WOMEN WORKERS — 1991

APRIL - DEC.

Pay parity for women teachers welcomed

Star 23/4/91

By Phil Molefe
Education Reporter

The last vestiges of sexism in education may soon fade away following last week's announcement by National Education Minister Louis Pienaar that women teachers will move closer to pay parity with their male counterparts when salary increases are implemented on July 1 this year.

Discrimination on the basis of sex characterised outdated practices in education, showing its ugly head in the form of salaries, appointments, promotion, and fringe benefits such as housing schemes and unpaid maternity leave.

In a statement issued in Cape Town, Mr Pienaar said money voted for service benefit improvements for the public sector had been divided between educators and other civil servants for the first time this year and his department was able to formulate its own improvement package within the limits of the amount allocated.

The salary increase will range from 14,6 percent at the lower post levels to 12,1 percent up to level seven.

Educationists countrywide welcomed the decision of the Minister to finally introduce parity between female and male teachers.

The campaign for equal pay between men and women educators, who had the same qualification, had been waged vociferously over the years by various institutions and teachers' organisations.

Parity among educators of various racial groups was achieved a few years ago as the Government started selling its policy of "improving" the quality of education and ending racial discrimination in education.

The chairman of the Teachers' Federal Council, Professor Hennie Maree, said although the details of the general salary adjustments were not yet known, the council was convinced, considering the present financial situation of the country, that the adjustment would be fair and acceptable.

He said parity in salaries, and the additional amount on maternity benefit, would place women educators in a position equal to those in the rest of the public sector.

A Department of National Education spokesman said parity had been achieved in all senior teaching posts, ranging from heads of department and principals to school inspectors.

He said post level one, which covers classroom teachers, was the only area where parity had still to be achieved.

Post level one is divided in accordance to teachers' qualifications into A, B, C and D categories. Category A is for teachers with one year post matric teacher training and B, C and D for those with two, three and four years post matric training.

On average a female teacher in category A earned R18 230 a year, while her male counterpart received R20 000.

In category B women earn R20 000, men R21 170; category C females earned R21 170, males R23 540; females in D earned R23 540, while men got R25 540.

He said the disparity between male and female teachers was only one notch, an average of about R1 170 a year.

Mr Pienaar said: "The increase for women teachers would be the second last stage of working towards parity."

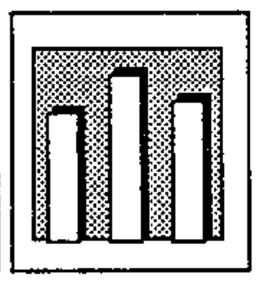
Teachers' benefits include:

- The consolidation of the 10 percent non-pensionable allowance:
- A differentiated salary adjustment for educators in which the highest increases are to go to the lower levels.
- The introduction of an additional promotion notch at the level of director.

Mr Pienaar said the bulk of the increases would concentrate on the lower levels of teaching, particularly post level one, in a move to improve the standard and well-being of educators.

Dreaming of a non-sexist society

S A social value study



The World Social Value Study, initiated by the Institute for Social Research at the University of Michigan, spans some 42 countries. The South African component was conducted by Markinor, using a questionnaire adapted for local conditions. The sample comprised: 1 236 whites (rural and urban); 200 coloured residents of Cape Town; 200 Asian residents of Durban and 600 black people in urban centres. In black, coloured and Asian areas the sample was stratified by city and township. The white sample was randomly drawn using the national panel of Nasionale Tydskrif. Limited information based on a rural sample of 500 from homelands is included.

● Further details: contact Marketing and Media Research.

By JO-ANNE COLLINGE

IN THE women's movement there is from time to time feverish debate on whether white and black women — coming respectively from worlds of privilege and poverty — can build a common struggle across this divide.

Because the racial inequities are so striking, secondary discrimination between women and men often takes a very decided back seat. Does this mean the much-vaunted "non-sexist South Africa" of the future is merely a pipe dream? And are women colluding in maintaining this unreality?

The questions are teasing. The evidence upon which to base answers are flimsy, although the recent Markinor World Social Value Study provides some interesting data on how men see women and how women see themselves.

The only consistent patterns — which span sexual, political and economic questions — are:

● Women who seek a greater degree of independence for themselves outnumber the men who are prepared to grant that freedom, though sometimes the margin between liberationist women and their male supporters is slim.

● There is a substantial group of men and women who oppose equality across the gender divide and measures which would secure women more individual freedom. Frequently, supporters of women's rights are in the minority.

Responses to the question of the right to work illustrate this. The proposition was put to respondents that, when jobs were scarce, men should have the first option on jobs.

Among urban blacks, 53 percent of men agreed with this proposition while only 27 percent disagreed. In addition, 44 percent of women were prepared to let men have preference in relation to employment — but the proportion of women who rejected the notion (41 percent) was much higher than the ratio of male opponents.

The results should be seen in the light of the fact that one in five black women surveyed was the head of her household.

Among whites, where there is less competition for jobs and where 26 percent of female respondents were housewives, there was less certainty about whether men should be privileged in relation to jobs.

The majority of white men (67 percent) believed wives should not work or should have jobs less demanding than those of their husbands so that they could do most of the housework. A significantly lower proportion of white women — 54 percent — shared this view.

Black women seemed well ahead of whites in aspiring to equal jobs to their husbands and the sharing of household work — 54 percent as against 36 percent. About half of black male respondents said they supported this view, and half wanted their wives' efforts to be more domestically oriented.

While about 50 to 60 percent of respondents felt that women needed children to be fulfilled, few would look favourably on women who chose to fulfil themselves outside of wedlock.

In the white community such a woman would have to contend with nine out of 10 men and women looking on her with disfavour. To compound matters, only a minority of men and women would accord a single woman the right to abortion.

It comes as something of a surprise to find 43 percent of black men and 70 percent of black women professed "strong support" for women's-rights groups. Only 27 percent of white men and 46 percent of women made the same assertion.

Answers to more specific questions did not bear out this generalised support for women's rights.

What they do suggest — and only suggest — is that there is a minority of women of various colours in South Africa who are like-minded on questions of sexual discrimination.

This does not yet add up to a national women's movement or a non-sexist society. □

Opinions on sex roles

		Urban Black		White	
Men have more rights to jobs than women:		MALE	FEMALE	MALE	FEMALE
	YES	53	44	30	25
	NO	27	41	26	30
	Don't know	21	16	44	46

		Urban Black		White	
Women should run homes and leave govt to men:		MALE	FEMALE	MALE	FEMALE
	YES	40	32	22	16
	NO	38	44	64	74
	Don't know	23	24	14	10

		Urban Black		White	
Women need children for fulfilment:		MALE	FEMALE	MALE	FEMALE
	YES	65	63	51	51
	NO	32	30	36	40
	Don't know	4	7	13	9

		Urban Black		White	
Single motherhood is OK:		MALE	FEMALE	MALE	FEMALE
	YES	27	29	8	8
	NO	46	46	67	68
	Don't know	27	25	24	24

		Urban Black		White	
Abortion is OK for single women:		MALE	FEMALE	MALE	FEMALE
	YES	9	13	17	12
	NO	85	83	70	70
	Don't know	6	4	13	17

Confidence gets the job



Sowetan 11/3/91

Grooming school helps secretaries, receptionists



LACK of assertiveness and confidence among black secretaries and receptionists has motivated two women to start a grooming academy to equip them with these skills.

By PEARL MAJOLA

Martha Peters, an executive secretary for seven years, and Cynthia Mabambe, a personnel consultant with a reputable employment agency, have left their jobs to start M and P Grooming.

"I was waiting for a job interview one day when it struck me that black secretaries were not being employed because they lacked these important skills.

"They have not been exposed to many things to which their white counterparts have and therefore need somebody to help them," explained Peters.

"But I could not do it on my own, so I looked for somebody who would be qualified and interested in starting a grooming school.

"Then I heard about Cynthia and I appraoched her with the idea.

"When she agreed to a partnership, we started planning and we both had to quit our jobs to give this project all the time we needed to make it successful," she said.

"There are many qualified black secretaries in this country, but they do not get jobs because they only have academic qualifications.

"We want to train them in industrtial language, how a secretary projects herself in front of her boss and how she communicates with her boss' clients and associates," Mabambe said.

"You come across secretaries or receptionists who can hardly answer the phone properly. A research on the problems companies experienced when hiring black secretaries revealed some very interesting facts.

"Some of these were that employees had and made unrealistic expectations and demands. For instance, a secretary would expect her boss to understand when she is late for work because she used public transport to work.

"Another finding was that black employees are reluctant to ask questions and unwilling to take on responsibility and initiative. These factors contributed to the reluctance of companies to hire black secretaries," she explained.

"We want to concentrate our training to secretaries, receptionists, Girl Fridays and ordinary job-seekers with matric.

"We want to do away with all these negative factors and replace them with confidence and positive thinking in these professionals."

The M and P Grooming Academy can be contacted at 424-0423.

Women march in honour of their day

Sowetan 8/3/91 355A



Women march today in celebration of their day

TODAY women will march through Hillbrow to celebrate International Women's Day and demand their right to safety at night in the mean streets of Johannesburg.

By PEARL MAJOLA

It was on this day in 1913 when women textile workers in New York went on strike for better working conditions.

Over the years South African women workers have fought bitterly to gain recognition as important contributors in the workplace and for better working conditions.

The struggle for equality at home and in the workplace continues as women fight even harder, especially for parental rights including maternity leave and child-care facilities.

Victories have been gained in some companies as far as parental rights are concerned. At Pick 'n Pay a parental rights agreement was signed as far back as 1987.

Agreement

This agreement covers broad areas from the health needs of pregnant women to eight days' paid leave for fathers at the time of the mother's confinement.

Similar agreements have been reached with Game, OK Bazaars and Metro Cash and Carry.

There are many other issues for which women have to fight, both in the workplace and in society in general.

To mark this day, different activities have been planned by different women's groups throughout the country.

These include a march at six tonight from Joubert Park through to Highpoint, Kotze Street in Hillbrow. Women wishing to participate will meet in the park and move towards Highpoint.

The Women's Informal Training Institute will hold a seminar at Vista University in Soweto tomorrow at Hall A3 from 10am.

The theme for the day will be "Women moulding the future".

A rally organised by the National Union of Public Service Workers will be held tomorrow at Lekton House (1st Floor) in Wanderers Street from 10am.

Their theme is "A nation can never be free unless its women are free".

