and 0.3 for women.
- Costa Rica: 1.5 for men and 2.9 for women.
- Hong Kong: 0.3 for men and 0.2 for women.

Such trends were already noticeable during 1983/84, yet the phenomenon by which female unemployment grows higher and decreases less than male unemployment now affects 14 out of 25 advanced countries and 9 out of 16 developing countries.

This was particularly evident in Austria, Canada, Denmark, Spain, the United States, The Netherlands, Switzerland, Netherlands Antilles, Barbados, Hong Kong, Puerto Rico and Venezuela.

On the bright side, female employment did show a moderate increase in many parts of the world. In

most developed countries women made up 35 to 45 percent of the employed population.

Finland registered 48 percent of female participation and Sweden 47 percent.

In contrast, women's participation was substantially lower in Spain (29 percent during 1982-85) and Greece (31 percent in 1982 and 33 percent in 1984).

In Latin America and the Caribbean the number of women in the employed population ranged from 26 percent in Costa Rica to 44 percent in Barbados. Asian countries showed less fluctuations, from

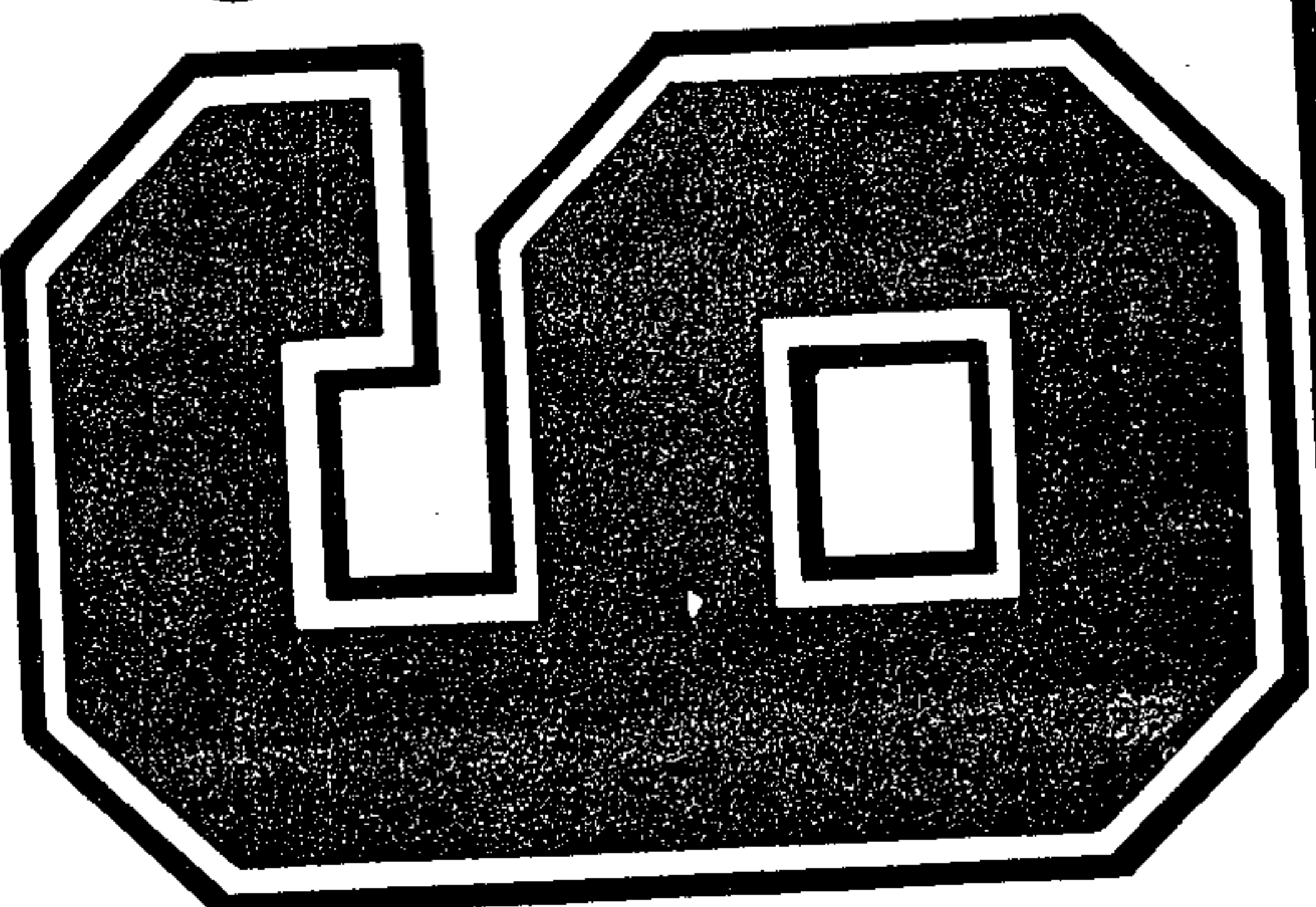
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36 percent in Singapore to 39 percent in Korea.

Higher rates of increase in the number of women employed were found in Uruguay (38 to 41 percent), New Zealand (34 to 36 percent), Luxembourg (32 to 35 percent). In Australia the employed female population decreased from 37 to 34 percent.

The growth in the employed female population may be principally attributed to the expanding service sector, which in 1985 provided jobs for about 55 percent of the total employed population of most countries covered. — ILO Feature Service.

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By Kate McKinnell

An overwhelming tide of recognition continued to flow for community leader Mrs Ellen Kuzwayo last week when she became the first black woman to receive an honorary doctorate from the University of the Witwatersrand.

The flood began two years ago when her book "Call Me Woman" was published overseas and in South Africa — and later made her the first black woman to win the CNA Literary Prize.

The accolades have showered late in a lifetime nearing 73 years, and have been a source of surprise and pleasure.

#### GREETED WARMLY

But these honours weigh less for Mrs Kuzwayo than the support of her community.

Sitting on a grimy bench a few weeks ago at the Johannesburg station where she's managed to squeeze in a meeting, she's greeted warmly by a passerby. Politely she thanks another well-wisher who stops to congratulate her on her latest award.

"This means more to me than anything else,

## 'Overwhelming tide of recognition continues for Ellen' First black woman to receive honorary doctorate at Wits

because it was for and about these people that I wrote my book.

"I appreciate the support I've received from young and old at a time when people are feeling angry and often suspicious of those who receive national and international exposure," she says.

Perhaps, she says, the reason is that she leaves no doubt as to what she believes and where she stands.

She chuckles as she recalls quite a recent occasion when she arrived back at her seat after shaking up a white audience to find her prominent hostess had left without explanation.

"Ever since my childhood in the Free State I've been deeply aware of the injustices of one community's actions against another in South Africa — and with that aware-

ness I've felt a responsibility to act.

"It is an urge which is still very strong, and I don't see myself letting up unless it dampens," says Mrs Kuzwayo.

Originally a teacher, she extended this role from the outset by working in self-help organisations, and it was a natural progression to later put herself through a social work diploma.

#### STRUGGLING

A position with the Young Women's Christian Association sent her to work in rural communities in the Northern Transvaal, and there she became immersed in the lives of the women there, struggling with tremendous strength against the enormous obstacles of poverty and repression.

"These are the women that motivated me to write my book years



ELLEN KUZWAYO: Accolades have showered late in a lifetime nearing 73 years, but these honours weigh less than the support of her community.

later — I had to let the world know about them," says Mrs Kuzwayo.

Back in Johannesburg in the mid-70s, she was elected as the only woman on the respected Soweto Committee of 10. Her non-violent political stand was unflinching, despite a five-month spell

in detention during this period.

Even though she had become a leader and administrator, Mrs Kuzwayo was determined to carry on her work with women at a grassroots level, and she became involved in a self-help craftwork project — the Za-

mani group is now a thriving network that has exhibited overseas.

Her longstanding relationship with the University of the Witwatersrand also began around this time, when she worked with its school of social work on a project to develop welfare services in Soweto.

She also enrolled for a higher diploma in advanced social work practice, and her personal experience became a valuable contribution.

"I suppose much of my input has been that I have lived through history with an acute awareness.

"It is a history that has largely been covered up or rewritten for our children today, and for many years I felt the need to document the reality," says Mrs Kuzwayo.

A start was Call Me Woman, written in an of-

fice provided by the University of the Witwatersrand as a retreat from the demands of her community. Another book of short stories has just been sent to the publishers, and Mrs Kuzwayo says she would dearly like to write more.

But she is weary — undated by people who want to speak to her, people who want to know her, people who want to learn from her and people who want her to help.

That on top of her continuing commitment as consultant to the Zameni group and as founder-president of the Black Consumers' Union, a movement to reduce exploitation of black consumers.

#### THE URGE

People don't believe her when she tells them she's tired — they see an energetic exterior, and perhaps they recognise the urge within her that drives her on to work for her community.

It is a spirit that would never allow her to board that train to Durban without a hint of indignation as she steps from the "non-white" section of the platform into her "non-white coach".

# Women doctors make their mark through hard work



SMC 11/4/87

KATE MCKINNELL

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**W**OMEN doctors tend to serve more working hours after they have graduated than their male classmates, says a lecturer at the University of the Witwatersrand medical school.

The lecturer, who does not wish to be named, says this was partly due to more male doctors leaving the country after qualifying, and partly because more women stayed in general practice while bringing up their children.

"That also proves wrong the idea that women should not be accepted because they will stay at home and have babies after they qualify," says the lecturer.

And this year's prizegiving ceremony at medical school showed just how women are making their mark in the medical field, and justifying their places at medical school.

Thirty women's names appeared among the 51 graduate and undergraduate prizewinners, including the most outstanding graduate of the year, Dr Catherine Gray, and best final-year student in surgery, Dr Rene Tait.

Dr Tait also won an award for orthopaedics, while Ms Anne Allison won five awards in her third year, and Ms Anne de Villiers won two prizes in her first year of study.

## GROWING CONTINGENT

These students were members of a growing contingent of women at the Wits medical school — the percentage of women in first year grew from 19 percent in 1977 to 48 percent in 1986.

A medical school staff member says: "Our selection is based entirely on merit and we do not set a quota for women students. The women we accept have scored in the top 200 in our rating system."

He says applicants were judged according to scores based on a biographical questionnaire and interview, as well as on their academic achievements.

"I don't think the girls are necessarily brighter — there seems to be something that drives them to be more conscientious," says the lecturer.

Another medical school staff member says women still felt they had to work twice as hard to prove themselves equal to their male counterparts.

Women also tended to mature earlier and took their work more seriously. Once they had chosen a career, they seemed to throw all their energy into it.

Ms Allison says she worked extremely hard for examinations, and found that women at medical school appeared to be more conscientious than their male classmates.

"But it seems women work hard out of a sense of responsibility to pass and qualify, while the men are more ambitious and competitive," says Ms Allison.

She feels that women today have an important role to play in medicine, and she is interested to note the waning of the traditional notion of the woman doctor seeing herself as first a wife and mother, and then as a doctor.



More working part-time but...

# Domestic pay rates doubled

Own Correspondent

CAPE TOWN — Wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers down to R59 in rural Afrikaans-speaking areas, a nationwide poll has found.

The Markinor poll covered 800 white households in February and found the average monthly income of full-time domestics had increased from R52 to R98 in the past few years.

## More part-timers

The minimum wage demanded by the South African Domestic Workers' Association (Sadwa) is R150 a month for semi-skilled workers and R200 per month for skilled workers.

Since 1982 there has been a decrease in employment of full-time domestic staff (41 percent to 37 percent) and a switch to part-time staff (40 percent to 47 percent), the poll found.

The average income of domestics was higher in cities.

The poll showed the average income for domestic workers in Cape Town was R80, in the Transvaal R110, in the Eastern Cape R50 and in Natal R100. English-speakers were more generous than Afrikaans-speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were inhuman and unjust: "Employers don't see their workers as human beings who have families to support."

She said some employers' children were given R100 pocket money a month "yet these same people expect their workers to feed their families on the same money".

Because domestic workers were excluded from the Labour Relations Act there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

"If most employers were faced with the hardships their employees face they wouldn't be able to survive. They could never face the challenges their workers face," Mrs de Villiers said.

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Some companies do practise what they preach, but . . .

# Just how equal are those opportunities for women?

The promise of equal opportunities for women is a popular recruiting tool for big business at present but are these offers genuine?

This is an issue raised once again in a letter in a recent edition of the South African Society of Bank Officials' newsletter, in which a disillusioned woman questions First National Bank (formerly Barclays National Bank) claims.

Assured of equal opportunities, she says, she has been unable to have her husband, who is studying fulltime, placed as a dependant on her medical aid — after three years of service in a "fairly responsible" position at the bank.

## WRANGLING

She argues that hours of wrangling could not win her case, while a man can join the bank and immediately have his wife registered as a dependant even though she may earn as much as or more than him.

"Furthermore, women are not eligible for housing loans. Maternity leave means your service is suspended for six months while a man who is called up for an army camp does not have his service suspended.

"Promotions are often given to men rather than women, the excuse being that women leave to have children, yet most return nowadays to help support the family.

"Perhaps it is time for the

## How equal are the equal opportunities offered to women by businesses?

KATE MCKINNELL reports.

bank to move into the 1980s and treat women as equals," the writer challenges.

According to First National Bank spokesmen, the writer has her facts wrong in some instances, but it appears several of her claims have a basis.

Mrs Joan Ricketts, assistant general manager (policy) at First National, says employees belong to a medical aid scheme which is not administered by the bank.

This scheme has a general rule that husbands of female employees may only be registered as dependents under exceptional circumstances, while wives are automatically registered under male employees' medical aid agreements.

"This is the norm and unfortunately First National is unable to dictate here.

"The bank makes a large contribution to each employee's medical aid benefits, and could never afford to start paying towards all our female employees' husbands benefits as well.

"We cannot set a precedent, although we do make exceptions. In this case, the woman's husband could join one of the independent medical aid societies specifically for people in this

situation," says Mrs Ricketts.

She does not believe that the discrepancy in medical aid benefits is contrary to First National's offer of equal opportunities for women.

In her view, equal opportunity refers to career advancement, and in this area, she says, First National is a leader, guaranteeing equal pay regardless of sex or race.

Her colleague, personnel manager for recruitment and selection, Miss Terry O'Donoghue, says 70 percent of First National employees are women, and a large percentage of these work in senior positions.

Selection and career advancement are completely unbiased, she says.

"The extent to which a woman advances is really her own choice — it is up to her to decide how much of her time she can devote to her career and whether she is able to relocate to take up promotion," says Miss O'Donoghue.

She raises the question of choice again in maternity benefits — women, she says, can choose whether to have children, while men are not able to choose whether they do army camps.

Women at First National are given six months unpaid mater-

nity leave. They have to keep up their own pension and medical aid payments during this time, but the six months is not regarded as a break in service and is not excluded when the woman's total years of service are calculated.

Men who go on army camps, on the other hand, are paid their full salaries excluding their army payment throughout their leave.

"Regarding housing loans, it is not true that these are unavailable to women — in fact, all employees of First National, male and female alike, are eligible for housing loans — once they reach a certain level of employment.

## HOUSING LOAN

"Even women whose husbands already have housing loans from other companies may obtain a loan, as long as they live in the house," says Miss O'Donoghue.

She says she and her staff members are always receptive to complaints from staff and will take seriously claims that First National is not fulfilling its offer of equal opportunities.

● If you work for a company that says it offers equal opportunities for women, but in your view does not fulfill this promise, please write giving details to the Women's Editor, Women Today, The Star, PO Box 1014, Johannesburg, 2000. The contents of your letter will be treated strictly confidentially.



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WOMEN TODAY

Status does not reflect their contribution

# Discrimination against women 'at four levels'

Own Correspondent

Southern African women face discrimination on four levels in both the independent and colonised states, says author Ms Christine Qunta.

Ms Qunta, who lives in exile in Botswana, was unable for political reasons, to attend the launch last week of her newly published book, "Women in Southern Africa" (Skotaville R12,95).

The book was presented by Ms Qunta's close friend and former col-

league, Ms Nomvusi Kuzwayo, who read a telexed message in which Ms Qunta encouraged women of Africa to step forward and speak out against the injustices of their societies, both at home and further afield, and to rejoice in their new-found strength.

In her book, Ms Qunta looks at women in South Africa, Botswana, Tanzania, Zimbabwe, and has notes on Lesotho, Malawi, Swaziland and Zambia. Her intention, she

says, is to reflect contributions women have made and how the world has reacted to this contribution. She argues that the status of women is much lower than their contribution.

Women are now oppressed on four levels, she says: politically, racially, sexually and economically. They will not know true liberation until they are free of all forms of discrimination.

Ms Qunta says the women's liberation

movement means different things to African women and to women in the northern hemisphere.

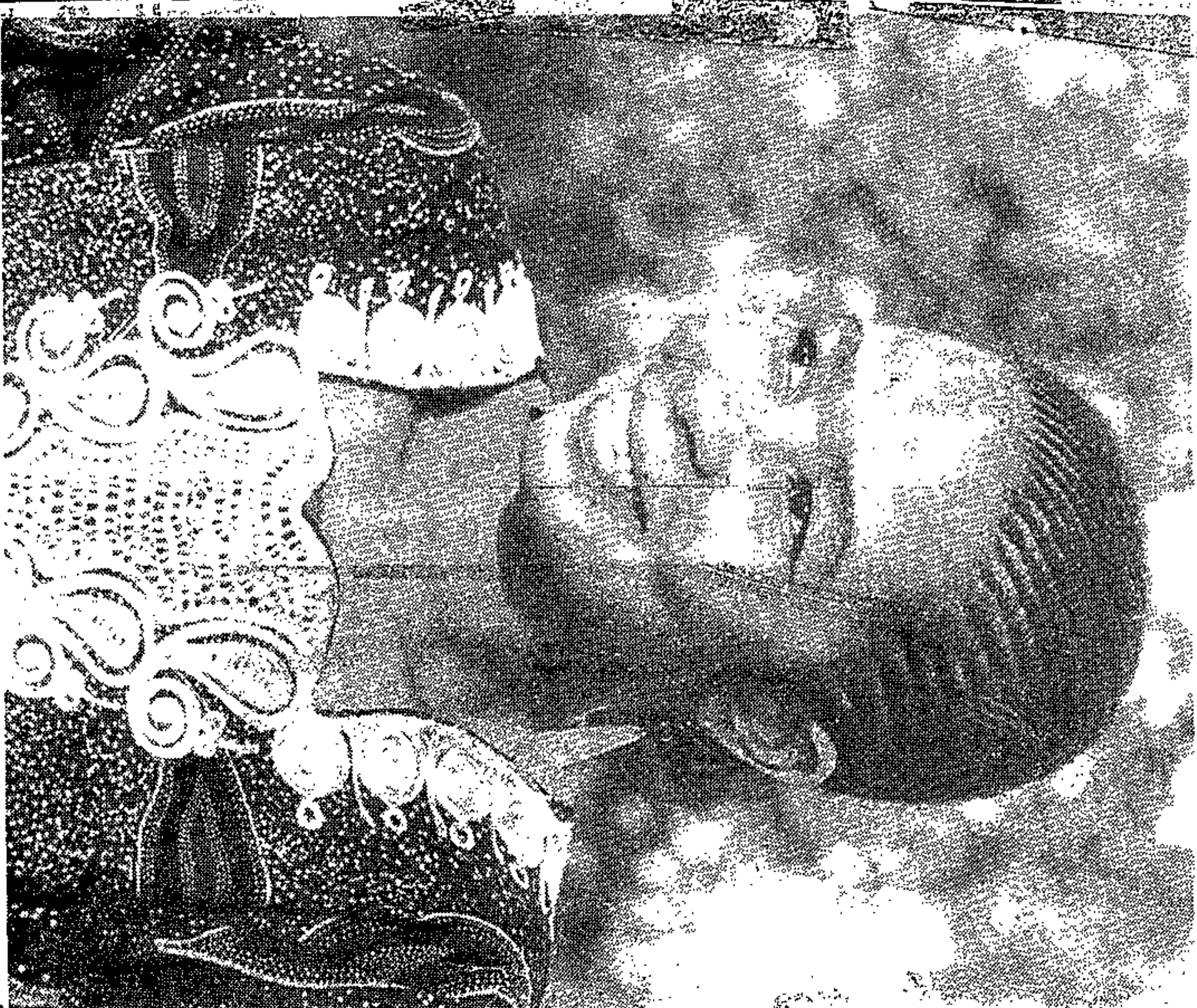
She says the European movement is reformist rather than revolutionary.

African women must speak for themselves and decide for themselves where they are going and what obstacles face them and how to remove them.

Where women have fought actively and openly with their men for liberation from colonial rule, their subsequent struggle for equality is made easier.

As for women's organisations, Ms Qunta sees their role as palliative rather than progressive, and preoccupied with subsistence schemes that do not uplift women.

There are biographies and interviews with women from the various countries.



CHRISTINE QUNTA: in exile in Botswana and unable to attend the launch of her book "Women in Southern Africa".



# Ministry and drama meet

By Gaye Taylor

She's probably the most popular girl in her res and always the first in line when there's a party on the cards . . . and she's on her way to becoming a minister.

And if that description gives anything away of my own preconceptions of what a person of the cloth ought to be, then I don't think I am alone.

But Ellouise de Bruno Austin takes those prejudices and glee-fully bundles them up in a ball and disposes of them out of the nearest window — like she does with any conception that you care to presuppose.

At 22 this fun-loving young woman is the only first-year female theology student out of a class of 12 at Rhodes University. There's also only one woman in the second and third year respectively, a ratio you could well imagine her enjoying.

But she laughs: "Oh

no! Male theologs are a special brand," she says somewhat mysteriously. "It's nice to get away and be a woman."

Sorry chaps.

Ellouise is the daughter of a Nelson fruit farmer "and I don't think there's anything particularly interesting about me", she said when approached for an interview.

"I have two clowns, a happy one called Daisy which is dumb, and a more serious one, my better clown."

Ellouise is part of the drama society for Methsod, the student Methodist society on campus.

"I'm really keen to develop my concept of a clowning ministry," she explained.

Last year, along with 15 teenagers, she clowned at children's parties, youth services and office parties all over Durban.

After completing her schooling at Lowveld High in the Eastern Transvaal, she

underwent a national youth leadership training programme in Durban.

In her first year, 1985, she co-ordinated the national youth programme for the International Youth Year which culminated in a 3 000-strong rally in Durban.

During the same year she went to Australia as a church representative for South African youth and attended the national Christian Youth Convention in Adelaide after which she travelled around the country visiting youth groups.

Since she was 16, Ellouise has felt a strong calling to minister to people in some way but, she says, she always thought it would be in the drama field — something she still feels strongly about.

"I resisted becoming a minister because I personally didn't find women ministers appealing. I was brought up in a society where ministers



ELLOUISE de Bruno Austin . . . "I don't see myself in any way inferior to a man."

are typed as male but I've discovered things I can do that a man can't do, particularly in counselling situations and dealing with women and children."

Becoming a minister is a long and difficult task requiring dedication and, for a woman, the effort needed is that much greater because the drawbacks are many in this male dominated field. In all, it takes seven years including a degree.

And a lot of churches have not fully accepted women yet, she says.

Add to this the fact

that ministers are moved around every five years and you don't arrive at a very exciting career choice — especially if you want to marry, and let's face it most women do.

"Although I want to marry and have children," she says, "I don't know how it's going to fit in but I know I won't be happy unless I do."

Turning back to her interest in drama —

it's one of her subjects this year and quite unusual for a theology student to be studying. She says she envies herself in a complementary ministry proclaiming the gospel through drama.

She says she finds it rewarding working with children and young people.

"And also frustrating because the church doesn't gener-

ally understand their needs so many leave."

On the church and politics: "I believe the church cannot be separated from politics because the church is people and I feel strongly that people who are affected by unjust situations need to be able to express this in the church because the church is where healing can take place."

Her family — none of whom are religious — are happy because she's doing what she wants to do. "They're proud of me like all parents."

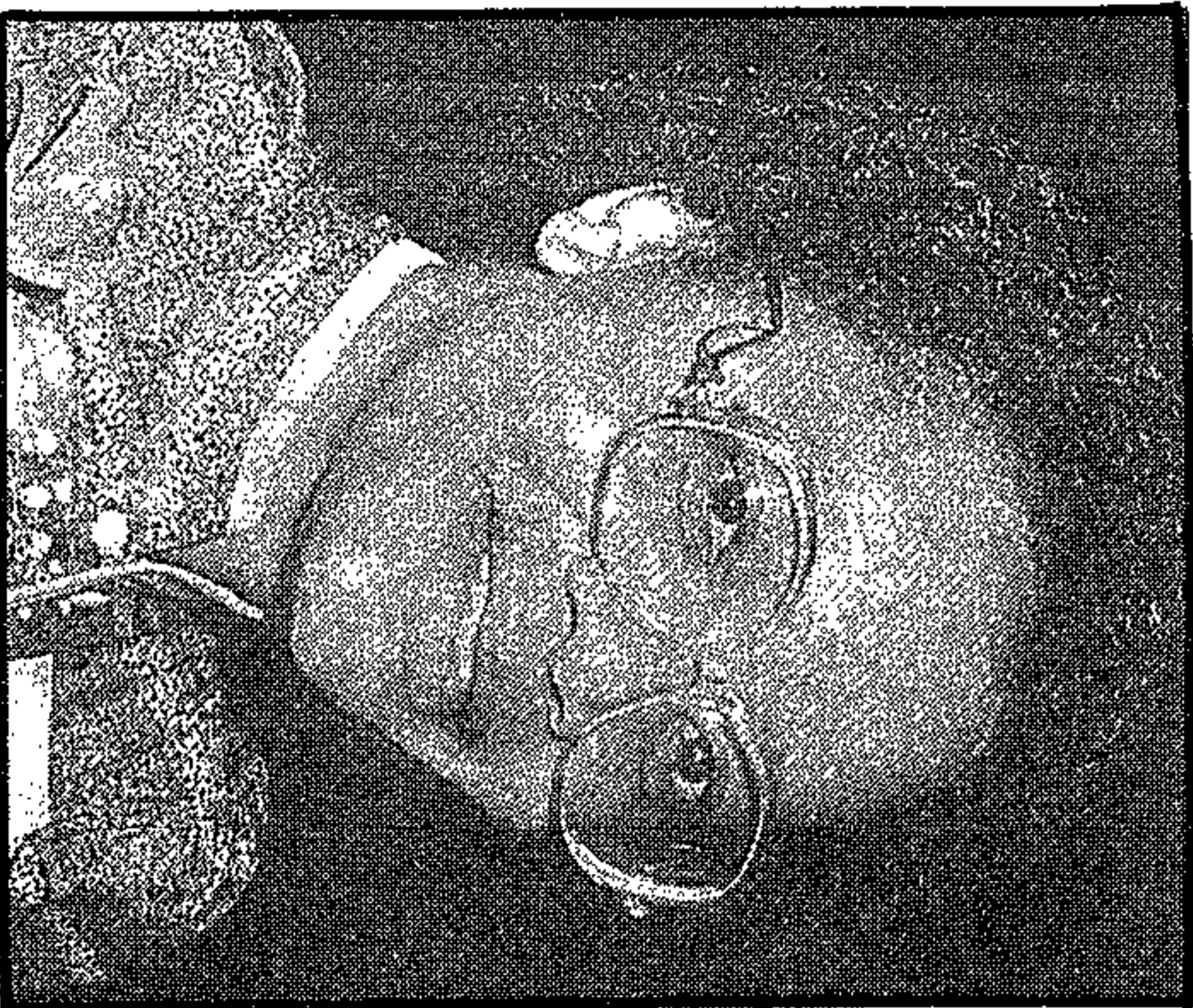
This year, as well as being chosen as a student representative on the faculty council, Ellouise is preaching at neighbouring churches — "tiny farm churches of seven people" — and teaching confirmation classes in Grahamstown.

By the end of the year she will have earned the right to be called "reverend". But whether that rather sober title will have a dampening effect on her infectious enthusiasm and sunny nature is doubtful.

She



# Women can uplift communities



ESTHER CHINKANDA

Women play an important role in uplifting their communities despite the inferior position to which they are relegated, says Ms Esther Chinkanda.

Ms Chinkanda, acting head of the social section at the Human Sciences Research Council, spoke recently at the charter ceremony of the Soroptimists International Pretoria Tshwane club on the role of women in community development.

"One has only to enter residential areas and count the number of women's clubs, self-help groups and organisations that are actively involved in the uplifting of the community, to see that this is so," she says.

She believes women are an excellent group through which a community can be developed because of their willingness to be involved in group activities and also because of their readiness to improve conditions under which their children are raised.

Communities should recognise a need and try to do something about it

Women are an excellent group through which a community can be developed because of their willingness to be involved in group activities and also their readiness to improve conditions under which their children are raised, says Ms Esther Chinkanda. DIANE DE BEER reports.

on their own, she says.

"People in the same neighborhood usually have much in common — the same shopping areas, schools and transport. They are therefore most likely to know one another on a casual basis and their common bond can be exploited for the creation of co-operation and the recognition of common needs which should be met."

"At this level the women are able to involve children and spouses in attempts to improve the neighbourhood. Each neighbourhood should then set priorities and agree on strategies to tackle each need and what role each member should play."

She says a realistic strategy towards achieving community goals is to

operate on small local neighbourhood committees, as a beginning. An attempt to involve a whole community or residential area often ends up focusing on projects that require heavy financing and minimal participation by the man in the street.

While such large-scale projects are desirable for communities, meaningful change can only come about where the democratic process is given impetus through small neighbourhood projects.

"Black areas in this country can be suitably classified as Third World areas characterised by typical poverty, disease and high infant mortality. One can differentiate between rural and urban areas, but the line of differences is thin and will

grow thinner with the new legislation on urbanisation."

She says relevant development projects are required to focus on the provision of income for families. Projects along these lines will receive the support of the community because they answer a basic need felt by a large majority.

Focusing on solutions, Ms Chinkanda points out that it is important to involve the people who feel a need and are able to identify it — "the women".

She emphasises that successful community development will be realised when the "small person in the community is made to feel part of the community".

"The neighbourhood group is the vehicle through which those members of our society who have lost or have never known the feeling of belonging can be helped to belong and later to develop a patriotism for our country," she says.



# Zodwa rises to the challenge

**MRS ZODWA Pam Motung,** the new market research manager of OK Bazaars, believes that black women are faced with the challenge of grabbing more senior job opportunities in

creed, is gradually becoming an old relic of the past — black women have to stand up and be counted.

Mrs Motau, who worked as an executive for many companies before joining OK Bazaars, says she has gained a lot of experience while working with black and white colleagues.

She says her school career has not been a bed of roses. She was born in the ghetto.

"I was offered a bursary by the West Rand Administration Board to complete my studies because my parents could not afford to finance my education," she says.

**ZODWA Motaung**

exceptional. It has been a question of being at the right place at the right time," she says.

Born in Pimville, Soweto, she matriculated at Mariannhill High School and later obtained her Bachelor of Social Sciences in Natal.

She nearly dropped her education and vaisy after a leader of the South African Student Organisation discouraged students who obtained bursaries from government institutions.

conform with the beliefs of the organisation," she said.

She worked for Wrab  
after graduating.

She left Wrab and joined Unilever in Durban as a researcher. At her job she mixed with people of all races. She was appointed

market researcher for OK Bazaars after the strike by members of the Commercial Catering and Allied Workers Union.

**She says although she was not involved in the labour dispute she has learnt a lot from it.**

**Mrs Motau believes the Government should abolish apartheid in education.**

positions they will have to work hard so that their presence can be felt. They have to be liberated mentally and be conscious of themselves.

She believes that social, political and economic change will come about in South Africa if the Government negotiates with the leaders of the black people.

"I do not believe that violence is the answer to our liberation. We must all sit down and talk — women included, because they are also part of the community," she says.

Mrs Motauang is a mother of two children, the youngest being the 19-months-old Ndiladla.



Zodwa's appointment generates much excitement, but . . .

# Why all the fuss, she asks

By Nana Kutumela



**ZODWA PAMELA MOTAUNG:** marketing research her chosen career.

Mrs Zodwa Pamela Motaung, the newly appointed marketing research manager for a major departmental store, cannot understand the excitement generated by her new appointment.

After all, she says, she is not even the first black woman to be appointed to the post, only the third. And she dislikes talking about her achievements.

"I am not new to marketing. Before joining this company, I held a similar position for nine years," says Mrs Motaung.

Looking back 12 years ago, when she dumped a social science degree, majoring in social work, to take up marketing, she remembers an early fear of failure.

She feels she has changed a great deal since then, and recalls the days when she "shook like a reed when I had to address company directors. Those days I would bite my tongue a million times before uttering a word. This happened despite the fact that I was a social work graduate".

She stopped at nothing to change what she thought was an apologetic personality into what she is today.

Her hard-earned self-confidence has won her trips abroad, meeting and delivering speeches to counterparts and directors of multinationals.

Mrs Motaung is the third in a family of four girls — all professionals.

She studied social work, she says, because "I was young and like most black children then, had no idea what career would suit me best. When I was offered a bursary, I blindly chose social science."

After graduating as a social worker, it soon became clear that social work was not for her. In 1975, she bumped into an old friend who worked for a consumer research company in Durban — and so began a successful career in marketing research.

As marketing research manager for OK Bazaars, she will co-ordinate the company's research needs with market research companies.

# Action to unite women against apartheid grows

Action to unite South African women in the fight for peace and justice in South Africa is growing.

About 500 women delegates attended the launch in Cape Town recently of the United Democratic Front's Women's Congress Alliance, the first of its kind since the birth of the UDF five years ago.

Splinter women's community and political groups have been working in isolation despite all being affiliated to the UDF and all addressing the same issues, said an organiser.

With the growing repression and deepening crisis in the country during the last two years, women have been meeting behind closed doors to find a solution to the country's problems.

They now feel that a solution lies in strength of their numbers and a united effort in the fight for peace and democracy in South Africa.

The launch was attended by delegates from the Federation of Transvaal Women, the United Women's Congress, Port Elizabeth Women's Organisation, Free State Women's Organisation, Natal Organisation of Women, Southern Cape Women, Northern Cape Women's Organisation, and women from Uitenhage and East London.

From now on, the alliance will be known as the UDFWCA in all regions where the UDF exists.

Each group will be identified by its region.

The women resolved to adopt the Freedom Charter as their guiding document and to undertake the following campaigns: housing at affordable rentals; equal education for all; the end to the state of emergency; free and adequate hospital services; women workers' rights; to oppose racist identity books and the high cost of living; and the unbanning of the African National Congress and all political bodies, including the unconditional return of all South African exiles.

It was also resolved:

- That women leadership within existing democratic structures should be strengthened.
- To fight for a truly democratic South Africa.
- To defend children against any form of brutality levelled against them by the minority apartheid regime.
- To work with the Congress of South African Trade Unions in their campaigns against unfair labour practices, against unemployment, and for a living wage for all workers irrespective of sex.

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# Fedsaw will be revived 'within the year'

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By Jo-Anne Collinge

Women's group's representatives met at the weekend to plan the revival of the Federation of South African Women — the organisation which mobilised 20 000 women to march against the pass laws in 1956.

The formal launch of the revitalised Fedsaw, expected after the weekend conference, was postponed.

The meeting decided that women in many trade unions, church groups, student and youth organisations had not yet been canvassed and that the launch should be delayed until "all organisations could participate democratically."

A joint steering committee was chosen and delegates committed themselves to re-establishing Fedsaw within the year.

Veterans of Fedsaw, which became defunct in the 1960s, were present yesterday at a public meeting in Mayfair, Johannesburg. They included Mrs Albertina Sisulu, Mrs Helen Joseph and Mrs Amina Cachalia.

Mrs Sisulu made an emotional plea for women to rediscover the commitment of an earlier generation.

"I don't see women who are prepared to say 'no more killing,'" she said in reference to the deaths of young township people in political violence.

White mothers were remaining silent while their children killed black children, she said.

Representatives of Cosatu, the South African Youth Congress, the South African Domestic Workers' Union, the Federation of Transvaal Women, the Detainees' Parents Support Committee and the Soweto Youth Congress were present.

● See Page 15.

## Chauvinist piggies hog the jobs

# It's hard to manage in this man's world

A major problem facing women in senior managerial positions is not the demands of the multiple roles, but simply... men.

This is the finding of University of the Witwatersrand MBA graduate Ms Wendy Bingham who recently completed a thesis on "In a Man's World: Problems experienced by Women Managers".

She concluded that most women thought South African men were chauvinistic and patronising.

"The problem with these men is that they see us as women first and then as a person. Many try to be macho and the majority are achievement-orientated."

### OTHER SIDE

"Some of them speak only about shares, salary, cars and their luxury homes," she said.

On the other side of the scale she said there were many patronising South African men who could not accept women in high positions in the workplace.

"The problem may stem from most of our children being brought up and looked after by female domestic servants."

She said some young people were used to seeing women in the traditional "mothering" role.

Ms Bingham chose the subject for her thesis after she heard various people and organisations complaining there was a skills shortage in this country. She soon realised that, although there was supposedly a short-

**What are the major problems that keep women out of senior managerial positions? MBA graduate Wendy Bingham gives SIAN BLACKBURN the answers.**



**WENDY BINGHAM:** "Young South Africans are used to seeing women in the traditional mothering role."

age of skills, there were few women managers in top positions.

And so she sent out questionnaires to various large companies to obtain opinions from senior and lower managers.

"I started wondering if women were actually scared of achieving or if there were other environmental factors responsible — I eagerly awaited the answers."

The answers flowed in quickly — revealing that 44 percent of the women felt the major problem preventing them obtaining senior managerial positions was men.

A large percentage admitted that a lack of confidence prevented them from succeeding and a few said there was a conflict in roles.

She said many career women had been forced

to restrict their aspirations and play the role of a traditional woman — a mother and wife.

"There are so many women trying to be successful in their jobs and in their families — this causes the conflict."

Ms Bingham, who believed women had been made to feel inferior for a long time, said most women showed great strength and determination.

She thought it would be wonderful if both sexes began appreciating their separate qualities and learnt how to work together.

"I believe that more women should achieve as much as possible as it certainly helps the other women in other fields," she said.

### PUBLISHING

Ms Bingham was born into a British family of five girls. After completing her schooling at a girls' school where she was told she could succeed in anything, she drifted into publishing.

"My English publishing career halted when I came to this country in 1975. I took up a similar position but decided the South African publishing world was too small. It was also difficult to move far up the success ladder."

"I made my career change nearly four years ago and spent a short time in retailing. I decided to do an MBA as I felt it would support my move to a more senior position."





Women from all walks of life affirm their commitment to reviving the Federation of South African Women.

● Picture by John Hogg.

# Old 'Fed' faces back in limelight

By Jo-Anne Collinge

Much troubled water has passed under the bridge since the Federation of South African Women became defunct in the 1960s and, although it is too early to predict precisely what the new-look Fedsaw will be like, pointers emerged from a weekend meeting to plan the organisation's revival.

Comparisons to the "old" Fedsaw are perhaps inevitable — and superficial similarities and differences were readily to hand yesterday as women's leaders announced to a meeting in Mayfair, Johannesburg that the organisation would be back in working order within a year.

There were the old colours of black and green, the refrain "you have tampered with women, you have struck rock" and just a few of the founder faces — in the persons of Mrs Albertina Sisulu, Mrs Helen Joseph and Mrs Amina Cachalia.

There was also the strong presence of women trade unionists. The old "Fed" had drawn many of its leaders — Lilian Ngoyi, Bertha Mashaba, Ray Alexander and Frances Baard — from the

## SA women meet to plan revival of national body

ranks of unionists.

The continuation of the non-racial Fedsaw tradition was affirmed in the enthusiastic township slogan which greeted a frail Mrs Joseph. "Long live Helen Joseph! Long live!"

Obvious differences from the past were present too — the most obvious being that the new federation will have a new set of affiliate organisations as most of the member organisations of the old Fedsaw were banned in the early '60s.

They included the Women's League of the African National Congress and the Congress of Democrats.

The affiliates of the new federation are likely to be much larger in number and are likely to range in size to a far greater degree — probably including unions with tens of thousands of members

scattered nationwide as well as localised women's groups.

Few of these affiliates are likely even to have existed during the heyday of the "Fed" in the late '50s.

The report of the weekend conference made it clear that the new Fedsaw will cast its net among church groups, student organisations, unions and youth groups.

Decentralisation promises also to be a principle of decision-making in the new Fedsaw — and it was this policy of extensive consultation, apparently stressed by the younger delegates, which caused a last-minute decision to delay the formal launch of Fedsaw for several months.

The introduction of passes for women was the major rallying point of the old federation but women also campaigned vigorously against the introduction of Bantu Education.

In both situations the role of woman as mother, as the cornerstone of the family and protector of progeny, was the ideal which moved people to action. Former Fedsaw president Lilian Ngoyi dramatically projected this sense of maternal responsibility. "My womb is shaken" she said

"when they speak of Bantu Education."

Some speakers made it clear yesterday that traditional values would still motivate the new Fedsaw in its opposition to apartheid.

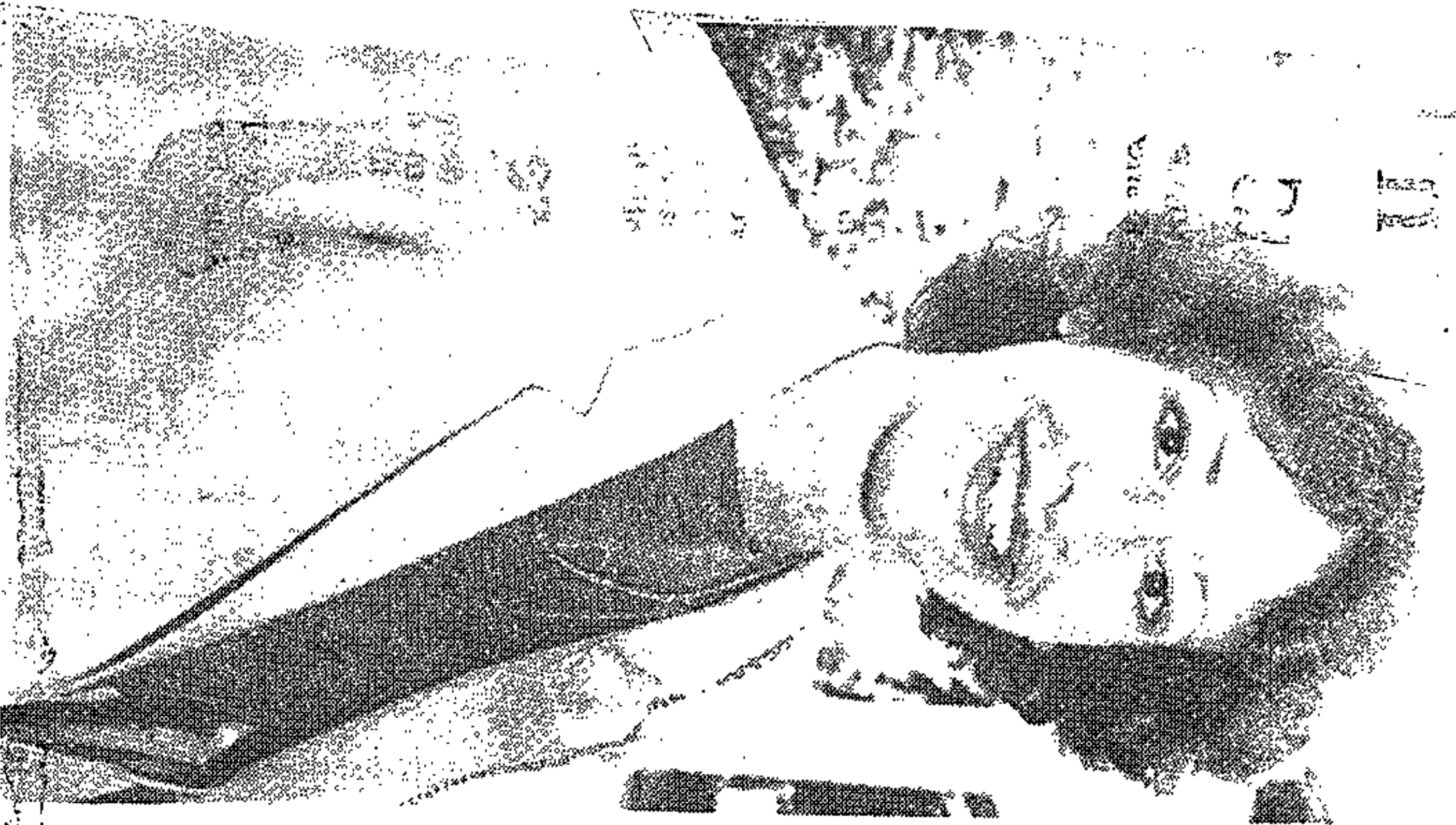
Mrs Sisulu, reflecting on the detention of children and deaths of young people in political violence, strongly accused women — especially white women — of failing as mothers since they were prepared to allow the young to die before laying their own safety on the line.

There were also indications that, from the trade unions in particular, new issues more closely related to economics, to societal support of family structures and to sexual equality were likely to be injected into Fedsaw.

From Florence de Villiers of the South African Domestic Workers' Union (Sadwu) came the suggestion that young women could "propel their mothers into struggle".

"Tell them to join Sadwu. The time is now. They must get rid of slavery," she said, insisting that political freedom was far off until domestic workers asserted themselves as women





**RONEL ERWEE:** "First-timers should not expect too much too soon."

# Young job starters should be assertive and realistic

Assertiveness and realism are the two major problems facing most young people, particularly women, when they set out to find their first job, says Mrs Marge Wilkin-son, head of the Pretoria division of the National Institute of Personnel Research (NIR).

"Most don't know how to assert themselves. They are either shy and intimidated or totally unrealistic and come across aggressively."

"Many with little vocational guidance don't concentrate on the job they have been appointed to. They tend to concentrate on personal issues."

"Some walk into a job situation and merely think about the social implications. They bring their personal feelings into it," she says.

"When you go to work it is to do a specific task, not to interact. People must learn to leave their feelings at home."

They need to determine their own place in

Each year hundreds of young people begin their new jobs — often they are disappointed and threaten to leave within the first few months. SIAN BLACKBURN asks a few experts for some advice for these first-timers.

the business and know their place in the team. They should study the business hierarchy and learn when to speak and when not to speak.

"Men who have done their military training have unconsciously studied this process and have less trouble finding their place in the business world."

"Girls especially tend to get personal and emotional."

Professor Ronel Erwee, of the graduate school of management at the University of Pretoria, says problems arise from expecting too much, too soon.

"Many go into a new job and expect quite a bit because they have a degree behind them or they went to an exceptional school or university."

"To minimise expectations I suggest they do as much research as possible on the company before accepting the position and try to speak to as many people as possible and get inside details about the firm."

Professor Erwee recommends that first-timers ask their superiors for a job description on the first day of employment.

The second thing, she says, is to introduce oneself to anyone who may be able to help.

Colleagues will also be willing to help with small matters such as dress code, behaviour and formalities or informality within the company.

She suggests that young people be cautious about their new position but should not lose their optimism.

"The fun begins," she says, "when you start moving up the ladder."

Mr Neville Mackey, chairman of a major personnel company, said: "Youngsters beginning a new job need a degree — a degree of patience."

"They will use this little degree far more than any other."

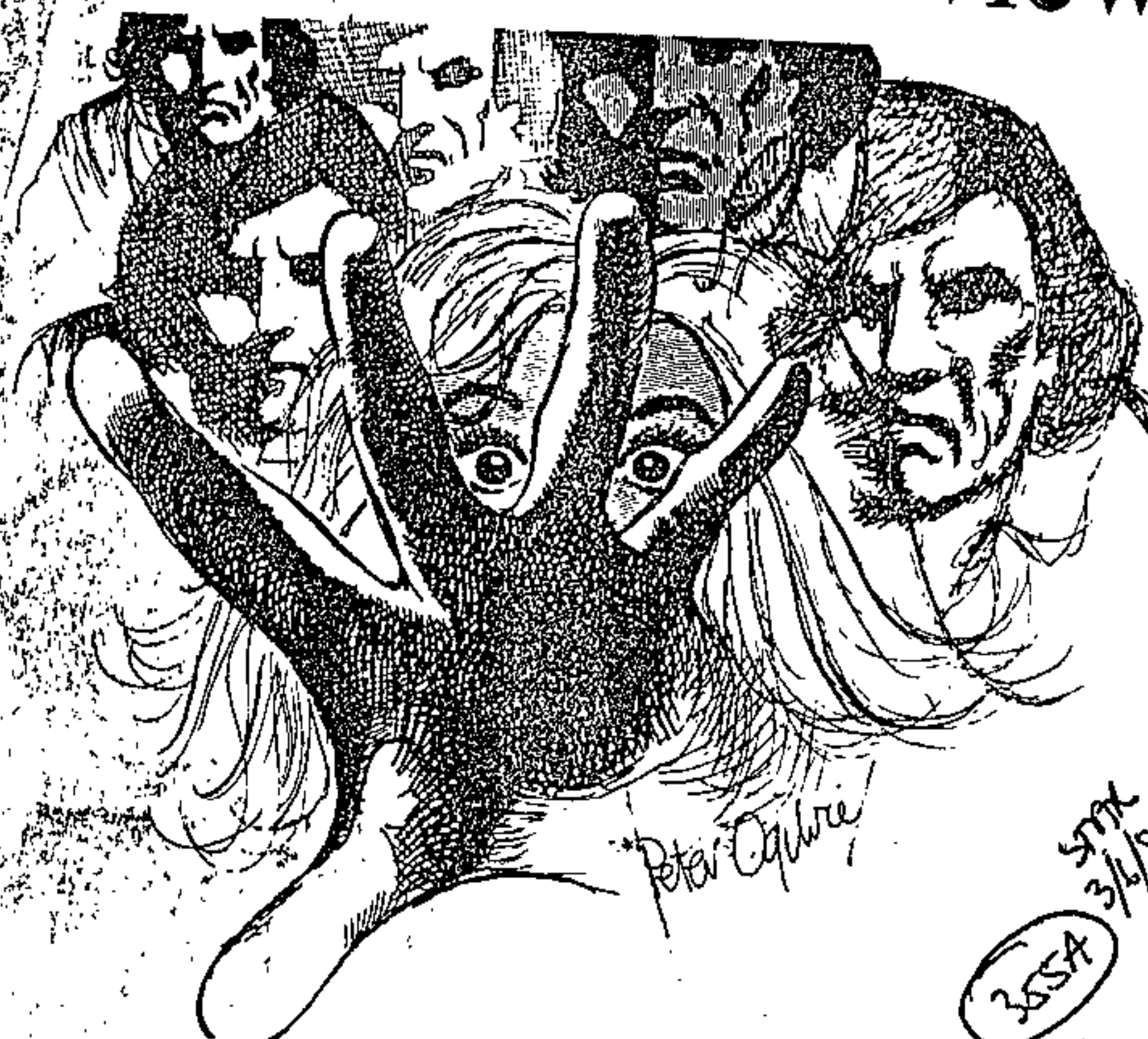
"When starting a job don't presume you will receive privileges and opportunities immediately."

"Many people feel frustrated very quickly because they expected too much and begin to think their new company is not recognising them."

He said more people should remember they will only be recognised after proving their worth. People should remember that companies are not training grounds.



# Man-woman equality could solve family violence — UN view



ed to. The roots of all violence against women lie in equality between women and men and in discrimination against women within the family and society.

Solutions to the problem will come from enhancing equality between women and men at every level and in every aspect of life.

These are the experts' final recommendations to the United Nations meeting on violence in the family.

Held in Vienna and sponsored by the UN branch for the Advancement of Women, it was the first meeting to be organised to pool and examine research findings on domestic violence.

Marital violence was often related to sex and childbearing, it emerged from findings presented to the meeting.

One West Indian doctor reported that it was the pattern for victimising husbands to come home late drunk and demand sex.

## FORBADE CONTRACEPTION

Battering husbands often forbade their wives to use contraception because pregnancy helped to increase their dependence.

In China, husbands became angry when their wives did not give birth to sons, especially now that most families were expected to have only one child.

"They feel that the family will have no successors", explained Professor Wu Han, Director of Criminology and Criminal Investigation in Shanghai.

"Because of this, the wives and even small daughters may suffer from violence. These men may not only show discriminatory behaviour towards girls but also deprive daughters of their rights, such as going to school, and often beat them as well."

Abused wives were discouraged from discussing violence because of the fear of losing their homes and families. Fining or imprisoning the husband would quite possibly penalise the wife as well.

"The fact that acts of physical and sexual abuse of women are seldom reported," Dr Kenneth Nathaniel Pryce from Trinidad and Tobago argued, "is because of feelings of fear, guilt and shame on the part of the victims."

In some situations the victim remained silent because she felt that somehow she precipitated the violence; in other instances involving incest and wife-battering the victim may refuse to report the offence because of her fi-

nancial dependence on the abuser, Dr Pryce said.

In Trinidad and Tobago between 1979 and 1984, 143 cases of incest were reported to the medical and welfare authorities, but the police were only informed about seven. Pregnancy resulted in 50 percent of these cases, Dr Pryce said.

Some Egyptian husbands beat their wives to retain control of the marital home, said Dr Malak El Hussein Zaa-louk of the National Centre for Social and Criminal Research, Cairo.

Professor Jadesola Akande from Nigeria criticised governments which refused to admit the existence of wife-battering.

Under Nigerian law, a man was still allowed to "reasonably chastise" his wife, she said. Cases of wife-battering never came to court because of the difficulty of interpreting this archaic law.

According to a recent survey in Bangkok, 50 percent of the married women in one of the largest slums there were battered regularly.

In Muslim Bangladesh, according to Dr Imrat Shamin of the University of Dhaka, a violent home was preferred to none.

"Separated, deserted or divorced women are socially unacceptable in Bangladesh and remarriage is difficult."

Even after an improvement of the law in 1980, the attitude of the police towards a battered wife remained unsympathetic and often insulting.

Even in the cases of wives' deaths by battering, there was only a two percent conviction rate.

In East and West, North and South, the home is a dangerous place to be.

## DOMESTIC HOMICIDE

Domestic homicide was the largest of all murder categories in most countries.

American husbands were responsible for over 20 percent of all women killed in 1984, while boyfriends murdered some 9.5 percent.

In Austria, 54 percent of all murders were committed within the family, with women and children making up nearly nine percent of the victims.

Participants agreed that violence in the family, a subject that tends to be regarded as a private matter, needed to be exposed as a worldwide crime affecting all economic levels, all cultures and all political systems. — People News/Features.



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# No concessions to encourage working married women

Working married women expecting additional tax concessions were disappointed with the 1987 Budget yesterday when the Minister of Finance, Mr Barend du Plessis, failed to address the issue.

However, women's interest groups said they had not expected any announcements yesterday in the light of the concessions announced in February and the fact that the Government was still considering the recommendations of the Margo Commission.

They said they would continue to appeal to the Government to consider seriously the plight of working married women and to make changes as soon as possible to the present system of joint taxation for married couples.

In February, Mr du Plessis announced that the portion of a wife's earnings that was tax deductible would be increased from

20 percent to 22.5 percent.

This was of "considerable" assistance to married woman, Mrs Margaret Lessing of the Women's Bureau of South Africa said, and additional concessions were not expected to be made at this early stage.

In his Budget speech in Parliament yesterday, Mr du Plessis said the entire South African tax system stood on the threshold of renewal and important choices on taxation would shortly have to be made on the basis of the recommendations of the Margo Commission.

The Margo Commission has investigated the entire tax system in South Africa. Its report was handed to the State President in March.

The vice-president of the National Council for Women, Mrs Philis Lloyd, said yesterday's Budget was a "bit of a non-event" as far as women and taxation was concerned. "We never expected any concessions to be announced in yesterday's Budget having received a concession in February, and with the Margo Commission report not yet public.

"Women in South Africa certainly do have a taxation problem. Let us hope the Margo Commission addresses this problem," Mrs Lloyd said.

Tax consultant, Mr Costa Divaris, said it would be "really unreasonable" for women to expect anything more at this stage.

"The entire tax system in this country must be addressed first and this we hope the Margo Commission report will do," he said.



# Women like to work, it's just the hours...

JOHANNESBURG — A large majority of women polled in a survey of women in the workplace would opt to continue working even if they did not have to do so for financial reasons.

The report on the Women's Legal Status Committee's project on Women in Employment says that there is "considerable, serious discrimination against women in a variety of areas." A change in the pattern of employment — with more part-time and flexi-time work — would help.

The committee says in a foreword to the report that the study is a direct result of the 1984 National Convention of Women,

and attempted to gauge the problems and satisfaction of working women in South Africa.

"Some 2 000 questionnaires were distributed and 28% were returned completed correctly," it says.

"The questionnaires were widely distributed to trade unions, women in middle-management, clerks, professional and other women, and to both blacks and whites.

"The problems experienced by the respondents were similar, irrespective of the kind of employment. In all categories women experienced problems in coping with both work and home situations, with family, with lack of

time and in relation to the workplace specifically."

Statistics in the report show that 75% of the respondents were aged over 30 and 45% over 40 — 53% earned more than R1 001 a month, 21% earned over R2 000 a month, and 12% over R1 500.

Black women comprised only 7% of the respondents and whites 86%. Just over half were married and 23% single, with the large majority providing financial aid and care for children, siblings or parents.

Eighty eight per cent were employed fulltime.

The committee said these statistics did not attempt to provide a profile of South African working

women, but rather to give an insight into some women's perceptions.

"It is interesting to note," the report says, "that the numerical results obtained, show a clear trend among the majority of respondents to enjoy the benefits and satisfaction of working, to recognise that as well as working for financial rewards, they work for stimulation and interest and, even without the need for financial reward, the majority (87%) would opt for continuing to work full-time or part-time."

Asked why they worked, 86% endorsed "money", and 74% "interest." Forty-five percent indicated that if their financial needs were met they would continue to work part-time.

The sources of satisfaction were many and varied and no specific source was common to all or even most respondents. The highest number could be categorised as "helping others" or "social responsibility" with "personal achievement" ranking next.

"The conflict between home and work remains, especially for married women and mothers," the report says.

"Shorter working hours are seen by many as a possible solution to overwhelming demands in striving to achieve what they refer to as perfection

in the three conflicting areas of job, home and self.

"It is clear from their responses that it is the respondents' own high standards that contribute to much of the stress. Although some listed complaints from husbands or superiors, most spoke of their personal anxiety at not achieving their own ideal standards as mothers, wives and employees.

"Having time for themselves seems an impossible dream.

"In the workplace, the problems were different. Some women are convinced that promotion and general advancement are for men only. Women seem to be stereotyped

## Happy half say there is no discrimination

JOHANNESBURG — More than half of South Africa's working women find their sex no obstacle to advancement, a study has disclosed.

A total of 55% of women surveyed say they are not finding any gender-related problems, says the report on the Women's Legal Status Committee's project on Women in Employment.

"In fact, in some jobs it is indicated that it is an advantage to be a woman," it adds.

But there is still "considerable, serious discrimination against women in a variety of areas".

The report suggests that a change in the pattern of employment — with more part-time and flexi-time work — would help.

A total of 46% suffered wage discrimination and 42% experienced differences in fringe benefits, company cars and housing loans.

Other problems were:

- 18% were unable to obtain the jobs they wanted simply because they were women.
- 12% had trouble with training and 11% with pensions.
- 8% felt discrimination in medical aid.
- 3% felt discrimination in retrenchment.



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WOMEN TODAY

# Sophia's fight for domestics is rewarded

By Nana Kutumela

Ms Sophia Nyathi has become the first domestic worker to receive an international award in recognition of her dedicated efforts to improve the status and working conditions of domestic workers.

Ms Nyathi, director of Centres of Concern for Domestic Workers, returned recently from the United States where she was honoured with the Housekeeping Technicians Award by the Housekeeping Workers of America, in conjunction with Personnel Resources Incorporated.

Ms Nyathi, a domestic worker for 37 years, said: "It has enhanced my pride as a worker."

A founder member of the Centres of Concern for Domestics in Johannesburg, she was among the first domestics to put up a successful individual fight for a living wage and a 40-hour working week.

She has addressed international conferences on the plight and lives of domestics in this

country and has been a guest of domestics' unions abroad.

In the Johannesburg suburbs she is a well-known driving instructor who has coached 40 women and men of all races who are now licensed drivers.

Born in Estcourt, Natal she has changed employers only three times but soon she will be leaving domestic work permanently.

"Having been appointed director of all the existing Centres of Concern in Forest Town, Parkview, Parkmore, Rosebank, Orchards, Norwood and Bramley, I must start picking up the bones and resurrect the old spirit of the centres," she said.

In her list of priorities as director is to establish a Housekeeping Technicians' Institute similar to the American group.

"We will provide professional training and guidance to domestics," she said.

In addition to knitting sewing and literacy classes at the centres, Ms Nyathi says upholstery



SOPHIA NYATHI: dedicated to improving the status and conditions of domestic workers.

and dress designing will be introduced.

"It is such a wonderful thing that all the centres have now been returned to the domestics to be run by them for themselves," she said.

"Whatever little funds we will be getting from abroad, will be received by domestics and no middle person will be involved."



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WOMEN TODAY

## Three South Africans make the list of influential people

Who would you rate among the world's most influential women?

The *American Ladies Home Journal* is conducting a poll to select the world's most influential women. It has consulted *The Star's* Editor, Mr Harvey Tyson, who has politely asked this section to mark the card for him.

There are only three South Africans on the list: veteran parliamentarian and human rights activist

# Women who help shape the world

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NADINE GORDIMER



NANCY REAGAN



Mrs. Helen Suzman, political activist Mrs. Winnie Mandela and award-winning author Ms. Nadine Gordimer.

*The Observer's* columnist Katherine Whitehorn has her own ideas on the subject. She writes:

"The list of possibilities has been raising all kinds of speculation about the nature of women's influence — and indeed influence in general.

It is an odd assortment: queens jostle with film stars and business women, poets with (surprisingly numerous) female Premiers. There is Queen Elizabeth, Carol Goldberg — the first woman to head a Fortune 500 company in the USA — and Indian actress Sridevi, the Empress of Japan and Nora Asforgia, Nicaragua's Ambassador to the UN, Melina Mercouri and Catherine Deneuve and British Premier Mrs Margaret Thatcher."

## BEHIND CLOSED DOORS

The magazine obviously can't measure all the influence that goes on behind closed doors, though it lists some wives — we can only guess that Jacqueline Kennedy wielded precious little, Nancy Reagan a lot, and that the world owes much to Minnie Marx, who forged her sons into such a happy band of brothers.

Being where you are because you are someone's wife or daughter doesn't seem to be a disqualification. If their husbands hadn't been the victims of tyranny, Corazon Aquino and Winnie Mandela may have stayed in the background, that doesn't make them any less formidable now.

Katherine Graham may have got the *Washington Post* through marriage, but the courage that made her stick with the Watergate investigations was her own.

You have to be in the right place at the right time: Dr. Frances Kelsey couldn't have kept thalidomide out of America if she hadn't been on the United States Food and Drug Administration. Whatever Jeanne Sauvé might do now, it was only as speaker of the Canadian Parliament that she could get 15 hours changed — a move that just might give Canadian women an unri-

valled crack at their own political decision-making.

Being in a top spot doesn't, in itself, mean you have any real influence — the world seems littered with token Ministers for child welfare, advisers on the environment or health, Sandra Day O'Connor might have made it to the US Supreme Court, but no one ever thought she was about to change the world for women — she wouldn't have been appointed if they had.

Quite possibly Terry Louise Fisher, supervisory producer of the soap opera "La Law", might have done as much in showing women working equally as judges and lawyers with men.

There's a world of difference, too, between being a star and being a guiding star. Katherine Hepburn is a brilliant actress, Elizabeth Taylor isn't and there's nothing wrong with Sophia Loren (all listed), but as far as style-setting goes, Brigitte Bardot and a handful of rock stars could probably claim more.

Influencing style or fashion might seem a trivial business, but I'm not so sure. Even in evolution, women's sexual preference is so important that it can override considerations of survival: witness the argos pheasant, busy breeding itself into extinction because the females prefer the biggest wing-spread possible — already it can hardly fly.

Big swings of feeling, large tides of consciousness are enormously influenced by "the involuntary powers", by the feeling a culture has about itself — and these could certainly be influenced by the likes of Vera Lynn or Twiggy; could be more influenced by Chanel and Piaf and Juliette Greco, perhaps, than by Simone Weil or whoever was the last Minister for Women to have no effect whatsoever on France.

I would put my money on three main sorts of influence. There is the sort that manages to get one small but vital change made: Eleanor Rathbone and her family allowances, for example.

There are those who never gave up or gave in under the Cultural Revolution and made less stalwart souls real-



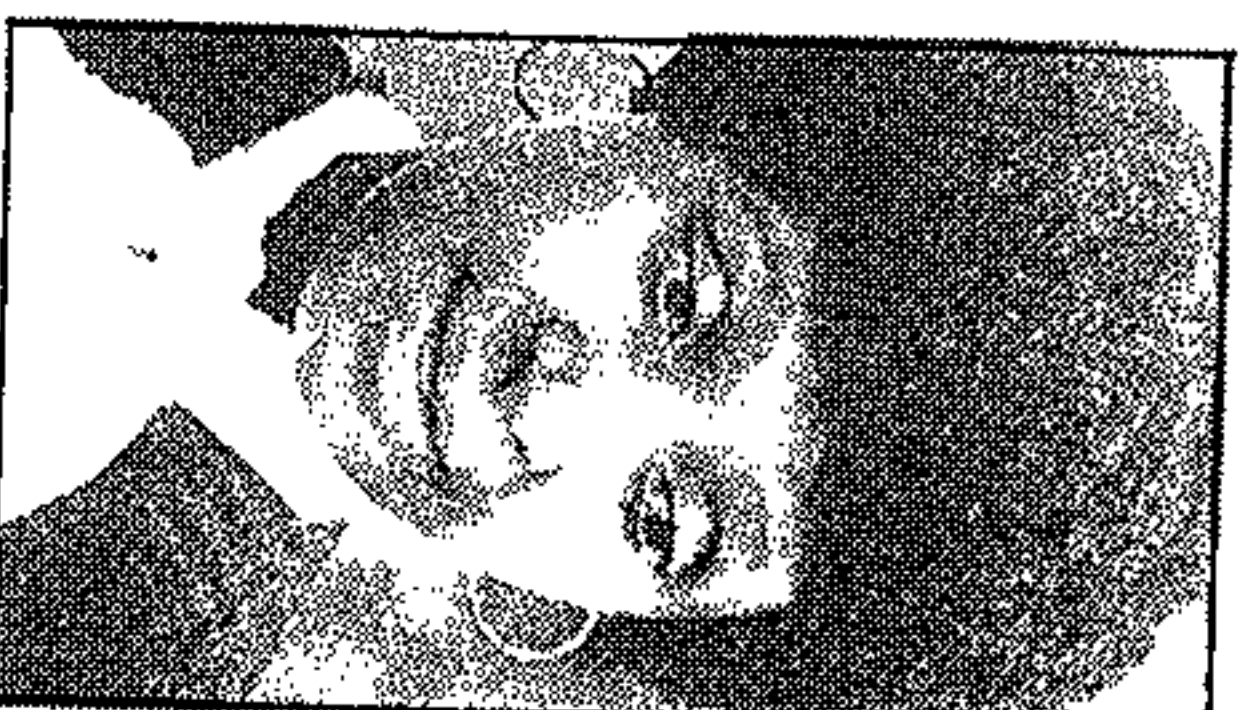
QUEEN ELIZABETH II



CORAZON AQUINO



ELIZABETH TAYLOR



WINNIE MANDELA



MARGARET THATCHER



HELEN SUZMAN

ise that holding out was still possible.

The third kind is maybe the most important of all: The people who, for better or worse, change our thinking. Rachel Carson (dead, so she can't be listed by LHJ) with "The Sea Around Us" and "Silent Spring" did more than anyone this century to wake us all up to what we're doing to the planet.

Jane Jacobs changed forever the way we look at how civilisations evolve, how cities grow and can be revived. And Mrs Thatcher has actually shifted what's seen as "the Centre" in politics to the Right, which might or

might not cheer you up.

Betty Friedan's book "The Feminine Mystique" started the women's movement in America, and whatever becomes of it, things will never be the same again.

Yet even with men, influence is not the same as power.

You can get anything done if you don't care who gets the credit, and women have a long history of not getting the credit anyway.

Nine-tenths of our influence may still be below the surface — no, not like an iceberg, but like a submerged volcano. — The Observer.



355A (2) (3) Sma 18/6/87

# Experts should bargain for teachers' pay — Lambson

By Toni Younghusband

A full-time professional salary consultant should be employed by teachers' associations to represent them in salary negotiations with the Government, says Mr John Lambson, former Transvaal Teachers' Association (TTA) president.

He told The Star: "Teachers tend to think they can do anything, but what we need is to employ a professional salary consultant to represent us."

He said the salary negotiating machinery was not for an academic or a teacher.

"Several years ago we called for the appointment of a professional salary consultant but nothing was done. How can teachers meet the Minister to discuss salaries when he is accompanied by experts in the

field? They haven't a hope," Mr Lambson said.

Mr Lambson, chairman of the University Freedom of Speech Association, said in a statement it was "no use trying to shift all the blame ... on the Government. To some extent the leaders of teachers' associations are to blame for the present impasse".

About 450 TTA members met in Johannesburg on Monday to voice dissatisfaction with the 12,5 percent salary increase announced earlier this month. They called for the TTA to take a more militant stand in its salary negotiations and are demanding at least 15 percent, with perks.

Mr Lambson said Monday's meeting was little more than a repeat of a meeting held in 1980.

The TTA meets in Pretoria today and intends asking three economists to research the possibility of higher teachers' salaries.

# Useful advice for work-at-home women

(355A)

DD 25/6/87

A programme assisting women in starting their own home-businesses has been launched by Homepower under the supervision of Dr Amanda van Eeden and Mrs Berendien Lubbe, after years of experience in the field.

have the potential to be very successful, still fail to attain their ideals. She ascribes this to a lack of business know-how, planning and self confidence.

The obstacles encountered by many women, who are now successfully earning from home, were used as a basis.

Mrs Lubbe, co-founder of the Homepower organisation says that many women who

Homepower has attempted to reach every woman who is home-bound and perhaps rather isolated in her circumstances. Their strategy takes the form of lectures on cassette and exercise in a workbook to determine her chances of success.

Homepower was officially established in Feb-

ruary last year with two objectives. The first was to establish the concept of distance employment (organisations employing home-bound women on a permanent basis). The second was to supply training through seminars to women who wanted to start their own home businesses either in rural areas or cities.

The first objective was achieved through the establishment of the Homepower register which created a centre from which organisa-

tions could appoint women as distance employees. Although under utilisation of this source of manpower still prevails, more and more firms are starting to make use of the register.

The second objective was initially pursued by the conducting of semi-

nars, training sessions, lectures to various groups of women throughout the country and personal consultations.

Although seminars proved to be very successful and valuable as

a motivation to women, it had its limitations. Only a limited number of women could be reached in this way and the available time for seminars prohibited in-depth discussions required to overcome many of the individual problems experienced by women.



355A

WJ

27/6/87

By DAWN BARKHUIZEN

WAGES and salaries — due to go up by an average of 19% next month — account for almost half of the running costs of buses, PE Tramways managing director, Mr Carl Coetzer said in statement yesterday.

His statement came in reaction to claims by the Democratic Transport and Allied Workers Union (Dtawu) that wages "should not be blamed" for the proposed 17% increase in bus fares on July 1 and that "the company puts the prices up and gives us peanuts."

Last weekend PE Tramways announced that bus fares would rise by 17,62% from July 1.

The increase is the first since June 1986 when prices went up by 8,6%.

Following the two-week bus strike earlier this year union officials agreed to an average increase of 19% with a ceiling of 28,1%, effective on the successful implementation of the fares increase, Mr Coetzer said.

Mr Coetzer also dismissed further statements

## PE bus staff wages to rise by 19%

made by the secretary of Dtawu, Mr Moses Louw, that PE Tramways employees had received 10% increases over the past two years.

Last year, when fares went up by 8,6%, workers received an average increase of 14,6%, he said.

Announcing the increase last Saturday, Mr Coetzer said that a combination of high running costs and wage increases had made the fare increases unavoidable.

Fare increases had not kept pace with the inflation rate since 1983 and the relatively high increase of 17,62% was therefore realistic.

# Women's Alliance gives new meaning to petticoat power

By Anthea Gerrie

They wear high heels, designer clothes and lipstick — and run home to tuck their children into bed at night.

They are wives, mothers and feminist politicians who today hold the balance of power in Iceland.

The Women's Alliance is a movement without a leader, a group that has sold itself to the voters on policies rather than personalities; an outfit so democratic that its first MPs have already started stepping down to let other women have a crack at the positions of power.

It's not politics as we know it here — and it's certainly not feminism as we understand it.

But it works — and works so well that the Women's Alliance doubled its vote in the Icelandic elections and today holds the true power in a country that has treated its women shabbily to date.

## 'STRONG AND DELICATE'

"Our position now is both strong and delicate: we want to exert real influence and won't allow ourselves to be manipulated or used," says Dr Gudrun Agnarsdottir, principal spokesman for the six-year-old movement.

This fighting talk sounds oddly incongruous as it falls from the lips of the chicly-clad doctor and mother of three who has organised her husband, a doctor, into helping with the housework.

"What we really want is to see women properly rewarded for the work they traditionally do well — nursing, teaching and bringing up their children. We pay men well to look after money and property: now we want women to be paid well for looking after people.

"There are many differences in our societies but so many things are the same for all of us. I found out from living and working in England that there are actually no foreigners in the land of women," Dr Agnarsdottir said.

She was busily involved in 13 years of research work at London's Hammersmith Hospital while a much more militant women's movement was grinding itself to a halt back home. Despite an enormously successful demonstration by 25 000 Icelandic women which brought the country to a standstill in 1975, the



**FREEDOM FOUNDER:** Anthropologist Siguridur Krismundsdottir, founder of a new Women's Alliance, with her son Ragnar (8). She and her husband share the work of caring for their son.

Red Socks movement which followed tried — and failed — to establish Women's Lib by injecting it with an out-of-place kind of Marxist ideology.

Anthropologist Ms Siguridur Krismundsdottir, who helped found the successful new group, said: "Our Women's Alliance is an invitation to all women to participate and we completely share the power. There are no leaders and no committees."

Ms Krismundsdottir has just stepped down after four years as an MP to give other women a turn.

She is married to one of the nation's top composers and they share the work of looking after their eight-year-old son Ragnar and doing the household chores. — Daily Mail.



## WOMEN TODAY

By Marika Sboros  
Women's Page Editor

Modern woman is independent, inclined to be business-minded inside and outside the home, and working towards financial independence to ensure her place as an equal in society, say the organisers of a finance seminar for women.

The Women's Bureau, in collaboration with a financial magazine, has organised the second in a series of seminars, this time focusing on efficient tax planning, to be run this Thursday and Friday.

### KEY ISSUES

The first seminar, in March, on how to make money on the Johannesburg Stock Exchange was well attended and showed a need for basic information.

The tax seminar will address key business and personal tax issues, and will cover tax and the working woman (married or not), how to fill in tax returns and the tax implications of running your own business.

Basic business accounting, tax-return procedures, and GST-related matters will be discussed by Ms Anne Pappenheim, a partner in a firm of accountants.

Ms Pappenheim said people were generally becoming more tax aware. The changes in the Tax Act had benefited working wives, and people were becoming more aware of the advantages of running a business from home, or working part-time from home.

Some skills were becoming more difficult to get and employers were more amenable to employees working part-time, or from home, particularly in the computer industry, she said.

Mrs Bronwyn Allan Provis, a chartered accountant and consultant will speak on personal tax planning, tax efficient investments and assessments.

Mrs Allan Provis said the modern woman had become more independent and business-minded. The seminar was

# Finance seminar for women

355A  
29/7/82



**ANNE PAPPENHEIM:**  
"People are becoming more tax aware."



**BRONWYN PROVIS:**  
"Women are more independent."

simply intended as an introduction to one aspect of this change in direction, namely taxation.

Her talk will aim at increasing awareness of tax planning and investment opportunities in the market place, and completing tax returns.

Mr Gavin Urquhart, partner in a company which specialises in tax planning, for corporate finance and portfolio management, will speak on business options (should one choose a close corporation, a company, partnership or sole proprietorship).

The seminar will be held on July 20. For more information, telephone Catherine Eliakis (011) 833-6000.

● A one-day taxation seminar aimed specifically at black women organised by a tax consultancy and a financial magazine, will be held on July 29. For more information, telephone Mr M Matsharu (011) 836-2411.

# Women trailing in involvement in trade unions

By Pat Devereaux

Personal conflict and oppression hamper women workers' involvement in trade unions, members of the National Union of South African Students heard this weekend at a Nusas womens' conference at the University of the Witwatersrand.

Speaking on organising women in the work place, Ms Adrienne Bird of the National Union of Metal Workers of South Africa (Numsa) said: "Women workers' demands differ from men's demands but trade unions are beginning to focus on their needs."

She stressed that women played a major role in the work force and pointed out that in order to take control of their lives they needed to participate in unions.

"Three major unions have won national agreements for maternity benefits in the metal industry, in the textile industry and on the mines — which is a step beyond what women workers have achieved overseas," said Ms Bird.

She added that the Congress of South African Trade Unions (Cosatu) had included the women workers' perspective in its recent "Living Wage" campaign.

"Often women have to make difficult choices," said Ms Bird, citing an example of a woman worker whose husband demanded she return home to look after their child while she was participating in a factory strike.

In closing, Ms Bird pointed out there were many areas in which women's working conditions needed to improve.

"We have to stop sexual harassment of women workers and negotiate for child care centres in the work place," she said.



# Servant to visit Woods.

6/7/89 (2551)  
(2551)  
**Dispatch Reporter**

**EAST LONDON** — A Mdantsane woman, Miss Evelyn Mvunelwa, will be reunited in London today with the East London family she was separated from 10 years ago.

Miss Mvunelwa, 59, former domestic of Mr Donald Woods and his family, will step off an SAA flight at Heathrow Airport at 8.30 am. Meeting her at the airport will be Mr Woods, former editor of the Daily Dispatch, who fled South Africa after he was banned, his wife, Wendy, and their five children.

Mr Woods, now a successful author of books which recount his South African experiences, has made it possible for Miss Mvunelwa, a R150-a-month sick benefit recipient, to obtain the R3 000 return ticket for her 17-day rendezvous in London.

A tearful Miss Mvunelwa said before leaving East London for her first flying experience: "I am sickly but I want to see the Woods family before I die. I'm sure if I see them I will live for another 59 years."

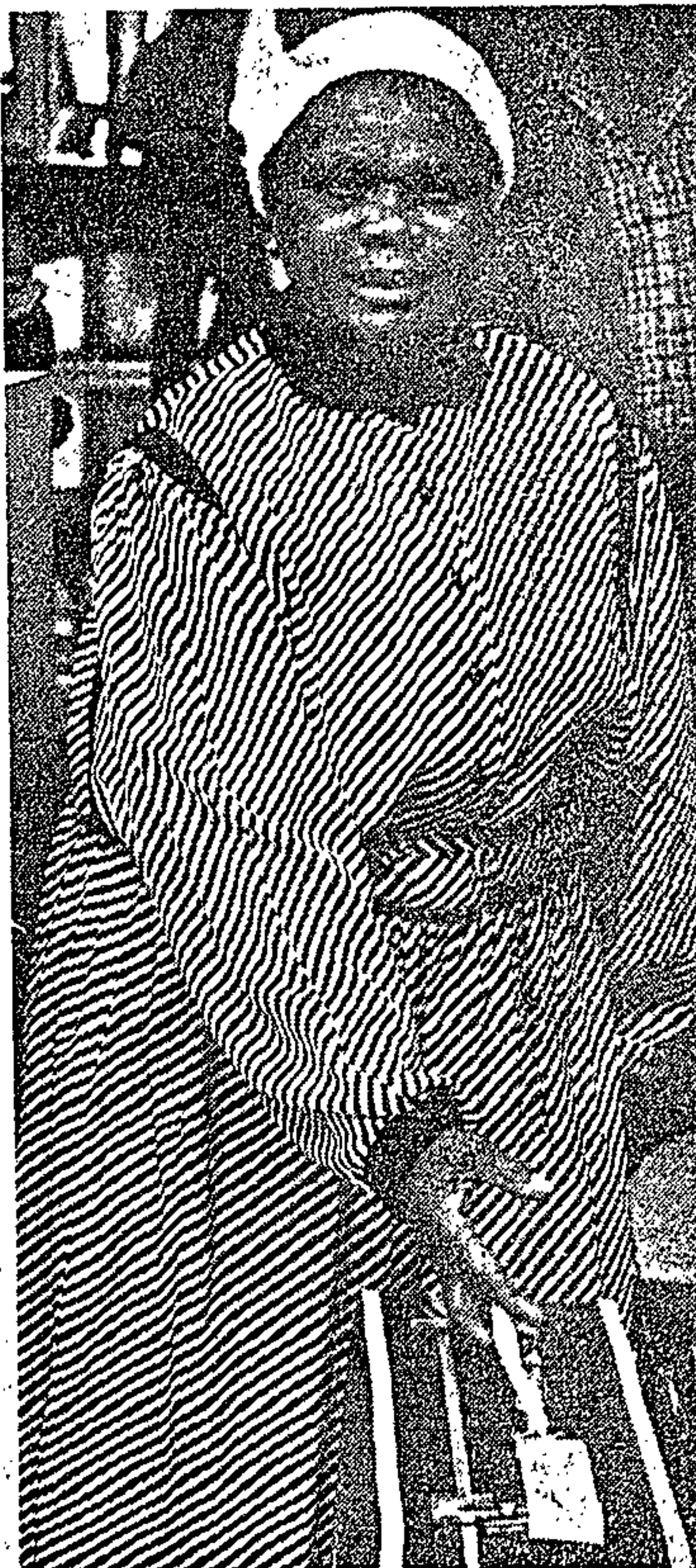
"The first thing I'm going to do is cook my boss a big plate of the food he loves best ... umngqusho (mealies and beans) and fry him some amagwinya (vetkoek)."

Miss Mvunelwa will also have a chance to see something other South Africans may be denied.

She will see a special preview of Sir Richard Attenborough's film, *Cry Freedom*, in which she features. The film is about the political situation in South Africa and revolves around the lives of Mr Woods and the black consciousness leader, Steve Biko, who died in detention.

At the East London airport yesterday was a close friend of the Woods family, Mr Donald Card, who did most of the work locally to make Miss Mvunelwa's dream come true.

Mr Card said: "It is indeed fulfilling to see this happening to Evelyn. She went through a lot in the Woods home and her excitement and determination to see the family again has brought a lump in my throat on many occasions."



Miss Evelyn Mvunelwa checks in at East London Airport yesterday.