SA women out in the cold



South African women will join women throughout the world in celebrating International Women's Day on March 8. Yet, at a recent conference on "Women and Gender in Southern Africa" held at the University of Natal, speakers emphasised how far behind the rest of the world South African women were lagging in addressing gender oppression. REHANA ROSSOUW reports:

THE issue of gender equality has moved up from the bottom of agendas in the liberation movement in the past few years.

Some opportunities have been created for women to begin to engage in politics in a way significantly different from the past. But it remains to be seen whether women will use those opportunities effectively.

At a recent Durban conference on "Women and Gender in Southern Africa", it became clear how many complex barriers there are for South African women trying to take up the challenge offered by these opportunities.

In a paper titled "Where have all the women gone? Gender and politics in South African debates", Shireen Hassim of the University of Natal said there was "surprisingly little attempt" in South Africa to understand women's relationship to the political process.

It was not that women were invisible in politics; on the contrary women in South Africa had taken on battles directly with the state, using high-profile strategies.

Visible

"It is rather in the very construction of these activities that the problem lies," Hassim said.

"Women are rendered visible, both in the media as well as in surveys of the resistance movements, but in both cases this occurs within a very specific patriarchal discourse."

Where women were considered at all as political beings, they were treated either as victims of a man-made world of conflict and violence or as heroines battling to restore humanity to a world spinning out of control.

These themes applied equally to African as to white women, and were drawn from a fundamentally patriarchal world view.

"A major part of the explanation for the nature of South African politics must lie in the absence of any organised feminist movement in the country," Hassim said.

"A feminist movement may be defined as one in which there is an organised attempt to challenge and eradicate the oppression of women by men."

In other parts of the world, criticism of the fundamental assumptions of male-dominated political analysis emerged primarily as a result of women's organisations' direct impact on the public (male) sphere.

However, in South Africa, women in the left had publicly and actively denounced the validity of feminism for black South African women.

Feminism

Writing in "African Communist", a reader who gave her name as "Clara" argued that feminism could not be adopted by a movement committed to the liberation of African people led by the black working class.

"Feminism is a reformist ideology," said Clara, effectively undermining independent organisation of women within the left.

In other parts of the world in the past three decades, challenges to the structure of male dominance facilitated the emergence of a strong movement among women, committed to exposing and eradicating gender oppression.

These were largely due to the availability of contraception, freeing women from the constraints of motherhood, the larger availability of education and job opportunities and women's involvement in the civil rights movement.

In South Africa, however, while similar conditions might have existed for white women, they did not for black women. Race, class and gender identities had been inextricably intertwined and undermined any notion of common gender oppression.

While the struggles of white women for equality in the labour market and for political rights have had some positive spin-offs for women generally, their success has been limited by an overriding apartheid order which has developed a very different set of legislation for blacks.

Thus, for example, reforms in legislation governing marriage and divorce have not been uniformly applicable for all women.

At the same time, much of the reform promoted by white women has been financed and made possible politically at the expense of opportunities and civil liberties for blacks.

"Women's organisations which have emerged among white women and, of late, among bourgeois women of all colours, has tended to take up a limited range of issues of interest to professional women," Hassim said.

"In any case, there has been no joint action by these organisations that would enable us to talk even of a limited women's movement.

"Issues that have elsewhere united women at the broadest level, such as women's concern for children and legal sexual discrimination, have in South Africa been fraught by racial schisms that ensure white 'madams' have little in common with their black 'maids'."

Opportunity

Hassim said the centrality of the national question in South African politics left little opportunity or energy for an autonomous movement of women.

Black women who have been politically active have tended to become involved in broader campaigns against apartheid or in the trade unions, rather than take up women's issues.

This position on the priorities of opposition movements has marginalised issues which are central to feminism, such as the control of individuals over their lives and bodies.

At the same time, many organisations — including women's — have refused to engage in feminism.

Balecka Kgosotsile, in her article "Are the chains breaking?", argued that "men are so comfortable with being waited on that many are not particularly keen to discuss women's emancipation, even if they are supposed to be revolutionaries.

"Women, on the other hand, are so used to 'catering' for others that they tend to hold on to the roles that retard their development."

Organisationally, women have always been tied to national political and union structures and agendas have been determined by national priorities rather than the priorities of the smaller constituencies.

As a result, even in those moments in which women confronted the male domain directly, they did not articulate their campaigns either in terms of a struggle between men and women, or an exclusively female struggle against an oppressive system.

Even the most visible of women's political struggles, against the extension of the pass laws to women in the 1950s, was located within the context of the broader national liberation struggle, in which women were seen as part of a popular front rather than within the history of black women.

"The argument that black women in South Africa are uniquely oppressed because theirs is a three-fold oppression as blacks, workers and women has become one of the clichés of progressive literature on women," Hassim said.

"As a result of this narrowness of political strategy, what has been missing from our debates has been a more complex understanding of the nature of patriarchy, which would allow us to draw in a broad range of women into a nonracial organisation.

Scope

"Issues which are central to an understanding of patriarchy, such as the control over women's bodies, women's labour, sexuality and the social legitimation of violence against women, have had little space in our politics."

Hassim said broadening the scope of politics to include these issues would mean that the ANC's Women's League could begin to appeal to a much wider constituency, not merely those who suffered "triple oppression".

Women in a post-apartheid society will continue to be divided along class and racial lines.

For the Women's League to be truly representative, it would have to confront the different needs and issues that arose out of the different life experiences of a broad range of women.

The most common explanation offered for women's lack of participation lies in the roles accorded to women in society, particularly in women's "double shift" — in the burdens they carry as wage earners as well as managers of families.

"These burdens clearly limit the time and energy women have to participate in political organisations," Hassim said.

Childcare

The most graphic account of the burden carried by women involved in the political struggle was given at the conference by Tammy Shefer in her paper titled " The gender agenda: women's struggles in the trade union movement":

"A woman shopsteward brought her baby to a local shopstewards meeting because she had no childcare.

"Her comrades would not let her keep the baby with her as they said it was disrupting the meeting.

"She sat through a two-hour meeting. 'I was hurting inside, listening to him crying in the room next door, but I knew I could not go to him'."

Many activists see the organisation of women employed in factories into trade unions as an important way of breaking the isolation and drawing women into broader working-class political action.

Even then, trade union activists complain that women's responsibility in the home makes them less available for meetings.

Hassim said that, since the return from exile of the Women's League, debates between women's groups and feminists had revolved around the importance of an autonomous women's movement.

"However, I suggest that the debate could be more fruitfully, and perhaps less divisively, conducted around the issue of the empowerment of women.

"Whether women remain in or out of national political structures, and no matter how large or small their number within women's political organisations, the ultimate test of feminist politics is the extent to which it can provide women with skills to challenge a male vision of the world and provide an alternative to that vision," Hassim said.

Co-op will help women to be self-sufficient

Soweton 4/3/91

355A

By PEARL MAJOLA

UNEMPLOYED women in Soweto will soon be able to earn a living through a co-operative nursery venture that involves growing and selling fresh vegetables.

The nursery is a project of Ithuba Lethu Co-operative, initiated by Grail, an international Christian women's movement.

Grail's local resource officer, Mrs Sheila Masote, said the organisation looked at the high rate of unemployment in the township and decided that a nursery would provide women with an alternative - and would render a service to the community.

"Many people from Soweto have to go into town to get seedlings, so we hope that as soon as the project starts functioning those people will not have to struggle anymore," she said.

Vegetable project

Ithuba Lethu was started as a vegetable production project which emphasised helping women produce their own vegetables at home and finding available land for them to use for gardening.

Presently there are about 20 women involved in the project.

On joining the co-operative they are required to pay a R2 joining fee and a monthly subscription of R2.

"We started the co-op by recruiting unemployed women, who were mainly elderly women left at home to take care of the children.

"They met and made all their own decisions about what they were going to grow and how they were going to get seeds," Masote explained.

"Each woman has her own plot where she grows whatever vegetables she chooses," she said.

But emphasis is not only on teaching the women to grow vegetables but also on teaching them to share and feed themselves.

Important

"Whatever is harvested is shared among them to take home.

"This also makes them feel important contributors to the family.

"Only when there are surplus vegetables do they then sell to the public.

"And the money that comes from those sales goes into a fund they have started for buying seeds and general maintenance of their gardens.

"Profit at this stage is not a priority," she said.

A recruitment workshop will be held on Thursday at Nicro Centre in Soweto from 9am.

Details of the nursery will be discussed and decisions made on how it should be run.

Rural women organise

Sowetan 19/2/91

By PEARL MAJOLA

SEX discrimination is still very much a reality for women in the rural areas.

And this prompted the formation of the Rural Women's Movement by Transvaal women last year.

The movement was formed with the help of the Transvaal Rural Action Committee (Trac), a subsidiary organisation of the Black Sash concerned with helping rural people faced with forced removals.

RWM aims to unite rural women and give them a platform to share their problems and work on solutions together, while assisting them to develop skills such as sewing and trench gardens.

Fighting the problem alongside these women is Lydia Kompe of Trac.

Born and bred in the rural areas herself, the issues and problems facing them are well known to Kompe.



LYDIA KOMPE

"My concern for rural women grew when I started working for Trac.

"I found out that it is them who are first hit with notices of removals before the men, who usually work far from home," explained Kompe.

"Yet when decisions have to be made, women are not given a chance to contribute to those decisions.

"The men come home and the Kgotla, the decision-making body, meets to discuss what needs to be done.

"Women are excluded from the Kgotla and are only called in to explain what the authorities said.

"The RWM was then formed to address this particular issue and then get women together to discuss other problems they face like why they have to be excluded even from issues that affect them directly," she said.

They have succeeded in getting women into the Kgotla in some villages such as Braklaagte, Mogopa and Driefontein, but Kompe maintains there is still a lot of work to be done.

"It has been a struggle because men still feel dominant and feel they will be breaking tradition if they allow women into the Kgotla.

"The RWM has the support of unmarried men who are also not allowed into the Kgotla because it is assumed they do not understand the problems facing married men.

"But they are saying that as adults they need to be involved when decisions that are going to affect their lives, are made," she said.

"Another issue we want to tackle is the gap between rural and urban women.

"Urbanisation has divided black women and urban women have access to facilities which are not available for rural women.

"This creates a feeling of inferiority among rural women. We have tried in the past to bring the two groups of women together on occasions like National Women's Day, but it has never worked.

"Often the medium of communication on these occasions is English which leaves rural women out because translation is seen as a waste of time by urban women," Kompe said.

A black woman's struggle

Sowetan 14/2/91

And They Didn't Die by **LAURETTA NGCOBO** (Published by Skotaville). Reviewer **SELLO RABOTHATA**

IN *And They Didn't Die*, Ngcobo takes us back to a story of survival in the rural communities of the '50s and '60s.

It is a familiar story incorporating a black woman, influx control, the pass laws, the plunder of the land and the struggle for survival.

It is a gripping story told in a way that recalls the tales our grandmothers used to tell around the fire in the evenings.

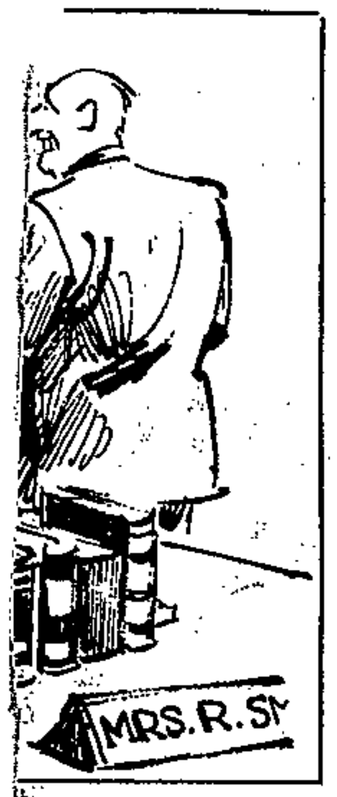
Sometimes it works on your feelings - you get angry - and then suddenly you think you see a light at the end of the tunnel and you are relieved.

It is a story about Jezile.

The back sleeve summarises it this way: "Jezile, young and eager for change, is caught up in the relentless crush of history, but is determined to plot the trajectory of her own life.

"Caught up in the crossfire of blatantly racist policy and coercive traditional values, Jezile finds herself pushed to the limits of her resilience, fighting for a place among the dispossessed."

Get this book, read it, then sit back and think. You may known several women who have had a similar experience.



MD."

Women in quandary over provisional payments

MANY thousands of working married women are in a quandary over the submission of provisional tax returns by the end of February.

Their confusion is compounded by the Receiver's administrative inability to handle the flood of applications for provisional tax registration.

Ernst & Young's Justin Cowley believes most working married women obliged to pay provisional tax for the first time have been inadequately informed of what is required.

Even those who are on top of the situation do not know quite where they stand in cases where they have applied for a provisional tax number but have not been allocated the number they need in order to submit their provisional tax return and the payment that must accompany it.

Mr Cowley warns against sending a cheque for the relevant amount to the Receiver unless a provisional tax number has been allocated.

"Women who do so run the risk of their cheques being misallocated. They should write to their local revenue office explaining that their return has been prepared and that it will be submitted as soon as the relevant number has been allocated."

JOHN SPIRA

Not all working married women are required to pay provisional tax. The criteria applying to those who must register as comprise one or more of the following:

- Receipt of income from sources other than remuneration on which the wife is taxed separately from her husband.
- A director of a private company.
- A member of a close corporation.

How much should be paid in provisional tax by the end of the month?

Provisional taxpayers normally arrive at the sum in question by basing their calculation on their most recent assessment.

But married women haven't yet been assessed in their own right, so they have no previous assessment on which to base their calculation for purposes of their first provisional payment.

The solution is to base the provisional payment on the most recent joint assessment, taking care that in estimating taxable income, account must be taken only of the portion of the wife's joint income with her husband, as shown in their most recent joint assessment.

This position will apply until the wife has received her own assessment for the 1991 tax year, at which time her future provisional payments will derive from that assessment.

The taxable income relating to her second provisional tax payment (at the end of August) should not be less than 90 percent of the amount determined from that portion of her taxable income previously included in her husband's latest assessment.



"The Receiver says you'll pay more provisional tax than the M

South 7/2-13/2/91

Taking care of new generations

Every year around this time, thousands of brightly-dressed children trot off to daycare centres for the start of a new year. But for millions of other children around South Africa — particularly farm and domestic workers' children - adequate childcare facilities are only a dream. Waghied Misbach reports



MODEL CRECHE: Children at play at a modern child care centre provided by a Cape Town company for the children of its workers

PICS: YUNUS MOHAMED

THE Congress of South African Trade Unions (Cosatu) has taken the issue of childcare to heart with its "National Childcare Campaign", launched last year.

Cosatu is demanding workplace creches, special paid leave for working parents and state support for the children of unemployed workers.

But it has been the Cosatu affiliate, the South African Commercial Catering and Allied Workers Union (Saccawu), that has led the charge.

Saccawu, which represents 65 000 women workers, recently negotiated with the Foschini group (which includes American Swiss, Pages and Markhams) for six months' paid parental leave (including the husband if they worked together) and childcare allowances for a further three months.

The Durban-based Game went further last year when they announced that their workers would receive 10 months' maternity leave, with eight months at half of their salary. Fathers would get eight days' paid leave over the period of the birth and unlimited unpaid leave.

Negotiated

But Saccawu had already set the ball rolling in 1987 when they negotiated with the giant retail company Pick 'n Pay for nine months' paid parental leave for both parents (if they worked together).

At the time the agreements were widely seen as setting an important precedent that would pave the way for agreements in other industries.

But it has not been coincidence that landmark decisions on parental rights have involved the giant retail companies.

Unionists argue that these companies have multimillion rand turnovers and are able to absorb the costs. Other sectors may have to retrench thousands of workers if such wide-ranging agreements are negotiated.



NO CARE: Two children while away the time in a backyard in Khayelitsha where few childcare facilities exist

The South African Clothing and Textile Workers Union (Sactwu) believes that they cannot hope to match the kind of agreements reached at Game without major repercussions in the form of mass retrenchments.

Last year Sactwu signed an agreement in their clothing sector (representing 55000 women workers) that ensured six months' leave, with the first three months at 25 percent of workers' monthly wages and the second three months as unpaid.

Women would then have to draw unemployment benefits, but at least they would be guaranteed their jobs back, which was not the case a few years ago.

Sactwu has yet to negotiate similar agreements for their other 60 000 members.

The Cosatu National Childcare campaign is expected to feature strongly on the Sactwu agenda in 1991.

However, Saccawu gains have also come in the form of a change in attitude of employers.

"Companies realise now that they have to pay for parental benefits; it's now just a question of how much," says Ms Fiona Dove, Saccawu research officer.

Of course, the real dificulties are often "just how much".

The union takes into account the affordability of the industry when they push for agreements. But the agreements usually come in the form of packages which include other aspects such as UIF, sick leave etc, so the package demands in the end have to be realistic.

Mr Malcolm Park of the Foschini group, which was involved in negotiations last year with Saccawu, believes that not even the major retail companies can afford Cosatu's proposals.

Park maintains that the Swedish model, which Cosatu uses as its standard, is unrealistic in South Africa. Swedish employers allow 14 months, 10 months of which are paid, that may be taken at any time after a woman becomes pregnant and can be shared if both parents work for the same company.

Park says it is imposible for the Foshini group to hold jobs for 14 months until the workers return as they have only three to four workers in some stores.

"A major problem in this country is productivity. We have to find a compromise between productivity and providing important childcare.

"Sweden has a negative birthrate and they are trying to increase it. In South Africa the case is the opposite."

Creches

Providing workplace creches is the tricky question, both employers and unionists agree.

Dove says that union members don't want work-based creches, but prefer facilities in the areas where they live.

Saccawu has not formulated concrete proposals around the issue, but it is likely that the government and employers may have to play a role in establishing these centres.

Dove says Cosatu is currently investigating the possibility of home-based creches.

Warner-Lambert in Cape Town have been providing pre-school and daycare facilities for employees' children for several years.

Mr Freddie Daniels, Warner-Lambert's training officer, says the company recognised 10 years ago that there was a need for companies to provide adequate daycare and pre-school facilities, with qualified teachers.

There is still an enormous amount to be done in other sectors which have no protection under the law.

Farm and domestic workers have no protection under the Labour Relations Amendment Act (LRAA). The LRAA has been the target of numerous Cosatu campaigns because of its inconsistencies.

Domestic

Domestic workers are usually only able to visit their children once or twice a year if they work far from their homes. Even if her workplace is close to her home, a domestic worker may only be able to see her children once a month as she is often required to work Sunday to Sunday.

The South African Domestic Workers Union (Sadwu) is committed to pushing for legislation that will give domestic workers the protection of a five-day working work, with school holidays off.

Ms Clare Slingers, case officer for Sadwu and a former domestic worker, says there is an enormous need to provide protection for domestic workers' children. Of the estimated 100 000 domestic workers in South Africa, the majority are single parents with, on average, two children.

The National Manpower Commission (NMC) is currently investigating possible amendments to the LRAA to protect farm and domestic workers. While Cosatu and Sadwu have welcomed the investigations, they remain dissatisfied with several key areas.

Cosatu, which participated in the NMC sub-committee, maintains that the NMC's proposal to have additional legislation for farm and domestic workers only, is an attempt to "water down the extension of labour legislation to domestic and farmworkers".

In the rural areas, too, farmworkers have little recourse to cheap and adequate childcare facilities for their children.

The community-based Rural Foundation has Educare centres in 700 areas nationwide, with an estimated 230 fulltime workers caring for 9 000 children under the age of six.

The Foundation's aims are twofold: To provide for the physical welfare of the child, and — considering South Africa's high illiteracy rate — to teach the child to read and write in preparation for school.

Foundation spokesperson Mr Hammond Bailey says there is still a "lot of scope" to increase facilities around the country as the areas covered by his organisation amount to only 10 to 12 percent of the entire farming area in South Africa.

Of South Africa's 200 farming units, 55 are still on the waiting list for services. Bailey says this covers 50 percent of the farmworkers' children.

Facilities

The Foundation is not subsidised but receives money from the community and the farmers to provide facilities for the Educare centres.

Bailey admits, however, that the facilities do not fulfill the standards and criteria that would qualify them as registered Educare centres, but the Foundation does not push for these criteria to be met.

"We try to make it liveable; one must remember that we are living in a third world country," says Bailey.

To establish a centre, the Foundation provides 75 percent of the cost, with the community providing 25 percent for a fulltime development officer.

At present the Foundation is trying to upgrade the centres for them to qualify for state subsidies.

In Stellenbosch, the Foundation has already registered most centres with the state and is consequently in the process of receiving state subsidies.