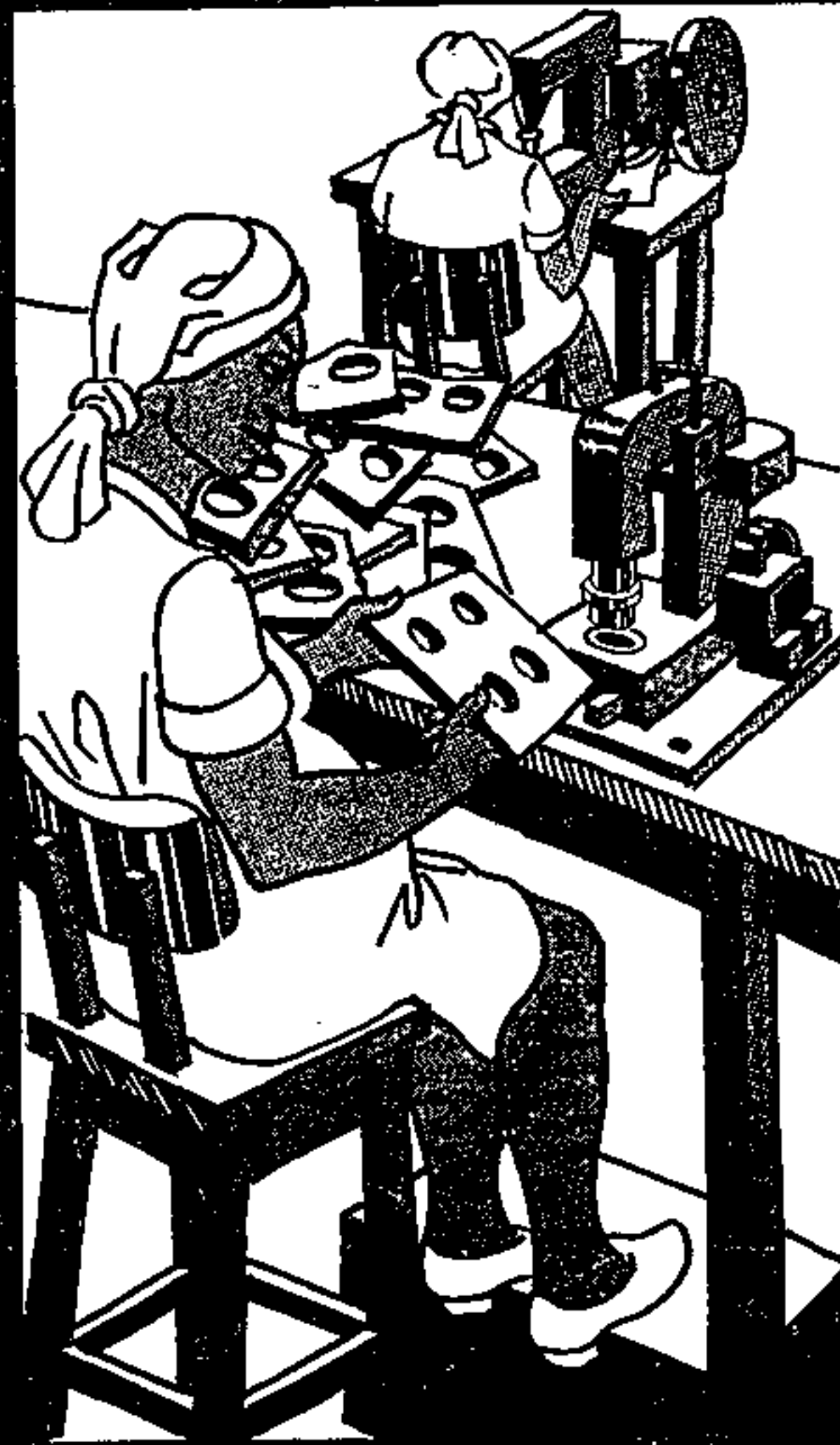


# MATERNITY RIGHTS FOR WORKING WOMEN

## We demand the right to:

- work when we are pregnant
- work in safe conditions
- time off to attend ante-natal clinics
- look after our babies for at least 6 months
- get paid while we are away
- come back to our jobs without loss of benefits
- paternity leave for working men (when their babies are born)

**HEALTH INFORMATION CENTRE.**  
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## Practical, in-house training

# Business Skills can't miss 14/7/87 Opportunity for 3550 black women

### Education Reporter

**AN OPPORTUNITY** for black women to learn practical skills enabling them to enter the business world, has been created at the newly established Business Skills and Development Centre in Loop Street.

Black women—often excluded from jobs in business because of lack of adequate skills, communication and business orientation—can enrol for a comprehensive four-and-a-half months office course and gain in-house experience.

The first twelve students finished their four-and-a-half months course last month. Three of the women already found employment and the other nine are considering options.

Course co-ordinator, Hazel Bowen, said yesterday that the minimum requirement for students was a matric certificate, about a year's experience in any work and a genuine interest in moving into the business office field. "What makes this course different is the practical training in different

companies and the 'personal development' through life skills training, creative thinking and analytical skills," she said.

Some of the activities undertaken in the last course included a trip up Table Mountain, a walk through the Gardens, and a visit to the National Gallery—a building many of the students confessed they had not had the courage to enter on their own.

Students also thought up and presented an advertisement for a new product, learnt how to use the library classification system and watched and discussed a video, featuring British comedian John Cleese, on "The Secretary and Her Boss".

Thandeka Peni, 24, from Guguletu, said yesterday that she decided to do the course after matriculating and working "as a shampoo girl" for a year. She decided she had more potential.

Peni is still job-hunting and finds the biggest barrier to employment being her limited experience, rather than her qualifications.

Sazi Zibaya, 24, said she had found



Sazi Zibaya, 24, from Langa (seated left) and Ms Thandeka Peni, 24, from Guguletu (seated right) were among the first 12 students to complete the recently established Business Skills and Development Centre office course. Standing are course co-ordinator, Hazel Bowen (left) and office manager Anita Takane (right).  
Picture: CLARE HARPER

the course especially valuable because of the practical training and guidance and for the confidence she had gained in the four-and-a-half months.

The course, which provides full-time training, stationery and free bus-fare, costs R22 a month.

It includes instruction in typing, basic accountancy, general office practice, English communication with an emphasis on business needs, drama in education, life skills, debates and discussion groups, an introduc-

tion to word processors and computers and practical experience within a variety of companies.

The BSDC was formed as a voluntary association in February this year, and is sponsored by private enterprise and run by its own board of trustees.

However, it is still in need of sponsorship money for students and trainee positions within companies. The next course begins on Monday, July 20, and interested people can contact Hazel Bowen at 418-1690.



355A

The Star Friday July 17 1987

9

# Black women 'most overworked'

Staff Reporter

Black women were the most overworked members of South African society, delegates to an early childhood education symposium at the University of Cape Town heard.

Five prominent women took part in a panel discussion this week on the lot of black mothers.

They were Mrs Sebolelo Mohajane, chairman of the Soweto Parents' Crisis Committee and director of the Soweto Careers Centre; Mrs Margaret Motumi, chairman of the Child Minders' Association and member of the SA Association for Early Childhood Education management board; Ms Zubeida Jaffer, University of the Western Cape media officer; Mrs Nyamika Goniwe, UWC social worker and widow of Cradock community leader Mr Matthew Goniwe; and Ms Rhoda Jamat of the United Women's Congress.

Speaking on the "strenuous" dual role of black mothers as family-raisers and breadwinners, Mrs

Motumi said black society was "mostly a single-parent society".

Women ended up being largely responsible for providing food, clothing, education and accommodation for their children as well as trying to hold down jobs.

"Yet if you look at any of our community-based movements, it's women who are the ones involved. Where are our men?"

The theme was touched on earlier by Ms Jamat, who said: "Women are much more militant than men because they know what hardship is all about."

She said women were being "stretched to the limit" with the burden of family care and employment.

Mrs Goniwe said black women were the most overworked members of South African society. They were involved mostly in domestic work or menial jobs which paid far less than those for men.

There were women in Cradock who were still paid R30 to R40 a month.



385A SMC 21/7/81

# Woman is managing societies

## Staff Reporter

The male domination of the Associated Scientific and Technical Societies of South Africa has been broken with the appointment of a woman manager after 67 years of rule by men.

In April this year Mrs Jennie Nel (48) was appointed manager of the association, which was established in 1920.

"I feel honoured and challenged to take up the role of manager for the association.

"This is a non-racial and non-sexist body with equal opportunity for all.

"Unfortunately, the sad age still applies in most areas in South Africa — 'a woman has to work twice as hard to be thought half as good as a man' — but I was actually offered this position," said Mrs Nel.

Prior to that, Mrs Nel spent nine years as secretary for the Institution of Civil Engineers.

The association is the umbrella body of 54 engineering, scientific and technical professional societies with individual membership of 60 000.

Its prime responsibility

is to provide members with complete secretarial services, to look after their interests and co-ordinate their activities.

As manager, Mrs Nel makes sure individual secretaries of societies do their work efficiently, sees to it the eight-storey building the association occupies is in good shape and co-ordinates all meetings.

Before she settled in South Africa in 1966, she was an administrative worker in the Royal Navy, which she joined when she was 18 "because I had nothing in particular in mind for a career".

# SA mothers' dual roles highlighted

Black women were the most overworked members of South African society, delegates to the Free to Be early childhood education symposium at UCT heard.

Five women took part in a panel discussion on the lot of black mothers.

They were Mrs Sebolelo Mohajane, chairman of the Soweto Parents Crisis Committee and director of the Soweto Careers Centre, Mrs Margaret Motumi, chairman of the Child Minders' Association, Mrs Zubeida Jaffer, University of the Western Cape media officer, Mrs Nyamika Goniwe, UWC social worker, and Mrs Rhoda Jamat of the United Women's Congress.



MRS GONIWE...  
"black women most overworked".

Speaking on the "strenuous" dual role of black mothers as family-raisers and bread-winners, Mrs Motumi said black society was mostly a single parent society.

Women ended up being largely responsible for providing food, clothing, education, and accommodation for their children as well as trying to hold down jobs.

"Yet if you look at any of our community-based movements, it is women who are involved. Where are our men?"

The theme was touched on earlier by Mrs Jamat, who said: "Women are much more militant than men because they know what hardship is all about."

She said women were being "stretched to the limit" with the burden of family-care and employment.

"Many working women arrive home about 9 pm, often to find Buffels patrolling their townships and their children missing."

Mrs Goniwe said black women were the most overworked members of South African society.

They were involved mostly in domestic work or menial jobs which paid far less than those for men.  
— Sapa



AKG45 28/10/77 (200) 3550

# Teachers welcome move to equalise pay

## Education Reporter

A MOVE to equalise the salaries of men and women teachers at head-of-department level and above has been welcomed by teachers' organisations.

But the chairman of the Teachers' Federal Council, Mr Dudley Schroeder, has pointed out that about 80 percent of white women teachers are employed in posts below this level and will therefore still be paid less than equally qualified men.

"This kind of discrimination must stop," he said in a statement today.

The equalisation announcement was made by the Minister of National Education, Mr F W de Klerk, during his budget vote yesterday.

## "A long time"

Mr de Klerk also announced the launch of an official investigation into the post and salary structure of teachers.

This was welcomed by Mr Schroeder, who said it was a development for which the teaching profession had "relentlessly campaigned for a long time".

The chairman of the Cape Professional Teachers' Association, Mr Franklin Sonn, said the Government's "gradual move" away from discrimination against women teachers had been noted.

"It's largely the result of long and concerted efforts by teachers' organisations."

## "Less than guards"

Mr Sonn urged the Department of National Education to take note that in the "coloured" teaching sector there were numerous lower-qualified women teachers whose salaries were very low.

"In some cases these teachers are being paid considerably less than security guards at their schools. This is an affront to their professional status."

Mr Sonn was not able to give examples.

However, it is understood that some of these teachers earn as little as R500, compared to R700 earned by some school security guards.

17645 28/2/87 (1024) 2554

# Teachers' pay: Disparity to be removed

WOMEN teachers from Grade 2 and up would receive increases from November 1 to eliminate the disparity between their salaries and those of men, the Minister of National Education, Mr FW de Klerk, said in the House of Assembly.

Announcing this at the start of the budget's committee stage debate on his portfolio, he said this followed the recent announcement of a 12,5 percent salary increase in the public sector.

Mr de Klerk said differences in salary on Grade 2 and above had been eliminated.

"As a result of differences in salary scales between men and women at Grade 1, there are still certain salary disparities at Grade 2 and higher.

"The budget makes it possible to remove this prejudice completely and to pay equal salaries to men and women on Grade 2 and higher from November 1."

Other problem areas in education had also been identified.

The Minister said the finance available made it impossible to address all these problem areas simultaneously and that priorities would have to be established.

The relevant representative advisory bodies had already been requested to consider the matter and he would be able to announce at a later date which disparities would also be removed by November 1. — Sapa.



Cape Times 29/7/87

# 80% of women teachers earn less than men'

355A

By CLARE HARPER  
Education Reporter

TEACHING bodies yesterday welcomed the government move to equalize the salaries of men and women teachers from Grade Two and above, but said that 80% of women teachers were still earning less than men with equal qualifications.

The chairman of the Teachers' Federal Council, Mr Dudley Schroeder, said: "This kind of discrimination must stop."

The regional director-general of the Department of National Education, Dr R O E Venter, said that Grade One teachers (teachers in the classroom) were further divided into 11 categories depending on their qualifications.

A typical male teacher (Category C), with a matric and three years of tertiary training, earned between R13 473 and R22 629 annually compared to their female counterparts who earn between R11 475 and R20 133.

At the top of the Grade One scale (category G) — teachers with a matric and seven years' tertiary training — male teachers earn between R18 885 and R29 613 compared with women, who earn between R16 596 and R26 715.

At the bottom of the scale (Category A3, teachers) unmatriculated, untrained male teachers earn R4 065

compared to women at R3 048.

Dr Venter said that "very few teachers" fell in the A3 category.

Teachers reach the Grade 2 level, and salary parity, when they become head of a department at a school, a senior lecturer in a technical college, a lecturer in a college of education or a senior educational specialist in an education department.

The president of the South African Teachers' Association (SATA), Mr R R Hawkins, said the association had campaigned over many years for the "elimination of all discrimination within the profession".

"This disparity has been an anomaly resulting from the salary discrimination practised at the entry level into the profession and carried into promotion posts until male and female teachers reach their common maxima.

"This correction (of salaries) is seen as only a further phase in the introduction of parity at Grade One — the level at which more than 80% of all female teachers are employed at present," he said.

The chairman of the Cape Teachers' Professional Association, Mr Franklin Sonn, said this "gradual move" away from discrimination against women teachers had been noted.

However, he urged the department to take note that there were many lower-qualified women teachers in the coloured teaching sector (such as category A3), whose salaries were very low.

Textile  
industry  
'1st' for  
women

Labour Reporter

A PAID maternity leave agreement — a first for Western Cape textile, clothing or leather industries — has been concluded with South African Nylon Spinners (SANS) in Bellville.

The agreement for 250 women allows for four months' paid maternity leave and two months' unpaid leave.

Negotiated by the National Union of Textile Workers (NUTW), it provides that during paid leave, employees will receive 32% of their salary, which, combined with 45% Unemployment Insurance Fund (UIF) payments, will give them 77% of their salary.

Other terms are:

☐ No loss of annual leave, sick leave and annual bonus due to maternity leave;

☐ Medical and pension contributions paid during unpaid leave;

☐ Re-employment at the same rate of pay.

ORIGINAL FILED  
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355A

W/ & ARGUS

8/8/87

## Union movement pushes for maternity benefits

MATERNITY benefits for workers is an area that has long been ignored by employers, but the union movement is pushing strongly in this field.

It's part of the process of broadening demands about worker needs and the fight against sex and race discrimination.

For years many companies expected women to simply give up work once they were pregnant, which was out-and-out discrimination against women, but others discriminated against black women and gave benefits to white women only.

The demand for equal maternity benefits for all women is one leg of the living wage campaign of the Congress of South African Trade Unions (Cosatu) and affiliates and other unions have been making significant progress.

In the Western Cape, the National Union of Textile Workers (NUTW), a Cosatu affiliate, recently concluded an agreement with South African Nylon Spinners which will give six months' maternity leave, four of which will be paid leave and two months unpaid.

The University and Allied Workers' Union (UAWU) demanded during pay negotiations with the University of Cape Town that maternity leave be extended to six months from the present four months.

### ADDED A GRATUITY

UCT proposed that leave remain at four months but added a gratuity of 23 percent of the salary which would have been earned during the leave period, payable immediately before starting leave.

With the 32 percent of salary they already receive, plus maternity benefits from UIF, this would give them full salary for four months.

Women workers also received a boost when the Steel and Engineering Industries Federation of South Africa agreed to six months' paid "ma-

ternity absence" with guaranteed re-employment.

Women in the industry still have to resign their jobs but are guaranteed re-employment in the same or a similar job at the same rate of pay and automatically qualify for any increases gained nationally.

The NUTW agreement, which is thought to be a first in the Western Cape textile, clothing or leather industries, provides for workers to get 32 percent of their salary which, together with the 45 percent UIF payout, will give them an income of 77 percent of normal salary for four months.

There will be no loss of benefits and the company will carry medical and pension contributions during the two-month period of unpaid leave.

### RE-EMPLOYMENT GUARANTEED

Re-employment is guaranteed and, if health and safety considerations warrant it, women will be found alternative employment in the company on terms and conditions no less favourable than the previous job. It also provides for guaranteed annual leave for the father of a child.

The benefits are crucially important to a woman and her family.

Losing her income, especially in the current economic climate where it is thought as many as nine people are dependant on each workers' income, causes a significant drop in already low standards of living.

Six months off is considered the very minimum necessary.

Women have to stop work two months before confinement.

An agreement that gives, for example, only four months off means that mothers have to leave their children — normally with neighbours or a relative — at a very vulnerable stage when they are in need of constant attention.

# 23/8/87 Women worse off than men

WOMAN tend to be financially worse off than men when it comes to retirement planning — and discrimination and poor judgement are to blame.

Although there has been progress towards equality of pensions benefits for men and women, there is still a long way to go, particularly where they work for a small business, says Alan McCulloch, Liberty Life's pensions marketing manager.

"There is no reason why there should be discrimination in terms of eligibility for membership or in benefits on death, retirement and disability.

"An often-neglected area is that of widows' pensions. The death of a working wife exposes the family unit to a strain similar to that at the death of a husband, and that is why it is essential that men and women have the same cover. Check whether your fund provides what is known as a spouse's pension."

## Resentment

Mr McCulloch says there is undoubtedly some resentment among a few employers who do not wish to admit women as members on the grounds that they "come and go" at such a rate that it puts an unacceptable administrative load on the employer.

Some women refuse to join pension funds when given the opportunity, on the grounds that "my husband is a member of a fund", says Mr McCulloch.

"Usually a woman's salary is essential for a family to survive financially, and it follows that two pensions are needed to ensure that the family's needs continue to be met after retirement.

"We believe it is vital for a woman to be a member of a fund in her own right. Unfortunately, South Africa has a high divorce rate, and it often happens that when a woman retires she does not have a husband to support her.

"This is exacerbated when divorce occurs as retirement age is approaching."



MANAGEMENT AND MANPOWER

355A

# Black women on the move

BLACK women have come a long way from carrying babies on their backs while tilling the fields.

Figures show that in 1969 there were 33 000 black professional women in SA. In 1983, there were 95 000.

Unisa figures indicate that during this period, the number of black professional women in the workforce increased by 13%, compared with an increase of 2,5% for white professional women.

## HELEN WISHART

Wesbank, Putco and Development Bank Director Marina Maponya says women face historic prejudices in the workplace, but attitudes are changing and women are seen to react well in times of economic recession and the changing political scene.

She says the role of women in the informal business sector is especially important and should be nurtured and

encouraged. The importance of job creation by small business should be recognised.

"SA faces not only political challenges, but also vast sociological challenges. Women in the role of policy-makers are few and far between.

"We all admire Helen Suzman, but are we ready for a Golda Meir, an Indira Gandhi, or Margaret Thatcher here in SA? Women have a profound effect on their countries in this role,

since they bring in an additional perspective," she says.

"We have achieved as wives and mothers and have brought up our children and been behind the successful men in our lives. It is time women played a greater role in the affairs of business, their communities and the country."

Black women experienced particular problems from a legal and discriminatory point of view. But traditional prejudices are being cast aside.



MAPONYA... "greater role"

# The black woman's burden

BY JOSHUA  
RABOROKO

BLACK women could only be liberated from cultural and political oppression in South Africa if they set goals for themselves in life.

Mrs. Marina Maponya, a Soweto businesswoman, said these goals included self-determination, sacrifice, hard work and perseverance.

She was giving the keynote address at the official opening of the

new Foundation for Entrepreneurship Development offices in Johannesburg whose aim is to motivate, stimulate and develop the idea of cottage industries among deprived black communities in South Africa.

To date, more than 100 women from rural and urban areas have been

able to set up their own cottage industry through the foundation's programme.

Mrs. Maponya, who is winner of several prizes and awards, said black people in general suffer by not being active in socio-political and economic affairs of the country because of the apartheid system.

Black women suffered from "double oppres-

sion" in that they were minors culturally and did not have a say politically.

She said: "Black women have to fight to liberate themselves from these shackles of oppression by setting themselves goals which will determine their future."

Mrs. Maponya, who gave a long history of how she and her

husband, Mr. Richard Maponya, struggled to achieve their present standing in business, said black women must learn to do things for themselves.

She said: "Liberation starts within you first before you can go and fight for national liberation. It is time that we forgot about depend-

ing on other race groups and did things for

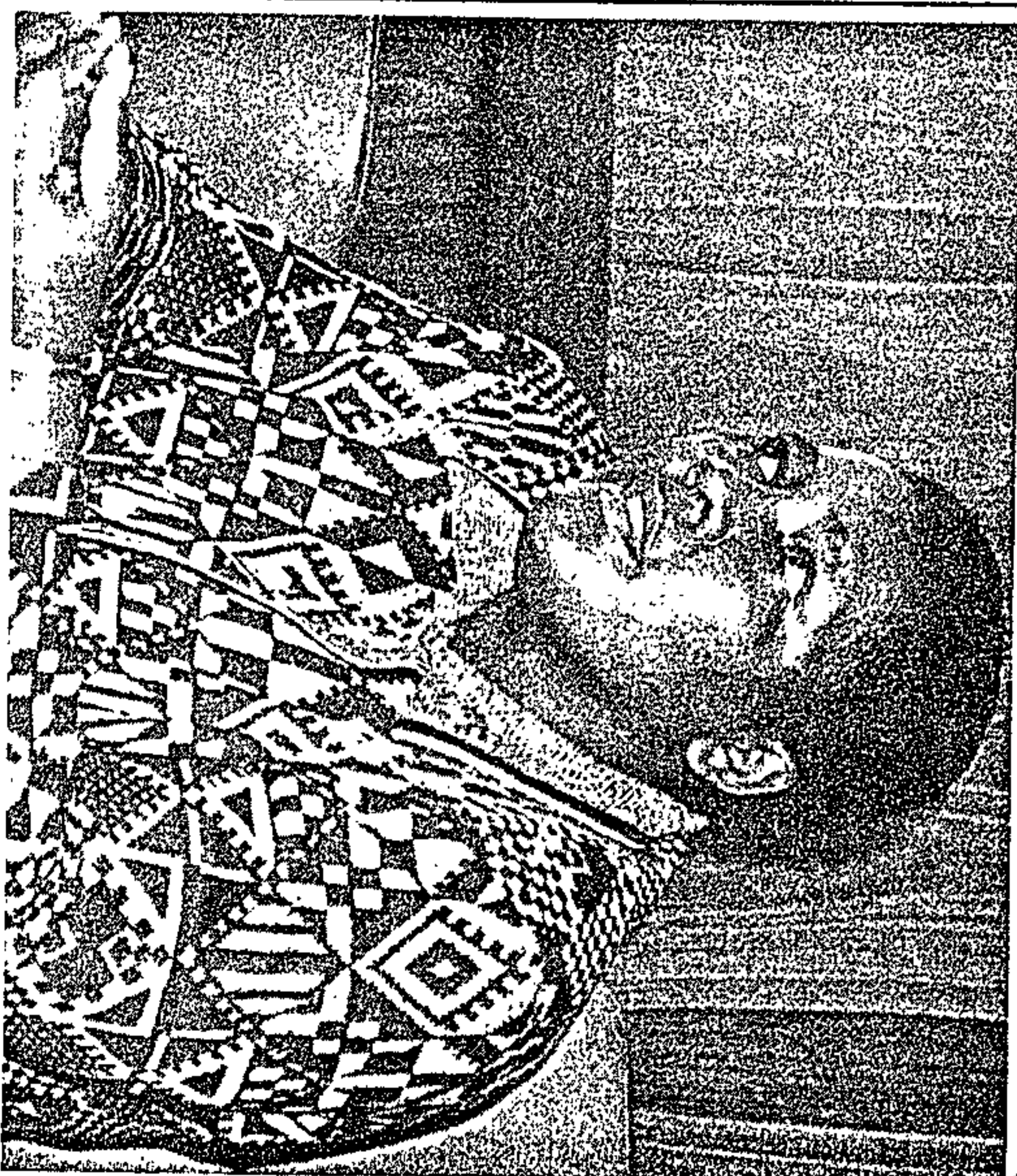
ourselves. Managing director of the foundation, Dr. Dennis Wolmarans, said:

"We feel that it is time that struggling black women got exposed to roles that can generate positive attitudes about black people's abilities to achieve."

Women who wish to train with the foundation can call at 5 Rissik Street, Johannesburg for advice.

SSSA  
22/9/87  
Smetan





Stella Sigcau... "Our people want a change".

By Gail Walsh

A teacher and a leader, the first woman Prime Minister ever in Africa, Miss Stella Sigcau, has assumed her new role as would any princess.

A descendant of royal blood and the daughter of the first State President of Transkei, the late Paramount Chief Botha Sigcau, Miss Sigcau has earned the respect of her colleagues to ascend to the premiership.

A mother of three, Miss Sigcau, 50, still retains a youthful face differing little in appearance from when she first entered the political scene in 1968 as an MP from Lusitiki.

Before 1968, Miss Sigcau, a graduate of the University of Fort Hare, taught in Natal high schools. She was briefly married to Ronald Sipho Tshabala who died at the age of 29.

Judging from the excitement, especially of the women in Transkei, Miss Sigcau has set a precedent in Africa where the customary role of women remains subordinate to men.

## New leader sets precedent for all women in Africa

Miss Sigcau explained that the Transkei Government was based on a western system and that no included a woman from becoming a prime minister.

However, she viewed her new leadership role as a challenge, especially because she was a woman.

Miss Sigcau has been in politics for almost twenty years and has earned the esteem of her fellow MPs, many whom she has dealt with for almost two decades.

She has held ministerial portfolios in education, works and energy, and interior. No doubt her royal upbringing has given her additional respect according to tribal custom.

Miss Sigcau converses freely in a calm demeanor as she speaks during an interview in her new office.

Miss Sigcau has ascended to the top position during an era which has exposed corruption and raised hopes that malpractices and misuse of state monies will be eradicated.

The final report of the commission of inquiry into the Department of Commerce, Industry and Tourism recently revealed that the first Prime Minister and ex State President, Paramount Chief Kaiser Matanzima, and the ex Prime Minister, Chief George Matanzima, were responsible for the loss of R45 million of state monies through the issuing of directives.

The commission of inquiry into the Department of Works and Energy is currently sitting and the final report could bring to light more irregularities and losses to the state treasury.

The era described as the "Matanzima dynasty" has ended and Miss Sigcau said she would be taking steps to ensure that her administration would mark an improvement.

She has promised to end government by directive and to rule by consensus. "Our people want a change," she said.

Opposed to nepotism, Miss Sigcau said she would end corruption and support further commissions of inquiry if investigations revealed misuse of government monies.

Se felt a change was inevitable but she believed that the commissions of inquiry precipitated the outcome.

"It's high time Transkei's see that their money is used for development. We owe the taxpayers some form of development."

Miss Sigcau explained that most of the trouble began with contracts and abuses of the tender system. Evidence from the commission of inquiry into the Department of Works and Energy revealed that multi-million rand housing contracts did not go out to tender and were sometimes awarded to certain contractors by directive.

She stressed that contracts should never be "a one man show" but should go out to open tender. Mechanisms to scrutinise all documents and methods to ensure that contracts went out to tender should be implemented, she said.

Miss Sigcau acknowledged that in previous administrations monies had been lost at various levels and in many departments, but she aimed to close the loopholes.

Administratively, she said, it should become practice that as soon as misuse of funds surfaced they were dealt with immediately.

Before making any sweeping changes, the Prime Minister's first priority was to discuss each department and its problems in depth with her new cabinet before initiating programmes.

Miss Sigcau said she had not yet been approached to pardon any high government official who had emerged in connection with the investigations into the losses from the state treasury. Any action to be taken would be based on resolutions passed by the Transkei National Assembly.

The new administration would keep an open mind about business, she said, highlighting the need for discussions with the private sector as it shared responsibility for the country's development.

The government had realised the importance of not over-restraining business but she felt Transkeians needed the type of business freedom which was enjoyed in South Africa.

The new Prime Minister looked forward to an improvement in relations between Cis-kei and Transkei and to maintaining good relations with South Africa.

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# NGK women in push to be ministers

Pretoria Correspondent

Women were "frustrated" by the fact that they were forbidden to serve as elders and ministers in the Ned Geref Kerk (NGK), the church's Eastern Transvaal Synod heard yesterday.

"Women are not automatically disqualified by their sex from serving in supervisory and teaching capacities. The gifts of the Holy Spirit apply to women as much as they do to men," Mrs Martie van Zyl, an Elardus Park deacon, said.

Mrs van Zyl is one of five women among approximately 300 delegates attending the synod.

The Rev Johanan Viljoen of Witbank-Valley said women should be permitted to fulfil their callings "side by side" with male members of the church, but in "their own homogenous ('eiesoortige') way". After a lengthy debate, the synod recommended that the church's General Synod favourably consider the admission of women as elders and ministers.

● A motion suggesting there was "insufficient reason" to urge the easing of the income tax burden on married couples was defeated by an overwhelming show of hands.

2/10/82  
NGK



# Women 'run Africa'

DAKAR — The word feminist hardly exists in Africa and some delegates at meetings organised by the Socialist International in Senegal this month preferred to be known as female militants.

Visiting activists from the Socialist International Women movement nevertheless had no doubt that they were meeting kindred spirits getting a particularly raw deal from Third World society.

Senegalese Minister for Social Development Mantoulaye Guene, one of three women in the socialist cabinet of President Abdou Diouf, made male listeners shrink with an impassioned speech in which she said women were the most important part of society.

Women were especially important

to rural communities, she said. UN Food and Agriculture Organisation statistics showed that 42% of farmers in 82 selected countries were women and the figure was probably higher for Africa.

Socialist International delegates visiting these areas marvelled at show-piece womens' co-operative groups. "The women of Africa have always run Africa. It is the men who have not been prepared to accept it," British MP Gwyneth Dunwoody said.

One of the co-operatives, 324 strong, was formed in June 1985 with the aim of getting women more involved in the economy. "They want economic independence and to improve the quality of their lives," Dunwoody said. — Sapa-Reuter.

355A

B/day 23/10/87

# 'Crisis' as traditional role of men changes

Staff Reporter

MANY black South African women are dispensing with their husbands — and their menfolk are in crisis as a result.

This is the view of the former director of Johannesburg's Family Life Centre, Mrs Ruth de Bruyn, who is a consultant on relationships between employees and their families.

In an interview in the latest issue of SA Institute of Race Relations News, Mrs de Bruyn said many black women could no longer accept traditional ways of handling family tensions.

"The talks given by the uncles are no longer taken seriously by the woman.

## 'Dispensing'

"The traditional attitude of the man being in control and the woman having to put up with whatever he wants to do just doesn't wash any more with many women."

Many women were dispensing with their husbands — either through divorce or by having children but not maintaining a relationship with their father.

As a result, many black men were in crisis — "because they actually don't know what to do next as the women don't fit what they have traditionally expected of them"

On the effects of political pressures on black family life, Mrs de Bruyn said that, for example, having a policeman in the family, whether as a husband, brother or lover, could result in having one's house burnt down.

"It can literally become a life-and-death issue for a woman,

## Political

"Just as we see the *broedertwis* that is happening in the Afrikaans community, different members of the same black families may have different political views. One group will support the UDF and the other Azapo, for example — and this will affect the family."

Mrs de Bruyn said black women had an "enormous role" to play in the present and future.

"If businesses, for example, would take the trouble to listen to what black women in their companies are saying about their lives, about their company, they would understand better what needs to be done in those companies to strengthen black family life."

On the implications a disturbed family life could have on business, she said: "It means you have an angry employee, a worried employee. So, for one, your productivity is going to drop.

"For another, that anger is going to be channelled to available avenues — for example, it could be a passive aggression of just not feeling motivated to do the job."

Mrs de Bruyn said she did not think many businesses realised the extent to which employees' family lives affected their work.



# Award is for us all, says humble Fikile

By Paula Fray

Mrs Fikile Mlotshwa, a voluntary worker for churches, unions and organiser of enrichment programmes for women, is the *Sowetan* Woman of the Year.

The award was presented at a ceremony in Johannesburg this week in recognition of the contributions made by women to their communities at grassroots level.

Mrs Mlotshwa (44) organises an interdenominational Christian Women Enrichment Programme. For two years, she has run — without pay — three workshops for unemployed churchwomen in Phiri, Moletsane and Dobsonville.

## 'SERVICE TO OTHERS IS SECOND NATURE'

She was visibly moved when she was chosen above other contestants. Dressed in traditional clothes made by women in the workshops, she said: "As a Catholic, I was brought up to work for Christ and to see Him in others. Being a service to others has become second nature.

"The award is a challenge to me to go on and even give more of myself. It is not my award, it is our award," she said.

It will not be the first time she has accepted a challenge. She was a union organiser for a predominantly male profession, engineering.

She agreed it was unusual, but shrugged humbly: "I was only helping to educate the workers to know their rights."

Her children (two girls and a boy) are also involved in her work. They all pray for daily necessities.

"How else will I get what I need?" she asked. Proof that God supplied all her needs was the constant donations from friends who helped pay the daily bills.

A pioneer, she was the first black woman working at national level in the Catholic Church. She has worked for the Young Christian Workers (YCW) and the Catholic Bishops' Conference. She was also involved in domestic workers' projects.

Mrs Mlotshwa said women should not look only for work which was paid. Women needed to help others in their communities who were less fortunate.

COMMUNITY SERVICE: The Sowetan Woman of the Year, Mrs Fikile Mlotshwa (left), is congratulated by another nominee, Mrs Ruth Bomvana.



● Picture: LEN KHUMALO

Miss Hilda Mohlophi and Miss Elda Oliphant were given special merit mention.

Presenting the award, the *Sowetan's* editor, Mr Joe Latakgomo, said women received little recognition.

Guest of honour Ms Lindy Myeza agreed: "Women need the recognition. They must be affirmed and have to affirm themselves. They have to be given encouragement and support.

"Women are the cornerstones at all levels all the time. No nation can rise above its womanhood.

"Women must wage war against all sorts of evils ... despondency, self-pity and worthlessness."



# Unity comes first in women's struggle

By Paula Fray

Nearly two years after the Nairobi UN International End of the Decade Conference for women, more than 80 women gathered in Johannesburg over the week-end to work for unity and learn from its consequences.

Miss Lindi Myeza, of The Women's Informal Training Institute (Witi) presented the video: "The women's decade — beyond beginnings". She had attended the half-decade conference in Copenhagen in 1980.

One Nairobi observer, Mrs Matilda Masipa, a magazine journalist from Tembisa, told the audience: "The struggle of women continues. It did not end in 1985."

There were two conferences at Nairobi — the official UN one and Forum '85 where women from all over the world had workshops to help one another.

Mrs Masipa said Forum '85 had hundreds of feminism workshops over a period of 10 days. One not only learnt from them but from the attitudes and experiences of the many delegates.

She said she had been impressed by the unity of the Kenyan women. They did not look down on one another and the educated women worked hand in hand with those who had no education.

"There is no gap between the educated and uneducated and no gap between the rural and urban women.

"The progress of the (Kenyan) women is possible because they are not distanced. In South Africa however, the gap between the educated and uneducated women is big while the gap between the rural and urban women is even bigger."

She said these women needed to team up and do something. Women also needed to be introspective before they demanded equality.



LINDI MYEZA: Moving beyond Nairobi to initiate unity.

"We differentiate between the sexes with our children and so women grow up with inferiority complexes." Delegates needed to prepare their children for equality, she said.

Another three women from Natal told of returning from Nairobi with determination to continue the struggle.

They went back to Natal where they isolated the needs of their communities at grassroots level, and then organised women into co-operatives.

Workshops at the weekend conference discussed how South African women could be united and help women with basic skills.



# Cosatu rejects general's allegations of plot

JOHANNESBURG —

The Congress of South African Trade Unions (Cosatu) yesterday rejected allegations by the Commissioner of Police that Cosatu's campaigns were part of a communist onslaught.

Cosatu said in a statement that the Commissioner, Gen Hennie de Witt, made these allegations at a recent employers' congress in Cape Town.

The commissioner reportedly said Cosatu's living wage campaign and programme of one industry, one union was part of a communist inspired plan to paralyse the economy.

"We reject this criminalisation of our legiti-

mate living wage campaign," Cosatu said.

"It is indisputable that South Africa's economy is built on cheap labour, and that the vast majority of working South Africans do not earn enough to buy the basic commodities for a decent life."

High unemployment and rising inflation helped to worsen poverty in the townships, Cosatu said.

"It is also true that companies continue to make record profits.

"The working class in South Africa has every right to call for a greater share in the wealth produced."

If unionisation was a

"sinister onslaught," then, by the same token, increased monopolisation and the existence of an employers' federation was part of a fierce capitalist onslaught on the working class.

Cosatu said Gen de Witt's "attempts to portray in a sinister light" Cosatu's 1986 trip to the African National Congress were ridiculous.

"South Africans from all walks of life have recently held talks with the banned organisation.

"Indeed, there are even rumours that the Nationalist government is secretly making contact with the ANC.

"In any case, the ANC

has an indispensable role to play in the search for a just and democratic solution to South Africa's problems.

"The government has itself recognised this by releasing an ANC stalwart, Mr Govan Mbeki, last week."

The statement said Gen de Witt mocked Cosatu's assertions that the State wanted to put Cosatu's leadership on trial, and that he suggested that Cosatu had to be "involved in activities which have aroused those fears".

Cosatu said the general seemed to forget that:

● A top union leader, Mr Moses Mayekiso, was presently on trial for treason;

● About 50 Cosatu people were in detention, some since June 12, 1986; and that

● The government and security police consistently made allegations that Cosatu was merely a tool in the hands of banned organisations.

Cosatu did not deny that it was part of the democratic movement wanting to build a new South Africa free of apartheid and economic exploitation.

"We express the political aspirations of our members," — Sapa

355A



The Star Tuesday November 24 1987

## OPTIONS

## Sophiatown died and Mama Lindi was born

By Paula Fray

She was born Lindive Myeza in a township called Sophiatown. Today Sophiatown is Triomf, and Ms Myeza is known simply as Mama Lindi.

Ms Myeza recalls: "I left Indaleni, a teachers' college in Natal, to visit my parents in 1953. When I got to our home in Mayer Street, Sophiatown, I found bricks, rubble and flat ground. The whole street had been wiped off the earth.

"I was numb. I couldn't laugh or cry. I couldn't believe it was happening. I was also very bitter. As a colonised person, I couldn't articulate my bitterness but as a young student I felt I had to do something."

The event had a profound effect on her. Throughout her life she had been provided with everything by her grandparents. Her grandfather was a minister in the Congregational Church. Her

grandmother, as a minister's wife, soon became the local "social worker".

Today she fills a similar role. However, Ms Myeza says: "I am not a social worker. I am a teacher by training and a community worker by choice."

Her involvement in her community extends beyond the Wilgespruit Fellowship Centre where she is the manager. She runs the Women's Informal Training Institute (WITI), and is involved in a publishing company for women, Seriti sa Sechaba, the Wits Council of Churches, Shade, and a Soweto Consumer programme.

Ms Myeza sees Witi as being a training programme to bring to the surface the needs, aspirations and disabilities of women. Discrimination against women, especially black women, is challenged. Legally and culturally we stay 'statutory kids', perpetually minors," she says. "I want to create awareness and then do something

about it."

Her recently launched "Women's Well" (Sediba) programme in Wilgespruit is an opportunity for women to reflect, research, learn and discover new experiences.

She believes economic and political liberation go hand in hand. "While we are concerned about our political liberation, (some of us are confident we will be liberated), women should be engaged in understanding the economy and putting their values straight."

"Everywhere you look there are women buying, selling and banking. They need to start investing money," she says.

Ms Myeza believes women are not ignorant, but they still work in isolation and competition.

She likened women to drops of water, joining together as the sea. "We all have different talents and we need to put them together."

Women should be more assertive — not aggressive — in challenging the avenues to decision making, she says. She stresses she does not advocate role-reversal: "We are women. God created us as such for a special purpose. We should make the best of whom we are."

She has travelled extensively to many important conferences, including the 1980 UN Half-Decade Conference for Women in Copenhagen.

"I have been told if I put my talents to business, I would be very rich. People should realise the growth of other people enriches me," she says.

Her future aim is to collate a book on "her stories". She too, has made her mark on history. In 1976, as a community organiser for the Methodist Church, she was The Star's Unsung Heroine. It was said then: "She is eminently suitable for such work. Her involvement with her people and her commitment is total."

## New film shows the high risk of high heels

We have all known for a long time that high heels are better than for women's feet. Now high speed cameras at the French National Office for Road

Safety have revealed why. Their film shows that a foot in a high heeled shoe is barely capable of imparting any propulsion. The foot normally propels the leg forward by pushing at the toe.

New Scientist magazine reports: "The arch of the foot usually acts as a

spring which stores much of the energy in a step."

But in high heels the arch remains virtually unchanged and cannot exert spring action.

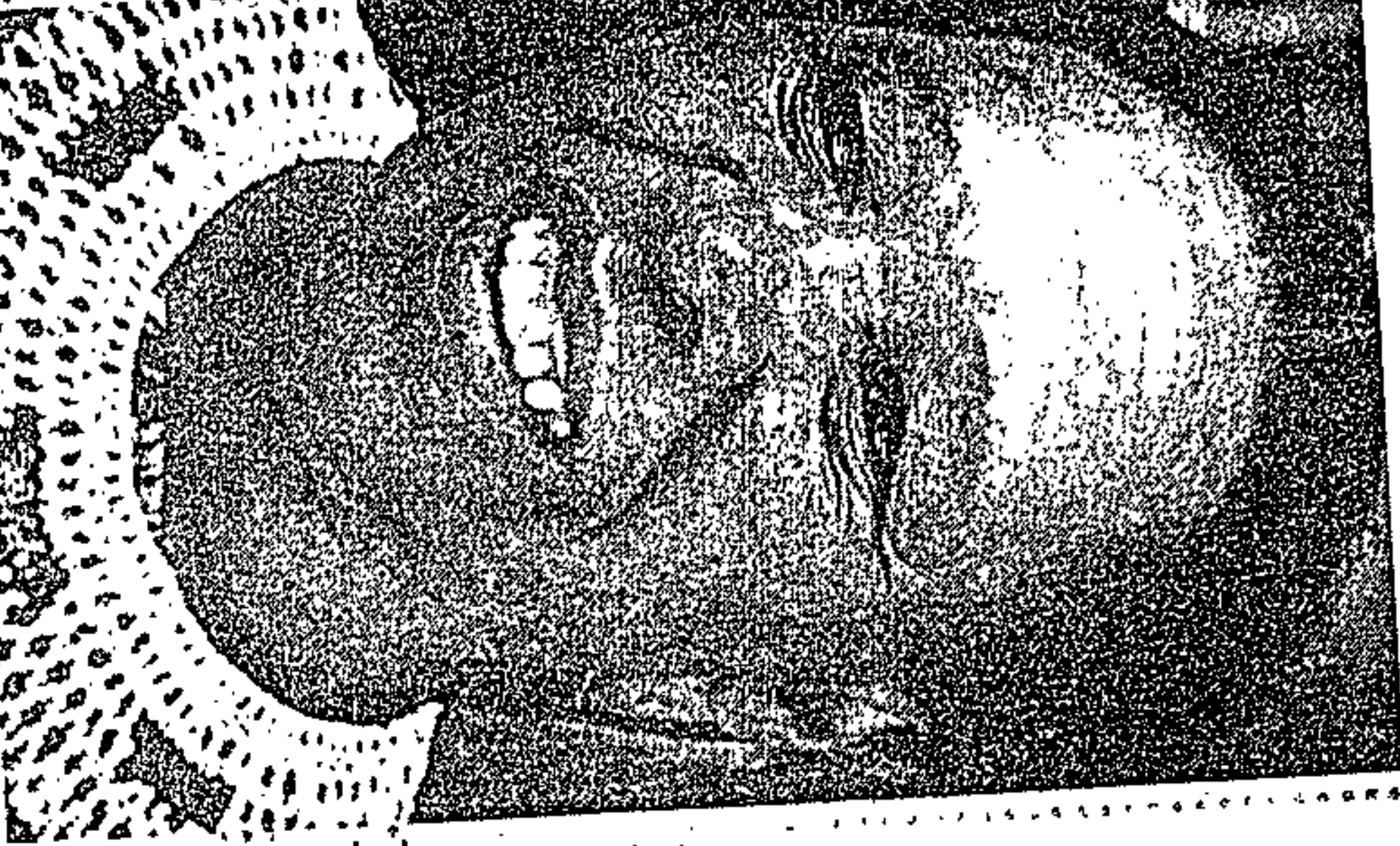
The body's centre of gravity shifts forward as a result and many women risk crippling malformation. — The Daily Mail.

## For Better or For Worse



by Lynn Johnston

LINDI MYEZA: Teacher by training, community worker by choice. © Picture: KAREN SANDISON



S ONLY

LARGEST



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# Women working for women

**Seriti Sa Schaba — The Spirit of the Nation — is a new publishing co-op run by women for women writers and readers in South Africa.**

*She*

Seriti Sa Sachaba is just three small, bare rooms in central Johannesburg, but already it has published three books.

Why take such a risk in South Africa's uncertain economic climate?

"Someone told us it was because we all had big egos," said managing director Dinah Lefkane. (She later admitted that the someone was of the male persuasion.)

"Actually, there is a definite need for a publishing house which will address itself to women writers," continued this energetic head of the team of four women who run the publishing house.

It's non-profit making — designed to channel any money back to the writers themselves, instead of to owners or shareholders.

Since the established publishing houses are run by men, there is an understandable lack of sympathy with our particular needs, interests and aspirations," said Dinah.

"Often the material we want to read goes against

the objectives of these commercial publishing houses."

Dinah considers women readers as well as women writers.

"Those women who can read English have many

dren's stories in Sotho."

But while Seriti Sa Sechaba, after only a few months in operation, has plenty to publish next year, its aim is not to become wildly prosperous itself.

the discussion: "Women form 50 per cent of our total population. Of course we have a vital role to play in the development of our culture and our indigenous literature."

One of Seageng's best experiences was accepting "almost immediately" a manuscript dropped on her desk by a woman who had just walked in off the street.

"There is so much untapped talent here, and it is such an empowering experience for women to realise that they must become involved in the vital communication process that has to take place in our country," she said.

Seriti Sa Sechaba organises writing seminars and workshops, and it edits, prepares and produces a Women in Writing newsletter, Lema.

Anyone interested in writing can contact Seriti Sa Sechaba at PO Box 62384, Marshalltown, 2107, or telephone (011) 8366915. —DDC



J. Phokela's sketch for A Pot of Poetry by her friend, Cikizwa Nzube ka Mokoena.

books available, but what about the many who can only read in the vernacular?

"So we publish in all languages. "We have a Xhosa book, Silunye, now at the typsetters, and next year we will publish Taari Ya Bana, a collection of chil-

"The women must see their writing as a source of income. We have guaranteed our writers royalties amounting to 20 per cent on first editions, with 25 to 30 percent on subsequent editions."

Editor Seageng Tsikang took over

# Black workers achieve 20 to 22pc increases

JOHANNESBURG — Black workers have achieved real salary increases of between 20 and 22 per cent since the 1983 recession because of a strong union structure and less exposure to the taxman, says a major business report.

The result has been a real increase in disposable income for employed blacks, the managing director of Perry and Associates, Mr Mike Perry, said in the Early Warning.

The ongoing skills shortage is but one of the factors ensuring black progress in the work place.

The most recent re-

port by the South African Institute of Race Relations estimates that South Africa will need 116 000 new managers by the year 2 000, of which 40 000 are expected to be white.

Opportunities for increases in sales volume and market growth are, therefore, meaningful only among black customers," he said. The report gives four examples of this:

● The liquor market — in many product categories consumption by blacks in the Witwatersrand is far larger than the total value of the national white market;

● New microbuses — four out of 10 are claimed to be purchased by black;

● Bank cards — one out of six are claimed to be held by blacks;

● Grocery wholesalers — these generally focus on distributing to shops servicing the black customer, and are growing at a rate substantially higher than supermarkets.

Mr Perry says the basic long-term trend is towards black consumer dominance, and although there may be short-term variations, the trend is here to stay. — DC

28/12/87



# Times changing, but . . .



**BECOMING BEASTLY:** some women in executive posts take on masculine characteristics, becoming monsters in the process.

By John Spicer

LONDON — Women executives who imitate the men around them become "monsters" and display symptoms similar to those of aliens in a foreign country, when they work in a male environment, says a top Swedish management consultant.

Mrs Gunnila Steen presented the results of her research to more than 300 business women at an international conference in Brighton recently.

She said the times were changing, but there were deep differences between the male and female ways of running things.

Based on her work with 5 000 women and 20 000 men, Mrs Steen outlined some of the "foreigner" symptoms that women had in an "alien male environment". These included a feeling of over-visibility, of being responsible for all the mistakes, and being the object of male suspicion and envy.

"But women managers must succeed as women. They must not lose their identity or start trying to imitate men," she said.

Mrs Steen told delegates from 17 countries at the annual European Women's Management Development Conference that

## Women execs turning into 'monsters' — study

women executives became "monsters" because they copied those around them.

They acted like men, even dressed like men, and imitated them because that was how they thought they would get on. "Women do not like these kind of women, nor do men."

The same pattern existed for men in a female-dominated world. Mrs Steen said that in hospitals, for example, men, surrounded by women, took on women's characteristics. "Men don't like such men because they have stepped out of character."

Mrs Steen said men and women managers should recognise their different strengths and weaknesses and she called on employers to encourage men and women to work more closely together and "end once and for all the battle of the sexes at work".

Women worked better in teams, while men liked to press ahead as individuals. Men preferred to have a high profile, while women tended to keep in the background.

And, says Mrs Steen, women had few close relationships at work, whereas men built up a network of allies.

"Women bosses, however," she said, "are much better at helping their employees develop their own skills. Women tend to be more down-to-earth in their speech and they make much better listeners."

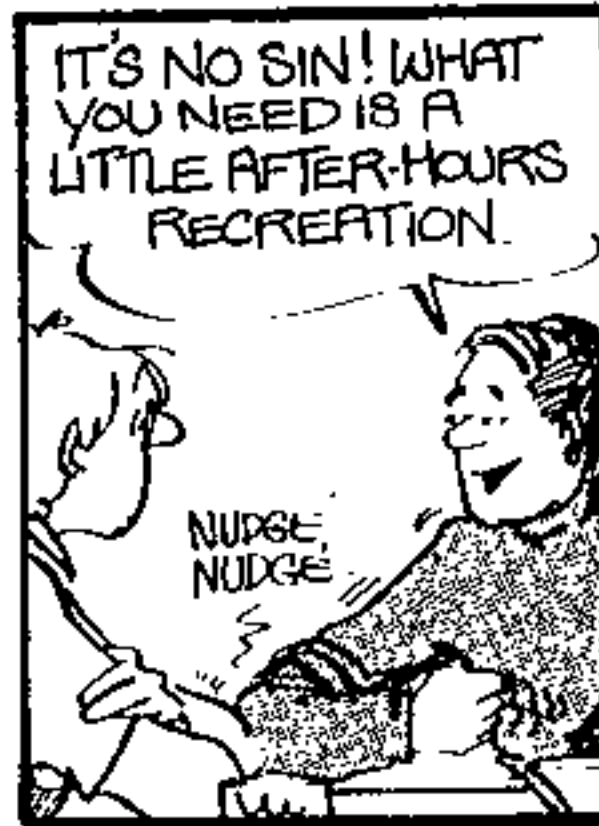
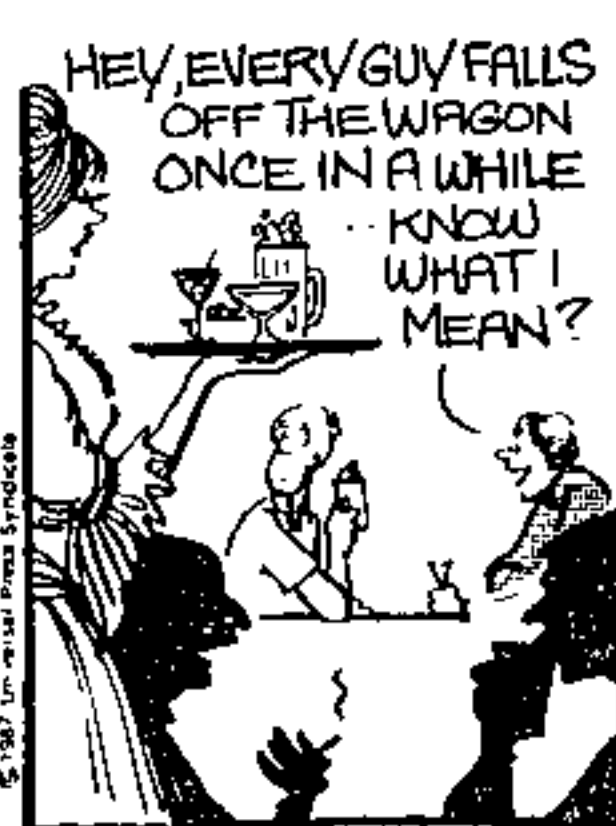
Professor Joyce O'Connor, director of the Social Research centre, College of Humanities, Limerick, Irish Republic said that men married to businesswomen were to blame for causing them stress and guilt over the problems of running home and commitment to their jobs.

Married businesswomen found they had little or no leisure time as a result of trying to cope with both worlds. Men were first class when it came to encouraging their wives to set themselves up in business, she said, and they were good at subsequent psychological and emotional support needed later to keep their wives going.

"But they give little practical help in the house, so that the women are still required to carry out their usual house-duties. Their business in many cases is organised around family needs." — The Times.

### For Better or For Worse

by Lynn Johnson



### Potter's gallery



**ART GALLERY:** Leading South African potter, Kim Sacks, will exhibit her work at her own gallery, which opens tomorrow. The first exhibition runs until Sunday December 6. She will exhibit porcelain and stoneware pots. Jewellery by Frances Robinson and Frankie Jean, paintings by Brian Green and traditional crafts will be displayed. The gallery, in Frances St, Bellevue, will be open daily from 10 am to 9 pm.

# Parity for women teachers

PRETORIA — All discrimination against women teachers should be eliminated as speedily as possible, Federal Teachers' Council (TFC) chairman Dudley Schroeder said yesterday.

He was reacting to an announcement this week by Education and Culture Minister Piet Clase of increased benefits for some teachers from November 1. Schroeder said specific problem areas were alleviated and indications were that progress was being made with the implementation of full parity for

*bl day*  
1/12/87 GERALD REILLY

women teachers.

The announcement of salary parity on post level 1 (teachers) for women who had five years or more of recognised training meant a start had been made with phasing in parity for teachers who were not in promotion posts. "Most women are, however, in category D and lower and full parity on post level 1 is the ultimate objective to which the TFC is committed."



# Where only a fool won't make money

If a critic of apartheid accused the Government of encouraging gross exploitation of black workers, there would be many indignant and angry denials.

Yet — after a visit to Botshabelo, the black settlement in the Free State that was incorporated recently into the homeland of QwaQwa — it is easy to come to this conclusion.

Botshabelo was created eight years ago as a reservoir for Free State blacks not permitted to live in "white" South Africa.

It suffered from the same problem as numerous other apartheid-inspired black settlements: no economic infrastructure.

Residents had to rely for jobs on Bloemfontein, 55 km away, and the Free State goldfields, but these areas absorbed only a small part of the workforce.

To try to solve this problem, the State began investing millions of rands in the development of an industrial area for Botshabelo.

It has succeeded in creating 10 000-15 000 jobs — but at a vast cost to taxpayers. A spokesman for the SA Development Trust Corporation (SADTC) said it had cost the Government more than R4 000 to create one job — and that was just to develop the factories and infrastructure.

In addition, the Government offers huge and lucrative incentives to lure businessmen to move to Botshabelo. As one shopowner put it: "You would have to be a fool not to make money here."

This is the deal offered to industrialists: the Government will pay for the construction of the factory and will subsidise rentals for 10 years. It will also pay 90-95 percent of the monthly wages of each worker up to a maximum of R100 for seven years. It offers to subsidise rail transport to the tune of 40 percent, and to provide training grants worth 125 percent and housing subsidies of 40 percent for white managers relocating to Bloemfontein.

No wonder there are about 50 factories now operating in this remote area.

If businessmen are getting such good subsidies, the workers must surely be getting fair wages.

Yet the average worker is being paid only R80 a month. R172 paid by the Government and a paltry R8 by the factory owners.

Workers interviewed said they could barely exist on these wages but they had no option but to accept the situation. If they gave up their jobs there were scores of others prepared to take their place.

This labour surplus has been used by the Government to promote Botshabelo. An advertisement in the Regional Industrial Development Annual said of Botshabelo: "There is an oversupply of enthusiastic and trainable labour."

There is not a single black businessman in this so-called black area; most are Taiwanese but there are some South African and Israeli industrialists.

An SADTC spokesman said the corporation was aware of the problem of low wages. "We've held numerous seminars to try to explain to industrialists the importance of paying fair wages."

He said it had to be remembered that most workers were totally unskilled and had never been employed before.

The Star asked what was the minimum wage recommended by the SADTC. "I can't speak for the SADTC, but in my opinion untrained workers should get about R80 to start. But as soon as they have acquired skills, the industrialists should easily be able to pay them R150 to R200 a month," he said.

Perhaps what is happening in Botshabelo's industrial area was not the Government's intention. But the hard facts are that many foreign and local businessmen are making a very good living on a captive labour market.

And Botshabelo is not an exceptional case. There are numerous other such developments in South Africa where "you would probably have to be a fool not to make money".



Local women from Botshabelo at work in a Government-subsidised factory in the industrial section of the township. Most workers earn less than R90 a month.



# Union produces rights agenda for working parents

IN SPITE of the serious split in its ranks, the Commercial, Catering and Allied Workers' Union (CCAWUSA) has managed to mount a fairly solid strike against Ellerines.

Apart from the issues over which the strike was called, the two parties are also arguing about the numbers involved.

Stores in Natal have not yet joined the strike, but the union claimed earlier this week that 202 stores and about 5 600 workers were on strike in other centres.

Ellerines, however, claimed that only 2 470 workers at 149 outlets were on strike.

Stores in Natal were due to join the strike yesterday but by early afternoon the company said there had been no action, CCAWUSA said.

The union claims the union has achieved an average R100 increase on the minimum for members this year — 98 percent at Jazz Supermarkets, 95 percent at Checkers, 66 percent at OK Bazaars, 68 at Thumb and 53 percent at the Squires group.

Women workers comprise a significant element of its membership, so it was not surprising that the union has laid strong emphasis on negotiating maternity rights.

But recently it has started to broaden this campaign and is conducting a research pro-

ject into parental rights.

"The idea of parental rights is to look at the whole family and their needs," said a statement on the subject in the latest *South African Labour Bulletin*.

"The aim is to provide for the welfare and rights of working parents and their families. An important aspect to these negotiations is to address the problem of gender discrimination, the socially constructed differences between women and men that result in the oppression of women in our society.

"The union's proposals are geared towards stopping the 'double shift' that women have to work and promoting the thinking that the responsibility of childcare and looking after the family must be shared by both parents."

The union says the main principles involved in parental rights agreements are:

- The elimination of discrimination based on gender;

- Working parents must be able to exercise fully their parental responsibilities;

- Men and women have the right to hold a job, lead a normal family life, work under safe and healthy conditions and to give their children the necessary care and attention;

- Women and men must have equal opportunity to combine gain-



WOMEN WORKERS -

1988

S Constance  
Sizakele Nkosi  
is the 1987

winner of the Black Management Forum's Excellence in Achievement Award, and one of the very few women who have reached their goal in the male-dominated industry. But she speaks very lightly of her success.

This 41-year-old manager of the Soweto operation of the South African Permanent Building Society — in charge of the Diepkloof, Dube and Jabulani branches — is mainly concerned with setting a good example for those who want to follow in her steps, and help them develop themselves.

# Taking on men ...and winning

**boardroom. I also want a doctorate."**

**Ms Nkosi, who was the first black woman to**

tion (1982), gives motivational talks to business groups and organisations. She is also a part-time lecturer at the Damelin Management School, Eden Management College, Wits Graduate School of Business and the USSALEP Community Leadership Project.

**something to help in their development. Seeing them take their rightful places after the venture will be a**

**opportunities because they never try to cultivate themselves.**

"It is true that we have been fed with inferior education and we have been left out for quite a long time, but we must not sit back and cry about our unfortunate position. I completed my junior degree in 1967 at the time when good jobs were mainly reserved for whites. I cultivated myself and took up courses that gave me much needed information about my job. I studied for an MBA because I wanted to be incorporated and master everything that was involved in my job as a manager."

## Career

"I really feel good about my career and I was excited when I was given the BMF award, but I am not in this job for competition," she says.

**"This does not mean I do not have ambitions. I still have to fulfil some urges. I would love to see myself sitting in the**

**CONSTANCE NKOSI.**  
acquire a Master's degree  
in Business Administra-

Together with the BMF award, Ms Nkosi was also awarded a month's study at Wharton College at the University of Philadelphia in the United States of America where she will do a course in Human Resources Management.

"I chose to do the course because I believe that human resources is a vibrant area. Something still has to be done about the shortage of skilled managers. I will not rest until I have done

**... wants doctorate.**

She says that most blacks miss out on great award to me."

# Hectic

In the two hectic years that she has worked for the Perm, she has been able to fit in community work. She is a treasurer of the Soweto Old Age Home project and deputy bursar of the Johannesburg Diocese Finance Board. She also spends enough time with her children, Yusi (17) and Smailiso (13).

**the church.**



# Focus on female problems in the workplace

## Bosses need help to help women succeed

By Marika Sboros  
Options Editor

Most of the problems women face from bosses in the workplace are due not to deliberate chauvinism but to a tendency to treat women differently, says a management consultant.

Mrs Truida Prekel, formerly senior lecturer in management at the Unisa School of Business Leadership, has now branched out to meet the growing demand for development programmes for female staff.

She has been doing research into the field of problems faced by women in the market place for the past 10 years. She has conducted her research in several large organisations and has given public seminars on the subject.

### OBJECTIVES

She is presently doing a programme at Eskom involving several hundred women.

"The objectives are to ensure personal and career growth for these women," says Mrs Prekel, whose programmes consist of workshops on self-confidence, assert-



TRUIDA PREKEL: "Bosses often unconsciously discriminate against women on their staff."

iveness, coping with conflicts between personal life and career, time management and understanding of the problems that hamper women's growth from the side of women and their bosses.

Bosses are actively involved in the seminars, says Mrs Prekel.

"If we don't involve them, they don't know what we're trying to achieve, and they can be defensive.

"If we can bring to their attention the danger of unconscious discrimination and paternalism, they can avoid it in future, and can use ideas to encourage women's growth."

Bosses are often hesi-

tant to give a woman negative feedback fearing that she might cry.

"But if she doesn't get the feedback, she can't mend her ways."

Men also tend to be paternalistic, and take decisions on behalf of women.

"They assume that a woman can't travel because she has a family, or that she can't handle a transfer because her husband won't allow it."

Women who want to move up in their careers do not usually get the same encouragement as men in that position.

"Employers assume men are career-oriented. They are often surprised when they find women who are too."

And while employers are becoming aware of the strengths of their female employees, women still have to be very good before they attract the boss's attention.

This means that good talent is lost, not only to the woman in her career but to the company.

In some instances women are responsible for their own problems.

"They trip themselves up in their careers. If a woman doesn't think she's good, she can hardly expect her boss to believe it," says Mrs Prekel.

"Many women also don't know whether they really want a job or a career, so they don't make the commitment and sacrifices that promotions may entail.

"Sometimes women don't support other women. If a woman is promoted, she is undercut by other women.

### SEMINAR

"Women don't realise that if they don't support women, that will make the company more hesitant to promote women in future."

● Mrs Prekel will be speaking on careers for the future at the convention on women, leadership and development, to be held in Pretoria from January 15 to 17.

The convention is jointly organised by the SA Association of University Women, Soroptimists International, Pretoria, and the SA Federation of Business and Professional Women.

For more information on the convention, telephone (012) 343-0951.



Women, as consumers, exercise control over the economy, says Ms Jocelyn Bell, an economist for a South African mining house.

Ms Bell spoke on women's role in the South African economy as consumers, producers, investors and entrepreneurs at a convention on women, leadership and development last weekend.

The conference was organised by the South African Association of University Women, Soroptimists International Pretoria and the SA Federation of Business and Professional Women.

## Arbiters

Ms Bell said it would be wrong to conclude because of the lack of women in companies on the Johannesburg Stock Exchange that women had little part in the economic system.

"All those companies are operating to provide products which will ultimately titillate the consumer, and the consumer, by and large, is a woman," she said.

She observed that the higher the status of women in society, the more prosperous society became.

## Principal role

For an economy to prosper women perhaps needed to fulfill their role as arbiters of consumption, she said.

"In the South African economy private consumption expenditure amounts to R77 billion per annum or 55 percent of the gross domestic

product, and that is the measure of women's principal role in the economy," she said.

Referring to women as producers in the economy, Ms Bell said that while women were prominent in the more junior echelons of business, they had not yet made serious inroads higher in organisations.

And while the woman's role as a producer was important, Ms Bell said it was still subordinate to their role as consumers. This could be a manifestation of the efficiency of the division of labour within an economy.

"If women have the pivotal role as consumers, men have the commanding role as producers."

While there was no training for consumers, except that passed from mother to daughter, there

**A convention held in Pretoria this weekend aimed at increasing women's contribution to economic growth, social betterment and cross-cultural co-operation in South Africa, as well as to demonstrate unity of purpose among leading women's organisations. PAULA FRAY reports.**

were varied forms of training for producers.

Many women excelled in leadership roles "if they were allowed to attain them", said Ms Bell.

"Unless women assume leadership roles they will not achieve anything, but leadership which develops within the system is much more efficacious than the usual suggestions of affirmative action of one kind or another."

She said women as investors had an opportunity to affect the fortunes

of public companies. However, leadership roles were still very far in the future.

"As entrepreneurs, however, women can come into their own as controllers of their own destiny and leaders in the struggle for and upliftment of the quality of life," she said.

Ms Nomvuyo Ntshane, a careers counsellor, spoke on the vocational aspirations of the black child in South Africa, its problems and achievements.

As no individual could be understood apart from his environment, the measuring instruments used in counselling for black students needed to be Africanised, said Ms Ntshane, who is a trained social worker.

She said: "More counselling needs to be done at school when the young person during early adolescence is developing his identity, preparing for a career, developing a personal set of values and becoming a socially responsible member of the community."

Counsellors could not give only career guidance when the students were faced with high unemployment. They should be encouraged to place more value on a balanced life where work, careers, family and self-development received equal attention, she said.

## Priority

The training of teacher-counsellors should also be given priority.

She said student counselling was plagued by a number of problems including large numbers of students and the lack of specialised guidance teachers and the training of black counsellors along Western lines.

The latter was unsatisfactory as guidance was a behavioural science and, to be effective, had to be adapted to the culture of the society in which it operated.

# Women 'control SA economy'

STW 18/11/86

15/11/86



## Discrimination, pay concern teachers

EAST LONDON — The African Teachers' Association of South Africa has expressed concern about discrimination by the Department of Education and Training against women teachers.

The delegates heard that women teachers, especially at lower levels, were earning far less than their male counterparts and felt that this was unfair.

The salary differences ranged between two and three notches depending on the teacher's grade.

Atasa thanked the government for introducing parity in salaries for all teachers, and asked that the salary gap between male and female teachers be closed within five years.

Concern was also expressed that women teachers were discriminated against when it came to promotion. Male teachers were promoted far sooner than their female counterparts.

Turning to unqualified and underqualified teachers, the conference decided that the salaries of these teachers should be reviewed and called on the government to remunerate teachers for long service.

The delegates noted that underqualified teachers were paid R300 a month, which was below the breadline level and felt that it was impossible for a teacher to maintain a family on such an income.

19/1/88 8/day

# Local authorities income up

PRETORIA — Total income of local authorities general divisions was 11,1% higher in the third quarter last year compared with the July-September period the year before, Central Statistical Services said.

Total income from trading services increased by 23,9%.

Largest increases were recorded by housing (18,3%), electricity (25,2%) and water (26%).

Income from passenger-transport

GERALD REILLY

services increased by only 1,6% and abattoir income declined by 15,2%.

Spending excluding loan redemptions and net transfers to reserve funds in the third quarter last year, compared with the same quarter in 1986, increased — general government services by 17,7%, housing 17,4%, electricity 21,8%, water 17,7% and passenger-transport services 22,4%.

The surplus on the current accounts before redemption of loans and transfers to serve funds of general government services was R314m, compared with R320m in the third quarter in 1986.

Corresponding figures for the trading services were R272m and R229m.

The CSS said the statistics related to all local authorities except development boards, whose local authorities had taken over development board functions.

## Town Clerks Bill published

THE profession of Town Clerks Bill published yesterday gives professional status to town clerks of local authorities.

The Bill is the result of the recommendations of the Browne Committee's investigation into the finances of local authorities in SA.

A Department of Development Planning statement says the position of town clerk has become one of "considerable importance" in the implementation of the process of constitutional reform at local government level.

"In order to be a meaningful factor in local government reform, strong and expert leadership is required for local authorities. The Bill thus provides for the control of the profession of town clerk by a Town Clerks' Board, representative of all population groups." — Sapa.

PRETORIA — Women had started moving into business, politics and technical professions although their numbers were still small, management consultant Truida Prekel said at the weekend.

Speaking at a "Women Leadership and Development" conference, she said trends were expected to continue.

Statistics showed the growth in numbers of women in "non-traditional" careers mostly exceeded that of women in traditional careers.

But women worked in an environment that did not always recognise their ability or career aspirations.

The number of women in professions such as medicine, pharmacy, accounting and engineering had increased by a factor of between six and 30 over a 16-year period.

## Women move up, in limited numbers

GERALD REILLY

The rates of increase were remarkable. Women had increased their contribution to high-level manpower from 31% in 1971 to 37% in 1985, and to middle-level manpower from 29% to 35%.

The most significant increases were among scientists (from 6,7% to 19,4%), medical doctors (9% to 14,5%), lawyers (3% to 11,5%), accountants and auditors (5,9% to 18,5%) and agriculturists (0,6% to 12,8%).

Other growth areas included engineering, technology, supervising and administration.



355A SPM 3/2/88

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## Jobs run out at Community Services

# A massive waste of time and money

By Anna Louw,  
East Rand Bureau

Millions of rands and as many manhours are being wasted because employees of Community Services, formerly the Development Boards, are without work, according to a senior administration employee.

The source, who wished to remain anonymous, said senior employees receiving pay packets of between R70 000 and R90 000 a year spent eight hours a day at work with nothing to do.

The situation has been described as "a gross waste of taxpayers' money and total mismanagement".

A senior engineer paid between R4 500 and R5 000 a month has answered two official letters since November and has spent the rest of his time reading books.

### R70 000 — FOR NOUGHT

His superior, who took home R70 000 a year, had not done a stitch of work since last August, said the source.

At least 40 workers in another department have spent eight hours a day with nothing to do.

"While we were employed by the development boards, which were abolished for political reasons, the productivity level was high and employees enjoyed job satisfaction," said the source.

About 60 percent of Community Services personnel were without work while about 20 percent had only odd jobs to do.

Many employees were gradually made redundant after the abolition of the development boards. Some with 10 years' service received redundancy and pension packets of R60 000 while others with 20 years' service got R120 000 settlements.

The source believed the redundancy cheques came from the Government Pension Fund.

### PUT TO ISSUING IDENTITY DOCUMENTS

"My knowledge is being wasted because there is no work for me," said an engineer.

Some workers have been seconded to the townships while others have been given the task of issuing identity documents.

The press secretary to the Minister of Community Development, Mr Chris Heunis, said it was a provincial matter.

The public relations officer for the Transvaal Provincial Administration, Mr A Byrne, said: "We are not aware of any employee of community development sitting without work, especially in the pay brackets mentioned."

"There are several juniors who are being trained for specific tasks. These allegations are considered in a serious light and we will investigate any specific cases brought to our attention," he said.

# Zimbabwe women breach male barriers

Argus Africa  
News Service

HARARE. — Barriers denoting male preserves have been tumbling in Zimbabwe since the country attained independence eight years ago.

For Zimbabwean women, horizons have broadened dramatically since President Mugabe's Government came to power and declared that sexual discrimination was out, along with racial and other forms of discrimination.

For black women in particular, the government's policies have meant improved status in legal terms and the removal of many humiliating restrictions.

At the personal level, the outlawing of job reservation in terms of gender has resulted in some interesting appointments.

## Achievements

Achievements in becoming the "first" black woman this or that are legion.

For instance:

- Monica Kanyepe, holder of a degree in regional and urban planning, has become a traffic manager with the bus company which provides transport for thousands of Harare's commuters.

- Alice Matinhure started off with the idea of becoming a chartered accountant, switched to estate management, took a diploma in business administration at Central London Polytechnic and is Zimbabwe's first women chartered surveyor.

- Grace Mutize, 23, says she was always determined to invade the male-dominated world so she became a motor mechanic, did her apprenticeship with the central government garage and last year found herself allocated to the section keeping ministerial cars in good shape.

## Electricians

- History was made by Constance Murau and Susan Kwenda, who a few years ago became the first female apprentice electricians with the national electricity supply commission. Both said they intended eventually to take degrees in electrical engineering.

- Early arrivals on the barrier-breaking scene were Zimbabwean girls who went on an Air traffic control course in Britain in 1982. Others have been trained in France, Denmark and the United States.

One of the first women air traffic controllers was Noreen Tshuma who quit her job as a bank clerk for a "more interesting" position. The training course included getting her private pilot's licence.

## Architects

- Zimbabwe's first black woman architect was Gertrude Maboreke who said, "My parents always told me everything was possible with hard work and determination. Today there are three black women architects in Zimbabwe."

- Zimbabwe also has a woman boxing promoter, Lorriane Muringe, who grew up in New York; business leaders such as Pretoria-born Dawn Taunton, President of the chamber of commerce and a Member of Parliament; and four women Ministers in the Government, as well as top civil servants and diplomats.

## Maintenance

The battle to achieve equality along the sexual line has not been easy.

Currently under heavy fire is a new law on maintenance of children born out of wedlock, which came into force last year and has frightened some men.

The Legal Age of Majority Act which puts everyone on equal terms once they turn 18, also attracted heavy criticism.



8/12/1988

## Black women boost manpower reservoirs

PARLIAMENT — Manpower surveys showed that in 1985 32 percent of high-level management consisted of blacks, coloured people and Asians, with the entry of women being the main reason for the increase, the National Manpower Commission (NMC) reported yesterday.

The NMC said there had been a gradual increase since 1965.

A particularly sharp rise was noted in the number of blacks, coloureds and Asians in all categories of middle-level management.

The NMC said that although most of the statutory measures that hampered the mobility of blacks had been lifted over the past few years, a notable exception was the Group Areas Act, which was receiving attention.

However, there were still environmental factors such as housing and overcrowding that had a restrictive influence.

The quality of education and inadequate career services also affected Black advancement.

The NMC said that according to the 1985 census black women represented about 63 percent of all black high-level management. Women of all races represented 39 percent of high-level management and their share in the professional occupational category was as high as 47 percent.

The NMC said that 22 percent and 36 percent of all job vacancies in the country were for high-level and middle-level management respectively in 1985.

Vacancies in high-level management were generally high among technicians, technologists and nurses.

### DISAPPOINTING

Bearing in mind that the quality of management was the decisive factor determining the effective use of manpower, the NMC found that interest shown by the business world in the training of the management corps was disappointing.

This was a further indication of the cause of poor productivity performance.

It also appeared that many highly skilled workers engaged in activities which could be performed just as well by less skilled workers.

The NMC said that shortages of entrepreneurs, managers, professional and technical workers could reach substantial proportions by the year 2000. The supply of White high-level management would not satisfy demand and to moderate the envisaged shortages, required the optimal use of black, coloured and Asian high-level management.

Although good progress had been made with raising the population's level of education, needs were growing. Programmes aimed at the development of manpower would have to continue and be further supplemented.

The NMC found that remuneration played an important role in the recruitment, motivation and retention of skilled workers.

Tax also influenced the manpower supply, with fiscal drag clearly discouraging initiative.

The investigation also showed that high-level and middle-level management often worked under great stress. A solution could be found in a greater awareness of the benefits of physical exercise. — Sapa.

13/2/88

16 Cape Times, Sat

3551

## Chinese employers abuse women

By TIM LUARD

PEKING. — Women are overworked, underpaid and sexually abused in many private businesses in China, according to a survey in the official press here.

Some are treated "like horses and oxen" by their employers, having to work up to 20 hours a day, for as little as £8 (R28) a month, half the official pay, it found. Many were victims of rape and sexual assault.

One girl was beaten and later sacked after refusing to strip in front of a group of men. Another was forced to have sexual relations with her boss four times in a week.

Some women working in snack bars were forced to seduce customers so that their employers could blackmail the men.

The English-language China Daily said the main cause of the abuses was the lack of laws protecting private-sector workers. Most were too young and inexperienced to protect themselves, it said.

Hundreds of thousands of young, unmarried women have been leaving their homes in the countryside in recent years to seek jobs in city bars and restaurants or as housemaids.



355A Bday 22/2/88

# Office women to earn more

FEMALE office staff can look forward to the first real salary increases in years during 1988, says Kelly Personnel.

HELEN WISHART

According to a survey it conducted among female office staff, starting salaries were expected to increase substantially in 1988. In sympathy, "salary increases for existing staff will equal if not exceed the rate of inflation as employers strive to retain their staff".

On the basis of the top seven job categories, 1987 saw a slow but steady increase in levels of starting salaries with the fluctuating inflation rate although there remained a significant gap between inflation and salary in-

creases.

"However, in November 1987 when inflation was at its lowest (15%), the average salary increase was at its highest (11.2%).

"In the job categories requiring the most specialised skills, 'secretary' and 'bookkeeper', starting salaries have shown an annual increase during the period June to December 1987 of 18.1% and 18.33% respectively.

"These increases exceed the average rate of inflation for the same period (16%) and indicate a trend likely to continue through the coming year."

**SLEEPING** on duty cost three nursing sisters their jobs at the Rand Mutual Hospital in Johannesburg, writes LEN MASEKO.

But one of the nurses, Ms Ethel Tshikosi, recently had her dismissal reversed by an arbitrator after she challenged the hospital's authorities' decision.

Ms Tshikosi and two other nurses were found sleeping on duty on September 16, 1987, by a white colleague. The three, all employed in the hospital's intensive care unit, were dismissed.

The two other nurses admitted sleeping on duty but Ms Tshikosi denied the allegation.

The National Union of Mineworkers, which represented Ms Tshikosi in the arbitration proceedings, contested her

## Sleeping at work costly

dismissal on the grounds that her disciplinary hearing had not been fair.

The arbitrator, Mr N P Willis, said the Chamber of Mines' disciplinary procedure provided for a written warning for "sleeping on duty" for a

first offender — not a dismissal.

Mr Willis said: "It would seem to me that the disciplinary procedure in existence at the Rand Mutual Hospital was taken from elsewhere where sleeping on duty is obviously not as serious an offence as it is

for a sister at a hospital.

"Be that as it may, both the union and the Chamber were *ad idem* that this was the disciplinary procedure and code which they expected to be applied," he said.

The arbitrator ruled that the nursing sister should be reinstated from the date of her dismissal by the Chamber of Mines.

The Rand Mutual Hospital is a specialist referral hospital in the mining industry.



International commemoration day puts

# Spotlight on women's rights

By SINNAH KUNENE  
and VASANTHA  
ANGAMUTHU

TUESDAY, March 8,  
marks International Women's

Day — the day women all over the world commemorate their struggle to gain recognition in the workplace.

It started in New York on March 8, 1857, when female garment and textile workers staged a protest against low wages and long

hours. Hundreds were arrested and trampled when police dispersed the crowd.

Since then, women from other countries have joined in the fight for their rights and declared March 8 as Women's Day — the day to reinforce their campaigns against sexual and social discrimination.

The commemorations, centred on cultural programs — films, lectures and workshops — celebrating

women's lives, works and ideas, will be held throughout the week by a number of women's organisations.

In South Africa, discrimination against women — black women in particular — is marked, and women are more frequently speaking out against the apartheid rules that govern their lives.

The Natal Women's Organisation will host a Women's Day on Sunday,

March 6 at Alan Taylor residence in Wentworth, starting at 10am.

The Africa News Organisation is to mark Women's Day by focusing on the life of rural women in Transkei.

When Transkeian men go away to make a living, the women have to care alone for their families.

Money orders from husbands and sons are irregular, and most of the time

insufficient to satisfy all the needs of the family.

As the law stands, such women cannot inherit land and, as a result, many become destitute on the death of their husbands.

A survey in eastern Transkei shows that a quarter of the families there now see women as heads of the families — an indication there is an important change in the status of the rural woman.

4/3/88

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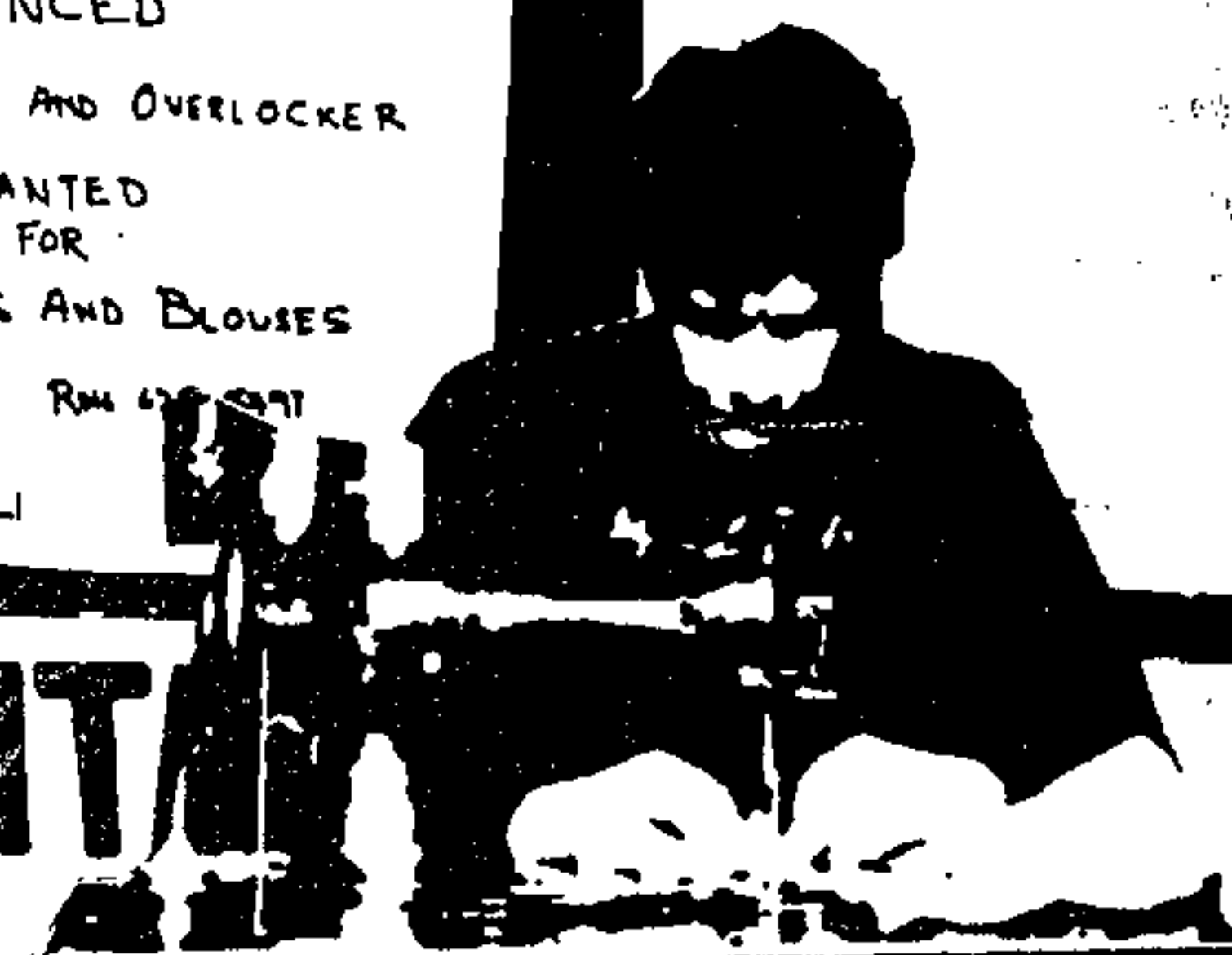


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HIDDEN HELPERS: It's a craft, but seldom recognised — the work machinists do from home. This illustration is from "Women and Craft".