But the reality of South Africa is that there are more pressing problems facing the country. It is likely that considering the deep crisis in education and housing, childcare may just be shifted to the backburner.

South 7/2-13/2/91

Taking care of new generations

355A

Every year around this time, thousands of brightly-dressed children trot off to daycare centres for the start of a new year. But for millions of other children around South Africa — particularly farm and domestic workers' children - adequate childcare facilities are only a dream. Waghied Misbach reports



MODEL CRECHE: Children at play at a modern child care centre provided by a Cape Town company for the children of its workers
PICS: YUNUS MOHAMED

THE Congress of South African Trade Unions (Cosatu) has taken the issue of childcare to heart with its "National Childcare Campaign", launched last year.

Cosatu is demanding workplace creches, special paid leave for working parents and state support for the children of unemployed workers.

But it has been the Cosatu affiliate, the South African Commercial Catering and Allied Workers Union (Saccawu), that has led the charge.

Saccawu, which represents 65 000 women workers, recently negotiated with the Foschini group (which includes American Swiss, Pages and Markhams) for six months' paid parental leave (including the husband if they worked together) and childcare allowances for a further three months.

The Durban-based Game went further last year when they announced that their workers would receive 10 months' maternity leave, with eight months at full of their salary. Fathers would get eight days' paid leave over the period of the birth and unlimited unpaid leave.

Negotiated

But Saccawu had already set the ball rolling in 1987 when they negotiated with the giant retail company Pick 'n Pay for nine months' paid parental leave for both parents (if they worked together).

At the time the agreements were widely seen as setting an important precedent that would pave the way for agreements in other industries.

But it has not been coincidence that landmark decisions on parental rights have involved the giant retail companies.

Unionists argue that these companies have multimillion rand turnovers and are able to absorb the costs. Other sectors may have to retrench thousands of workers if such wide-ranging agreements are negotiated.

The South African Clothing and Textile Workers Union (Sactwu) believes that they cannot hope to match the kind of agreements reached at Game without major repercussions in the form of mass retrenchments.

Last year Sactwu signed an agreement in their clothing sector (representing 55000 women workers) that ensured six months' leave, with the first three months at 25 percent of workers' monthly wages and the second three months as unpaid.

Women would then have to draw unemployment benefits, but at least they would be guaranteed their jobs back, which was not the case a few years ago.

Sactwu has yet to negotiate similar agreements for their other 60 000 members.

The Cosatu National Childcare campaign is expected to feature strongly on the Sactwu agenda in 1991.

However, Saccawu gains have also come in the form of a change in attitude of employers.

"Companies realise now that they have to pay for parental benefits; it's now just a question of how much," says Ms Fiona Dove, Saccawu research officer.

Of course, the real dificulties are often "just how much".

The union takes into account the affordability of the industry when they push for agreements. But the agreements usually come in the form of packages which include other aspects such as UIF, sick leave etc, so the package demands in the end have to be realistic.

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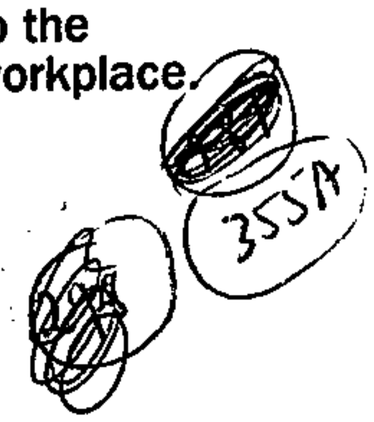
But the reality of South Africa is that there are more pressing problems facing the country. It is likely that considering the deep crisis in education and housing, childcare may just be shifted to the backburner.



NO CARE: Two children while away the time in a backyard in Khayelitsha where few childcare facilities exist

BUSINESS

A small number of forward-thinking companies in South Africa is providing creches to alleviate the skills crisis by drawing skilled women with children back to the workplace.



Creches oil business wheels

Now the high-flying business-minded mother can breast-feed her baby in between making boardroom decisions, thanks to the latest movement towards in-house creches.

A small number of forward-thinking companies in South Africa is providing creches to alleviate the skills crisis by drawing skilled women with children back to the office.

Rivonia child care consultant and creche manager Dillys de Leiburne says the child-care facility is an important perk for a working mother, who can still be actively involved in her child's rearing.

"Breastfeeding in between working schedules keeps the bond between mother and child intact."

There is a chronic shortage of quality creches and the Government has largely left child-care in the hands of individuals who find it increasingly hard to fund adequate care, she says.

"The move to company creches is partly fuelled by hard facts of life. About 40 percent of the total labour force in South Africa is female and an increasing proportion of them are single mothers."

According to 1985 national census figures, 56 percent of all women between 15 and 64 were economically inactive, a large proportion with skills and academic qualifications.

Against this scenario are predictions that by the end of the century there will be a shortfall of more than 100 000 managers and 440 000 highly skilled employees.

Commerce and industry desperately needs the working mother and companies are finally waking up to this, says Mrs de Leiburne.

"However, to get mothers back to work by providing a creche requires considerable planning and superior facilities. Companies also need to provide quality care which needs a high child/staff ratio.

"Many mothers feel guilty at having to work and leave their children in a creche. Our aim is to allay that guilt by giving them the very best quality child-care. The mother must have confidence in the fact that her child is in the right hands.

"The quality of the child-minder is very important. I look for the mother figure, someone with humour, warmth and patience in dealing with small children and someone who is capable of moulding their future," she says.



Care that counts . . . Dillys de Leiburne says in-houses creches will lure skilled women back to the workplace.

The legal requirements for running a creche are a ratio of one staff member for every eight children for under-twos and one in 15 for the over-twos.

However, for the best care in the younger category Mrs de Leiburne suggests the company creche provide one qualified member of staff who is either a nursing sister or a teacher for every eight children, assisted by one nanny for every five children.

"It is particularly important to have a qualified nurse who is trained to look for symptoms of illness and to provide medical care. In all cases, a medical practitioner should be available on call," she says.

Detailed reporting procedures are also important in charting the health, development and general well-being of the child and in providing the mother with the feedback she needs.

ZINGISA MKHUMA

ON MONDAY

When you ask one of the world's leading jazz musicians to talk about his favourite subject, you're not going to hear about jazz.

You're a special breed of women — Khuzwayo

By LULAMA LUTI

VETERAN community leader and champion of women's rights Dr Ellen Khuzwayo has called on black women to work as a united force.

Addressing about 200 women attending the first anniversary of Sechaba Training Centre in Soweto, Khuzwayo said: "If apartheid among ourselves has been buried, let us see women's organisations meet and put party politics and ideologies aside. It is time we stopped criticising each other.

"I want to tell you now that you are a special breed of women.

"Nowhere in the world have women been so oppressed and held on as you have done."

She told the women they were victims of their silence and until they had learnt to stand on their own, their liberation would remain a fallacy.

"Listen and learn. Doors are now open for you and don't shut yourselves outside because of an inferiority complex."

On the conduct of black youth, Khuzwayo said while their behaviour could not be condoned, they had been denied opportunities provided for other children.

"Let us change our hearts towards them. They need our prayers and our love very much."

Interdenominational Women's Prayer League president Masechaba Mabaso said women should devote this year to uplifting each other.

She appealed to women all over the country to pray for peace and stability in South Africa and throughout the world.

Change caught women napping

c/Pren 27/11/91

By LULAMA LUTI

CHANGE in South Africa has caught women napping and if they do not wake up they will be overtaken by events, a women's conference in Bloemfontein heard recently.

National Council of Women president Winkie Direko advised delegates at the three-day conference to pool their resources and work together.

She referred specifically to the role of women in socio-economic development, and said women should help plan the new South Africa and devise strategies to end violence in the country.

The conference called for an all-women indaba to devise means to end the violence in black townships.

Community worker Cathy Makhene told delegates it was important for women to attain complete freedom if they were to be effective in meeting the challenges of the day.

Freedom meant the ability to make decisions, implement them and to act and live according to principles found in the word of God, she said.

We're not here to serve men, say top SA women

Star 8/5/91



Marike de Klerk . . . the role of women is to serve, heal and inspire men.

By Bronwyn Wilkinson

Women insisted yesterday they were powerful individuals in their own right and said they were appalled by the opinion of Marike de Klerk, wife of the State President, that women were "not important".

Mrs de Klerk, speaking at the opening of the new International Pentecostal Church building in Zuurbekom at the weekend, said the role of women was to serve, heal and inspire men.

Susie Jordan, editor of Femme magazine, said laughingly: "Why on earth should we serve men? That's the silliest thing I've ever heard!"

Dr Wendy Orr said: "Women have as important a role as men. Even if their role is seen as a supporting one, it is flabbergasting that inspiring and giving love are seen as unimportant."

Radio 702 deejay Shado Twala said: "I believe women can run the world, because we run families so successfully. We can do it because we don't get power-drunk. Women in management don't spend time pinching men's bums."

Black Sash national president Mary Burton said: "I think women do have a special talent for healing — both society and individuals.

"They are concerned about the well-being of others, something which does get overlooked in public life. That in itself is an important role."

Veteran politician Helen Suzman said she hoped "women will play a more positive role in the life of the country than just being an appendage of their menfolk".

Tribute magazine editor Nokwanda Sithole laughed for quite a while before commenting: "That is rubbish. What does bother me is that even some of the most powerful women have yet to rise above the position of being wives and mothers to really be individuals. So what she says is, sadly, widely true."

Maritzburg mayor Pat Rainier has sent a letter to the State President's office querying Mrs de Klerk's comments about women.

First black woman magistrate appointed

Own Correspondent

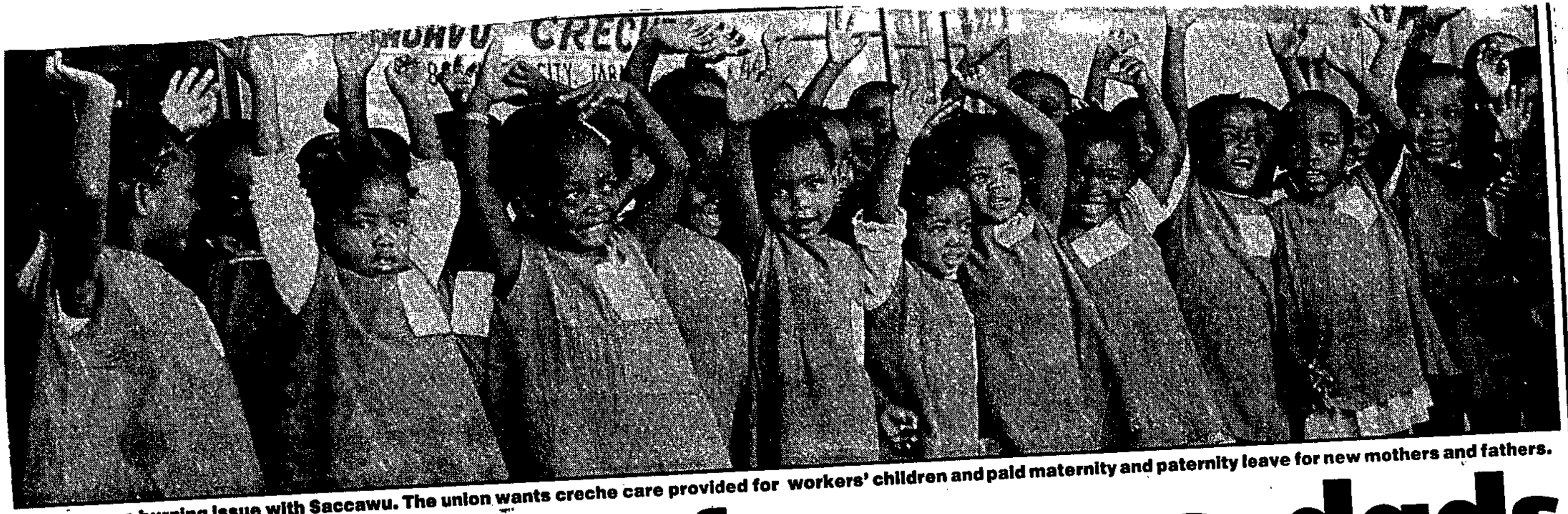
JOHANNESBURG. — Ms Zelda Moletsane this week became South Africa's first black woman magistrate.

In an interview after being sworn in by Johannesburg chief magistrate Mr O A de Meyer on Wednesday, Ms Moletsane said she was excited at being given a chance to prove her worth as an administrator of justice.

"The appointment will enable me to fulfil my potential to the best of my ability," said Ms Moletsane, who was previously a public prosecutor.

She said her appointment had nothing to do with her being black or a woman. "People are not appointed to senior positions because they are black or women but because of their abilities," she said.

Mr Moletsane was born in Krugersdorp. After matric she enrolled in 1979 for a B Juris degree at the University of the North, where she graduated three years later.



Children . . . a burning issue with Saccawu. The union wants creche care provided for workers' children and paid maternity and paternity leave for new mothers and fathers.

Union's aim for mums, dads

Press 12/5/91.

355A

MATERNITY leave for working mothers should be included in post-apartheid labour law.

This is one of the priority issues for the South African Commercial, Catering and Allied Workers' Union (Saccawu).

The union's demands are based on a successful "sharing the load" campaign which has shown dramatic gains for working mothers.

The proposed legislation would ensure nine months' fully paid maternity leave covered by employer contributions to state-controlled fund for maternity benefits.

There would also be a prescribed number of days off for ante-natal and child care in the event of sickness. Job security and benefits would also be protected.

The campaign has resulted in breakthrough agreements on maternity and paternity rights with some of the country's largest retailers, including Pick 'n Pay, CNA, Woolworths and OK Bazaars.

Before union intervention, pregnancy and childbirth were potentially disastrous for working women. According to campaign co-ordinator Fiona Dove: "Pregnancies were often hidden, expectant mothers wouldn't go to ante-natal classes, would work to the last day and come back very soon after the baby was born".

Alternatively, after the birth of the child, workers would lose their original jobs and attendant benefits or not get their jobs back at all.

The first breakthrough came in 1983 when the Commercial, Catering and Allied Workers' Union, the forerunner of Saccawu, signed an agreement with OK Bazaars, CNA and Woolworths, guaranteeing the job security of expectant mothers. In addition, OK Bazaars and Woolworths agreed to grant new mothers 12 months' unpaid leave and CNA granted six months.

Since then, demands have broadened. In 1987, a "Parental Rights Agreement" was signed with Pick 'n Pay. The agreement made provision for paid maternity leave of nine months, during which a worker would be paid 75 percent of her salary. Another two months could be taken unpaid. In addition, no benefits would be affected.

The need for paternity leave has also been recognised. Fathers are given 26 days paternity leave, of which eight days are fully paid by the company. If both parents work at Pick 'n Pay, they can share the 11-month maternity leave and take the leave at any time until the child is four years old.

The agreement allows the expectant mother 10 days' leave to attend ante-natal classes and 18 days for attending to the child if it has health problems within the first three years of its life.

Although the union is pleased with the inroads it has made since 1983, there is much more to be done, particularly as Saccawu only organises a small proportion of women workers, so the majority of working women are still subject to discrimination.

In the short term, Saccawu is planning to press employers to play a major role in child care. At present, few employers provide child-care facilities. The union wants employers to sponsor the building of creches for the children of its members.

Another feature of the latest proposals is to persuade employers to provide breast-feeding facilities. At the moment many working mothers reluctantly wean their infants at an early stage so they can return to work.

The union is also demanding that workers be given paid leave to attend clinics and attend to sick children – and that maternity leave be extended to one year fully paid. – AIA.

Offers pour in for OFS jobless

BLOEMFONTEIN — Unemployed white women and girls in the city are reported to be so desperate for jobs that they are prepared to work as domestic servants for as little as R200 a month.

However, Babsie van Huyssteen, co-owner of a domestic servant employment centre mainly for black women, said office jobs "became available from nowhere" when the plight of the women became known.

No white had been appointed to the post of domestic worker, she said.

Last week a Bloemfontein community newspaper reported that white women and girls were so desperate that they were also prepared to do domestic work.

She said many of the people who had offered office jobs had said they were doing it to help, not because they really needed anyone.

Mrs van Huyssteen said the women's cry for help had so gripped people that there were now more jobs offered than there were applicants.

People had reacted from as far afield as George, Badplaas, Jeffreys Bay and Vryheid. The jobs were not only for domestic workers or child minders.

She said many people were prepared to assist with jobs to get the women on their feet.

Accommodation had been offered for older women who did not have shelter. — Sapa.

Empowering women of Africa

WOMAN

COMMITMENT to the improvement of and love for women prompted Kenyan Elvina Mutua to join Tototo Home Industries in Kenya more than 20 years ago.

She continues to work tirelessly for the social and economic development of women, not only in Kenya but also in other countries.

Mutua, who is the director of Tototo, spoke to *Sowetan* about the organisation during her working visit to South Africa where she ran a week-long workshop in Johannesburg to prepare a two-part programme of leadership skills and business management for women's organisations.

"This is my first time here and it is my love for women that has brought me to this country. I have always admired South African women because I think they are strong and conscientious of their role. They like to do things on their own and they are not afraid to take on challenges," she said.

"I particularly like working with grassroots women because that is where things happen. The power to develop communities and countries economically and socially is in our (women's) hands.

Sowetan 24/5/91

Business

"As long as women are kept down, we will never reach our goals. As women we have to respect one another. We have to learn skills and run our own businesses. I believe that every black women knows how to run a business, all we have to do is take what the educated people have and use it to improve ourselves.

"But most importantly, women must understand why they have to unite. I hope that you (South African women) will start teaching other women to take decisions on their own and not let themselves be dictated to by the elite. Only then can you all work together in harmony," she said.

Tototo, which means something beautiful, is a non-governmental organisation which was started in 1963 by the National Christian Council of Kenya.

It was started to address the needs of low income women by training them to utilise available resources efficiently in order to increase their incomes, thereby improving the quality of life both socially and economically.

By PEARL MAJOLA

"Basically we train women in leadership skills and business management, provide credit for those who want to start businesses and help set up service clubs which are similar to co-operatives here. These services are also available to the youth," explained Mutua.

Apart from training programmes run for rural women, Tototo have about three projects they are presently running in the Coast Province. Their youth programme provides a two-year training course in tailoring, tie-dye and business training to about 120 young women who enrolled each year.

According to Tototo most of these women have been victims of social problems like teenage pregnancies, early marriages, divorces, school drop-outs poverty or unemployment. On completing the course, Tototo offers them loans on request to start their own businesses.

Tototo's production unit employs 30 women to produce tie-dye goods and design clothes which are sold in Kenya and other countries. Most of these women were trained by Tototo and work from home, which allows them to do other things.

The handicraft training and marketing programme provides training to Tototo's handicraft producers group and the rural women's groups. They are trained to do their own marketing.

"Our organisation continues to grow and we have now teamed up with and organisation called World Education who help us with sponsorship and training of the women.

"We use a 'train the trainers' system where our 'trainers train co-ordinators of various women's group who in turn go back to their organisations and train the women there. That way our work goes faster and more women are empowered quicker," she said.

It takes love, time and patience to work with grassroots women, some of whom may be uneducated, and Mutua and her organisation have all these which is why they have succeeded.



Empowering South African women - Elvina Mutua shares a joke with Gill Garb of World Education and Helen Khuzwayo during the week-long workshop to promote self-reliance among women here.

'Non-sexist' award

By LULAMA LUTI

THE search for non-sexist companies is once again under way.

The South African Federation of Business and Professional Women (SAFBPW) has invited nominees for its annual Gold Award.

The aim of the 10-year-old award is to promote awareness of the importance of women in the workplace.

The organisation said in a statement this week that there was "continued discrimination against women by employers and that their contribution was being ignored".

It further warned that if the situation "continued unchecked, commerce and industry in South Africa would be faced with a crisis".

"A mere handful of companies have recognised the vital role of women in business. Most ignore the fact that women provide a wealth of skills," said the SAFBPW.

Winning companies are those that have been recognised for their "women friendly" policies.

Through the award the organisation hopes to achieve a "fair play" policy in industry and commerce.

In order to qualify, companies must have a minimum of 50 employees.

The closing date for nominations is May 31 and these should be accompanied by a "short supporting motivation".

Questionnaires will be sent to nominees and must be returned by July 31.

Winners will be announced in October at a gala evening in Johannesburg.

Womens' place in workforce seminar soon

(355A)

Business Staff Argus 29/5/91.

A half-day seminar, Women and Your Workforce, aimed at the business community, is to be held in Cape Town next week.

The seminar, which will be addressed by top local and overseas speakers, will focus on how the development of women fits into equal opportunity employment.

It will be chaired by Mr Harold Groom, vice-president of the South African Chamber of Business.