# Craftwork by women documented

By Paula Fray

Crafts have long been regarded as woman's work and over the years countless women have passed on their skills in the privacy of an essentially female community.

Informal and undocumented, theirs has been an almost hidden tradition.

"Women and Craft" by G Elinor et al (Virago R46,50) attempts to correct this by documenting the craftworking lives of women from a feminist perspective.

To do so, it looks at objects women make in terms of the women who make them — not in isolation but within their social environment.

The book is divided into three parts: Labour of Love, Arty Craft and Crafty Art, and Making it Work.

Using personal profiles of craftswomen the book, which consists of a number of essays, gives us some insight into their world.

## OF SIGNIFICANCE

Of significance is the criticism of crafts as only "women's work". The book argues it is more, although most crafts are learnt from the mother.

"In our family there are three generations of women exercising a variety of craft skills. In our childhood we were unknowingly influenced by the beauty of the things the older

them, given our rudimentary skills," say Jenny Larvin and Sue Pooley — sisters who now earn their living selling their crafts.

But it is not just a craft learned for leisure.

For Agnes Walker and her daughter Kate, their craftwork — performed within a domestic setting — has been done for pleasure, for creative need and for the domestic economy: it is an aesthetic of survival.

## GOODS DEMOTED

Apart from the occasional sale to second-hand shops, the women have creatively re-cycled everything in their home by a process of demotion — jacket to rug to doormat and blouse to polisher to floor rag.

But the negative image of crafts is shown daily by the mass media.

Says Penny Dalton: "The media images of craftwork are occupations for spare time, tasks which express in the process and confirm in the product a suitable view of femininity."

While this may be the reality of some housewives, the image is an implicit assumption that crafts are practised by heterosexual females in a nuclear family unit. It thus serves to reproduce and support the norm of the nuclear family and the place and function of the woman within it — so perpetuating the dominant ideology,



AIMING HIGH: in the book, Cindy Harris talks of the struggle to gain confidence in building trade crafts.



# A fighter for workers' rights

HARASSMENT and detention has not hindered Miss Dale Tifflin from working for workers' rights.

She is the Information and Publicity Officer of the National Council of Trade Unions (Nactu), a federation with 24 affiliates and close to 420 000 members.



MISS Dale Tifflin.

Miss Tifflin has worked her way up in the cut-throat field of trade unionism through 12 hard years.

"I have worked for workers ever since I left school in 1976 ...," said Miss Tifflin, originally from Durban.

"I first worked as a regional secretary of the Commercial, Catering and Allied Workers' Union, a parallel union to the National Union of Distributive Workers."

Five years later she joined the Council of Unions of South Africa (Cusa) as an organiser in the Johannesburg region and she was often seconded to different unions.

## Interest

"That is where I learnt a lot about different industries and about issues confronting workers in their homes and on the factory floor," she said.

Miss Tifflin once worked closely with Mr Vivian Mtwa, the general secretary of Commercial, Catering and Allied Union of South Africa (Ccawusa).

"I saw the birth and the launching of Ccawusa," she said.

When Cusa started an Information and Publicity Unit in 1983 Miss Tifflin moved to it.

The unit screens and disseminates published articles that are of importance and interest to their affiliates. It is also responsible for producing Nactu's newsletter *Izwi Lethu*.

It also compiles booklets on topical issues and for educational

By PHANGI  
MTSHALI

purposes.

"When we started five years ago we served only 10 affiliates," she explained. "Today we service 24 affiliates and 20 regional offices."

Miss Tifflin's duties include running a women's unit which looks after issues directly involving women.

"We look into sexual harassment, maternity, paternity and parental leave." Mothers should be allowed days off to look after their sick children and they should be paid for those days.

The unit also addresses lack of child care facilities for working mothers, give lectures on contraceptives and fights for equal opportunities for men and women.

## Determined

"Trade unions must not undermine women as a labour force," warned Miss Tifflin. "Women take more than their labour to the factory. They also give their motherly comfort, emotional support and understanding to their fellow workers."

Miss Tifflin spent 14 days in solitary confinement without any charges laid against her during the 1986 state of emergency.

"When I came out I was even more determined to battle for workers' rights," she said.

IT'S MOTHERING DAY



# Chasing Namibia's spirit of freedom

By Inga Molzen

Serene and good-humoured Namibian World Council of Churches worker, Ms Nora Chase works with refugees and is striving for her country's independence from South Africa.

Ms Chase was in South Africa recently to speak at the Black Sash 33rd national conference which focused on human rights.

Asked about her refugee work, Ms Chase, exiled for 16 years in West Germany and Tanzania said: "I was in some ways a refugee myself."

## DESPERATE

Refugees left their country of birth not by choice but out of desperation, said Ms Chase, who is based in Geneva.

Her work with refugees and her fight for Namibia's independence are intricately linked with her views on women's rights.

"One cannot see the struggle for women's rights as separate from national liberation," said Ms Chase.

Men in liberation movements still needed to be educated. But, she said, "you can challenge them with the constitu-



NORA CHASE: "The struggle for women's rights is inseparable from national liberation."

● Picture by Alf Khumalo.

tion of any of these movements because they guarantee women's equality".

Since her appointment as deputy director of the WCC's Commission for Inter-Church Aid for Refugee and World Service in January last year, Ms

Chase said she had seen a deterioration of human rights in Namibia.

Schooled at a "South African high school for so-called coloured people" and after obtaining a degree in education at the University of Cape Town, Ms Chase went into exile in 1962.

Her three children were born abroad and later her marriage broke up because of apartheid in Namibia.

"An agreement of my marriage to a West Indian was that my work in the country of my birth came first. Apartheid was unfamiliar to my

husband and in Windhoek he was regarded as a 'cheeky kaffir' because he spoke neither Afrikaans nor an indigenous language," she said.

Ms Chase said her children understood her need to fight for human rights.

Bearing witness to her rejection of colonial values, her two daughters and her son have African names.

## RETURNED

After being granted amnesty along with other leaders, Ms Chase returned to Namibia in 1978 to participate in the expected elections under United Nations Security Council Resolution 435 — which provided for free and fair elections and independence for Namibia.

But this peace plan, accepted by all major political parties in Namibia including the South African Government, was not implemented.

Rejecting employment as a civil servant or in the private sector, Ms Chase's first post was with the Christian Council of Namibia's education department.

Her arrest for political activities in 1980 along with five other Swanu leaders led to the establishment of a legal aid bureau, said Ms Chase.

Despite hardship and the demands of travel, Ms Chase said she still had hope.

The answer came eight years ago, when daughter Afra (7) questioned her mother's arrest and asked: "Is it for politics?"

When the reply confirmed this, she said: "Oh, that's all right. Freedom will come."





# WOMAN

## Maternity: Women tend to get a

FEMALE employees, who leave their jobs to give birth, usually have to fight it out in a court of law to be re-instated if their employers have no maternity leave provisions for them.

There is no legislation in South Africa that protects their rights.

The only provision in the *Government Gazette* about pregnant employees reads: "An employer shall not require or permit any female employee to work the period commencing four weeks prior to the expected date of her confinement and ending eight weeks after her date of confinement."

This means that women are entitled to

three months maternity leave; a month before giving birth and two months thereafter.

"There is no legislation to protect her from losing her job," said Mr Salim Vally, an education officer for Commercial, Catering and Allied Workers Union of South Africa (Ccaawusa).

### Guarantee

"There is no guarantee that she will get the same or the equivalent job after giving birth. There is no guarantee of a salary during her maternity leave. Pregnant women depend on the Unemployment Insurance Fund (UIF)

which supplies 45 percent of their last salary."

Different companies offer different benefits to their employees. These benefits range from three to six months unpaid leave to 14 months leave with 10 months of the leave fully paid. There are also conditions like two years unbroken service to guarantee a woman her job back.

"A vast majority of South African women are getting a raw deal when it comes to maternity rights," said Mr Vally. "They are threatened with job loss and they depend on UIF which comes for a limited

## raw deal

period and after a long time because of red tape."

"It is a woman's undenied right to give birth," said Mr Sello Moloi. "I do not think she should be at a disadvantage for responding to her natural calling."

### Benefits

"Special benefits must be made for married women," said Miss Nancy Ngwenya. "If there is any red tape it should affect only single

women and not married ones. It is expected and accepted that married women should have babies. Employers should not deprive them that right."

"All these conditions set for pregnant women and a threat of job loss will lead women to commit abortions so that they will be able to keep their jobs," said Mrs Elizabeth Mthembu.

"There is no sense of having the baby if you have no means to support and care for it."

## WOMAN'S FORUM

IT IS a woman's natural right to give birth. Should women be penalised or disadvantaged in any way for exercising that right?

Is it fair that they should lose their jobs when they are about to have an extra responsibility, an extra mouth to feed? Should there be discrimination between single and married women? Are women getting a fair deal? Is there no legislation to protect them?

Write to Women's Forum, PO Box 6663, Johannesburg 2000 and tell us what you think. The deadline is Thursday, April 25. The author of the winning letter will be awarded R25.



UNLIKE this mother, a lot of women cannot afford to keep their babies healthy and well cared for because they lose their jobs on giving birth.

# Domestic worker savaged

By Anna Louw

A 40-year-old Bedfordview domestic was savaged by an Alsatian shortly after arriving at her employer's house early today.

A Bedfordview Fire Department spokesman said Mrs Susan Mokoena was reported to be in a state of shock after the dog bit her leg.

The wound was the size of a man's hand, the spokesman said.

The incident happened in Boeing Street at about 6.58 am.

An ambulance, with a paramedic on board, arrived within four minutes.

The paramedic managed to stabilise Mrs Mokoena's condition before she was taken to the Hillbrow Hospital.

Mrs Mokoena has worked for her employer for the past 11 years.



# OPTIONS

## More women are entering workforce

355A

Star  
22/4/88

More women worldwide are entering the workforce.

To help them achieve their potential, American Mrs Judi Moreo, journalist, author and member of the prestige American National Speakers Association, will speak at an evening seminar on "Image Power for Women" in Sandton in May.

It is designed to assist women who hold managerial positions have their own companies or are aspiring women executives.

The seminar also sets out to help women in their personal lives, and those women who have outgrown their husbands in both business and mental outlook. It could also help women who wish to return to the workforce having brought up a family.

### IMPRESSION

Mrs Moreo is president of a Las Vegas consulting and training firm specialising in the upliftment and improvement of women and is a regular contributor to women's magazines and newspapers throughout the U.S. She is also the author of the respected self-improvement book "Don't just show up.... make an impression."

The seminar will be held at the Indaba Hotel, Witkoppen, on May 9 at 17h30. The cost is R20 to members of the Executive Secretaries' Club and R35 to non-members. Telephone Ms Paula Rhodes at 337-8567 to book.



Voir man

135A

# Cosatu ~~1988~~ women's congress <sup>SSSA</sup>

THE Congress of South African Trade Unions will hold a women's congress at Nasrec, Johannesburg from today until Sunday.

The congress, which is a sequel to the education conference held in September last year will focus on four themes: women at work; women in the unions; women in the community; and women and health safety.

Cosatu's information officer, Mr Frank Meintjies, said about 250 delegates, mostly women from all Cosatu affiliates and regions, are expected.

## Oppression

He said the congress would also discuss the nature of women's oppression in broader society and within organisations, plan actions to tackle specific issues facing women and provide an impetus for the creation of women's structures.

He said the first congress call for the establishment of a national committee to co-ordinate action to educate members and promote leadership of women had not been implemented.



355A

# The double burden suffered by women who are black in SA

By Sally Sealey

A black perspective on feminism is necessary because the situation faced by black women in South Africa is radically different from that faced by white women.

This is the view of Mrs Sebolelo Mohajane, executive director of the Soweto Careers Centre, in an article in the current issue of *Focus*, the official journal of the Women's Bureau of South Africa.

## STRUGGLE

She said any programme of women's studies had to take in to account the experiences and problems of black women, and recognise their role in the struggle towards a more just and equitable society.

"A black women's struggle for a more equal future is essentially informed by feminism, in that the liberation of women is a necessary part of the liberation of black people", said Mrs Mohajane.

She said it was also important for any study on black women to document the double



Mrs Sebolelo Mohajane, executive director of the Soweto Careers Centre, discusses the plight of black women in a recently published article.

burden that apartheid had placed on them.

"Feminism, or the feminist perspective is essential to the black women's struggle in this country, in that feminism seeks to affirm a women's role and status.

It also informs women of their rights, not as 'women' in a male defined society, but as

individuals, and as dynamic participants in defining the structures of the society to which they, as equal partners belong," she said.

Black women saw their struggle for equality and justice as an integral part of the wider struggle to create a more just and equitable society based on democratic principles.

Mrs Mohajane said: "The Women's Charter states that as long as society fails to extend to women complete and unqualified equality in law and in practice ... freedom cannot be won for any one section or for the people as a whole, as long as women are held in bondage."

She said since the '60s, black women had tirelessly campaigned for freedom and justice, working at the community level to organise, politicise, and make women conscious of their rights.

## WHITE WOMEN

"It is not only black women who have been a part of this, there have been white women who worked alongside us, but there numbers were few, and in many ways, white women as a whole were part of our oppression," she said.

However, Mrs Mohajane said despite this, black women had maintained their dignity as women, and had continued an undocumented struggle against the social problems and cultural disadvantages caused by apartheid.



# Spotlight on the pay gap

**T**HE moment of truth arrives on payday. Any illusions that women have achieved equality at the workplace are convincingly dispelled by the simple fact that men receive higher wages than women do.

The extent of the gap varies considerably throughout the world and in 1986 was widest in the Republic of Korea where women earned 51,5 percent less than men, followed by Cyprus where the figure was 43,9 percent.

During the same year women workers fared best in Scandinavia with the wages of the female workforce in Sweden only 9,6 percent less than male workers, while in Denmark women earned 15,1 percent less than men and in Norway 16,2 percent less.

These findings are drawn from data on

**SALARY disparities between men and women, with women getting the short end of the stick, have been a sore point over the ages. Despite protestations the disparities continue as this investigation by the International Labour Organisation shows.**

salaries in the manufacturing industries, published in the 1987 edition of the ILO's *Year Book of Labour Statistics*.

The factors contributing to this inequality in wages are hard to pin down.

It may be that varying degrees of discrimination exist against women workers or that they occupy more of the jobs which, independent of sex, are the lowest paid.

Seniority must also be taken into account as well as the duration of

working hours, particularly overtime, part-time and night work.

## Comparison

Further statistics show that women earned between 20 percent and 30 percent less than men in 1986 in France (20,5 percent), Hong Kong (22,1 percent), Finland (22,6 percent), Greece (23,1 percent), Sri Lanka (24,5 percent), Belgium (25,9 percent), the Federal Republic of Germany (27,1 percent) and New Zealand (28,2 percent).

The gap was between 30 percent and 40 percent in Ireland (31,3 percent), Czechoslovakia and the United Kingdom (32,1 percent), Switzerland (32,6 percent) and the Netherlands Antilles (35,6 percent).

A comparison of 1977 and 1986 figures shows that there was a more or less general improvement

in women's wages during this decade, except in Denmark where the gap widened from 13,5 percent to 15,1 percent, in New Zealand from 26,7 percent to 28,2 percent and in the United Kingdom from 29,2 percent to 32,1 percent.

Greek women experienced the greatest improvement, with the gap shrinking from 31,2 percent in 1977 to 23,1 percent in 1986, while in the Republic of Korea it went from 55,3 percent to 51,5 percent.

Among the other countries where salary differences between men and women narrowed were Sweden which went from 12,6 percent to 9,6 percent, Norway from 20,2 percent to 16,2 percent, France from 24,2 percent to 20,5 percent, Finland from 25,8 percent to 22,6 percent, the Federal Republic of Germany from 27,7 percent to 27,1 percent, Belgium from 29,3 percent to 25,9 percent, Switzerland from 34,6 percent to 32,6 percent, Czechoslovakia from 32,6 percent to 32,1 percent, Ireland from 38,8 percent to 31,3 percent and Cyprus from 50,4 percent to 43,9 percent.



The moment of truth arrives on pay day ... the illusion that women have achieved equality in the workplace is convincingly dispelled by the simple fact that male workers receive higher wages than females do.

The extent of the gap varies considerably throughout the world and in 1986 was widest in the Republic of Korea, where women earned 51,5 percent less than men, followed by Cyprus, where the figure was 43,9 percent.

During the same year, women workers fared best in Scandinavia with the wages of the female workforce in Sweden only 9,6 percent less than male workers, while in Denmark women earned 15,1 percent less than men and in Norway 16,2 percent less.

These findings are drawn from data on wages in the manufacturing industries, published in the latest edition of the ILO's "Year Book of Labour Statistics".

# Wage difference still exists in some workplaces

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The factors contributing to this inequality in wages are hard to pin down.

It may be that varying degrees of discrimination exist against women workers or that they occupy more of the jobs which, independent of sex, are the lowest paid.

Seniority must also be taken into account as well as the duration of working hours, particularly overtime, part-time and night work.

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## OPTIONS

By Sally Sealey

Child abuse, Aids, paternity leave, cervical cancer and abortion were some of the topics discussed at the Congress of South African Trade Union's (Cosatu) women's congress at the weekend.

At least 250 women attended the three-day conference in Johannesburg which focused on "Women at Work", "Women in the Unions", "Women in the Community" and "Women — Health and Safety".

Delegates expressed serious concern over the spread of Aids and proposed that Cosatu urgently implement an education and information campaign amongst its members with the help of progressive health organisations.

The women also passed a resolution on cervical cancer, noting that it was a major killer of women and that Government family planning clinics no longer provided free pap smears.

It also noted that the Government had declared cervical cancer a disease associated with black women.

# Cosatu women concerned over spread of Aids

The women recommended that the Government provide free information, counselling and pap smears.

The women's congress was a sequel to Cosatu's education conference in September last year, which noted the lack of progress with issues on women within the union.

The congress also discussed the nature of women's oppression in the broader society.

At the conference it was resolved to form women's forums at a local level, which would facilitate the greater participation of women in Cosatu.

Cosatu's National Education Committee chairman, Mr Chris Seopesengwe said: "The women's issue is not an easy issue to take up in the federation because it involves criticising ourselves and the social attitudes and prejudices of our

members as much as it involves building the liberation of women into our struggle to fundamentally transform this apartheid and exploitative society".

### RESOLUTION

He said that in 1985 Cosatu passed a resolution to fight against discrimination, to fight for the equality of women, for child care and maternity rights, for health and safety, for safe transport and against sexual harassment.

However, with the formation of forums, it is hoped that this problem will be resolved.

Cosatu information officer, Mr Frank Meintjies said many of Cosatu's affiliates have held seminars on women and have made important gains in the struggle for maternity rights and equal pay for equal work.



# Plea to women on labour issues

7814-4/5788 South 355

JOHANNESBURG. — Almost 300 women delegates from Congress of South African Trade Union (COSATU) affiliates resolved at the weekend to form local level structures to look at women's issues.

The three-day conference recommended that the unemployment insurance fund should be extended to domestics as well as to farm workers.

UIF benefits should be also be re-structured.

Resolutions were taken on sexual harassment, maternity and paternity leave, jobs security, relationship with women's community organisations,

living wage campaign, unemployment and education.

On violence and women, the conference resolved that Cosatu should conduct education programmes on rape and its effects on women and their families.

Cosatu should also campaign for rape to be taken seriously and for life sentence on anyone found guilty of the crime.

Cosatu should strongly condemn the practice of men beating their women and there should be a program of education for men and women on this issue.

# Good news for working wives

Working wives earning less than R700 a month should start getting bigger pay cheques from June.

That is when the new Standard Income Tax on Employees (Site) system for working wives earning less than R20 000 a year is expected to come into operation.

Wives earning more than that figure are likely to see no change in their take-home pay.

An analysis of the new rates suggests they will still pay tax at close to current rates. They will benefit from the new system only next year.

Then their incomes, if they earn less than R20 000 a year, will no longer be added to their husband's for tax assessment purposes.

Tax will be due only on the husband's income, which should lead to a

much lower tax liability.

Nonetheless, although the new system puts most working wives in a better position than they are now, it does mean that above a certain income level one rand in every four they earn will still go to the Government.

The following table, based on details issued in the Budget, shows the expected new tax rates and the current tax rates.

MONTHLY INCOME NEW TAX OLD TAX (rands) (rands) (rands)

500.....	35,42	53,35
600.....	60,41	73,25
700.....	85,42	93,87
800.....	110,42	115,87
900.....	135,42	137,87
1 000.....	160,42	159,82
1 100.....	185,42	183,82
1 200.....	210,42	207,82
1 300.....	235,42	231,82
1 400.....	260,42	257,10
1 500.....	285,42	283,10
1 600.....	310,42	309,10

aming die



May 2 1988

40% pay increase, R350 monthly minimum

# NUM gears up for talks

THE NUM has tabled proposals for a 40% across-the-board wage increase and a R350 monthly minimum as from July 1 with the Chamber of Mines.

No date has yet been set for the first session of the most closely watched wage negotiations of the year. The talks usually begin in the second half of May. The eventual settlement will formally apply to job categories on chamber-affiliated gold mines and collieries where the NUM is recognised.

The 40% demand compares with the NUM's opening 55% proposal last year.

ALAN FINE

The chamber will not disclose its minimum rate for the lowest job category. Working on the amounts disclosed in 1985 and taking into account increases negotiated in the interim, the R350 proposal represents a 47% increase on the estimated R238 minimum.

## Leave

However, it is just over 20% above the rate paid by the mining houses, which pay the highest minimum.

The NUM proposals provide for improved annual leave, a 100% leave

allowance, an 80-hour working fortnight and June 16 as a paid holiday.

The proposals also contain a memorandum outlining suggested rules for a new benefit scheme. The scheme would be of the nature of a provident fund and pay death, retirement, retrenchments and incapacitation benefits as well as funeral expenses.

It is proposed the fund should make available loans for housing and educational purposes.

NUM assistant general secretary Marcel Golding declined to discuss the proposals as he "did not wish to initiate negotiations through the media".

355P  
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## Plastic threat to beaches

Political Staff

THE levels of plastic pollution off the South African coast were among the worst in the world and unless active steps were taken, the situation would deteriorate, Mr Renier Schoeman, the NP MP for Umhlanga, said yesterday.

A pollution survey had established that along a 140km section of the Natal coast there was 72 800kg of non-biodegradable foreign matter, he said during the debate on the Environment Affairs vote.

## Women now form 47% of professionals

3554

Political Staff

AN encouraging increase in the contribution of blacks, coloureds and Indians to high-level and middle-level manpower had taken place over the last 20 years and women now formed 47% of the professional occupation category, the National Manpower Commission reported yesterday.

The Commission, whose report was tabled in Parliament yesterday, said a gradual increase in the percentages of the total population accounted by high-level and middle-level manpower.

In 1985, high-level manpower constituted 11% and middle-level manpower 25% of the total work force.

"There has been an encouraging increase in the contribution of blacks, coloureds and Indians to high-level manpower and middle-level manpower.

"For example, their contribution to high-level manpower increased from 25% in 1965 to 32% in 1985, while their contribution to middle-level manpower increased from 20% in 1965 to 40% in 1985."



D10 575788

# Employer's death results in maid being told to leave house

Daily Dispatch Reporter

EAST LONDON — A black woman who cared for and lived with her paralysed white employer in Milner Estate here for more than 20 years until her employer's death last week has been ordered out because the house is in a white area.

Miss Ethel Madlingozi, 52, has been told by the municipal authorities to leave the municipal house where she had looked after Mrs Theresa Fegen since 1965.

She had lived in Duncan Village before moving into the house to care for her paralysed employer.

Miss Madlingozi said she left Duncan Village when her parents died because she could not afford to rent her parents' house and was subsequently evicted.

She then found employment in town, working for a Mrs Van Der Merve who later left the town after introducing her to Mrs Fegen.

Miss Madlingozi said she then took up employment as a maid and a nurse to Mrs Fegen, who had no relatives.

When Mrs Fegen died last Thursday, she left all her belongings to her and her son, Phindile, she said.

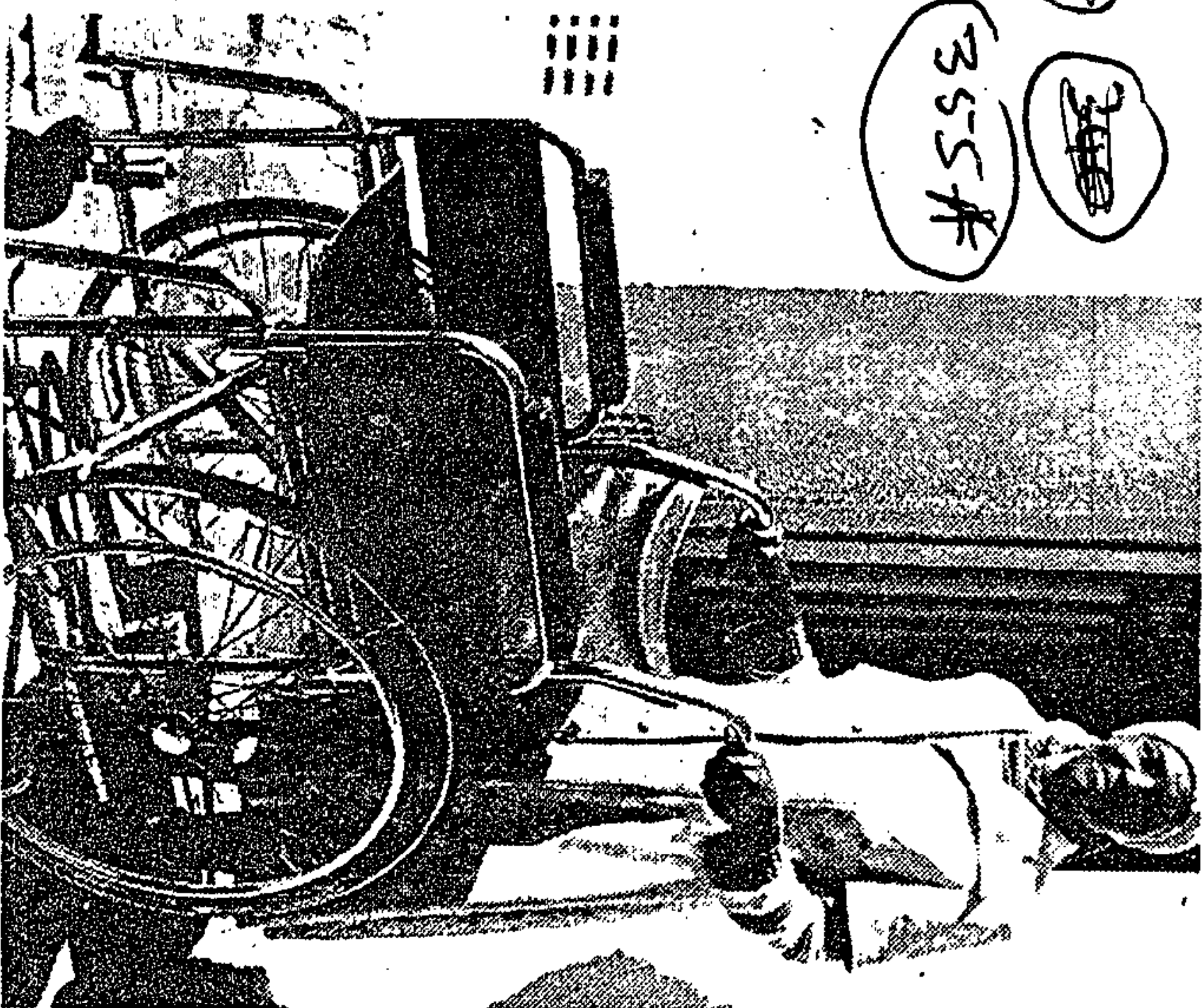
But then municipal authorities came to the house at Scott Road and told her to vacate the house as it did not belong to Mrs Fegen, but to the municipality.

She was given until the end of May to find herself accommodation in Duncan Village, Miss Madlingozi said.

Miss Madlingozi said she did not know what to do next or where to find accommodation.

A municipal administrative officer confirmed that Miss Madlingozi had been given until the end of the month to move.

More details in today's Indaba



Miss Ethel Madlingozi with Mrs Theresa Fegen's wheelchair.

CHC Tmk. 10/5/88 355A

## SA appoints first woman ambassador

Political Correspondent

THE first women to head South African missions abroad will be taking up office soon.

The Minister of Foreign Affairs, Mr Pik Botha, announced yesterday that Miss Celia Johanna Schmidt, 56, would become ambassador to Vienna from November, and Miss Annette de Kock Joubert, 41, would become consul-general in Glasgow from July.

Speaking during his budget vote, Mr Botha said he was "proud" of the appointments, which he described as a "historic first" for South Africa.

Miss Schmidt joined the Department of Foreign Affairs in 1959 as an assistant information officer and served in San Francisco, Brussels and Ottawa. She was promoted to the rank of director, foreign affairs in April 1986.

Miss Joubert joined the department in 1970 and served in London and Canberra before being promoted to deputy director in April 1986.



# 'Fear of success SA women's biggest problem'

AKGAS 25/5/88 3551

WHEN visiting American lawyer Dr Ophelia Jatta was married and pregnant at 14, her mother said: "Girl, you're finished."

But finished the charismatic speaker was anything but, as she told the Women's Bureau's conference on *Women for all Seasons* in Durban at the weekend.

She overcame every obstacles in her way, became a successful lawyer, came to South Africa and got a job when everyone here and back home said she would never do it.

And she was now poised to return to her country of birth and "take on" 31 organisations there that were "working day and night to destroy South Africa".

## SING PRAISES

One wonders if the South African Government has any idea of the precious cargo that is soon to board an aircraft bound for the United States. For Dr Jatta, who has been living here and working for JCI for 18 months, is a one-woman, unpaid singer of this country's praises to anyone who will listen.

But back to the intriguing Dr Jatta who was asked to give the closing speech with a brief to present an "inspirational talk to take women into the future".

With a zeal that can only be described as evangelical, and a way of talking punctuated by just the right sort of Southern Baptist preacher missionary lilt, she said she was not going to take any more excuses from women, or anyone else, for that matter.

When she met South Africans who told her about apartheid, she just did not "buy it".

## OPPRESSION

She had not, after all, seen any ghettos here as bad as the ones she'd seen in the United States. Poor American blacks lived in cardboard boxes — here at least blacks had shacks, she said. She had also seen more black millionaires in Soweto than there were in Washington.

Nor did she buy apartheid as a source of oppression for black women in this country. Their problems

were due to nothing more than a fear of success, Dr Jatta said.

She asked which of the women present was prepared to be the first female cabinet minister, or the first president of this country, because she believed that that woman "is in this room now".

Any woman who believed she could be the first cabinet minister or president was "blessed with the fortitude and the ability to master that idea," Dr Jatta said.

## TRUE ROLE

After all, the reason why ideas occurred to people was because God had given them the ability to make them come true, she said.

Returning to the problem facing South Africa, it was very simple, she told the conference. It all boiled down to: "Are you willing to take on the role of developing the whole continent of Africa?"

South Africa's real and true role was to develop the "male dominated continent" "from Cape to Cairo".

Dr Jatta said she was off to the United States to set up a "new African movement" which would be "a different way of looking at the South African issue".

## ENCOURAGED

She had met blacks who were hopeful and this said to the world: "If you are interested in blacks here, why don't you invest in this country?"

Sanctions and disinvestment were due to the negative press received by countries overseas, she said. Dr Jatta was "encouraged about the future of South Africa", and few of the members of the audience who appeared spellbound by her enthusiastic outpourings could have doubted that she really meant what she said.

"You are not born into apartheid, you have the skills to handle it," she told the audience.

Women should stop fearing success, and "get out there and do it" - it being taking on leadership roles and changing the face of the African continent.

And for all that, Dr Jatta received a standing ovation from the conference.

Cont

ARGUS  
25-05-88



Relaxing at a welcoming cocktail party were, from left, Alina Lekgetha, Leila Rutsch and Beatrice N Ntsanwisi.



# Men missing link at congress

CONFERENCEs focusing solely on women may still be necessary but a vital missing ingredient will have to be included if future such conferences are not just a ghettoising of women's problems: that missing ingredient is men.

The Women's Bureau of South Africa's weekend conference on *Women for all Seasons - Forging Links for the Future* held in Durban covered all the important issues critical to women's progress, which have been debated by similar conferences for years.

The conference did have the right idea, encapsulated by the theme: forging links for the future, and looked at future plans to map out a path of progress.

## Other side of coin

The quality of speakers and content of talks were high, helped by the added and essential perspectives of the many black women present. These women were able to give the other side to the coin of first world feminist needs: the divergent needs and demands of the major-

ity of this country's women who are still fighting for basic human rights.

Topics were discussed that crop up at such gatherings with monotonous regularity and by now total predictability: childcare facilities and the need for employers to have on-site creches; the feminisation of poverty; women's health; the pivotal role of rural women. Naturally, unequal access to education housing and job opportunities were discussed, as were the problems of dual-career marriages.

But as a colleague said with a note of exasperation at the beginning of the conference, these were not just women's issues — they did not affect only women, they were parents' issues, couples' issues, and really, they were people's issues.

Dr Devi Rajab, chairperson of the Women's Bureau's working group of "Women and Research", agreed that women were in danger of stagnating if they continued to isolate their problems from men.

"Ultimately our progress depends on emancipating men, be they our sons, husbands and fa-

thers," said Dr Rajab, who has a masters degree in social psychology from an American university.

A danger of not having men at such conferences, Dr Rajab added, was that the women who participated often returned home full of enthusiasm, vibrating with ideas, which could lead to further dissonance with a resentful threatened spouse.

"The time is not yet passed for women's conferences," Dr Rajab said. "But we must address ourselves to men and the powers that be. We must encourage them somehow to become involved in future conferences of this nature."

Whether they perceived it or not, the organisers of the Durban conference knew that something was lacking, so they tried to ingest some life into the familiar (and by now thoroughly boring) refrain that women face obstacles to their advancement, that women should be more assertive/use their power/network etc, etc.

The conference had the missing ingredient, though this time not in sufficient quantity for required impact.

That missing ingredient was not the technological advances that enabled the conference to have an exciting transatlantic electronic dialogue on the problems and rewards of dual career marriages, with a speaker at the other end of the telephone in the United States.

And it certainly wasn't the standing ovation given to the rather extraordinary outpourings of the conference's closing speaker Dr Ophelia Jatta who was briefed to give an "inspirational talk to take women into the future".

## Broken with tradition

Described as a "visiting United States international lawyer and foreign affairs expert", who has spent 18 months in South Africa working for JCI, Dr Jatta is an obvious adherent of the *I Think, Therefore I Am* school.

She told the women present that all they had to do to achieve was to think and do.

Obstacles to their progress existed only in their minds, she said.

The conference did include men, not literally until the end,

but figuratively as speakers every now and then referred to the need for men to be present.

And finally they were there at the closing banquet which featured a tribute to some of the many men in this country who had broken the shackles of centuries of tradition and the socialisation process into giving women a helping hand on the way up.

Professor Ronel Erwee outlined the criteria according to which the men were chosen:

- They were employers who implemented the changes in the Basic Conditions of Employment Act, the Wage Act Amendment Bill, the Labour Relations Act and the Manpower Training Bill.
- There were male colleagues in companies in professional societies. A company may have progressive personnel policies but such policies would not be implemented by managers or male colleagues with negative attitudes towards professional women.

- The men were also community leaders and sponsors of women's organisations.

They were also husbands and friends.

ARGUS  
25-05-88

Speakers and delegates nationwide attended a two-day congress, *Women for all Seasons — Forging Links for the Future*, in Durban at the weekend in celebration of the seventh anniversary of the Women's Bureau.

The congress was opened by Rev L.B. Kubay, Minister of Health of Gazankulu, described as "a very impressive woman in her own right". This was followed by the keynote address, *Women of the Future — The Road Ahead*, delivered by econo-political analyst Anna Starcke.

Delegates returned home on Sunday fired up for the future and with a new perspective on life as it is developing for women today. Our Durban correspondent reports.

TODAY'S  
WOMAN



# Be proud Domestic

WOMAN

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SOWETAN, Wedn

## celebrate

Sowetan 1/6/88  
355A

HOUSEHOLD chores came to a standstill in many northern suburbs homes on Thursday as domestic workers celebrated their annual cultural day in Delta Park, Randburg.

The day, organised by the Johannesburg Centres of Concern, was

BY PHANGISILE MTSHALI

marked with colourful Xhosa, Shangaan and Zulu traditional attires as songs and traditional dancing was the main entertainment.

It was a day to allow domestic workers to relax and unwind.

The Centres of Concern are a follow-up to the Domestic Workers

and Employers Project (DWEF) and they teach and upgrade domestic workers different domestic and self-help skills. They also provide literacy classes.

"Domestic workers are a forgotten lot. If they do not organise themselves they will remain forgotten," said Mrs

Fikile Ngcobo, a coordinator of the centres.

"Like their employers' wives they also need time off to socialise, join organisations and societies and to make friends. "They must have a sense of identity and of belonging." Mrs Ngcobo said most



THERE was a lot of colour and sparkle during the cultural day organised by the Centres of Concern, Johannesburg. Seen here are (from left): Caroline Solloe and Elsie Bekwa both from Maryvale; Johanna Khoza from St Columbus; Nompumelelo Dondolo, Mondeor, Doris Langa, Parkhurst, Silvia Monareng, St Columbus, and Lucy Mkhabela of St Columbus.

domestic workers come from rural areas far away from their work places. They usually have no skills, no friends and are semi-literate.

"With the literacy and domestic skills classes we try to equip workers to be able to negotiate for better working conditions and salaries," Mrs

Ngcobo said. Workers are taught self-help skills like sewing and knitting so that they can make their own clothing and supplement

their income. They are also encouraged to pass the knowledge on to others. The cultural day is not the only social event for

domestic workers. There is a Domestic Workers' Day which is marked by a prayer meeting and there is an annual music competition.



## Union gets new rights for fathers at Pick 'n Pay

*W. Times 29/6/88*  
Own Correspondent

JOHANNESBURG. — Pick n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) have concluded a "parental rights" agreement described by the union as the first of its kind in South Africa.

The agreement — signed on Monday and which covers the company's 18 000 full-time employees — is unusual in that, in addition to providing normal maternity benefits, it also extends new rights to fathers. The purpose, said Ccawusa's Mr Jeremy Daphne, was to eliminate sexual discrimination.

The agreement provides for 11 months' parental leave, of which nine months are paid — three at 75% of earnings and six (during which the state maternity benefit is available to qualified employees) at 30%.

355A



# Union signs deal for dads

Own Correspondent

DURBAN — Dad, that almost forgotten member of the family often judged by the bulge of his wallet, is set to take on more responsibility after a revolutionary labour agreement.

It seems that about 7 000 fathers at the supermarket chain, Pick 'n Pay, actually want to play a bigger role in bringing up their children.

This week the Commercial Catering and Allied Workers' Union (Ccawusa) signed a precedent-setting agreement with management which will allow mothers to relax a bit and take the occasional day off.

Although the agreement applies only to employees of the supermarket chain, experts feel it could be the start of good things to come for all parents.

## PAID LEAVE

It provides for 11 months' parental leave, of which nine months' will be paid, for employed couples.

In addition, fathers will be entitled to eight days' paid leave at the time of confinement, plus one day a month for the first six months in order to take the baby for medical check ups.

Adoptive parents will get the same benefits, less one month.

In cases where both parents work at Pick 'n Pay, the leave can be shared and the parents can decide how it should be broken up, a move described by Ccawusa's Mr Jeremy Daphne as "a huge development".

His union hoped that all companies where Ccawusa was represented would consider the deal.

## PRESSURE

Other aspects of the agreement include a provision for pregnant women to arrive ten minutes late at work each day and leave ten minutes earlier in order to "avoid the crush at the doors".

Pregnant women will also have special uniforms in future, replacing the "dowdy" clothes they have had to wear up until now, according to Pick 'n Pay general manager, personnel and labour relations, Mr Frans van der Walt.

The new deal was praised by Mrs Magda Dobie, assistant director of Child Welfare in Johannesburg, who believes the step could even help save some marriages, with the pressure being taken off mothers and divided between both parents.

SALLY SEALEY reports on trends toward flexible working systems for women

# Part-time work has snags

Part-time employment — a working mother's utopia or hell?

A recent British study predicts that by the year 2000 only half the workforce will be employed on full-time basis, the rest, apart from the unemployed, will be working a mixture of part-time work, flexi-time, from home or self-employed.

The report suggests there will be greater flexibility all round, and particularly more opportunities to create a flexible working system for women.

It all sounds like heaven to the working mother — but alas few employers have eased the way to this part-time promised land.

In Britain, women make up 45 percent of the workforce, the majority work for next to nothing on a part-time basis in "pink-collar" jobs, unprotected by employment laws.

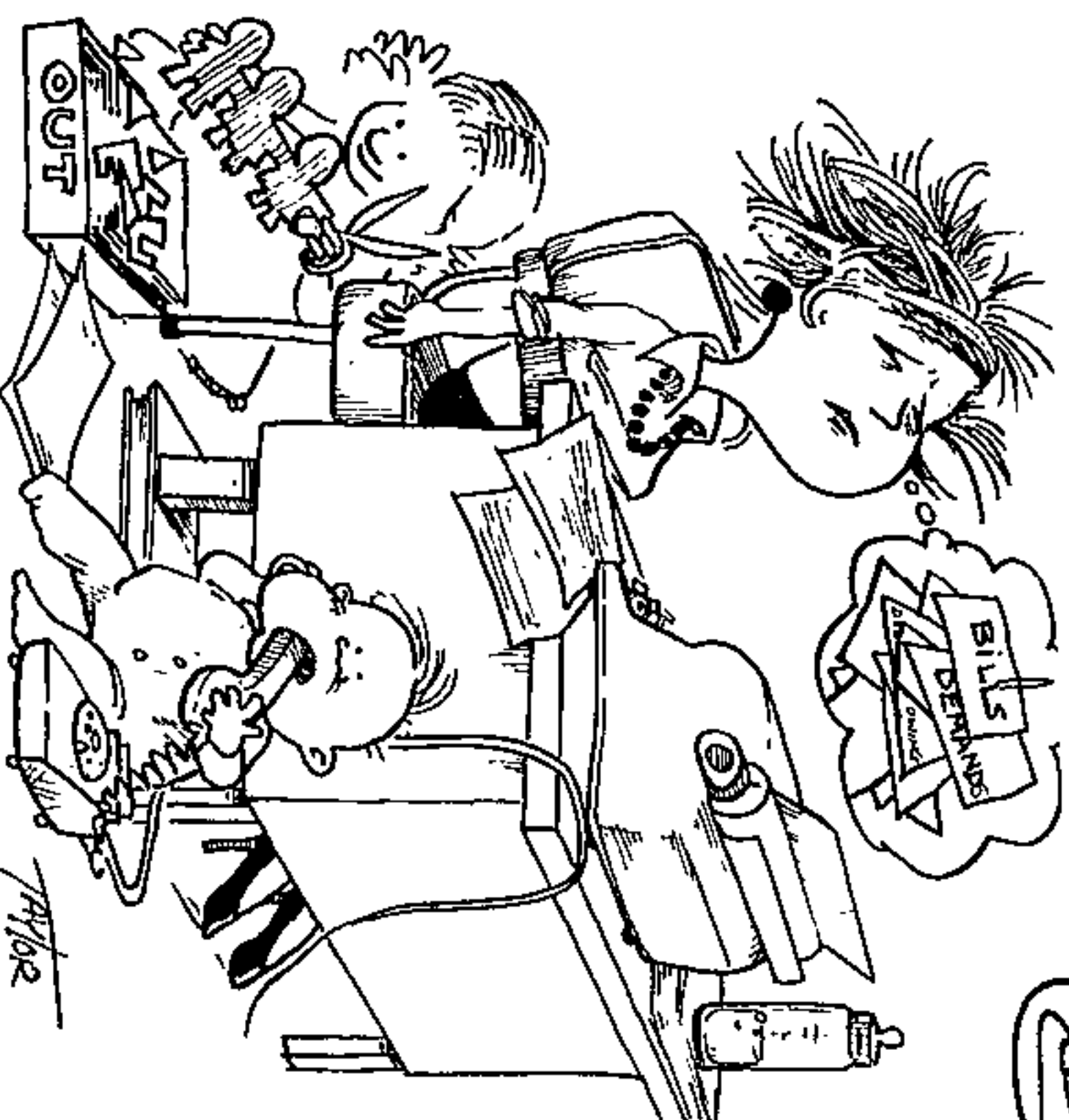
Ms Linda Dickens, reader in Industrial Relations at Warwick University, and an expert on the disadvantages of part-time work was quoted in a British magazine as saying: "It is part of the government's general move to remove barriers from business — and all too often these 'barriers' are employees' rights."

"There has been a dramatic increase in the use of part-time workers for this reason: they can be excluded from pension funds, meal breaks, subsidised meals, preferential mortgage arrangements, and other expensive perks that full-time staff may be entitled to, and they can't complain about unfair dismissal or receive redundancy money."

In South Africa, women make up 25 percent of the workforce. Figures for the number employed on a part-time basis are not available.

Professor Ronel Erwee of Pretoria University says women in South Africa have circumvented the whole part-time employment issue.

"Women are concentrating on being employed on a full-time basis or being involved in entrepreneurial



Flexible working systems sound like heaven to the working mother — but few employers have eased the way to this part-time promised land.

activities which can be run from home. This has been made easier by the advent of the computer," she says.

Dr Jopie van Rooyen of the National Institute of Personnel Research (NIPR) says one should not only see the negative aspect of part-time work in which employers employ women on a part-time basis to avoid paying the more costly perks they offer to full-time staff.

"There is definitely a positive side to it; it obviously suits some people to work on a part-time basis because of family commitments."

Dr J Visser, of the National Productivity Institute, says there is a definite need for part-time employment to harness the potential and skill of women who have had children and have opted out of full-time employment to look after their families.

He says what is commonly termed the "morning glory" part-time job from 8 am to 1 pm is typical of South African part-time employment.

These people are normally employed on a salaried basis and are guarded and protected by employment regulations. They are entitled to UIF and pension.

However among all this gloom, there is one bright spot: the concept of job sharing.

This a new concept, which enables two people to share a full-time position and all its attendant rights and security albeit on a pro-rata basis. Despite initial criticism it has proved successful, with GPs, teachers, lecturers, administrators, and secretaries in the United Kingdom.

Dr Visser says job-sharing is not common in South Africa because only certain types of jobs can realistically be shared — "jobs which have rules, regulations and procedures where not much interpretation is required, as this could result in conflict".

Another bright spot on the horizon, which is currently being used by some of the major banking institutions in the UK, is the development of a career break.

The career break has been introduced to allow women to have their families without losing out on any seniority or promotion within the company.

Professor Erwee says the concept of a career break in South Africa is totally foreign. "We are still trying to get companies to recognise maternity leave which is prescribed by law," she says.

Many employers have come to realise that trained women come with children, and that they can't have the first without considering the second, she says.



# New deal won for working parents

By KERRY CULLINAN

THE Commercial, Catering and Allied Workers Union this week took a historic step when it signed the first-ever parental rights agreement with Pick 'n Pay.

According to Ccawusa organiser Jeremy Daphne, the agreement, which directly affects about 24 000 people, is geared towards eliminating discrimination against women by making childcare more of a joint parental responsibility.

In terms of the agreement, if both parents work for Pick 'n Pay, they can share 11 months' parental leave, nine of which is paid.

A father may take eight days' leave when his baby is born, as well as one day off a month to take his child to the clinic.


Women are given nine months' paid maternity leave, and are guaranteed their jobs back on their return. Pregnant and nursing women are exempted from working overtime, at night or in dangerous areas.

"One of the principles underlying the agreement is the acknowledgement that men and women have the right to hold a job, lead a normal family life, work under healthy and safe conditions and give their children the necessary care and attention," the union said, adding that it hoped the agreement would make an important political contribution.

"The political questions of equality between women and men and gender roles have not received sufficient attention, and this agreement makes concrete contributions in this area," added Daphne.

C/Press 3/7/78



355A 

# Dads given time to help bring up babies

MMGS 5/7/88  
BA 355A

The Argus Correspondent

DURBAN. — Dad, that almost forgotten member of the family often judged by the number of big green ones in his wallet, is set to take on more responsibility after a revolutionary labour agreement.

It seems that about 7 000 fathers at one of the country's biggest supermarket chains, Pick 'n Pay, actually want to play a bigger role in bringing up their children.

This week the Commercial Catering and Allied Workers' Union (Ccawusa) signed a precedent-setting agreement with management which will allow mothers to relax a bit and take the occasional day off.

Although the agreement applies only to employees of the supermarket chain, experts feel it could be the start of good things to come for all parents.

## Parental leave

It provides for up to 11 months parental leave, of which nine months will be paid, for couples employed by the chain.

In addition, fathers will be entitled to eight days paid leave at the time of confinement, plus one day a month for the first six months in order to take the baby for medical check-ups.

Adoptive parents will get the same benefits, less one month.

In cases where both parents work at Pick 'n Pay, the leave can be shared and the parents themselves can decide how it should be broken up, a move described by Ccawusa's Jeremy Daphne as "a huge development".

He said the agreement seriously addressed the whole question of child care. Extensive research had shown that separation from parents was a chief cause of emotional and other problems in children, Mr Daphne added.

Gastro-enteritis was one of the big causes of South Africa's high infant mortality rate, and the disease itself was caused mostly by the fact that many mothers were unable to breast feed their babies, Mr Daphne said.

## All companies

His union intended sending the details of the new agreement to all companies where it was represented in the hope that they, too, would consider giving parents a better deal.

Other aspects of the agreement include a provision for pregnant women to arrive 10 minutes late at work each day and leave 10 minutes earlier in order to "avoid the crush at the doors".

Pregnant women will also have special uniforms in future, replacing the "dowdy" clothes they have had to

wear up until now, according to Pick 'n Pay general manager, personnel and labour relations, Frans van der Walt.

The new deal was described as "a lovely idea" by Mrs Magda Dobie, assistant director of Child Welfare in Johannesburg.

She believed the step could even help save some marriages, with the pressure being taken off mothers and divided between both parents.



StarStyle

SA companies overlooking a valuable resource

Star 12/17/85

# Working women get raw deal

Women as a high-level resource is a relatively new concept in South Africa.

In a paper entitled: "Going beyond the foundations of female advancement — Indications for South African organisations", Professor Ronel Erwee of Pretoria University said South Africa had a long way to go in catching the rest of the world as far as recognising women as a high-level resource.

Many companies provided rudimentary policies on black advancement but no incentives or course for the advancement of women.

"The number of women involved in high-level jobs according to the National Manpower Commission (NMC) has risen from 31 percent in 1971 to 37 percent in 1985."

The report found that white men were the highest single source of top management followed by white women and then blacks.

The NMC found the female contribution per occupational group in South Africa from 1971 to 1985 were:

Accountants/Auditors 1971 — 5,9 percent, 1985 — 18,5 percent.  
Administration 1971 — 9,9 percent, 1985 — 13,3 percent.

By Sally Sealey

3579

Lawyers 1971 — 3,0 percent, 1985 — 11,5 percent.  
Scientists 1971 — 6,7 percent, 1985 — 19,4 percent.

Professor Erwee said at her own university the number of women feeding into the university system had increased from 32 percent in 1977 to 39 percent in 1987.

Professor Erwee outlined three phases of female advancement:

- The pre-legislative phase — prior to 1983.
- The Transition phase — 1983-1987.
- The Equalising Opportunities phase — 1988 —

She said the first phase was still prevalent in many companies and several surveys had shown that a number of leading companies in the Johannesburg-Pretoria area offered very little career advancement.

At least 140 business and professional women in senior positions were asked to give their perceptions and their company's attitude to their advancement.

Fifty two percent said their companies offered no career development plans, while 34 percent

said their company offered a career development plan to all staff. However, 14 percent said they offered them only to a specialised group.

The women were also asked whether they were paid equal pay for equal work — 54 percent said they were.

About 54 percent of the women also said they were not promoted as quickly as the men.

Professor Erwee said the 1983 legislation was important in terms of removing discriminatory clauses and making it illegal to discriminate against women and people of colour.

The third phase, the equalising opportunities phase, which included a departure from tradition and organisational culture, was usually initiated by individuals.

Professor Erwee suggested a number of areas where companies could change their attitudes: promotion practices; advertising posts internally; granting access to training opportunities; access to advancement programmes; maternity leave should not be seen as a career break.

There should not be black or women advancement but total human resource advancement."

Ronel Erwee... outlining phases of female advancement.





## Labour Update

# A NEW DEAL FOR WORKING MUMS

*Sowetan 19/7/88* *3551A*

THE Amalgamated Clothing and Textile Workers' Union of South Africa has concluded a "far-reaching agreement" on maternity leave with a British-owned manufacturer of protective clothing and equipment.

A spokesman for the union, Mr John Eagles, said the agreement — signed with James North (Africa) in New Germany near Durban — covers the factory's 240 workers and is the first parental rights agreement ever to be negotiated in the entire garment sector country-wide.

"The garment sector is marked by no maternity protection whatsoever. There are no formal job protection agreements in existence, and the pregnant mother has to rely on the goodwill and charity of the employer to give her her job back

### SOWETAN Correspondent

after her child has been born — definitely not a praiseworthy arrangement," he said.

The union had made great strides in winning parental rights for its members in the garment sector, he said.

He said that among the significant features of the agreement were:

- A guarantee of re-employment following the birth of the baby;

- Unlimited maternity leave and financial assistance equivalent to one third of the women workers' wage for a maximum period of three months.

Mr Eagles said Actwusa had already negotiated several maternity agreements with employers in the textile industry.

While many agreements provided for unpaid leave, an increasing number of paid maternity leave

agreements were being concluded, he said.

There were already over seven separate agreements covering about 1100 women countrywide granting them paid maternity leave.

"The financial assistance which has been won from otherwise tight-fisted employers has allowed families to look forward to the joys of parenthood — rather than to place additional burdens on people who

are already struggling," he said.

James North manager, Mr Philippe Julie, confirmed the agreement and added that the paternity agreement had been in force in James North since 1984.

"Actwusa subsequently tabled certain amendments to the old agreement which was duly negotiated upon," he said.

He said the agreement would be implemented as from January 1, 1989.



## Boycott over 'wrong wife' pension payout

CPA-7-1-15 22/7/88 BY CHRIS BATEMAN 3554

ABOUT 800 male Xhosa hostel dwellers at the AECl factory in Somerset West are boycotting hostel facilities in protest at the alleged payment of a dead colleague's pension to his urban family instead of to his rural family.

The boycott began this week after the company paid the man's common-law wife or "girlfriend" R300 in pension monies, without checking, the union claims, "to see if she was the right woman".

The dead man was a Mr Ndude, who died in March leaving four children living with the family of his deceased wife in Transkei. He had since been living in New Crossroads with the common-law wife by whom he had two other children, a spokesman for the SA Chemical Workers' Union said.

A source close to the controversy said the men took umbrage at "the girlfriend" getting the money.

Factory manager Mr Bertie Humphries confirmed the pension payment but said this was made through a union-recognized pensions committee.

# Exemplary tale of a self-made woman

The story of Aida Geffen is that of a middle-class girl with a modest education who took hold of life's opportunities and made the most of them. This month she celebrates 30 years in business.

She was in Standard Nine at Jeppe High School when her father died and she had to leave to start work. Her first job was pulling out car tyres and labelling them.

After a number of badly paid jobs, she realised that to earn more she had to equip herself better. First she studied for her matric, which she gained through night school at Damelin College. After teaching herself Pitman's shorthand, she found a better job as a shorthand typist.

Still dissatisfied with her earnings, she became an articulated clerk to an attorney but, once again, not having the patience to finish a five-year course, she resigned after a year and became secretary of the Chemical Workers' Union.

There she played a major part in setting up the organisation's first medical aid scheme and increased the union's membership by 90 percent.

In her drive to increase her income — this she thought could only come from a selling career — she stood in queues but was unsuccessful. In these days, nobody was interested in hiring a saleswoman.

However, her big break came in 1956 when she landed a job with Rothchilds estate agents.

"At last I found something that really suited me, particularly as I could see a direct correlation between the amount of work and effort I put in and the subsequent return."

She got her priorities right from the very start and recognised that to give her clients, both sellers and buyers, good service, she would have to limit the area in which she operated.



Aida Geffen . . . the sky is the limit

It was this philosophy which gave birth to the "farm concept", which has become an integral part of Aida Real Estate's marketing philosophy.

In September 1958 she went into business on her own. Her initial infrastructure was financed by R100 her mother lent her, a set of books, a small office in Hillbrow and an old scooter. Her mother doubled up as canvasser, cleaner and message-taker.

She went in at the deep end and started selling, specialising in expensive homes. Slowly she began to build up a reputation for sales of this type.

Applying her "farm and show-house" concepts, the business grew and she hired a receptionist and canvasser and replaced the scooter with a car that had to be push-started.

She became well-known in Houghton, which was her trading ground, expanding the client base and her sales force.

By the end of 1982, Aida was represented in most areas of the Transvaal, with 10 franchises. Group turnover was R109 million.

At the beginning of 1983, she went national, with Durban, Cape Town, Bloemfontein, Nelspruit, Witbank and Klerksdorp becoming part of the grid of franchises, which now numbers 29.

She took Aida Holdings — the first real estate company to do so — to the Johannesburg Stock Exchange in September last year. Despite scepticism in some quarters, it made a R7 million turnover and achieved pre-tax profits of about R1,4 million in the year to February 1988. This was a 15 percent improvement over projections.

The group sold property to the value of R537,4 million.

Says Mrs Geffen: "I feel there is still an enormous amount to achieve in the industry and the sky is the limit for the group."

"If experience has taught me anything, it is that if a person has the determination and the will to succeed, he or she can achieve anything. One of the most gratifying things for me in this business is to watch people succeed through their own efforts."



Star  
9/9/88

think education is very important. It is an area where opportunities must be created. "There are definitely not enough teachers. I

It has taken me 12 years of studying to get me where I am now. I could have finished it sooner. But the key to post-graduate work is

...hope I will be able to take them in my stride... At present I'm studying philosophy part-time at the Rand Afrikaans University."

## Pre-schools flourish on farms

# Leading the little ones by the hand

By Sally Seahy

With no formal training in pre-school education, Mrs Jane Evans, a candidate for The Star's Woman of the Year 1988 award, has been the inspiration behind a project which has given thousands of pre-school farm children the chance to develop their potential.

Mrs Evans, a former *Rand Daily Mail* journalist, was responsible for the creation of "Ntataise", a burgeoning pre-school project in South Africa's rural areas, to give children from underprivileged backgrounds the opportunity to reach their full potential.

Today "Ntataise" a South-Sotho word meaning "to lead a young child by the hand", is active on 19 farms in the Viljoenskroon district and offers regular training to 100 others around the country.

New projects have been started in both the Eastern Cape and the Eastern Transvaal.

After an active career in journalism, including 14 months as correspondent in what was then Rhodesia, Mrs Evans married and moved to a farm in the Free State.

She discovered that hundreds of little children on the farm had never had the opportunity of a pre-school education.

### Small beginning

She decided to start a pre-school on her farm and it was from this small beginning that the project flourished. That was 12 years ago.

Since then, pre-schools have sprung up on the most unlikely sites. A former piggery is now home to a brightly painted school. The former pig-pen rails have been transformed into jungle gyms, a see-saw and a rocking horse.

Mrs Evans says: "Very few farm nursery schools in South Africa are financed by the State. We have to rely on the goodwill of the farmers and private funding.

"When we first started off there were a handful of pre-schools on farms, but none in the Free State. We discovered that mothers with a little support and training could make wonderful para-professional teachers. The Bernard van Leer foundation based in the Hague, in Holland, which supports innovative education projects, agreed to fund the farm pre-school project.

"It's hard to believe that 12 years ago we started off in a little room with a mud floor, me, and two of the children's mothers."

"The project has grown from strength to strength. We now have a number of full-time trainers. Mrs Maria Khoabane, one of the trainers, has been with me since the beginning."

The project trains women as para-professional pre-school teachers



Mrs Jane Evans ... the inspiration behind the project, developing the potential of thousands of pre-school children on farms.

on farms and in small urban areas. The parents are also made aware of the particular needs of pre-school children.

Ntataise offers introductory, follow-up and in-service training programmes and aims at "improving the care of socially and culturally disadvantaged children. It sees the family as the key to a child's development".

Training teachers, parents and community members to make use of locally available resources is an essential feature of the project.

Mrs Evans says the important thing is to get the community involved and to realise that to start a pre-school does not cost an enormous amount of money.

"It is very important in starting a farm pre-school that the farming community is involved from the very beginning. The pre-school has to be the community's responsibility. It has been my experience that the farmer, parents, teachers and children have to work together."

The buildings do not have to be fancy or expensive and one can improvise, she says.

### Manual completed

Mrs Evans, with the aid of Ms Angelina "Bonnie" Ntsoeleng, has just completed a manual on how to run a pre-school.

The manual, apart from giving a point-by-point account on how to set up a pre-school clearly shows prospective teachers how to improvise with natural materials.

This year 90 teachers have passed through the doors of the Ntataise Training Centre and these 90 people have touched the lives of at least 2 000 pre-schoolers.

The project involves a lot of travelling, but Mrs Evans has managed to combine it well with a demanding family life. She just bundles her four children into the car and off they go.



# First's the norm for biochemist, unionist

By Sally Sealey

Being first in the field is not a new experience in the life of Dr Laurraine Lotter, a candidate for The Star's Woman of the Year 1988.

She is the first woman to serve on the council of the South African Chemical Institute, the first woman to serve on the Council of Natural Sciences and has been elected the first woman vice president of the Johannesburg Municipal Employees Association.

Dr Lotter was also the first South African woman to deliver a scientific paper at the International Congress in Paris in 1984 and last year she was the only woman scientist from South Africa to address conferences in Budapest and Rome.

This year, Dr Lotter became one of the few woman doctors of

biochemistry in the country.

Dr Lotter says: "The sciences are always thought of as a male preserve. But things are changing. Fifteen years ago I would be the only woman going to a conference, but there are a lot more women graduating today."

## Community

"There always seems to be a shortage in the natural sciences as it is not a highly lucrative profession. Men tend to go in for the applied sciences where financial returns are higher."

Dr Lotter also believes in putting something back into the community and to this end she teaches biology and chemistry to black students under the auspices of the Science and Engineering Academy of South Africa.

"I find teaching a very rewarding experience. I believe that if you are going to live in South Africa there have to be some changes and I think education is very important. It is an area where opportunities must be created."

"There are definitely not enough teachers. I

enjoy teaching and at the same time I can make a contribution as well."

Dr Lotter is currently involved in research into sewage purification. She is one of an elite group and is the most highly qualified woman in the field.

"There are a few women in auxillary work in sewage purification but I don't think there is another woman at my level in South Africa."

"My job involves removing algae from many of the country's inland dams. Hartebeespoort Dam is one of the worst in the world for algae. It is caused by there being too much phosphate in the sewage. I work on the biochemistry of that process."

Dr Lotter is British-born but studied for a BSc at Stellenbosch University.

"I grew up in a very English home. I wanted to learn Afrikaans and I thought this would be the best way to go about it."

"It has taken me 12 years of studying to get me where I am now. I could have finished it sooner. But the key to post-graduate work is

perseverance. Once you have started something no matter how long it takes you need to keep at it."

Dr Lotter says she never thought she would be elected vice president of the Municipal Workers Association.

"We all know that women tend to vote for women but even so, only a third of the members are female. I find this work very rewarding and do have my sights on the presidency some day."

Her work with the Chemical Institute is very time-consuming, there are always conventions to organise and papers to deliver.

## Opportunities

Dr Lotter says the Council of Natural Sciences is a statutory body — "We deliberate and lay down policy. It's like a governing body for scientists."

Dr Lotter says she is not a great planner.

"Whatever opportunities arise I hope I will be able to take them in my stride. At present I'm studying philosophy part-time at the Rand Afrikaans University."

355A

## Pre-schools flourish on farms

# Leading the little ones by the hand

By Sally Sealey

With no formal training in pre-school education, Mrs Jane Evans, a candidate for The Star's Woman of the Year 1988 award, has been the





Star 9/9/88 355A

# Search for outstanding SA woman

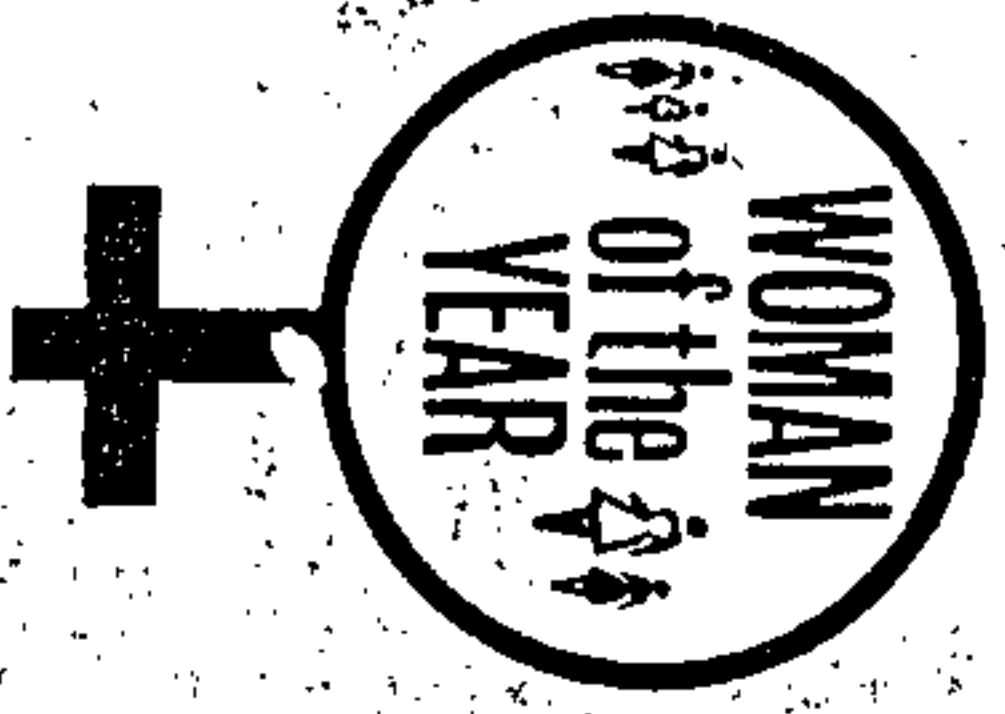
Once again the calibre of candidates for The Star's Woman of the Year 1988 award is extremely high, reflecting the quality of this country's precious resource: its women.

Today we publish the next three candidates for the award which was instituted in 1971 to highlight the achievements of this country's many outstanding women, and to encourage others to emulate their fine examples. They were selected by a panel of senior editorial members of The Star.

The winner will be announced at the end of an exciting one-day Woman of the Year seminar to be held on October 4. Guest speaker at the seminar will be health and beauty expert and best selling author Ms. Leslie Kenton, an American now living in England. When all the profiles have been published, we will print a line-up next week and ask you, the readers of The Star, to vote for the woman you think most deserves the title Woman of the Year 1988.

Also present at the seminar will be candidates for the Rising Star 1988 award, young women below 30 who have already indicated they are the stars of tomorrow, and Unsung Heroine 1988, the many women who unobtrusively go about the essential business of helping the less fortunate without thought of recognition or reward.

For more information on the seminar, telephone (01 1) 633-2304.



Mrs Beauty Mkhize... concerned about the fair treatment of farm labourers.

## Left the bright lights for hard, rural life Devoted to her

By Sue Valentine

Mrs Beauty Mkhize, a candidate for The Star's Woman of the Year 1988 award, does not relish attempts at isolating her contributions to the community from those of her fellow-Driefontein residents, but her protests aside, there is no escaping the fact that she is a remarkable woman.

Two active women's groups, a knowledge of her community's legal rights, a motivating force behind the building of a clinic and raising external assistance for 10 creches in the area, are just some of the contributions which have led to her nomination for the award.

It was the Government's policy of removing "black spots" — rural black communities living on land purchased before the 1913 Land Act which now fell in whites-only regions — that indirectly catapulted Mrs Mkhize into her now very active role in the Driefontein community.

Her husband, Mr Saul Mkhize, became involved in organising opposition to the Government's

proposals to resettle the village. After little more than two years in the area he was shot and killed in April 1983 leaving his wife and one son.

Mrs Mkhize was not involved in her husband's work.

"I read everything that he was working on and was fully aware of the issues. I knew what to do after his death," she says.

Soon afterwards, Mrs Mkhize was elected to the Council Board of Directors for Driefontein — the only woman on the council where she still serves as assistant secretary.

### Women needed

"The elections are due on October 8. We need some more women on the council and there are several willing to stand."

"The men are the weakest ones when the Government offers them money. They just give up and take the cash. When there are women in between, they will not allow them to give in."

One of Mrs Mkhize's most important roles is that of liaison person for her community with the Black Sash's Transvaal

Rural Action Committee (TRAC), which serves advice and support groups. There are many people that beset the people of Driefontein, particularly the neighbouring white community. "We're not allowed to have friends or family working on nearby farms. We have to get the farmer's permission. And then we allowed to drive up to it if we have a car, we have to walk."

"If we want to take a permission. If the owner down the colour description the animal incorrectly, land up in jail for having it."

"All the old people who been working for the farm but who now can't work anymore, are being chased away."

For those of Driefontein population of about 35 000 cannot subsist on their smallholdings, they earn living as migrant worker Germiston and Johannesburg. Others are employed in



ft the bright lights for hard, rural life in Driefontein

StarStyle

# Devoted to her community

By Sue Valentine

Naaty Mkhize, a candidate for Star's Woman of the Year award, does not relish the idea of isolating her contributions to the community from her fellow-rural residents, but her husband, there is no doubt the fact that she is a capable woman.

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Rural Action Committee (TRAC), which serves as an advice and support group.

There are many problems that beset the people of Driefontein, particularly from the neighbouring white farmers.

"We're not allowed to visit our friends or family who may be working on nearby farms, we have to get the farmer's permission. And then we're not allowed to drive up to the house if we have a car, we have to walk.

"If we want to take cattle out of Driefontein we must get permission. If the owner writes down the colour description of the animal incorrectly, he can land up in jail for having stolen it."

"All the old people who have been working for the farmers, but who now can't work anymore, are being chased away."

For those of Driefontein's population of about 35 000 who cannot subsist on their smallholdings, they earn a living as migrant workers in Germiston and Johannesburg. Others are employed in the

surrounding forests, but wages are low and there is little work, says Mrs Mkhize. "I think the highest anyone earns is R70 a month."

The women's groups launched by Mrs Mkhize have set about trying to raise money to supplement the meagre incomes and to provide a financial support base for bereaved women.

"We meet once a week to sew, embroider and crochet and then we sell our products. It is a big struggle for anyone to bury a family member who dies.

"Every month the women pay R5 so that at the time of a funeral we can draw about R350 for that woman who needs help."

## Supply food

Besides the women's groups there are 10 creches built by the Driefontein people.

Mrs Mkhize has arranged with Operation Hunger to supply soup and mealie meal for the children and has worked to secure donations of toys and

crayons from other groups.

The only clinic in the community was built out of mud by the women in 1985. "The Government has promised us a new building, but it hasn't happened yet. Whenever it rains the clinic starts to collapse."

Since the Government abandoned its resettlement plans in 1985 it has begun to dig boreholes and the roads throughout the village have been improved.

"Before, we had to fetch water from the river or from the spring, but often they dried up."

Hardships or not, Mrs Mkhize has no regrets about leaving the city for the rural life, but says the change was hard at first.

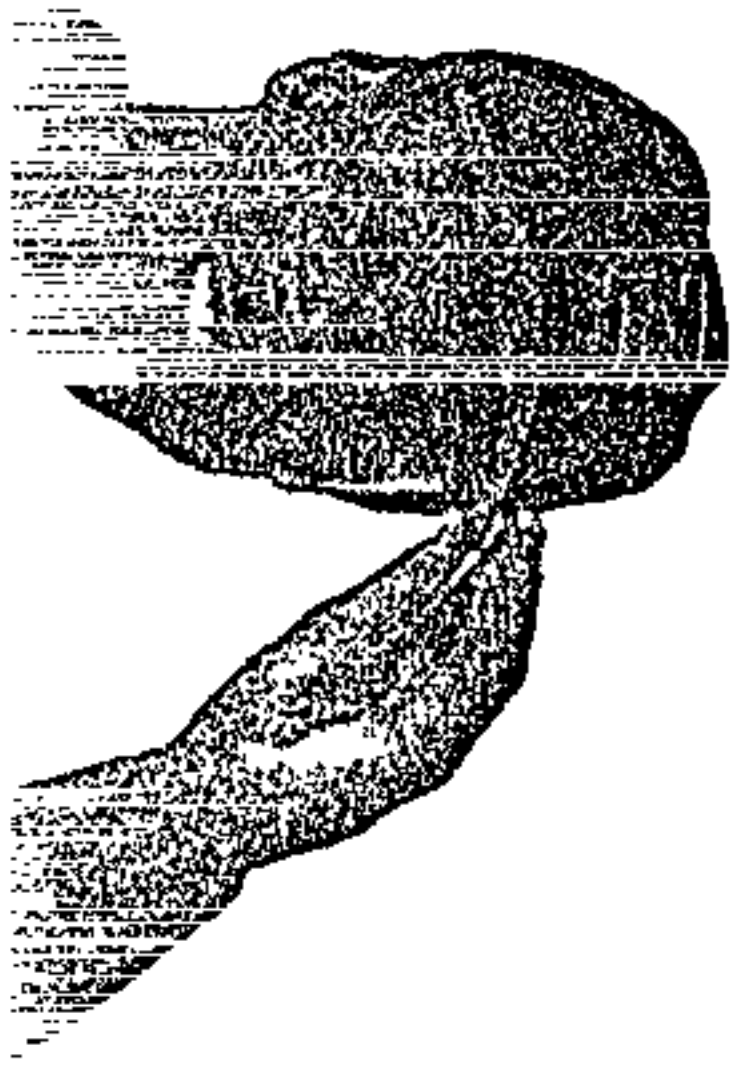
"When I first came here it was very difficult. It was so dark at night and you had to walk far to get anywhere. I had to carry water on my head which I had never done before."

Now she lives on her plot with her six cattle, chickens and a flock of turtle doves "just for the company".

"I love Driefontein," she says, "I'll die here."



Dr Laureine Lotter . . . research into sewage purification combined with vice presidency of employee's association.





Cont 1 (3572)

STAR 12-09-1988

## Domestic workers are the centre of Caroline's concern

# Helping others is her life's work

By Sue Valentine

The tireless work of Mrs Caroline Sotloe, a candidate for The Star's Woman of the Year 1988 award, gives new meaning to the old proverb, "As you sow, so shall you reap".

For 15 years she has shared her sewing talent with hundreds of women, enabling them to make their own clothes as well as offering practical and moral support for the domestic workers in their often arduous and lonely world of employment.

In 1973 she launched the first Centre of Concern in Rosebank, Johannesburg, where domestic workers could learn dressmaking and cooking on their days off.

Today there are more than 20 such centres on the Witwatersrand as well as many others throughout the country.

Mrs Caroline Sotloe . . . has passed on sewing skills to hundreds of women in the past 15 years.



on their days off. Along with Sue Gordon of Dwep (Domestic Workers Employment Project) we felt we should offer something . . .

"From 11 am to 1 pm we taught cooking and from 1 pm to 4 pm we taught dressmaking and how to read patterns."

"After our first year, we had 250 women at the Immaculata church hall in Rosebank."

### Prohibitive cost

When the cost of buying patterns from domestic workers' meagre wages became prohibitive, Mrs Sotloe decided in 1975 to do without patterns, making the markings on the cloth in chalk herself.

"Things have improved over the last 15 years, but salaries are still very low."

One of the greatest areas of concern to Mrs Sotloe is the refusal of the Government to protect domestic workers legally. They are

not governed by labour laws that stipulate minimum wages or hours.

In 1981 she was elected chairman of the newly formed Sadwa (South African Domestic Workers' Association) and held office until 1982, when she was given a scholarship from the Ford Foundation to visit America to see how women there work together.

"I saw how they helped one another and I thought that even in South Africa we could do the same. We need to act together. When one person cries it should be a united cry."

Last year Sadwa changed from an association to the SA Domestic Workers' Union (Sadwu) in which Mrs Sotloe is active.

"Our membership is more than 15 000. We aim to secure a minimum wage of R400 a month and an eight-hour day. We would like an overtime rate of at least R2,50 an hour, as well as leave agreements. Fourteen days' sick leave and a

reasonable period of maternity leave are also part of our requirements.

"How can employers expect a mother of a newborn baby to come back to work after two weeks?"

After 30 years as a domestic worker, Mrs Sotloe is now retired, but every Thursday she still leaves home in Warmbaths at 4 am to be at Maryvale Catholic Church at 8.15 am.

### Done by hand

She has run a Centre of Concern there since 1984. It is 8.30 pm before she gets home again. The women buy their material in Alexandra Township and Fordsburg and all the sewing is done by hand.

"What we would love is for someone to donate some sewing machines. We had three at the Rosebank centre, but they have remained there."

The newest Centre of Concern was launched in June in Mrs Sotloe's



STAR 12-09-88

Cont -

## StarStyle

backyard at Warmbaths, where she teaches about 12 women three or four days a week.

The centres also serve as support groups for domestic workers who speak about difficulties in their jobs.

"Sometimes I even land up listening to employers who come to complain about their workers. If only more employers would realise they could sit down woman-to-woman and discuss their differences with their domestic workers."

"Employees must also learn to speak for themselves.

"They need to know they can accept or reject the salary they are offered for a job.

"Many employers say 'How can you complain about low wages, when I give you clothes and food?' We don't want a poor salary and second-hand clothes. We want a fair salary so we can buy our own clothes."

"Most domestic workers have to put their children through school, which costs at least R20 a term, plus clothes, uniforms, schoolbooks and food. For many women, the money they receive is not enough to allow them to save."



Ms Jo Thorpe . . . has helped to discover several artists of note who might otherwise have remained unrecognised.



## Working to promote the traditional African artistic heritage

# Jo Thorpe is an inspiration to others

By Sally Sealey

It would be difficult to know how many artists Ms Jo Thorpe has launched, how many she has discovered, and impossible to count the number she has encouraged and inspired during the last 20 years she has run the African Art Centre in Durban.

It is this contribution that has led to her being nominated as a candidate for The Star's Woman of the Year 1988 award.

In 1983 Ms Thorpe was given the critics award for what she has humbly referred to as "my so-called contribution to art in Durban, and the promotion and development of black artists".

She has been involved in a unique project, valued by black artists and crafts people, self-help organisations and interested South Africans begun as part of a scheme to foster communications between people.

The project was initiated by the Durban branch of the South African Institute of Race Relations (SAIRR) 25 years ago and has for the last four years been an independent entity.

Twenty years ago, Ms Thorpe was the regional secretary of the SAIRR, involved in education and research, case studies and pass laws. During that time, she helped build up the African Art Centre as a vehicle for communication between people.

Today, the centre promotes the traditional artistic heritage of African people, as well as to encourage the transition from traditional to contemporary trends.

"We try and provide incentives to creative artists and crafts people, and we assist individuals and self-help projects in improving the financial position of rural

people, particularly in kwaZulu."

Ms Thorpe said in the early days the Institute was asked to be the Durban representative of the Rorkes Drift Art Centre, famous for its hand-woven tapestries, some of which are exhibited all over South Africa, Europe and the United States.

### Flourished

Over the years, under her guidance and enthusiasm, the centre has flourished and developed a dynamic of its own.

In 1963 the first non-racial national exhibition was organised by the SAIRR in conjunction with the Durban Municipality Art Gallery and the Natal Society of Arts.

From this, and following further biennial exhibitions, a number of new artists emerged and the Art Centre became known as the place where the

works of black artists were available.

"This has continued through the years and we have regularly arranged exhibitions for young artists at the centre itself or acted as contacts with other institutions interested in the emerging and dynamic state of black art.

"Through my involvement with the African Art Centre, I have managed to help many an artist who may not have received recognition.

"It's a great feeling to watch others being recognised for their work."

The centre's doors are always open and a stream of people come and go all day. There have been several success stories of young struggling artists with no formal training coming in to sell their work for a few rands, who today can command thousands.

One of the African Art Centre's biggest successes is Tito Zungu, who has no formal education or training and spent many years in Durban as a cook.

"In 1972 he brought in several envelopes decorated with ballpoint pen. He wanted 50 cents for them, I think we gave him R1. Last year he exhibited his work and came away with about R11 000. His envelopes now sell for anything between R50 to R1 500."

Ms Thorpe says the centre has close ties with the Bukani Association, which has been a major success in revitalising the art of traditional basket weaving.

"We try and promote art in the widest sense and not in the curio sense. We have a real commitment to the development and recognition of black art in South Africa."

STAR

17-09-88

(355A)

Voluble, earthy, confident ... a people person

# Shaleen's brilliant career as an actress

By Marika Sboros

Capetonian Shaleen Surtie-Richards, a candidate for The Star's Woman of the Year award, has had no formal training as an actress, but that hasn't stopped her from scooping major acting awards in a brilliant career spanning a little more than a decade.

Last night, she added another crown to her head when she won the AA Life Vita/M-Net award for best leading actress for her role as Fiela in the English dubbed film version of Dalene Mathee's book "Fiela se Kind".

She is delighted that her success as Fiela has led to "black, coloured and white people sitting together, laughing and crying about the same

things", she says, referring to the nationwide reactions to screenings of the popular film.

Standing ovations she has received after her one-woman show, "Bybie", which is about women of all kinds, bear witness to what can be achieved when people stop thinking of others in terms of the colour of their skin, she says.

Her first role as a professional actress was as Hester Smit in Capab's Afrikaans adaptation of Athol Fugard's "Hello and Goodbye". She won a Fleur du Cap award for best actress in 1986 for that role and an

AA/Vita award also for best actress in 1987.

Last month, Sanca presented her with an award.

Shaleen has been described as "voluble, earthy and sometimes aggressive". She is also confident and very obviously a "people person". She does not believe in waiting for opportunities to fall into her lap.

"You've got to get up and go for it. I'd still be waiting unless I had grabbed opportunities.

"If I believe in myself, others will, too," she says.

The role of Fiela was meant for her, Shaleen says.

From the time I first read the book, I knew I had to play that role," she says.

So she auditioned for the role in the stage play, and got it; later she auditioned for the film role, and got that one, too.

That's not to say that she is complacent in her success.

She has made the progression from kindergarten teacher for 10 years to award-winning actress via a great deal of hard work and a capacity to "learn every day".

"Experience is the very best teacher," she says.

During her years as a teacher, she was a member of her local drama group in Upington, and won five best actress awards as an amateur.

Her participation in the Eoan drama group in Athlone gave her her first big English part, Maria in Shakespeare's "Twelfth Night".

She credits some of her success to having been raised in a

Cont



355A

The Star Monday September 19 1988

11



Shaleen Surtie-Richards made the progression from kindergarten teacher for 10 years to award-winning actress.

supportive environment by parents who were both teachers and who exposed her to a variety of extramural activities. They also encouraged her to aim high.

"I did dancing and music as a child," she says. "The only thing I didn't do was acting, and look, now I'm an actress."

Her parents, her brother and her husband are her biggest supporters and critics, she says.

"I know they will tell me the truth and I listen," she says.

She's not usually a loser, but she recently decided she'd had enough of gibes about her weight, and lost

16 kg. But she did it in her own good time.

"I wanted people to see that I could be fat and still play Fiela well. After the film was finished, I lost the weight," she says.

She is working on taking the one-woman show "Bybie" further afield, and will be opening in South West Africa soon.



# Dolly Mokoka

## 'mother of the blind'

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27/9/88

By Sally Sealey

Self-effacing Mrs Dolly Mokoka of Soweto works tirelessly for the Transvaal Association for Blind Black Adults and is affectionately known as "mme-wa difofu" (mother of the blind).

Her commitment to the blind has led to her being nominated as one of The Star's Unsung Heroines for 1988.

Her work began in early 1983 when, looking in her wardrobe one morning, she realised that there were clothes that she had not worn for years.

"When I opened that door, I realised that there were people out there who had no clothes. It was then that I decided to do something. I feel the blind are particularly deserving as many of them do not have anyone to assist them, and frequently they do not have the skills to support themselves."

Mrs Mokoka, who lives in Mofolo, collects money for the blind wherever possible. She runs competitions, collects clothing for jumble sales and runs the annual Christmas party for the association.

Mrs Mokoka is not an office-bearer in the organisation, only a volunteer, but no task is too big for her and she does it all in her spare time.

Mrs Mokoka is on call eight hours a day as a tea-lady at a Johannesburg insurance company where she has worked for 18 years.

"I collect money from all my colleagues at work; they have always been very supportive. Last year I managed to collect over R1 000."

### Self-supporting

"The money that I have collected goes towards helping these people in their efforts to be self-supportive."

It is also used to buy much needed books and machinery for the centres at Orlando, Soweto, and in Pretoria.

Last year's highlight was the purchase of a block-making machine, operated by the blind. The blocks are then sold so that the person can make a living.

Every year Mrs Mokoka receives a thank-you letter from the Transvaal Association For Blind Black Adults which says: "The total amount of R1 000 which is a laborious effort of Dolly Mokoka will be utilised to fill some gaps encountered by the blind in their study careers."

"You have enriched the poor, the weak and the unwanted with your effort."

At the association's Christmas party, each person is given a parcel of clothes and some food. Mrs Mokoka says there is no better thanks than seeing the faces of the people light up at the party.

Mrs Mokoka is also an active church member and her faith has helped her in helping others.

Of her efforts at collecting clothes for jumble sales, Mrs Mokoka says: "When people see me coming they automatically know I'm here to collect — be it old clothes, money or plastic bags."



Mrs Dolly Mokoka . . . tireless volunteer for the blind.



355A



Dr Chiepe ... a meeting with Sir Seretse Khama changed her life and her career.

## She owes a bit of her success to SA

The Star's Africa News Service

Botswana's Foreign Minister Dr Gaositwe Chiepe has often exchanged angry words with her South African counterpart, Mr Pik Botha.

The irony of those exchanges lies in the fact that Dr Chiepe is a woman who knows South Africa well and who owes a bit of her success to South Africa since it was at Fort Hare University where she gained her first two university degrees.

Despite those angry exchanges of words with Mr Botha, friends and diplomats describe her as a quiet, unassuming woman whose main interest in life was, for a long time, education.

That was until 1970 when the late President of Botswana, Sir Seretse Khama, one day sent for her.

### CAUSED A SENSATION

She was then Botswana's director of education and, as she recalled later, she thought the President wanted to discuss educational policies with her.

Instead he said he would like her to become Botswana's High Commissioner for Britain — a post she accepted and which changed her career.

Her appointment, she recalls, caused a sensation.

"It was because I was a woman that I commanded such attention when I arrived in

London. At the time I was the only woman to hold such a position," she said.

At the same time she was also Botswana's accredited ambassador to France, Germany, Denmark, Sweden and Norway and diplomats said her lack of diplomatic training was compensated for by her charm and administrative experience.

Dr Chiepe went to school in Botswana and gained a BSc degree and a post-graduate degree in education from Fort Hare University.

She then returned to Botswana where she worked as a teacher and an inspector. She later went to Britain where she earned a Masters degree in Education from Bristol University.

She was then promoted to Deputy Director of Education and soon became Botswana's Director of Education.

She earned an honorary degree from Bristol University and after returning home from her diplomatic post in 1974 she became Minister of Commerce and Industry in 1977.

She was then appointed to the Ministry of Mineral Resources and Water Affairs and in 1984 became the country's Foreign Minister.

Dr Chiepe, who has also been awarded an MBE, is unmarried.



355R Sma 29/9/88

# Amazing Grace spends 'retirement' helping others Tireless worker sets fast pace

By Sue Valentine

Be it in her capacity as a family planning counsellor, a Centre of Concern interpreter-adviser or the organiser of the soup kitchen that operates from her Alexandra home, Mrs Grace Ntsele is a well-known and well-loved figure in many different circles.

Mrs Ntsele (62), a candidate for The Star's Unsung Heroine 1988 award, has been retired for two years, but this has hardly slowed the pace at which she moves from centre to centre or the energy with which she tackles each task.

When Mrs Ntsele was interviewed at the Centre of Concern at St John's Ecumenical Church, Parkmore, the conversation was punctuated with greetings for the many women who had come for assistance in finding employment as domestic workers.

The centre runs a liaison service through which employers wanting domestic help or potential domestic workers looking for work can be put in touch with one another.

"We get about 200 or 300 people, but only 10 or 12 usually find work," said Mrs Ntsele. "Many of them live illegally in backyards with friends or relatives, and must be up and away early. At the Centre they can at least meet with other unemployed people and get some tea and a sandwich instead of wandering from house to house on their own."

Mrs Ntsele's involvement with the Centre started in 1973 after she, a social worker with the Family Planning Association, gave a talk there.

"I am from the old school of social workers. I am very unsophisticated and have a three-year diploma. We



Well-known and well-loved ...  
Mrs Grace Ntsele.

do not worry about time. We feel we are here to serve and can be called on for help 24 hours a day.

"My first job as a social worker after qualifying in 1950 was in South West Africa doing pioneer social work with the Windhoek municipality. I was sent there apparently because I had come first in Afrikaans in our social work classes and in Namibia Afrikaans or German was the common language."

Mrs Ntsele stayed for three years until her father became ill and she returned home, taking a position at the Entokozweni family welfare centre in Alexandra, where she worked for 15 years.

A significant accomplishment was

a youth club at the centre to offer an alternative to the gangs who were recruiting the youth in the township.

"Our numbers grew from eight on our first night to 100. We would have talent nights when the boys could jive and sing, so that they would be exhausted when they went home and too tired to get up to any other mischief."

The nightly youth club meetings were also a taxing time for Mrs Ntsele who had children of her own.

"I would take them in a Moses-type basket to the youth clubs where they would stay with me until midnight."

An Oppenheimer Trust Fund scholarship was offered to her and Mrs Ntsele spent about seven months in Chicago.

"It was a real exchange programme with 180 people from 60 different countries sharing their ideas and experiences. I discovered that things were more or less the same everywhere, but the differences lay in the way problems were handled."

On her return, she worked with the Anti-TB Association and spent four months at Viljoenskroon where she worked as a health educationist with farm labourers.

"When it was time for me to leave, they asked me to stay and offered to build me a house there. I've also been offered a home in Chicago."

Why did she not remain?

"East, west, home's best," said Mrs Ntsele with a laugh. "There are problems everywhere. I am needed in South Africa, I know it much better."

In 1973 she took a job with the Family Planning Association where, despite retiring in 1986, she still helps out with the Saturday morning youth groups with whom teenagers can learn about and discuss the facts of life.



## ★ WOMAN ★

# Patricia de Lille 'wasn't aware of the ideological differences ...' De Lille - Nactu's 'first lady'

**I**T'S almost by accident that Patricia de Lille has become the first woman vice-president of the National Council of Trade Unions.

Not that her election was on anything but merit and hard work, but she could just as easily have ended up in a union affiliated to the Congress of South African Trade Unions (Cosatu).

"When I first became involved in a union I wasn't aware of the ideological differences that existed in the movement — we just wanted to join a union and Sacwu (South African Chemical Workers' Union) was the one we found," she said.

For several years she had been on the liaison committee at the Plascon plant in Epping, but had become seriously disillusioned with the committee and its limitations.

was in the Council of Unions of South Africa (Cusa) and we were its first members in the Cape Town area."

Cusa later amalgamated with the Azanian Confederation of Trade Unions (Azactu) to form Nactu.

Patricia de Lille (37) was born in Beaufort West and matriculated there in 1969.

## Married

The following year she started her first job in South African Nylon Spinners' Chemical Laboratory and joined Plascon in 1975, also as a laboratory technician involved with quality control and research.

She has been married for 15 years, has one 14-year-old son and for the past 10 years the family has been living in Mitchell's Plain.

In the five years since becoming involved with the union, she has seen 30 of life

## SOWETAN Correspondent

tion in Hanover and she had also been involved in the unity talks which led, eventually, to the formation of Cosatu in 1985 although ideological differences led to Cusa staying out of the federation.

In 1985 she became regional secretary for Sacwu and the following year she was elected to the union's national executive. In the meantime, there had been talks between Cusa and Azactu which led to the formation of Nactu in 1986.

There were also other trips overseas, including a study visit to the British Trades Union Congress (TUC).

"It is really amazing the misconceptions people overseas have about apartheid," she said.

"Even people in the trade union movement, who should be well-

have to be there.

"As women we face three forms of oppression in South Africa — by ourselves, by our husbands and by the

national oppression.

"But if you look at our family life, the key person is the mother. She keeps the family together, she educates them, is often the sole breadwinner.

"Nactu passed a

resolution at the congress that women should be more involved."

As vice-president she has responsibility, with one official, for four major areas of activity — women's interests, information and pub-

lications, regional organisations and campaigns, and health and safety.

In addition, if the president is not available, she assumes his responsibilities.

"Time just flies," she said.

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## Wages

"You could raise any grievance except wages, but even with those matters that could be raised there was no way we could compel management to do anything about them," she said.

"People were fired for not wanting to work overtime and there was nothing you could do about it.

"So one day in 1983 I went out looking for a union that we could join on the same day two organisers from Sacwu turned up at the factory.

"We were so uniformed that we didn't even know that Sacwu had already organised Plascon plants in the Transvaal.

"Anyway, a core group of people from the liaison committee set to work and after about two weeks of house meetings and talking to people at lunchtime about 70 percent of the workforce had signed up.

"It wasn't easy.

"Management was very suspicious and they kept a close watch on us and we also had problems getting unionism across to the workers.

"But people were very disillusioned with the liaison committee and its powerlessness and so they were receptive to the idea.

"And when we had enough signed-up members national organiser Manene Samela came down from Johannesburg to start the recognition negotiations.

"At that time Sacwu

has picked up considerably.

"Becoming involved in unionism was incredible.

"At the meetings we held while getting Sacwu off the ground at Plascon people brought out problems that we'd never thought about.

"As one of the first shop stewards elected at Plascon there were all these problem to deal with, we all had a lot to learn about unions and as we started gaining experience and knowledge we also started to feel very isolated as the only Sacwu plant in the region.

"The Cusa structure required three factories for a local and three locals for a region, so Sacwu shop stewards started going out after work to organise other plants to build up our strength in the area.

## Diploma

"In 1984 I decided I needed more knowledge about industrial relations and took a course at the University of Cape Town. The next year I did a diploma in industrial relations through Damelin College."

In addition to the shopfloor work at Plascon, her home and studies, Patricia was also involved in regional and national union activities.

In 1984 there were talks with the Paint Manufacturers Association about minimum working conditions and wages, in 1985 she was invited to a congress of the International Chemical and Energy Federa-

informed, often see it in very simplistic terms which are often quite wrong and they don't appreciate some of the subtleties.

"One man thought it meant that blacks and whites couldn't walk in the same streets."

## Problems

At this year's Nactu congress she followed her achievement of being the first woman on Sacwu's executive by becoming the first woman elected to Nactu's executive.

As a woman she faces the same problems that women have faced.

"It's a traditional problem in that our position has been somewhere else and all of a sudden men have a woman on the national executive and they see women involved in decision making.

"It's not a problem that's going to disappear overnight, but I just try to ignore it," she said.

## TUC

It was an eye-opener for her at the TUC Women's Congress attended by about 4000 delegates where there were creche facilities during the day and baby-sitters during the evenings.

"Women are a major strength in our communities," she said.

"In a strike you find that the strongest people are women and they want to participate more at all levels, but the facilities





Final two candidates for The Star's Unsung Heroine of 1988

# Two women in serving the

355A Star 30/9/88

The final two candidates for The Star's Unsung Heroine 1988 award are Mrs Raghmat Jaffer of Cape Town and Mrs Sylvia Cook of Wentworth, Durban.

This special category of our annual Woman of the Year award features women selected by a panel of senior editorial members of The Star from the many sent in by our readers.

Candidates will be our guests at The Star's Woman of the Year 1988 seminar in Johannesburg on October 4, 1988 at which the winner will be announced.

She will receive a cheque for R500. The person who nominated her will receive R50.



Sylvia Cook ... "I help people because I have a calling from God".

## Helping women unite in push for change

Own Correspondent

Capetonian Mrs Raghmat Jaffer is a strong fearless woman who has channelled her energy into the community now that her children have grown up.

Mrs Jaffer is a candidate for The Star's Unsung Heroine award.

From starting out as a member of the United Women's Organisation seven years ago, through conviction and dedication as a community worker, Mrs Jaffer found herself appointed co-ordinator of the Wynberg branch of the United Women's Congress (an amalgamation of the United Women's Front and UWO) formed two years ago, a position she still holds.

### Severe pressures

She gives of her time voluntarily seven days a week helping to maintain the branch despite severe pressures and obstacles emanating from the present political situation.

The fact that the branch has managed to carry on is an achievement due in large part to Mrs Jaffer's dogged activities, say members of her community who support her nomination as an Unsung Heroine.

And in between times she manages very successfully to cope with the demands of a large family.

## A special calling to work with the aged in her area

By Sally Sealey

Mrs Sylvia Cook's bold, bubbly personality has made her popular with pensioners and gang leaders alike in her home town of Wentworth.

So popular is this Unsung Heroine candidate in the Durban community that when new social workers come to Wentworth, their first stop is at Mrs Cook's home. Being introduced to the community by "Auntie Jubes" — as she is affectionately known — can only enhance the social workers' rapport with them.

"I have been working in the community for the past 10 years but it could have been longer. It was during this time I was visited by one of the Anglican priests in the area who asked me for whom do I work? I said I help people because I have a calling from God."

### Lighter side

Mrs Cook has the knack of finding humour in every situation; this trait enables her to help people see the lighter side of their trials and tribulations.

"Auntie Jubes" spends most of her time visiting the aged, chatting to them, identifying their problems and those of their families.

Despite having no formal social work training, Mrs Cook counsels people where necessary.

Pensioners are dear to her heart. She administers their monthly pensions from the Post Office, especially for those who are incapacitated.

"I also buy their food, clothes, pay their rent and electricity accounts."

For those who are a bit short on home comforts, Mrs Cook tries to obtain what's necessary through her contact with the organisations to which she belongs.

Mrs Cook has also started self-help schemes among the unskilled and unemployed. She runs a monthly fleamarket to sell handicrafts and help the people earn an income.

In 1987 Mrs Cook was offered a post with the House of Representatives to work as a nutrition adviser. Her work entailed visiting schools and other institutions advocating correct eating habits.

After five months she turned her back on this salaried position as she felt she was too restricted by her employers and was not getting the job satisfaction she had received as a voluntary worker.

"Besides, my pensioners were queueing up outside my door. I couldn't turn them away."

She is engaged in encouraging the members of the Ladies Guild to "adopt a Granny-Grandpa" to establish contact between the community and the aged.



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Raghamat Jaffer: "We must not allow ourselves to be blotted out, we must be heard".

She works tirelessly to make the community aware of relevant issues, focusing whenever possible on the position of women in their everyday lives, and society generally.

It's not all gloom and doom, however, and she believes in the advantages of getting people together socially. Last year she organised a combined fundraising and social event, which filled UWCO's coffers and put a little light in otherwise dark lives.

She keeps her finger on the pulse of relevant issues and assists in planning projects on relevant issues as they crop up.

Her goal is to work towards a non-racial democratic society and she believes all women should unite and work towards change.

"I am against oppression of any sort but especially of women," she says.

Highlights of UWCO's work throughout the year include commemorating National Women's Day with a successful cultural event, organising fundraising events to help detainees, attending trials co-ordinating advice centres.

In March this year Mrs Jaffer was one of six women who asked the British government to intervene on behalf of the Sharpeville Six. The women, who had all had children in detention, handed an open letter to the head of chancellery

at the British Embassy and asked him to telex a copy to London.

Mrs Jaffer says of her involvement with UWCO that she initially planned to be an ordinary member and contribute what she could. But whenever volunteers were needed to stick their necks out, she found she was one of the few that stepped forward.

It's not easy for the organisation to survive and the work involved is frustrating, but Mrs Jaffer believes that women need to be educated out of their subservience and that everyone should be working towards peace and justice.

Her attitude is coloured by the fact that three of her children have been detained and she is hardened to waking up with the police surrounding her home with guns.

## Very depressed

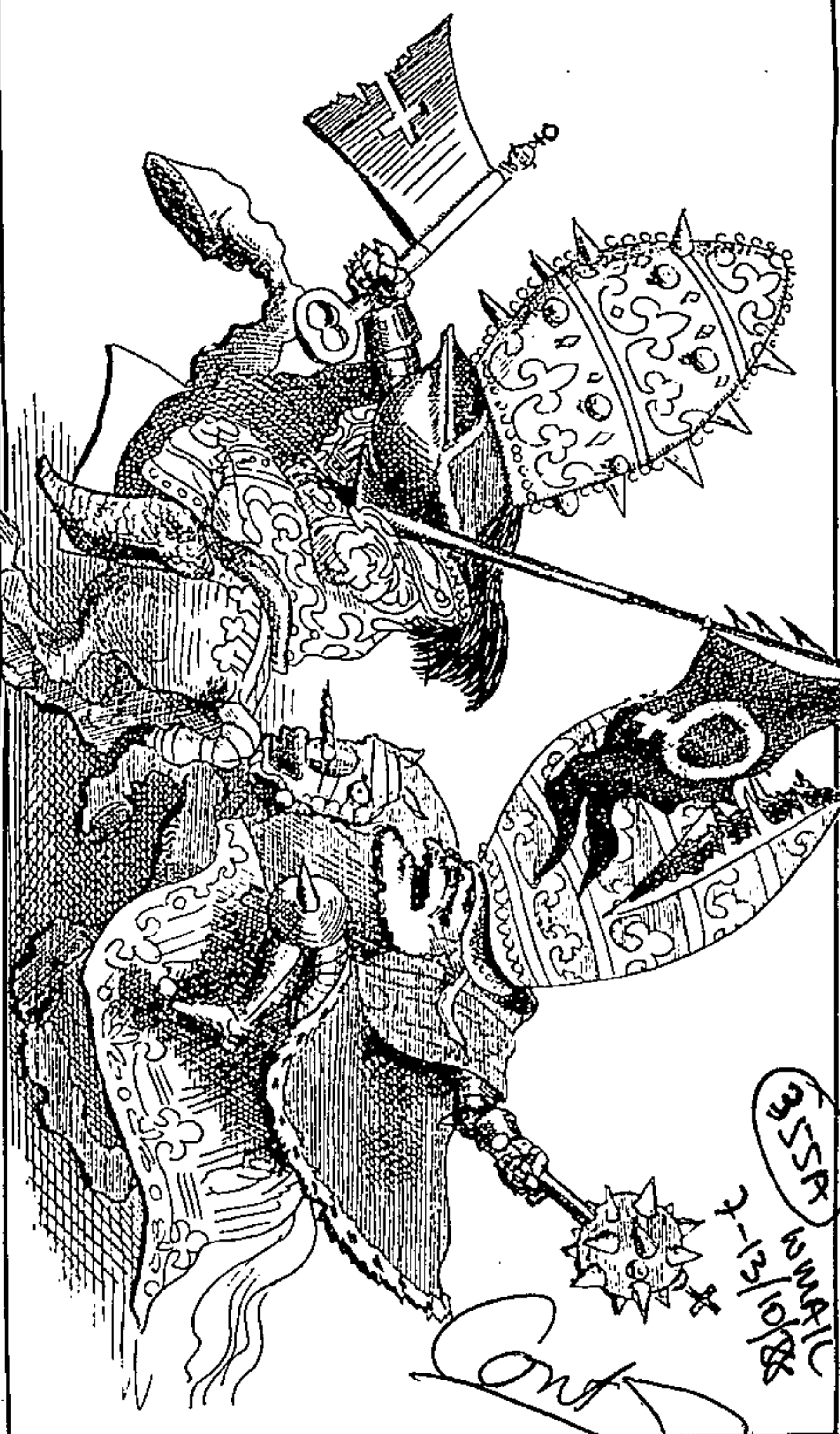
"An important role," she says, "is giving moral support to mothers in the same situation. One can get very depressed but we have to keep forging ahead."

Her positive approach and courage have been a source of great emotional strength to those in her community and she doesn't plan to give up what she believes in.

"We must not allow ourselves to be blotted out," she says. "We must be heard."



# From Motown albums to a Buddhist saint. 100C



EVER since Shirley MacLaine made it safe to reincarnate in America, all sorts of people have been making claims about their past lives as Egyptian queens, or Sioux medicine men.

But Catharine Burroughs is not so easily dismissed. Last week, at the Kunzang Odsal Palyul Changchub Choling, the Buddhist World Prayer Centre in Poolesville, Maryland, amid ceremonial regalia never before seen in the Western world, this 38-year-old Brooklyn-born mother was enthroned as Akhon Norbu Lhamo.

Adopting the name of a Tibetan girl she is said to have once been, a saint who died almost 400 years ago, Burroughs is the first Western woman to be identified as a *tulku*, or "reincarnate lama", in the more than 12 centuries of Tibetan Buddhism.

Burroughs didn't initiate the claim for herself. In fact, she's just starting to get used to the idea. While Tibetan monks and American devotees last week prepared the centre for the ceremonies, she sat in an overstuffed

*A suburban mother of three, who reads trashy novels when she's not changing nappies, has been enthroned as a reincarnated Buddhist saint.*  
**BY DON OLDENBURG**

unstable and they both beat the kids. Religion was fought over but not practiced in her home, Burroughs recalls. She does, however, remember having beatific visions at age 10 in the top bunk of her bed. And she had prayers that were all her own. "Ever as a young child, I would have a special awareness of something that was uh, I don't know how to explain it. Something that was sort of calm," she says.

At 20, she left home, got married and started having children. Between nappies and feedings she taught herself to meditate.

That felt right: "The ball had fallen into a slot on the roulette wheel," she



# The church splits over women in dog-collars

*The rift in the Anglican church over women bishops has large, reports*  
**WALTER SCHWARZ**

ANGLICANS are divided — it's official. And not only Anglicans. The election in Boston of the first woman bishop has brought into the open an ultimately irreconcilable rift among Christians.

On one side are the traditionalists, literalists, fundamentalists and moralists. Their British figurehead is Graham Leonard, the Bishop of London. He is an unlikely arch-rebel when you get to know him, because he is a gentle and good-natured pastor, tolerant about everything except women with dog collars.

On the other side are Christians who think that tradition has to be understood as "something that moves us to the future rather than traps us in the past", as David Jenkins, the Bishop of Durham, put it.

Spice is added to the coming battle because Her Grace, the Suffragan Bishop of Massachusetts, black.

A great deal is at issue, and Leonard knows it with as much passion as commitment as Jenkins. "What I believe is at stake is the revealed nature of the Christian gospel," Leonard has said. "It must not be imperilled by the pursuit of aims for the church which are secular in origin and thought."

The Bishop of London plays on a world stage. He has well-placed admirers from the US to Australia.

During the Lambeth conference, he confided: "In all the Christian churches, a realignment is taking place between those who accept a revealed and given Christian faith, to which we have to listen and obey, and those who think that it is capable of being modified to meet the culture and the situation of each generation."

He was right about the realignment. Catholics are irreconcilably divided on much the same lines.

Sensing battle, the Bishop of Durham said last week that women

lates the Bible. But we freed slaves and we allow the Church of England to earn interest — which violates the Bible."

What next? Archbishop of Canterbury Dr Robert Runcie has appointed an emergency commission to limit the damage, while Leonard and his associates around the world have plans to make sure their own brand of church stays the same — "out of communion" with lady bishops and all their works, which include anyone consecrated or even confirmed by them.

Leonard hinted at Lambeth that his group would consider founding their own seminaries to provide "sound" training to their followers. Was this a subtle reference to Cardinal Lefebvre, the arch-conservative Catholic who was recently excommunicated for consecrating his own bishops?

No, the Bishop of London shielded away from forming a separate church or even a "continuing church" which would reject women priests. "I have set my face against continuing churches: they are theologically indefensible and practically disastrous."

He did raise the possibility that the Anglican communion could be downgraded into a loose federation "reflecting a kind of common ethos with profound differences within it".

Coming down to practicalities, the Bishop said he would require any male priest ordained by a woman bishop who strayed into his diocese to be "conditionally" ordained — which means re-ordained.

How many battalions has Leonard? The Lambeth conference demonstrated considerable indifference, and surprisingly widespread hostility around the world, to women bishops.

For the moment, these difficulties fall well short of the apocalyptic. The Guardian, London

admitted she prefers reading pulp adventure novels to Buddhist scriptures. She'd rather spin old Motown albums than listen to the sound of chanting monks.

And though recently she has begun to study the ancient teachings, she confessed she's always been a lousy student. "I didn't know the word 'Buddhism,'" she said. "I didn't even know there was a Tibet."

It was His Holiness, the Third Drukpa Padma Norbu Rinpoche, the 11th throne-holder of the Polyul lineage of Nyingmapa, or Penor Rinpoche, as His Holiness is commonly called, who first recognised Burroughs two years ago as a reincarnation of the sister of the founder of the Palay monastery. And it is Penor Rinpoche who travelled halfway around the world, from the monastery he built near Bylakuppe, India, following the 1959 Chinese occupation of his homeland, to conduct the enthronement.

The significance of his presence can't be over-estimated. This small, roundish man with the bristle haircut and thick-rimmed glasses is considered an enlightened being, or "Living Buddha", although the selflessness and humility that come with Buddhist enlightenment require him to deny it.

His status was determined before his birth 57 years ago, the time, place and details of which were known in advance among Tibetan holy men. They began training him when he was a child. He is among the most revered Tibetan figures today, his followers in India snatch up the dirt he walks on as a blessing.

Still, you might say Penor Rinpoche went out on a limb with this one.

Burroughs makes no claims of an exalted background. Her mother was a Jewish grocery store cashier and her father an Italian truck driver. He drank too much, she was emotionally

says. "We've yearned after a spiritual teacher since we were children," she said. "We started teaching what she thought was her own unique brand of meditation and spiritual discipline."

"I hadn't read any books on it and had never had a real teacher," Burroughs says. "Later on, when His Holiness asked how did I practice and what did I teach, I told him I would meditate on the emptiness of all phenomena, the emptiness of self-nature ... and I would meditate on compassion. They were teachings that sort of welled up within me. He told me these were the essentials to Buddhism."

That was after Burroughs first met Penor Rinpoche in 1985, practically on a whim. A Tibetan acquaintance had called, asking if she and her husband, Michael, would like to meet a Tibetan lama who was flying in to National Airport. Why not, they said.

Burroughs likes to describe the moment she met Penor Rinpoche amid the confusion of the airport, as "like a hair spray ad," in which a man and a woman run towards each other in a field of daisies ...

"Time stood still when we met," she says. "I looked at him and knew this is my teacher, this is my mind, this is my heart. And I didn't know what to do so I sat there like a nun, and cried."

If that beginning wasn't auspicious enough, Penor Rinpoche and an assistant abruptly decided to stay with the Burroughs, spending five days in their Kensington home.

"I had no idea he was such a holy guy. We sat with him on the back porch and ate hot dogs and barbecued just so silly." Before he let he assured Burroughs that there was a connection between them that "will never be broken." Two years later when the Burroughs' visited Penor Rinpoche at his monastery, he told them what the connection was. The Washington Post.



# Chinese women enjoy equality

3551A Summary 17/10/88

CHINA could be at the top of the list of countries recognising the equality of women in the world.

Chinese women are eligible for any position at government and enterprise level and they are involved in all industries including heavy ones such as building and mining.

They constitute 21.2 percent of the 2978 members of the National People's Congress, which is the biggest organ of state power in the republic.

Unions have special rules and regulations protecting women's rights and interests. Problems they encounter during menstruation, pregnancy, breastfeeding and when they are to get married are well catered for.

As part of the government's scheme to control China's birth-rate, various concessions are given to couples who help in the promotion of this scheme.

By Sam Mabe

Many couples have signed up for the "one couple, one child programme," in terms of which the couple undertakes not to have more than one child.

For this, the couple's child is sent to a company kindergarten free of charge and the parents are given a monthly nutrition fee by management to ensure proper feeding of the child.

None of these privileges are extended to the second or third child.

There are incentives for late marriages. In terms of Chinese law, women can get married only after attaining the age of 20 and men at 22. Marrying at that age is considered early marriage and late marriage is at 23 for women and 25 for men.

Couples who marry early are given three days off for their marriage and

those marrying late are entitled to 10 days leave.

The maternity leave is calculated from the date of delivery and should the expectant mother experience health problems during pregnancy, she is given paid sick leave.

As opposed to our situation, women who are away from work on maternity leave do not lose their jobs. Women retire at 50 and men at 60.

The All China Women's Federation, founded in 1949 is a powerful lobby group which also enjoys the respect and support of the government. The organisation runs ideological education programmes for women on patriotism and women's liberation.

It protects women's rights and interests and educates them to adopt correct attitudes towards love, marriage and the family and to conduct family planning conscientiously.

LICIA Granello and Adrianne Blue are two of the very few women journalists who braved the odds, moved into the male-dominated world of sports writing and proved themselves capable and even much better, than some of their male colleagues. Granello is an established international soccer reporter on the Italian *La Repubblica* and Blue is a motorcycling, judo and field athletics reporter. SIZA KOOMA, who interviewed them in London, reports.

**L**ICIA Granello won Europe's sportswriter of the year award for her coverage of soccer's European Cup final in Vienna last year.

Her prize? An electric shaver, despite her smooth chin and a well-proportioned and good-looking face that leaves no doubt as to what sex she is.

This, says Licia who was the only woman reporter among the 500 entrants, did not surprise her a bit. It was not the first time she and award organisers in the football fraternity had been put in such an embarrassing situation. In her eight years as sportswriter for the Italian newspaper *La Repubblica* the 32-year-old has been given ties, lighters and matches, even though she is a non-smoker, and a lot of other "male gifts".

"Most people, especially men, cannot accept that a woman can do the same job as a man," she explains.

"This belief made my first few months as a football reporter difficult. I was always fighting to prove to everybody that I was just as capable of doing a good job out of it as a man. It was really terrible.

"The issue of my sex always stood in the way of my work. I could not have easy access to the players after a match because the guards would not allow me into the lockers. Some of them, thinking that I was a player's wife, would

FOCUS

turn me back politely but when I explained I was a journalist they would become very cheeky and still refuse to let me in.

"Some people would say I slept with players to get interviews, especially if the player was an impossible person. Some of my male colleagues believed these allegations after we had all been chasing Michel Platini, the former world best football player, when he joined the Italian club A C Milan. Platini refused them all an interview but when I approached him he agreed to talk to me. They were very hostile when they saw the story in my paper. This reaction often came up with many other stories that I but no other reporter got."

### Emotion

The strong emotion in Granello's voice as she stresses the importance of women to fight for their rightful place at work makes it not difficult to understand why she refused to give in to the hostility and insults she was bombarded with as a cub reporter.

Her convictions and apparent devotion to her work dispel my first impression of her as a

# Women in their own right

naive and shallow woman acquired when I watched her chat with Ruud Gullit, the world's best soccer player, through most of the first match at an international football tournament at Wembley Stadium. They also clear my doubts about her concentration when I saw her draw the plugs of her personal stereo to her ears when her home team A C Milan played the German Bayern Munich later that afternoon.

Granello, one of two women sportswriters in her paper — and her country — takes her job very seriously and handles it with a professionalism unique to a gifted journalist.

"I am not interested in goals and tabulating the precise times in which they were scored. I look at the players and the way they play critically and give a summarised review of what I saw and what I think should have been done."

Taking an in-depth look at a match and giving commentary on it has always been the policy of this rather scrupulous writer who got to understand the technical side of football at a tender age.

"Although I am not a sportsperson I grew up in a family that was crazy about sports. I went to the stadium when I was six. My father took me and my two brothers to every football match. I loved the sport. This is one of the things that influenced my decision to

reporter in the paper, she writes commentary pieces, profiles, features and covers international soccer matches. She also worked for three years as a sports critic for a private television station.

"I also travel a lot, which I enjoy, but I rarely get time to myself and people close to me. Weekends do not exist in my life.

"The odd hours I work once cost me a boyfriend. But I do not regret that. I believe that if a person loves me he must understand the type of job I am in and be considerate. I would rather lose a boyfriend than lose my job."

That is how seriously she takes her job.

And now that she has earned the respectability of international sportswriters, found a sensible boyfriend and has free reign to the players' locker rooms everywhere she goes she intends to take her job a step further.

### Racism

"I hope to address the problem of racism in sports, which has been lurking at the back of my mind, soon. It is time one of us stood up and solved the problem of fans and supporters who display racist placards and shout racist remarks like "go and wash your face" or "go back to Africa" at black players during matches.

"Most people are aware of this worrying behaviour which is frightfully becoming rife

Licia hopes to start by forming a group with friends and colleagues to campaign at matches. Their anti-racism posters will go up along the racist ones.

She would probably get on well with Adrianne Blue, the middle-aged and more mature sportswriter who has written three books on sports, one of them short-listed for sports book of the year award: *Faster, Higher, Further: Women's Triumphs and Disasters at the Olympics; Grace Under Pressure: The Emergence of Women in Sports, and Field Athletics* were all written between last year and this year.

In her tiny kitchenette-cum-library with two bookshelves stacked to the ceiling in her King's Cross, London flat where she lives alone, this rather private woman tells of how she conquered the male-dominated world of sportswriting.

This American citizen who has lived in Britain for 10 years says she got into sportswriting by coincidence. Her first break into sports came during a stint with *Time Out*, a British listings magazine, for which she wrote features and did literary reviews.

"The idea struck me after I had done a series of profiles on well-known visiting American writers. Most of them were doing sports as a hobby and when they spoke about it I felt they all thought of themselves



355A Summer 18/10/88

# Women go for fact when writing about sport — author

## • From Page 6

sportsperson but does circuit training, swimming and long distance walking, started off as a motor-cycle race reporter at a time when no other person had covered the sport before.

"For the first few days the man who issued tickets to the Press did not think I was a journalist. If I was with a photographer he would think the photographer was the journalist and if I went alone any man nearby would be the journalist in my company. But when I became regular he got to know who I was.

"My male colleagues were also very helpful and taught me the basics of the job. A year after I had been doing the job I went to cover the grand prix in Italy. And there an accident involving the then world champion happened in a corner

where I was standing.

"I was the only journalist from an English newspaper on the scene. But I did not have enough knowledge about the sport to write a good story. We came together and from the information I gave them on what I had seen we built the story.

"Although they accepted me into their fold I could sense they were not comfortable having me around. There were things that they wanted to do but could not do in my presence. They were different from me too in that their whole lives were about the sport and I had nothing in common with them.

"Curiously this is where most men and women sportswriters differ. Men are mostly sports fans. They look for heroes. Women on the other hand look for truths and what lies behind."

She believes that this could also be the reason why British women sportswriters prefer to work a freelance basis or not stay too long in the job.

"We tend to look at sports with a different eye. Unlike male journalists, who often make sports their whole life, we go for the facts and write about the sport in general. Once we have been in the job for some time everything becomes repetitive and boring. And if you have the kind of push that I believe every woman who dares to write about sports has, you know that there is a big world out there. You either leave the job for a more challenging one or work part-time.

Blue says an interview with Mary Decker-Slaney in 1980 when the American athlete and former world champion voiced her opposition to the United States'

withdrawal from the Moscow Olympics made her interested in sportswomen. She has written a lot of profiles on them since and *Faster, Higher, Further* is about women champions.

Her fourth book, a biography of Fatima Whitbread, the former javeline world record holder comes out in November. The last chapter was written in Seoul.

This diminutive American who packs brain and determination in her small form has managed to carve a niche for women in sports journalism while still writing features, profiles and literary reviews for *Vogue*, *Cosmopolitan*, *New Statesman* and the *Sunday Times*. She is also a member of the Women's Sports Foundation, an organisation that fights equality for women in sports.

Sowebum  
18-10-88

become a sportswriter.

"I did not need to be a man or a soccer player to do the job. The knowledge and the love was enough." She started writing while she was still at university. She wrote for the college paper and did freelance sports work for *La Republica* for three months. She joined the paper when she left university. Now a senior

in our stadiums. The culprits dismiss it as a joke when they are approached but we all know that their intentions are to hurt and demoralise the players.

"Sportspeople are human beings too and they are sensitive towards politics. They are not only interested in football as most people would like to believe."

as some He-men struggling to save the world. This was during the time when there was a revolution in sports in America. People were realising that they should do exercises or take up sport to keep fit and healthy.

"The strong conviction in which these men spoke about sports made me curious to know more about sportspeople. I was, in a way, more interested in the philosophical side of sports.

"I believe that sports is a metaphor for life and hence my books and reports do not give an overview of sports. They touch on the social, psychological and even economic implications on sport."

Blue, who says that she has no talent as a

• To page 7



# Some women not so equal

SA 20/10/88

Women are now equal in the workplace, the Government has recently decreed. But on closer inspection it appears that some are more equal than others.

On September 1 1988 it became an unfair labour practice to discriminate against women in the workplace according to the definition of what constitutes an unfair labour practice as promulgated in the Labour Relations Amendment Act.

The only problem is that at least 1 500 000, and probably many more, South African women are excluded from the Act, and from the protection afforded by it.

Last week, the Minister of Manpower and Development, Mr Piet du Plessis, referred to the clause which makes it an unfair labour practice to discriminate against women on the grounds of sex.

## ADVANCEMENT

He said: "Discriminatory legislation in South Africa in the labour field has already been removed completely.

"Since September 1, it is an unfair labour practice to discriminate against a woman in the workplace. Not many countries in the world have as yet a similar clause in their labour legislation."

He went on to say that pay discrimination had persisted largely because "it has so often been taken for granted that women's salaries should be lower than those of men".

This "tendency", the Minister said, persisted in only a few occupations "and in most cases women now receive equal pay for equal work".

## DISAGREE

Labour experts disagree with most of the claims the Minister makes.

And while they welcome the provision in the Labour Relations Amendment Act which outlaws discrimination against women on the basis of sex, they point out that employers are still not prevented, in practice, from discriminating



In theory, it is now an unfair labour practice to discriminate against women in the workplace. In practice employers can still do so with a fair amount of impunity. **MARIKA SBOROS**, a senior journalist on The Star, reviews the issue.

against vast numbers of women.

It is all very well outlawing discrimination against women in the workplace, they say, but what about the categories of women who are excluded from the Labour Relations Act?

According to information supplied by SA *Barometer*, a fortnightly journal of current affairs statistics, the following persons are excluded from the Act: persons employed in farming operations, domestic service, persons employed by the State, including transport, medical, and educational institutions run by the State and local authorities.

Figures from the 1985 census indicate that 328 000 black, white, Indian and coloured women are employed in agriculture, the majority being black women; and 1 246 000 black, white, Indian and coloured women are employed in community, social and personal services, once again the vast majority being black women employed in domestic service.

These figures are conservative, based as they are on a census reflecting formal rather than informal employment.

Then, the experts commented on the claim that South Africa is one of few countries that has a clause prohibiting discrimination on the grounds of sex in its labour legislation.

This, they say, is simply not true, and is rather like refusing to acknowledge someone's existence because they have a name different from yours.

Ms Faith McDonald, a researcher at the Labour Economic Research Centre says that laws governing the employment contract are treated differently in different countries,

and expressed in different terms.

It is "absolute nonsense", she says, to argue that protection against discrimination on the basis of sex does not exist in labour law in other countries because it is enshrined in legislation with a different name from that which the South African Government decides to call it.

## MANY COUNTRIES

Anti-discriminatory laws have existed in many other countries for years now, particularly in the United States, the United Kingdom and the Scandinavian countries, she says.

In the United States sexual discrimination has been illegal since 1964, thanks to Title 9 of the Civil Rights Act.

In the United Kingdom two Acts promulgated more than 10 years ago have outlawed discrimination against women in the work place.

The Sex Discrimination Act of 1975 makes it an offence to discriminate against a woman on the grounds of sex, and in that same year, the Equal Opportunities Act came into force, setting up a commission designed to ensure that women were given equal opportunities.

She also "contests" Mr du Plessis's statement that "the tendency" to pay women less than men for equal work exists only in a few occupations.

"On many levels there is still evidence of discrimination on both a racial and a sexual basis," Ms McDonald says.

Mr Michael Miles of the Institute of Industrial Relations, says South Africa is a little behind the times in

actually legalising equality of status on grounds of sex.

"But it is encouraging to know that our chauvinistic society is finally recognising the worth of at least some women in business, commerce and industry."

He notes that in 1951 the International Labour Organisation put out convention Number 100 on equal remuneration, which was ratified by 108 different countries, excluding SA. In 1958 countries affiliated to the ILO ratified a convention on discrimination in employment and occupation, which universally protected the rights of women against exploitation.

Now that South Africa has seen the light more than 30 years later, he does not, however, anticipate a rush of employers trying to upgrade women's salaries.

"South African women are going to have to work towards eliminating discrimination in the workplace on an overall basis, rather than assuming legislation will make it disappear overnight.

"In the private sector, women have access to redressing the inequalities in the system, but to do so they have to go through the legal process laid down in the Act.

## NOT PROTECTED

"Those not protected by the Act have no legal redress in terms of statutory legislation; all that they can rely on is the Common Law which may not help them in many instances."

An attorney at the Legal Resources Centre, a public interest law firm, commenting only on the provision outlawing discrimination against women on the basis of sex, says the action is long overdue, and "brings South African law into line with other countries, which have already done away with such legislation."

"What also has to be seen in perspective is that certain Industrial Council agreements and wage determinations, still in some instances include discriminatory provisions," the lawyer said.



## FACE TO FACE WITH JOYCE SEROKE

**Q**UESTION: Looking at the past 55 years, what do you consider the most important contributions of the World Affiliated YWCA in South Africa to have been?

**A**NSWER: The YWCA has had many programmes to improve the status of black women. Our role as a woman's movement can only be truly effective when we make concrete efforts and create an awareness of women's issues. The oppression of women, particularly in the rural areas, has often been neglected or accepted as the status quo. As long as women are regarded as second-class citizens they will not be able to make their full potential contribution to society.

Through our leadership training courses we have unleashed the creative abilities and leadership strengths of our members everywhere. Many have, through involvement in their communities, churches and work situation brought about change to create just and peaceful societies.

### Abolition of Natal Code

The YWCA in Natal, after passing many resolutions and sending representations to the KwaZulu government, has been instrumental in the abolition of the Natal Code, which declared women minors.

The organisation has been a pressure group on various issues, including resolutions being sent to the Department of Education and Training on the recognition of night schools, permanent employment of black married women teachers, lack of control and the administration of examination papers, and the limit in our primary, secondary and high schools.

### Informal education

Through our informal education programmes we have met some of the needs of underprivileged groups which are not reached by others, and the needs of education groups.

For instance:

- Our literacy programmes have helped illiterate women acquire basic education.
- We have motivated our educated and professional members to learn more in order to contribute more to urgent social needs through our leadership development programmes.
- We have organised study tours after which members are motivated to find out what is going on in their own country and to act for change where necessary.

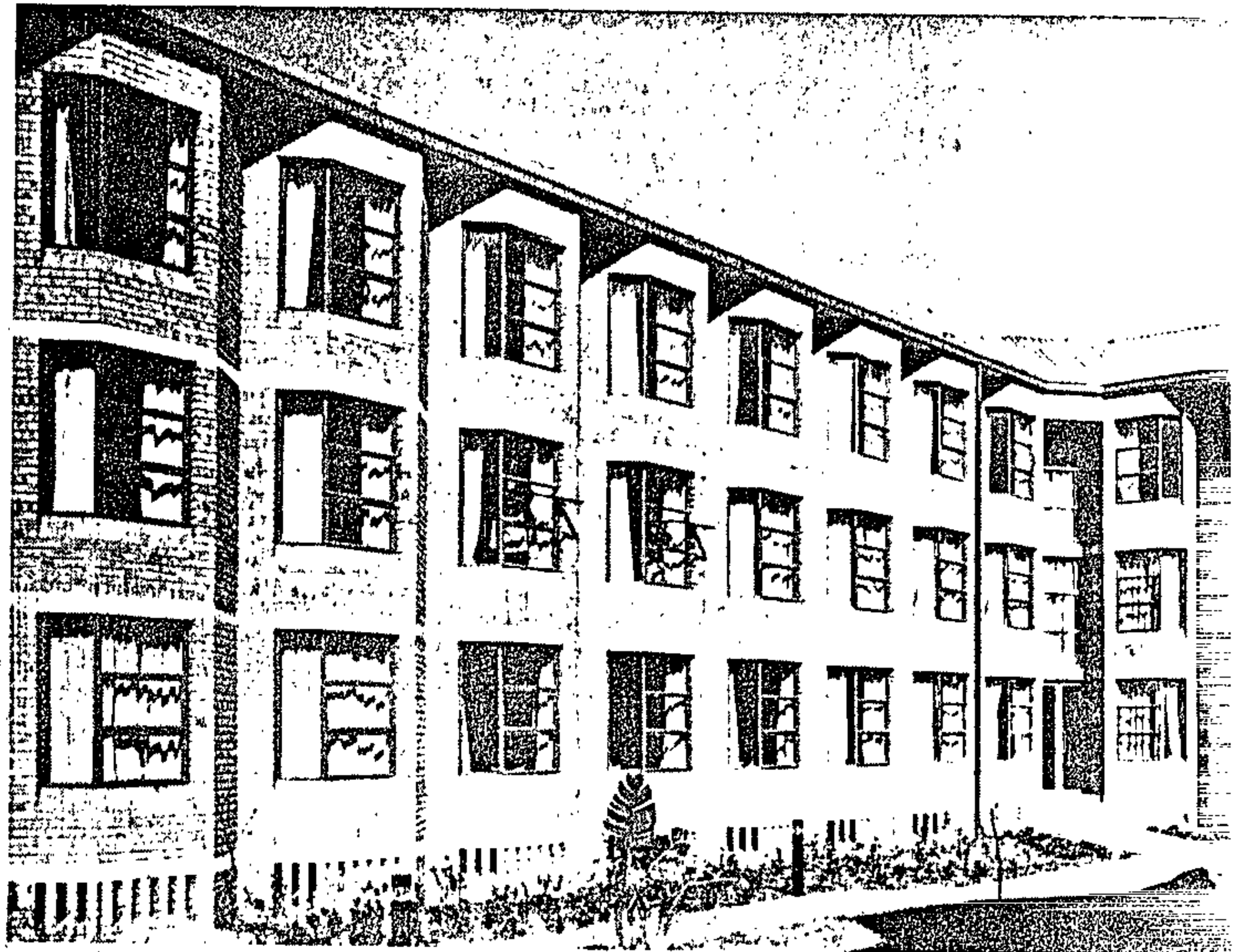
### Self-help groups

- We have started self-help groups for unemployed women in rural and urban areas where they are taught sewing, dress designing and handicrafts skills which enables them to earn an income and supplement their husbands' meagre earnings.

**Q:** What are the major issues facing the YWCA today?

**A:** We live in a country of uncertainty and violence, of poverty and hunger, a country in which respect for human life is constantly undermined.

It would be easy to become despondent and inactive because the problems in this country seem so big and what we do as a movement seems so small. Because we cannot work with problems facing our country, we have concentrated on five major priorities – human rights, health,



# YWCA in South A

education, forced removals and resettlement of tens of thousands of South African families and income-generating projects.

### Alleviating suffering

As a Christian organisation, we are compelled to take responsible action to help alleviate the suffering of others. It is not for us to live placid lives in comfort in this country – there is too much happening which is disturbing, much that we do not fully understand. We need to raise questions and try to find those things which are unjust in our country.

If we stop questioning and become complacent we will stop being a vital force. We know that it will not be easy, but as our World YWCA president, Dame Nita Barrow, said in her opening address at the recent Athens Council meeting, "Do not be daunted by hills to climb."

**Q:** The World Affiliated YWCA of South Africa is largely black in membership. Does this not support apartheid?

### Mainly black members

**A:** Our Purpose states: "The YWCA is an association of women and girls whose policy is directed by its full members who accept its Christian basis. It serves the community without distinction of race, nationality or religion." Yet our membership is predominantly black.

The YWCA in South Africa started in 1886 and was for many years an exclusively white women's organisation. The multiracial content of the Y came much later when Madie-Hall Xuma had the

foresight to merge the black Zenzele clubs which were operating in the Transvaal with the YWCAs of Durban and Port Elizabeth, which were originally European.

We are open to all women and girls who choose to be involved, and I think just as blacks have responded, the responsibility also lies with white women.

### Campaigns discouraging

In 1973, Mrs Els te Siepe was appointed associate national secretary. Part of her job was to interest the white community in the work of the World Affiliated YWCA. But after months of campaigns, the results were discouraging. Maybe the needs of women that the YWCA is meeting are already fulfilled for white women.

We have a faithful core of white and coloured members and have not succeeded in attracting Indian women and more coloured women because of apartheid itself.

In this country, the church and many organisations are victims of conditioning, and we operate according to barriers put to us by legislation. The Group Areas Act for instance. We had a budding YWCA in Lenasia and the fact that we are separated into various racial groups living in far-flung areas, plus the cost of transport, were responsible for this group dying a natural death.

### Low profile in South Africa

**Q:** The YWCA seems to maintain a

low profile in South Africa, become more active in such arising out of political facts.

**A:** One of our functions is action as agreed by full and party organisation, in quest: women and girls".

We have questioned the migratory labour system, school dropouts. We did not march in the streets waving are maintaining a high pr situations in which we can. Some of our members are affecting their communities issue, refuse removal and

In 1974, at our national, discussed the topic *Women for Change*, where Sheena I on discrimination in employ women's rights.

### YWCA president de

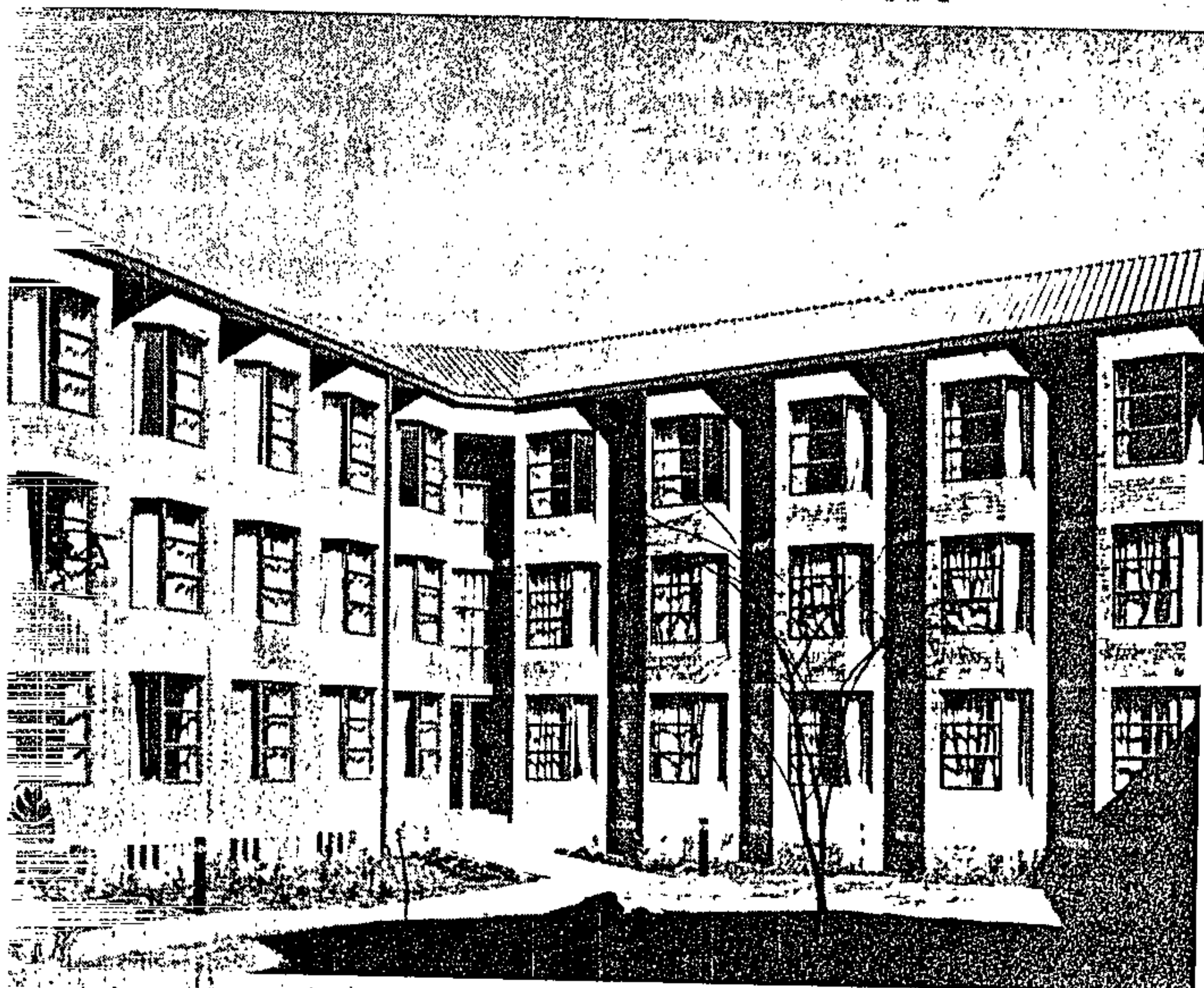
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A year later, Ellen Khuz detained and all were relea being charged.

Events today are not the years ago. We are faced and we have to review the we have been operating. C the next 50 years is active for change. We must lose



355A (22)



Next week the world affiliated Young Women's Christian Association in South Africa marks its 55 years of existence with the official opening of one of its biggest projects to date – the R4,9-million single women's residence in Dube, Soweto.

The Ys general secretary, Joyce Seroke – who is also vice-president of the world affiliate organisation, gives an outline to SINNAH KUNENE of the aims of the world's largest women's organisation.

# South Africa turns 55

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## South Africa

A seems to maintain a

low profile in South Africa. Should it not become more active in social problems arising out of political factors?

A: One of our functions is "to take action as agreed by full members, as a non-party organisation, in questions affecting women and girls".

We have questioned things like the migratory labour system, education and school dropouts. We did not necessarily march in the streets waving flags, but we are maintaining a high profile role in situations in which we can be effective. Some of our members are involved in issues affecting their communities – the rent issue, refuse removal and many others.

In 1974, at our national conference, we discussed the topic *Women Can Be a Power for Change*, where Sheena Duncan spoke on discrimination in employment and on women's rights.

## YWCA president detained

In 1976, the YWCA, a Christian voluntary service organisation, was dragged headlong into politics with the detention of its president, Oshadi Phakati, me and Vesta Smith, who was chiefly responsible for work among coloured members in the Transvaal.

A year later, Ellen Khuzwayo was also detained and all were released without being charged.

Events today are not the same as 50 years ago. We are faced with new problems and we have to review the ways in which we have been operating. Our challenge for the next 50 years is active participation for change. We must lose our fear and

complacency in order to speak out against violence, racism, poverty, malnutrition, homelessness and militarism.

## Two projects on the go

Q: Do you have any major development projects planned?

A: We have two major projects. One is the building of a school for mentally retarded children in Natal. About R13 000 has already been raised by members at Madadeni. The second is a residence for university students in Orlando East, Soweto, which was completed early this year.

Q: What is the average age of YWCA members? Are there active campaigns or steps to interest and involve young people in the YWCA?

A: Our membership is divided into three groups. Y-Teens are 12 to 17 years old. Try-Ys or Young Adults – 18 to 30 years and Adults – Over 30 years.

## Membership drive

We have tried to interest and involve young people through adult YWCA clubs in the various regions. This method has not been successful, because once Y-Teens and Tri-Ys leave for boarding schools, training hospitals or universities, we lose them. We have realised that we need to campaign at these institutions.

Consequently, during our anniversary celebrations, we are going to have a membership drive and we have printed special pamphlets for this purpose.



Joyce Seroke ... YWCA has helped improve the status of black women.



# Tembisa women beat poverty with new skill

CP Reporter

IN a bid to alleviate the problem of unemployment among the unskilled and under-educated, the wives of 35 businessmen in the last Rand township, of Tembisa, who are also affiliates of the National African Federated Chamber of Commerce and Industries, have established a

sewing training project for women in the area.

The first 10 women have already completed the three-week course that was run along the same lines as those offered by the Department of Manpower.

Two of the women have already found employment.

According to Mirriam Monaledi, chairlady of the women's committee, they decided to do something about the plight of unemployed women in Tembisa.

"To get the project off the ground, we bought eight sewing machines and material which we offered freely to the trainees. We also employed a fulltime instructor, Sarah Nkuna, who we sent for advanced training to the Zakhele Training Centre in Kenyon Park," said Mirriam.

At the Aganang (Help Build Each Other) Training Centre, women are taught basic sewing, patchwork and knitting.

The lessons are free and food is provided.



Mirriam Monaledi... two already employed.

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# From sweetheart union to worker voice

By VASANTHA ANGAMUTHU

THE 146 000-member Garment Workers' Union in Natal has undergone a radical change — from sweetheart union to a well-organised force that recently led its members in the industry's first strike.

Women make up 80 percent of garment workers, who have always been badly paid and have accepted the industry's bi-annual R4-R5 increase.

The story of many garment workers was the same. Wake up at 4am to do the washing and get

the children seen to before commuting to work. Do the same job day after day at the machines from 7am-4pm for exploitative wages, then rush home to finish domestic chores.

In those days, Gawu was seen by the workers as a sweetheart union, a body that had no worker participation.

These days, the garment workers, colourful in their yellow union T-shirts, sing songs to celebrate their participation in a "real" union.

Garment worker Sabitha told City Press: "Now we are making

the decisions in the union and we are the ones who act to get the bosses to meet our demands."

Gawu, with its 105 000

national membership is not new. It was formed in 1985 from a coalition of the Garment Workers' Union of the Cape and the Garment Workers' Industrial Union of Natal.

At the declaration of the constitution, the union espoused the principle of effective worker control and participation at every level.

Resolutions passed included fighting discriminatory treatment

ment of women workers, a 40-hour week and paid holidays on June 16 and May 1.

Gawu also pledged itself to educate members with the aims and objectives of Cosatu and to take up the struggle for a non-racial, democratic society.

With the change of leadership in this direction, the union arranged intensive shop steward programmes to educate them on worker involvement at all levels.

The education of shop stewards has been made a priority and the union has demanded 10 days' paid study leave for shop steward

training. Over 300 have been trained so far.

Gawu regional organiser in Natal, AJ Moodley, told City Press that in the past there was no training for shop stewards. They were never aware of their roles and were pushed around by the bosses.

"They are now armed with ways to confront the bosses and have become more effective,"

To help shop stewards, shop steward committees have been elected in different factories which meet once a week to define problems, he added.

"In the process of trying to get away from the image of being a sweetheart union, we have made

workers see that Gawu is not a foreign body in Bolton Hall, but that it is on the factory floor," Moodley said.

Two weeks ago, the industry in Natal was shaken by a strike which resulted from the refusal of the Natal Clothing Manufacturers' Association to meet workers' R35 across-the-board wage increase demand.

Workers' demands included maternity leave, June 16, May 1 and March 21 as a paid holiday



By Sally Sealey

Despite constant telephone call interruptions, Ms Joy Wagner sits calmly behind her desk on the sixth floor of a major property development company in Bedfordview.

Her office, with its large bay windows, looks out on to the bustling R22 highway.

Ms Wagner, the managing director of Murray and Roberts Properties Transvaal and Orange Free State, recently accepted on behalf of her company this year's Business and Professional Women's Gold Award. The award is given in recognition of a company's progressive policy towards their female personnel.

Ms Wagner chain smokes from a box of cigarettes snuggled in a leather Cartier box.

She says: "Our company has always been against all forms of discrimination. To get this award means that the company was not just window dressing."

Ms Wagner joined the company in 1982 as the group's accountant and has progressed rapidly through the ranks.

Ms Wagner says as a woman she has not encountered discrimination.

"I have always adopted an attitude that if you work hard you will be recognised. In the group there are a lot of women in responsible positions."

Other positions which women occupy in the group include the financial director of Murray and Roberts Plastics and the financial director of a construction company within the group.

"This in itself is an achievement as construction is normally a male-orientated world," she says.

Ms Wagner has a staff of about 150 male and

# Directing a company against discrimination



Ms Joy Wagner ... managing director of Murray and Roberts Properties Transvaal and Orange Free State.

female workers and she experiences no antagonism from them.

"My staff don't view me as a female but as a 'boss person' and they respond accordingly.

"There are different levels of staff, as we are

responsible for owning, letting and selling property."

Ms Wagner has a B Comm degree and says there is an increasing number of woman entering all fields of business.

"This is not a new trend but one that is increasing daily as management recognises that women have a lot to offer."

Ms Wagner reaches her office at 8 30am each morning but seldom

leaves before 7 pm.

"My time during the day is hectic as there are constant queries. So in the late evenings it is always nice to have a little time to collect my thoughts for the next day."

She enjoys the variety, and challenge offered by her job.

"I love the rush and the urgency of closing big deals; it really pumps the adrenalin."

"When I'm closing a deal, it makes no difference that I'm a woman. In fact, it may have its advantages as often men underestimate me."

Highlights in her career, she says, have been her appointment as financial controller for the group, her appointment to the properties board and finally her appointment as managing director.

"There is so much scope at this company as so many people are prepared to share their expertise. I have developed as a business person more in the six years that I have been here than at any other time in my life."

"You can always go to someone for guidance. I believe in the open door policy."

Her immediate goal is to keep the company on a firm financial footing as well as to improve it in any way she can.

"We can become very blasé about our achievements as women, but I think we should always remember the efforts of women in the past. If it were not for them perhaps we would not be where we are today."

## NEWS FLASH



## Bursary available to aspirant black women managers

**A**LTHOUGH the workplace in South Africa is increasingly open to women who now form 36 percent of the workforce compared to 28 percent 20 years ago, top-level training has to be more available to women if they are to fill more executive positions.

This was pointed out

by Executive Women's Club chairman, attorney, Jennifer Kinghorn in calling for applications for the EWC Bursary Fund's 1989 Award — a post graduate bursary open to aspiring black women managers with strong management potential and no other financial means of further study.

The EWC, a body which comprises the

country's top executive

women and which promotes the role played by women in senior management, formed the bursary fund in 1985.

In June this year, the EWC awarded its 1988 bursary of R5 000 to a 29-year-old computer science student, Joy Mokgele, enabling her to study for an MBA (Master of Business Administration).

### Study

"Our objective is to enable the successful candidate to undertake post-graduate study in fields associated with the business sector. Suitable

candidates should have a university degree and have management potential," says Kinghorn.

Criteria the EWC council will consider include academic ability, past study performance, economic need and the value of the course for which the bursary will be used.

Applications may be made any time and will be considered in January. Application forms are available from the EWC offices, (011) 880-2408 or (021) 438-9831.

The EWC is sponsored by First National Bank.

355A (18) Qwen 27/11/88

# Women's struggle linked to apartheid

By VASANTHA ANGAMUTHU

BLACK women have to strive to make their voices heard if they want to effect change in their lives and play a more meaningful role in society, according to church minister, Roxanne Jordaan.

Addressing the annual general conference of the National Assembly for Women in SA in Johannesburg at the weekend, Jordaan said the nature of South African society, based on economic exploitation and oppression, meant that women were still in the shackles of inequalities based on gender, race and class.

She said these various components of apartheid meant that women had to determine their own vision of their emancipation, without losing sight of the quest for freedom within the national struggle for liberation.

"South African women are affected in various ways by the structures of apartheid. They are often paid less than men for the same job. They have to work so much harder to prove that they too can do a job previously only done by men."

She said women were oppressed in their own homes by their husbands and brothers and that black women were further discriminated against by virtue of apartheid.

She said women could not be liberated without the liberation of society as a whole.

"Our struggle is not solely for the emancipation of women, or to enhance our position in the economic world, or to make ourselves equal to men, but to dismantle the structures of apartheid in order that we move forward to a transformed society, freed of the inequalities based on race, class, creed and gender."

"Those women who have been able to live and work in more favourable conditions geared towards personal development on an equal basis with men are fortunate, but they only form a small percentage of SA women."

"It therefore calls for such women to join arms with their struggling sisters to work together for the time when each person will have the opportunity to develop her full potential and creativity."

The women present agreed that the change could not be done by any one person but only when women banded together to decide on strategies for a transformation of society.

Jordaan also stressed that it would be meaningless for all women in South Africa to come together to make strategies for the transformation of society without taking into consideration that the position of women was not only affected by gender and class, but also by race.

"The nature of the women's struggle is not to work to the exclusion of other committed women's groups, but to network in order that once we have been able to focus on and tackle some of the race-class issues and structures, we would be able to speak with one voice."

"Although our fight is also against oppression in our homes by our men, we need to identify exploitative apartheid structures which enslave men and women."

"Men also need to be liberated from the psychological oppression of fear to understand

## Female emancipation aims toward transforming and freeing society at large

the urgency of the women's struggle. The women's struggle is a struggle for the realisation of the full potential of all people."

Several options were presented to women in their role in dismantling apartheid - choices that excluded what Jordaan termed co-option on community councils.

"We could pray for a change of heart on the part of the government or sit with our arms folded and pray for foreign intervention and decide that violence is the only way out or engage in internal resistance."

"The issue of negotiation is an important reality. Will we be engaging in negotiation politics, or will we work towards a constituent assembly?"

Jordaan's attack on the use of sexist language and its acceptance by women was contested by speaker Louise Tager, who said that changing terminology was not the important task at hand.

The use of sexist terminology, Jordaan said, allowed men to hold leadership positions in organisations and trade unions even if they were dominated by women.

"Women have a vital role to play in the dismantling of apartheid and in working towards a non-racial, non-sexist democratic society."

"It is not a fight between maids and madams, but a fight for a vote in a system where a maid would have a choice as to whether she would be a maid or not."

"It is not a struggle to free ourselves from caring for our children but a battle to redefine the reproductive role of women. It is not a struggle to take over male structures and replant them in our lives and organisations, but to transform such structures to be free from any kind of sex discrimination."

"The nature of the women's struggle is bound up in its quest for national liberation. It has to be worked for in a committed way."

"Liberation is not a commodity that can be bought or which will be given to those who are oppressed, for no government abdicates power as an act of charity," Jordaan said, urging that women employ the principles of a non-racial non-sexist society in working towards liberation.



C Press

24-11-88.



**Roxanne Jordaan... men need liberation from fear.**

WOMEN — WORKERS

1989

MARCH \_\_\_\_\_



## WOMAN

## Today marks International Women's Day

A century and three decades have passed since that day in 1857 when female garment workers in New York staged a protest for fair wages and working hours, astounding their employers and sending shockwaves through the whole world. Ripples of which inspired women nationwide to fight for their release from male bondage.

This historic day was declared — a day later — International Women's Day.

The fervor and undying determination by women to fight against all the injustices they experience in life echoes loudly on this day. Rallies, protest marches and demonstrations mark the celebrations by women worldwide.

From this brave gesture by the American garment workers, once thought docile and harmless by their masters, a new breed of women has come up.

The new generation is rising, albeit slowly, with certainty of

direction, and taking up their rightful places in the high echelons of power once proclaimed strictly a male domain.

Women have successfully broken ground in politics, the sciences, law, religion, business and many other professions.

Among them we count women martyrs like Ellen Ngoyi, Mary Moodley and Victoria Mxenge, to name a few, and living legends Albertina Sisulu, Winnie

By SIZA KOOMA

Mandela and Urbania Mothopeng, all symbols of repression who are an inspiration to other women. *Sowetan 8/3/89*

Today, women's organisations including the Federation of Transvaal Women (Fedtraw), Black Sash, Nusas (Women's Group), Women for Peace, YWCA, YCS, SACC,

BSS (Women's Group), Women from Cosatu unions and Powa will break their two-day fast against the State of Emergency to observe the day. *(3550)*

A conference to mark International Women's Day will also be held at the Wilgespruit Fellowship Centre at the weekend.

Today's woman is addressing far-ranging issues that transcend national boundaries.

Last year a delegation of 200 women from African and Caribbean countries resolved at an International Women's Day conference in London to:

- Take a stand against repressive neo-colonial and imperial regimes.
- Forge links with Southern African women's groups in concrete action against the South African government.
- Support liberation organisations in South Africa and Namibia.



**IKAGENG Women's Club, Diepkloof branch, paid a visit to the Soweto Old Age Home in White City. The senior citizens were treated to lunch and given bed linen, towels, water bottles, and coat hangers as gifts. There was a small concert after lunch. Mrs H Kgwatle (right), Mrs Winnie Serobe and Mrs Aletta Mongake hand out the gifts.**



## WOMAN

**A** RULING was made at a historic workers' summit held in Johannesburg last weekend which stated that it would be a workers-only affair.

Not even union organisers and other paid officials were allowed to attend. Such was the emphasis on worker control. But an exception was made for Nomonde Jafta and her three-months-old baby, S'khulule.

Miss Jafta or just plainly Nomonde as those who know her call her, was the only woman chairing the proceedings making her the only worker who was able to tread where trade union officials dared not.

She was indeed an exception in her own right. For up there in front, in the array of 10 men or so who were steering the historic gathering, she was the only woman.

Her feminine but strong voice boomed over the sound system as she steered the meeting and exhorted the workers to speak up their minds.

While many who do not know her would have wondered at Nomonde's participation at such a gathering when the baby

is still so young, this will not have come as a surprise to those who knew her.

For Nomonde (30) projects co-ordinator for Imbeleko Women's Organisation and a member of the Nactu-affiliated Banking Insurance Finance and Assurance Workers' Union is totally committed to the struggle of her people.

When tragedy struck Tsakane shack dwellers in January this year and fire destroyed the shack killing seven occupants,

By MOKGADI  
PELA

it was Nomonde, about a month after giving birth and her team of Imbeleko members, who rose to the occasion.

Imbeleko provided free coffins to the family and assisted in burial arrangements for the seven victims in Lesotho.

At the time a Lesotho government representative personally conveyed his countrymen's gratitude to Nomonde and her organisation. A

reserved but humorous person she is always to be found at various meetings of both workers and community organisations.

The weekend summit had brought workers from divergent political backgrounds and beliefs. This divergence came to the fore during deliberations and it was at times like these that her skilful handling of the deliberations was highlighted.

Flanked by Cosatu president, Elijah Barayi and Nactu-affiliated Food Beverage Workers'

Union president, Longway Kwelemthini, she dispelled the myth that women cannot control gatherings of such high magnitude.

The decisions taken at the summit are now history. The implications of those decisions will reverberate throughout the country and indeed even outside.

When history emanating from the summit is eventually recorded, Nomonde's contribution will definitely not go unnoticed.



**RIGHT: Nomonde Jafta raises a workers' salute at the workers' summit flanked by Elijah Barayi and Longway Kwelemthini.**



# Rose is home in respect

355A  
Answers

12/3/89

By SOPHIE TEMA

ROSE Gardner (nee Molefe) - wife of American boxing trainer and manager Andrew Gardner - is in South Africa.

Rose, now an American citizen, came to Soweto a month ago to be at the burial of her mother, Selina Molefe, who was a member of the Federation of Transvaal Women (Fedtraw).

Molefe, who died at the age of 78, was among thousands of women who marched to Pretoria on August 9, 1956 to protest against pass law restrictions.

Rose, a trained nurse, met Gardner when he came to South Africa in the late 1960s to guide the fortunes of Paulie Armstrong against Enoch "Schoolboy" Nhlapo, South Africa's boxing hero of the time.

Armstrong gave scintillating displays of boxing and on two occasions beat Nhlapo, who later won their third encounter.

She married Gardner in 1969 and the Molefe family organised a mammoth traditional ceremony to welcome their American son-in-law.

Rose left South Africa with her husband in 1971 to live in the US.

Before her marriage, she trained as a nurse at the Edenvale Hospital near Jo-

After nearly 20 years in US, she is still fluent in Sotho



Rose Gardner ... trained nurse. • Pic: PETER SETUKE

## Kei chief's son charged with fraud

SON of former Transkei Premier Chief George Matanzima - Mfundo Matanzima - made a brief appearance in the Umtata Magistrates Court this week on charges of fraud involving more than R21 000.

The charges relate to Matanzima's occupation of a house in Airey Street, Fort Gale.

It was alleged that Matanzima's right to occupy the house ceased in November 1985 when he stopped working for the Transkei Agricultural Corporation.

He was not asked to plead and was warned by the magistrate, B Mene, to appear on April 21. - Sapa.

hannesburg. She furthered her training in America and later joined the Carraway Methodist Medical Centre, where she is working as a nurse for open-heart surgery patients.

Her husband is training young pugilists in their ho-

metown of Birmingham, Alabama, where Gardner opened a boxing gymnasium he named "The Molefe Boxing Gym".

The Gardners have three children - a boy and two girls.

The eldest, Andrew Jnr, is studying engineering.

Emma is a model and youngest daughter Matilda is in Grade 10 of high school.

Although she has been away from her place of birth for almost 18 years, Rose still speaks impeccable Sotho - her mother tongue.



'98% of accidents can be prevented'

# 350 000 injured in workplace yearly — expert

B/D my 14/3/89

249

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PRETORIA — More than 350 000 disabling injuries resulting from workplace accidents occurred every year, National Occupational Safety Association's Ron McKinnon said yesterday.

He told the Association of Societies for Occupational Safety and Health symposium that more than 2 000 people were killed in the accidents.

Of those injured, 27 000 resulted in permanent disability, 145 000 in temporary disability, 7 000 in traumatic amputations and 900 people were blinded.

## Serious

McKinnon stressed the figures represented only the tip of the iceberg.

For every accident that resulted in one serious injury there were 10 others resulting in minor injuries, and 30 others that resulted in some form of loss in property damage or business interruption.

It had been proved that 98% of such accidents were preventable.

Haggie Rands' M D Baker said legislation on occupational medicine was long overdue.

Unfortunately, the issue had been the

GERALD REILLY

victim of a number of problems including inter-departmental wrangles, lack of support from industrialists, government departmental inertia and others.

It was obvious in the early '70s that the state of occupational health in the industrial work force was poor.

Witwatersrand University lecturer Anne Patrick Hilton stressed the needs of working women were largely neglected in general as well as in occupational health.

In certain sectors such as the health, clerical and garment industries women accounted for most of the workforce.

Government mining engineer J B Raath said the accident rate in the mining industry had dropped in the past decade in spite of some severe accidents resulting in multiple fatalities.

He said the accident rate a 1 000 workers a year declined from 1,28 in 1977 to 0,97 in 1987.

The rehabilitation of waste and tailings dumps at abandoned asbestos mining areas in the northern Cape and north-eastern Transvaal was being given intensive attention.

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# Tax relief for married women who work is one bright light

By Malcolm Fothergill

Tax specialists have welcomed the relief given in the Budget to married women who work.

They describe it as an adventurous and welcome concession that goes a long way towards separate taxation of working couples.

In future, all women who work for pay, no matter how much they earn, will be taxed under the SITE (Standard Income Tax on Employees) system.

This means their earnings will no longer be lumped together with those of their husbands.

Previously, the upper limit for people to be taxed under SITE was R12 000 a year for a man or an unmarried woman and R20 000 for a married woman.

Now, all married women working for pay — but not those who receive their income from investments or who work for their husbands or who are partners in a firm — will be taxed separately.

The effect on married taxpayers' pockets, say tax specialists, will be considerable.

Aiken & Peat's Ed Hoffman says most married women taxpayers will benefit "quite significantly" and many more women are likely to find it worth their while to work.

Ernst & Whinney's Ken Walton says the Government should be congratulated for this relief, if for nothing else. "It's a bold and adventurous decision that is bound to help the country. We're still not quite there with separate taxation, because to get the relief a woman has to be an employee and not a partner, and because investment income won't qualify.

"But the vast majority of women will now be paying only 25 percent tax, less a rebate of about R90 a month, whether they earn R20 000 or R200 000 a year.

"This is a step in the right direction. Some years ago, couples were getting divorced for tax reasons. Now they can comfortably remarry!"

Fisher Hoffman Stride's Anthony Chait says the Minister "is to be commended on the major refinements to the SITE system so soon after its introduction last year".

The increase in the SITE limit from R12 000 to R20 000 for men and unmarried women will relieve

many senior citizens of the need to submit an income tax return, he says.

Arthur Andersen's Kevin Wiles also welcomes the SITE changes — but says one would have expected to see some consideration given in the Budget to the effects of fiscal drag. He also has reservations about the timing of the 1 percent increase in General Sales Tax from 12 to 13 percent. "We don't understand why this should become effective on March 20."

Most businesses have one-month accounting periods, he points out, which means they will have to submit returns for the month of March with sales differentiated into those before March 20 and after March 20. "Rendering returns for March will be particularly awkward for businesses. The effort that will be involved hardly seems to be justified by a week's revenue."

Price Waterhouse's Chris Frame also has reservations. Extending the SITE system to all married women will cause a "major administrative upheaval", he predicts, as the system is complicated. He also has reservations about the changes in the tax system applied to mines.

Here, the Minister announced a small reduction in tax. "But it isn't much, and the surcharges haven't been done away with, they have been consolidated in the rates of tax, which seems a less than straightforward way of doing things."

Aiken & Peat's Alister MacKenzie says the bottom line for mines is that the top marginal rate payable by gold mines goes down from 70,5 percent to 68,72 percent; for diamond mines the effective rate goes down from 56,25 percent to 56 percent; and for other mines the effective rate drops from 57,5 percent to 56 percent. This is not much, he points out, "but every little helps". However, mining lease payments — the "State's share of profits" — were not referred to in the Budget speech. This remains a fairly heavy charge on mines, he says.

In general, the tax specialists described the Budget as "very mild", "cautious, with very few fireworks" and "a non-event".

StarStyle

# Financial independence 'a must'

By Marika Sboros

Wednesday's Budget announcement on separate taxation for married women caught lobbying groups by surprise, but the move has been roundly welcomed.

It also throws the spotlight once again on the need for women to achieve and maintain financial independence, says Mrs Babs Kabak, co-convenor of the Women's Legal Status Committee (WLSC), a group which has lobbied for separate taxation for married women since its inception in 1975.

Mrs Kabak says the Budget announcement that married salaried women would in future be taxed separately from their husbands was most welcome, though unexpected in this particular Budget at this particular time in South Africa.

"But it is a very good first step. The Treasury now recognises salaried women as independent entities from their husbands.

## DISCUSSION NEEDED

"The Minister of Finance has indicated that in the next Budget he will look at extending the concessions to all forms of income for women, including any investments they have, as soon as it is feasible from a national Budget point of view."

Married women must sit down with their husbands and discuss an equitable distribution of their salaries, Mrs Kabak says.

"Women have come a long way in South Africa," Mrs Kabak says. "They should keep on the road to financial independence and watch their expenditures carefully."

It is common practice for a woman to put all her salary money into everyday expenditure of the home, such as food, rent, utilities, domestic worker's salary, children's needs, while her husband's income goes on the large investments, such as mortgage, car and investments, she says.

"Women are advised to sit down with their husbands and plan their financial expenditure so that each shares in the everyday expenditure as well as the larger investments," says Mrs Kabak.

## SMALL STEP

Ms Sharon Lain, an executive consultant for Southern Life, says the concessions for married salaried women are "a small step in the right direction", but do not encourage the entrepreneurs.

"But there is a large section of working married women running their own businesses who are now suffering discrimination.

"In today's financial climate, we need to do everything possible to increase the profitability of businesses."

With inflation and the increase in GST, women must now pay greater attention than ever before to personal financial planning, Ms Lain says, and make sure that they invest in areas that have a track record of beating inflation, or they will be in a situation of "money shrinkage".

Women should be looking at products offered by life insurance companies (provided that the companies' track records show that their investment growth exceeds inflation), such as tax sheltered investment plans, retirement annuity plans and unit trusts, Ms Lain adds.



355A Queen 19/3/89



Jeni was awarded a statuette by black sculptor Paula Williams.

## Feminism brings black women to workplace

By SOPHIE TEMA

THE Feminist Movement in many countries is having a positive impact on black women.

Since the emergence of the trend it has become normal for women to take their share of responsibility in public life and in the workplace.

A typical example is entrepreneur Jeni Francis, 29 - who beat 340 candidates to become Britain's Business-woman of the Year.

London Press Service says Francis was chosen at a mould-breaking two-day conference and exhibition showing the role of black businesswomen, held at London's Commonwealth Institute.

The conference provided a forum for Britain's black female entrepreneurs to demonstrate their positive contribution

to commerce and industry.

Francis - daughter of Jamaican and Grenadian immigrants - owns the London-based Networking Public Relations, established in 1987.

She started her career in sales marketing on a local newspaper and said that "the lack of specialised publicity services for racial minorities in Britain" led to her success.

Jamaican-born Yvonne Richards, 24, of *Reader's Digest* in London won the Black Corporate Woman of the Year award - a category for candidates in the civil services and large corporations.