Speakers include Ms Heather Carmody, executive director of the Council for Equal Opportunity Employment in Australia, who is visiting the country at the invitation of The Women's Bureau of South Africa, Mr Humphrey Khoza, public affairs manager for Shell South Africa and Professor Linda Human of the Centre for African Management at the UCT Graduate School of Business.

The seminar will be at the Mount Nelson Hotel on June 4. For details ☎ (011) 803-7962 or fax (011) 8034080.

● The future Scenario for South Africa will be presented by Old Mutual at the Women's Bureau National Conference at the President Hotel, Sea Point tomorrow at 7,30 pm.

Taking a step forward

355A

South African rural and urban women will soon be trained in self-reliance, leadership skills and business management.

This important move follows a week-long Needs Assessment workshop conducted in Johannesburg by two women development-orientated organisations to determine the training requirements of women here.

The workshop, attended by 30 delegates from self-help organisations and rural women's groups, was conducted by the director of Tototo Home Industries of Kenya, Mrs Elvina Mutua and the director of the Southern Africa Programme of World Education, Gill Garb.

It was co-sponsored by the Maggie Magaba Trust and the Fund for a Free South Africa (FreeSA).

World Education is a private voluntary organisation based in Boston, United States, which specialises in non-formal adult education. Tototo Home Industries of Kenya is also a non-governmental organisation aimed at uplifting the standard of living of low income Kenyan women.

The two organisations have worked together for 12 years successfully training women in Kenya, Swaziland, Malawi and Mali.

"Our aim is to strengthen local institutions by providing them with training in the skills they need," explained Garb.

By PEARL MAJOLA

"We started our relationship with South Africa because we felt that the time was now right to come and train the women here. So last year we conducted a brief survey to assess the training needs of grassroots women's organisations.

"The leadership and business skills came out as the most urgent, which led to this workshop," she said.

Sowetan 30/5/91

Self-exiled

Garb is a self-exiled South African living in the United States. She left the country 20 years ago and settled in Britain where she started working in community development programmes and continued in America.

"It took months to get women together for this workshop because we put the programme together from far away, so it was not easy to get every women's organisation that exists here into it.

"But now that we have started we hope to get as broad a mixture of women to participate as we can. We hope that with the help of their help we hope that we will develop a successful programme for women here as we have done in other countries," she said.

Discriminating firms face 'skills shortage'

ARGUS 1/6/91

Maggie Rowley
Deputy Business Editor

UNLESS companies acted now to make their employment policies more attractive to female staff they would face a major skills shortage in the near future, an international expert on labour market issues has warned.

In an interview this week, Heather Carmody, executive director of the Australian Council for Equal Opportunity in Employment, said that in the past decade women had contributed the greatest growth in the labour market.

"Unless companies wake up and revamp their employment policies and their corporate cultures to remove artificial barriers and to accommodate these changing demographics in the work force they will find themselves with an ever decreasing pool from which to draw skilled labour."

Ms Carmody warned that in addressing racial discrimination in a new South Africa, it was imperative that gender discrimination was also tackled.

Since the 1960s there had been a dramatic increase in the number of girls not only completing their schooling but furthering their education at a tertiary level.

"And as a result of higher education levels women are generally deferring their child rearing years to their late 20s to make use of their education and to gain experience in the market place.

"Not only has this meant that women have had a taste of earning money and being independent but they have also experienced job satisfaction.

"This in turn has led to a dramatic increase in the number of women returning to the market place after having children. In fact the most recent research in Australia shows that 68 percent of women return to work within 12 months."

Ms Carmody, who is in South Africa to hold seminars for the business community at the invitation of the Women's Bureau, said most companies were still clinging to the outdated philosophical split of the individual and the family and were failing to realise this approach was leading to high levels of absenteeism .

"Recent research in Australia has shown that 60 percent of short term absenteeism has nothing to do with work but is related to either child care or household responsibilities.

"Either companies can ignore this fact or they can acknowledge the high cost of absenteesim and take steps to reduce it with more flexible leave policies.

"The key to a company increasing its competitiveness both locally and internationally is to improve productivity. And one can't begin to talk about increasing productivity without addressing the causes for high absenteeism," she said.

Other ways in which companies could attract and maintain skilled female employees included:

■ Changing relocation policies which require people to move to new centres before being considered for promotion.

■ Introducing a flexible range of contracts for employees at all levels within the company. These should include not only part-time and flexi-time options but also job splits and job sharing on either a permanent or temporary basis depending on employees' changing needs.

"Generally the option for these alternative contracts, is limited to lower level jobs but there is no reason why this cannot be introduced at all levels of employment within a company."

■ Improving access to training for women.

"Training of women employees is often limited to honing their skills whereas men are more often than not trained for what they can potentially do."

■ By providing attractive maternity benefits.

She said one of the most recent developments to emerge in the United Kingdon were "career break schemes" where companies permitted employees to take between two and five years break for child rearing.

"They enter into a contractual agreement with these employees whereby they must work a certain period for the company each year so as to keep abreast of changing technological and managerial practices.

"This means when they return to the company after the stipulated period, they are not completely out of touch. This has worked particularly well in those sectors of the market, such as the hotel and leisure industry and retailers, which have seasonal troughs and peaks as they can bring back employees for their yearly stint during busy periods."

She said South Africa could benefit from the lessons learned elsewhere.

"Companies cannot just sit back and expect women to rise up like cream on the coffee. They will have to take trouble in recruiting target groups and devise special strategies to do so."

Companies would also have to take a good look at their corporate cultures which were excluding women from executive positions.

She said that in Australia women were five times more successful in running small businesses then men.

"The reason for this is that many of the women who start their own businesses do so because they are frustrated by the lack of career opportunities for women in large companies due to outdated corporate cultures."



HEATHER CARMODY: Warning to companies

'Women can reach the top and stay there'

(355A) CT 1/6/91

WOMEN have shown that they can reach the top position in politics and hold on to it for longer than any man, says Dr Libertina Amathila, Minister of Local Government and Housing in Namibia.

Addressing the 10th anniversary national conference of the Women's Bureau of South Africa at a Sea Point hotel, she cited as examples Mrs Margaret Thatcher, the longest-serving British Prime Minister, Mrs Indira Gandhi of India and Mrs Golda Meir of Israel.

"On our own continent, although we have not yet produced a president, we have nevertheless very powerful and respected politicians," Dr Amathila said.

She singled out Mrs Helen Suzman, "whose name has been known to me ever since I started my political awareness".

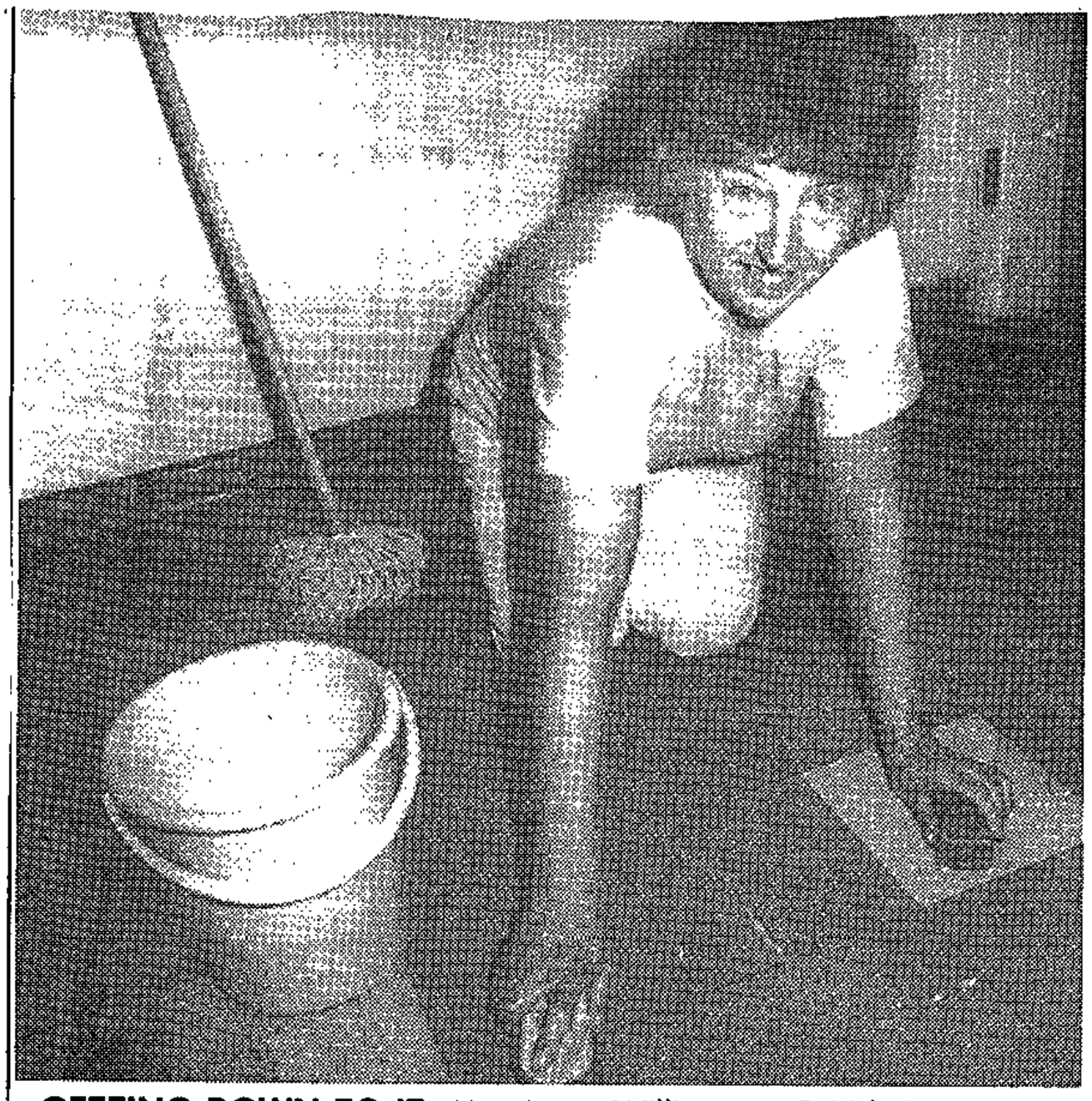
There were many other potential and upcoming women who, through lack of networking, were not known.

"Let's get the talent hidden in the kitchens out in the open through networking," she said.

In Namibia, the youngest independent state on the African continent, the struggle for women's rights featured prominently on the list of priorities, she said.