Kofi Akumanyi, special correspondent for London Press Service, said: "The achievements of these two women are expected to spur more black women to success."

## SAP says of women: 'Vive la difference!'

Crime Reporter

**THE** police force has decided that its female members are "no longer a novelty" and to prove it have dedicated 1989 to them with the theme: "You make the difference".

A statement issued from police headquarters in Pretoria yesterday said policewomen had long since proven their capabilities and "sneering remarks" about them were now seldom, if ever, heard.

The statement added that the role of the policewoman would not only be highlighted in the official police magazine *Servamus*, but in publications all over the country as well as on radio and television. A "Policewoman of the Year" is also to be chosen.





355A

9-15/2/89

**South**

**LABOUR**

By CHIARA CARTER

WHEN clothing worker Brenda Napoleon gave birth recently, she had to return to work within three weeks for fear of losing her job.

Now Napoleon and other clothing workers are hoping that this will all change after negotiations for better maternity benefits between the Garment and Allied Workers' Union and employers.

Gawu members strongly support the union's demands for paid maternity leave.

"Why should we have to return to work and leave our babies at home," said Vanessa Jantjies, who works at the Pastel factory in Athlone Industria.

"I have been in the clothing industry for twenty years. This is the first time we are fighting for mothers to be with their children.

"We did not have a strong union to take up these problems. Now we are fighting for our rights," said Abukar Booysen, whose wife is also employed in the clothing industry.

"Fathers should also get time off to help their wives after the birth of a baby," he said.

"We must have peace of mind when we are at home with our babies," said shopsteward Rose Maart.

Other workers echoed these sentiments, in line with a growing focus on women's issues by trade unions.

This especially affects the clothing industry where the majority of workers are female and many are the sole bread winners.

Specific problems which face women employees are the lack of legislation to protect their jobs, ruthless dismissal of pregnant workers and pressure to return to work soon after the birth of a child despite inadequate childcare facilities.

The bottom line of the fight by Gawu for maternity benefits for its members is that all women have the right to bear children without fear of losing their jobs or not having money while they are at home with their babies.

Last year, employers assured the union that women would not lose their jobs while they were on maternity leave.

# 'Mums must be paid'

Now Gawu is about to negotiate the pay women get while they are on maternity leave, as part of sick and provident fund negotiations.

Gawu is demanding that employers pay women a quarter of their wages for six months, over and above the 45 percent paid by the Department of Manpower.

Women would therefore receive up to 70 percent of their wages for six months after leaving their jobs.

The unemployment insurance fund pays women 45 percent of their wages for six months, subject to certain provisions.

Last year the UIF act was changed to allow women to receive UIF benefits six months from the date they left their job.

Previously, UIF payments were given for four months before and two months after the birth of the baby.

Both the National Union of Metalworkers of South Africa (Numsa) and the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) have negotiated landmark agreements for maternity benefits.

Numsa won a maternity leave agreement in the industrial council which covers hundreds of women in the metal industry.

In the motor industry, one third of women's wages are paid by the sick and accident fund. This means they get 78 percent of their wages.

In both industries women's jobs are guaranteed for up to six months.

The Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) pioneered the demand for maternity rights.

In June 1983, the union signed a landmark agreement with OK Bazaars which included a year's unpaid maternity leave, guaranteed re-employment after maternity leave and certain health and safety provisions for pregnant women.

Implicit in this was the acknowledgement of women's right to have children while employed.

A further breakthrough was Ccawusa's 1985 agreement with Metro Cash and Carry.

Not only did women get six month's paid maternity leave at three quarters of their salary, but the company agreed that pregnancy alone was not enough reason to turn down a job application.

Last year Ccawusa signed an agreement with Pick 'n Pay which signified another major breakthrough.

The agreement was a parental agreement rather than just a maternity agreement.

This meant that the role of fathers in taking responsibility for their children was recognised.

Fathers were given extended leave periods and mothers got 11 months' leave, with effectively 75 percent of their wages for nine of these.

Provision was made for parents who adopt a baby to get paid leave.

Adoption did not have to be legal. This meant that management recognised the extended families which many workers have.

The agreement also provided for leave in the case of stillbirths or miscarriages and included health provisions to safeguard the health of pregnant women.

Many of these ideas came from Sweden where since 1974 parents have been able to share 12 month's leave at 90 percent of wages.

## No pension for retired domestic workers

BONGANI Mdlalose's mother worked as a domestic worker for the same employer in Pretoria for 24 years.

When she retired due to old age and health problems, she received only R150 a month - no long service pay, no bonus, no

pension.

Bongani wrote to *City Press* to ask how his mother could get a UIF blue card, and which pension fund she could apply to now she had retired.

Sadly, domestic workers cannot get unemployment money or a pension when they retire. The

only pensions for domestic workers are either an old-age pension, if the woman is over 60, or a private pension arranged by her employer.

There are no labour laws to protect domestic workers - to specify minimum wages or conditions of service, to provide for

membership of the UIF or a pension fund, or for bonus or long service payments.

There is nothing Mrs Mdlalose can claim from her employer. She worked a period of notice, for which she was paid her normal monthly salary of R150.



## WOMEN AT WORK

# 76% say they are sexually harassed

By BRENDA VAN ROOYEN

PRETORIA. — Sexual harassment is regarded by some as an office joke — "did you see the boss and the secretary?" Wink, wink, nudge, nudge! — but for women trapped in an often difficult situation, it is far from funny.

This is pointed out by Truida Prekel, a Pretoria management consultant in the latest issue of the Institute of Personnel Management's Journal.

Some believe that women bring it on themselves while "some men even regard it as a 'fringe benefit' to which their power, position and sex entitle them", she says.

A recent study shows that few South African companies have clear policies on this form of office misconduct, yet 76% of the women respondents said they had been harassed at work.

### Blackmail

"The woman who is harassed usually doesn't know how to react," Truida explains. "Should she complain, she may be accused of having led on the man, or people may simply not believe her."

"Many women suffer in silence and may even feel guilty or leave their jobs with a sense of defeat and humiliation."

Harassment takes many forms, from sexist, crude or suggestive remarks, casual touching and open advances, to the extremes of coercion, blackmail and rape.

Particularly vulnerable are: women who head their households and need their jobs, divorcees or widows who are often psychologically vulnerable and cannot "plead virginity"; timid or insecure women who desperately want to be accepted, women with limited educational backgrounds, and saleswomen who may be pressured by clients to meet sexual demands in exchange for business.

### Do's and don'ts

There are ways to beat the system, Truida writes, compiling a list of do's and don'ts which includes:

- Be professional in behaviour, dress and discussions at work... save the sexy dresses and naughty jokes for your social life;
- Make it clear where you stand;
- Playing deaf may help;
- If you sense a possible problem, avoid situations which could create an opportunity;
- If a man is persistent, it may help to befriend his wife;
- Gain assertiveness skills so you can state your feelings without being rude or offensive;
- If a real problem appears to be developing, document the interactions in detail, in case you need to make a formal complaint later;
- Be informed on your company's policy regarding misconduct of this kind. If necessary, try to have a specific policy formulated and made known company-wide.



Harassment takes many forms including casual touching and open advances.





Jatta... no need for SA to collapse.

# Don't leave it all up to the politicians!

355A  
CMM  
26/3/89

## Blacks urged to be responsible for their own well-being

**W**HEN Dr Ophelia Jatta says one can only measure achievement by the stumbling blocks you have overcome, she knows what she is talking about. She started with a startling backlog – but she had ambition.

When she encourages black South Africans to accept responsibility for their own well-being and prosperity, she talks with authority – she comes from a similar background. “If people continue meddling around in misery, they can only blame themselves,” she says.

Misery was not her idea of a future. She bluntly says: “I love to wear designer clothes, look good, be pretty, drive in a limousine and live well. I hated it to be poor. And when I met people with money, I said: ‘I also want it’.

“When I was in Oklahoma, I cherished the ideal to obtain a law degree so as to assist my community and black people. But the moment I came to Harvard and saw all that wealth and glitter and all those important people, I decided: Forget the community! I don’t want to work with poor people. I love the jet-set lifestyle!”

What made her be so ambitious? “Expectations, expectations and more expectations.”

She was the third in a family of eight children and the eldest daughter. “We were a typical black family. My father deserted us. My mother was a domestic and there she was with eight children in a small room – desperate to keep body and soul together. It was during the era of

Dr Ophelia Jatta, an American woman with a doctorate in law, grew up in poverty as one of eight children in a black residential area of Oklahoma City. She became pregnant at the age of 14 and was divorced when she was 17.

Today, at the age of 38, she is an acknowledged expert on Africa, South Africa and the international economy.

Her message to black South Africans is not to use the SA government or the apartheid system as an apology for their own lack of driving force to uplift their own communities. A report on an interview with her follows.

complete segregation in the US. We were limited to a black area. This is how I grew up.

“People simply expected of me to achieve and they never allowed me to apologise – not even when I expected a baby. I was pregnant at 14 – I followed precisely in my mother’s footsteps,” she says casually.

“My mother only said: ‘Oh my, this is the end for you. You’ll never make it’. I attended school as long as I could. I did not relinquish my dreams. And other people did not relinquish the expectations they had of me. That was the key.

“I have been taught two things: first, that I am a person of value, and second, that I have a responsibility towards my community to be the best I can. This element is lacking in the black community in SA.”

This is also a growing problem for black Americans. “When segregation was still applied, the community acted in unison.

The older people in the community were still in control. Now, because young people have been used in the civil rights movements (as has happened in SA), they shoulder an extravagant measure of responsibility without the accompanying wisdom.

“When this happens, you have a disaster. Older people in the community are no longer being judged according to their value, and as a result value systems deteriorate. The older people are not in control of the US – they are not in control in SA. They must regain control.

“What needs to happen in SA is that people must take over on the community level. People are responsible to provide for their own needs. What happened in the US was that black people received the vote, then they sat back and said: ‘OK, Uncle Babba (this is what we call white people), now you must provide us with

schools and make sure that they are good.’

“There are six basic community institutions of importance: church, government, the business world, health, the family and schools. The community must have the right to manage these. They make a community strong and viable. If you relinquish your right to control these institutions, or if you are too lazy, you place yourself in self-inflicted slavery.

“SA blacks must understand that these things form their government. It is where they derive their power from – not from Uncle Babba or by being in Parliament. This has been proved in the US. We have blacks in Parliament. They do nothing about taking care of the interests of people.

“I wanted to get to the top quickly and in the US you must go through three doors – academic life, government and the business world. You must go through them at a constant pace and simultaneously if you want to be part of the top two percent of leaders in the country.

“SA has dodged its responsibility through apartheid over 40 years. By doing so, SA has pushed aside its responsibility to develop the whole of the African continent. Its role is to be the leader and to develop the continent from Cape Town to Cairo. They can tell everybody that apartheid was introduced to hold black people back, but it is a lie.

“SA is now ready to terminate its isolation and to

take the leadership role of the continent onto its shoulders.”

Jatta says this is why she stayed here for two years. She wanted a job here – in the mining industry – that would enable her to also work in the rural areas, to see for herself what was taking place.

“There are people only waiting until matters in SA reach a complete low so that they can pick things up cheaply. But there must be ways and means to prevent such suffering – it is not necessary for SA to collapse. The country must take its rightful place now, while the economy is still relatively untouched. The country is still healthy.

Her involvement in Bush’s election campaign was just as carefully planned as the rest of her career – she is aiming at a position within his administration. She remained silent about her doctorate in law when she applied to become a member of the Bush team. “I only told them I could type,” and that’s how I joined the campaign team. This is absolutely free – you don’t get a cent for your work.”

What she wanted out of her involvement in the campaign was letters of thanks – one from the President personally, one from the organiser of the interim period and one from the organiser of the induction. She received all three.

“It is a sign of maturity if you can say: ‘I am an important person and I treat myself as such.’ If you do that, other people will treat you similarly.”



35579

## Self-employed wives under new tax spotlight

31 Dec 5/4/89

KAY TURVEY

SELF-EMPLOYED married women, not included in benefits handed to salaried working wives in the Budget, could find their tax positions worsening.

Tax relief through a joint assessment allowance is under review.

Inland Revenue legal draughtsman Ian Meiklejohn says no decision has yet been made on whether to repeal this allowance.

He adds that withdrawing it now would be harsh on non-salaried working women.

The position of women running their own businesses, estate agents earning commission or partners deriving fees, has come under the spotlight since the Budget extended standard income tax on employees (SITE) to cover all salaried married women.

The extension to those earning more than the previous R20 000 limit means salaried women will no longer have to submit a tax return. Income, other than from rentals or dividends, will no longer be taxed with those of their husbands.

### Maximum

The move is seen as a major step towards eliminating the marriage penalty, but falls short because self-employed wives are not eligible for concessions.

The joint assessment allowance was granted to working women when SITE was introduced last year. It grants an allowance on a wife's taxable earnings of up to a maximum R4 650. This reduces as a her annual earnings rise above R16 000.

Deloitte partner Anne Pappenheim says interest in SITE for tax planning was now greater with the extension beyond the R20 000 limit.

# New tax deal for women is better for everyone

Star 8/4/89  
THE BUDGET has come under fire from many quarters and in some cases this criticism is quite justified.

But perhaps the most positive aspect in this year's Budget is the announcement regarding the separate taxation of married people, with some exceptions when the wife works for her husband or where she earns her money by means of commission.

The move is bound to have a positive effect.

According to figures provided by Senbank the joint taxation of married couples has cost the country dearly in terms of lost manpower. In 1985 there were 660 288 matriculated women in the RSA, of whom approximately 49 percent were not economically active. While taxation cannot be entirely blamed for this situation, it certainly played an important part in the decision of these women not to enter the employment market.

## Graduates

More alarming, however, is that of 95 473 graduate women in 1985 some 35 percent were not economically active and, of course, not paying any tax or contributing to the country's wealth.

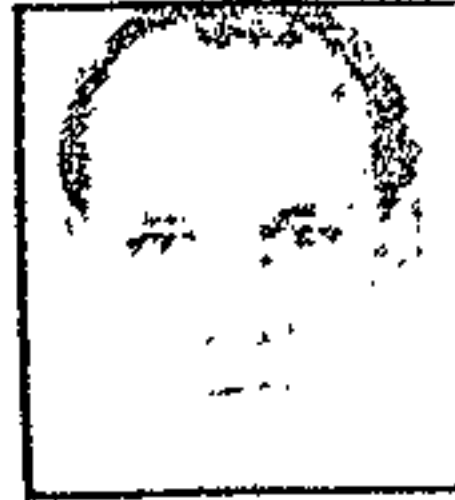
This figure includes 1 584 women with masters degrees or doctorates.

Leaving aside the number of highly qualified women who prefer not to work for personal reasons, such as pregnancy or motherhood, it does still represent a large proportion of highly qualified people who don't utilise their skills and knowledge. Once again, the tax system and the high level of personal taxation have to take most of the blame.

This situation is no doubt costing the Government and the country, and ultimately the tax-payer, a lot of money in

## Money Matters

Magnus  
Heystek



wasted skills.

During the current fiscal year alone an amount of R1,7 billion has been budgeted for tertiary education.

The concession will have a dramatic impact on the disposable income of women who earn between R30 000 and R90 000 a year. A woman who was earning R40 000 in the 1986 tax year could only keep 51,5 percent of her gross remuneration; the equivalent figure now rises to 74,2 percent. Her annual contribution to the family's personal disposable income is now R9 080 more a year.

The direct result of more participants in the labour market is that the disposable incomes of such households are increased with a consequent increase in the demand for goods and services.

Households would have to incur certain costs to enable former housewives to enter the job market. Provision will have to be made for the care of the children, transport to and from work and time-saving household devices such as microwaves and dishwashers.

Provided these costs do not exceed the increased income, women will be motivated to find employment.

As a whole the decision by the Government to separately tax people is a move in the right direction.

Now moves must be made to reduce the enormous tax burden individuals are carrying.



**C**OSATU women have taken a stand to fight for a living wage and women's rights in the workplace.

A report published by the federation says the women have adopted the living wage campaign which Cosatu launched in 1986.

It says that at the first Cosatu women's conference last year, delegates asked that the women's demand for a living wage also include:

- that sex discrimination be abolished;
- that women workers be given full job security — full maternity rights and job guarantees;
- that service be unbroken when a worker takes maternity leave;
- that women workers be given the same opportunities as men for training and promotion;
- that unions be specially concerned about the problems of farmworkers and domestic workers;
- that people recognise the struggles of women in their campaigns for public holidays on June 16, Sharpeville Day and May Day.

### **Children**

The women regard a living wage as a wage which makes it possible for a person to provide for her children as well as herself.

They say women do not need wages to buy fashionable clothing, as is commonly believed.

"A study recently revealed that one out of three women is a breadwinner. Women therefore need a living wage to pay for food, housing, clothing, education, transport and leisure.

"Some married women get little or no money from their husbands and sometimes both their combined salaries are not enough to cover the costs of running a home," the report says.

There were grounds on which women, most of them in low-paid jobs, should be given fair remuneration, it says.

# **Cosatu takes up fight for women's rights**

*Sowetan 10/5/89 (355A)*

**By SIZA KOOMA**

"In South Africa more than half a million women work as domestics. Most of them are paid R70 a month. Women farmworkers are paid less than domestics.

"A tomato farm in the Northern Transvaal pays the women and children

who work there in tomatoes. Other cotton and citrus farms in Lebowa pay their women workers less than R1 a day."

To fight these terrible wages, the report says, the South African Domestic Workers Union was launched and the Food and Allied Workers Union started a

union for farmworkers.

It says that although there are labour laws to protect workers, women are always given a bad deal. A law passed in 1981 to stop differences between minimum wages for men and women who do the same work, is often not adhered to by employers.

The living wage cam-

paign, it says, cannot succeed without women taking part in it.

Women must take up issues that are important to them in the workplace and put their demands to the bosses. They should also work alongside men in union structures as union members, shop stewards, organisers and officials.

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~~SECRET~~

Harms said the purpose of a commission of inquiry was not simply to expose a member of the public or an official to moral censure or ridicule, or to investigate matters interesting to the public as opposed to matters in the public interest.

paid maternity leave

81 Day 4/6/87

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ited

is follows:

*[Illegible text]*



A ROOM full of men wearing ankle-length dresses in a range of colours, all with intricate buttoning detail, inverted pleats and sashes, some with ruffles at the wrist and flashy jewellery, solemnly debated whether women were by nature qualified to join them.

To be fair, the Anglican synod, meeting in Durban for the last nine days, also included a number of laymen and women — and a majority voted in favour of ordaining women to the priesthood.

But the issue was the most divisive on the whole synod programme. — rescheduling of foreign debts, conscientious objection and capital punishment — were passed with at most a dozen dissenting voices.

The issue of women priests, however, was debated for virtually a whole day, at the end of which 121 voted in favour and 79 against.

This was just 13 votes short of the two-thirds majority needed to change church law on the subject, and has led to expressions of anger, frustration and bitterness by a number of women — and to unexpected protest action by several (male) priests.

At issue was whether individual bishops who approved women's ordination would be allowed to go ahead in their own dioceses. There was never any question of a bishop opposed to ordaining a woman being forced to do so.

Much but not all of the debate was on theological grounds; an argument

## A room full of men in dresses, debating the rights of women

The most contentious issue at the Anglican synod was not sanctions or conscientious objection or capital punishment. It was women in the pulpit. CARMEL RICKARD reports

by those against was that God created women and men to fulfil different functions and that it was men's function to lead. They argued that men should head families, countries and church parishes.

Those in favour, like Bishop Duncan Buchanan of Johannesburg, said the Gospel was intended to free people from "the slavery of precisely this sort of isolation and prejudice so that in Christ we are neither Jew nor Greek, male nor female".

There were men and women on either side of the debate, with one woman commenting that the church managed for 2 000 years without woman priests. "Surely the church can wait another two or three generations?" asked Memory Walker from the diocese of Kimberley and Kuruman.

She added that she came from a rural area where men would not be willing to accept a woman priest.

This unwillingness of some men was graphically illustrated when Fikile Magxaki from Port Elizabeth said he was totally opposed to women being ordained on the grounds that it was contrary to black culture. If his wife were ordained and had to take early morning services, who would make his breakfast, he demanded.

She would also need to attend church wardens' meetings at night, and he would never allow his wife to meet with another man after dark.

The voting on the issue was in "houses" — laity, clergy and bishops. In each house there was a majority in favour, but the majority was far higher among the laity than in the other two houses.

Immediately after the results were announced, Archbishop Desmond Tutu, who personally supports the ordination of women, prayed for all those who would feel deeply hurt and rejected by the decision.

Despite expressions of concern, during the rest of synod there were several informal meetings of women distressed by the decision, and one woman said she did not know whether she could stay on in a church which discriminated against women while claiming to be against discrimination of any form.

She said she was hurt by the fact that the bishops had been less in favour than the clergy and accused them of "wanting to hold on to power" at the expense of women.

Despite this criticism, a number of the clergy have protested against the decision against women priests.

Tutu's personal chaplain, Chris Ahrends, has requested that he be allowed to step down as a priest.

He said this was a symbolic gesture of solidarity with women.

If Tutu grants his request Ahrends will revert to the status of deacon — a order to which women are admitted.

Subsequently another priest, theology lecturer Torquil Paterson, stood up to speak at the synod and was called to order because he was wearing a suit and tie instead of priest's robe.

Sen not to wear a cassock to indicate his support for women who were not allowed to wear the robes.



## Wives gain as hubby loses out

FINANCE Minister Barend du Plessis may have thought he was making life easier for working couples when he announced in his Budget that the earnings of working wives would be taxed separately from those of their husbands.

He may have believed that he was reducing marital friction in two-income families about who pays what income tax. But a close look at budget provisions suggests he may have removed one cause of conflict to create another. One reason is that his Budget apparently makes the working wife a little richer while making the husband decidedly poorer.

The Government's failure to adjust tax rates for fiscal drag means the husband has to pay significantly more tax this year than last. He may have more bits of paper left over after paying tax, but these will buy much less.

If he is the family's main provider he will find it much more difficult to maintain his family's living standards.

However, his wife may feel she is better off. The switch to the SITE tax system means working wives will bring home more bits of paper. This will not cause conflict if the wife shares her increased take-home pay with her family. But if she believes the extra is hers to spend or save there could be trouble ahead.

This brings us to the second reason why Mr du Plessis may have created cause for conflict.

Analysis of the tax tables shows that despite so-called tax cuts for working wives, many working couples will still pay more tax this year than last.

A working wife is being misled if she believes the change in tax system automatically gives her family more money to spend.

In this week's Budget the Government did hardly anything about fiscal drag. As a result, most recipients of inflation-linked pay increases will be paying 25 percent more tax this year than last year — when the increase should only be 15 percent or so if living standards are not to be reduced.

In other words fiscal drag is resulting in their paying about 8 percent more tax than they should do.

To keep this year's income tax to the same level as a year ago, tax rates should have been cut by about 8 percent. This, of course, did not happen.

So while working wives may feel they are better off after tax, in many cases their families are worse off because this year's total tax bill will be higher. The following lists show which couples will be better off after tax than they were last year and those that will be worse off.

Couples receiving bigger after-tax income in real terms will be those in the income brackets where tax savings exceeded 8 percent. Couples in tax brackets where the savings are less than 8 percent will effectively pay more tax this year.

Husband earns R20 000. Wife earns ...

R25 000 (tax saving of 5 percent).  
R30 000 (tax saving 2,3 percent).  
R40 000 (tax saving 4,3 percent).  
R50 000 (tax saving 3,9 percent).  
R55 000 (tax saving 2,5 percent).  
R60 000 (tax saving 1,9 percent).

Husband earns R40 000. Wife earns ...

R20 000 (tax saving 7,5 percent).  
R30 000 (tax saving 9,1 percent).  
R40 000 (tax saving 10 percent).  
R50 000 (tax saving 9,5 percent).  
R55 000 (tax saving 8,4 percent).  
R60 000 (tax saving 7,4 percent).  
R70 000 (tax saving 5,6 percent).

Husband earns R60 000. Wife earns ...

R25 000 (tax saving 6,1 percent).  
R30 000 (tax saving 7,5 percent).  
R40 000 (tax saving 9 percent).  
R50 000 (tax saving 11,1 percent).  
R55 000 (tax saving 8,3 percent).  
R60 000 (tax saving 7,4 percent).  
R70 000 (tax saving 6,1 percent).

Husband earns R80 000. Wife earns ...

R50 000 (tax saving 7,8 percent).  
R55 000 (tax saving 7,3 percent).  
R60 000 (tax saving 6,7 percent).  
R65 000 (tax saving 6,1 percent).  
R70 000 (tax saving 5,6 percent).



3SSA

AFTER four months of hard work, members of the Federation of South African Women (Fedsaw) are gearing up for their second women's festival.

The two-day celebration, to be held at St Francis Centre in Langa this weekend, follows a successful festival last year.

Fun for everyone will be the hallmark of the festival with a wide range of events, stalls and exhibitions planned.

More than 6 000 people attended the festival last year and even more are anticipated this year with women travelling to Langa from all corners of the Cape.

A festival organiser said the broad appeal of the festival gave a wide range of women a chance to work together and build links with each other.

Participants will include Fedsaw affiliates Rape Crisis, Women for Peace, United Womens' Congress, Bellville Gemeenskap Organisasie and womens' organisations from the West Coast and South Cape, and Fedsaw observer organisations Black Sash and Mowbray Youth Congress (Moyco).

A vast array of talents, from culinary to the artistic, will be on display.

And this is part of the motivation for the festival — to help women build confidence in their own abilities and to discover latent talents.

Last year's festival persuaded

## Fun fest from Fedsaw

protest folk singer Jean Benjamin to present her songs to a wider audience.

This year, a newly formed Fedsaw choir of more than 100 women will open proceedings on Friday night.

There will be an exhibition of women's art including photographs, needlework and paintings.

A large number of women's organisations will present poetry, plays and music as part of the cultural programme of the festival on Friday night and Saturday afternoon.

Fedsaw executive member Cheryl Carolus says the festival is a chance for women to place their issues on the agenda of people's culture.

Among the groups, organisations and individuals who will be performing at the festival are the South African Domestic Workers' Union, the Congress of South African Writers, Rape Crisis, Moyco, Mapp and several branches of the United Women's Congress.

Individual artists include Jean Benjamin and Edi Niedlander.

On Saturday night there will be a gumba featuring marimba outfit Heshoo Beshoo and Tarzan, Jane and the Bonzai.

### Dance floor

If the gumba follows last year's pattern, be sure to get there early to book your corner of the dance floor.

On the Saturday morning there will be a fete in the best tradition of community fairs.

There will be information stalls and organisations will be selling goods ranging from handicrafts to clothes, books and posters.

Several half-hour workshops will be run at which women can learn self-defence, how to fix a plug, how to make samoosas and about women's rights under Islamic law, to name but a few.

Buskers will entertain browsers and throughout the day there will be a mountain of tempting food, including traditional dishes like breedie.

## Tambo Square 'not indefinite'

RESIDENTS of Tambo Square, officially known as Guguletu Square, would not be allowed to live there indefinitely, the Cape Provincial Administration has announced.

Responding to a recent SOUTH report, CPA public relations officer Dr A Rabie said Mr Faan Naude, the Ikapa administrator, and other officials have already liaised with the area's Committee of Fifteen about the plight of people in the area.

She said Tambo Square had been zoned for an old age home, Phumulani, and could not be upgraded.

The area has also been designated to house businesses and a post office.

# Women workers 'getting a raw deal'

PRETORIA — Women public servants are getting a raw deal, the Public Servants Association (PSA) believes, and it has called for an urgent investigation into their disadvantages.

The PSA has suggested legislation to eliminate discrimination on a basis of marital status or sex, as in other countries, as the only way out.

In its official journal, the PSA said taking into account the valuable role played by women in the service, a new look should be taken at their status, including promotion opportunities and pay.

It noted that:

□ No woman had ever reached the

rank of director-general, yet women made up 46% of central government's workers;

□ Unmarried female workers were refused maternity benefits;

□ Married women were excluded from the 100% housing loan subsidy scheme;

□ On average a woman earned R531 less monthly than male colleagues. Over a 20-year service period this would accrue to R525 789; □ A married woman was not allowed to register her husband and children in the

medical aid scheme as dependants — saving employers up to R87 a month or R86 856 over 20 years; and

□ In a confinement situation women were refused leave and had to resign, use accumulated leave, or leave without pay.

Study, sports and other special leave on full pay was granted readily.

The PSA had taken up the issue with the Commission for Administration and there appeared to be a favourable response.

Under current conditions, married women workers were in the same position as their husbands as household contributors, something state departments refused to acknowledge.

GERALD REILLY



# Putting women's rights on the agenda

FRENE GINWALA is a South African emigre whose political agenda does not end at achieving a post-apartheid society. She has begun a campaign for black women to free themselves from the "triple yoke of oppression".

"They are oppressed by apartheid as blacks, discriminated against as women and exploited as workers," says Ginwala, who left South Africa 30 years ago and joined the African National Congress (ANC) in London.

"The emancipation of women must be part of the political process now and not something that is tackled when South Africa is free," she stressed.

Ginwala is pleased that within South Africa the Congress of South African Trade Unions (Cosatu) has taken up the issue of maternity leave in negotiations with various managements.

**Women's rights have long been ignored by organisations fighting against apartheid. MARLAN PADAYACHEE spoke to Frene Ginwala of the ANC's Women's Section about the controversial issue which normally gets swept under the carpet:**

Last year the United Democratic Front (UDF) formed a Women's Alliance to put women's issues on the agenda of the mass democratic movement.

"Now, they are talking business. Women have to participate so we can set the agenda for political change."

She says she was pleased with the ANC's attitude at the United Nations-sponsored End of the Decade for Women conference, which she attended as a delegate in Nairobi, Kenya in 1985.

"There is a pledge that the struggle will not be complete nor will the struggle end until the women of South Africa are emancipated."

"The challenge is to make it work. There is agreement in our ranks that post-apartheid South Africa will be a society equal between the sexes," she says.

"We'll have to fight," says

Ginwala, whose own cultural background as an Indian discriminates against women.

As one of the strong voices in the ANC's Women's Section, sari-clad Ginwala has fought her own battles within the male-dominated ANC hierarchy to bring women into the leadership of the organisation.

The presence of Ruth Mompoti, Barbara Masekela and Gertrude Shope in the national executive committee bears testimony to the changing attitude of men in the ANC.

"Historically, women have been very active in grassroots politics but they have never been involved in the leadership because they did not have skills such as language and communication. Now, they are becoming confident."

"In political movements the opportunities have to be created for women. You don't expect a woman to at-

tend a meeting without providing creche. It is automatic whenever the ANC meets."

"Men have to change their attitude. Failure to see the emancipation of women is a sign of political backwardness," she said.

Turning to the continuing debate about women in the ANC, she said: "The ANC talks of organising in the rural areas. They have to tackle women's issues head-on before they succeed in getting women involved in resistance politics."

"Unless one addresses women's issues and take up their problems, they won't come into the struggle and this reduces our force by almost half."

Women suffer hardships through the migrant labour system which lures husbands to the urban mines; through education unrest and detention of family members as reprisals for political actions such as refusal to pay rent for council homes.

The South African National Native Congress (SANNC), forerunner of the ANC, excluded women from membership in its constitution for almost 30 years after it was founded in 1912.

This contrasted with the participation of women in deliberations, decision-making and campaigns of the organisation.

"The exclusion of women was not surprising nor exceptional at that time, because the societies from which the white settlers originated and the indigenous societies they encountered in the country were male dominated and patriarchal," says Ginwala.

"In 1912, government and politics were generally considered to be the exclusive province of men, and all women, black and white, were denied the franchise."

"It was to be expected that women would be excluded from membership of the major political organisation because the formation of SANNC was intended to unite into an alliance the traditional rulers, the educated petty bourgeoisie and the aspirant middle class," she said.

The legacy of a patriarchal system continues to affect women in South Africa: "The patriarchal system is a common linkage regardless of race."

"White women, particularly Afrikaners, have an exceptionally patriarchal system. They are kept in the background of the political and social circles."

## Olive Schreiner

After 1912, white women began fighting for the vote. They finally won but did not ask for the vote to be given to their black counterparts.

"That is why people like author Olive Schreiner resigned from the suffragette movement because whites were not fighting for other women."

White women have not related their own oppression to that of blacks, she said.

This led to black women participating in several overtly political organisations. Under the leadership of Charlotte Maxeke, they opposed the government's pass laws which were introduced to restrict their movement.

"The known history of women's resistance goes back to 1898 when women submitted a petition to President Steyn, objecting to carrying passes," she said.

The government backed off but imposed the pass law in 1950. By this time black women were full members of the ANC and the Women's League. The anti-pass campaign united women of all races under the Federation of South African Women.

On August 9 1956, about 20 000 women marched to the Union Buildings in Pretoria, and protested against passes.

## Black Sash

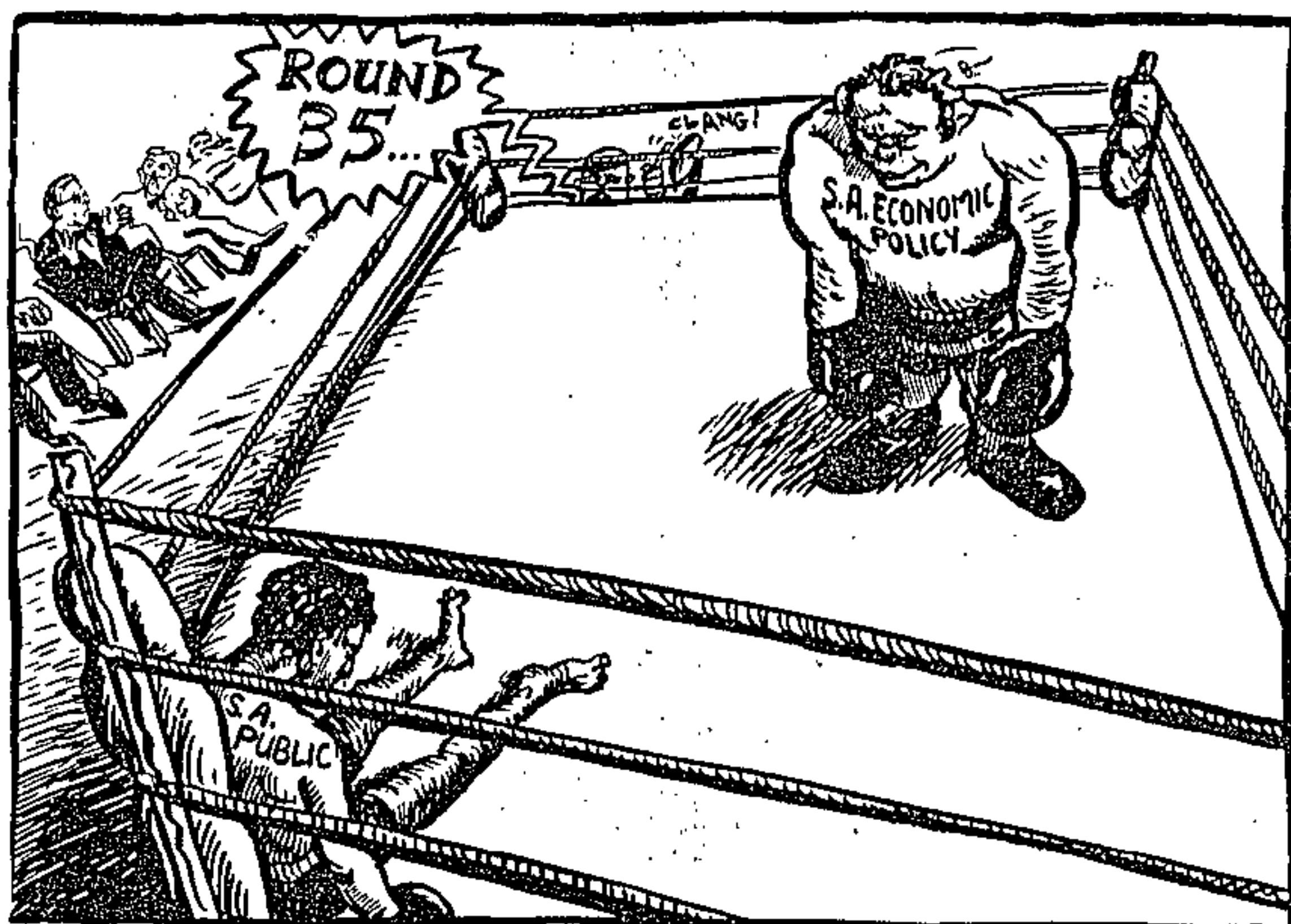
They chanted: "Now you have touched the women, you have struck rock, you have dislodged a boulder and you will be crushed." The government was unmoved.

Although the patriarchal system did not take the role of women seriously in politics, some of them like Mary Benson, who wrote a definitive book on the history of the ANC; campaigning journalist Ruth First, the central figure in the film *A World Apart*; Helen Suzman, the only woman MP; and veteran anti-apartheid campaigner Helen Joseph, still made their mark in this field.

The white women's human rights group, Black Sash, turned 50 this year.

"Women are not as vocal as men but they show solidarity when they turn up in large numbers at political trials," Ginwala points out.

And the anti-apartheid campaign has produced its own female martyrs such as Albertina Sisulu and Winnie Mandela, wives of jailed ANC leaders Nelson Mandela and Walter Sisulu; and Dulcie September, a former ANC representative who was assassinated in Paris last year.



# Economy in crisis

**What is behind the constant price increases, rising inflation and other economic woes? The political uncertainty in South Africa is one factor, comments IRAJ ABEDIAN. The other is the government's fiscal mismanagement.**

mainly for two reasons.

Firstly, the foreign exchange value of the rand has been falling. This leads to higher than otherwise prices for all our imports. Being a developing economy, we have to import a great deal of our semi-finished and capital goods.

Of course, it would not matter if the value of the rand declined only once, however substantially. That would not be inflationary. It is the continuous decline in the price of currency which engenders inflation rates stimuli into the economy.

Secondly, our domestic prices, thanks to the various Control Boards, are largely administered prices that go up even faster. For ex-

ample, whereas food prices on average rose by 11.8 percent from February 1988 to February 1989, the prices of meat, sugar and dairy products were increased by 14.7 percent, 29.3 percent and 12.7 percent respectively.

The Agriculture Boards are, of course, a breed of their own. They increase their prices regardless of whether they have a good or a bad year!

If they have a bad year, the consumer is asked to subsidise them to maintain their standard of living, and when they have a good harvest, we have to pay more so they can transport their excess produce, for example maize, to the overseas market. (And most probably sell it at a loss.)

Not only consumers but also investors are affected by the mismanagement of the economy.

If it is not the retrospective taxes by the fiscal authorities, it is the repeated changes in the interest rates by the Reserve Bank that throws them off balance. It adds to their uncertainties.

The result is the rising number of insolvencies. In 1988 alone, the total number of insolvent firms was 2 491, over 200 firms per month!

Clearly, it is high time for the authorities to stop subjecting the economy to a continuous barrage of ad hoc measures.

(Iraj Abedian is a lecturer at the School of Economics, UCT)

SOUTH AFRICA is currently going through a tough economic period.

As is the case in most economic issues, the causes of this are numerous. Some are historical, others more contemporary.

The most important of them all is non-economic: It is the fundamental question of political uncertainty which shrouds the circumstances.

Besides that, for far too long there has been illusion among the South African authorities, both economic and political, that when it comes to the economy, they can bury their head in the sand for good.

The economic policy and its implications were therefore never really given serious attention.

Instead, they kept managing the economy on a short term, mostly ad hoc basis. Their repeated policy errors were more often than not covered up by the all-powerful gold revenues.

This time round, however, the trend in the gold price is not in their favour. And now the international sanctions against the country and the commitment to the foreign debt repayments have brought the matter to a head.

## Home to roost

The economic measures have been thrown into a state of crisis. The international value of the rand keeps falling; its domestic value also continues to decline thanks to rising price levels; and taxes are increased in different guises.

In a sense, the "mismanagement chickens" have come home to roost.

Hard decisions have to be made. The tragedy of it is that the authorities show no signs of coming to grips with the problem.

Official pretences aside, the economic policy remains by and large ad hoc; there is little indication of any sustainable solution. In fact, the monetary authorities have changed their strategy nine times since January 1988!

The Minister of Finance has revamped his policy twice over the past three months. He has even introduced retrospective taxes on companies!

Such policies have far-reaching implications for the economy. They simply destabilise the situation and undermine the ability of economic agents to make productive decisions. If unchecked, their consequence is a creeping impoverishment of all.

## Higher prices

And the people are feeling it in more ways than one. For consumers, the most immediate issue is the rampant inflation. Prices keep going up

15/6/89 with



# 'Desperate' women turn to prostitution



Prostitutes gather on the quayside.

By DALE KNEEN Crime Reporter

MANY Cape Town women struggling to make ends meet have been forced into prostitution to keep themselves and their families alive.

Unable to find jobs and often with children to support, the women will even accept second-hand clothing as payment for sex and risk contracting Aids and being prosecuted to survive.

Statistics bear out the severity of the problem. Eighteen women have already been arrested for prostitution at the harbour this month and 120 were arrested during June.

Police now fear even teenagers are turning to a life on the streets to supplement their family's income and admission-of-guilt fines of R30 and R50 do not deter women from plying their trade.

Foreign sailors with money to spend in the city gladly fork out up to R200 for a woman and taxi drivers are filling their coffers as they transport hundreds of sailors and prostitutes from downtown clubs to the harbour each night.

"I have three children who stay with my mother. I have to pay my own rent and give my mother money to support my children and pay their school fees," says a single woman who has been prostituting for the past four years.

"I've been to welfare organisations, but I don't get enough money there to give my children what they need.

"It's dangerous work, but what can you do? There is no alternative. My children's father is dead and so I don't get money from that side. I'm the mother and father to them and I have to look after them."

The assistant police station commander at the harbour, Warrant Officer Hennie de Waal, says about 35 women — some only 17-years-old — were removed from about 16 Chinese ships at the harbour last Friday.

## Arrested

The women are warned according to Harbour Regulation 145 not to board ships unless they have a legal reason to do so. If they disobey and return to the harbour within seven days they are arrested and pay an admission-of-guilt fine of R30.

"If the women are arrested three times, they are taken to court where they can be fined R200 or 200 days for a first offence," Warrant Officer de Waal said.

Police keep photograph albums of all the "regular undesirable women" in order to identify them easily if they are arrested as they often give false names and addresses to police.

"The women find many ways to avoid arrest. One woman gets undressed as soon as she sees a policeman or is arrested. She takes all her clothes off for all the harbour workers to see."

Sailors from around the globe take women and pay them according to what they can afford.

"The Chinese are known to have the most money, but the Poles have very little money and will swap clothing for sex," Warrant Officer de Waal said.

## Consular officials

But the major concern of police is that the harbour is becoming a major venue for the spreading of Aids.

This problem has also caught the attention of consular officials, some of whom have appointed staff to notify sailors in South African waters of the problem of contracting sex-related illnesses.

Says the vice-consul for the Republic of China in Cape Town, Mr Tom Chou: "We are committed to trying to prevent the spreading of diseases such as Aids and therefore co-operate with the South African police in order to control the situation."

● The other side of midnight — page 3



# No need to shy away from the power games

By Shehnaaz Bulbulia

Women aiming to climb the corporate ladder should not hesitate to play political power games.

This was the message at a one-day working women's conference held in Johannesburg on Monday.

Speakers focused on topics which ranged from women and organisational power to leadership styles and your visual image.

Dr Van Zyl Slabbert, director of Idasa focused on the challenges facing the career woman in the 1990s. Women, he said, faced the same challenges as men in this conflict-ridden land.

But a specialist on women in the workplace had other ideas.

Chief specialist researcher at the National Institute for Personnel Research (NIPR) Dr Jopie van Rooyen said that if women were to move into positions of power, they had to ensure that the influence of their presence was felt in the organisation.

Large numbers of women, she said, had entered male-dominated worlds and were urged to accept the challenges of moving up the corporate ladder to meet the existing staffing needs.

But women faced numerous



**Dr Jopie van Rooyen . . . women who want influential positions need to make their presence felt.**

barriers in breaking the traditional male-dominated culture of organisations.

Some organisations responded to women executives by accommodating them as long as the existing power structures were kept intact. Other organisations allowed women to reach only a particular level.

"Women are the minority amongst the majority," said Dr van Rooyen.

Women experienced problems in their quest to attain high level positions and research indicated that some of the reasons related to women's lack of insight into the nature of power politics found within the organisational context and their inability to play political power games.

The concept of power meant different things to different

individuals.

"Often the word power conjures up a dirty image. I'm not talking of the abuse of power for self-motivated reasons but about promoting the organisation and striving to better the position of others, she said.

The power of an individual within the organisational context reflected to some extent an element of dependency of the organisation or its members on the individual, said Dr van Rooyen.

The power of a person must be assessed in terms of authority, skill and influence the individual might have over others within the organisation.

Women, she said, should accept that they enter organisations on most occasions as tokens.

After having occupied key positions women should then assess how they could assume more power and sustain it, she said.

Women have to reach a stage where they have the ability to influence others, to act and bargain. But this does not mean that the women should be aggressive.

"It's no good being very assertive in a hostile environment, you won't get anywhere," said Dr van Rooyen. "Women have to be in a position of power when they want to bargain.

"Whether women are aiming to occupy top positions or fill existing executive positions, they should not believe that other people will open doors for them. It has to be a personal initiative. Women should make it known to others within the organisation that they are interested in moving up."

Women, she said, should not baulk at playing political games in the workplace. It's important to know who the movers are in the work context and align yourself to the group.

Future training for women workers, she said, should incorporate teaching women gamesmanship, which includes learning about bargaining, canvassing and campaigning.



# Equal before God, not equal in church

A PATIENT wait of another four years now faces those women who had hoped that the Anglican Church would accept the ordination of women as priests at its recent synod.

In what was described by the church's head, Archbishop Desmond Tutu, as a "painful decision", the synod failed to vote by a two-thirds majority to allow for the ordination of women — now a common practice in the Anglican Church in other parts of the world.

Many aspirant women priests say they have sacrificed much and that the decision will lead to greater frustration among women in the church.

Margie Wishart of Pietermaritzburg, the only Anglican woman deacon in Natal, was "greatly saddened" by the debate and the decision.

She has been a fulltime worker in pastoral care since 1977.

A Unisa theology graduate, Wishart, 45, has other impressive qualifications. She holds a science degree in chemistry and completed a two-year bible study course in Britain.

She was ordained as a deacon two-and-a-half years ago and is presently involved in "people care", worship services, preaching and teaching in divinity at St Johns Girls' school.

## Ordained

"At times I feel isolated, but I do have friends who are ministers within other denominations, and that is very useful," she said.

Like several others, Wishart began pastoral work at a time when women were not ordained as deacons "to link up with a practical, caring God for Whom I knew there was a great need".

Wishart said she would like to join the priesthood to aid her pastoral work.

She was present when the synod debated and thought the debate "emotional" rather than "theological".

"Unity with the other protestant churches, those who ordain women, seemed to be absent," she said.

*The synod of the Anglican Church held in Durban last month was for many a watershed event. But for the women who had hoped that the church would adopt a historic decision to allow their ordination as priests, there was deep disappointment when the voting went against them by a mere 13 votes. SOUTH correspondents report on some of their views:*

"The world has accepted women as being competent and able. But the church here still maintains that we are unable."

Asked if she was lobbying for changes in the church, Wishart said she would prefer to work for change.

"I don't believe an aggressive approach is constructive. I would not call myself a feminist. I would rather say I am very glad to be a woman."

For veteran deacon, Professor Nancy Charton, the discussion at the synod on the ordination of women was a "disappointment".

Ordained as a deacon in 1985, she has her own congregation and believes that since her ordination her parish has grown.

Her role as a minister is affected since she cannot do blessings, absolutions or give the eucharist.

"I am also disappointed that I cannot be the celebrant of the mass."

But Charton said the debate on women priests at the synod was a "revolution in itself".

She believes the synod's decision might be a sign from God saying "the church needs more time to mature".

"In 30 years I've seen a revolution in the church," she said.

"The attitude of the church has changed so much over the years and I think that in itself is a great achievement."

She preferred to do things subtly and felt satisfied that she could officiate at marriages, baptisms and burials.

"However, I do understand the dis-



Wilma Jakobsen - optimistic that change will come

appointment, hurt and anger of my fellow younger sisters and do support and sympathise with them," she said.

Her fondest wish is to be ordained at the next synod in May 1992.

For Mitchells Plain deacon Wilma Jakobsen, the synod's decision was "predictable".

She did not think the Anglican church was ready to ordain women priests at this stage.

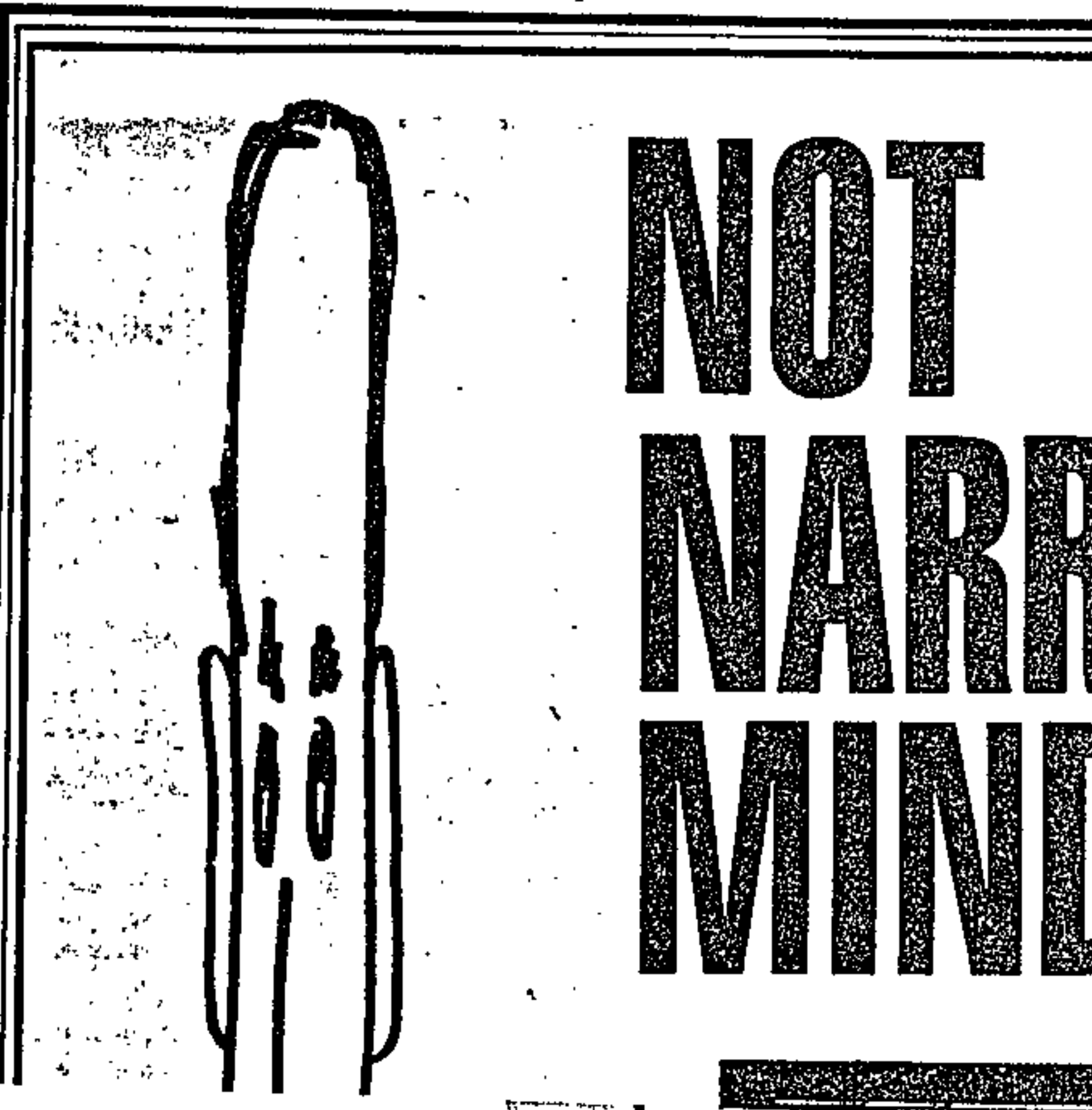
"We expected it. Although disappointed at the outcome, I, for one, would have been surprised if the resolution had gone through. People

are not yet ready and need to be educated about the role of a woman in society."

Jakobsen said more women should be encouraged to become ministers.

"I also feel that we should bring women from overseas countries to come and work as deacons here," she said.

"I am optimistic things will change for the better. My congregation is disappointed, but I tell them there is still hope that the next synod will approve the ordination of women as priests."





WOMEN have become a force in business, but many still face barriers which exclude them from top management.

The traditional perspective of women being only homemakers and men being breadwinners is prejudicial to females. But research shows that many women lack insight into the nature of power politics in organisations.

National Institute for Personnel Research (NIPR) chief specialist researcher Jopie van Rooyen said at a conference this week on working women that it was

# It's still uphill for women

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generally accepted that the SA economy could no longer function effectively without women's contribution.

"It is important to identify the reasons why so few women are found in senior level management and executive positions. A lot of it has to do with power politics.

"Apart from women experiencing tokenism in the organisational context, they also experience barriers based on residuals of traditional gender socialisation.

"Regardless of the power strategy used, men are more likely to be assumed powerful than women by both males and females. Competent women are often accepted by those in power as valued assistants, but not as powerful in their own right."

Dr Van Rooyen said that if women were to move into positions of power, they must ensure that their presence was felt in an organisation.

Political consultant and Idasa director Frederik van

Zyl Slabbert spoke on the creation.

challenges facing the career women in the 1990s. He said the central issue of conflict in SA was white racial minority domination, and the biggest challenge facing all South Africans was how to become one nation.

He said subsidiary challenges evolving from this which every career man and woman would be faced with include accelerated urbanisation, local government structures, education and job

"Over the next 10 years, SA

will see urbanisation as never before. At present, about 50% of blacks are urbanised, by the turn of the century 67% are expected to be and by the year 2005 about 70%.

"The demands for housing, transport, job creation and education will be fantastic. Lifestyles will change, and business people should see this as an opportunity and not a threat."

StarStyle

Star 10/5/87

355A

# Women welders start work on offshore rig

By Shehnaaz Bulbulia

In a burning blow to the pride of the stalwarts of male chauvinism, South Africa's first women welders have started work in Saldanna Bay on the huge jacket for the Mossel Bay oil rig.

Women may have been previously used as cheap labour but not in this case, says director of the South African Fabrication and Construction Training Trust Fund (SAFCTTF), Mr R G Schmetz.

"Women definitely receive the same salary. We will not have it any other way", says Mr Schmetz. "Our attitude is that we are first South Africans, and bearing this in mind we pay all our welders a standard wage rate, regardless of their colour or sex."

The young women are graduates from the East Cape Training Centre in Port Elizabeth, which trains people on behalf of the Fund.

Women welders, says Mr Schmetz, are sometimes better at the job than their male counterparts. The organisation's research has shown that because women generally have better eye and hand co-ordination, and have the natural ability to become good welders compared with the average man.

He says there was stiff resistance from some quarters to letting women into the exclusive male domain of welding. But as SAFCTTF was founded on an equal-opportunities training scheme, women could not be excluded.

Introducing women into the training scheme has not been easy. Opponents, Mr Schmetz says, have objected on "moral" grounds. "Included in their objections were the possibility of rape and the need to provide separate facilities."

The conflict, says Mr Schmetz, was resolved by the determination of the women.

"The women have been trained to meet the stringent standard welding tests which are recognised internationally."

The courses are tailored to ensure that the SA quality standards are equivalent to the highest international standard.

On site the men have responded positively to the presence of women and women welders have the effect of improving the quality of work all round, he says.

Says Mr Schmetz: "After all, the men don't want to slip behind the output of a woman!"

The multi-million rand scheme — launched to provide skilled workers for Mossel Bay and other mega projects — also has women under training in pipe installations and as electricians, as well as engineering construction work.

An important aspect to this initiative Mr Schmetz says, is the replacement of previously expensive imported skills with local employees. By the turn of the century up to 30 000 people, Mr Schmetz predicts, could be trained through the scheme for Mossel Bay.



What about blue-collar workers? The unions, who stress that women are exploited as both workers and women, have resolutions and standing policy decisions on women's issues. So far, with a few exceptions, they still enjoy little priority in practice. Sexual harassment is seen as part of a broader problem.

Internally both the Congress of South African Trade Unions and the National Council of Trade Unions have committed their organisations to ensuring women participate equally.

Nactu has promised to conduct seminars around women issues and has urged affiliates to form women committees.

Cosatu's resolutions include fighting unequal and discriminatory treatment of women and sexual harassment and demands for equal pay for all "work of equal value" (the demand is not for equal pay for equal work as the union considers many jobs done by women to be underestimated and hence low paying); restructuring employment to allow women and men the opportunity to qualify for jobs of equal value; childcare and family facilities to meet worker needs; full maternity rights; protection from harmful work and adequate and safe transport for overtime and night work.

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WOMEN are sexually harassed at work and part of the problem is it is unquantifiable.

Most companies would publicly insist they take the "utmost exception" to any form of discrimination and repeat their commitment as fair and equal employers.

But much sexual harassment is hidden and suffered in silence. There is fear of reprisals and it is not unknown for careers to end or be speeded up. A woman's credibility can also be undermined as she comes against male attitudes — women are accused of leading the harasser on and her complaints or resistance are thus not taken seriously.

What is sexual harassment? Many "innocent" activities that a "victim" may consider to be harassment are often not recognised as such by the harasser and employer — stares, body language, thoughts and conversation might not be as harmless as the harasser might imagine.

Feminists point out that focusing on gender rather than on competence is a subtle form of "harassment" — the

## The hidden office war:

### Sexual harassment

**No company condones sexual harassment at work, but it remains a hidden and widely suffered form of work tension, reports BRIAN GOLD**

mere perception of an employee, colleague or employer as a woman rather than as a person is "discriminatory".

The thin line between mutual attraction and harassment and between invitations and demands further complicates the problems.

Certainly, a harasser does not lurk behind every desk or friendly overture but harassment is nevertheless a problem that is largely unrecognised by companies, let alone tackled.

Writing in the Institute of Personnel Management journal management consultant Truida Prekel explains sexual harassment as usually relating

to intimidation, exploitation and power.

"Some men regard it as a fringe benefit to which their position, their power, and their sex entitle them." Women "may feel guilty or leave their jobs with a sense of defeat and humiliation".

That some women use their sexuality to their benefit, which too can be discriminatory against men and other women who are not as attractive or outgoing, is no defence for harassment. "Generally," says Prekel, "women are far more often the victims than the initiators of harassment as they usually have less power and choice in organisations than men do. Besides it can often do a woman's career more harm than good."

As far as employers are concerned Prekel suggests they establish clear policies and guidelines, formal grievance



### One problem working women face — sexual harassment

vance procedures as well as informal avenues of appeal. Yet few South African companies have gone this far.

Companies have another motive to tackle the issue: sexual harassment can also affect productivity.

"As fair and equal employees we do not tolerate harassment of any form," is a typical response from senior management. Another is: "Should such harassment take place it would fall within the scope of our disciplinary code."

Eskom's assistant personnel manager, Johan du Plessis, tells *Eskom-News*: "If incidents come to our attention we take a very strict view." Eskom has no formal procedure to tackle the problem but Du Plessis says in most cases a stern warning is sufficient.

According to Prekel, the women who are most vulnerable are those who need their jobs — divorcees and widows who are emotionally vulnerable and those who have limited education.



THE MANDELA-BOTHA MEETING SET THE TONE OF THE COSATU CONGRESS

# As events speed by, it's all heads down at Cosatu

NOTHING concentrates the mind like the prospect of being hanged, wrote Samuel Johnson — and the same might be said of proposed negotiations on the shape of a future South Africa.

Insiders say the perception that South Africa stands at a political crossroads — and fears of being outstripped by rapidly-moving events — lent a special seriousness and pragmatism to the third national congress of South Africa's largest labour federation, the million-member Congress of SA Trade Unions (Cosatu), held in Johannesburg at the weekend.

They contrast its businesslike atmosphere and lack of division with the more ideologically polarised 1987 congress, which kicked off with a public dispute between warring factions of the Commercial, Catering and Allied Workers Union (Ccawusa) and votes on no less than four constitutional amendments. Not a single resolution went to the vote this year.

While different ideological tendencies persist in the federation, sources say they are nowhere near as marked as in 1987, which featured acrimonious exchanges between Cosatu's two largest affiliates, the "populist" National Union of Mineworkers (NUM) and the "socialist" National Union of Metalworkers (Numsa).

The flashpoint was Cosatu's relationship with the broader resistance movement, and in particular Numsa's insistence that the unions and other

*A widespread belief that politics have reached a crossroads and the unions cannot afford to be left behind, helps to explain the businesslike atmosphere and lack of division at the Cosatu congress last week.*

**By DREW FORREST**

groupings should "march separately, strike together" — that is, maintain their independence.

This year, similar fireworks were expected around a Numsa resolution on the building of the "mass democratic movement" (MDM) which contained a call for a class-based alliance excluding forces outside the MDM. The mineworkers favour a broader-based anti-apartheid front.

After tough but, insiders insist, not unfriendly debate, the congress made concessions to both positions. It reaffirmed the need for the unions to remain independent, while leaving room for a broad anti-apartheid alliance excluding only big business and those in apartheid structures.

A similar stress on "unity in divers-

sity" can be seen in the resolution on the reconvening of an anti-apartheid conference, to be held by October this year. This emphasises the need to draw in all major anti-apartheid forces outside big business, while affirming that component organisations should retain their identity.

The congress decision to canvas workers' views for a workers' charter to be drafted at a special congress also points to a blurring of ideological positions. The "populist" unions have viewed the idea with suspicion, seeing in it an implicit attack on the Freedom Charter. Significantly, the workers' charter resolution adopted this year came from the NUM.

Observers say the "populist" and "socialist" stands were, if anything, more purely embodied by the Food and Allied Workers Union delegation and Vivian Mtwa's faction of Ccawusa respectively — but stress that union alignments, in most cases, followed no clear pattern.

Another off-target prediction was one holding that the impending merger of two Cosatu textile/clothing affiliates, the 72 000-strong Amalgamated Clothing and Textile Workers Union (Actwusa) and the 105 000-strong Garment and Allied Workers' Union (Gawu), would give the "socialist" bloc overall voting control at the congress. Actwusa, one of the few major Cosatu unions not to adopt the Freedom Charter, has a "socialist" perspective, while Gawu's leadership is said to be closer to the UDF.

Sources say their joint delegation had agreed only to speak where there was consensus, and had little to say. They also stress that it is by no means certain that the smaller Actwusa will call the political shots when the unions join forces in September.

What underlies the greater "maturity" of the 1 800 delegates who gathered at the Rand Easter showgrounds at the weekend?

Cosatu general secretary Jay Naidoo stresses that in 1987 there was "still scope for differences of opinion between unions of different backgrounds", but that joint action — for example, around the controversial Labour Relations Act (LRA) — had since given rise to a "unifying perspective".

Others say that divisions over the nature of Cosatu's links with non-worker organisations have eased with the confidence which comes with strength. Far from hanging back from alliances, the congress reiterated its determination to restructure and

## Not everyone may be at talks

THE Commercial Catering and Allied Workers Union (Ccawusa) is to hold a unity conference in November in a bid to repair its chronic divisions — but one of the groupings may not be there.

The Congress of SA Trade Unions (Cosatu) national congress resolved at the weekend that a "unity executive" should be set up, comprising Cosatu mediators and representatives of the union's factions — the "Mtwa grouping", the "Kganare grouping" and the Hotel and Restaurant Workers Union (Harwhu). It is envisaged that this will lay the ground for the conference.

However, a Harwhu representative said the union was "considering the implications of the resolution and would hold general meetings to decide on our direction".

He said the union believed that the interests of commercial and catering

workers were not the same and that the latter needed their own structures. This had been reinforced by Harwhu's attempted merger with Ccawusa, which was "not capable of effectively organising the catering sector".

In other respects, the Cosatu resolution is seen as a decisive departure, as it sets a deadline for unity and casts the federation in a neutral, mediatory role. The Cosatu central executive committee had earlier recognised a merger of the Kganare faction and Harwhu as the official Ccawusa.

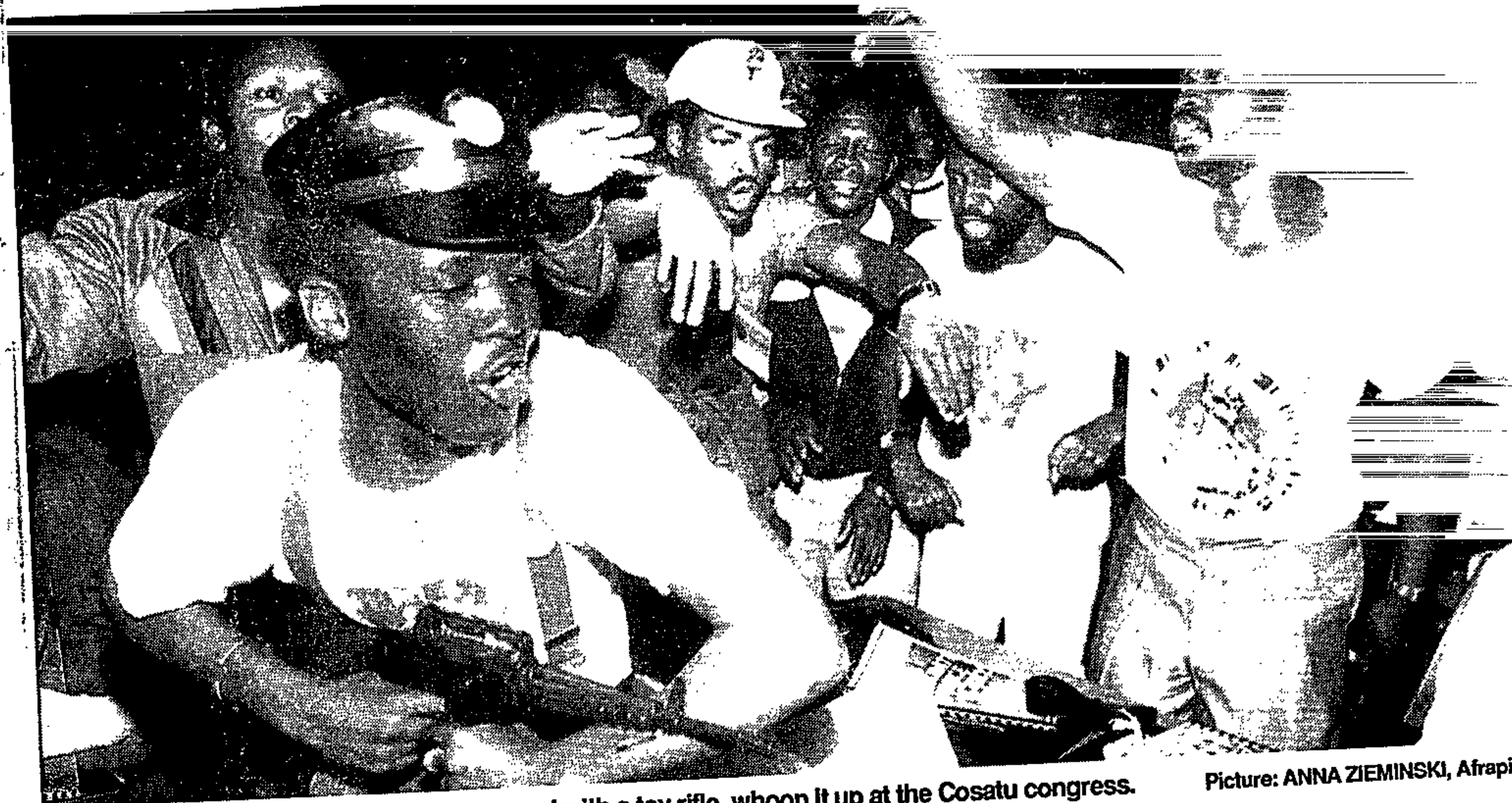
Sources say the CEC decision was a major stumbling-block in a series of reconciliation meetings early this year. At about the same time, the union lurched towards greater disunity when Harwhu and the Kganare group clashed and went their separate ways.

The latest initiative grew out of a series of meetings involving the three groups called by Cosatu.



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Dancing the "toy toy"? Workers, one armed with a toy rifle, whoop it up at the Cosatu congress.

Picture: ANNA ZIEMINSKI, Afrapix



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spearhead broad-based resistance.

Significantly, many more UDF observers attended the 1989 congress than two years ago. They took part in debate, and Naidoo confirms that the policy hammered out on a range of issues, such as conditions for talks with the state, can be taken as representing the MDM as a whole.

Observers comment that the "populist" wing of the federation has traditionally been less keen on links with black consciousness organisations such as the National Council of Trade Unions. There was no evidence of this at the congress, which endorsed a call for a timetable for a unity process and immediate meetings between Cosatu, Nactu and non-aligned unions at all levels as a step towards one labour movement.

The two workers' summits set by the congress, one to plan the week of sustained action against the LRA and the "racist" elections in early September and the other to assess its effectiveness, were also seen as moves towards further trade union unity.

More than anything else, say insiders, the shifting political climate in the country — vividly exemplified by the Botha-Mandela meeting a week earlier — set the tone of the congress.

Cosatu's official stance is that the state's talk of talks is "empty sounds", and that certain preconditions must be met if it is to establish its bona fides. These are essentially the ANC's terms: the release of detainees and political prisoners, lifting of bans and restrictions on organisations and individuals, return of exiles, withdrawal of security forces to barracks and lifting of the emergency.

But unofficially, sources say, there is a different perception. "People are realising that the situation is pregnant

with possibilities; the unions don't want to be marginalised and left out on a limb in the process that's unfolding," said one union man.

He stressed that the dominant position within unions such as Actwusa and Numsa was "syndicalist" rather than socialist in the strict sense — both were more concerned with defending workers' rights and organisation than with creating a workers'

'MALE chauvinist resistance' carried the day at the Congress of SA Trade Unions' national congress, when male delegates rejected a motion condemning sexual harassment within Cosatu's ranks, according to a shop steward who attended.

However, the congress did endorse a call for a greater female role in the labour movement's leadership.

Declaring in a draft resolution that there were many instances of sexual harassment in the union movement, the Transport and General Workers Union called for tighter sexual discipline and that such discipline form part of a proposed code of conduct.

The TGWU said that male unionists used their "political experience and organisational seniority" to win over new women recruits, and that when such "unequal" relationships collapsed, the women often dropped out of the organisations and splits occurred.

The source said that after heated debate, in which delegates accused their female comrades of encouraging sexual harassment, congress decided the issue was too sensitive and needed discussion at central executive committee level.

A truncated and watered-down resolution was adopted, calling for dis-

state. This was clear from the workers' charter adopted by Actwusa and recommended to congress this year, which far from being a revolutionary document, was essentially a charter of trade union rights.

"They want to ensure that when apartheid goes, they will still be the workers' watchdogs, not the pet poodles of the nationalist movement — as in Zimbabwe," was another

## 'Male chauvinism' edges out sex clause

By CASSANDRA MOODLEY

cussion of a code and the possible incorporation into it of the question of sexual conduct.

A TGWU representative said that although the resolution was not adopted in its original form, the issue had been exposed and would be raised at the next congress.

Another TGWU resolution, calling for the promotion of women leadership in Cosatu and its affiliates, was substantially adopted — despite the reported opposition of some male delegates who argued that women should "fight their own battles".

The delegates also held that there was no need to encourage women to join unions because their participation was minimal and unreliable, according to the union source.

A National Union of Mineworkers' resolution to facilitate the revival of the Federation of South African women was adopted, despite feelings within Cawusa that existing women structures within Cosatu needed to be strengthened on local, regional and national levels before outside alliances could be formed. On the issue of domestic workers, the congress resolved to support the campaign for the following minimum conditions:

comment.

The union source stressed that the current position of both "populists" and "socialists" was essentially a "reformist" one.

"No one's talking about a seizure of power," he commented. "People are appreciating the centrality of the ANC to any settlement — union leaders hope only to influence this process, not to determine its course."

- Minimum wages of R450 a month for skilled workers and R350 a month for unskilled workers, and overtime remuneration of R3,50 an hour.

- An eight-hour working day.

- Maternity benefits, including fully paid pre-natal leave of eight weeks and paid post-natal leave of six weeks, with paid days off to attend ante-natal clinics.

- Annual leave of 21 days and 14 days sick leave a year.

- A pension fund and decent housing.



Star 26/1/89. (355.A)

StarStyle

## New book describes sex discrimination in 70 countries

# Women abuse rife — Rhoodie

By David Braun,  
The Star Bureau

WASHINGTON — Discrimination against women in 70 countries is worse than discrimination against black South Africans, says the former Secretary for Information, Dr Eschel Rhoodie.

Dr Rhoodie, central figure of the Information scandal in South Africa in the late 1970s, has been living and working in Atlanta, Georgia, for several years.

His latest project is a book on the findings of his worldwide survey on discrimination against women, which will be published next month. The survey took him five years to complete. The book contains 20 case studies of individual countries, including South Africa.

In the foreword to the book, Professor Albert Blaustein describes the survey as a pioneering effort in the comparative study of minority and

human rights, and says that there is no other such detailed study available.

Professor Blaustein, professor of law at Rutgers University, is co-editor of the 15-volume "Constitutions of the World" and president of Human Rights Advocates International in New York.

Among the findings in Dr Rhoodie's book are that:

- Women represent half the world's population and perform nearly 66 percent of all working hours, but receive only one-tenth of the income generated and own less than 1 percent of the property.
- Only 5 percent of 160 members of the International Labour Organisation have ratified the ILO conventions of 1981 and 1982 protecting women over termination of employment.
- In the US 77 percent of poverty is borne by single, divorced or widowed women. In New York City, bookkeepers (usually men) who did not finish high school are paid more than

schoolteachers (usually women) with four years of college education.

- In the Soviet Union, communist ideology is constitutionally wedded to the principle of sexual equality. Yet women comprise 88 percent of the ditchdiggers at any typical hydro-electric project while constituting less than 1 percent of the Soviet Academy of Science.
- In Indonesia, a boy aged 15 is considered the legal head of the family in his father's absence, even though his mother may be a lawyer or the boy's teacher at high school.
- In Nigeria, it is legal for the Hausa to marry off their daughters at 11 to men the girls may never have seen.
- In Iran, the legal age of execution for females has now been set at 10 years as against 16 for males.
- In some Arab Muslim states, the man automatically receives custody of all children older than two (in cases of divorce), automatically receives twice

as much as the woman in inheritance, and may legally kill his wife as punishment for adultery (but not the other way around).

- More than 80 percent of the world's refugees are women and their dependent children.
- In India, bride-burning is on the increase and female infanticide is so high among the Bhati people that there are only 550 girls for every 1 000 boys.

Dr Rhoodie's survey lists many other findings in dozens of countries. He is hopeful that his book will spur further research, particularly to expose, in so many countries, the yawning gap between equality on paper and equality in practice.

A special report concentrating solely on this subject should be available in every country at least every three years, he says.

"By constantly hammering away at the problem of policy and practice, women's advocates can accelerate progress towards equality," he says.



▲ The former Secretary for Information in South Africa, Dr Eschel Rhoodie, has written a book about discrimination against women.



# Rhodie protests for downtrodden women

The Argus Foreign Service

WASHINGTON. — Discrimination against women in about 70 countries is worse than discrimination against blacks in South Africa, according to Dr Eschel Rhodie, former Secretary for Information.

Dr Rhodie, at the centre of the information scandal in South Africa in the late 1970s, has been living and working in Atlanta, Georgia, for several years and has compiled a book on the findings of a worldwide survey on discrimination against women.

Among his findings are:

- Women comprise half the world's population and perform nearly 66 percent of all work but receive only a 10th of the income generated and own less than one percent of the property.
- Only five percent of 160 members of the International Labour Organisation have ratified the ILO conventions of 1981 and 1982 protecting women with family responsibilities against unfair termination of employment.
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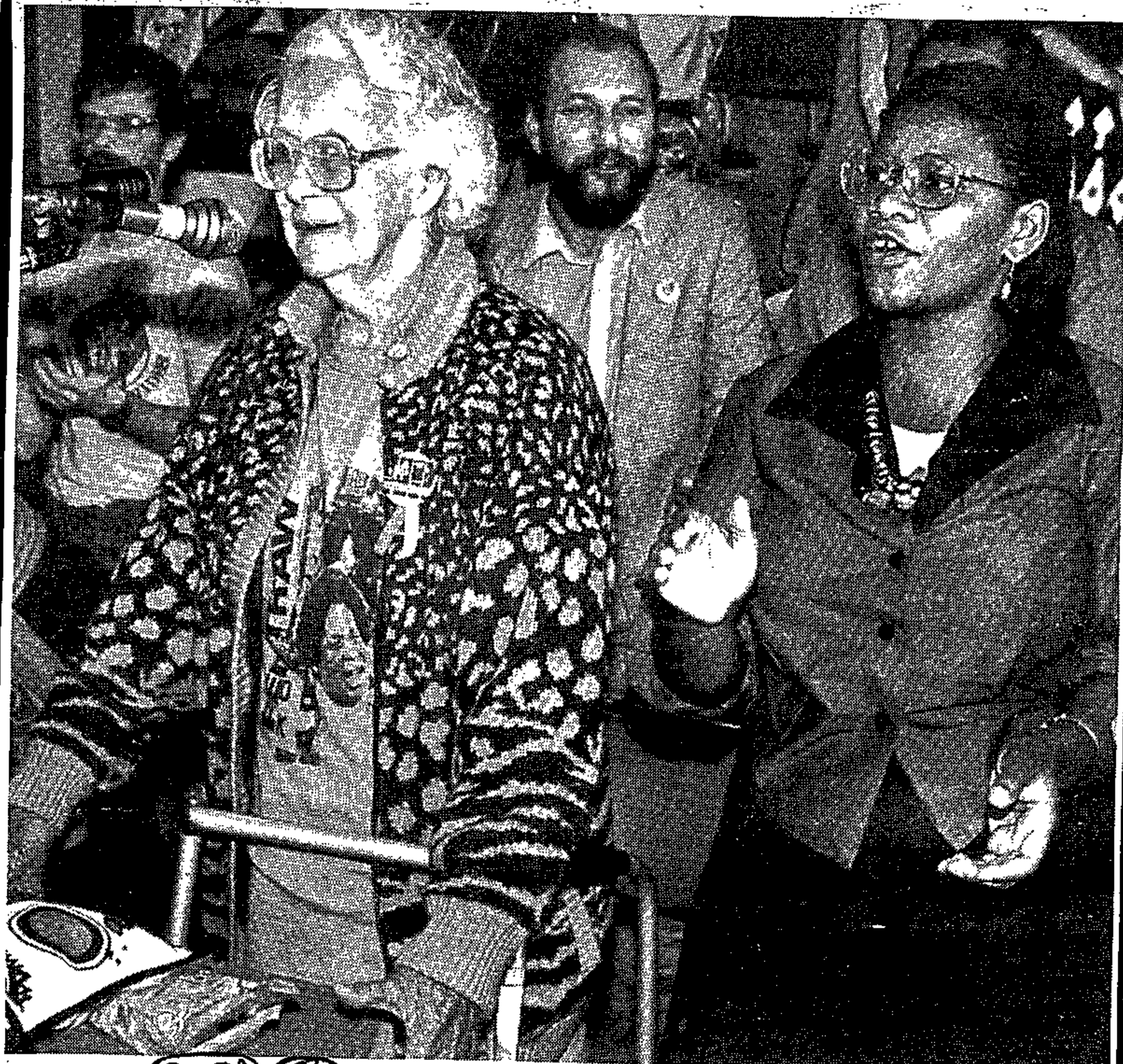
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Dr Eschel Rhodie





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PIC: YUNUS MOHAMED

## Women honour Helen Joseph

VETERAN activist Helen Joseph and former political prisoner and ANC member Thandi Modise, and several restricted community leaders, pictured above, were special guests at a National Women's Day rally in Hanover Park last Sunday.

The rally, organised by the Federation of South African Women (Fedsaw), was attended by several hundred women, many dressed in the green and black "uniform" of the federation.

Joseph, who cannot be quoted, recalled the historic march on the Union Buildings in Pretoria on August 9, 1956.

Modise, who spent eight years in prison for belonging to Umkhonto we Sizwe, expressed her joy at the show of strength at the rally.

Women Workers.



# Is the union movement chock full of chauvinists?

*'It's a shame,' said one woman, 'that on the anniversary of Women's Day, women in the unions have to voice a sense of betrayal they feel at the condescending attitudes of their male comrades ...'*

**CASSANDRA MOODLEY reports**

A LITTLE way through the discussion on women's issues at last month's Cosatu congress, a group of male delegates indicated how important they thought the debate was: they got up and walked out, explaining that they preferred supper to such "time wasting".

This story is told by a shop steward from the Commercial, Catering and Allied Workers' Union to illustrate the deep concern that exists among women trade unionists about what

they see as widespread chauvinism in the labour movement. It is an issue that was raised, but not resolved, at the Congress of South African Trade Union gathering.

Theoretically, it is agreed female liberation should form part of the broader struggle yet anti-sexism is merely being preached in progressive organisations, said a Cosatu official, Fiona Dove.

"Only a minority of women are elected to leadership posts and even

the women elect men rather than their fellow women," she added.

A National Union of Metalworkers of South Africa shop steward, Rose Ngwenya said: "The men in our organisations do not look at us as comrades. Their attitudes are still that we are there to serve them and that ultimately we are sex objects."

"It's almost as if they believe women's liberation is little more than fighting for the freedom to smoke on street corners."

Ngwenya adds that even contributions at meetings by women are not taken seriously — "it's just a woman's opinion is the smirk on most male faces."

"And despite all the liberated male talk, leadership positions in organisations are reserved for men."

Male delegates at the Cosatu congress actually declared: "Women should fight their own battles," said the Ccausa female shop steward.

This statement contradicts claims by progressive organisations that the women's struggle is part of the national liberation struggle, and was expressed when a resolution on "women leadership" was tabled.

Despite vigorous debate the resolution was adopted — except for a point on the "encouragement of the recruitment of women union officials and shop stewards". This was "a hurdle women had to overcome themselves".

This chauvinistic attitude expressed by men within the movement has fired a raging debate over whether

**Women ... still second class**

**comrades** Picture: M.J. MERRIFIELD

there is a case for an independent women's movement.

A male representative from the black consciousness movement remarked that such debates were sparked by "white woman libbers" who were part of the "anti-men brigade".

Dove says women are not arguing for "a separatist movement as much as we see the need for independent women's forums which encourage the development of women leadership and self-assertiveness among women."

A women's forum within the broader movement should be used as a pressure group to deal with residual chauvinism that persists even within progressive organisations, another Cosatu shop steward said.

Ngwenya points out that independent women's forums should not aim at excluding men from the fight for women rights.

"We must not point a gun at black men, we must point it at the enemy. And they are not the enemy. Their sexist attitudes and treatment of women are a product of social history."

Hence, Imbeleko, a women's organisation which Ngwenya heads, believes women's forums should also aim to "conscientise" men and not alienate them as the "white bourgeois feminists advise".

Underlying such a sentiment is the question of whether the oppression of black and white women in South Africa have anything in common.

Emma Mashinini, of the Catholic Justice and Peace Commission but speaking in her personal capacity, says: "White women also suffer sexual discrimination yet somewhere we have them as oppressors too."

Mashinini believes white women are less oppressed than black women and black men.

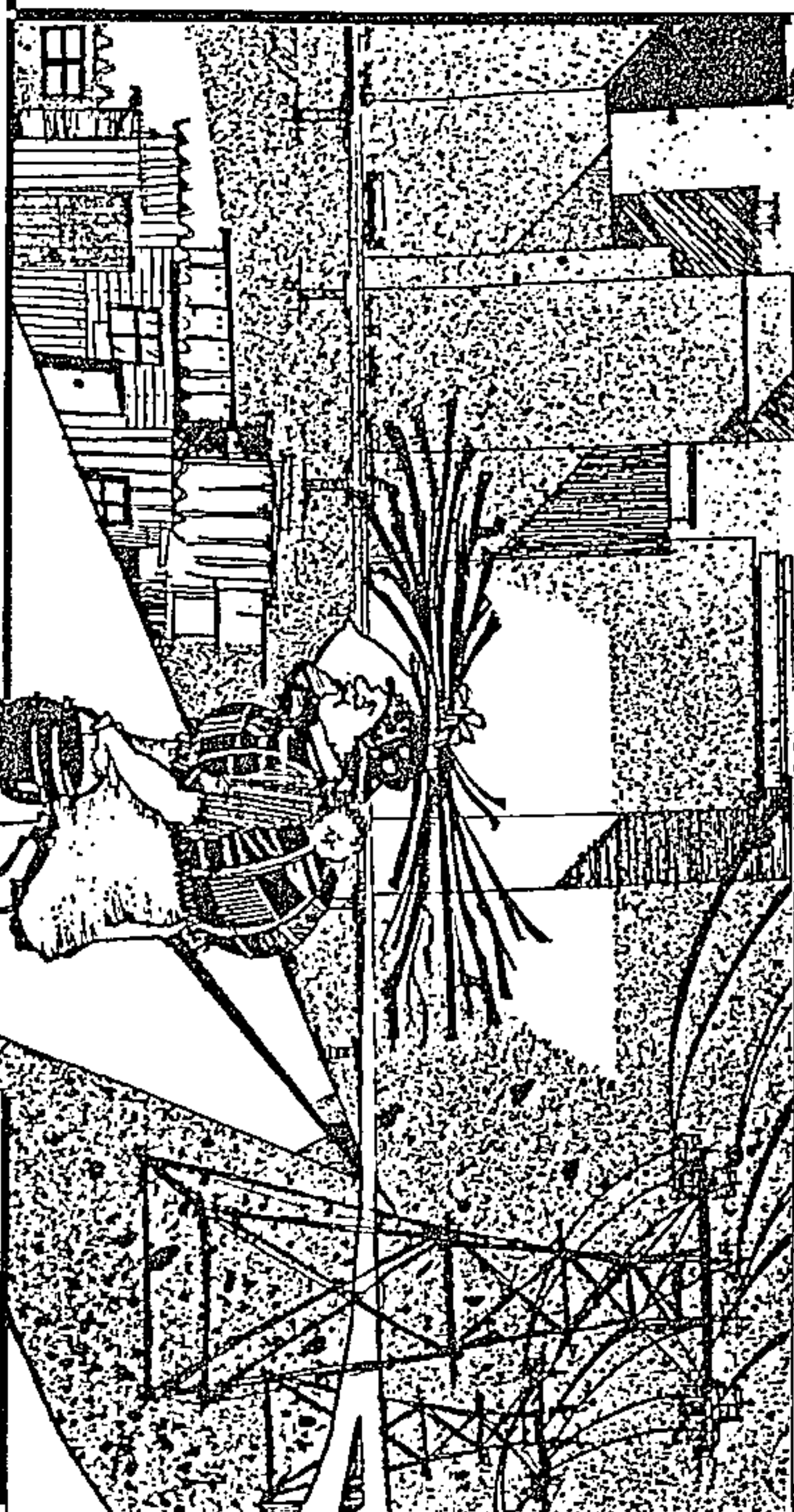
"I worked in a trade union for 30 years and I know that in the work situation the white woman is promoted before the black man. And the black woman is the worst sufferer of oppression — she is last in line for promotion."

Others, like Elia Ramgobin of the Natal Organisation of Women, say white and black women alike are oppressed on the basis of sex and thus the black woman can identify more with white women.

"Despite the controversies that rage," Ngwenya says, "we must remember Samora Machel's words."

The former Mozambican leader said: "Until the women are liberated, there can be no true liberation."

"It is a shame," she adds, "that on the 33rd anniversary of National Women's Day, when 20 000 women marched to the Union Buildings in Pretoria to protest against repressive laws, women in trade unions have to voice the sense of betrayal they feel at the 'condescending attitudes of their male comrades'."





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StarStyle

# Becoming a mechanic was Bernice's childhood dream Dirty work in a male world, but she loves it

By Shehnaaz Bulbulia

Few women would choose to be covered in grease and smell of motor oil every day, but being a "grease monkey" was the childhood dream of a South African who is probably the first woman diesel tractor mechanic in the country.

"Most people believe that because mechanics are expected to work with heavy tools it's a job for healthy and muscular men, but it's a case of brains and not brawn," says Mrs Bernice McCallum of Johannesburg.

The women with whom she grew up, she says, were either secretaries or clerks, but office life was not her ball game; instead, the challenge for her was to work in an exclusively "man's job".

"I love the smell of oil and dirt under my fingers. As a little girl I used to imitate my grandfather who is also a mechanic," she says.

Mrs McCallum studied at the Johannesburg Technical College for six months and thereafter completed her apprenticeship with the company which presently employs her.

It took her four years to qualify as a diesel tractor mechanic, and it was tough.

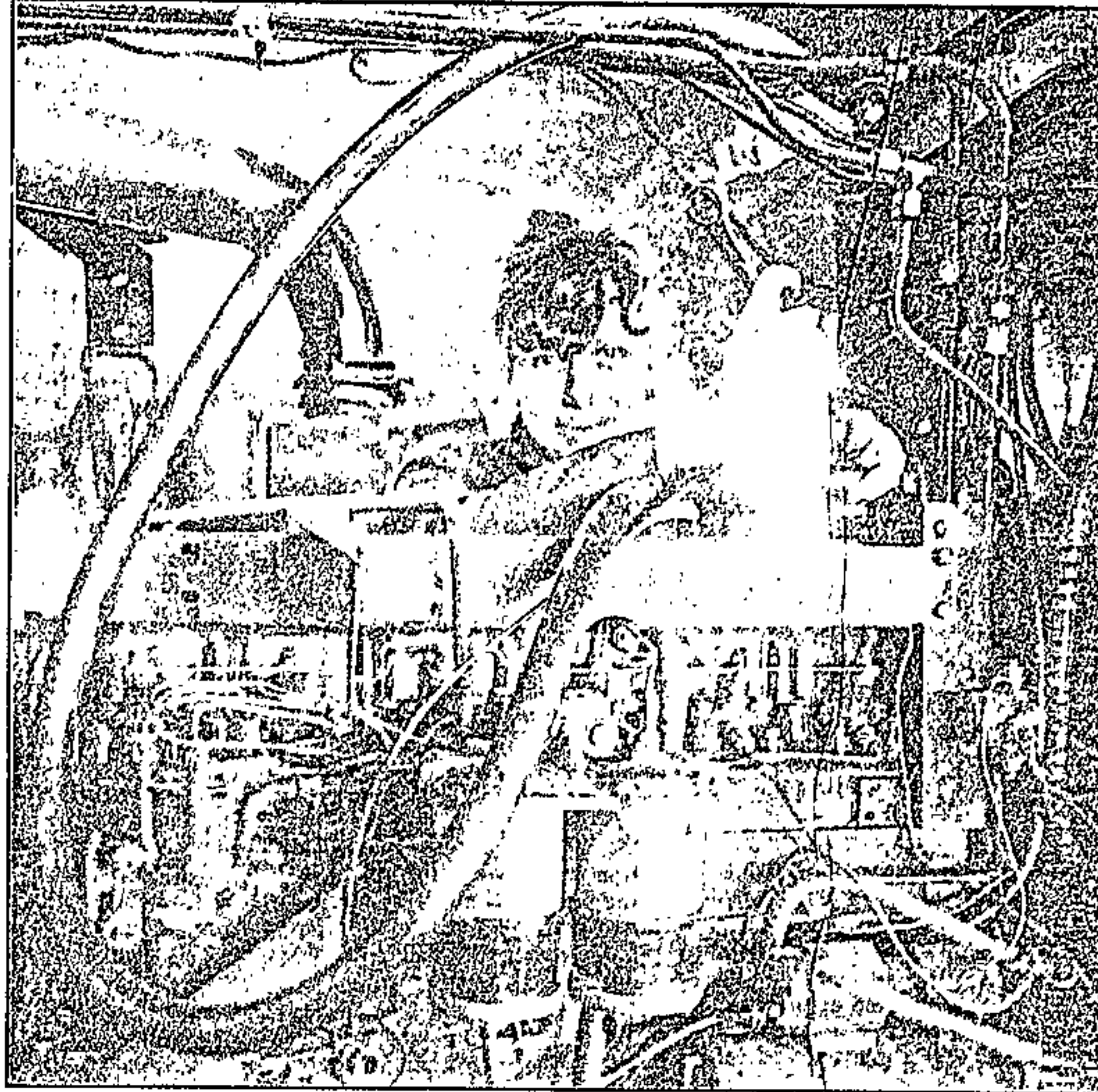
Initially, Mrs McCallum found that her male colleagues and clients were hostile at a woman doing "man's work".

Men were careful not to use obscene words in her presence, and they would watch her like a hawk, afraid that she would blunder while doing repairs.

"Clients would watch over my shoulder while I was working and I was nervous and my hands would just become paralysed."

But she was determined to prove herself a competent worker and it paid off. Now all is well in her battle of the sexes.

Women do not readily enter this field, she says, because they are discouraged by the presence of men. And it's definitely not for those women who prefer



Mrs Bernice McCallum, probably South Africa's first woman diesel tractor mechanic puts an effective spanner in the works as she repairs a defective machine. • Picture by Karen Fletcher.

wearing high-heeled shoes and make-up.

"It's not a clean job. Most of the time you are up to your elbows in grease and oil. And you can't dress up because the most comfortable outfit is overalls."

The job also takes her to faraway places and she says this discourages women from entering this field.

At times I have to sleep overnight on site, and it's okay with my husband, but not all

women want to do this. Sleeping away can cause serious damage to a marriage."

But the frustrations do not stop with the sexual stereotypes.

People look down on this career because it's not glamorous. It's a snooty attitude and while at times it bothers me, I know that I'm doing an honest day's work. My job keeps the farmers in business and food abundant. But most importantly, I love my work," she says.

## US child welfare scandal

NEW YORK — It is being called America's biggest child welfare scandal for 50 years, only this time it is not a problem of the poor and deprived but of the affluent middle classes.

It is born of a failure of parental discipline and the end result is that tens of thousands of teenagers, often suffering little more than a bad case of teenage tantrums, are winding up in mental institutions in the vague hope that drugs and shrinks can solve the problem.

Professor Ira Shwartz, a social work expert at the University of Michigan contends "Mental hospitals are becoming the jails of middle class kids."

Troubled youngsters are big business to thousands of private homes which have latched on to parental fears through mass advertising in magazines. "Is your teenager running away without leaving home?"

Radio spots portray a desperate father saying "We are going to lose him if we don't get help." An announcer says "You owe it to your family. We bring families back together again."

One hospital launched an incentive scheme for bringing in teenage patients.

It was known as "bounty hunting". While there are youngsters who need psychiatric help, thousands are winding up in caged mental wards for problems such as "conduct disorder" and "adolescent adjustment reaction".

Having been committed, the youngsters are virtual prisoners without recourse to law.

Some of the treatments read like horror stories. Teenagers tied to chairs or placed in "walking restraints".

One therapist said: "If this kind of thing was done at home, the state would call it child abuse." — Daily Mail.

## New hope in baby blues battle

LONDON — Mothers suffering from "baby blues" are to be given a revolutionary hormone treatment.

Hormone replacement therapy was hailed as a breakthrough for women with problems caused by the menopause.

Now it is to be used in research at Dulwich Hospital, London, for serious cases of post-natal depression. Most new mothers are de-

pressed briefly after the birth.

For one in 10 it becomes severe, sometimes leading to thoughts of suicide or harming the new baby. The anxiety can last for months.

Consultant gynaecologist Mr John Studd is heading the research, which starts next month. Several women with post-natal depression have already tried HRT. "The results were staggeringly good," said Mr Studd. — The Star Bureau.



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5/11/89 10/8/89

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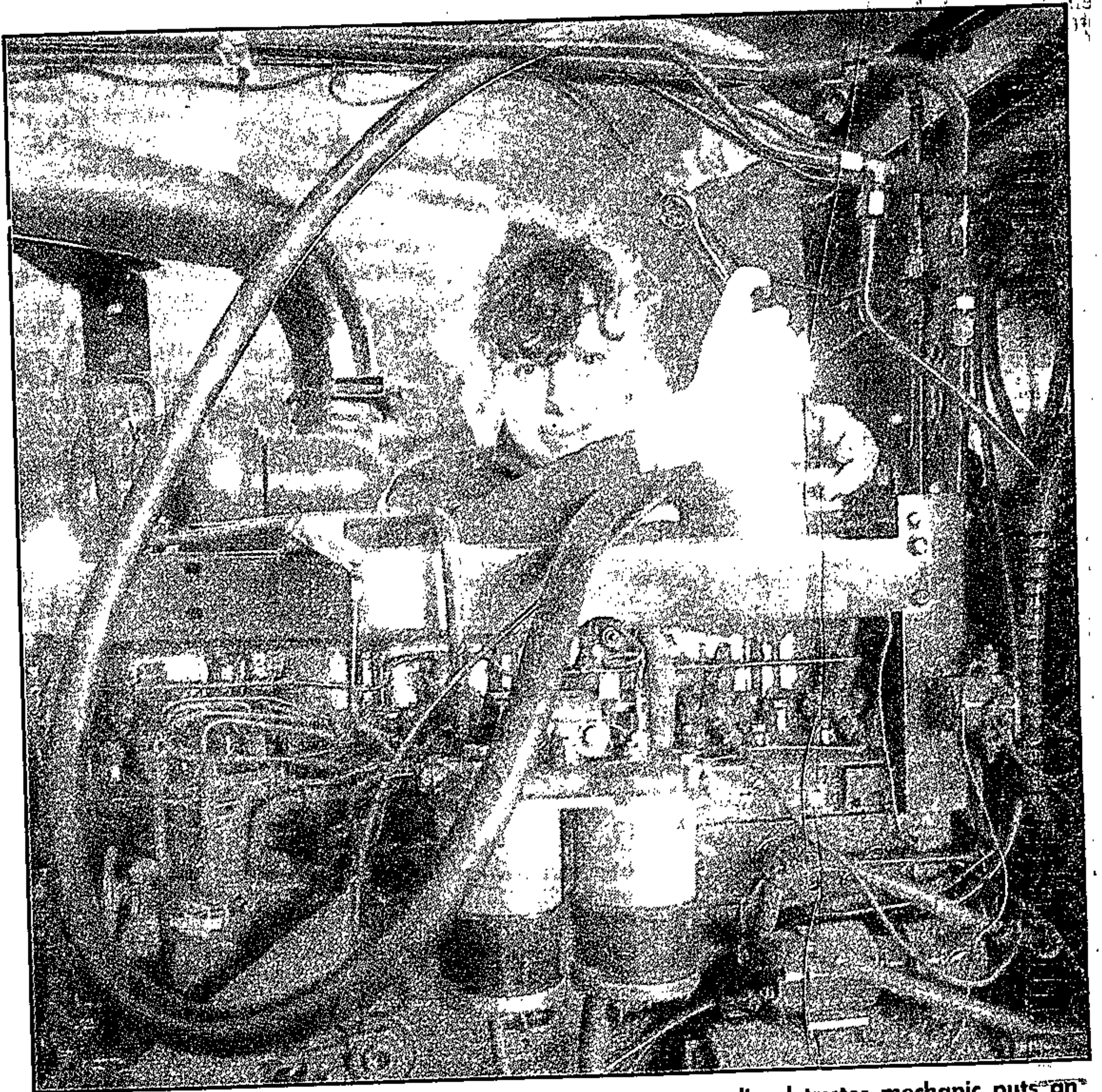
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Mrs Bernice McCallum, probably South Africa's first woman diesel tractor mechanic puts on effective spanner in the works as she repairs a defective machine. ● Picture by Karen Fletcher





# Women defiant

THE celebration of Women's Day at venues throughout the country this week added to the general mood of defiance.

A Women's Day rally at the University of the Western Cape on Wednesday ended in a clash between the police and placard-waving students.

Teargas was used to disperse the crowd and several journalists were reportedly arrested. Details of the police action cannot be reported in terms of the media curbs.

Community leader Moulana Farid Essack told the rally, attended by about 2 500 people in the university's main hall, the liberation of women was "intrinsically linked" to the broader struggle for freedom in South Africa.

He said women were vulnerable because of the economic structure and their work had "gone unnoticed".

## Freedom

"Women have to push and assert their position at all times as their freedom in a new South Africa is not automatically guaranteed," he said.

In Johannesburg, the Federation of Transvaal Women (Fedraw) marked the historic march by more than 20 000 women to the Union Buildings on August 9, 1956, with a rally in the Flower Hall at Wits University.

Fedraw president, Sister Bernard Ncube, told the enthusiastic audience that effective international pressure on the South African government



Anti-apartheid stalwart Helen Joseph, 84, a leader of the historic march by 20 000 women on August 9, 1956, attended this year's celebrations to mark the day. She is flanked by Amina Cachalia (left) and Caroline Motsoaledi, wife of Elias Motsoaledi who is serving life imprisonment with Nelson Mandela.

depended on "the masses at home".

Referring to her recent trip to Zambia, she said that country was paying the supreme prize for "our liberation".

"We must liberate them as well as ourselves. Africa will never be liberated until South Africa is free," Ncube said.

Anti-apartheid stalwart and one of the leaders of the 1956 march, Helen

Joseph, 84, officially opened the programme. Joseph is listed and cannot be quoted.

Other speakers included the Transvaal Indian Congress leader, Cassim Saloojee, UDF executive chairman Curnick Ndlovu from Natal and Jackson Mthembu of the Swapo Support Committee.

The ANC also marked Women's

Day by closing its offices in Harare and Lusaka.

A further rally was held at Wits University on Wednesday.

(Reports by C Carter, of 95 Sir Lowry Rd, Woodstock; and M Badela, of 52 Simmonds St, Johannesburg.)



# Pru Pfuhl – putting women on top

This year's winner of the Businesswoman of the Year award is Mrs Pru Pfuhl of Cape Town. In a business where the accent is on feminine finishing, women dominate in the company hierarchy, reports **PAULA FRAY**

Mrs Pru Pfuhl, the 10th recipient of the Businesswoman of the Year award, is not about to don a corporate suit and dash out to conquer male-dominated markets of the world.

The woman whose business brought feminine crafts back into fashion is quite happy producing women's crafts for the female market.

Mrs Pfuhl (41), the owner and managing director of Biggie Best, a national home fabrics and accessories business, received the prestige award from the Executive Women's Club at a ceremony in Sandton on Wednesday night.

The nominees, who were described by last year's winner, Ms Carol Scott, as "of an extremely high calibre", also included: Pam Golding, chairman of Pam Golding Properties; Shirley Law-Kun, managing director of Hasty Tasty Frozen Foods and Sauces; Allyson Lawless (Pty) Ltd; Joy Wagner, managing director of Murray and Roberts Properties (Transvaal and Free State) (Pty) Ltd; and Riekie van den Raad, managing director of Multi-Shine cleaning services.

The criteria used in selecting the winner included their level of decision-making, extent of risk involved, degree of financial control, obstacles overcome, enterprise displayed and impact on profits.

## The driving force

Winner Mrs Pfuhl is quick to pass on some of the credit to her staff.

"It's not only me," she says, although it is widely recognised that she is the driving force behind the fast growing business.

She believes the success of the company lies in that it is a breath of fresh air in the market place.

"I think the South African retail industry has been much the same for a long time. We brought in something fresh, different and innovative ... something the market needed."

The business produces and sells household fabrics and accessories, aimed mainly at the female market.

Feminine seems to be a key word in her life... and her work.

Women dominate in the Biggie Best business — as producers, operatives and, of course, consumers. There are a number of men operating some businesses.

The Biggie Best business began from one shop in Cape Town to become a nation-wide network of 51 franchised retail outlets in



Businesswoman of the Year, Mrs Pru Pfuhl, who has brought feminine crafts back into fashion.

less than four years. In doing so, Mrs Pfuhl developed a full-scale manufacturing operation that made "Biggie Best" a household name.

In 1987, she took over total ownership of Biggie Best and its franchised retail network continued to grow — all funded out of retained earnings. Today, Mrs Pfuhl controls assets worth more than R3 million.

Sales at the end of the last financial year were nearly double those of the previous year and Mrs Pfuhl expects to achieve sales of R20 million this year — some of which

will come from the company's recent entry into the export market.

Apart from the wallpaper, which is designed here but manufactured overseas, all Biggie Best products are South African made.

Mrs Pfuhl describes herself as "ordinary ... a worker", but she enjoys the work and the endless hours.

Married to former cricketer Gavin Pfuhl, she has two children, Sarah (13) and Mark (11).

As for combining family and career, she

says: "I'm lucky in that I have a well-adjusted husband and children."

Mrs Pfuhl received an MBA degree from the University of Cape Town in 1986, and until 1987, did all her business accounting.

She says the MBA degree made her computer literate — an important asset in the business world as it saves her time.

"I got a good education ... so there is no excuse."

A feminine industry winning a top award is encouraging, she says.

"I feel it gives women a boost. I'm not

trying to operate in a man's market. Why should I? I want to operate with the age-old skills of a woman. It's a business of home-crafts.

"Why should male criteria be applied to us? Women have made it," she says emphatically.

Mrs Pfuhl believes the women working in her warehouse are more efficient than most male corporate animals ... yet their work in crafts means they are often disregarded.

And the future?

"We'll just have to get bigger and better."



Argus

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Cont →

# Step by step up t

Today, we give you details of some of the top speakers at A Woman's Prerogative, the exciting seminar that we will be holding for our women readers next month.

THE SEMINAR, hosted by The Argus "Today's Woman", Southern Life and Woman 2000, will cover aspects of career and personal growth and will also give guests the opportunity to get involved in some practical networking — an essential "art" for the career woman to develop.

The venue of the full-day seminar on Tuesday, September 19, is the Stellenbosch Business School in Bellville.

The seminar is designed to help you plot career moves up the corporate ladder and develop practical skills in career planning and personal

growth. The critical issue of long-term financial planning, incorporating investment opportunities and legal tax implications of such planning, will also be covered.

These are the experts who will be speaking at the seminar:

● LIDIA VOSLOO obtained a BA law degree at the University of Natal and a MA (cum laude) at Stellenbosch.

Her business activities are diverse. She established her own company at 21, has been an editor of educational courses for a correspondence college, held the position of manager, women's services for a large national company. This appointment, a first in South Africa, led to her involvement in extensive research into women advancement programmes here and in the United States.

She will talk on "Creating a healthy self-image — The basis of a successful career" and "Strategies for success — Assertiveness with yourself".

● American-born KRISTINE PEARSON obtained a BA (with honours) in home economics at the California State University in 1976. She continued her post-graduate studies at UCLA on subjects such as women's issues, cultural anthropology, photography and video production.

She immigrated to South Africa in January this year. A professional consultant, she tailors personal and professional development workshops for working women and women's organisations.

Kristine's subjects for the seminar are "Let's get Motivated" and "Achieving the goals you set".

● IAN MC HENDRIE started his career in life assurance in 1971 and was promoted to district manager within nine months. He was admitted as a Fellow of the Institute of Life and Pension Advisors in 1983. He is Cape Zone Manager for Southern Life.

Ian will discuss financial planning — what's in it and how to go about it.

● TOMMY TEASDALE is senior manager, investments marketing. Tommy, who obtained an MBA at the University of Stellenbosch in 1977, specialises in giving investment presentations to clients.

Tommy will discuss investment opportunities.

● NIGEL SCOTT is senior manager, legal and tax services, in the Life Division of Southern Life. He holds a B Comm LLB degree and has an advanced post-graduate diploma in taxation. He is also a fellow of the Institute of Life and Pension Advisors and an advocate of the Supreme Court of South Africa.

Nigel will talk about legal and tax aspects.

● RUTH MATTISON is training manager for the Board of Executors, has a BA in psychology and communications and a diploma in adult education. She is also chairman of Women 2000, an active women's organisation that aims to improve women's management skills.

Ruth will talk on the role of women's clubs — and the critical need for women to network. Dur-



# he corporate ladder

ARGUS 30/8/89

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**ON THE MOVE:** If you need some ideas on how to make you and your career more "upwardly mobile", take a day off from work and join us at our seminar.

ing the day, guests will be able to get involved in some *practical* networking, meeting new people and exchanging information and details for future reference.

It's a golden opportunity to meet like-minded women and you'll go home, not only with some vital career information, but a bookful of extremely useful contacts!

● **PAM GOLDING**, a nominee in the recent Businesswoman of the Year Award, is described in business as "The First Lady of Property". Over 13 years she has built a company from a home-based, one-secretary outfit into one of the undisputed leaders in sales of fine homes, dealing at the top end of the property market, nationally and internationally. She employs a staff of more than 250 and her turnover has increased from R5,25-million in 1987 to an expected R17-million this year.

Pam will talk on "My Success — How it all Started!"

The cost of the day-long seminar is R75 which includes morning and afternoon tea and a formal lunch.

Registration will be at 8.15am. Mrs Joanna Stern will give an address in the afternoon and the seminar will close at 5pm.

For more details, programmes and registration forms, you should contact Norma Shaffie, ☎23 0620. Alternatively, fill in the entry form below and post it with your cheque or postal order to Norma Shaffie, Southern Life, 14th Floor, SA Reserve Bank Building, 30 Hout Street, Cape Town, 8001.

**Today's Woman/Southern Life/Woman 2000 Seminar**

**Today's Woman/Southern Life/Woman 2000 Seminar**

Name:.....

Address:.....

Code:.....

Telephone (B):.....(H):.....

Please book . . . places to attend the Today's Woman/Southern Life/Woman 2000 Seminar at the Stellenbosch Business School on September 19.



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## And the women celebrate

NATIONAL Women's Day will be celebrated in Johannesburg for eight days this year — starting tomorrow with the festival organised annually by the Federation of Transvaal Women.

There will be theatre and music, dance, poetry and stalls selling all manner of wares, from food and crafts to linen and books, at the Fedraw celebration from 10am to 8pm tomorrow at the Flower Hall on the west campus of the University of the Witwatersrand.

The Gereformeerde Blues Band and the Cosatu Choir are scheduled to perform. So are traditional dancers from rural areas throughout the country. A highlight will be a play performed by a troupe of pre-school children selected from Fedraw creches — and other plays performed by older children sponsored by affiliated women's groups.

Women's Day celebrations next week honour the 50 000 women who marched on the Union Buildings in Pretoria on August 9 1956 to protest against the extension of passes to women. Events include the festival, exhibitions, concerts and prayer meetings.

On Sunday at 6pm, the Black Sash will open its photographic exhibition, "A celebration of women", at the Market Theatre Gallery.

On Wednesday night Fedraw will sponsor a concert at the Market Warehouse featuring the show *Inyanga: Women in Africa* plus other performers.

A prayer service has been organised by the Women's Decade on Thursday at 1pm at the Central Methodist Church and a Lusaka report-back and discussion is planned for Saturday at noon for 1pm by the Women for Peace.

StarStyle



Mrs Katy Rhoodie . . . shares housekeeping with husband Eschel. "We don't have to look at the other to see who is going to tackle a particular chore."

WASHINGTON — While everyone is so engrossed about power-sharing between whites and blacks, when is someone going to ask the Government about power-sharing between men and women?

This question was posed in an interview session with Mrs Katy Rhoodie, wife of Dr Eschel Rhoodie.

Mrs Rhoodie gave eloquent and provocative replies in an energetic question and answer session:

Q: Do you feel you are a liberated woman and, if so, could you be more liberated?

A: Yes, I am, and no, I don't think so. It is easy to drift into strident feminism if all you do is think how much more liberated you can become. If you're at that end of the spectrum you should not be married.

Q: Does Eschel allow you to be liberated?

A: Yes, but it is not something you discuss or negotiate like a union contract. It is an understanding which develops over the years between people who are not constantly searching for personal advantages.

Q: Do you and Eschel have the

traditional division of labour?

A: No. We pretty much share the housekeeping responsibilities.

For example, because Eschel is often in town doing research he usually buys the groceries on his way home on a regular basis. My daughter, Annemarie, who is a very successful business consultant here in Atlanta, says that our house always seems neat, clean and in order because we work as a team. Everyone knows what to do. We don't have to look at the other to see who is going to tackle a particular chore.

Q: What is it that makes your relationship so special?

A: Being full and equal partners — like running a business with your best friend. Also, because Eschel respects the Married Woman's Bill of Rights.

Q: What is that?

A: My version of what a married woman's rights should be.

It includes the right to be taken

out at least once a week for dinner, a show or a movie, the right to own 24 pairs of shoes with no questions being asked, the right to take her husband along window-shopping at least once a week, the right to spend a monthly allowance in any way she sees fit, the right to pre-select her birthday and Christmas presents and to refuse a picnic basket for six, electric frying pan, washing machine or hedge clippers, the right to a husband's fair share in the housework, including window washing, polishing the brass and buying the groceries, the right to have breakfast in bed, even a whole morning in bed, if she feels like it and she has the time, the right to refuse to sleep in a leaking tent or to drink cold tea on a camping trip, and the right to have a pet of her choice.

Q: Did you help with the book?

A: Yes. I did a lot of proof reading when the manuscript was

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## Let's tackle power sharing between sexes, says Katy



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# S probe prejudice

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Former Secretary of Information Dr Eschel Rhoadie and his wife, Katy, have been living for some years in Atlanta in the United States, where Dr Rhoadie has business interests. His most recent project has been the research for a book on discrimination against women in 70 countries, including South Africa and the US, which is to be published soon. Mrs Rhoadie, who helped compile the information, was interviewed in the US by DAVID BRAUN of The Star's Washington Bureau to find out whether she was a truly liberated woman.

being typed, and I spent endless hours on the computer working with the index.

Q: Why do you think Eschel focused on discrimination against women?

A: It is something we have both felt strongly about for many years, more so when we experienced how our Zulu maid in Pretoria had to suffer at the hands of her drunken husband. She was the only breadwinner and the only reliable factor in that marriage. Yet the State automatically approved a house for her husband but refused her permission to own her own home after we finally got him out of her life.

In any case, Eschel has been

involved in the study of discrimination for decades. When he was Secretary for Information he made a special effort to improve women's opportunities in education and he was the first head of a government department who sent women to overseas postings. He also appointed the first woman editor of SA Panorama.

It was after he completed the research for his book "Discrimination in the World", which was published here in the US about four years ago, that he first told me how much he was struck by the fact that women were discriminated against more often because of gender than on grounds of race or religion.

be enforced, but the attitude of men and male-dominated societies needs to be changed.

Q: Are American women more liberated than South African women?

A: My friends are more liberated, less traditional in their outlook than my friends in Pretoria. But you really have to read the conclusions in Eschel's book. What he found is that of all the industrially developed countries, women are worse off in the US and in South Africa in terms of wages compared to those of men. The gap between men and women is about the same in the US and in South Africa. But women here are less stereotyped than in South Africa and have better opportunities in politics and employment. On the other hand, the vast majority of working women here have children and they are having a hard time with the dual burden of raising children while holding down a full-time job.

Q: Would you like to come back to South Africa?

A: Sure, just send me two tickets.

Q: What are your general views on liberation and equality of

women?

A: I am not a newcomer to women's liberation. Ever since I was a little girl I had to fight for my rights against my three brothers. In a nutshell, I believe women should have equal opportunities, equal rights and equal pay for equal work. Otherwise, they are considered second-class citizens.

Q: What about abortion? That is a big topic in the US right now.

A: I'm in favour of a woman's right to abortion. It's her body. It's her decision and no one else's. One will pay a far higher price in spent emotion, and it will cost society so much more, taking care of an unwanted child who may end up being a juvenile delinquent.

There would be no argument about abortion if every male legislator was implanted with a foetus for nine months every second year for 10 years. Within one year they would pass more stringent laws protecting women's right to abortion than any female legislator ever would.

Q: What about the plight of the black woman?

A: The only way women will

become truly liberated in South Africa is not necessarily through the vote, although that is important, but through a massive campaign to lower their birthrate, and provide them with an education which includes several courses on their legal right to equality in marriage and to birth control.

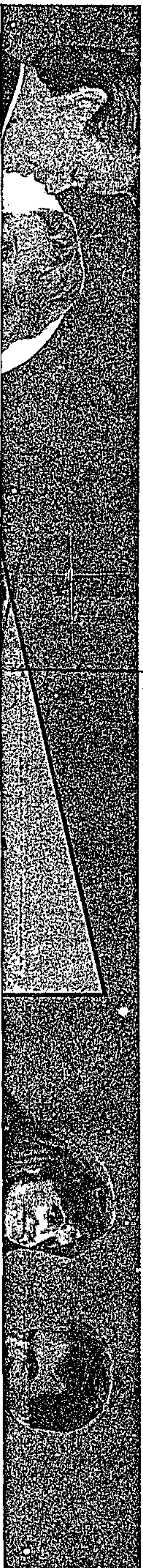
Given the state of the economy in South Africa, or anywhere in Africa for that matter, what hope does a black woman have if she has six or eight children to take care of?

Q: Do you have a message for men in South Africa?

A: Women have been hugely underpaid in South Africa for generations and paid far lower wages than men for doing the same work. The wages paid to teachers and nurses 50 years ago were simply criminal, and are still criminal.

Q: Any political message?

A: Everyone is engrossed with power sharing between black and white. I would like Mr (F W) de Klerk to say something about power sharing between men and women. When is he going to appoint the first woman to the Cabinet?





# Pick 'n Pay pay-off

(355A)

5 Times 1/10/89

PICK 'n Pay was judged the most enlightened employer of women by the SA Federation of Business and Professional Women this week.

The supermarket group won the SAFBPW Gold Award ahead of Middelburg Steel & Alloys, M&R Properties, Janssen Pharmaceutica, Andersen Consulting and the Western Province Blood Transfusion Centre.

The award is increasingly sought after by companies. This year there were 60 entrants and 25 finalists.

Pick 'n Pay employs 3 321, of whom 51% are women. Men and women earn equal salaries, benefits and access to training and promotion.

Pick 'n Pay has a "parental rights agreement", which entitles women to special leave, paid and unpaid.



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SOWETAN Monday 1 October 1989

Page 1

# Mmaids and madams ...

## WOMAN

By SIZAKELE KOOMA

**MOST** people's salaries increase once, perhaps even twice a year. But Anna Mokhuwane's has gone up only three times in six years - by R10 a time.

Mokhuwane earned R60 a month in 1983 when she started working for a Lenasia family of eight. Two years later her salary increased to R70, and in 1987 to R80.

Today she earns R100 a month, and works a seven-day week with no overtime pay. She, like hundreds of other domestic workers in Lenasia, is not satisfied with her salary and the inconsiderate working hours. But she has given in to the exploitation because her grievances fall on deaf ears, or are met with threats of dismissal.

### Too little

"I have stopped complaining to my employers about my salary because every time I raise the topic they threaten to dismiss me," Mokhuwane said.

"The money they pay me is too little for the washing and ironing they

insist I do every day, besides other chores. I work every day of the week, but they do not give me overtime pay."

Mokhuwane, from Taung in Bophuthatswana, said she has worked in Lenasia for 24 years and with all the families she has served she fought about money, being overworked and time off.

### Advances

Her previous employer was an exception. She worked for him for six years, until he started making sexual advances.

"I do not know what that man thought of me. Every time his wife was out he would fondle me and tell me that he wanted to sleep with me. For two years I put up with the harassment because I could not find a job elsewhere," she said.

Maggie Bogatsu's employer took advantage of her lack of legal protection and fired her even though she had proof about why she had to stay away from work. Her doctor had laid her off for a week and given her a medical certificate to give to her employer.

"She refused to give me an off-day. When I told her I had to obey the

doctor's orders, she fired me," Bogatsu said.

Her employer and her husband later assaulted her - not for the first time - and forced her to sign a blank notepad. They wrote on it that they had given her her full salary and severance pay. They gave the statement to the

Black Domestic Workers Association of South Africa (Bladwa), when the association threatened to take them to court.

Doreen Mmolaeng is involved in a dispute with her former employers, who fired her after she had taken a weekend off.

"They did not treat me like a human being - in fact they did not think of me as anything but their slave."

### Destitute

She took the weekend-off to see her sister whom her employers had chased away when she came to visit.

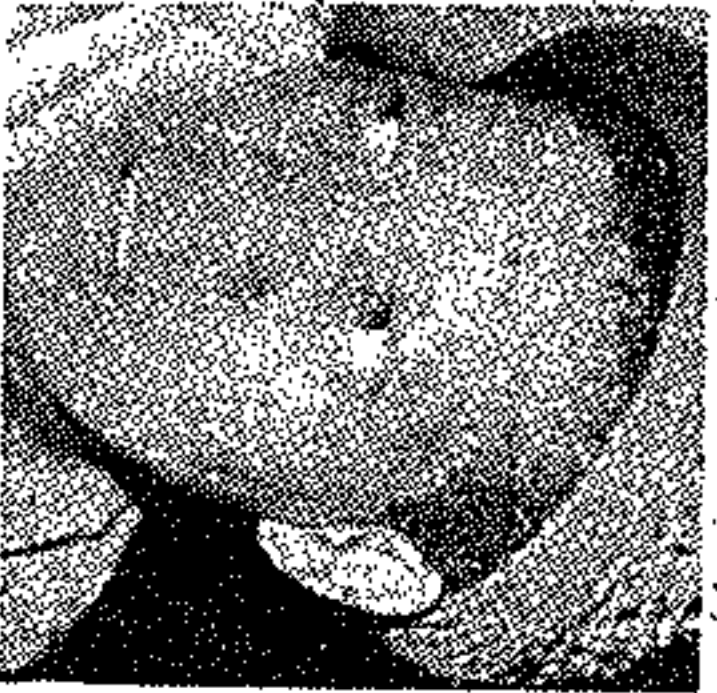
"They told me they did not want anybody else in the room I stayed in. When my sister asked for a glass of water, they refused. I cannot work for such people."

Anna, from Marquard in the Free State, was left destitute when her em-

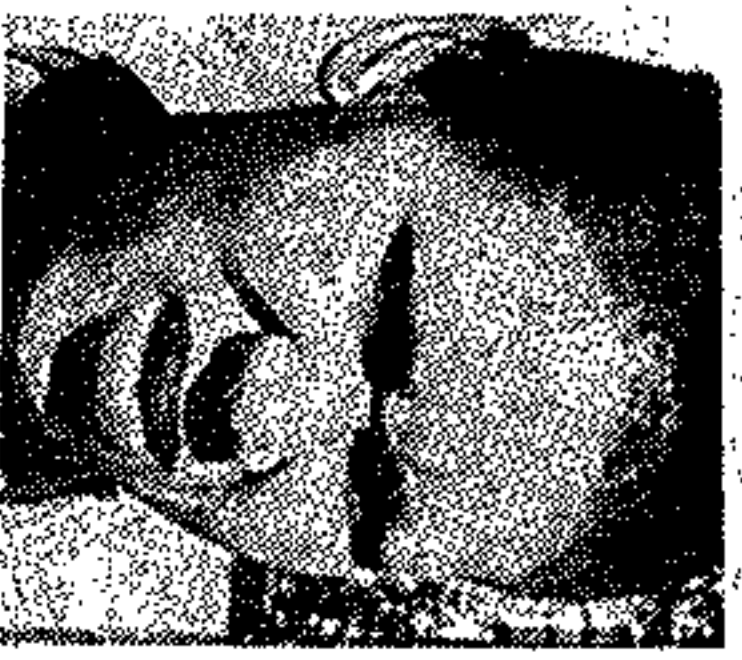
ployer, who had promised to accommodate her, did not. She said she had no relatives in Johannesburg and was staying with other domestic workers in the area while she waited for her room.

"I had done all the things she did not want to

do herself. She had used me, and now she was through with me. I would not have cared if she had paid. But she had refused to give me my salary. She told me to go to the police, but I couldn't because her husband is a policeman. That wouldn't have helped at all."



Anna Mokhuwane



Doreen Mmolaeng



# Women and the labour market

LABOUR experts believe working women still experience discrimination, even though most statutory discriminatory measures against women have been scrapped, a study by the Human Sciences Research Council (HSRC) has found.

The report, which gives an interesting historical perspective on certain statutory restrictions on women in the labour market between 1910 and 1988, is the first in a series of HSRC research programmes on the history of women in the South African labour market.

HSRC researcher, Miss Marie Wentzel of the Historical Research Institute, pointed out that the position of working women had improved only in the 70s and early 80s.

## Homemaker

"Discrimination against working women still occurs in practice, probably on the grounds of traditional prejudice, value systems and attitudes which cannot be justified by any proven intellectual or physical shortcomings of women," explained Miss Wentzel.

The report focuses on two categories of statutory measures — those which specifically pertain to discrimination in service conditions and measures aimed at protecting women against exploitation, but which have a discriminatory effect.

The latter measures include overtime work, conditions relating to pregnant working women and the ban on employing women in certain mining activities.

"Although political discrimination against white South African women ended in 1930 when they were given voting rights, it remains a mystery why

women had to wait so long for discriminatory measures to be scrapped in the workplace in contrast to the rest of the world," Miss Wentzel commented.

According to the study it appears the traditional view that a "woman's place is in the home" and that her roles as mother and homemaker were more important than that of breadwinner, had a significant influence on policy makers, as this view enjoyed wide support in parliament until 1956.

## Resignation

One of the most far-reaching discriminatory laws discussed in the HSRC report — the Public Service and Pension Law of 1923 — made resignation compulsory for women employees after their marriage.

In 1945, a memorandum compiled by the male clerical division of the Public Servants Association supporting the law, warned that a married woman could "rob an unemployed male breadwinner of his post".

Furthermore, they claimed that married women were "generally of more value to the community as housewives and mothers".

Although the law was later replaced by the Public Service Law of 1957, the discriminatory measure against married women remained. It took half a century — from 1923 until 1976 — before this discriminatory measure was eventually entirely removed from the Law Statutes.

Other important milestones included the scrapping of clauses in the Wages Act and resulted in women receiving equal pay for equal work as well as the removal of discrimination against women regarding overtime work and working hours by replacing the Shops and Offices Act with The Basic Conditions of Employment Act of 1983.



# Sowetan

## Woman of the Year

A VAAL farm school teacher, Mrs Miriam Sofe, was yesterday crowned the 1989 Sowetan Woman of the Year at a glamorous function in Johannesburg.

She was chosen from among 14 nominees who excelled in various fields in their communities.

She was awarded a floating trophy, R500 in cash, and R2 000 to donate to the welfare organisation of her choice.

Her runner up, Mrs

By KENOSI  
MODISANE and  
PHANGISILE  
MTSHALI

Sina Gwebu, of Shadex was awarded R200.

The guest speaker, manager social responsibility programmes of a beverage company, Mrs Eunice Sibiya, urged the winner and "those who have been recognised for their community work to

• To page 2



Professor Mzilikazi Khumalo of Wits University conducts the Soweto Combined Choirs during rehearsals at the Soweto College of Education. The choir is rehearsing for the Nation Building Choir Evening at Standard Bank Arena on Sunday evening.

## Woman of the Year

• From page 1

go uplifting our nation."

"Black women must free themselves from traditional bondages so they will be able to nurture future responsible citizens without prejudice. They must work together because Nation Building is about working together for a better future," she said.

The ceremony was part of the Nation Building Week; to honour women who are dedicated to community upliftment. The week will end on Sunday with a choir music festival at the Standard Bank Arena in Johannesburg.

In preparation for the festival, a carnival atmosphere prevailed at the Soweto College of Education during the Nation Building Choir rehearsal.

So high was the spirit at the rehearsals which attracted hundreds of spectators that one chorister forecast a high turnout of choral music lovers on Sunday at the arena.

This happened yesterday when all Soweto choirs came together to rehearse under the guidance of Professor Khumalo who is in the music department at Wits University.

The choir is rehearsing for the Nation Building Choir Evening at the Standard Bank Arena on Sunday where 20 choirs from all over the PWV area will each perform an individual song.

The choirs which will make the largest ever massed choir will then come together to sing a selection of songs including Nkosi Sikelel'i Afrika.



# Skirts taking over

STimes 29/10/89

355A

MORE than a billion women will be in the economically active population by the turn of the century.

An International Labour Organisation (ILO) statistical analysis shows that this represents a third of the world's female population. A total of 700-million of these women will be found in developing countries.

The projections are based on

an assumed continuation of a trend identified in the 1950s. In the global workforce at that time, 263-million of working women were in developing countries and 148-million in industrialised nations.

Agriculture will lose many of the women it employed in the 1950s.

The study predicts that women will move into industry and services, especially in industrialised countries. Figures in the study show increasing disparities between developing and de-

veloped nations in connection with equality between men and women in employment opportunities.

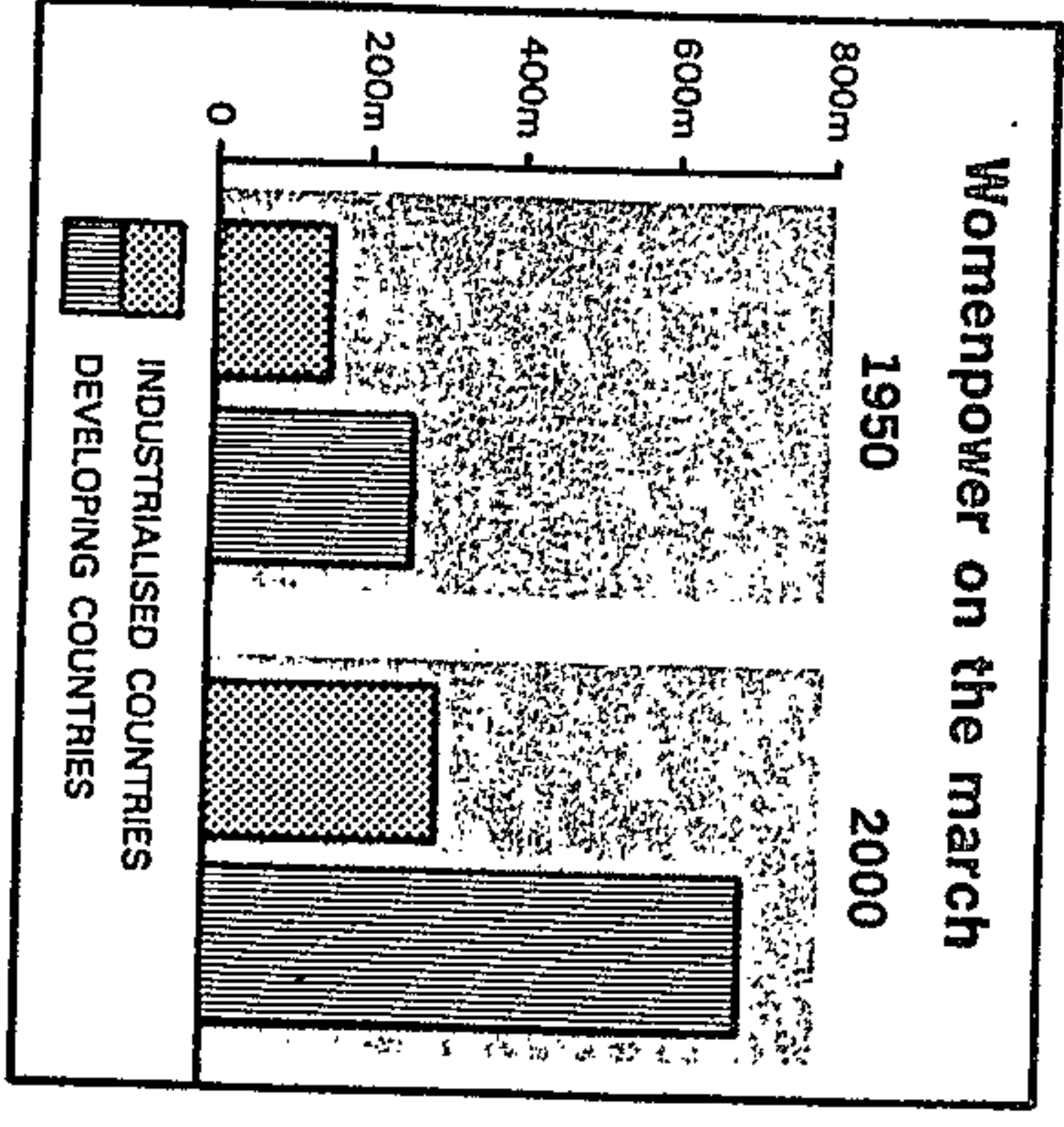
"A telling example can be found when comparing women's overall share in the economically active population during the half-century between 1950 and 2000.

"That share in industrialised countries was 37% in 1950 and is projected to climb to 41% by 2000. For women in developing countries the figure was and is ex-

pected to stay at 34% — demonstrating almost no progress during the 50-year period."

Another area in which Third World women are losing out is in the number of years in which they can expect to be gainfully employed, says the study.

The time span has fallen steadily since 1950 when they could look forward to a working life of 27 years. Expectations for the year 2000 show only 23 economically active years.





# 'Slave'

South 2-8/11/89

2 SSA

# racket

By HENRY LUDSKI

SOUTH African women have fallen prey to a "dream" scheme offering them work overseas.

For many their "chance of a lifetime" has turned into a "nightmare".

The women are lured into accepting jobs as *au pairs* (light domestic jobs in exchange for board and lodging).

They then travel to America and other countries where they end up being nothing more than "glorified slaves".

"It was my dream turned into a nightmare," said a bitter young woman this week who had been recruited to work in Israel.

The "job" had been advertised in a local newspaper.

She was assaulted by her employer, not paid for the entire two months she worked — and was powerless to do anything about it because she was in the country illegally.

"The family took me for granted. I was a glorified slave, scrubbing floors and doing 30 other things," said the woman who prefers not to be named.

"I was so depressed that I wanted to come home," she said.

## Forced to return

A SOUTH investigation has revealed that the women were often paid substantially less than the minimum wage for the particular country.

In at least one case last month a young Cape Town woman was forced to return home after being refused entry by United States immigration officials who suspected her of being an *au pair*.

Stringent regulations make *au pair* work illegal for South Africans in most parts of the world but recruiting agencies — for a small fee — are able to teach the women to evade immigration officers.

However, said consular officer at the US Consulate-General in Cape Town, Daniel Claffey: "In the last few months we

TO PAGE 3

## 'Slave' racket

FROM PAGE 1

have seen a certain pattern of visa applications which has led us to suspect that *au pair* rackets are operating in South Africa.

"I feel sorry for people who get caught in this scam."

Being an *au pair* is supposed to be a "wonderful" experience but many women in the racket often find them being "virtual slaves with nobody to turn to for help", said Claffey.

"The idea behind being an *au pair* is being accepted as an equal by a host family; not being cheap labour for American families."

South African *au pairs* who I interviewed in San Francisco were miserable and unhappy.

"I never want to do this again," said a young Cape Town woman as she broke down and cried.

Ms Val Lawrence, boss of Val's Home Care Agency, has denied recruiting South African women to work overseas.

She said she recruited mainly women with European citizenship.

"I don't touch America because it's illegal," she said.

She said the experiences of all women doing *au pair* work was not the same.

"I receive postcards from *au pairs* all the time saying they are having a wonderful time."

2 SSA

South 2-8/11/89



# Woman 'too short' for police

10 May 10-16/11/89 255A  
THE Durban City Council, already embroiled in a fight over racial discrimination on the beaches, is now faced with supreme court action over alleged sexual discrimination.

The action is being brought against the council by Sonet Elize van Tonder, a constable in the South African Police.

Van Tonder's lawyers at Durban's Legal Resources Centre say the council's regulations governing the City Police are "partial and unequal" in that they discriminate against women.

She also claims it is the policy of the council "to covertly but actively discriminate against persons of the female gender in the City Police department".

She says she applied for a job with the City Police but was told by the person who answered her initial phone call that there were no facilities or positions for women in the municipal force.

When she insisted she was sent a form and after passing the aptitude

By CARMEL RICKARD

test she was measured by a nurse.

These measurements revealed she was 2cm shorter than the prescribed minimum height of 1,68cm and that her "unexpanded chest measurement" was 92cm.

She was then told her application for the job was unsuccessful because her measurements were inadequate.

Van Tonder says she phoned the chief constable who said there was "not the same need for women in the City Police as in the SAP".

She told him she had six months of intensive police training which was far more rigorous than members of the City Police receive.

Beaver told her the height requirements had already been reduced from "five feet ten inches" and if it was reduced any further he would "have to accept midgets" in the City Police.

He also said her height would prevent her riding a motorbike, an allegation she strongly denies.

**ADVISOR/**



# Women civil servants not happy

Stav 14/11/89  
Pretoria Correspondent

Women in the public service do not believe they are getting a fair deal.

Women fill half the posts in the public service, but fewer than one in 10 are in senior positions, and a survey undertaken by the HSRC for the Commission for Administration suggests that they are not at all happy about it.

Neither body will release the survey report or comment on the findings, but it is understood it recommends a much more flexible working situation where women could take extended maternity leave; work from home, work part or flexi-time, and where day-care facilities could be provided for their children.

It also apparently suggests to the commission that it ensure

there is nothing — official or unofficial — to stop women who want to get to the top from doing so.

A spokesman for the Commission for Administration confirmed that it, as the central personnel institution, had commissioned the research and was now studying the findings.

## DISSATISFACTION

The report would not be released as it was not a public document, he said, but he said that there were no differences in the conditions of service for men and women public servants.

The survey may indicate a worrying level of dissatisfaction with the conditions of service in the public service, and the fact that the efforts being made by

women were not seen to be recognised.

Half the group surveyed is believed to have been dissatisfied with its career prospects, with discrimination by male bosses — rather than official conditions of service — given as the main reason they were not progressing.

Yet it would seem that most women, and especially younger ones in professional posts, were willing to accept more responsibility in their jobs, or even take up management posts.

With the shortage of high-level manpower in the country, and the loss of qualified women due to stress between a job and family commitments, the commission can be expected to study the report and take serious note of its findings.



# Women public servants want fair deal

The Argus  
Correspondent

PRETORIA — Women in the public service do not believe they are getting a fair deal.

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# A tale of the battle of a dedicated unionist

ARLWJ  
15/11/89

From GARNER THOMSON,  
Weekend Argus  
Correspondent  
IN LONDON

ONE of the side-effects of solitary confinement for Emma "Tiny" Mashinini was that she forgot the name of her youngest daughter, Dudu.

The experience — which came closest to breaking her spirit in her life-long battle for workers' rights and against apartheid — remains burned into her memory as one of the two darkest moments of her life. The other was the death, at 17, of another daughter, Penny, in circumstances she can still not bring herself to talk about.

Self-effacing by nature, Tiny Mashinini would be the first to say her struggles have been no greater than those black women face daily throughout South Africa.

## Death Row mothers

"I beg you to remember the mothers with children on Death Row," she says, "the mothers who wait for a coffin to be opened, not knowing whether they will see the face of their child inside. These are the women who need our support every day." But, for all her personal diffidence, she stands out as one of the handful of truly formidable and accomplished women politicians forged in the furnace of Soweto.

Tiny Mashinini came to write her autobiography — *Strikes Have Followed Me All My Life*, just published here by The Women's Press — almost inadvertently. Just as, she says, she became a workers' representative "almost in spite of myself".

It was South African-born film-maker Betty Wolpert who persuaded Tiny to tell her story. With characteristic energy and determination, Ms Wolpert dogged Tiny with a tape-recorder, sending the cassettes back to London for transcription, then returning the rough drafts to Tiny for editing.

As work progressed and Tiny's confidence increased, the book's importance became



Emma Mashinini

evident. "Originally, I thought it would be therapeutic for Tiny to tell her story," says Ms Wolpert. "She'd had a hard life, but a rich one, but I also realised that it would be a great shame to lose the history of this great South African trade unionist."

Tiny Mashinini doesn't remember precisely when she became politicised, but she knows that when she finally escaped an unhappy marriage and threw away the skin-lighteners and European-style wigs popular among young black women then, her life began to change.

A garment worker for nearly 20 years, she does recall her foremen yelling "Roer jou gat — Roer, roer" at her and her fellow workers... but, no matter how hard they worked, never: "That's enough."

Wryly, she adds: "Luckily, I wasn't a very good machinist so I was elected a shop steward, so my interest in workers began very early in my working life."

## Routine arrests

Worried about exploitation of the growing numbers of black shop-workers, Tiny set out to organise them, distributing leaflets at major shopping centres in and around Johannesburg. Routinely, the police would arrest her, hold her for a day or so, destroy her leaflets, and let her go.

"The leaflets were very pre-

cious to us because we had no money," she says, "but I wonder if the South African government realised that the police were helping to advertise me to the workers. Somehow, they made my work a little easier."

Mrs Mashinini's book recounts how, as CCAWUSA began to grow towards becoming one of South Africa's biggest and most powerful black trade unions, the government started to feel increasingly threatened. In 1981 she was caught up in a security police swoop along with more than a dozen other leading trade unionists and labour experts and detained at Pretoria Central.

She was cold, fearful and able to tell the time only by the meals she received. But, she adds proudly, at the end of 14 days, "I was still Emma. I was still sane. I was myself."

But her elation was short-lived. Her hopes of being released at the end of her Section 22 were abruptly dashed when a policewoman told her that she'd heard she was being transferred to Section 6.

## "Had my chips"

"When I went to bed that day — well, from that day onwards — I never even thought it was necessary to eat and keep strong to go home, because I knew that now I'd had my chips."

The account of her period in prison is almost dispassionate. She records how her health deteriorated and she was transferred to Johannesburg. Time passed, until finally she came to be interrogated at John Vorster Square. After that, it was prison again, and more interrogations — her fears aggravated by whispers of the death of a detainee later known to be Neil Aggett.

Tiny kept herself sane and resistant to the bouts of interrogation and solitary confinement by reciting the names of her children and grandchildren like a litany. But, then it happened. "I could see my youngest daughter's face and I wanted to call her by her name," she says. "I struggled to call out the name, the name I always called her, and I just could not recall what the name was. I struggled and struggled. I would fall down and actually weep with the effort of remembering the name of my daughter... This pain was the greatest I'd ever had."

"And, then, on the day I actually did come across the name this simple name Dudu, or 'Love' — I immediately fell asleep because it was such a great relief. But it was after days of killing myself to remember my own child's name."

Release finally came, and, today, Tiny Mashinini is a distinctive figure. Energetic and determined, she is known as much for her obsession for beautiful things — evidenced by her beloved BMW and her collection of fine crystal — as she is for her continued political outspokenness. She is quick to point out that, because she's no longer a trade unionist, it doesn't mean she is no longer involved in the day-to-day battle against apartheid.

She works for the human rights section of Archbishop Desmond Tutu's office, and travels widely to meet trade unionists outside her own country, to exchange views and experiences and to keep the plight of South Africa's black people — and their women in particular — in the forefront of Western consciousness.



# Survey highlights sexism

# WOMAN

ALTHOUGH women make up almost half of the public service, the highest position occupied is that of director.

So says a survey undertaken by the Human Sciences Research Council to establish the position of women in public service. The survey was announced by Mr Johan Raath, chief director (personnel systems) of the Commission for Administration.

Some women employees have qualifications from tertiary institutions and many years of experience. In addition to this three out of every five employed in top job categories were women. However out of every 100 people ranking as senior management at most only one was a woman, with hardly one in the top echelons of the service.

Raath refused to give more details on the survey as it was considered "internal". It is however believed that the survey indicates a high level of dissatisfaction among women public servants. The report has recommended greater recognition and more flexible working conditions for women.

He said the recommendations of the report were being studied but while they could lead to "more sensitive" treatment of women employees, he did not foresee any change in service conditions.

## Victims

An editorial in the May issue of *Public Servant*, the official journal of the Public Servants Association, called for a "relook" at women's status, career progress and remuneration in view of the "increasingly important" role women were playing in the public service.

"Analysis of what is happening in the outside labour market suggests women are still victims of a 19th century perspective," the editorial commented. It would seem many women, especially

younger ones in professional posts, were willing to accept more responsibility in their jobs, or even take up management posts. In spite of having the necessary qualifications, interest and ability, not one woman had reached the position of director-general. Many women felt they were expected to do management tasks without recognition, in terms of job status or pay, and they were excluded from certain public service perks.

Among the recommendations which may be considered by the Commission are a more flexible working situation where women could, for example, take extended maternity leave, work from home and work part-time or flexi-time, and where day-care facilities could be provided for children.



# Roodepoort workers walk in fear

By Stan Hlophe

Domestic workers in Quellerina near Roodepoort are living in fear after seven women in the area were assaulted, robbed and raped.

The incidents took place in Compass Crescent Street and Lange Avenue, opposite Beulah Baptist Church.

The women, walking alone or with their babies on their backs, were attacked in the road where the verges are thickly wooded. It is the only access road to a supermarket.

The land which residents say is used as a dumping ground is owned by the Roodepoort municipality.

"It is no longer safe for our domestic workers to go alone, be it day or night. We have advised them to go in groups as this may deter the would-be attackers. But the solution to this is for the police to act swiftly.

"And the municipality should clear this area which has become a terror to our workers," said one employer, who did not want to be named.

A West Rand Police spokesman, who was not aware of the incidents, said they would be investigated.

The Roodepoort municipality could not be reached for comment yesterday.



# Maternity leave perk at UWC

Staff Reporter

WOMEN at the University of the Western Cape have won an unusual maternity leave agreement which entitles them to six months' leave, paid on a sliding scale.

Employees taking the full six months will get 77% of their salaries for four months and 50% for the other two.

And male staff members will get seven days' paternity leave too. A spokesman for the Chamber of Commerce said this was not the first case of a paternity leave system being formalised in an agreement, as she believed a chain store already had a paternity leave scheme.

The maternity and paternity benefits were instituted at UWC after pressure from a women's studies group there.

335A



WOMEN - WORKERS

1990



Sister Bernard Ncube

# Courage and sadness at Malibongwe

From SAHM VENTER  
AMSTERDAM. — "Igama Lamakhoskazi, Malibongwe" — let the name of the women be praised. It is a song, a salute, a statement, a demand. Women from

throughout South Africa and those living in exile are demanding a stronger voice, demanding their rightful place in their country now and in the future.

The Malibongwe Conference has been an enormous practical undertaking by the hosts, the Netherlands Anti-Apartheid Movement.

They spent more than a year organising the conference which has cost 850 000 guilders (about R1.2-million).

Most of the money was raised by Dutch government ministries, city councils, trade unions, churches and women's groups.

More than 100 women from organisations throughout South Africa and about 60 from the African National Congress (ANC), have gathered in Amsterdam for the Malibongwe Conference to discuss the women's struggle and to ensure that when South Africa is liberated, the women will not be left out of this process.

The reunion between exiles and women living in South Africa was an exhilarating experience but tinged with sadness.

While women who last saw the country of their birth many years ago exchange memories of home, the question of when they will be able to return looms large.

A special message sent by ANC president Oliver Tambo was read to

delegates by his wife Mrs Adelaide Tambo, a conference delegate.

Tambo, who is recovering from a stroke, wished the more than 160 delegates fruitful and successful deliberations.

He assured them he was recovering well and hoped that he would be able to take the exiles home in the not-too-distant future.

The conference began last weekend at a city theatre where delegates spent many hours discussing and debating virtually every aspect of the women's struggle in South Africa: sexual abuse, rural and urban women, working women, women political prisoners, the family, children, repression and education.

The official opening of the conference on January 8 coincided with the 78th anniversary of the formation of the ANC.

Delegates and invited guests were treated to a special presentation of the organisation's annual January 8 message.

It was read to them by ANC National Executive Committee (NEC) member, Mr James Stuart.

"The time has come that the democratic movement as a whole and all its activists should adopt concepts and practices that overturn the modes of approach towards the female half of our population," he said.

He said the mass participation of both women and men would ensure the transformation of South Africa into a non-sexist society.

## Fight on, Ncube tells women

By NOEL BRUYNS

WOMEN should unite to strengthen the Mass Democratic Movement (MDM) and to unleash the strength of an organised women's force, Sister Bernard Ncube said in an address read out at the Malibongwe Conference held in Amsterdam, Holland.

The Roman Catholic nun and president of the Federation of Transvaal Women (Fedtraw) could not attend the conference, organised by the Dutch Anti-Apartheid Movement, as she had received her passport three days after the conference began.

"Our struggle has been long, trying and extremely protracted. We have to fight against odds which were in most cases demoralising, but like true fighters we have always picked up the spear and marched forward," she told the women participants from various countries, including exiles within the ANC.

South Africans had continued to

fight against the apartheid system despite repression and other forms of harassment by the apartheid government.

The difficulties had been perpetuated "with the support and connivance of the so-called civilised and democratic countries of the world," she said.

South Africa was a police state "whose actions are no different from the abhorred Nazism of Hitler".

Bernard saluted mothers for their efforts to shoulder the brunt of the struggle with the men fighting apartheid, and paid tribute to Umkhonto we Sizwe fighters and all South Africans who had "tirelessly contributed to the revolution".

"The heroic struggle of our youth under Sayco and other youth congresses, and the memorable emergence of the MDM as a force to be reckoned with, have shaken the government and strengthened the struggle for

liberation at home," she said.

She called on the conference to initiate a programme of action to facilitate the building, strengthening and consolidation of women's unity.

However, the struggle being waged was not only a women's struggle, but also an economic, social, religious and political one. "The hands that rock the cradle can rule the world," she said.

More than 100 women from South Africa, including members of the MDM, Cosatu and student, youth and church organisations, attended the meeting.

Bernard was detained in 1986 and held for a year in solitary confinement under Section 29 of the Internal Security Act.

After her release she was immediately arrested on charges of subversion, sedition and assault. Charges against her were later dropped by the state, but she was restricted.



3554

# Council unjust to women — Sulcas

Municipal Reporter

**DISCRIMINATION** in the workplace against women employed by Cape Town City Council should be investigated, the council resolved unanimously yesterday.

Ms Patricia Sulcas spoke out eloquently in the council meeting on behalf of many women who had approached her to complain about both overt and covert discriminatory practices. She gave several examples

of each.

If a single woman with a council housing subsidy decided to marry, she would lose her subsidy, Ms Sulcas said. Yet single men who married kept their subsidies.

Also, a man in council employ who married before he was 21 could get a subsidy, even though one had to be over 21 otherwise.

Maternity benefits "contrasted strongly" with the council's treatment of men who went off to "be trained to kill" while doing national ser-

vice.

While men received full leave for the period, were guaranteed reinstatement and came back two notches higher in salary scale, women qualified for maternity benefits only if they already had four years of unbroken service, and could only take several weeks leave.

Private companies offered far more progressive packages, she said.

She said women were discriminated against in acquiring a housing subsidy, and in

membership of a medical aid.

Mr Richard Friedlander, the executive committee chairman, said he agreed with the points made in Ms Sulcas's speech, but that it was beyond the scope of the council to change many of the practices.

He invited Ms Sulcas to draw up a resolution for him to put forward at a medical aid conference in May, as he happened to be on the board of that body.

However, housing subsidy rules were governed by legislation, he said.

## 'Open city' poll motion dropped

Municipal Reporter

COUNCILLOR Chris Joubert yesterday withdrew his controversial motion that councillors should be able to conduct referenda within their wards over opening the city, piece by piece, to residential occupation by people of all races.

When he emerged from the meeting at lunchtime, Mr Joubert said he had been persuaded by his fellow councillors to withdraw his motion.

The National Party had not put any pressure on him, nor had it suggested that the motion should be withdrawn.

"I wanted to make a positive contribution, within the spirit of reform," he said.

"Discussion with my fellow councillors led me to believe that no useful purpose would be served by the debate."

He said he had no doubt that if the motion had gone through, residents in most suburbs of Cape Town would have voted for their areas to be opened.

## Traffic brain

Staff Reporter

A MULTI-MILLION computerised "traffic brain" for Cape Town was in the final stages of planning and part of it should be in operation next year, a spokesman for the traffic department said yesterday.

A year ago, the City Council announced it would budget R9,2 million for the Area Traffic Control System.

Yesterday traffic department spokesman Mr Noel van Rooyen said tenders had been called for the system which would synchronise about 500 traffic lights in the city, Sea Point, southern suburbs and northern areas.

A 1984 study showed it would save motorists R6 million in fuel yearly.

## Smoking by-law goes up in smoke

Municipal Reporter

CAPE TOWN City Council decisions last year to promulgate a by-law prohibiting smoking in half of each restaurant were formally rescinded yesterday.

The council also resolved, by a vote of 27 to one, to withdraw its application to the Administrator of the Cape, Mr Kobus Meiring, for approval of the by-law.

When he was first approached, the Administrator made it clear he was unwilling to pass the by-law. Mr Ian Iversen, a non-smoker, suggested during the debate yesterday that another paragraph should be inserted in the resolution to ensure that voluntary measures taken by restaurant managements should be monitored over the next 12 months, and that another report should then be made.

This was accepted unanimously. Even Mr Arthur Wienburg, who voted against the entire motion, still wanted the monitoring paragraph included.

"I am extremely disappointed," he said. "By-laws are essential for the running and well-being of the city. If passive smoking is a health hazard, we have an obligation to pass a by-law and stand by it."



Wednesday January 31 1990

# Council women win bid for discrimination probe

By JOHN YEID  
Staff Reporter

DISCRIMINATION against women in the Cape Town City Council's 15 500-strong workforce is to be investigated by the executive committee after a call by women councillors.

Proposer Mrs Patricia Sulcas, whose articulate motivation at yesterday's monthly meeting was applauded by her fellow councillors, said the council had adopted the principle of equal pay for equal work in 1946.

However, that did not apply to "principle and procedure".

"We have overt discrimination written into policy for housing subsidies, medical aid and maternity benefits and we have a more subtle covert procedure with regard to recruitment, promotion and training."

Citing several examples of discrimination — including evidence from women employees who had resigned because of poor maternity benefits — Ms Sulcas said: "What I'm looking for is not only equality of opportunity based on merit, but a recognition of the particular constraints within which women have to function."

"In other words, it's not enough to treat a small percentage of women as honorary men when handing out the pay cheque and to overlook their roles as wives, mothers, help-

ers, cleaners, cooks, chauffeurs — all duties which men are seldom called upon to combine with their professional duties."

She called for an investigation by a committee reflecting the world's population — "49 percent male and 51 percent female".

The proposal was seconded by Ms Annamia van den Heever, who appealed to men councillors not to "trivialise" the issue.

Noting that pregnant employees were discriminated against while men employees doing their national service retained all their benefits, Ms Van den Heever asked: "What kind of society do we live in that rewards those learning to take life but penalises those giving life?"

## Handcuffs

The chairman of the executive committee, Mr Dick Friedlander, described the proposal as "entirely laudatory".

"(However), we as a council have no direct control over the medical aid or its benefits."

Mr Arthur Wienburg, brandishing a pair of handcuffs, asked whether Mrs Sulcas would like to chain herself to the railings outside the Civic Centre, in imitation of the suffragettes.

He supported the proposal "very reluctantly".

"I just believe women are

happiest barefoot and pregnant in the kitchen," he remarked.

● The phasing out of Provincial subsidies for Cape Town's nature reserves — including the important Table Mountain reserve — has been slammed by city councillors.

The four-year phasing out posed a "serious threat" to the operation and management of the city's reserves, the council was told.

A proposal by Mr Ian Iversen that the amenities and health committee re-examine the problem instead of approaching the Western Cape Regional Services Council for funds was adopted.

● The findings of an ad hoc committee to monitor smoking in city restaurants must be reported to the Cape Town City Council within a year, the council has decided.

This follows the decision last year by the Administrator, Mr Kobus Meiring, not to approve a council-proposed by-law which would have made it compulsory for restaurants to have separate smoking and non-smoking areas.

## Boy shoots classmate

A SOWETO schoolboy, 16, was shot dead by a classmate in a classroom at the Bukhulani Secondary School in Zondi. Police said a youth had been taken into custody. — The Argus Correspondent.



# Teachers pay up, but still less for women

Star 20/4/90 Pretoria Correspondent (355A)

Most women teachers will still earn less than male colleagues after salary adjustments next month.

The biggest difference is 34 percent in the pay for unqualified primary school teachers (Category A). It is 15 percent in Category D (a teacher with matric and four-year teaching qualification).

New salaries and conditions of employment are set down in a policy document of the Department of National Education. They apply to all teachers and department heads, as well as specialists at head offices of education departments.

When the new salaries come into effect on March 1, a man classified as Category D can expect to start on R1 788, and a woman on R1 549.

White women in primary schools who began teaching this year with a three-year diploma, or in Category C, will see their salaries go up to R1 319 — men will earn R1 549. Although there is no salary discrimination in terms of race, many black women in primary schools earn much less because of lower qualifications.

## MERIT INCREMENTS

Disparity between the sexes disappears only after Category E, which requires Std 10 and at least five years' apposite training — usually a Bachelor's degree with honours and a teaching diploma.

A teacher starting in this category will earn a minimum of R1 907 a month. A teacher in Category G — with a Master's degree — will earn at least R2 170 a month and increments in recognition of merit.

Nearly 70 percent of teachers are on Post Level 1, the most junior levels in schools, but once they fill a head of department post they progress to Post Level 2. On this level, women can nearly double their salaries as there is no longer disparity. A woman (or man) in Category A can earn at least R893 with such promotion, and one in D more than R3 226.

Senior heads of department on Post Level 3 can earn up to R4 658, depending on qualifications.

Top principals of larger schools, college rectors, and senior departmental staff can earn up to R5 824.

*Capl Tunit 23/2/90*

## Teachers' pay still unequal

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*1940*  
MOST women teachers will still earn less than men after salary adjustments next month.

When the new salaries come into effect on March 1, a male teacher with a matric and a four-year teaching qualification (Category D) can expect to start on R1 788 and a woman on R1 549, about R250 less.

The biggest disparity is the 34% in the salaries of unqualified primary school teachers (Category C).

South African Teachers' Association (Sata) vice-president Mr Peter Moore said the salary differences stemmed from "historical" factors. "There isn't a single lady who is happy about it," he said.



# SITE law opens opportunities for women

SITE legislation has not only given tax relief to married couples but has also created an incentive for working wives to provide independently for their financial security through retirement annuities.

An amendment last year to the Income Tax Act enables a married woman who is subject to SITE to deduct RA contributions in her own right in addition to those of her husband.

The husband's maximum level of deduction was at the same time restored to what it was prior to 1988 legislation, which effectively split the allowable contribution between husband and wife.

A married woman SITE taxpayer is now entitled in her own right to an annual tax-deductible contribution up to the greatest of 15 percent of her own non-pensionable taxable income, R1 750 less her current allowable pension fund contributions or R875.

This is on top of her husband's annual allowable contribution of the greatest of 15 percent of his non-pensionable taxable income, R3 500 less allowable pension contributions or R1 750.

Commercial Union life marketing manager Mr Erik Steinfeldt points out that this concession opens the way to tax relief through extra RA contributions

by working wives whose husbands are already contributing the maximum allowable contribution or for husbands whose wives are already contributing the maximum allowance contribution.

"I believe that it is wise for women to make independent provision for their retirement years and that many working wives will make use of this opportunity to do just that while reducing their current tax," said Mr Steinfeldt.

"Women who have not made their own financial plans for retirement are vulnerable if there is a divorce, particularly towards the end of their careers when it is too late for them to start building up adequate retirement funds."

Mr Steinfeldt added: "This opportunity for secondary retirement provision has come at a time when the abolition of prescribed assets has led to the creation of dynamic investment opportunities in the form of equity-based RAs such as Commercial Union's Personal Equity plan. Couples who already have standard retirement plans such as company pension fund membership should not miss the chance to enhance their retirement provision and benefit from additional current tax relief."

## Couples can reduce marginal rate

WORKING married couples may restructure their business interests to reduce their marginal tax rate.

Working wives operating their own close corporations or companies have the opportunity to reduce their marginal rates to 35 percent, providing their husbands are not members of their CCs or substantial shareholders in their companies — as in this case the 22,5 percent deduction allowance on the wife's earnings will not apply.

"Obviously she has to be making a substantial contribution to the business; this cannot be a merely cosmetic re-adjustment of ownership," says Mrs Anne Pappenheim, partner, Deloitte Haskins & Sells. "She may, however, employ her husband in the CC without affecting the allowance claimed on her earnings."

Income earned by a married woman from a private company in which her husband is the principal shareholder is not included in the definition of "net remuneration", and therefore not subject to SITE. Income will of course be subject to PAYE unless he is a provisional taxpayer, and she is a company director or equivalent in a CC.

Therefore if the husband is the main shareholder in the company in which the wife is working, they will pay a maximum marginal rate of 45 percent, compared with 35 percent on the wife's net earnings, or the maximum rate of 38 percent under SITE.

# Married women welcome separate taxation

15/3/90  
By Marguerite Moody and Julianne du Toit

Yesterday's Budget announcement on separate taxation for business and professional married women has been roundly welcomed by lobbying groups, although reservations were expressed about continued unequal taxation.

"Separate taxation for women is a rationalisation that is long overdue," Black Sash Transvaal chairman Mrs Judith Hawarden told The Star.

"There is absolutely no reason why married women should be

355 A  
taxed jointly with their husbands, or that women who are the sole breadwinners have been 'deemed to be married men'. This is an insult to women."

She said separate taxation would be "beneficial to the economy as a whole", as it would encourage more women to run their own businesses and to "put their considerable talents into the development of the economy".

Ms Lizette Labuschagne, chairman of the working group of Women and Tax of the

Women's Bureau said the bureau "took delight in the further significant step towards the separate taxation of husband and wife".

She expressed concern, however, that a married woman with the same income as her husband would still be worse off than her husband.

"The present rates of tax for married women are to be adjusted so as to gradually align them with those of an unmarried person. The tax table applicable to the husband is a married person's table, which is far

more lenient than the unmarried person's tax table.

Ms Labuschagne said the bureau regretted that a system of completely separate taxation had not been introduced, but hoped that this would be addressed in the next tax year.

She said there were some issues still in need of clarification, such as whether the married woman would be entitled to her own retirement annuity fund deduction, the lump sum exemption and the R30 000 tax-free retirement gratuity exemption.



# Women to form one national body

ARGUS  
20/3/70  
355A

The Argus Correspondent in Durban

ALL women's organisations in South Africa which are affiliated to the United Democratic Front will form a national women's organisation within the next three months, following a decision taken at a Cosatu/UDF National Women's workshop held in Durban.

## WOMEN

And one of the first moves of the new national organisation will be towards forming a broad alliance of all South African women's organisations who believe in "certain unifying principles".

These recommendations were decided upon by about 100 representatives from women's organisations throughout South Africa.

Other recommendations of importance were the immediate launch of a national campaign against the recent price increases of bread and milk, linked to the Cosatu living wage campaign, and the establishment of peace committees in all areas where they are not already in existence.

ANC exile Ray Alexander was guest of honour at the workshop and said she was delighted to be back in Durban for the first time in 25 years.

She emphasised the importance of woman's role in working for peace and for striving towards unity among themselves.

"The Inkatha women must be

mobilised. We must mobilise around issues that affect us all, are dear to us ... the need for more homes, schools, clinics and creches. The Inkatha women will see we are genuinely working for a democratic future".

Ms Alexander said that women must keep constant pressure on men and political organisations to ensure they were not sidelined. There were still not enough women in positions of leadership, "although this is improving in the trade unions every day".

"Women's place is in the struggle, alongside the men. It is not enough just to do away with apartheid, our struggle is for political power."

She said the ANC's role had always been to fight for political power. What women needed to do was ensure their political rights as well.

"Women want to be in the decision-making councils. This is our struggle."

One of the major issues discussed at the workshop was the lack of women in leadership positions in trade unions and the political sphere, and ways suggested to address this problem included skills training and education.

"We are convinced that there will be women at the negotiating table, to ensure that people understand the women's struggle is part of the liberation struggle," Ms Alexander said.

# 'Average housewife is now a myth'

24/3/90  
355A

Wife

THE stereotypical white "housewife at home" as a viable target market is a myth, according to a new study by Nasionale Media's research division.

"What our new research findings emphasise is that marketers and advertisers may have to reassess their definition of many target markets," says the company.

"The term 'housewife' does not imply a stay-at-home woman. Most women are, in fact, housewives, since few women who work choose to abrogate that responsibility."

In 1984, the white Sociomonitor poll conducted by MRA among urban adults found a pronounced swing towards working women.

The same questions were appended to the October/November 1989 Mag-trak, Nasionale Tydskrifte's magazine tracking study which is conducted regularly among urban white adults.

In both cases, random probability sampling was used and results were representative of between 86 and 88 percent of the white adult population.

Since 1921, the proportion of white adult women in the workforce has swung from 14 percent to 41 percent, while the proportion of men has fallen from 86 to 59 percent.

Excluding students, retired women and others such as those in institutions or homes, one is left with only 32 per-

**MALCOLM FOTHERGILL**

cent of women who qualify as so-called "housewives at home".

Comparing only women at work with stay-at-home housewives, the ratio has moved steadily in favour of those at work — from 32 percent in 1960 to 49 percent in 1980 to 56 percent now.

Although women with children are less likely to work than those with no children, 47 percent of working women do have children.

Age is a key discriminator between working and not working — women between the ages of 25 and 49 are far more likely to be in the workforce than those under 24 or over 50.

Another key discriminator between women in South Africa is language.

Afrikaans-speaking women are more likely to fall into the category of stay-at-home housewives — but this gap is narrowing.

The better educated a woman is, the more likely she is to be working, or planning to work.

Nasionale Media says at least 66 percent of all white women qualify as "housewives" — "but they do not necessarily fit the traditional stereotype and a fresh approach to media selection may well be overdue to be certain of reaching them".

Five years ago, it says, 23 percent of white women fitted into the stereotypical "housewives at home" category. Today, only 17 percent do.



day March 28 1990

**Married women among 650 000 to benefit**

# No forms for taxpayers earning below R40 000

Sto 28/3/90 355A

By Peter Fabricius, Political Correspondent, and Sapa

CAPE TOWN — Taxpayers earning less than R40 000 a year will not have to submit tax forms from the new financial year.

Deputy Finance Minister Dr Org Marais announced yesterday that the decision would mean that some 650 000 taxpayers would not have to submit returns.

He said the present limit for submitting returns was being raised from R20 000 to R40 000 from March 1 this year.

Dr Marais stressed that the new limit would apply to married women as well.

He said that married women carrying on a business as well as those whose net remuneration exceeded R40 000 a year would have to submit annual income tax returns from now on.

About 22 500 married women would have to be registered for income tax purposes — representing 4 percent of all taxpaying married women.

Dr Marais also announced that proportional reduction of SITE in the case of bonuses was being scrapped.

## **Annual bonus**

He said under the present system when an employee received an annual bonus and his period of service was less than one full year, Site calculated on the bonus would be proportionately reduced. This had resulted in certain employees enjoying an advantage and it had been abused.