The new South Africa would be an exciting place in the next few years, Ms Heather Carmody, executive director of the Council for Equal Opportunity in Employment (Australia), said.

Delivering the keynote address, she said that while there was tremendous energy being expended on redressing "racial discrimination in South Africa, it should never be assumed that women, black or white, will benefit directly from that effort". — Sapa



GETTING DOWN TO IT: Mrs Janet Williams, a British immigrant, is one of nine women working for an all white domestic workers agency.

White women to work as chars

ARGUS 5/6/91

355A

From PAT CANDIDO
The Argus Bureau

PORT ELIZABETH. — Unemployment and rising prices are forcing white women here to sign up as chars.

They are offering to scrub floors and wash dishes for R32 a day to make ends meet.

Nine have already signed up with an agency offering an all white charring service to homes in the city, including those in black areas if workers are willing.

The agency is the first all-white domestic service in the city.

It was started last week and women have not been slow to sign up. There has even been an application from a man, according to the brains behind the scheme, estate agent Mr Johan Hattingh.

He said it all started when a young woman with two children begged him for a job, saying her husband could no longer support them adequately. She was prepared to do any kind of work.

In his team is a 48-year-old English woman who is no stranger to cleaning.

Immigrant Mrs Janet Williams said she had been in the country for more than a year and could not find a job. She was delighted when she saw Mr Hattingh's advertisement as she did not see anything menial in the work.

"I love housework and the money isn't bad either."

She said she had often done char work in England when her children were young.

New Nation (learning Nation) 7/6-13/6/91.

35SA

Future position of rural women



Last week we discussed the difficulties faced by women living in rural areas. We are now ready to look at possibilities for the future.

At various workshops and meetings women from a number of areas across rural Transvaal were asked what they would like to see change in a new South Africa. Women agreed there were a number of changes needed to improve their lives:

1) Domestic/ in the home:

* better supplies of water and fuel for heating and cooking
* proper services and community facilities in the rural areas
* equal power with men in the household which would mean a change in marital powers
* women's position should not be directly linked to men - for example in matters of land or political recognition
* women should have the right to a place to stay
* old women should be guaranteed some form of security in their homes

2) Political power:

* women should be given representation on the kgotla
* many people don't necessarily reject chiefs, but feel that chiefs must support women's organisations
* the chief's wife should join women's groups or projects to show to the community the chief's support.

On the problem of organising women, a woman from the Northern Transvaal said:

They (women) say let it be supported by the chief then we will be free to come. Some of them say, well, we are not married, we are afraid to get involved. We may be deprived of some of the things that we may need from the chief. As soon as the councillors give way, then we will have a lot of women.

Women from some rural communities in the Transvaal who have been involved in struggles against forced removals and incorporation into bantustans came together last year to form a loose structure called the Rural Women's Movement. The structure hopes to bring rural women together to discuss problems, to strengthen each other and to help build women's organisation so that their demands can be met.

3) Land

* Independent access to land is essential - it may not be the only factor in strengthening women's position, but this will give them a chance to support themselves and help make them equal members of the community.

What other things do you consider important to improve the position of women in rural areas?

They (rural women) are the women of South Africa, they are waiting to see what will happen in a new South Africa. They wish to reach the new South Africa. Then they would like to hear the voices of the women in the new South African law

This is what someone said at a workshop of the Rural Women's Movement in October last year.

But it seems that the new land laws that the government now wants to pass do not in any way take account of what rural women think. There has been no consultation with any rural people least of all the women. And the government speaks of "upgrading" people's rights on the land - but what about women's rights to land. Will they be given title-deeds? And will the government recognise them as farmers who want land to plough, or will they only give land to men? It seems they have put only a tiny piece of South Africa's land aside for black people to farm - why did they not consult the people affected if they want this to bring "peace and prosperity for all South Africans"?

Have you heard about the government's new land laws? The government says it is scrapping all the racial discrimination around land and making new laws. Find out what the government is proposing as "land reform" and decide whether you think this will solve any of the problems we have been discussing. With a group of friends, you could discuss the following issues:

* The government rejects the idea of redistribution of land. Instead it insists that land must be bought by people with money. What problems can you see developing in the future with this system? How would it affect the position of rural women?
* The government reject the restoration of land to communities who were forcibly removed. People are demanding their right to return. How do you suggest that the situation be dealt with where more than one group of people claims the same piece of land? If people won the right to go back, how should the land be fairly distributed, taking special note of the problems of women?
* The government says it will "upgrade" various forms of land- occupation into freehold title-deeds or ownership of the land, but it does not recognise the rights of tenants. How should tenants' rights to a secure place to stay be guaranteed, and should women be given special protection?
* The new laws allow the government to allocate some land for small-scale farming. They do not say who will qualify to farm these few pieces of land. Do you think that women alone, as well as men and families should be allowed to farm the land? Discuss the reasons for what you think, and what guidelines you would draw up if you were making the decisions about allocating farm land.

This article was prepared for Learning Nation by the Transvaal Rural Action Committee (TRAC). Their address is:
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Phone: (011) 833-1063.

Women rally together for unity



Members of the women's committee (from left): Mary Mabaso of the Interdenominational Prayer Women's League, Valencia Khumalo of the Women's League, Jenny Malan of Women for South Africa, Cathy Makhene of the Goodwill Foundation and Stella Job of the Women's Bureau.
Pic: PAT SEBOKO

A MASS multi-cultural rally by South African women is planned for FNB Stadium in Johannesburg in September.

WOMAN

By PEARL MAJOLA

This was announced at a Press conference in Johannesburg this week by Mrs Cathy Makhene, representative of a newly formed women's committee.

The committee is the brainchild of the Goodwill Foundation and is represented by a number of women's organisations, including the ANC Women's League, Inkatha Women's Brigade, the Women's Bureau, Women for South Africa and Planned Parenthood Association.

The rally is part of a larger programme planned by the committee to promote the spirit of unity and positiveness.

Wives of South African leaders, those of presidents of African states and women of all ages will be invited to attend.

"We have been separated for too long, not only racially, but ethnically. We therefore ask all women's organisations to join hands in this new initiative to help build a better future for our country," she said.

"Women are called upon to indulge in an extraordinary effort from September to promote good neighbourliness, excellence in client service throughout the business world, hospitality at inter-cultural and international level and a spirit of good sportsmanship in all walks of life.

"An appeal is being made that September 1 be observed as Reconciliation Day when every attempt should be made to strengthen the family bonds and encourage good neighbourliness.

"All churches and religions represented within the country are called upon to use that Sunday to promote unity within the family, community and at inter-church level."

She said the committee was also planning to launch a nationwide campaign, involving individuals, to foster a spirit of positiveness by committing themselves to a friendly, prosperous and united South Africa.

"We will need finances to run the programme and we hope that companies and individuals will help us to make it a success," she said.

New law protects women

(355A CT 24/6/91)

PARIS. — The sponsor of a new law that for the first time outlaws sexual harassment in France said the measure was "good news for women" and ends a centuries-old situation of "deprivation of rights".

The law was approved at the weekend by the National Assembly as part of a wide-ranging reform of the criminal code, replacing the Napoleonic Code instituted in 1811.

"This is good news for women," said Ms Yvette Roudy, a socialist deputy and former minister for women's affairs. "This puts an end to a situation of deprivation of rights passed down for centuries. We in France have been behind the times."

The law calls for one year in prison and a fine for anyone who "abuses authority" by soliciting sexual favours.

But French politicians were divided over the impact of the prohibition.

"One can't have illusions," said Justice Minister Mr Michel Sapin, saying enforcement would be difficult.

The bill also contained a revision of the age of sexual majority, increased to 18 from 15. Additionally, the bill eliminates criminal penalties for homosexual practices. — UPI

'Glass ceiling' shuts out women

w|Mail 28/6-4/7/91

Recent research shows that women need affirmative action to crack the glass ceiling that keeps them in the typing pool. **REG RUMNEY** reports

DO YOU have a nagging suspicion that the real reason you've been passed over for promotion is that you're a woman?

A recent research project by the University of the Witwatersrand business school of the *Financial Mail*'s Top 100 companies shows theres a good chance your instincts are right. The invisible "glass ceiling" that is supposed to shut most women out of management does exist.

Fifty three companies out of 100 responded to the survey, with at least 15 percent of the replies coming straight from the chief executives of the companies concerned.

The survey, sponsored by the Executive Women's Club Bursary Fund and its key bursary sponsor Liberty Life, also indicate some prejudice against women: even where women were seen as being competent, women's role in business was seen as being complicated by a conflict between work and family, and the "culture trap" of having organisations dominated by male values and behaviour.

Of the respondents, more than 50 percent appear to be uneasy about promoting women, either for these reasons or because of a belief that women don't match up to men as managers.

However, to put the survey into perspective there was quite a high degree of willingness to redress the managerial imbalance between women and men.

But first, look at the bald facts of the actual number of women employed and their level in the companies, on average.

The survey found 35,6 percent of the workforce in the respondent companies was female; of management, only 13,1 percent was female.

Women's representation on company boards is less than one percent on average.

Head of the research project and Wits Business School lecturer Mike Bendixen notes: "The under-representation of women in management is substantial. Assuming that women are both willing and able to adopt management roles, there should be approximately three times more women in management than measured."

How do other countries compare? The *Financial Times* reported recently only one in four British managers were women; and only one or two out of every 100 senior managers were women.

The Wits survey also looked at attitudes, and here the research becomes more subtle, because it not only asked what issues faced women in management, but what affirmative action could support women in senior management.

Around 46 percent of the companies considered imbalance in management acceptable, while 43 percent stated that management was taking steps to remedy the situation, with the remainder neutral.

There seems to be wide support for the granting of paternity and maternity leave.

This seems a logical solution to the problem of women's conflict between working and raising a family.

Secondly, counselling appears to represent a favoured affirmative action. It should be broadly based and include career planning; self-development; and changing corporate cultures.

Bendixen remarks a significant degree of contradiction in the responses, indicates fear of giving true answers. This shows a prejudice which the respondents cannot explain away, he says.