Speaking during the first-reading debate on the

Budget in Parliament yesterday, Dr Marais said the new tax structure represented the start of a five-year plan.

About 800 000 of the more than 4 million taxpayers would no longer have to pay taxes because of the higher tax thresholds.

There would also be 200 000 fewer provisional taxpayers.

Tax paid by senior citizens would now remain more relative to their income — inflation taken into account.

The drop in personal tax as a percentage of total income tax from 39,9 percent to 36,1 could also be seen as representing an increase in progressiveness in the structure.

## **'Almost to death'**

Dr Marais said it was estimated that savings as a percentage of available personal income would increase from a low of about 1,5 percent in 1989 to 2,9 percent in 1990.

The Government had, in the past, taxed the gold mines "almost to death", but had adjusted the maximum marginal rate, at a cost of R68 million to the Treasury.

Mining industry growth was needed as mines made a tremendously important contribution to employment.

The Government would also investigate the possibility of a minimum tax on companies.

Through structural adjustment and the cancelling of disturbances in the tax system, it would be possible to bring nominal company tax down to 40 percent over the next five years.

Future without  
fear the theme  
of the NCW 357

BLOEMFONTEIN — The National Council of Women of South Africa will be a significant player in the move to a future without fear, says Mr T P McNally, Attorney-General of the Free State.

The council's established profile and, in particular, its non-racial character ensured its credibility and continued relevance in the South Africa of tomorrow, Mr McNally said, when he opened the NCWSA's 54th conference in Bloemfontein last night.

Mr McNally said fear was the opposite side of the coin to hope.

The concept of a future without fear (the conference theme) was a noble concept to strive for, but it remained an ideal.

"Fear of the unknown, of violence, of darkness and of ill-health are, but some of the fears that would remain with elements of mankind forever."

Fear of fear itself was also a reality, Mr McNally said.

He added that a spirit of fearlessness could be cultivated. The wisdom and intuitive skills of women could play a significant role in striving towards the conference goal of a future without fear.

Mr McNally also praised the council for vigorously pursuing the advancement of women in legal, economic and other spheres. — Sapa.



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## 'Get together with other races, religions'

BLOEMFONTEIN — A national survey into informal education and how it can be extended should be undertaken by the National Council of Women of South Africa, the organisation's vice-president, Mrs Daphne Hansen, told the 54th conference in Bloemfontein yesterday.

More emphasis should also be placed on "getting together" with other race, language and religious groups to discuss fears and problems.

Mrs Hansen said race problems should be worked out of people's thinking so there could

be a better understanding.

In the investigation into informal education, information should be obtained as to where schools were not used to full advantage and NCWSA branches should become involved in literacy training and the teaching of practical skills.

Mrs D Hohne of Bloemfontein said education had been rejected by black and white children.

### Simple skills

The quality of education had become a big problem and black children felt their certificates

were not worth much.

Mrs Elizabeth Nel of Port Elizabeth said NCWSA should increase its communication across various groups and continue with its efforts to train people for a better life.

There should be an effort to teach simple skills, even at the pre-school level.

Mrs Nel said there was a need for humility among the whites in "approaching our friends who are blacks".

She stressed the importance of helping people to learn English, because as the various groups developed in South Africa they would need some knowledge of the language.

More white people needed to join Educare and there was a need for more literacy classes and other training programmes.

The Government had to be pressurised for more and better education, facilities should be shared and TV education should be appropriate to the group which it was directed at.

Mrs Joan Laubscher, also of Pretoria, said greater efforts should be made to work with local authorities. — Sapa.

# 'Poverty, joblessness behind rural violence'

BLOEMFONTEIN — The degree of violence that had spread to the rural areas was a violence caused by the frustration of poverty and unemployment, Professor Francis Wilson of the department of economics at the University of Cape Town told the 54th conference of the National Council of Women of South Africa in Bloemfontein yesterday.

The sheer degree of armed robbery, assault, rape, wife and child-battering and incest were part of the product of an intolerable position.

## Sickness in society

What was being witnessed at present was the degree to which this violence was manifesting itself in the rural areas of South Africa.

Professor Wilson said one could not point to cultural differences in this respect. This was the visible manifestation of a deep and underlying sickness in South African society. These were the realities with which black South Africans were faced, particularly if they were poor.

Poverty could not be reduced to a single number or statistic. The consequences of the migrant labour system also had the effect of impoverishing the rural areas. There had not always

been terrible poverty in the rural areas.

The anti-black urbanisation policy had had two consequences. It had the effect of freezing housing in the urban areas when the natural population growth required more houses. The other, more serious, consequence was that those who were pushed off the farms by improved technology were not allowed into the cities. The only places they could go to were the reserves, which were already overpopulated.

Professor Wilson said poverty was not only a South African problem. However, the rate at which people were coming on to the labour market was greater than that at which jobs were being created. This was a new phenomenon in SA.

Since 1975, South Africa had, as a result of population growth, lost its capacity to generate sufficient jobs.

There was a need for economic growth, but SA did not have the type of political stability that the rest of the world required for investment.

Professor Wilson said the new motto should be "Growth through redistribution".

It was a process that required political legitimacy. If South Africans were concerned about poverty, then a necessary condition to deal with it was a redistribution of political power. — Sapa.



Professor Wilson ... The poor must get a real share in South Africa's political process.

## Women told

Star 4/4/90 By Willie Graham

South Africans have been told to view of the "setbacks and mass movements" which are inherent in any the rebuilding of a divided country.

Miss Isabel Direko, first woman elected as principal of a high school in the State, delivered the Bertha Solo Lecture on "From Fear to Hope" at the National Council of Women's conference in Bloemfontein last

"Let us face the future in a spirit of difference," Miss Direko told the delegates to accept there are differences between



SAW 4/4/90

355A



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The Government had to be pressurised for more and better education, facilities should be shared and TV education should be appropriate to the group which it was directed at.

Mrs Joan Laubscher, also of Pretoria, said greater efforts should be made to work with local authorities. — Sapa.

## Women told SA needs 'new perception'

SAW 4/4/90 By Winnie Graham

South Africans have been told to take a balanced view of the "setbacks and massive disappointments" which are inherent in any programme for the rebuilding of a divided country.

Miss Isabel Direko, first woman to be appointed as principal of a high school in the Free State, delivered the Bertha Solomon Memorial Lecture on "From Fear to Hope: Today's Challenge" at the National Council of Women's national conference in Bloemfontein last night.

"Let us face the future in a spirit of creative difference," Miss Direko told the women. "Let us accept there are differences between people rather

than a difference between groups ..."

What was needed more than ever in South Africa was a new perception, a new way of looking at problems, relationships and people. South Africa needed a new force of negotiation which took heed of one side of the coin while working earnestly to forge the whole piece.

The ANC, as an element in the negotiating process, had to be sensitive to the struggle in which it shared the same goals for which many had died. At the same time its leaders had to work unstintingly at reworking the rhetoric of the past to addressing the new issues of reform and white fears.

## Working women on the up and up

In the 1950s and '60s, South African employers held the dubious honour of having one of the lowest percentages of women in the work force compared with the rest of the Western world.

This is no longer the case. Statistics from the Department of Manpower show the total number of working women has climbed by 132 percent in 18 years — from 666 000 in 1969 to 1 545 000 in 1987.

Quoting these figures, the SA Federation of Business and Professional Women (SAFBPW) claim their Gold Award offered to SA employers for progress in equal opportunity employment practices, has attracted more attention during the last 10 years.

"At least 100 SA employers are expected to enter for the 1990 Gold Award. They recognise that the award affirms their support of women in the workplace," says Sharon Lain of SAFBPW.

Today South Africa is on a par with other industrialised nations when it comes to professional women.

According to the International Labour Organisation, women should constitute about 41 percent of the work force by the turn of the century.

Last year the award went to Pick n Pay whose countrywide workforce is 51 percent women.

CAROLINE HURRY

Star  
5/4/90

355A



# Women teachers to get more money

MT 7/15 12/14/90

Political Staff



355A

THE salaries of 75 600 low-qualified black, coloured and Indian women teachers are to be increased to reduce the disparities between male and female educators, the Minister of National Education, Mr Gene Louw, announced yesterday.

The disparities between male and female teachers only existed at present for college and school-related educators in certain qualification categories.

Since 1981, it had been government policy to eliminate all disparities in the salaries of male and female educators, he said in a statement.

Following extensive negotiations, his predecessor, Dr Gerrit Viljoen, and the ministers of education recently accepted a programme to eliminate these disparities "over a period of a few years".

The salary adjustments, which came into effect from April 1 this year, mean that the salaries of all female educators with a matric certificate but no further teacher's qualification and those with a school certificate lower than matric but a further teacher's qualification of at least two years' duration will be adjusted by two notches to reduce the present disparity to one notch.

BUSINESS

THE world of high finance may still be predominantly male, but women are slowly making strategic encroachments in the industry. And the men who manage some of the heftier firms in the financial sector are beginning to offer employment packages designed to woo skilled women.

The finance industry is not on the frontline when it comes to the equal treatment of women. Philip Macchioni, judge of the Gold Award (won last year by Pick & Pay), which recognizes companies that promote active equal-opportunity programmes, says that despite large numbers of women in the industry, only a handful are in senior positions. Moreover, fringe benefits, such as pensions and medical aid, are still not equal, and frequently maternity leave is regarded as a break in service.

# Putting women into the money

banks are beginning to change. One is Standard Bank, which, in its annual report released last week, announced a new "female-friendly" policy, aimed at women in executive or managerial positions. Previously, women who took the nine-month, unpaid maternity leave would lose both their company cars and subsidised home loans — leaving them with rocking costs at a time when they could least afford it. Now women on maternity leave will keep the cars and the subsidised bond rate, provided they return to the bank for at least nine months on a full-time basis.

There are a few other financial institutions with similar employment packages for women.

A shortage of skills is forcing the finance industry to open its ranks to women, reports PIPPA GREEN

"Our bank has been doing this for donkey's years," said Jimmy McKenzie, senior general manager at First National Bank.

First National accords women equal fringe benefits, including a medical aid scheme that caters for spouses and children if the woman is the breadwinner — unusual in a country where most medical aid schemes do not allow a woman to include her husband or children, even if she earns more than her spouse does.

The bank also allows women leave for domestic emergencies, as well as six months maternity leave, without interruption of fringe benefits. "We understand the complexities of women who need to run a home and run a bank," said McKenzie.

However, although women who return from maternity leave can go back to the bank, there is no guarantee they will return to the same job.

Women are also discriminated against when it comes to promotion involving relocation — "women are not as mobile as men" — or a move to what McKenzie calls "high-risk branches in industrial areas". "We still think it's better to put a man into a rough, tough industrial

area where there may be a risk of bank robberies, for instance," he said.

Southern Life probably has one of the more progressive policies towards women employees. All women get four months maternity leave with 75 percent pay, after two years service, and single women over 25 can apply for a home loan. "If a woman who goes on maternity leave has a company car or a home loan, they hold on to it," said Alan Herring, general manager of Human Resources at Southern. "And the real reason we do this is we want to make sure we get these people back."

Many executives agree that it is simply good business sense to give historically disadvantaged groups — principally women and blacks — a fairer shot in their careers. "We've got an ever-diminishing skills pool that we have to look to expanding," said Herring. "It wasn't as though we had a bunch of women coming, and bashing down the door."

In fact, women have probably done relatively little door-bashing if the employment statistics are anything to go by. Although women form a substantial proportion of employees at most firms in the financial sector, only a handful hold executive, or managerial positions. At Standard, only 13.2 percent of women are managers. Fifty-three percent of Southern Life's 2 500 employees are women, but women only hold seven percent of executive positions and 47 percent of middle-management/supervisory jobs.

"Banks are not showing any numbers of ladies at all in high positions," said Bacchioni, who is also a banking executive. Many banks do not give women the same pension benefits as men: if a woman dies her husband is not guaranteed a pension.

"Only a few banks are giving maternity leave as a right. This is not a general rule," said Bacchioni, pointing out that many of those same banks allow men to leave work to do military camps without that leave adversely affecting their careers.

Bacchioni believes women in the financial industry will begin to get fairer treatment simply by weight of numbers. "Banks that continue to be dominated by white males cannot sustain that indefinitely by virtue of the fact that 60 or 70 percent of the work force is female. It would be self-defeating," he said.



# Paternity dispute at Foschini group

NEGOTIATIONS to secure parental rights for black employees of the Foschini group ended in a deadlock on Tuesday.

The SA Commercial Catering and Allied Workers Union (Saccawu), which represents the employees, has now declared a dispute with the company.

At issue is the union's demand for six months' unpaid paternity leave as well as a nine-month paid

By LEN MASEKO

maternity leave. The company has rejected the demands in favour of an offer of a 10-day paid paternity leave and six months' paid maternity leave depending on the length of service.

The two parties have referred the dispute to a mediator.

In addition, the union has called on manage-

ment to grant women employees a paid day-off every six months to go for cervical cancer tests.

Foschini spokesman Mr John Corlett confirmed the dispute, saying he hoped mediation would break the stalemate.

On granting time off for cancer check-ups, Corlett said employees were being granted "two days-off every month to do with as they please."

Saccawu official Ms Fiona Dove said the union's parental rights campaign was aimed at ending "gender discrimination" in the retail industry. Both men and women employees had to enjoy equal parental rights, she said.

"A / major breakthrough in the negotiations occurred when Foschini agreed to guarantee job security to all employees who take parental leave," she said.

S3 wafers 26/4/90

# New Generation of Sister

By LULAMA LUTH

VIBRANT and confident, Kedibone Mokgale represents a new generation of women.

The 26-year-old Pretoria Council of Churches' field worker believes women have been deprived of their rights for too long and must shake off their servitude.

Mokgale's philosophy is summed up in a quotation in a poster on her office wall: "Far from being content with a purely passive role or allowing themselves to be regarded as a kind of instrument, women are demanding both in domestic and public lives, the rights and duties which belong to them as human beings."

Of serious concern to this dynamic woman is the plight of rural women.

"Many people have paid lip service to the fact that those women out there have an important role to play for women in the urban areas and ought to be part of any developmental pro-

## Spunky Kedibone teaches women to cast off their yoke of servitude

grammes. But very little is done about them."

As a field worker, her work entails helping women relate the Bible to their own lives.

She also conducts workshops where women are informed of their basic rights and which teach them to develop self-confidence.

"Women have been discriminated against and prevented from taking up positions of leadership in their communities."

"Our programmes are designed to help women understand more about the world as we are approaching a new society," Mokgale said.

A mother of two children, Dikgale joined the Pretoria Council of Churches as a voluntary worker in 1988.

She radiates optimism when she talks about the meaningful contribution women could make to the economy.

"We believe women's projects should go beyond knitting and sewing."

"We are looking at setting up co-operatives run by women which would help develop their areas."

"Women already run several projects in some of the areas where we operate. They manufacture bricks and have established early learning centres."

Mokgale works in the Winterfeldt, Moutse, GaMafaha areas and will be working in the Middelburg and Nylstroom areas of the Trans-

vaal soon.

But not everyone wants to see women develop - and Mokgale sometimes gets opposition to her work from traditionalist men.

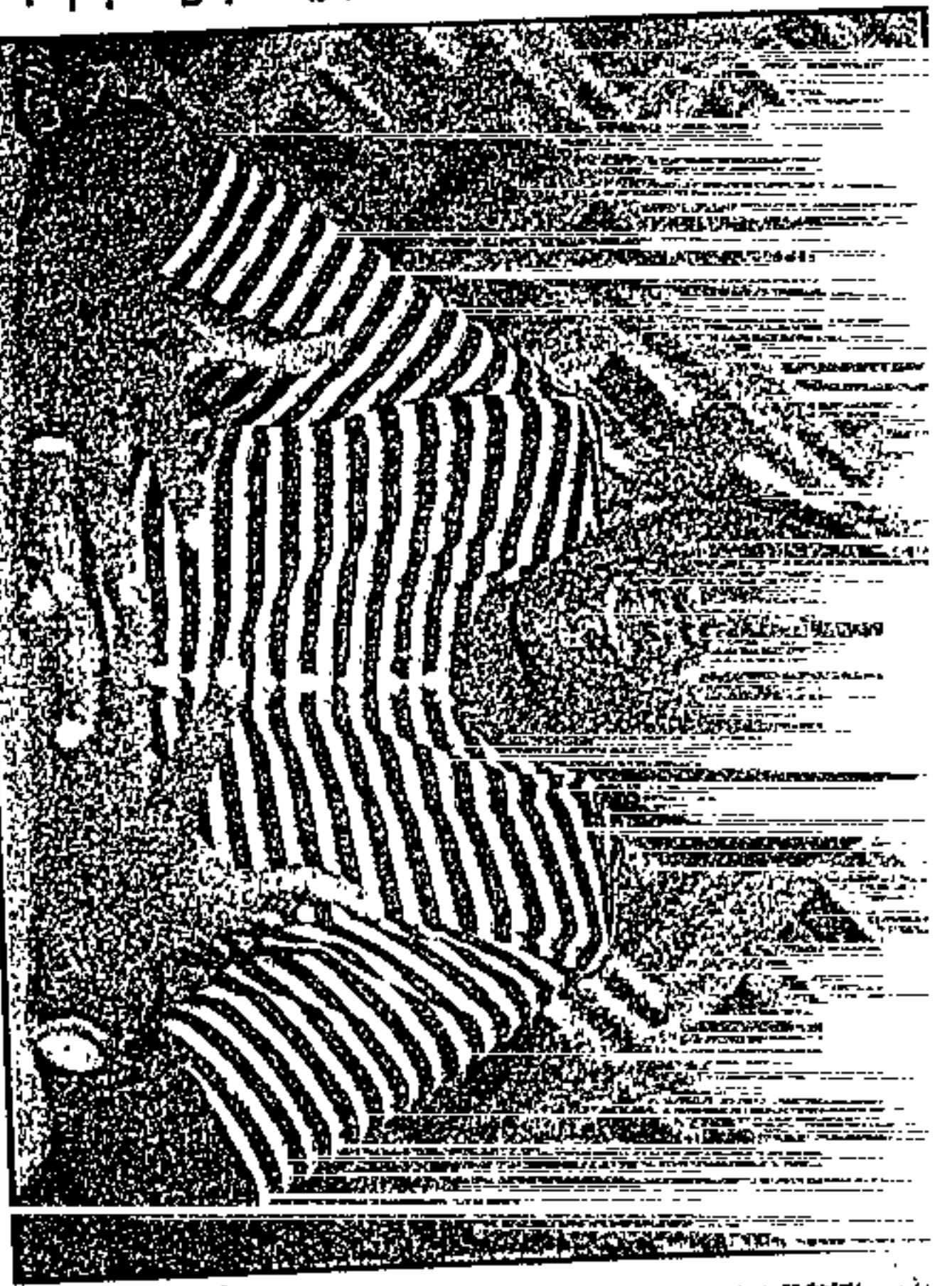
"There are people who are opposed to the idea of progress among others. They feel threatened and go to great lengths to ensure that women's progress is stunted."

"Progress among women has been neglected by the communities for a long time and we are looking forward to seeing women advance."

She urges women to join the Women's Empowerment Decade programmes which started in 1988 and will run till 1998.

These programmes aim at empowering women to challenge oppressive structures in the global community, their countries and their church.

Solidarity with all women is also encouraged. "Let women get organised and through their meaningful participation and contribution they can help one another develop," she said.



Kedibone Mokgale believes women must demand in their domestic and public lives the rights which belong to them as human beings.



**Business Times Feature April 29, 1990**

By Julie Walker

ALMOST half of SA's workforce is made up of women.

Because so many earn a living of their own, or contribute to that of the family, it is to their advantage that they be versed in matters requiring financial judgment.

Several companies have made women a target market, not necessarily with success. Independent women dislike being patronised or singled out as different.

**Wealth**

An Old Mutual publication, *Financial Planning — Your Key To Wealth*, contains a useful guide for women. The book, written by J H Jordaan, says that not only should women remain financially independent while they work, they should continue to be so after they retire.

On average, women retire earlier and live longer than men. So they have fewer years in which to save towards retirement and more years to provide for.

Many women depend entirely on their spouse's survival, continued commitment and retirement income. What if he dies, divorces his wife or fails to provide for her?

# A longer haul for the woman who works

Some pension funds allow the choice of a higher pension, expiring with the death of the member. The wife may live on for years. If she has been a housewife, there is every chance she will be obliged to live on a State pension.

The Pensions Act has been amended to give women certain rights to their husband's pension benefits on divorce, but not to his retirement annuities and endowment policies.

Women should insist on the cession of an assurance policy by the husband on divorce to compensate for the loss of other sources of retirement income.

Minor children can claim a part of their father's pension benefits when he dies even if he has remarried and had more children. Many divorcees do not know this.

If they do not lodge a claim within 12 months, the pension fund trustee pays the benefits into the estate.

Women should keep separate control of their finances in a second marriage — especially if the second husband has also been married previously.

Cohabiting can cause difficulties unless they are anticipated.

It may be that a man's pension is paid out to his former wife, even if they parted years ago and he never married the women with whom he lived for those years.

**Intestate**

A will should be drawn specifying the new arrangements, and the pension fund trustee should be informed who the beneficiary of the pension will be.

To die intestate will cause a great deal of delay and dissatisfaction. So it is important that both husband and wife make wills and renew them whenever circumstances change. Wills might also be challenged.

# Women to broaden their role

By LULAMA LUTI

THE reception and care of more than 20 000 exiles expected to return to South Africa will be high on the agenda of a major conference set to take place in Johannesburg from May 11 to 13.

The role of women in ending the raging violence in the country will also be addressed at the National Assembly of Women in South Africa (Nawsa) conference, which is expected to attract 300 delegates from women's organisations.

At a Press briefing this week, Nawsa executive committee member Madikolo Motumi said the socio-political climate in the country demanded that all groups unite in their efforts to secure peace.

"Traditionally, women are renowned for individual work

within their communities, but events in the country have galloped to such an extent that there is a need to co-ordinate all those activities," said Motumi.

"We need to explore joint strategies to ensure our experiences and needs are taken into account in a new South Africa. We have a role to play in this country's future political dispensation."

She said it was vital for women to appreciate their strengths in order to be able to address national issues such as the Natal violence.

Asked for Nawsa's views on the fact only two women were included in the ANC delegation to meet government representatives on May 2, Motumi expressed confidence the two would be able to represent the majority of women.

Joyce Siwani, also on the

Nawsa executive, said women attending the Nairobi conference in Kenya in 1985 recognised they had a role to play in national political issues and decided to forge ahead with programmes of action towards fulfilling that role.

A delegation of women had already been sent to Namibia to share the experiences of their Namibian counterparts as regards the return of exiles, said Siwani.

She echoed church activist Sister Bernard Ncube's statement earlier this year that South Africans should not build hopes on the exiles, and said it would be difficult for them to reintegrate in a society many left 25 years ago.

"They will be different people. We will also need to deal with their health and welfare and consider dealing with their traumas."



## Parental rights dispute for mediation

THE first ever dispute over parental rights has been referred for mediation. (3SSA)

The dispute between the South African Commercial, Catering and Allied Workers' Union (Saccawu) and the Foschini group follows a breakdown in wage negotiations.

Saccawu, which has pioneered the campaign by unions for parental rights, is demanding nine months' paid maternity leave in line with the precedent-setting agreement reached with Pick 'n Pay in 1988.

The company is offering six months' maternity leave, paid in accordance with length of service.

A union spokesperson said Saccawu stressed the need for extended breast feeding and the importance of emotional bonding between mother and child.

Saccawu is demanding that men have the option of one month's un-

paid paternity leave, the right to paid time off to take their babies to post-natal clinics and the right to share the paid maternity leave period if their wives work at the same company. (S)

Both parties agreed that fathers would receive five days' paid leave and that an additional five days would be granted in the event of medical complications.

Saccawu is also demanding that all women at the company get the right to a paid day's leave every six months for a cervical cancer test — an area pioneered by the Chemical Workers' Industrial Union (CWIU).

In a major break, Foschini has agreed to guarantee job security to all who take parental leave.

The company previously offered qualified job security: women giving birth had to resign from the company and reapply for their positions.

See p. 3/5 - 7/5/90

# Azapo women told they should demand their rights

By Thabo Leshilo

Sexism is the root of oppression and, unless eradicated, will continue to encourage discrimination and economic exploitation, Thandeka Mgoduso of the University of South Africa's health psychology unit said in Soweto at the weekend.

Ms Mgoduso was the keynote speaker at the first national congress at Jabavu of the Imbeleko Women's Organisation, the women's wing of the Azanian People's Organisation, attended by more than 500 delegates.

She said the economic and social oppression of women was part of a social system that had enriched the few at the expense of the many.

Women were denied access to

accurate information about themselves and the nature of their oppression, she said.

She said women should refuse to be made helpless and dependent.

The abuse of women was so entrenched it had become hard to imagine an environment in which criticism and rejection of women was replaced by encouragement, appreciation and respect.

She said oppression came in two forms: external oppression, whereby laws, institutions and other social structures reinforced inequality; and internal oppression, whereby women had come to believe in their own inferiority, worthlessness and powerlessness.



## 2 500 Durban cleaners on strike

8th 25/9/92 Labour Reporter (3550)

More than 2 500 workers have gone on strike at 11 contract cleaning companies in the Durban region. It is the largest strike recorded in the sector.

The Transport and General Workers Union (TGWU) says worker militancy grows out of a mobilising drive, including union meetings at all branches, for cleaners this month.

Cleaners are to join security guards in a nationwide "day of action", including marches and demonstrations during working hours on June 1. The demand is for a national industrial council in both sectors, although security guards will also call for the scrapping of the Security Officers Act.

TGWU spokesman Kally Forrest said the demands of the Durban strik-

ers, who were mostly women, included an R800 minimum wage, six months' maternity leave, and union recognition.

A key demand was for the establishment of an industrial council. In line with this, workers were insisting on negotiations with the Contract Cleaning Association of Natal.

At a meeting between the union and the association this week, employers demanded a prompt return to work in return for talks on the demands.

However, as police had dispersed a huge worker gathering at Currie's Fountain, the union had been unable to report to them.

Mrs Forrest also said that about 450 in-house cleaners were on strike over retrenchments at Sage Properties in Johannesburg.

# World Bank doors open to Eskom

ESKOM has won a R2,6m training contract from the World Bank, its first ever, which forms part of a multi-million rand project to upgrade the Maputo thermal power station.

Eskom's deputy GM: generation Piet Faling said on Wednesday the award represented a significant step in the corporation's vision of southern African co-operation.

He added that Eskom was involved in negotiations with a neighbouring country's electricity corporation to provide technical assistance and training.

Faling said the step also demonstrated that the doors of the World Bank, previously closed to Eskom, had opened.

The tender was won in open competition with two Indian companies and one Portuguese company.

German, UK and US sources are funding a loan of well over R10m to

LINDA ENSOR

the Electricidade de Mozambique (EDM) — of which the Eskom contract to provide operating and maintenance assistance forms a part — to upgrade the unproductive and unreliable power station which has seriously hampered economic development.

## Below optimum

Rotational brownouts were endemic, due to lack of funds and expertise, Faling said.

Eskom provides electricity from Komatipoort, but due to frequent sabotage to the power lines, this source is also unreliable. Under normal circumstances it would be supplying about 80% of Maputo's electricity needs.

The Maputo station, which should have a generating capability of 60MW of coal-fired plant and 65MW

810am 11/6/90  
in gas turbine capacity, has been operating at below optimum efficiency since 1975.

Faling said Eskom had an understanding of the equipment at the Maputo power station which was similar to that at its Wilge station outside Witbank where — should approval be obtained for this alternative plan — Maputo power station personnel will be sent for training for a year.

The existing agreement is that Eskom supplies an operating manager, a maintenance manger and a maintenance specialist to the Maputo station for three years.

Although work will begin soon on rehabilitating lines from Cahora Bassa at an estimated cost of R214m, this would take a number of years, Faling said, and would in any event not directly supply Maputo as electricity would be sent to SA for conversion before Eskom sent it back to Mozambique.



## 'Extend all tax benefits to women'

By Jabulani Sikhakhane

Women SITE taxpayers were still being discriminated against, despite the recent tax changes which created an incentive for working wives to provide independently for their financial security through retirement annuities, a tax seminar was told yesterday.

Martin Sweet, Charter Life's senior manager for legal services, said that if the Government was serious about taxing married women separately, it should extend all benefits to them.

A married woman SITE taxpayer is now entitled in her own right to an annual tax-deductible contribution up to the greatest amount of: 15 percent of her own non-pensionable income, or R1 750 less her current allowable pension fund contributions, or R875.

This is on top of her husband's annual allowable contribution of the greatest of:

15 percent of his non-pensionable taxable income, or R3 500 less allowable pension contributions, or R1 750.

Mr Sweet said this concession opened the way to tax relief through extra retirement annuity contributions by working wives whose husbands are already contributing the maximum allowable contribution or for husbands whose wives are already contributing the maximum allowance contribution.

### Exemption

However, the Government still needed to clarify whether married women would be entitled to the lump sum exemption up to a maximum of R120 000 or greater, depending on the period of service and the R30 000 exempt amount paid on retirement as a bonus.

"I don't see any reason why the exemption of R30 000 should not apply separately to

a married woman and why the 2nd Schedule benefits (lump exemptions) should also not be fully applicable to a married woman," Mr Sweet said.

He added that there was little doubt that the 15 percent of non retirement-funding income deduction should apply to married women. They were already entitled to it under the SITE limit, but the Receiver of Revenue had reservations about extending the full amounts of R3 500 less pension fund contributions or the R1 750 amount.

"Although it is still difficult to quantify the likely volume of extra retirement annuity sales, Revenue feels that the loss will take them over their budgeted loss and therefore they would like the status quo maintained," Mr Sweet said.

"This is unsatisfactory as the wife has her own tax identity and should get the same tax-free limits and exemptions as her husband."

SK-  
7/6/90

## 'New doors' will open <sup>355A</sup> for women

CAPE TOWN — A new constitution would open new doors for women, Minister of Health Dr Rina Venter said at a seminar on "Women's role in the new South Africa" in Cape Town this week.

Any unfair discrimination between people would be ruled out in the new constitution, Dr Venter told an audience of women at the half-day seminar.

However, such a document would set out only the ground rules of the new South Africa, and it would not alter actual living conditions or attitudes.

"If we think that a new constitution will solve these problems, we are living in dreamland," she said.

What a new constitution could do was to let people get on with improving their own life circumstances without being hindered by discrimination.

SAPA



## Women's League will work for unity

By Kaizer Nyatumba

355A  
15/6/90  
The African National Congress will soon launch its national Women's League whose priority will be to forge unity among South African women of all races, a senior member of the ANC's Women's Section announced in Johannesburg yesterday.

Speaking at a press conference, Mit-tah Seperepere said the ANC Women's League, which was banned with the ANC in 1960, would be re-launched in the country on August 9.

A formal conference to inaugurate the Women's League would be held in October.

Mrs Seperepere, a national executive committee member of the ANC's

Women's Section, was one of 12 ANC women who arrived in the country last Friday to revive the Women's League. They include national executive committee members Gertrude Shope and Ruth Mompati.

The Women's League, the ANC women said, would seek to improve the role of women in the struggle and in South African society, to forge unity among South African women of all races and to launch campaigns to publicise women's demands.

A rally, to be addressed by Mrs Mompati and Mrs Shope, will be held at the Jabulani Amphitheatre in Soweto on Sunday to welcome the women. It will start at 10 am.



CPress 24/6/90 (358)

# Embattled Mobutu announces multi-party rule

**B**USES were covered in palms, drivers kept their hands on their hooters and the masses came dancing and singing onto the streets of Kinshasa when President Mobutu of Zaire unexpectedly announced that he had abandoned his lifetime's creation – the authoritarian one-party State.

Leading civil servants threw away their Maoist tunics and put on ties and suits, or sported colourful, open-necked shirts as the religion of "authenticity" was suddenly relaxed for the first time since 1972.

People gathered around the home of the leader of the Union for Democracy and Social Progress (UDSP), Etienne Tshisekedi, and cheered their approval for one of the few men who had the courage to stand up to Mobutu's oppressive dictatorship.

Mobutu, like some semi-deified Roman emperor, delivered his historic speech on April 24. He announced:

- The immediate institution of a third republic;
- A multi-party system with three parties;
- Division of the ruling Movement Populaire de la Revolution (MPR) party into two parties – one traditional and conservative and the other progressive and nationalistic;
- The legalisation of the opposition UDSP;
- Suppression of the politburo, central committee and congress of the MPR, which would no longer be regarded as an organ of

Suddenly Zairean president Mobutu has overturned a lifetime's insistence on a rigid, authoritarian one-party State and has espoused a multi-party system. Although his moves have been met with cynicism and disbelief, they have certainly ended an era of one-party rule and plunged everyone into confusion. FRANCOIS MISSE reports.

the State;

- A "transition period" of one year to April 30, 1991, with a new prime minister, Dr Lunda Bululu, the former secretary-general of the Economic Community of Central African States, in charge;
- A committee to draft a new constitution, to be put to a national referendum;
- Arrangements to be made for free elections;
- Armed forces and civil service to be de-politicised;
- Mobutu to resign from the MPR and become an "independent referee" of the new political system, but to retain control of defence, security and foreign affairs; and
- Relaxation of rules concerning dress, but no recognition of Christian or Muslim names due to the "irreversibility of authenticity".

The UDSP chairman in Brussels, Marcel Lihau Ebuza, described the changes as a victory for the democrats Mobutu had detained and tortured over the years. Lihau himself is almost deaf from torture, while Omer N'Kamba, the UDSP representative in Brussels, was stabbed in a lung by Mobutu's soldiers.

The UDSP welcomed the changes, but claimed they did not go far enough. "The struggle continues," it said.

Other critics pointed out that Mobutu's sea-change had only been induced by the extraordinary riots and demonstrations of March and April in Kinshasa in which buses were burnt and Mobutu posters were defaced or torn down.

Six thousand memoranda from all over the country, including many from civil servants and Roman Catholic bishops, were leaked to the foreign Press. Many called on Mobutu to resign.

Opposition militants claim it is a case of a "snake changing his skin" – that internal and external pressure forced Mobutu to rethink his policies and avoid the social explosion that has already occurred in many other African countries.

The Congolese National Movement (MNC), the inheritors of former Prime Minister Patrice Lumumba's tradition, pointed out that they were not legitimised under the new arrangements, so their struggle must also continue. The People's Revolution Party, which is in the

same position, wants Mobutu to resign.

All three opposition parties are calling for a round-table meeting of all Zairean parties to discuss the organisation of free and fair elections.

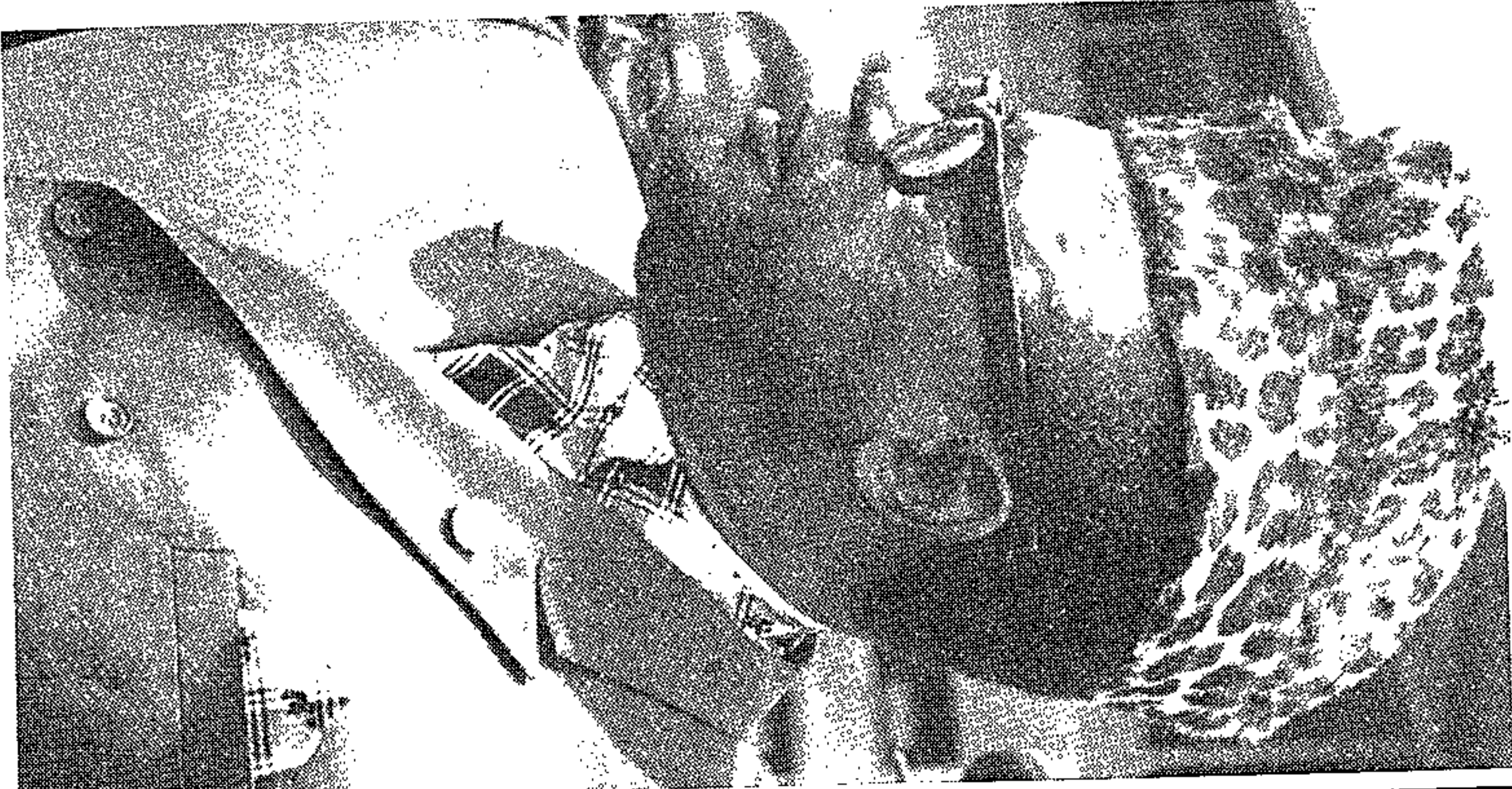
They also want the release of all political prisoners and the dismantling of the armed security service, which could obstruct the process of reform and have a hold over politicians by keeping their files. Tshisekedi also demands Mobutu's resignation.

Inside Zaire there is doubt that the people will be satisfied by political reform alone. "It's fine that we can now wear a tie, but our bellies have to be filled first," said one citizen.

But here Mobutu is in a fix. Since the riots, he has increased civil servants' salaries by 55 per cent and students' allocations by 118 per cent in clear defiance of IMF restrictions. World Bank vice-president Ed Jaycox has written a letter complaining about budget overspending.

Mobutu cannot simply hand over his worries to someone else and retire like a benevolent deity because he is openly accused of corruption and embezzlement by the US Congress, by the UDSP and other opposition parties, who threaten that the moment they come to power they will obtain the repatriation of Mobutu's Zairean assets abroad.

They think Mobutu's private hoard could wipe out most of Zaire's R24-billion foreign debt. – NEW AFRICAN.



President Mobutu of Zaire... his decision has thrown everyone into a state of confusion.



# Women must be heard now

By LULAMA LUTI

AFTER almost 14 years in exile, Mavivi Manzini's spirit is unbroken. She glows with confidence and does not regret her decision to leave the country in 1976.

"It was worthwhile. Like many of my colleagues I could have died or languished in jail for years."

Mavivi, who is the wife of ANC chief representative in Tanzania Manala Manzini, walks with a limp after contracting polio when she was two - but that has never affected her duties.

She is one of the 12 key members of the ANC Women's Executive Committee who returned to South Africa this month.

Mavivi serves on an interim committee that has the task of rebuilding the ANC Women's League prior to its official launch on August 9.

She believes there can be no freedom if a large section of the population is not liberated.

"We are here to facilitate the launch of the Women's League to help women in the liberation struggle. We believe this should be done now."

"Experience has taught us that after liberation there are new priorities - and that is why we want to put forward our demands to make sure they are known as the struggle unfolds."

The interim committee will recommend the full use of women in all policy-making bodies.



Mavivi Manzini . . . left SA after police harassment.

Mavivi, who studied in Zambia and holds a master's degree from a Dutch university, is a former secretary of the ANC women's section's publicity, information and research unit, and was editor of the ANC journal *The Voice of Women*.

She was also in charge of programmes for women on Radio Freedom.

Born in Alexandra, Mavivi, 34, began her political career while a student at the University of the North in 1974. A former member of the South African Students' Organisation (Saso), she is the fourth in a family of eight.

She left South Africa at the age of 19 after police harassment due to her underground activities in the ANC.

"It was a painful decision. The first few months were terrible for all of us who left the country in 1976. We thought it would be a matter of five years before we would be back in South Africa," she said.

"What kept us going was the hope of returning to a changed South Africa - but we are regarded as visitors in our country."



# ANC Women's League all set to further female rights

5th 31/7/90 (355A)

Much talk about women's liberation in South Africa will follow the launch of the ANC's Women's League on August 9.

Or so hope the dedicated activists of the Women's League task force who are preparing countrywide for the launch.

Some of them have been active inside the country for years; others have recently returned home after decades in exile. And others will desert their foreign posts temporarily to participate in a drive which they believe could crucially influence women's role in a post-apartheid society.

One such woman is lawyer, historian and journalist Frene Ginwala, a gutsy long-time exile who is based in the ANC's London office and has come home temporarily to help organise the launch.

She speaks enthusiastically about the new drive to mobilise the country's women. But notes that despite women's pivotal role in the anti-apartheid struggle, and the fact that the ANC's position on women's rights is far advanced compared with many other countries, the ANC has "confessed" in a recent policy document that the full potential of women has not been realised.

Issued on May 2, the document notes: "We have not fully integrated women's concerns and the emancipation of women into the practice of our liberation struggle."

The birth of the Women's League will give impetus to some of the goals set out in the policy document.

- To take affirmative action within the ANC to supplement and reinforce advancement programmes based on the principle of full equality.
- To embark on an education

The launch of the ANC's Women's league on August 9 heralds a new era of women's rights in South Africa. Political Reporter **ESMARE VAN DER MERWE** spoke to Frene Ginwala, a member of the Women's League task force, about women's role in a post-apartheid society.

programme to promote an understanding of the origin and effects of gender oppression.

- To formulate a national policy on the emancipation of women and the promotion of women's development.
- To lead the national debate on a Charter of Women's Rights, which could have a status similar to that of a Bill of Rights in a new dispensation.
- To unite scores of democratic women's organisations into one structure which will flow from a national level into regions and branches.

## Gender

Notes Ms Ginwala: "We have to start the debate on women's roles in a post-apartheid South Africa now. Unless we understand that gender repression is structural and affects every aspect of life, we won't arrive at post-apartheid policies which will bring about the emancipation of women."

Women have played a monumental role in building the "culture of resistance" over the last decade. They were the ones to uphold the rent boycotts and lead the battle of squatters.

Yet, their contribution has not been fully acknowledged.

Ms Ginwala says even the recent ANC-Cosatu recommendations on an economic policy reflect a lack of understanding of the "structural nature of gender oppression" and seem to halt on general recommendations dealing with maternity

leave and provision for creches.

There is much more to a comprehensive economic policy, she says. It should acknowledge women's role in the working of the land — land allocation is one of the thorniest issues in current politics — and at home.

"Women's unpaid work at home and on the land has never counted as part of the gross domestic product.

"Their major contribution to the economy is not valued because it is not expressed in monetary terms."

Involved particularly with the struggle of black women in South Africa, she is critical of white women's lack of emancipation in a country where they have had the vote for long and are "free of domestic labour".

Says Ms Ginwala: "What have they done with their time? Where are the female decision-makers in commerce, industry, government?"

"Yet, commerce talks about affirmative action for blacks. What about the white women, women who have never asked for it?"

On the other hand, she says, white women have been prominent in the democratic movement.

"These large numbers of white women may reflect a growing awareness of the status of women under apartheid. But it is only in a democratic South Africa that they will be really emancipated."



Frene Ginwala... will embark on a new drive to mobilise the country's women.

● Picture by Herbert Mabuzo.



# Frustrated domestics

# WOMAN

## take a stand

By SIZA KOOMA

THE frustration at the Government's delay in producing legislation for domestics and farm-workers has led to a march by about 2 000 domestic workers to the Department of Manpower to present wide-ranging demands.

The domestics, all members of the South African Domestic Workers Union, last week handed a list of their grievances to the Manpower's Mr J J Knoesen.

They demanded:

- \* R450 a month;
- \* A 40-hour working week;
- \* Visiting rights;
- \* Decent accommodation;
- \* Pension, maternity and other benefits enjoyed by all workers; and
- \* Coverage by the Employment and Labour Relations Acts.

### Attempt

This was not the first attempt to force the Government to consider the position of the four million domestic workers.

Trade unions and political organisations have for several years been pressing to get legal provision covering employment of domestics.

There have also been questions about it in Parliament.

The National Manpower Commission was instructed in 1982 to begin an inquiry into employment conditions for farmers and domestics.

In December 1984, a delegation from three domestics' groups travelled to Pretoria to protest to the then Minister of Manpower, Mr Pietie du Plessis, about the delay.

Two years later the report by NMC was completed but prospects of possible legislation were still bleak.

Domestic workers make a significant contribution to a stable society, but 75 percent of them are exploited, assaulted and unfairly dismissed by their employers who take advantage of their lack of protection by the country's labour laws.

Half of South African homes rely on fulltime domestic help, according to the Central Statistics Service.

### Reliance

Interviews by the *Sowetan* last year with some members of the Black Domestic Workers Association in Johannesburg's northern suburbs, Soweto's elite townships and Lenasia and Eldorado Park revealed that even top people in the community ill-treat their domestics.

They include priests, who preach justice and fair treatment, lawyers who ironically earn a living from defending people's rights, millionaires to whom a domestic's salary is a drop in the ocean, doctors, politicians and celebrities of all races.

Most of these enduring servants are migrant workers who often stick

to their exploitative employers because they have dependants to support.

The CSS reports said the average wage of domestics in South Africa was R156,15 a month, which includes food and accommodation.

The wage includes R96,50 cash, R37,76 for food, R15,29 for use of living quarters and R6,60 for other goods and services, it said.

The general contemptuous treatment of domestics includes dismissal without salary, severance pay and other benefits.

### Sacked

Some employees have even been unknowingly dismissed while on holiday, a worker's right most of them do not enjoy.

Some have returned to work to find they have been replaced.

Last January 62-year-old Selina Mazangazanga of Mount Frere returned to work after a four-week holiday to find her belongings bundled in a corner. A younger woman had taken over the duties.

Mazangazanga was bitter with her employer whom she had joined

when her child was eight days old.

She had never complained about her duties being beyond her age.

Her services and loyalty were rewarded with no official notice, no severance pay and obviously no pension fund.

Humility and good employer-employee relations do not exist in most of the households.

Employees are not allowed visitors. They only get to see their families when they go home for holidays.

### Employers

The refusal by employers to allow visitors into the quarters led to 40 frustrated domestics in 1988 taking their employers at the Majestic Towers Hotel, a block of flats in Parktown, to court.

Some had worked in the building for more than 15 years and their families had never seen where they lived.

Physical and emotional abuse is not unusual.

Insults are often hurled at domestics for errors.

Thoko Mkhwanazi was beaten black and blue by her employer's son for allegedly duplicating the keys to his flat with the intention to steal.



Mrs Florence de Villiers of Sadwu presents a petition to Mr JJ Knoesen of the Department of Manpower.

It is very difficult for unions to fight domestics' cases because of their legal position, which is often exploited by their employers.

Through the Small Claims courts they have been able to settle financial battles and managed to take abusive employers

to court for assault.

In 1988, the Black Domestic Workers Association won about 55 percent of the cases they took to court.

Some employers often agree to settle out of court and 834 of them did so that year.

Bladwa maintained that the percentage of losses, four percent, would not be as high if the union was allowed to represent its members in court.

It is usually domestics against their employers in court and they are often powerless.

B Day 27/11/90

# Domestics 'insist' on R450 a month

COSATU-affiliated SA Domestic Workers Union (Sadwu) Witwatersrand organiser Eunice Dhladhla yesterday called the warning by a Johannesburg employer organisation — that massive lay-offs would result if a R450 minimum wage demand was met — “the last kick of a dying horse.”

Norwood/Orchards Employment Link (NOEL) co-ordinator Kathie Scott said earlier this week that 90% of domestic workers employed in Johannesburg's northern suburbs would be out of a job if domestic servants demand R450 a month salary.

“The employers are greedy, they can see that the domestic workers are getting educated and are fighting for their rights, so they are trying to cling to their privilege,” Dhladhla said.

## Letter

Sadwu general secretary Florrie de Villiers said the union would meet PWV area employer organisations to follow up on its minimum wage demand.

De Villiers added that the call for a meeting followed a Sadwu-led march of 8 000 domestics to Johannesburg's CBD last week. A letter, stating the wage demand, was handed to Manpower regional director J J Knoesen.

“We surveyed skilled domestic workers nationally to formulate a figure for a living wage, and because of that survey we have called for a minimum wage of R450 for the PWV area,” she said.

She added that in the Cape and Natal the minimum wage demanded for skilled domestics was R400.

Scott said that research by NOEL indi-

OWEN MAUBANE

cated that most northern suburbs employers could not afford to pay the R450 in addition to food, accommodation, uniforms, annual bonus, maternity leave, and unemployment and pension benefits.

However, Dhladhla said that to most of the domestics, including those in the northern suburbs, many of these extra benefits were “unheard of”.

“Our demands to the Manpower Department included notice pay and leave, and maternity, pension and unemployment benefits, which most employers are not providing domestics,” she said.

Sadwu had also called for domestics to take industrial action in many Johannesburg suburbs by taking employers to the Small Claims Court as the union could not afford Industrial Court costs, Dhladhla said.

She added that at least four domestics were fired for taking part in the march last Thursday.

De Villiers said that the union was prepared to negotiate “region by region” with employer organisations, but it was adamant that the minimum wage dispute was a “just” cause.

“While the employer looks only at her own income, we look at the human and political point of view. Our members are no longer prepared to give labour and not sell it, they demand a total transformation of the domestic-employer relationship,” she said.

The union demanded that domestics be treated the same as other workers and that the Labour Relations Act, Wage Act and Basic Conditions of Employment Act should be applied to them, she said.

## PEANUTS

By Charles Schulz





# Smakaleng gives totally of herself to the community

Sowetan 23/7/90

By SIZAKELE KOOMA

SMAKALENG Mokhe's charitable heart and considerable contribution to the development of others and the community as a whole dispels all myths about caring behaviour.

This 22-year-old Dobsonville lass coordinates the women's desk of the National Union of Public Service Workers where she also doubles up as an administrator.

She is in charge of women in all of the union's regions and feels strongly about their participation in union affairs and community work in general.

making positions is important. They have to be made aware of this and encouraged to participate more actively and meaningfully in issues that affect them.

"Men often make decisions that suit them because there are always no women to object. These decisions bind everybody and should therefore not be one-sided," Mokhe said.

## Involved

She single-handedly does the job of organising seminars and workshops to educate NUPSW's women on their rights both as workers and as human beings.

"The aim is to develop their assertiveness, leadership and

self-sufficiency that would contribute to building a strong nation.

"We also organise these meetings and others to celebrate national events to enlighten them on what happens around them.

"Most women know very little because they do not get involved. For them to be informed they have to participate not only in burial societies but also in important issues."

The NUPSW, she said, also examined problems encountered by women at their workplaces and addressed the political problems created by racial discrimination.

Mokhe, one of five children, said it was her early involvement in politics that saw her realise the importance for her and other black

people of standing up and doing things for themselves.

At 15 she joined the local branch of the Azanian Students Movement and was the only woman in a group that was later detained.

She has worked for the Black Domestic Workers Association as organiser and administrator. She is a member of Azayo and two community-based organisations, Imbeleko and Ubuntu, of which she is chairman.

## Ubuntu

She and 13 other women in Dobsonville started Ubuntu following a death in a pensioner's family.

"The old woman did not have money to bury her child. We rallied round and asked for help



# Woman of the week

SMAKALENG MOKHE

from the community, local business people and a funeral parlour.

"After the funeral we decided to start an organisation that would help people at times of need and assist destitute families."

Her community involvement leaves her very little time to herself

but she does not mind. She allocates only 30 percent of her time to her personal life.

She does not mind because that is what the times we are living in requires, she said.



**ARIES:** March 21 - April 21  
Look forward to a good run in relation to business and career issues. Your finances should be well maintained. People in the commercial sphere will invariably co-operate with you. Put your ideas across smartly.

**TAURUS:** April 21 - May 21  
If you want prominence and success, you will have to make major changes, starting as soon as possible. Other people will be helpful and circumstances should usually conspire in your

difficult to concentrate on one course for long. Distractions will be many and you are liable to



# The feminine factor

■ Skills shortages can be met by women — if companies provide a little help



Behind every good man, the saying goes, is a good woman. Behind a successful career woman, however, is a remarkable housekeeper, an efficient lift club, understanding children, an adept accountant, a grocery store that stocks convenience foods and delivers, a bank that is a phone call away — and a wonderful husband.

Otherwise, top career women forego husbands (around 21% of women executives do just that) or children (54%), according to statistics gleaned by Professor Ronel Erwee of the University of Pretoria's Economics department. Around 40% of the total labour force is female (compared to 35,5% in 1970 and 19,8% in 1951) and women occupy 17,4% of all managerial, executive and administrative posts.

By the turn of the century, SA will have an expected shortage of up to 425 000 managers and administrators. This is despite the fact that almost half of all graduates are women.

"There's no managerial shortage," says Pauline Walters, MD of Strategic Marketing Services. "Business is just not using women effectively."

SA is far behind the rest of the world in realising that women are an essential part of the work force. While most companies are prepared to advance women to a certain level, they want these women to be like men — someone else must have the children.

The African National Congress has criticised business for its failure to address the advancement of women in the economy, saying sexism is as important an issue as racism.

While racial job reservation has been scrapped, sexist job reservation is not even an issue, despite sexual discrimination having been outlawed in 1988. The police, faced with massive staff shortages, opened their ranks to black women last year and were flooded with applications. In the mining industry, women are not allowed underground or on mine premises at night, unless in senior job categories.

The new Minerals Bill slightly amends that, allowing women on mine premises at night, but still not allowing women underground unless they are in a managerial position or are connected to health services. Women mining engineers at present can only work on opencast mines.

Construction company boss, Con Roux jnr of Con Roux Construction, says they *did* once employ a woman surveyor — "but her peers did not

take her seriously, they said construction was a *man se wêreld*," Roux says that among the workforce, the issue of "sexual equality is far more of an issue than race."

The ANC has included women's rights in their envisioned worker charter and Albie Sachs, the ANC's constitutional expert, has focused on women's rights. He writes that: "The struggle to create a non-sexist SA will be even more difficult than the fight to create a nonracial one." Sachs believes a Charter of Women's Rights should fall under the general umbrella of a Bill of Rights, but form a separate document.

Sexism, some say, is like racism: victims and perpetrators are not always aware of the full extent of the discrimination. For most, the status quo has always been that way. But for many women juggling work and their role as mothers, it has to change.

Anglo American senior divisional personnel manager, Molly Connolly, says the old adage that a woman has to be better to compete, still holds. She cites the example, that if she walked into a department requiring a new manager with "a man in his early thirties, a middle-aged man and a woman in her thirties, it will always be assumed that one of the men is the new boss."

Connolly believes societal conditioning is one obstacle to a woman's success. As an example, she says, "People will concentrate on a woman's foibles, whereas they will brush off a man's idiosyncracies, by saying, for example, 'but he's superb technically.'"

At Anglo, an equal opportunity company, women form 29% of the work force at head office; 7,7% of middle management staff and 3,5% of senior management are women. At Standard

Bank, 13,2% of women are managers. More than half of all employees at Southern Life are women, but women hold only 7% of executive positions and 47% of middle-management supervisory jobs.

Imperial Car Hire has a work force in which 38% of employees are women, all middle management are women and 80% of senior management are women. However, its maternity benefits are far from progressive; women are allowed three months' unpaid leave, unless they qualify for UIF benefits.

But the company would pay the difference between a man's army pay and his income, MD Carol Scott says. Explaining why men would be paid for military service and women would not receive equivalent maternity benefits, Scott says: "A man has to go into the army, but a woman does not have to have children. The man is also usually the breadwinner." Her view is shared by several top-ranking women, who believe women have to make a choice between careers and child-bearing.

Though Anglo has equality in housing, pension and medical aid schemes, its maternity benefits fall within the statutory allowance of 10 weeks off work, on 45% of income. The most progressive maternity benefits in the country were those negotiated by the Commercial, Catering and Allied Workers Union with Pick 'n Pay in 1988. Both parents, if they work for Pick 'n Pay, are entitled to 11 months' shared parental leave, nine of which are paid.

The father may also take eight days' leave when his baby is born, as well as one day a month to take his child to a clinic. One of the principles underlying the Pick 'n Pay agreement is that men and women have the right to

hold a job, work under healthy and safe conditions and give their children care and attention.

Erwee says many corporations are losing women, particularly at higher level, who decide to have a child. When the corporation cannot accommodate the woman's new situation — which demands greater flexibility — she begins a consultancy.

Walters, who began her marketing company two years before having her son, whom she brought into the office as a baby, says greater flexibility is needed on the part of businesses. Opportunities for women are increasing,



Walters



SPL's creche... making childcare work



NEGOTIATIONS

FIM 13/7/90

## When Nelson comes home

Negotiations between government and the ANC are currently marked by recriminations and suggestions of bad faith on both sides. This is unfortunate: not only does it sour prospects for a workable settlement, it means that opponents of any settlement are daily given more ammunition.

As the *FM* has stressed repeatedly, the belief that there are only two sides in this debate is wrong; taken to its logical conclusion, it would imply some kind of coalition between the ANC and the Nationalists, which would be bad for democracy and hold out no guarantees for a genuinely free-enterprise society.

While some of the stated problems — particularly regarding confidentiality of the agreements reached at Groote Schuur — should be resolved by a meeting scheduled this week, other sources of rancour and mistrust may not be so easily dispelled.

The charge that the new National Co-ordinating Mechanism is merely the old National Security Management System — which fostered death squads — is a serious one. So long as the police continue to behave as they apparently did at Mamelodi Stadium last Sunday — and are exonerated by their superiors — their commitment to the “new SA” must be in grave doubt; and so must all declarations by the leopard that it has changed its spots.

Some fear the rise once more of Magnus Malan and his views — a “total onslaught” once again justifying a “total

strategy.” Even this far down the road to conciliation, such a prospect is not impossible.

As for the ANC, last week’s protests about Natal violence, blaming Inkatha and the security forces for its continuance, must rank as gross cynicism as long as black policemen and local councillors are being killed in the name of liberation.

Arrest of rightwing elements is certainly a sign that Pretoria is moving to defuse the charge that it fosters them — yet firm action appears to have been taken only after the bombing of black commuters in Johannesburg last week. Everyone knows how indiscriminate bombs can be.

There was considerable optimism that Stoffel van der Merwe would this week announce the desegregation of education — at least as a statement of intent. This would suggest that reform would be advanced, whatever the state of negotiations, because it is a moral imperative. In the event, his speech in Welkom gave less than that.

Provision of schoolbooks and an undertaking to keep education going until a new structure is worked out as part of a new constitution amount to no more than government saying it will do the job it is supposed to do.

So the air is becoming murky again. The best way to clear it would be for Nelson Mandela to meet F W de Klerk again, in advance of a formal agenda, and the issue of a joint statement on intent. Or is the ANC leader simply being kept for PR appearances abroad? ■

LIQUOR INDUSTRY

FIM 13/7/90

## Three cheers for capitalism

There’s a moral in the KWV’s latest annual survey of the liquor industry, which confirms that malt beer gained most market share during the Eighties, and is quickly overtaking sorghum beer as the most popular drink.

From 1980-1989 per capita consumption of malt beer doubled; that of natural wine, despite wine farmers’ political pull and all the KWV’s marketing ingenuity, rose only 32%.

As well as changing consumer preference and increased black spending power, of course, that partly reflects the fact that the price of beer has risen less than that of most alcoholic beverages. But this in turn is significant.

SA Breweries, our only sizeable brewer, is the archetypal private-sector monopoly. Some would call it an unacceptable face of capitalism. White socialists in Pretoria impose discriminatory taxes on it; black socialists cite it as the sort of company that must be nationalised “in the public interest.”

Time after time it has seen off well-heeled competitors. It has been an outstanding share investment. Yet despite these diabolical capitalistic attributes, it enjoys increased market share and an ever-widening circle of satisfied consumers.

To a socialist, this must be inexplicable. But will they ever learn? To the rest of us, it’s as much proof as we’ll ever need of the advantages of the capitalist system.

Contrast to this the KWV’s accumulation of unsaleable wine lakes, restrictions on entry and production, complex labelling systems and the like. Overall, these controls protect weaker producers, stifle progressive producers and do not even produce market leadership.

It all confirms that, rather than considering nationalising efficient private-sector undertakings like SAB, we should be pressing ahead with dismantling expensive public-sector bureaucracies — a process which, alas, seems to have been suspended in the face of concerted resistance from white functionaries and black politicians, united in their preference for cosy socialist protected inefficiency.

One final point: in the year to March SAB channelled total tax (income taxes, excise duties, GST and RSC levies) of R2,7bn to the State. The beer division alone contributed excise duties of R914m. Any guesses on how much it would cost the State if it were nationalised? ■



but it is difficult for women to get on to the board of directors of major companies. And "having a baby doesn't fit the corporate mould." (355A)

HSRC researcher, Prof Ros Hershowitz, who has completed a number of research studies into women in the workplace, says the council conducted its last salary survey in 1981; when they sent out questionnaires to 100 000 graduates, half said they were no longer in full-time employment, making comparison impossible. "Women are still locked into traditional roles. Too many women take professional training for granted and stop working when they have children — to play taxi-driver."

Hershowitz also says many women have problems with low self-esteem, a lack of day-care facilities for children and paternalistic bosses. The skills shortage has meant that women are moving into low- and middle-management in increasing numbers, particularly in the civil service.

Research done in the early Eighties in SA maintained that education explains up to 75% of the occupational level differences between men and women. Though women are increasingly entering male-dominated fields, most still opt for arts degrees.

Figures from the University of the Witwatersrand for this year, compared to figures for 1988, show 66% of all arts students are women (65%); science 39% (38,4%); medicine 51% (49,5%); engineering 6% (5,6%); commerce 32% (27,6%); law 39% (35,9%); dentistry 27% (20,9%); architecture 26% (24,3%); education 65% (66,5%); and business administration 26% (21,8%). The figures are for undergraduate and post-graduate students. At Wits, 41% of the total student population is female.

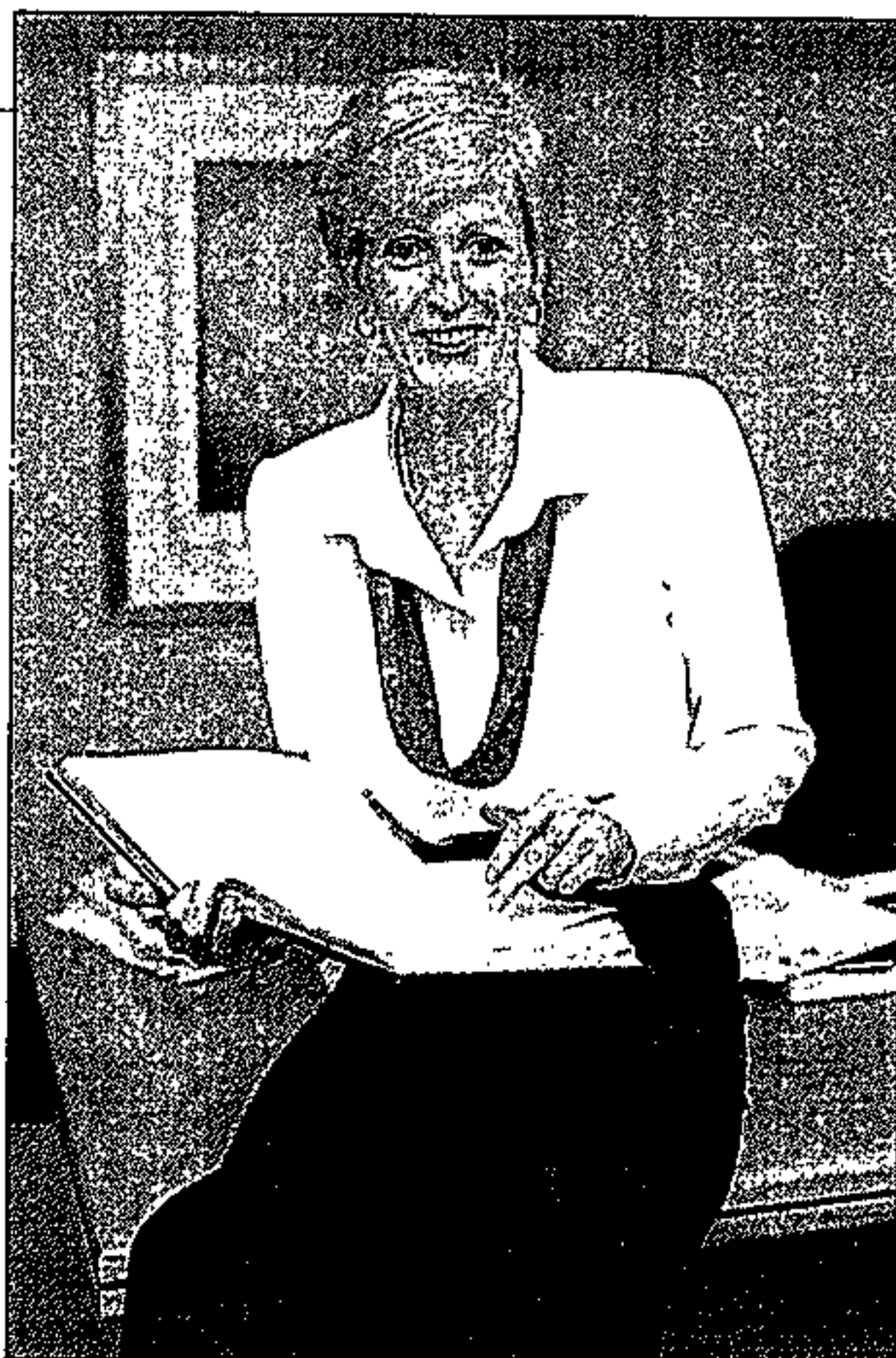
Women are moving from traditional service-orientated occupations like teaching, nursing and social work, which have low salaries, into professional and business areas.

Erwee says that not more than 2% to 3% of participants on university management programmes, such as MBAs, are women. However,

while most men on such programmes are funded by employers, most women participants sponsor themselves. Erwee began a "Women as Executives" programme last year at Pretoria University, which has received corporate interest — 95% of women taking the course are sponsored by their companies.

It is not only the educational choices women make that count against them. Erwee has shown that 51% of top companies do not consider women for career management programmes.

Sexual discrimination in the workplace has been illegal in SA since September 1



**Imperial's Scott... maternity is not military service**

1988, when it became an unfair labour practice. However, around 1,5m women are excluded from the provisions of the Act which does not cover employees involved in the agricultural sector, domestic service and persons employed by the State, including transport, medical and educational institutions.

Research by Jackie Myburgh, a lecturer at Wits Business School, has shown that though nurses, for example, form 70% of health sector employees — doctors make up only 17% — they have no voice. She believes their lack of political clout is because most nurses are women, which gives the profession far less status.

Once nurses marry — and 60% of nurses are married — they (along with married women teachers) lose perks such as housing subsidies and medical aid schemes and become temporary staff.

Myburgh believes these conditions, coupled with abysmal salaries, are contributing to the declining numbers of nurses. "Normally there should be one

registered nurse to every 500 people in developing countries; in parts of SA there is only one nurse to every 1 000 people."

Women as a rule earn 80% to 90% of what a man earns — except for women covered by black trade unions, who generally earn the same. An investment analyst with five years' experience was recently told by an employment bureau that she should expect to earn 10% less than a man for an equivalent post.

Increasingly, women are moving away from corporate structures and becoming entrepreneurs. SA figures parallel those of Britain, where the number of women entrepreneurs has risen by 70% in the past six years,



**Connolly**

compared to an increase of 30% for men — and most are also employers. Locally, men have a far higher default rate in their own companies than women.

The Small Business Development Corporation reports that 30% of its applications are from women and women entrepreneurs "are far more successful than the men." Around 3m South Africans are involved in the informal sector, of whom at least 60% are women, according to Theo Rudman of the Self Employment Institute.

Sachs says the range of issues that have to be addressed for women in a future SA include: "Equal pay; discrimination in hiring, promotion and firing; the allocation of jobs on a gender basis; maternity and paternity leave; safety in relation to reproductive capacity; nursing rights; child care; flexible hours; sexual harassment."

Sexual harassment in the workplace is an issue mostly ignored in SA society. A manager of a Cape Town firm who was recently convicted of sexual harassment — on 40 counts — said he believes women enjoyed his attentions. The University of Cape Town has set up a special commission on sexual harassment, which defines sexual harassment — repeatedly asking a woman for a date, when she repeatedly says no, is an example — and has a complaint procedure.

Frances Beasley, director of Personal Improvement Plan training consultancy, who conducts a Sexual Harassment Awareness Programme, says a recent survey found that 76% of career women have been subjected to some form of sexual harassment during their working lives and that most would rather resign than "make a fuss."

Problems such as this can obviously be overcome, though attitudes and settled opinion will have to change. Indeed, as more women enter the workplace at higher ranks, all of society will have to change. Some of these changes will be small — like the creches introduced by SPL Computers and BMW, but others — involving attitudes — will be more far-reaching.

The less change is resisted, the sooner all of society will benefit.



**Pretoria's Erwee... drawbacks of motherhood**



# Bouncing on the bottom line

■ When OK's traditional customers began to drift, the company did not adapt

Something is seriously amiss at OK Bazaars. Once SA's premier retailer, it has deteriorated into an unfocused, marginally profitable, strike-torn operation whose performance must be of serious concern to controlling shareholder SA Breweries. Is there a plan to get it back on track? Better asset management has been promised and should materialise, but a necessary change in philosophy doesn't appear to be on the cards just yet.

Only the most patient or uninformed shareholder would hold on to an investment whose attributable earnings and return on equity peaked in financial 1984 at R40,7m and 17,6% and now stand at R20,2m and 5,9% respectively. Last year interest cover was an all-time low and the debt:equity ratio a high. Has SAB executive chairman Meyer Kahn, who turned OK around when MD, no advice for its present chief, Gordon Hood?

OK was established in 1927 by Michael Miller and Sam Cohen as a traditional bazaar which sold goods cheaply and for cash and was said to be "Everyman's Store." Shops were sited conveniently for lower-income consumers, who remain loyal — though not as much as they once were.

The chain grew rapidly and became the biggest, most powerful force in retailing. The establishment of Checkers in 1956; Pick 'n Pay, Spar, Shoprite and Metro in the Sixties; and Makro, Shield and Jazz in the Seventies increased competition. Earnings growth levelled off. With the founders fading from the scene and in hope of re-establishing direction, SAB acquired a controlling interest in 1973.

Cyril Atkinson was appointed MD but failed to stem the operating margin decline — the result of heightened competition and a swing away from higher-margin furniture and clothing towards food.

Kahn, known as a "superb trader" and a people's person, succeeded Atkinson in 1977, stabilised the operating margin and reversed the swing towards non-durables. Perhaps luck was on his side — the economy was buoyant, the first Hyperama was opened — boosting turnover, and, post-1976, the socio-political environment was quieter. Turnover and profits increased steadily. Earnings and dividends per share peaked near the end of Kahn's reign in financial 1982 at 307c and 142c — compared to 163c and 86c last year.

If Kahn was simply lucky, has Hood maybe been unlucky? He assumed the helm in 1983 midway through a recession and was faced with a fierce price war when new Checkers MD Clive Weil tried to buy market share and the other majors retaliated.

The shift towards food resumed and margins again came under pressure. Between 1982-1985 the operating margin dived from

4,8% to 1,7% and hasn't recovered. Last year it slipped to 1,6%, a sad comparison to the 8,2% in 1970 and 4,9% in 1980.

Not only profits have come under pressure — so has market share, despite Hood's desire to push turnover. It has lost sales to wholesalers at the bottom of the market and more specialised retailers at the top end.

During the 1985-1986 unrest there was a shift in the lower end of the market. OK's



core low-income customers increasingly began to buy from the informal sector. Wholesalers supplying spazas and informal traders benefited at the expense of retailers, particularly OK, which lost out on capturing market growth emerging from rapid urbanisation and the rise in black buying power.

Market share lost to more specialised retailers seems to be the result of sticking to the strategy of trying to be "Everyman's Store" — a slogan recently updated to "OK is for Everyone" and "Where you get what you ask for" — a strategy very successful in the Miller-Cohen era. But the "wheel of retailing" concept suggests that greater affluence leads to greater demand for specialisation, choice and quality. Big stores need to become smaller and more focused.

OK has not adapted

and now competes on at least three fronts with companies in clearly identified markets. OK stores have spread into areas serving all income groups and are stocked with a wide range of merchandise. Competitors have identified particular sectors and customer profiles and aim at them.

In clothing, specialised opponents include successful SAB fellow-sub subsidiary Edgars, Pep, Woolworths and Foschini — all competing in various market niches.

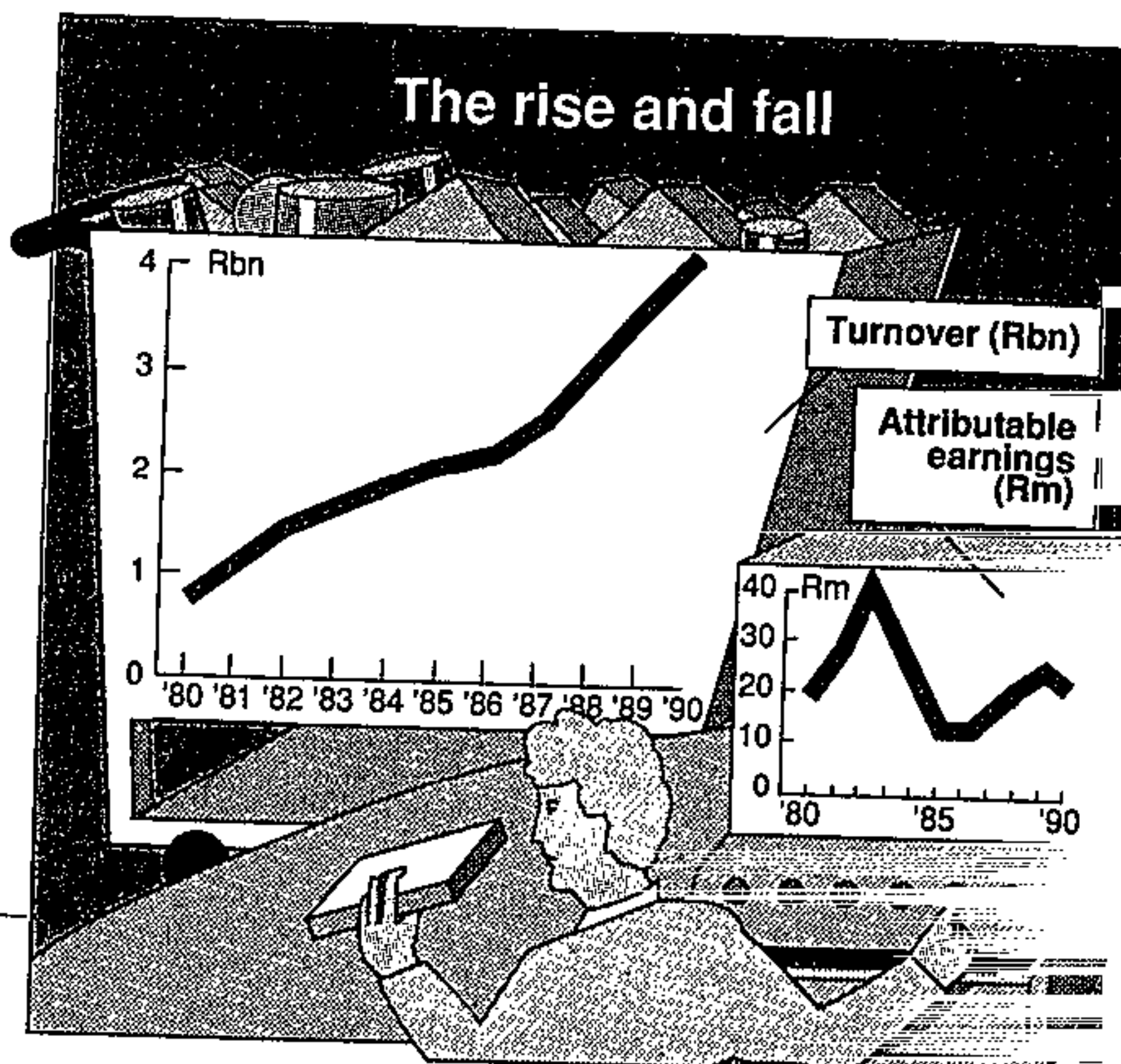
In furniture and appliances, formidable and focused opponents include yet another SAB sister company Amrel, Rusfurn, Ellene, Morkels and Joshua Doore.

Pick 'n Pay recognised the need for focus when it spread out of the white upper-income market and developed 10 different formats for this. Checkers remains focused in middle-income territory since hiving off Jazz.

OK knows that clear identification of markets leads to success. Its Hyperama chain catering for middle to upper-income groups and marketed as a distinct entity is the most successful part of the operation.

Nonetheless, Hood maintains that there is still a place for a one-stop shop as typified by the Cresta OK, where a food hall and higher-quality clothing and furniture cater for specialisation. He is not about to change OK's philosophy but intends to rely on asset management to improve performance.

Advertising director Bob van Coller says that while OK has a broader range than any of its SA competitors, US groups like Walmart and K-Mart have grown successfully with equally broad ranges and simple marketing strategies. Though Hood still sees maintenance of market share as important the "bottom line is a priority." Unprofitable stores are being closed despite the negative effect on market share. Closures may be accelerated if the strike continues.



# Wider tax net for married women

B1097 317190 3551

ANY married woman earning income from sources other than remuneration would have to register as a provisional taxpayer, Inland Revenue announced on Friday.

Included in the definition of the conditions under which married women should register as such taxpayers were directors of private companies or members of close corporations, the statement said.

From the 1991 year of assessment, all income of a married woman (except from investments and annuities not paid to her by a pension or retirement fund) is taxable in her hands.

Married women whose net income exceeded R40 000 (previously R20 000) a year should register as taxpayers and, where necessary, as provisional taxpayers, it said.

However, investment income and annuities which accrued to married women were still taxable in their husbands' hands.

NEIL YORKE SMITH

But rental income which accrued to a married woman was taxable in her hands, it said.

In accordance with the current year's budget announcements, dividends (excluding building society dividends) were exempt from tax with effect from the 1991 tax year.

Married women of more than 65 years old would enjoy the same conditions regarding exemption from payments of provisional tax which currently applied to single people over 65, the announcement said.

An Inland Revenue spokesman said it was unlikely further changes would be made in the short term.

He said the definitions followed recent legislation allowing separate taxation for married people.

The first provisional tax payment is due on August 31.



# UCT accord on wages

*South 517-1117190*  
SETTLEMENT has been reached on wage increases for about 900 workers at the University of Cape Town (UCT).

The agreement, hammered out during mediation last week, follows a wildcat strike by hundreds of UCT workers who surrounded the administration block at the campus last Thursday.

In terms of the agreement, workers will receive between 15 and 25 percent increases.

This brings the minimum wage in the bargaining unit from R800 to R1 004.

About 70 cleaners who

belong to the Transport and General Workers' Union (TGWU) will get a minimum wage of R700 for a five-hour working day.

Workers will also get maternity leave, four months paid and two months unpaid, and a day off each month for antenatal check-ups.

In a unique move, UCT agreed to pay a housing subsidy for workers whose homes are in the homelands.

UCT also agreed to increase its subsidy on medical aid by five percent and committed itself to working towards parity with academic staff who get a 100 percent subsidy.

## New tax ruling for women

ALL bona fide income of married women — except investment income and annuities not paid to her by a pension or retirement annuity fund — would be taxable in her hands from the 1991 year of assessment, the Commissioner for Inland Revenue said in a Government Gazette notice in Pretoria yesterday.

All married women whose net

income exceeded R40 000 a year or who received income from sources other than remuneration should register as taxpayers and where necessary also as provisional taxpayers, the notice said.

Enquiries should be addressed to the nearest Departmental Receiver of Revenue.— Sapa.



# Soweto women to appeal to Vlok for police protection

Star 20/8/90

355A

## Staff Reporter

Soweto women were trying to organise a delegation to meet Law and Order Minister Adriaan Vlok to petition for police protection after five days of bloody clashes which took place between hostel dwellers and residents.

"We are under siege. Inkatha people are attacking residents in their homes," said a Diepkloof woman who did not wish to be identified.

The woman said she had contacted the women's organisa-

tions of the Anglican and Methodist churches in order to mobilise support for a meeting with Mr Vlok.

"The women of Soweto want to invite Mr Vlok to a meeting to give him our side of the story. I feel in a normal community people should not be allowed to carry weapons.

"Here in Soweto the police have been disarming our youths but they are not disarming Inkatha, despite the killings. We hope when Mr Vlok reads the

newspaper he will agree to meet with us."

A Klipspruit Zone 1 resident echoed these sentiments.

"We don't know who the police are standing for. They're teargassing the residents but on Friday afternoon they stood by while a large group of armed Zulus from the Nancefield Hostel gathered on a bridge to attack the residents.

"We don't know what is going to happen — we are shivering. That is why we wish to set up a meeting with Mr Vlok."

# Women in plea for protection

355A

SEP

C/less 19/8/90

By SOPHIE TEMA

THE gruesome murder of a 72-year-old Mapetla granny, allegedly by hostel inmates - caused women in the area to march to Soweto police headquarters on Friday to demand police protection against hostel inmates.

Granny Lenah Modibedi is among 53 people reported to have died since Thursday in the Soweto fighting between hostel inmates and residents.

She was hacked to death with pangas in her yard by several men who came from the Mapetla hostel opposite her home at about 3am on Friday.

The men - wearing red headbands - were carrying out sporadic attacks on homes in the area.

Other members of the Modibedi family were also attacked and fled.

The homes of several other residents were attacked. Some were set on fire and others had windows smashed. The Mapetla women also complained about police involvement in the two days of all-out warfare between hostel inmates and residents.

They claimed residents were unprotected while the police seemed to be on the side of the hostel residents.

The women demanded to speak to the Soweto regional commissioner of police but were referred to Brig J Mалан, who told them to submit written affidavits listing their complaints and promised to investigate their claims.

Since Thursday night, when fighting erupted between the hostel people and nearby residents, families in Mapetla, Nancefield, Meadowlands and Dube have been continuous targets of hostel warriors, singing warsongs as they advanced.

Residents told police that when they advanced on the hostel men they were dispersed with teargas, while the men in the hostel, who were more vicious, were being restrained verbally.

The police were accused of giving the hostel men a chance to attack residents

## 72-year-old granny is hacked to death by 'warriors'

living near the hostel by moving off the scene after midnight, leaving the families without protection.

As rampaging Zulu impis moved around attacking residents, attempts were made by resident youths to take revenge.

On Friday morning the bodies of two youths were found near Merafe-Naledi railway line.

A man, believed to be of Zulu origin, was also stabbed to death and set alight by youths in Mapetla.

Jacob Sekhutsoanyane was first attacked and wounded in the head by youths but escaped to the hostel where he was staying.

He ran into one of the dormitories but was not recognised. Thinking he was a resident, hostel inmates hacked him with pangas and stabbed him with an assegai, killing him.

In Dube, rampaging Zulu impis in red headbands attacked several families after breaking down their doors.

Pius Mbetse and his wife Grace were admitted to Baragwanath Hospital on Thursday night after they had been hacked with pangas by hostel men. Their 18-year-old son Clive, who had also been attacked, was treated for head injuries and discharged on Friday morning.



# Women bridge

By LULAMA LUTI

BLACK and white women met for three nights last week at Roedean School in Parktown, Johannesburg, in an attempt to transcend social and academic differences.

"We owe it to womanhood," they said.

The series of discussions, *Women in Focus*,

was organised by a book shop and publishing houses to focus on women's literature and debate issues affecting women.

A sour note was introduced when Detainees' Parents' Support Committee member Audrey Coleman presented a paper on the condition of women prisoners in South Africa.

About 5 000 women

were detained in the last five years, often under the worst conditions, because they came from lower classes of society, she said.

"They are often harassed and humiliated and sometimes have to strip naked when "body searches" are conducted, which is an insult to their womanhood. They have no facilities for child care and have no access to medical treatment."

"Mother of Soweto" Dr Ellen Khuzwayo, vividly painted a picture of "township poverty".

Citing Orlando township as an example, Khuzwayo said poverty in the townships was a way of life.

"People live in dilapidated houses, with piles of rubbish virtually on every street corner. Running sewerage systems producing rivulets down the streets.

"In winter the townships are clouded in thick smoke and in summer households are infested with flies.

"Education has reached a crisis with children being a law unto themselves. The meagre wages their parents earn have left a negative image on them. Disparities in the provision of welfare is also another cause for concern."

However, she was optimistic that with all the talk about a new South Africa, poverty in the townships would be addressed.

Leading Wits academic and educationist Linda Chisholm said education should help shape the society's positive perception of women.

## 'We have to unite we owe it to women'

She said there was a need for teachers to get rid of the attitude that made girls undermine their self-esteem.

"A radical overhaul of the education system will not be achieved outside a democratic South Africa. And all of us need to take part in it."

Congress of South African Writers member Orenna Krut said the fact there were more women writers than ever before was a political victory as they had been left out in the cold for too long.

She said literature could rescue "the voices that have been lost through suppression by apartheid".

Sharing with the audience moments from her childhood - put together

in a poetry book titled *Black as I am*, Zinzi Mandela, daughter of ANC deputy leader Nelson Mandela, said her poems were written out of anger as a black child deprived of a childhood by a brutal government.

"I found solace in the poems. They depict things as I saw them, raw and naked," she said.

Zinzi said the poetry also filled the silence of being deprived of both parents, a longing which friends, relatives and comrades could not satisfy.

Director of Seriti sa Sechaba, a publishing house run by women, Dinah Lefakane said history had an inconsistent imbalance and friction among men and women, with the one always striving.



Zinzi Mandela ... wrote poems out of anger generated by a brutal government.



City Press 7-8-90

# gulf

## because nhood'

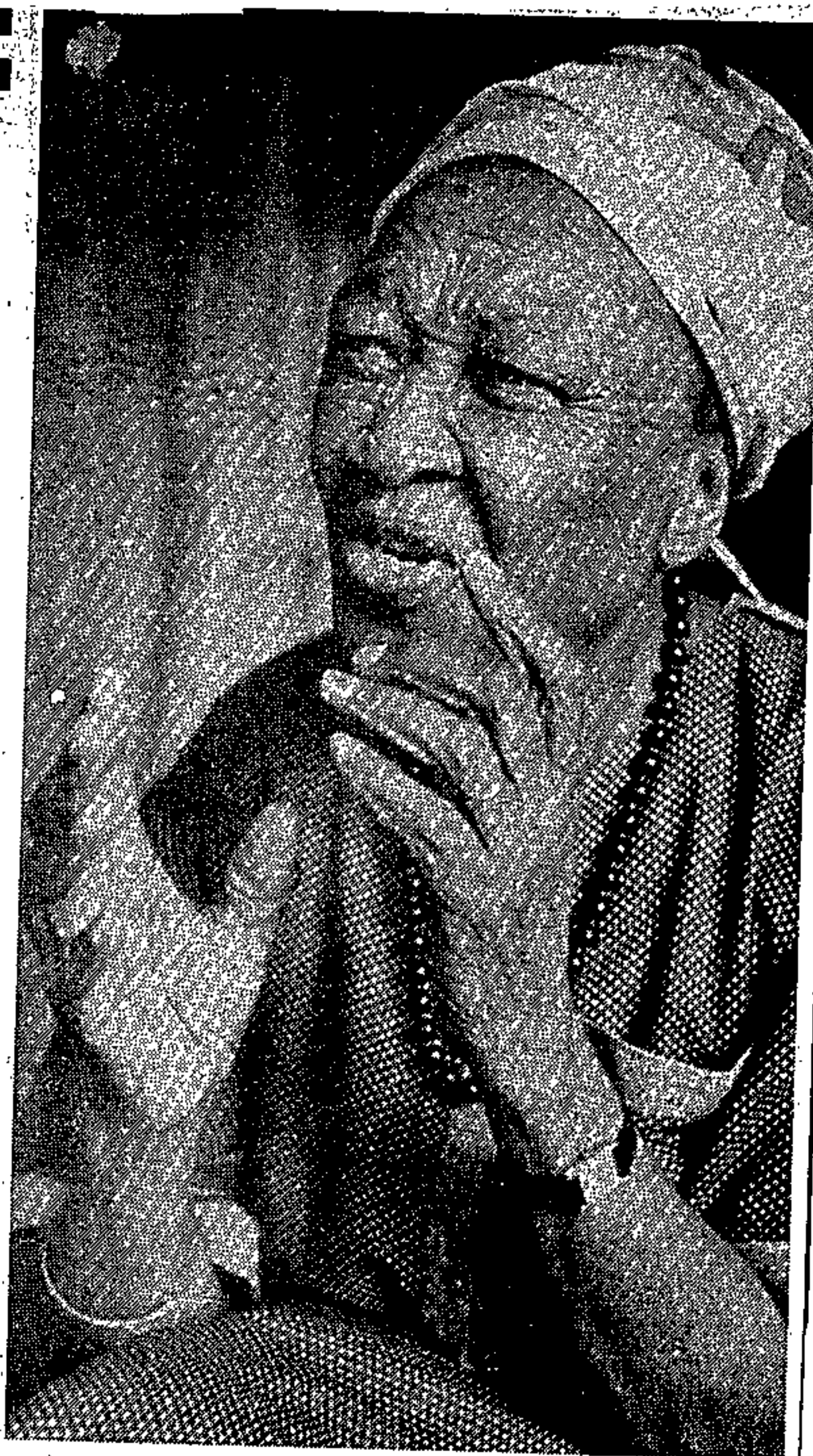
ing to dominate the other.

She said as a women's publishing house they had often been labelled anti-struggle, divisive and separatist but they had not been daunted by such remarks.

"I believe this is a ploy to keep us where we are," she said.

Lefakane said if women's publishing houses had the power and financial resources they would reach even greater heights.

Rounding off the discussions with poems by acclaimed writer Maya Angelou, award-winning actress and poet Geina Mhlophe paid tribute to great South African women who had sacrificed everything to let others live decently.



**"Mother of Soweto" Dr Ellen Kuzwayo . . . "poverty in the townships is a way of life."**



2 Cape Times, Monday, August 13, 1990

# Gwala urges Umkhonto 'defence'

Own Correspondent

DURBAN. — Blacks would take freedom by force if necessary, Mr Harry Gwala, executive member of the ANC, told an ANC Women's Rally here yesterday.

Speaking to about 8 000 people at the rally at Durban's Curries Fountain, he urged ANC members to "continue to defend our people".

He said the time for "clapping people on the cheek is past... now we will fight with the AK-47 if necessary", adding that the armed struggle had only been suspended. Mr Gwala also called for the redistribution of wealth in South Africa.

The wealth of the country was not enjoyed by the people, but by people outside it — and he referred to land that was owned by US, British and West German business concerns.

Many children had died in South Africa and malnutrition had been a main cause. Paying tribute to the mothers who had experienced these losses, he called on them to join the ANC struggle for improved conditions for all in South Africa.

The ANC needed to revive the women, he said. "The lioness is the one who stays to protect the cubs when there is danger. It is the lion who runs away when they are threatened."

This was why women were as much soldiers of ANC arm wing Umkhonto we Sizwe, as men.

Mr Govan Mbeki, another executive member of the ANC, said called on black women to assure white women that there was nothing to fear.

Mrs Albertina Sisulu, co-convenor of the League and wife of Mr Walter Sisulu, said the League aimed to liberate women from "class suppression".

She noted that as women totalled more than half SA's population and most women worked, they had added responsibilities over and above those of raising families and bringing up the youth of the country.



542 10/8/90

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Women on the move to end violence . . . head of the ANC's cultural desk, Barbara Masekela joins the Federation of Transvaal Women's picket along the streets of Johannesburg yesterday.

● Picture by John Hogg.

## Inkatha against peace - Fedtraw

By Shehnaaz Bulbulia

The Federation of Transvaal Women (Fedtraw) yesterday accused Inkatha of attempting to derail the peace initiatives between the Government and the ANC.

Speaking at a press conference on violence, Fedtraw's executive member Jessie Dwarthe announced that a campaign to end the violence was under way.

Fedtraw called on all those who were armed to lay down their machinery so that peace could be restored in the townships.

### End to violence

An hour before the press conference 50 Fedtraw members, including the head of the ANC cultural desk, Barbara Masekela, staged a peaceful picket.

The women called for an end to violence and the resignation of Inkatha leader KwaZulu Chief Minister Mangosuthu Buthelezi.

Feroza Adam of Fedtraw said August 9 was a day when women countrywide paid tribute to the 50 000 women who marched to the Union Buildings in Pretoria 34 years ago to protest

against women carrying passes.

This year women were carrying the message of peace, she said.

The peace initiatives on the part of the ANC and its allies appeared to have been met with violence by the right wing. Inkatha and the uncontrolled police force, she said.

Fedtraw demanded the Government disarm Inkatha, that warlords in Natal be brought to trial and that Chief Buthelezi be stripped of his power as Commissioner of Police in KwaZulu.

The organisation also called on the Government to abolish the Internal Security Act, control members of its security force and disarm right wing groups.

If the demands were met, the violence that was spreading in other areas of the country would be halted, Ms Adam said.

A resident of Sebokeng, Martha Marobi recalled the violence which had erupted in the area after an Inkatha meeting last month.

She claimed that Inkatha members went on a rampage,



# How women won long freedom struggle

THURSDAY is Women's Day in South Africa. It was on August 9, 1956, that 20 000 women filled the amphitheatre at the Union Buildings in Pretoria in response to an appeal by the Federation of South African Women and the African National Congress Women's League to protest against the extension of the pass laws to African women and to pass laws generally.

local black areas were packed as residents opened their doors to the protesters.

The day was born out of a continuous and persistent struggle by our women against racial oppression. In 1913, the women of the Free State became known as South Africa's first black suffragettes, when they refused to carry passes.

They demonstrated their ability to organise and suffer imprisonment and they were victorious.

In 1919 the Government made another attempt to compel black women to carry passes. The ANC, then only seven years old, led the anti-

By RAY ALEXANDER, executive member of the South African Communist Party and of the Federation of South African Women.

pass campaign, which forced the Government to withdraw.

Once again, in 1929, the Government announced its intention to compel black women to carry passes. A meeting of women in Bloemfontein resolved to fight against this and again the Government retreated.

## NP acts

As soon as the National Party came into power in 1948 they introduced a Bill to force all black women to carry passes, but great demonstrations against the measure stopped the Bill's passage.

By 1956 the NP had introduced a mass of oppressive laws, had banned or removed many leaders under the Suppression of Communism

Act, and made a frontal attack by extending the pass laws to women.

Fedsaw and the ANC's Women's League decided to fight back. They organised nationwide petitions and held meetings and demonstrations against passes and in support of universal adult suffrage. It was this campaign that culminated in the 20 000 demonstrating in Pretoria on August 9 1956.

That day left a memorable record in the pages of our national liberation struggle. It was the biggest, most colourful demonstration to be held at the Union Buildings. The Xhosa women from the Cape were in their traditional ochre dresses, with the green, gold and black headscarves of the ANC; women of all races from

the Free State, the Transvaal and Natal dressed in ANC colours with beads and embroidered shawls, and Indian women wore colourful saris.

The demonstrators marched to the amphitheatre of a building where blacks could only enter as cleaners and messengers. They sang a Zulu song the words of which, translated, were: "Strijdom, you have tampered with the women, you have knocked against a rock".

## Petitions left

Prime Minister Strijdom and his Cabinet were too afraid to meet the women, but the women's leaders left in Mr Strijdom's office, petitions signed by many thousands around the country. They returned to the demonstrators, reporting that Mr Strijdom refused to see them, and the demonstrators rose to their feet and stood for 30

minutes in silence as a protest.

Thereafter they sang Nkosi Sikelel' iAfrika. The leader of the ANC at the time, the late Chief Albert Luthuli, said: "When the women began to take an active part in the struggle, as they are doing now, no power on earth can stop them from achieving freedom in our lifetime."

The regime's response to the women's demonstration was to introduce laws prohibiting demonstrations, and the pass laws continued to be enforced.

It was the people's hatred of this system which forced the Government to repeal the pass laws.

Now we are on the road to free our country from racial oppression, our leaders are returning from exile and our movements have been unbanned. Women have decided to rebuild the ANC's Women's League.

# Winnie's fighting talk for women

By Stan Hlophe 6/8/90

South African women would liberate this country and if need arose they would fight Inkatha members to defend their children, Winnie Mandela said yesterday.

Speaking at a meeting of the ANC Women's League in Sebokeng near Vereeniging, the wife of ANC deputy president Nelson Mandela said it was the Government's strategy to connive with Inkatha to attack the black masses.

Mrs Mandela told about 500 toyi-toying women that on her way to Sebokeng she had seen an "impi" of more than 3 000 Inkatha members armed with assorted weapons marching through the streets of Soweto in full view of the police. She believed they were going to attack Soweto residents.

"That does not mean we can't retaliate. We are a disciplined organisation. The ANC would have long overthrown the Government if it had

wanted to, with our Umkhonto we Sizwe," Mrs Mandela said.

"But we opted for peaceful negotiations, and if (President) De Klerk does not listen, we will continue with the armed struggle."

She extended her condolences to Sebokeng women for the pain and suffering they had endured during clashes two weeks ago in which about 20 people died.

## 'Don't fight'

"Women of this country will liberate this country whether the Government wants it or not," she said.

She urged women not to fight against the Zulus, as that would be playing into the hands of the Government.

Mrs Mandela called on women throughout the country to go in large numbers to an ANC Women's League rally in Durban on Sunday to show solidarity with their Natal colleagues.

"You should go to Dur-

ban and show the Government and Inkatha that we are tired of burying our sons and daughters."

The African National Congress Women's League will be officially re-launched on Thursday.

The launch will kick off with a media conference and culminate in a festival and rally on Sunday in Durban, according to the ANC mouthpiece, Mayibuye.

Quoting Gertrude Shope, who heads the ANC Women's Section, the article said a National Women Internal Leadership was appointed to organise the launch.

The leadership includes Albertina Sisulu, Sister Bernard Ncube, Thandi Modise and Rae Simons.

The Women's League will be organised in a similar way to the ANC — there will be 14 regions divided into zones and branches.

The first league conference is scheduled for October.



# How the unions raised the pay rate

By SHARON SOROUR  
Labour Reporter

TRADE unions achieved a 20,9 percent average annual wage increase for workers in the first six months of this year, according to a report by the Labour Research Service.

The wage increases from January to June — 6,4 percent above the inflation rate, which had been running at an average of 14,5 percent — showed a decline from a high of 22,9 percent two years ago.

In comparison, wages rose 9,5 percent above inflation in the first half of 1988 and 8,3 percent in the first half of 1989.

"Only 10 percent of agreements were settled below the annual inflation rate," the LRS said.

Factors which had influenced the declining rate of wage increases were the weaker economy and a hardened bargaining climate.

More negotiations had resulted in disputes and strike action had been more frequent and lasted longer because of political changes which may have "raised expectations of a post-apartheid dividend among trade union members", the LRS said.

## PUBLIC SECTOR

Although public-sector workers were given the highest increases this year — 30,8 percent — the average wage was ranked only ninth out of 12 sectors surveyed in terms of actual wages received and strike action had been widespread.

The average worker now earned an average monthly wage of R754 — R174 a week — at unionised workplaces, according to the report.

"This average has also grown steadily in real terms since the first wage review in 1987, exceeding the increases in price levels by a good margin".

end of Coen Steytler Avenue as

# Education the 'new weapon'

JOHANNESBURG. — Education must be the new weapon in the liberation struggle in South Africa, Mrs Adelaide Tambo, wife of ANC president Mr Oliver Tambo, said yesterday.

Speaking in the sitting room of the Mandela mansion in Orlando West, Soweto, Mrs Tambo, who arrived earlier in the day after some 30 years in exile, said generations of oppressed people had waited for the day which was about to dawn.

"For decades we have tried to bring this government to the table for talks. Now at last South Africa is on the right track."

The future was in the hands of the children.

"If they are not educated, the years of struggle will be jeopardised. Education is the new weapon in the liberation struggle and our youth must arm themselves with books.

"Each phase of the struggle needs a different strategy. Today there are the talks, tomorrow we will construct a new non-racial and democratic South Africa for all the people."

Mrs Tambo arrived at Jan Smuts Airport to a tumultuous welcome by scores of ANC Women's League members and other ANC supporters.

She stood with her right hand raised in a clenched-fist salute while she sang the national anthem. Flanking her were Mrs Winnie Mandela, wife of ANC deputy president Mr Nelson Mandela, and UDF co-president Mrs Albertina Sisulu.

"I feel so totally emotional as I stand here this morning. I last saw my country 30 years ago. Much has changed and again not much has changed."

Mrs Tambo is to relaunch the ANC Women's League in Durban on Thursday. — Sapa



## NEWS

# Mrs FW in challenge to all SA women

By Claire Robertson,  
Pretoria Bureau

No woman should be allowed to have a child if she could not provide for it, according to wife of the State president, Marike de Klerk.

Addressing a meeting of the Pretoria Afrikaans Businesswomen's Club in Pretoria yesterday, Mrs de Klerk said the population growth was "the responsibility not only of the woman who had the child but also of the rest of womanhood."

"No woman should be able to ... should be allowed to bring a child into the world if she cannot provide for that child," she said.

"Businesswomen render a valuable service in creating and maintaining job opportunities. They will also have to assume social responsibility in other fields ... family planning, education, health services and even religious facilities."

Discussing the role of women in the new SA, Mrs de

Klerk said freedom implied responsibility, and "people will have to be taught how to use freedom of speech and freedom of union procedures so that they can actually see the results of their actions."

"For example, strikes and demonstrations build up bad feelings and break down what has already been achieved."

"In this country we are now committed to share power, not to hand over power. In order to attain this each one of us will have to make his or her contribution ..."

"Without hard work there is no future."

"We cannot fight one another endlessly. We need a settlement, we need compromise and once that is achieved, only then will economic and financial opportunities abound."

"Therefore we must all get involved in finding peace — and don't leave it to the politicians, they are negotiating about a constitution. You and I as women can negotiate on ground level."

# SA's working women need louder voice



Sharon Lain

One person who believes women ought to be more articulate about the issues that affect them is Sharon Lain, new president of the SA Federation of Business and Professional Women.

"WORKING women in South Africa need to be more vocal on issues that affect them," says Sharon Lain, newly-elected president of the South African Federation of Business and Professional Women.

"Women work for the same reasons that men do — for money, for a sense of belonging, and most of all, for a sense of achievement," says Lain.

"But what they do over and above that is keep the home fires burning. And as the custodians of the family, their children and their interests, they need to be more vocal on issues that affect them."

## Representation

One of the goals Lain has set for her year in office is encouraging greater articulation by women on issues that affect them.

Representation of women on government-appointed commissions investigating issues such as abortion, labour and tax laws and general legal reform is needed urgently.

"The necessity of appointing a woman to represent women's interests is simply overlooked," says Lain.

Affiliated to the 60-year-old International Federation of Business and Professional Women, the South African Federation was established 42 years ago to provide moral support and friendship to working women at all levels of employment.

With 600 members and 18

branches nationally, the federation is able, through networking among women in communities, to make some important social contributions.

"When you get a bunch of career women working together, you find a lot of good ideas that produce action."

"The Kempton Park branch, for example, started a programme to encourage women entrepreneurs which really fostered income-producing activities from home-based businesses."

"By exhibiting work, many women gained confidence to take the next step of formalising home industry into a business," comments Lain, who joined the federation 16 years ago as a working mother and single parent raising three sons.

## Realise potential

"The networking, friendship and moral support provided by other club members proved invaluable."

Lain believes the federation has an important role to play as a catalyst which helps women to see that they can and should aspire to their full potential in career terms.

The International Federation of Business and Professional Women is represented in 83 countries, has a membership of more than 400 000 women and has consultative status on the United Nations. Along with representation on Unicef and Unesco, the federation is a member of the International Labour Organisation.



WOMEN'S issues must become a central focus of organisations rather than trail as an after-thought at the end of an agenda.

This is the view of Connie September, the newly-elected treasurer of the South African Clothing and Textile Workers' Union (Sactu).

September regards the election of two women to the union's national executive committee as a "move in the right direction" for Sactu, of which women form the vast majority.

"It is a move towards reflecting the composition of our membership, but more women must become actively involved in the union's structures and assume leadership," she said.

### Responsibilities

September is employed as a warehouse clerk at the Rex Trueform clothing factory in Salt River, the heart of Cape Town's clothing industry.

As national treasurer she is in charge of the finance department and must check the union's financial records.

She is also the chairperson of Sactu's Salt River local committee and regional vice-chairperson.

Her public involvement is not limited to the union.

She is the branch secretary of the ANC in Grassy Park/Lohus River, is a former secretary of the Advice Office Forum and was previously active in civic and youth organisations.

September's involvement in the union has spanned a period during which, for the first time, a largely female workforce in the Western Cape was organised into

# Women's champion on the factory floor

South 4/8 - 15/8/90

By CHIARA CARTER

a progressive industrial union capable of winning gains from employers.

There are special problems in having a mostly female membership.

"Women often can't come to meetings, especially if there's no transport. They can often stay for only a limited time because they have a whole range of household duties as well as their jobs," September said.

"Many women who are shopstewards are married to men who aren't even unionised. This leads to fights at home and even divorce — as the Sactu legal department can tell you."

September herself has to juggle being the mother of an 11-year-old daughter with her organisational responsibilities.

"Often you want to spend more time with your child, like at exam time, but you have meetings or you have to travel."

She says she has tried to be "open" with her daughter, explaining why she has to attend meetings and be away from the house.

September feels that, while women's issues are starting to be examined in Sactu, they need to be looked at more seriously.

"There's no real buzz about these issues. Women's issues are often seen as separate and placed at the tail-end of the agenda where they often are not dis-



Connie September

cussed."

The complexity of the problem can be seen in the fact that even though Sactu's membership is largely female, the union has tended to be male-dominated — with women lacking confidence in themselves and other women.

September has no doubt about the innate strength of women.

However, this is not evident in the role played by women at a leadership level and within the union's structures.

"Although women make up the vast majority of Sactu, one is not really aware of the strength of women," said September.

"In elections you often see women pushing men for the positions. In discussions, women listen to the men rather than participate in the debates."

"The big question is how to build the confidence of women in our union. The whole question of women in the union needs serious examination."

"It is not enough to say there must be women in leadership. The issue is more complex. There is sexism in the broader society and there is sexism in our organisations."

"Women must be accepted in organisations as equals and they must accept themselves as such."

"They need to be given confidence through an education process. But education must not be for women only. It involves men and women."

September says that even when women accept the responsibilities of leadership, they face extra burdens as opposed to their male counterparts.

One of these problems is loneliness.

"As the only woman on a structure, there are often times when you are lonely. You want the company of another woman. For example, you don't want to sit in a hotel room, talking to one of the men."

### Acceptance

Another is winning acceptance as a leader.

"Many people find it difficult to accept you can be a leader. They are more comfortable with a man in the position."

"Other women find it easier to criticise you rather than one of the men. You also become a target for gossip and have to watch your step all the time."

Despite these problems, she is confident that more women will follow the path of other women leaders in the union and in other walks of life and that this will help place women on the centre stage beside their male counterparts.

## Speak is no ordinary mag

THE term "women's magazine" conjures up the image of one of those

By CHIARA CARTER

male readership. In fact, more men than women buy "Speak".



# Winnie's remarks stir controversy

Star 10/8/90 (355A)  
Political Staff

The ANC refused to comment today on a controversial statement by Mrs Winnie Mandela that the suspension of the armed struggle did not mean the end of violence.

At the launch of the ANC Women's League in Durban last night, Mrs Mandela, wife of ANC deputy president Nelson Mandela, said: "I want it to be clear that Umkhonto (the ANC's military wing) has not been disbanded. The suspension of military action on the part of the ANC is a strategy. It does not mean the cessation of violence."

Her words were clearly heard on TV news.

A senior Government

source said today that if Mrs Mandela had been reported correctly her view was not a true reflection of the Pretoria Minute which the ANC and Government had agreed to on Monday.

"But I don't think we need make too much fuss about it. After all, she has become more the ANC's problem than ours."

## Contradicted

Since the news broadcast The Star has received a number of phone calls from people concerned about Mrs Mandela's remark which, they said, contradicted the spirit of conciliation.

United Democratic Front co-president Archie Gumede said Mrs

Mandela had been misunderstood: what she was saying was that Umkhonto we Sizwe had not surrendered, and that the armed struggle had only been suspended and not abandoned.

ANC spokesman Ahmed Kathrada said he did not comment on statements made by individuals.

The ANC, Mr Kathrada said, stood by the Pretoria Minute and it had consequently taken the trouble to publicise the accord for the benefit of its followers.

At the time of going to press, neither Mr Mandela nor internal ANC chairman Walter Sisulu could be reached for comment.



# 'Little hope of equality for women'

Own Correspondent

CAPE TOWN — Winnie Mandela, the wife of ANC deputy president Nelson Mandela, has tackled head on the thorny issue of women's rights, predicting that equality of the sexes would be "highly improbable" under an ANC government.

Mrs Mandela expressed this reservation in the foreword to the book "Black Woman Worker", written by Mr Mandela's biographer, Fatima Meer.

"While the ANC accords women equal status, it is highly improbable that under an ANC government women will in fact enjoy equality of status with men; for equal relations emanate from a state of mind and not from laws," she said.

"Presently, neither sex sees the other as equal. As this study shows, both men and women in our society see women to be subordinate to men."

## Migrant labour

Migrant labour forced rural women into "penury" and the job market. Most black women today were employed as domestics "which remains the hardest kind of work with the longest working hours".

An appreciable proportion of "gainfully employed" women were in nursing and teaching and there had been a growth of black women workers in industrial employment.

She said there was also the "spectacular presence" of a few black women in executive positions, but "the overwhelming majority of businesswomen are in fact pavement vendors, just eking out an existence".

"Despite their lowly position and their low earnings, women contribute equally, if not more (if their double day is taken into consideration) than men in labour to our society, yet most times they are not even considered as workers..."





Mrs Winnie Mandela

# 'Outlook bleak for women under ANC'

By ANDREA WEISS  
Staff Reporter

MRS Winnie Mandela has tackled head-on the thorny issue of women's rights, predicting that equality of the sexes would be "highly improbable" under an ANC government.

Mrs Mandela expressed this reservation in the foreword to the book *Black — Woman — Worker* written by Mr Nelson Mandela's biographer, Fatima Meer.

"While the ANC accords women equal status, it is highly improbable that under an ANC government women will in fact enjoy equality of status with men; for equal relations emanate from a state of mind and not from laws," Mrs Mandela said.

"Presently, neither sex sees the other as equal. As this study shows, both men and women in our society see women to be subordinate to men.

"Until these status differences are redefined, and the redefinition becomes a reality in the hearts and minds of our two genders, women will continue to be subordinated."

## Handouts

Mrs Mandela said in traditional African society women were workers and producers while the men were the accumulators and controllers of capital in the form of livestock.

Therefore, practically all work was "housework" and hence largely women's work.

When Africans lost their land, "housework" lost its significance in the African economy and women lost their role as "workers".

They became increasingly dependent on the men for handouts from the wages they earned in the market place "and consequently became even more subordinated than before", she argued.

Migrant labour forced rural women into "penury" and the job market. Most black women today were employed as domestics "which remains the hardest kind of work with the longest working hours", Mrs Mandela said.

"Despite their lowly position and their low earnings, women contribute equally, if not more (if their double day is taken into consideration) than men in labour to our society, yet most times they are not even considered as workers and are dismissed as domestics, housewives and agricultural labourers," she said.



## Renewed fears over slaughtering of seals

By JOHN YELD  
Environment Reporter

THE seal-processing factory at Port Nolloth is nearly complete and, contrary to reports, the Taiwanese businessman involved has not withdrawn, according to the Seal Action Group (SAG).

The group is preparing radio and television commercials to promote its opposition to the killing of seals.

In its newsletter *Seal News*, SAG said there was still a "very good chance" that the Kleinsee seals would be slaughtered.

It said its meeting with Environment Affairs Minister Mr

Gert Kotzé had been "unproductive" and Mr Kotzé had refused to say when a decision would be taken on the fate of the seals.

"He could not tell us why the permit was issued initially. Nor could he answer the puzzling question of why a resource was being used when there is no market for the products," SAG charged.

"Another alarming thing was that Mr Kotzé was unaware that the conditions of the permit were contravened last year when nearly 4 000 bulls were slaughtered, their genitals cut out and the bodies dumped."

**FUN RALLY:** The Community Chest Mystery Rally will start from the UCT parking area behind the Baxter Theatre in Rondebosch on Sunday, August 12 at 11am. The rally dares families to test their ingenuity, stamina and knowledge of Cape Town on a course that promises to amuse and confuse the most astute navigator. Seen from back, left to right are rally driver Serge Damseaux, schoolboy Martin McNaughton, Castrol's Cape Town branch manager Peter Reck and schoolgirl Carolyn McNaughton. Cape Town mayor Jo Stern sits in the front. (Rally details on 418-1920 or 210-2900).



## Taxation of married women

# Provisional tax

355A  
She 27/9/90



The last in a series on

taxation by Justin Cowley, tax consultant at Ernst & Young

tax adviser.

**A REMINDER:** A married woman earning net remuneration of more than R40 000 must register as a taxpayer and submit a tax return for all income, including all other income she may receive from any trade she may carry out with the exception of investment income.

Investment income comprises interest and annuities not paid to her by a pension or retirement annuity fund. Interest and such annuities are to be included in the income of her husband.

It is expected that this special treatment of investment income is only for the tax year from March 1 1990 to February 28 1991.

An amendment to the Income Tax Act providing for a withholding tax from investment income by the financial institution is expected to be introduced early in 1991.

and provisional tax payment should not be less than 90 percent of the amount determined in the current year of assessment or a portion of her taxable income previously included in her husband's latest assessment, issued within 14 days of the date on which such estimate is due.

A married woman receives only one rebate of R700. No other rebates are available to her.

Any provisional taxpayer is advised to ask for IRP12 tables from the nearest Receiver's office for full details of the procedure to be followed by provisional taxpayers, or to consult his or her accountant, lawyer or

must take into account only the portion of her joint income with her husband as shown in their latest joint assessment, issued not less than 14 days before the date on which it is due.

The husband will also be entitled to reduce his taxable income by the portion ascribed to the wife.

Taxable income for the sec-

If a married woman receives income from sources other than remuneration, or is a director of a private company or a member of a close corporation, she is now regarded as a provisional taxpayer.

The Commissioner may also notify a married woman that she is regarded as a provisional taxpayer.

The 1990 Income Tax Act makes it obligatory for a person who is required to register as a provisional taxpayer to do so within 30 days.

The Commissioner has announced that the first provisional tax payment for married women will be due on February 28 1991. However, applications for registration should be made immediately to avoid late registration.

In estimating the taxable income for her first provisional tax payment, a married woman

## Taxation of married women When a husband employs his wife

In the past if a wife worked in association with her husband (as an employee of a company in which he was the sole or principal shareholder or a director or member of a partnership, etc), her income was taxed together with his.

No special wife's earnings allowances were granted.

It is now possible to pay a wife a salary in such circumstances and for her to be taxed separately. Separate taxation may bring considerable advantages under an income split.

However, one must satisfy Revenue that the wife's earnings are reasonable, taking into account all the circumstances of the employment.

Revenue may often query this reasonability. Although no proper guidance is provided as to

The fifth in a series on taxation by Justin Cowley, tax consultant at Ernst & Young

what will be regarded as reasonable in all circumstances, provided services are genuinely rendered and the amount paid is not clearly excessive, it should be possible to contest any challenge.

Where Revenue successfully disputes the amount paid to the wife, the excess over what is "reasonable" will be taxed in the husband's hands at his marginal rate.

Such treatment creates difficulties as the calculation of the retirement annuity fund contribution deduction depends on income and in whose hands it is taxed.

**TOMORROW — Part Six: Tax history.**



## Taxation of married women

# Joint ownership complications

Complications arise in situations where a property is owned jointly by husband and wife.

A typical example of joint ownership is a couple married in community of property who rent out a property. In this instance it would be necessary to prepare accounts (in effect partnership accounts), which both parties would be required to submit with their tax returns.

Each would then be taxed on half of the net income resulting from the trade.

Married couples wishing to acquire investment properties for rental income may consider doing so in the hands of the spouse who has the lower marginal rate of tax.

As yet, provided no stipulation exists entitling the husband to re-acquire the property from the wife on the happening of a specified event, there is no provision that deems such net income to be that of the husband, even if the purchase of the property is funded by an interest-free loan between husband and wife.

It is also as well to remember that donations tax does not



The fourth in a series on taxation by Justin Cowley, tax consultant at Ernst & Young

apply to donations made between spouses.

### Income from trade

All income of a married woman received from trade, including rental income, is now taxable in her hands.

Interest on funds earned from trade and put in a bank account as part of the operation of the trade is also taxed in her hands.

However, the following types of income are still taxed in the hands of her husband:

- Interest earned from investments, such as loan interest, or interest earned from surplus funds invested in a financial institution.

- Income received or accrued from a trade she carries on in partnership or association with her husband, if that income is

considered excessive in relation to the extent of her services rendered to the trade. Only the amount in excess of the reasonable amount is taxable in her husband's hands.

- Any income received by a married woman whose husband has annual gross income of not more than R10 000, is taxed jointly with that of her husband.

### Royalties

No clear rules can be determined for the taxation of royalty income.

It could arise from trade carried out by the married woman where, for instance, she is an authoress in her own right and earns royalties from use of the copyright vested in her publications.

In contrast, the reverse situation could apply where the royalty arises from the design or invention of the husband and the tangible asset is simply registered in the wife's name.

This is unlikely to be considered income derived from a trade and will consequently still be taxed with that of the husband.



The third in a series on taxation by Justin Cowley, tax consultant at Ernst & Young

There is a clear distinction between so-called purchased annuities and compulsory annuities.

Compulsory annuities are those on which a tax deduction was claimed when the sums were paid into the retirement annuity fund.

In this case the resultant annuity is specifically defined as net remuneration and therefore subject to both SITE and PAYE. The income would not be taxed in conjunction with that of the husband. Income derived from an-

nuities resulting from retirement would, for instance, also fall into this category.

In contrast, a purchased annuity is regarded as investment income, an insurance company having entered into a contract with the individual to pay a fixed capital amount together with a specified income return over a period in recognition of an initial contribution.

No tax deduction would have been claimed for the initial contribution and the capital portion received by

## Taxation of married women

# Two types of annuities

the individual is tax free. The income, being investment income, is clearly not from a trade and would consequently be taxed with the income of the husband.

Retirement annuity contributions are deductible in the following way.

Taxpayers other than a married woman: The greatest of R3 500, less pension

fund contributions, or R1 750, or 15 percent of non-retirement funding income. Reinstatement premiums are deductible to the extent of R1 800 a year.

In the case of a married woman half of these limits apply: R1 750, less pension fund contributions, or R875, or 15 percent of non-retirement funding income. Rein-

statement premiums are deductible up to R900.

It clearly emerges that, although a married woman may be taxed separately, she is not taxed on a basis equal to her husband.

Difficulties may arise in situations where a retirement annuity in a wife's name is claimed as a deduction against the taxable

income of the husband.

However, Revenue has indicated that it will continue to allow the wife to elect in whose name the deduction is claimed, as the husband may still be subject to tax on certain of the wife's income, such as investment and excessive income.

Thus to some extent the husband may still be a representative taxpayer for the married couple.

This concession may disappear if in future the wife's investment income is taxed entirely separately from her

### husband's income.

It should be noted that great benefits can result from retirement by a husband buying retirement annuities in his wife's name. This will have the effect of bringing down the average rate at which his lump sums are taxed.

In addition, it will generate a future income stream in the hands of his wife which may be taxed at a significantly lower marginal rate than that applied to her husband. MONDAY: Joint ownership.



# Trailblazing agreement

South 20/9 - 26/9/90

355A

7/10

By CHIARA CARTER

A TRAILBLAZING agreement which provides for a childcare allowance has been reached at a major clothing store company.

In terms of the settlement signed between the South African Commercial, Catering and Allied Workers' Union (Saccawu) and the Foschini Group earlier this week, the company has agreed to pay female employees an allowance of R620 to cover the costs of

childcare for three months after the mother has returned to work.

The agreement, which covers about 5 000 workers at Foschini, American Swiss, Pages and Markhams, provides for six months' paid parental leave to be taken by any female employee or shared with a legal or common-law husband also employed by the company.

Saccawu usually negotiates for nine months' paid leave with provision for further unpaid leave.

A Saccawu spokesperson said the company's operational limitations, which include small staff complements, meant that the allowance was a compromise between the company's constraints and the union's concern that babies were adequately cared for.

Women constitute about 80 percent of the company's work force.

All women at Foschini will have their jobs guaranteed on their return from parental leave.

Those who have worked

for the company for eight months will receive a third of their normal salaries on maternity leave and the childcare allowance when they return to work.

Other provisions of the agreement, which took eight months to negotiate, are in line with the signing of the first-ever parental rights agreement between Ccawusa and Pick 'n Pay in 1987.

These include the extension of parental benefits to adoptive and foster parents as well as the parents of illegitimate children.

The principle of paternity leave is included in the agreement.

Fathers will get a week's paid leave and an optional 18 days' unpaid leave with the possibility of an additional five days' paid leave in the event of serious illness of the mother or baby.

The company has agreed to give women paid time off for ante-natal care and to pay medical aid contributions in full.

The company has also committed itself to cooperate with the union in a campaign to raise awareness about how to prevent cervical cancer.

## Taxation of married women

### Case of more than one wife

Since the introduction of Standard Income Tax on Employees (SITE) on March 1, 1988, there has been a progressive separation of spouses' taxation. This development has been a consequence of the Margo Commission's recommendations.

The Income Tax Act 101 of 1990, promulgated on July 11, provides for three methods of taxation of married women. The method of taxation is determined by both the level of her income and the type of income she receives.

A married woman is defined as a woman who lives with her husband or lives apart from her husband for only a temporary period without any intention of permanent separation.

When the husband is married to more than one wife, the wife of his longest subsisting marriage is the married woman.

From the second wife onwards, the others are treated as unmarried or married persons depending on whether they are entitled to claim a child rebate.

It would appear that the provision relating to the wife of the longest subsisting marriage ap-

plies where marriage to more than one person is recognised under South African law.

These are the Moslem faith marriage, which allows up to four wives, and the traditional African marriage which has no specified limit. Other polygamous "marriages" do not result in the first partner being a married woman as such union is not recognised in law.

All married women who earn net remuneration not exceeding R40 000 a year are subject to the SITE system of taxation. Net remuneration is the amount of salary or wage received from employment, less contributions to pension or retirement annuity funds.

The rates of tax for married women range from 15 percent at an income of R4 000 to a maximum of 38 percent at income of above R40 000.

This maximum rate is



The second in a series on taxation by Justin Cowley, tax consultant at Ernst & Young

2 percent above the rates for married persons at the R40 000 income level and 3 percent below that for unmarried persons at the same income level.

However, since a married woman is entitled to a rebate of only R700, she starts paying SITE at an income of R380 a month or R4 560 a year, as against an income of R858 a month or R10 296 a year for an unmarried person.

A married person starts paying SITE at R1 000 a month or R12 000 a year.

Like all taxpayers subject to the SITE system, a married woman earning net remuneration only of not more than R40 000 on an annualised basis, is not required to submit a tax return.

However, any excess is subject to the deduction of PAYE and submission of a return in the same way as any other class of taxpayer.



## Women get ahead - Rhodes study

355A

A PIONEER study by a Rhodes University academic has concluded that there is a clear move by men to involve women in all structures that lead to the improvement of their position in society.

from a broad feminist point of view, the stereotypical images of women in Xhosa prose fiction from 1909-1980.

Mtuze said he had divided the study into decades.

The head of the Department of African Languages at the university, Professor Peter Mtuze, recently received a doctoral degree from the University of Cape Town for his work entitled "A feminist critique of the image of women in the prose works of selected Xhosa writers".

"In the earlier prose, I noticed that women were largely portrayed as submissive and abused by men, while also seen as tender and lovely," Mtuze explained.

He came across this ambivalence throughout the works, until the 1950s and 1960s when women started moving to the cities to find work.

His study examines,

C/Press 16/9/90  
355A

# A place of honour in SA history

By ZB MOLEFE

A CHAPTER in black South Africa's history closed quietly three weeks ago with the death of Minah Thembeke Soga, 97.

It brought to mind what late *City Press* editor Percy Qoboza wrote years ago: "I am sure that when the history of our people will eventually be written, a huge chapter will be dedicated to the cherished

dream of Miss Soga."

Minah Soga's dream was liberation for her people, particularly women. It was forged on the anvil of one of South Africa's turbulent times - the years 1935-1937 when the "Hertzog Bills" effectively removed blacks from a common voters' roll in the Cape, fueling black resistance politics.

The black newspaper *Bantu World* took the initiative and called a

national convention of black organisations countrywide to oppose the bills - the Representation of Natives Bill, Native Trust and the Land Act.

It was at this convention that Minah Soga suggested to a handful of women that they organise themselves and form a women's organisation that would see to the social welfare of their respective communities.

Women's support for Soga's idea led to the birth of the National Council of African Women (NCAW).

This is the moving story found by University of the North librarian Thokozile Hlatshwayo while researching *Minah Soga's Baby*, a booklet marking the 50th anniversary of NCAW in 1987.

The spirit of Soga dominated the first NCAW conference in De-

cember 1937. The 40 delegates unanimously elected her the council's first national president. But a humble Soga declined, arguing that "a more experienced lady of the day" be elected.

In 1939 Soga became the second national president, a position she held for 15 years.

On November 3, 1951, the grand old lady launched the "One Shilling Drive for the African Child", a campaign in which black parents countrywide were asked to donate one shilling - slightly more than 10 cents today - for the education of their children.

But the NCAW was to be disappointed. Though it collected thousands of pounds, the government stepped in and stopped the initiative because it was "against the Fund-Raising

Act". The NCAW had to use the money to subsidise missionary schools countrywide instead.

Writes Hlatshwayo: "Her life had been full of sacrifices. In all her endeavours she had to dig deep into her pocket. When she taught and enlightened people, she used all the money she had earned through staging concerts in the United States."

Soga also fought for women's rights. Writes Hlatshwayo: "It had to take the likes of Minah Soga to stand up and shout against this evil (that women were only good for the bedroom and the kitchen).

"The women naturally woke up to fight, not only against sexual discrimination but also against all evils facing mankind in this country."

Soga came from a long line of achievers, and Hlatshwayo quotes well-known journalist Donald Woods saying the Soga clan is composed of intellectuals, music composers (Henderson Soga), surgeons (Dr Lex Soga), pianists (Isobel Soga) and prominent Cape newspaper editor (AK Soga).

If black America can boast of Septima Poinsette Clark (born 1898), one of the most effective and yet unsung heroines of the Civil Rights movement, then Minah Soga (born 1893) deserves an equally high place of honour in black South African history.



Minah Soga ... cherished a dream.



# Working wives to pay separate taxes

DEREK TOMMEY

THOUSANDS of women can look forward to a new experience at the end of the current tax year — submitting their own tax returns.

Heavy pressure on the Government to reduce the tax burden on working wives is having some success.

Changes in the tax laws in recent years means that working wives are retaining more of their income. This year most will have to pay only Site on their income.

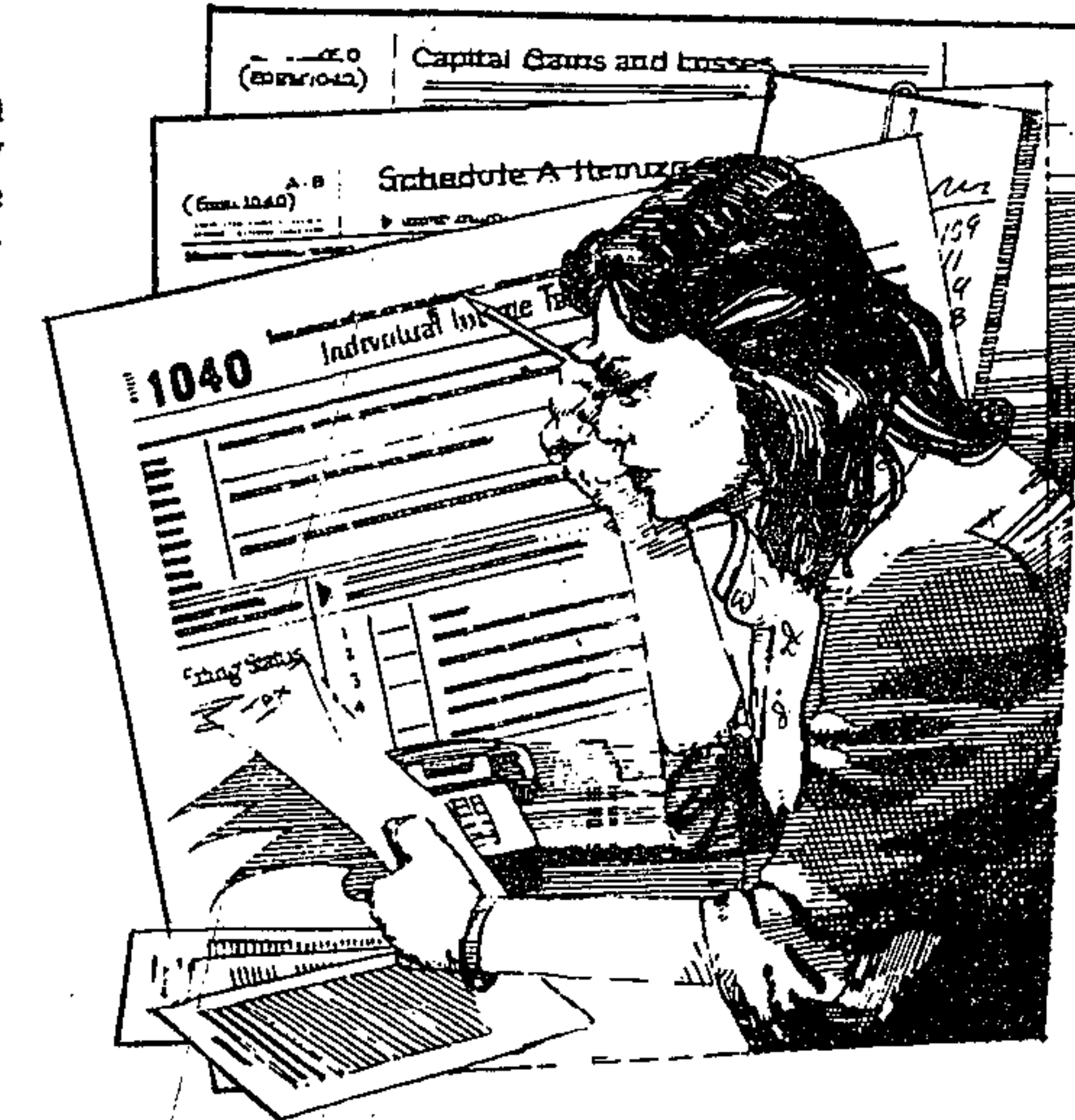
This is a higher rate than that paid by their husbands. But it is lower than the rate they would have had to pay if the old practice of aggregating their income with that of their husbands' had been followed.

Moreover, the definition of income from employment to be taxed in the wives' hands has been broadened. It now includes income from "trade", which covers professions, trade, business, employment or calling, occupation or venture and the letting of property, including royalties from intangibles such as intellectual properties.

It also includes payments subject to deduction of expenses in excess of one percent.

An example would be where a woman sold goods entirely on commission and had to bear her own expenses.

However, a married woman's income for tax purposes still does not include her investment in-



come. This has to be added to that of her husband. But there are hopes that this may change next year.

The move to tax husbands and wives separately means many working wives and a few non-working wives will have to submit their own returns.

Women in this category are:

- Those earning more than R40 000 a year from standard employment.
- Women with any income from trade, including non-standard employment.

People earning less than

R40 000 from standard employment need no longer submit returns. Revenue officials believe that the number of returns they process will fall by about 640 000.

At the same time, they expect to get an additional 22 500 returns from married women.

Mr Justin Cowley, tax manager at accountants Ernst & Young, believes this number for married women having to submit returns is too low.

Many thousands of working wives receiving travel allowances will have to submit returns.

And so will wives married in

community of property, whether they work or not, if their husbands receive rental incomes.

In this situation, half the rental income will accrue to each spouse and each will need to submit a return.

The same applies to couples with ante-nuptial contracts who jointly own properties.

Mr Cowley says separate tax for husbands and wives does not amount to equal taxation.

The working wife's maximum tax rate of 38 percent at R40 000 is two percent higher than her husband's rate at that income. This maximum tax rate of 38 percent is higher than the effective tax rate would have been last year if she had been taxed jointly with her husband.

Another inequality is that she will receive a primary rebate of only R700, compared with R2 100 for married persons and R1 800 for single persons.

The working wife will start paying Site on an income of R380 a month, against R858 a month for an unmarried person.

Income earned in association with her husband will be scrutinised. If considered excessive, the difference will be taxed in her husband's hands.

Her retirement annuity fund deductions will also compare unfavourably with those of other taxpayers.

But despite these disadvantages, most married women will welcome being acknowledged as taxpayers in their own right, says Mr Cowley.



# Paternity rights battle still in its infancy

WIMB 14/9- 20/9/90 (355A)

*Unions are making tentative strides in their demand for fathers to be given time off for child care — a demand often glibly dismissed in the boardroom.*

**GAVIN EVANS** reports

FATHERS, so the argument goes, don't have breasts with which to feed their babes, so they have no business staying at home when there's a job to be done.

Maternity leave, yes, that's negotiable. Paternity leave — are you joking? That, at least, was the response of one major newspaper company when the SA Union of Journalists tried to negotiate the issue a few years back. The directors, all male, simply chuckled — no doubt safe in the knowledge that wives and nannies at home are doing wonderfully, thanks very much.

This week I returned from five days paid paternity leave and another five which came out of my annual leave.

In addition to providing another pair of hands to help with cleaning, cooking, shopping and dog walking, my fortnight at home offered an opportunity to get to know my daughter better — as well as to learn the intricacies of baby bathing and nappy changing.

As South African companies go, *The Weekly Mail's* five day special is better than most.

In Sweden, and several other European countries, such a scheme would be illegal.

Swedish law ensures that the newborn's parents may share 450 days leave at 90 percent of their salary which can be taken during the first eight years of the child's life.

Several unions affiliated to the Congress of South African Trade Unions are beginning to win paternity rights for their members, though this development is still very much in its infancy.

The South African Commercial Catering and Allied Workers Union (Saccawu) has perhaps gone furthest in winning rights for both parents and have used the Swedish model to mould their own proposals.



**Paternal pride ... given time off from work, fathers are able to develop more meaningful relationships with their offspring** Picture: KEVIN CARTER

Four years ago Saccawu sent a pair of officials to Stockholm to study parental rights, and came up with an ambitious proposal which some companies are now coming close to meeting.

Their model, says Saccawu official Fiona Dove, is 10 months paid leave and four months unpaid, which may be taken at any time after the woman falls pregnant, to be shared when both parents work for the same company.

At Pick 'n Pay their 12 000 members (half male) have come closest to this goal. There, fathers have a right to share 11 months leave, nine paid, when both parents work for the company, and this also applies to adopted and foster parents, legitimate or illegitimate.

When only the father works for Pick 'n Pay he may take eight days paid leave and a further 18 unpaid at any time until the child is one year old. He also has a right to take his child to post-natal clinics for one day a month until the age of six months.

Where a Pick 'n Pay father has several children by different mothers working there, he may take leave with respect to each of them — meaning that in theory he could become a permanent paid nanny to his children.

Saccawu are expected to wrap up an

agreement with Foshini today for their 5000 members there (20 percent men). This will allow parents to share six months paid leave after their child is born. If the mother does not work there, fathers are entitled to a week's paid leave and an additional five days if the child or mother have medical problems, plus 18 days unpaid leave.

One major advantage of paternity leave is that it helps remove the "stigma" of pregnancy from women. Many employers deny women employment or promotion because of the prospect of maternity leave. When fathers share in this it cuts both ways.

But, says Dove, the issue is far deeper than this.

"We have found that it significantly improves the relationship between fathers and their children."

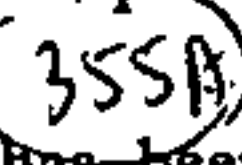
According to Swedish Legation representative Robert Rydberg his country was the first to ensure the statutory right of the father to have leave after his child is born.

The Swedish government says one father in five takes paternity leave, for a period averaging 41 days, while 72 percent of fathers take leave of absence when their child is born, and many take a week a year to care for sick children.



## LABOUR BRIEFS

### Action on <sup>South</sup> 13/9-19/9/90 childcare

EMPLOYERS face the prospect of having to contend with their employees' children at the workplace later this month. 

September 20 has been declared Childcare Day and workers are being urged to bring their children to work in an attempt to highlight the need for employers and the state to provide adequate childcare facilities.

3/9/90

**BRIEFS**

**ANC women to talk**

Three leading African National Congress women will address "concerned women" at a luncheon organised by the National Party-aligned Sandton Women's Focus on Thursday. The speakers will be Albertina Sisulu, co-chairman of the United Democratic Front; Sister Bernadette Ncube, president of the Federation of Transvaal Women; and Gertrude Shope, a national executive committee member of the ANC. All concerned women are welcome to attend the function, which will start at noon at the Inanda Club in Forest Road, Inanda.



Star 26/10/90  
**Gold Award for Anglo Alpha**

Staff Reporter

355A

ment has been won by  
Anglo Alpha.

This year's Gold Award  
for the company that  
best promotes, encour-  
ages and recognises the  
potential of women in  
the business environ-

The award is present-  
ed annually by the South  
African Federation of  
Business and Profession-  
al Women.

# Bid to avoid strike

South 4/10 - 10/10/90  
By HEATHER ROBERTSON

In a last ditch bid to avert strike action in the clothing industry, a wage dispute affecting thousands of workers has been referred to mediation.

A professional mediation firm is assisting the union and factory management to come to an agreement.

South African Clothing and Textile Workers Union (SACTWU) general secretary, Mr Howard Gabriels, said on Wednesday that a failure to settle the dispute may lead to the union going ahead with a strike ballot.

After the latest round of mediation talks on Wednesday night, the unions demand still remained an across-the-board increase of R30.

Employers have at this stage agreed to an increase of R26 for qualified machinists (grade B), 14 percent or R20 for categories below Grade B and 14 percent for higher categories.

Employers have in principle agreed on postponement of the 1991 negotiations to April/May 1992.

The offer was made provisional on the union dropping all its demands on other cost items (such as leave and bonuses).

"It is expected that mediation will be concluded on Friday, but if a settlement is not reached, we are open to further meetings," said Gabriels.



A COSATU affiliate has managed to negotiate an agreement which offers the best package deal on parental rights ever won by a union in South Africa. (KES) (3SSA)

The coup was pulled off by the South African Commercial, Catering and Al-

## Game plan for mums

lied Workers' Union (Saccawu) which pioneered the fight for parental benefits.

The agreement between the union and Game Discount World was signed in Durban last week. It covers more than 1 000 workers at

10 of the firm's stores throughout the country.

The agreement is a precedent in that mothers get a guaranteed 50 percent of their salary while on eight months paid maternity leave. In previous agree-

ments, workers who do not qualify for UIF maternity benefits in the first six months of their leave do not receive more than 33 percent of their salary.

Women employees will get 10 months parental leave which can be shared if both parents are employed by the company.

Fathers will get eight days paid leave at the time of birth. South 18/10 - 24/10/90

A novel provision is a baby hamper worth R50 for the prospective parent.

Other provisions include paid time off for women to get antenatal care.

## Nampak strikes set to continue

A COUNTRYWIDE strike at the paper packaging firm Nampak is to continue despite signs that the company might give in to demands for centralised bargaining.

According to a spokesperson for the Paper Print Wood and Allied Workers Union, two divisions of Nampak have agreed to centralised bargain-

ing — the chief demand of more than 3 000 strikers at 28 plants.

A national shop stewards' council last week decided to continue the strike until all Nampak divisions agreed to centralised bargaining.

In the Western Cape about 350 workers are on strike at three Nampak plants. (KES) (3SSA)

SA women

unite for new

## Constitution

Pretoria Correspondent

Women throughout the country have united in an effort to bring about peace and have a say in a new constitution.

At a ceremony in Pretoria yesterday — and echoed in similar ceremonies elsewhere in the country — the president of Women of South Africa, Jenny Malan, presented a Women's Manifesto to Mr Justice Olivier, vice president of the South African Law Commission.

The manifesto, drawn up after consultation with more than 1 000 groups, lists among the expectations:

- Fundamental rights based on Christian principles.

- Common citizenship and free participation in the political process.

- A safe society with impartial security forces, education for all and an independent judiciary.



# Pay boost

CH 7/14/85  
5/10/90  
355/11

## R455 million for women teachers' salaries

By CHRIS BATEMAN

**THE government has set aside R445 million to bring the salaries of women teachers of all races in line with those of their male counterparts within two years.**

This means the remaining sex-discrimination gap affecting salaries of junior teachers is to be reduced by half nationwide from April 1 next year and closed completely in the following year.

Those benefiting will be women teachers with between one and four years' post-matric qualifications, whose present monthly gross salaries are between R239 and R278 a month less than those of their male counterparts.

In a statement yesterday the Minister of National Education, Mr Eugene Louw, expressed "particular appreciation" for the input from the organised teaching profession and education advisory bodies "over a period of several years".

### 'Clear steps'

Reacting yesterday Mr Peter Moore, president of the South African Teachers' Association (Sata), welcomed the move, saying Sata had campaigned for many years for the elimination of "all types of disparity".

"We are particularly pleased at the commitment in two clear steps to eliminate the remaining sexual disparity in salaries. One gets a bit tired of hearing of declared government policy with no clear action,"

he added.

Mr Louw said that since 1981 it had been declared government policy to eliminate all disparities in the salaries of male and female educators, and that this was the latest in a series of steps taken.

The first phase, which will be introduced in April next year, will involve R250m, it was reliably learnt yesterday.


Mr Louw said exact dates would be announced "in due course".

Mr Moore said that a male teacher with one year's post-matric qualification currently earned a gross salary of R989 a month, while his female counterpart earned a gross salary of R711 a month.

A male teacher with four years' post-matric qualification currently earned R1 788 a month, while his female counterpart grossed R1 549.

## Move over you taxi men

THE involvement of women in the taxi business might help reduce the war that has for years plagued the industry.

  
355A This was said by Potchefstroom United Taxi Association president Sam Seekane this week at the launching of Puta Women's Society.

*cl/press*  
*14/10/90* Seekane said taxi wars and misunderstanding in this predominantly male business had prompted his association to involve mothers in a bid to bring peace and stability.

He said his association realised that in the event of the taxi owner's death the business normally perished because the widow did not know how to run the business.

*SW* Seekane said Puta – an affiliate of the South African Black Taxi Association (Sabta) – had a membership of more than 150 taxi owners and 350 vehicles and was gradually growing into a giant organisation.



## Game allows 10 months' maternity leave

PARENTS at Game Discount World will be entitled to 10 months' maternity leave, following last week's agreement between Game and the SA Commercial, Catering and Allied Workers' Union (Saccawu).

In the agreement, concluded after two months of talks and covering 1 100 workers in 10 stores, mothers would receive 50% of their salaries

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THEO RAWANA

for eight of the 10 months, statements from Game and Saccawu said.

The two parties also reached agreement under which the national co-ordinating shop steward would work part-time for a full salary — 23 hours a week for the company and the rest on union business. (355A)

# Saccawu gets good terms for workers

*Source 16/10/90* *355A*

A precedent-setting agreement on parental rights, which is the best known package negotiated between a union and a company in South Africa, has been signed in Durban.

The agreement between Game Discount World and the South African Commercial Catering and Allied Workers' Union (Saccawu), guarantees mothers 10 months maternity leave, eight of which will be paid 50 percent of their salary. Fathers are entitled to unlimited unpaid leave and eight days paid leave over the period of the birth.

## Beneficial

In all other agreements negotiated by the union, those workers who do not qualify for UIF maternity benefits in the first six months of their leave receive no more than 33 percent of their salary, Saccawu said.

The Game agreement is particularly beneficial for those women who have less than three years service or who have had a baby in the last three years and claimed UIF payments.

Game management also agreed to grant paid days off for ante-natal care, and both parents are allowed paid days off to take the baby to post-natal clinics.

Adoptive parents of babies under one year qualify for the same rights and those who adopt children between one and six have three months paid leave.

## Bonus

Other benefits include:

- \*A hamper to the value of R50 for prospective parents.

- \*Free cervical cancer tests arranged by the company.

- \*Full annual bonus on returning to work.

- \*Three months fully paid medical aid contributions.

- \*Accumulated leave even while absent from work.

- \*The right to choose to do part-time work until the baby is a year old.

Saccawu spearheaded the campaign for parental rights in this country by emphasising the right of "parenthood" rather than just "motherhood" and included illegitimate and adoptive children. - *Own Correspondent.*



BIDAN 1/11/90

## Women will be allowed underground

Political Staff

CAPE TOWN — Sex and race discrimination are being removed from mining. (355A)

For the first time, women are to be allowed to work underground and, as apartheid crumbles, people of colour will be allowed to acquire prospecting and mining rights.

In terms of the Mines and Works Amendment Bill which has been published in Cape Town, women will be able to go down a mine as long as they do not do "manual work".

However, they will have to hold management positions or be employed in health or welfare services.

Women will also be allowed underground if they are required by their studies to spend a period underground for training or research.

The Mining Rights Amendment Bill deletes all references to and definitions of race.

## Business warned about a 'new SA'

SOCIO-economic pressures are going to challenge the established economic institutions in SA, which has one of the highest measured income inequalities in the world, as never before, says chairman of the Independent Development Trust Jan Steyn.

Addressing a KwaZulu Finance and Investment Corporation function last night, Steyn said the real transition was yet to come, and it was the economic and socio-economic policies that a new government would pursue that were the real issue.

"These socio-economic policies cannot all be defined and circumscribed by the constitutional process. They will be defined by needs, pressures and expectations."

The issue facing SA was therefore only partly the political or constitutional resolution.

Steyn said he had some confidence that the country's future constitution would reflect reasonable compromises.

"It should be abundantly clear to all of us that the process of political negotiation is only part of a much wider resolution that has to take place in South Africa."

As it was known that the poor were going to become voters, it was clear that in their economic policies the ANC, the PAC or Azapo would have no option but to put the needs of the disadvantaged South Africans at the top of their agendas.

"In a sense, therefore, these policies are a response to the pressures emanating from their constituencies."

Steyn warned that SA had at the most two to three years to demonstrate the efficacy of policies shaped by accumulated wisdom and experience.

If not, the country would be plunged into an era of hopeful, idealistic but destructive economic experimentation which could repeat all the mistakes of social planners, Marxist intellectuals and imperious bureaucrats the world had come to know. — Sapa.

## WOMEN'S POWER: *Despite fine resolutions women get women's work — even in politics*

**A** WOMAN'S place is in the struggle — but are we all agreed exactly where in the struggle women belong?

Let's start by listening to some of the rhetoric.

The African National Congress says that "women's right to democratic participation in all decision making must be there in principle and in practice".

The Congress of South African Trade Unions' resolution on women tells us to "promote confidence and experience among women workers so they can participate fully at all levels of the federation".

The Transport and General Workers Union announces that "women workers can truly come alive now and talk about women's problems and put their demands into the Worker's Charter".

What does all this mean?

Depressingly little if woman workers are to be believed. The statements, the announcements, the resolutions — they sound great, but so far seem to have been only lip service.

"Women have got senior positions within the organisation but I think it is very much at a functionary level," says Jesse Duarte of the ANC, where a national executive committee of 38 has three women members and there are no women on the political committees.

"Traditionally women get women's work even in politics. Here, the women carry the second tier of the organisation technically, we're the back-up staff, the people who do the typing and the phoning and the keeping of appointments."

Some women, like Barbara Hogan, secretary to the PWV region of the ANC, keep away from the second tier by actually refusing to learn administrative skills. She feels that all too often typing leads to typecasting.

"It would be very useful for me to be able to type," she admits, "but I know the minute I can type, I would be doing everyone's typing."

Social tradition has determined in South Africa that men — the decision makers — are in charge. Many men and women feel that this old order needs to be challenged. But both sexes are going to have to alter their thinking.

"There's a tradition here," says Duarte. "I mean women tend to vote for men and they might not even vote for the competent women in their own ranks."

Veteran politician Helen Suzman feels it goes beyond social customs. "Women are often ungenerous to each other, they don't really give credit you know," she says. "They're a bit jeal-

# Political women still typecast into traditional roles

Women do have a place in the struggle — it's behind typewriters, the switchboard and the filing cabinet.

EMMA GILBEY reports

ous, you can't rely on them."

At the recent PWV regional elections of the ANC, two women were elected to the executive, even though roughly 50 percent of the delegation was female, and despite the tactic used by 12 women members of standing on one ticket.

So how are women supposed to get more involved in the decision-making process? And will men take those decision-makers seriously?

The TGWU is an example of a union that has worked to mobilise its women members but it still has a way to go. Of 45 000 signed-up members, one third are women. This is not remotely reflected in the leadership at branch or national level. There is one woman national office bearer in the union and of 32 branch executive officers, three are women. To try and combat this, the union has established its own women's forum but it's still at the level of more roots than grass. Some branch forums are yet to be set up and women in the union are still nervous to speak up at meetings, let alone accept nominations to leadership positions.

"We needed to mobilise female membership to find a way of integrating them into the activities of the union," says Jane Barrett, one of the union's national co-ordinators and a former general secretary of TGWU.

The idea is that women can gain in confidence at the branch level meetings of their own sex. Ideally, the leaders which emerge from here will eventually be incorporated into the general activities of the union.

The regional branches of the ANC Women's League have also been slow to mobilise. The Women's League has its own budget and lack of funds is said to be a real problem. According to Ruth Mompoti of the league, those branches that have been set up are not yet able to function effectively.



Women struggle to get beyond the second tier of political organisations

Some women work from home, many are unpaid volunteers. There are telephones but little money to pay the phone bill. Some women actually subsidise the work they do.

"Women have always been the last to be attended to — we are on the bottom rung of the ladder so we start from there. It is a very long way to go," says Mompoti.

Women's organisations tend to be perceived as of secondary importance, tagged as dealing only with "women's issues". But are women's issues really supposed to be confined to health, safety, education, housing and sexual harassment? Is this a convenient way of

sidelining issues regarded as belonging solely to women? Shouldn't it be more a question, as Mompoti says, of asking "what doesn't affect a woman?"

Women in leadership positions are concerned that the patronising perspectives they perceive create blind alleys for women. Herding women into their own organisations can be an effective way of keeping them out of the mainstream.

Suzman managed to avoid being assigned "women's issues" in her political life by a determination that her focus should be racial discrimination.

"I can't say that women's rights were my major priority — they weren't," she says. "But I did take part in the debates on women's issues because it is another form of discrimination."

"I had to make a decision between looking after women's issues exclusively or (being in) mainstream politics," says Hogan. "I would be very disturbed if women saw the only scope for their activities being the Women's League."

Another method increasingly being considered to combat sexual discrimination is affirmative action, whereby the number of women voters would be more adequately reflected in the number of women office holders.

"There is good reason to go for things like quotas," says Barbara Klugman, a lecturer in social anthropology at Wits University. "Unless there is formal and enforced inclusion of women on decision-making structures it won't happen."

Suzman agrees. "I don't think the parties make it particularly easy for women candidates to get nominations. I suppose they'd like to keep it as a male preserve if they could."

But affirmative action could degenerate into yet another form of tokenism. A minimum number of women have to be in decision-making positions so the minimum, no less — and certainly no more — get appointed. And, although the positions may appear to be high-level, the workload could remain more administrative than decisive.

Those who have made it think that ultimately women have to believe in themselves to succeed. At the moment, they might have to be a bit smarter than men, more aggressive than they would like, they might have to risk being unpopular, to put up with being patronised or harassed — but it is possible to succeed in this particular struggle.

And, as Duarte says, it is all part of the same big struggle.

"If you want to fight apartheid in its true form, you have to fight sexism as well."





Enjoying themselves during the Southern Sun 21st Collection Fashion Show in Johannesburg are businesswomen and sisters from Soweto, Busi and Thandi Lukhele. Picture by PAT SEBOKO

# Plea for equal rights, status

*Sowetan 5/11/90*

**WOMEN** must have equal rights and status in all spheres of public and private life without inequalities and discrimination between sexes.

This is one of the recommendations sent to the chairman of the Law Commission, Judge HIO van Heerden, by Kontak, a non-racial women's organisation formed in 1976.

"The drafting of a new constitution for South Africa is now inevitable. With this in mind, the national executive council feels it is important to make these recommendations," the organisation explained in a statement released last week.

"The addition of this clause to the Bill of Rights will give status to women in the community, which they do not enjoy presently.

"The national executive council feels that a separate government department for the affairs of women, as several women's organisations have requested, will be unnecessary as an independent judiciary will give women recourse in cases of inequalities and discrimination.

"The unheard crimes against children and the disintegration of family life, carry the seeds of an increasingly unstable nation and these issues need urgent attention," the statement continued.

The organisation then proposed that a Department of Community Development which would concentrate on children's and family issues and take preventative and curative actions against people who commit such offences be established.

BY PEARL MAJOLA

"We are of the opinion that rights entail responsibilities. An individual or group cannot demand rights without a commitment to uphold the rights of other individuals or groups or the state.

"Because it appears that individuals and groups do not always adhere to this, we asked the Law Commission to add such a clause in the Bill of Rights," the statement concluded.

The aims of Kontak are to promote better understanding and respect between people of different races, to strive for and promote justice, to acknowledge freedom of faith, and to promote economic responsibility and stewardship.



# SA's women 'carrying great responsibility'

By Stan Hlophe

The problems of South Africa had to be solved by South Africans themselves through peaceful negotiations and not by armed struggle, Deputy Minister of Constitutional Development and Planning Roelf Meyer said yesterday.

Mr Meyer was a guest speaker at a function hosted by the Soweto Council addressing the "role of women in the shaping of a new South Africa" in Soweto.

The Deputy Minister said the Government wanted serious and open discussion in which everyone could take part.

It was for this reason that steps had been taken to normalise the political situation in the country and to lift the restrictions that previously inhibited free political expression, he said.

"Together we have to create a new South Africa in which the ideals and aspirations of all South Africans who want a peaceful future can be realised.

"In the establishment of this new dispensation

you have a role to play, as citizens, but also as women, and so you are carrying a great political and social responsibility.

"Women form the backbone of any society, and considering that women make up more than half of the total population, it is clear that women must take an active part in the shaping of a new South Africa," Mr Meyer said.

In planning a post-apartheid society, universal principles — including the sharing of political power and opportunities and maintenance of law and order — had to be kept in mind.

"I am asking you to be strong, for the sake of our children and for the sake of our future. Violence will not solve our problems.

"It fills me with anger to hear of young people who are encouraged to spend their days harassing and even killing their fellow South Africans. I am sure you will support me and the Government when we call on you, as women, to be strong and take a stand," he said.

"Women can create positive perceptions with people whom politicians cannot reach," Mr Meyer added.



22/11/90 (355A)

## Women's rights to be debated at conference

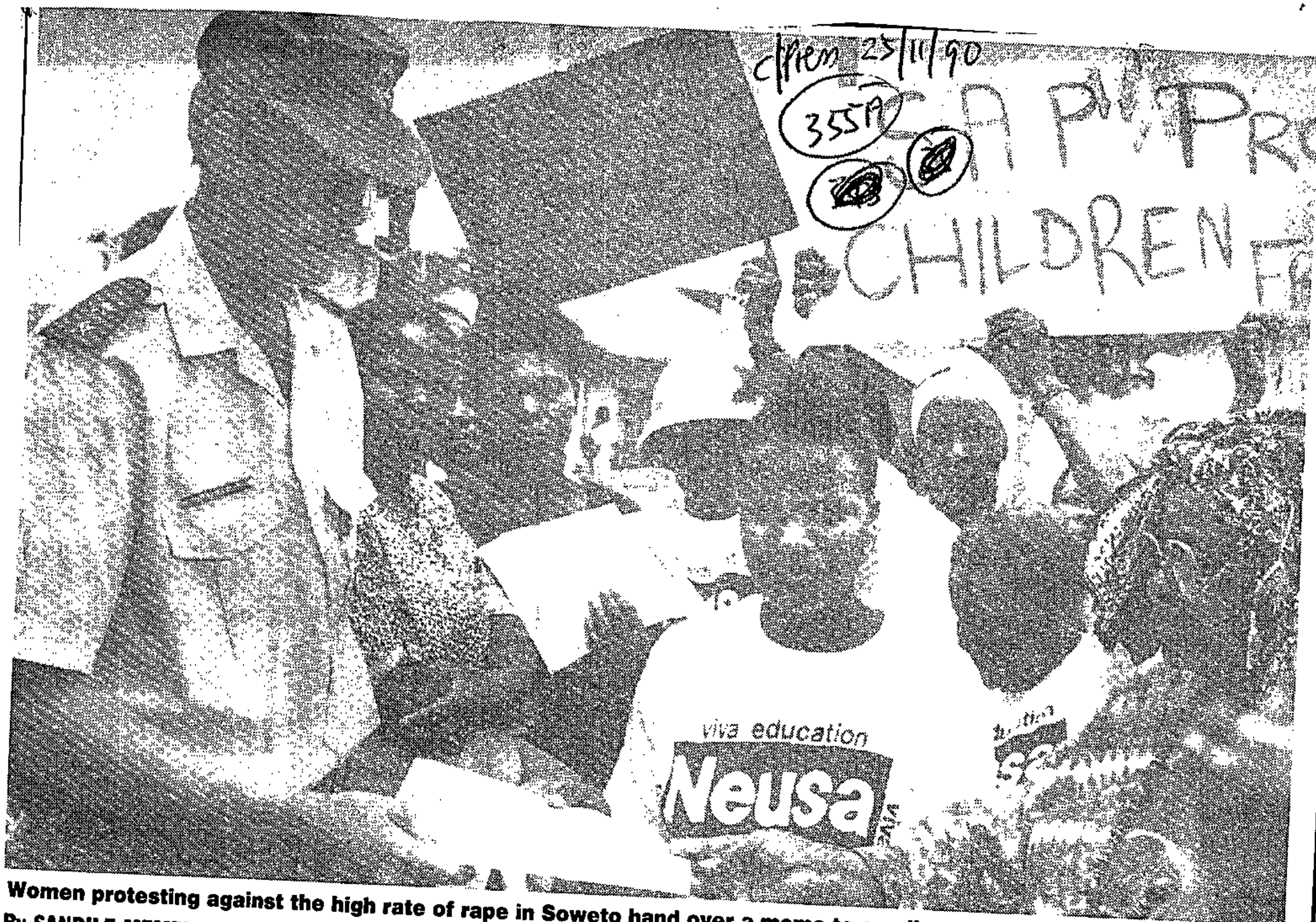
Women's rights — from constitutional equality to sexual assault — will be the topic of a Lawyers for Human Rights conference at the University of the Witwatersrand at the weekend.

More than 70 organisations will attend the conference, which starts tomorrow with addresses by ANC executive member Ruth Mompati and Namibian Minister Libertine Amathila. "Putting women on

the agenda", the theme of the LHR's national conference, will focus on the need to involve women in the process of drafting a new constitution and will examine both institutional and legislative oppression.

Experts from Canada, Britain, the US and neighbouring countries will attend. Phone Susan Bazilli at (011) 331-3565 or Lucretia Seafeld at (012) 21-2135 for details.





**Women protesting against the high rate of rape in Soweto hand over a memo to a policeman.**

■ Pic: ANDRIES MCINEKA

By SANDILE MEMELA

A GROUP of Soweto women marched through the streets of the township yesterday to protest against the high rate of rape.

Marchers set off from Regina Mundi Church and moved to Protea North police station where they handed over a memo to be delivered to Law and Order Minister Adriaan Vlok.

The memo demanded free movement for women, a guarantee of safety for women in their homes, and police action against rapists.

## Sowetans want Vlok out

Scores of banner-waving women and young girls chanted slogans and sang freedom songs.

Speaking for the organisers – which included the ANC, Cosatu, South African Council of Churches and People Opposed to Women Abuse – Masechaba Mabaso expressed disappointment at the poor turnout.

"The little crowd shows that people are not yet serious about addressing issues that directly affect them in their communities," she said.

Co-ordinator Palesa Bobi said women were concerned at the increase of rape in schools and the ease with which men were abducting girls from schools and raping them.

"We demand that the police take immediate action," Bobi said.

■ Meanwhile, SOPHIE TEMA reports that about 4 000 residents marched to Dobsonville police station yesterday to demand the resignation of Vlok and councillors.

The march was organised by the Dobsonville

Civic Association, Soweto Civic Association and the local branch of the ANC and South African Communist Party.

In a memo, the organisers said councillors had three weeks to resign.

But Dobsonville mayor Steve Nkatlo did not accept the memo.

Residents complaints include: high telephone bills; an inefficient postal service; high TV licence fees; and poor services.

In a memorandum to Vlok, residents complained about the role of

the police in the community, and especially their handling of unrest.

They also demanded the release of political prisoners, the release of detainees and an end to current political trials.

Residents said the police force had a bad image and were incompetent in dealing with the high crime rate.

"We are compelled to demand your resignation as Minister of Police, since most of the above issues have been brought to your attention by different people and leaders and you have chosen to ignore or deny them," the memo said.



# Women can prepare 'own leadership'

By Esmaré van der Merwé  
Political Reporter

If the social composition of decision-making bodies were to reflect the South African population as a whole, 70 percent of leaders would be black and 50 percent women.

This remark by Wits sociologist Jackie Cock put into perspective the significance of a historic three-day gathering of almost 400 women at Wits University in Johannesburg at the weekend.

Representing about 70 organisations, they came from all over SA to debate the role of women in a democratic society at a conference organised by Lawyers for Human Rights.

## Gender equality

The theme was how to change South Africa from a white male-dominated society to a truly democratic and non-discriminatory society in all spheres of life — economically, legally, socially and politically.

The conclusion was that while the state had to bear much of the responsibility of ensuring gender equality, the task of putting women on the agenda largely depended on women themselves.

It was noted that the abolition of apartheid and the adoption of a democratic constitution backed by a bill of human rights would go some way in ensuring sexual equality. How-

ever, most democratic societies remain male dominated.

The "how" of achieving full equality in South Africa generated some interesting proposals, including:

- Affirmative action needs to be taken to advance all groups of people who have suffered historically from discrimination.
- Labour laws should be redefined to include domestic and farm workers, and women's unpaid labour should be included in economic statistics.
- The legal definition of a family should be amended to prevent discrimination against single parent families, homosexual families and extended families as occur in black society.
- A quota system should be adopted for all office-bearing positions to ensure that women get rightfully elected.

In this regard, the ANC's Frene Ginwala quoted the British Labour Party's system for the election of front-bench MPs, whereby each MP is required to vote for at least three women. This not only enhanced women's chances of being elected, but has the "educative role of forcing MPs to consider their women colleagues".

Topics included family life, violence against women, reproductive rights, constitution drafting, legal rights, political power and rural women.

Among those present were former MP Helen Suzman, ANC executive member Ruth Mornati, Namibian Cabinet Minister Libertine Amathila, Durban human rights lawyer Linda Zama and several leading international activists.

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## Winnie elected chairman

Winnie Mandela was elected chairman of the Transvaal regional interim committee of the ANC Women's League in Johannesburg on yesterday. "Without women the ideals of the liberation struggle will not succeed ... Women have always been in the forefront in the fight for freedom and will continue to remain so," she said.



# Taxman has eye on women who earn big money

*Soweto 30/11/90*

**EMPLOYED** married women who earn R40 000 and more are in danger of retribution by the taxman if they do not apply for tax numbers.

Women who fall in this category must register with the Receiver of Revenue so that they can be taxed under their own names.

They also have to submit income tax returns for the year ending February 1991, which is the current tax year.

Those married women who earn less than R40 000 will be taxed under the SITE tax system. They, according to tax consultant Matsheru Matsheru, do not have to submit income tax returns.

The two regulations above are a result of changes in the tax law introduced this year, which state, among other things, that married women be taxed separately from their husbands.

Married women who fall under the following categories, Matsheru said,

**By SIZAKELE KOOMA**

also have to register as provisional tax payers before the end of the current tax year:

- \* Self-employed women
- \* Directors of private companies
- \* Members of closed corporations
- \* Those involved in property letting businesses
- \* Those who receive commission income

The registration will enable them to submit provisional tax returns.

He explained that even though married women were from this year being taxed in their own right any interest income they earned, whether employed or self-employed, would be taxed under their husbands.

The wife would therefore have to tell her husband about any interest she earned from investments. Failure to do so could lead to a penalty, on the husband, by the tax man.

3558

# Soweto women set new trend

By PEARL MAJOLA

*Soweto 21/12/90*

A group of innovative Soweto women calling themselves Sweet Dreams have taken a brave step to combat unemployment by launching a unique project offering work opportunities for unemployed women who can sew and have their own machines.

These women go around the townships teaching others to make hand-printed duvet sets, designed to create a new ethnic cottage-type look duvets under the Roots of Africa Collection label.

Tomorrow they will be joining artists like Hargreaves Ntswana, Godfrey Ndaba and David Mbele at an exciting exhibition of African art at the Rural Craft Centre, 18 Admirals Court, Tywhrit Avenue, Rosebank, from 9am until 3pm.

They will be exhibiting the duvets and pillows they make.

So if you are not doing anything around that time tomorrow or you happen to be around that area, drop by you might find something you like or even an ideal Christmas gift for somebody special.