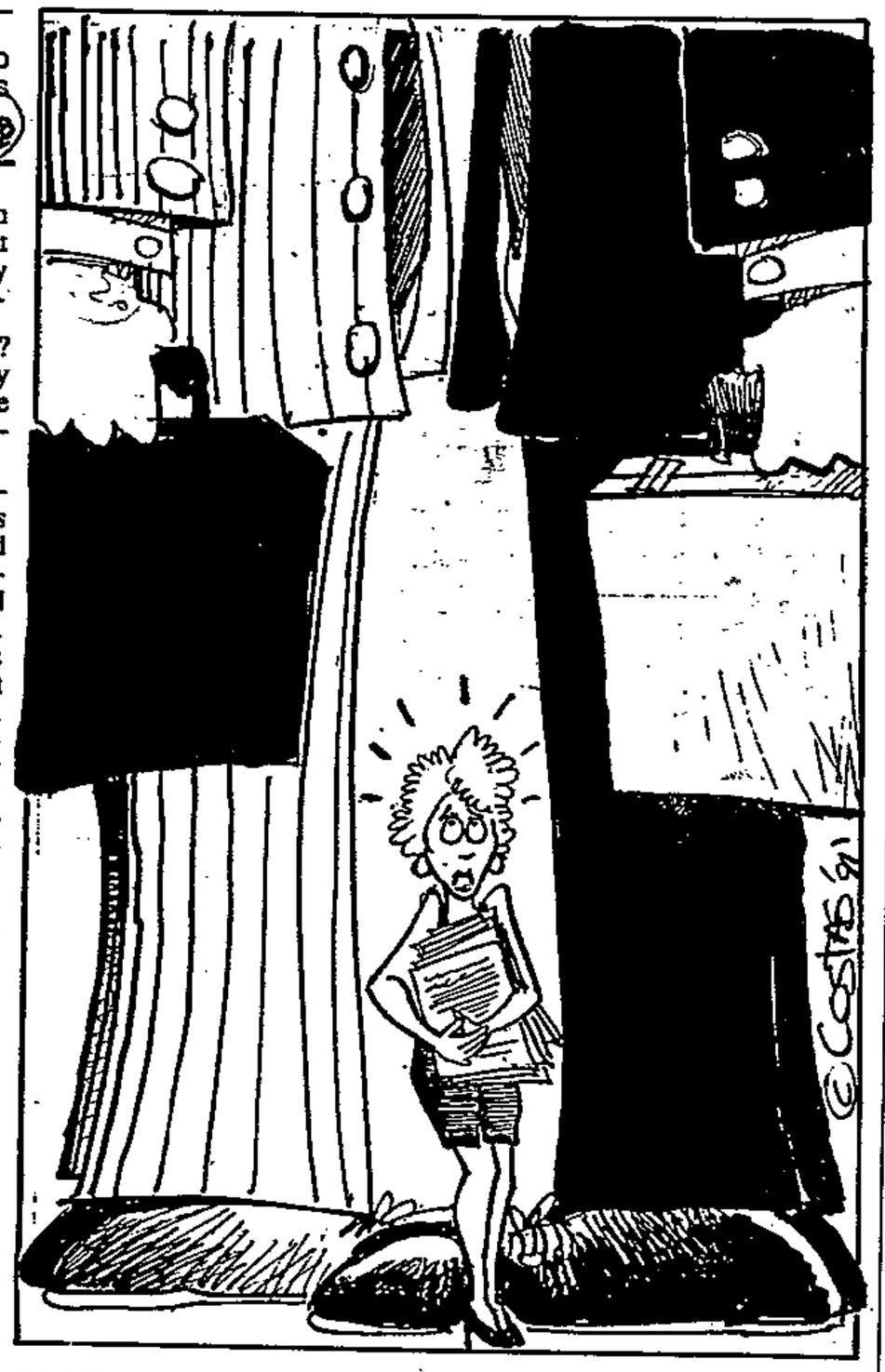
He adds there were no discernible patterns into which organisation could be slotted according to the attitudes to women in business.

This shows, he says, that the views held by organisations are not shaped so much by industries as by individual managers.

For those women who do make it, there is some relief.

P-E Remuneration Service manager Naomi Brehm says that at senior level salary disparities between women and men disappear.

"Our research shows that at the upper levels women are not discriminated against."



Affirmative action gains ground in boardrooms

w|mail 28/6-4/7/91

By MONDLI MAKHANYA

THE concept of affirmative action seems to be gaining acceptability in corporate boardrooms.

While merely a year ago many businesses scoffed at the idea of actively encouraging the advancement of blacks to management positions, the attitude now seems to have changed. Major businesses have begun training programmes and some have set themselves target quotas.

The realisastion is that a future black government may — in accordance with economic restructuring — possibly institute legislation compelling companies to have a certain number of blacks in responsible senior positions. Besides political considerations, also uppermost in businessmen's minds are the demographic realities of South Africa: the white population has a negative growth rate and unless black human resources are used there will soon be a shortage of skilled manpower.

Among the companies that are implementing affirmative action programmes are major conglomerates such as Anglo American, Anglovaal and South African Brewries.

SAB began its advancement campaign four years ago when it set itself a target that by the end of 1991 blacks should comprise 50 percent of its monthly paid employees — white collar workers.

Group public relations officer Adriaan Botha says this figure is now "somewhere in the 40s". Botha admits that the company still a long way to go but contends that "not many companies have succeeded in this".

Edgars personnel manager

Gender issues highlighted

New Nation (Learning Nation) 5/7-11/7/91. 355A

A conference on the empowerment of women in education starts this afternoon at the University of Natal in Durban.

Organised by the SA Democratic Teachers Union (Sadtu), the event will focus on the status of women in education, according to Sadtu's spokesperson, Salome Francis.

Francis said the conference would deliberate on gender inequalities in the country's education system.

State

Since its formation last year Sadtu has challenged the state to abolish inequalities based on gender in the teaching profession. These include full parity in salaries between male and female teachers and maternity benefits.

Francis said the event will be attended by over 500 delegates from the organisation's branches throughout the country.

Workshops to focus on gender issues will be held in the following areas; textbooks, language and teaching methodology, pre-primary, junior and senior primary education, people's education, career guidance and counselling, non-formal education, literacy and worker education.

Education

Delegates will discuss the strategies for the empowerment of women educators and will consider the implementation of affirmative action programmes, said Francis.

The event will be opened by Sadtu president, Shepherd Mdladlana.

Phumzile Ngcuka of the World University Services based in the Western Cape is one of the guest speakers.

Other speakers include Sabina Zarira of the Zimbabwe Teachers Association. Zarira will evaluate the position of women in the Southern African region.

Another foreign speaker is Georgina Baiden, a member of the International Federation of Free Teachers Unions and president of the Ghana National Association of Teachers.

The opening and the closing sessions will be open to the public. The conference will open today at 7pm and will run until Sunday.

Women form new alliance

CT 8/7/91

Staff Reporter

A WIDE range of organisations — including the ANC and the Black Sash — have joined forces to set up the Women's Alliance.

The formation of the alliance was yesterday announced at a press conference attended by church groups, trade unions, the ANC's Women's League, the Organisation of Lesbian and Gay Activists (Olga), the Muslim Youth Movement, the South African Democratic Teachers' Union (SADTU), Rape Crisis, Azapo and the Black Sash.

Ms Karin Chubb, of the Black Sash, said a campaign would be launched to educate women on their rights and a women's charter would be drawn up.

She said negotiations would soon be started for a new constitution and a bill of rights.

It was essential that women were organised as a political force to ensure that women's demands were not ignored. The future South African government would be forced to adopt the United Nations Charter on Women, she said.

The Black Sash, traditionally a human-rights organisation, would now concentrate on women's issues, she said.

Projects by women to be studied

Sowetan 16/7/91

FIVE German parliamentarians arrived in South Africa yesterday on a six-day visit to conduct a study on women.

The MPs, all women belonging to different political parties, were met at Jan Smuts Airport by German Ambassador Dr Immo Starbreit and German Press and information counsellor Michael Schmunk.

The head of the delegation, Professor Ursula Mannle, told journalists at the airport the MPs were here to hold talks with various women, including leaders of the ANC Women's League, and to study projects and activities that women were involved in.

Mannle said the German MPs, who had decided to visit South Africa as a result of the recent political changes here, were part of an inter-party group of women MPs who annually visited developing countries to study the state of women.

She said the group was established two years ago and had already visited Bangladesh, India and Yemen.

The MPs - Irmgard Karwatzki of the ruling Christian Democratic Union (CDU), Dr Merliese Dobberthiem of the Social Democratic Party (SPD), Maria Michalk of the CDU, Dr Sigrid Semper of the liberal Free Democratic Party (FDP) and Mannle of the Christian Social Union (CSU), the CDU's Barvarian sister-party - will leave South Africa on Sunday morning for Namibia, where they will spend a few days.

Another member of the group, Dr Helga Otto of the SPD, missed her flight from Frankfurt on Sunday night and will be joining the delegation in South Africa soon.

Otto and Semper are the only members of the delegation who were citizens of the former East Germany before the re-unification of Germany last year.

From the airport the MPs were driven to a meeting with veteran former parliamentarian Helen Suzman at her home in Johannesburg, after which they were due to tour Baragwanath Hospital's emergency, maternity and children's cancer wards.

Also scheduled for the afternoon were meetings with the ANC Women's League, National Health and Population Development Minister Dr Rina Venter in Pretoria and Lawyers for Human Rights in Pretoria.

The MPs will tour Lebowa today and hold talks with the South African Catholic Bishops' Conference in Pretoria on tomorrow morning before they travel to Cape Town where they will meet various people and visit Khayelitsha and Crossroads. - *Sowetan Correspondent.*

'Hut squads' to crack down on illegal squatter camps

B1 Day 16/7/91

CAPE TOWN — In a major crackdown on illegal squatting, government has announced the immediate formation of a countrywide network of "hut squads" and a 24-hour hotline to assist rapid response units to nip squatter settlements in the bud.

Government yesterday also urged people to look out for emerging settlements and "to report any obviously illegal structures immediately to ensure that new squatting can be prevented in time".

The latest get-tough approach on the squatting problem will be aimed at squatters and landowners alike.

Announcing the Cape leg of the national initiative, MEC for urbanisation and squatters Koos Theron said: "These uncontrolled illegal activities will no longer be permitted.

"Steps will be taken in future to prevent illegal actions in terms of the Prevention of Illegal Squatting Act."

The moves were immediately condemned by the ANC, which predicted they would "give further impetus to right-wing thuggery and encourage a national campaign of snooping by racists on the homeless".

Political Staff

ANC spokesman Carl Niehaus said: "We totally reject this kind of action which will have the effect of criminalising citizens who are homeless largely because of the government's apartheid policies and economic mismanagement."

Theron said in his statement yesterday that the rights of landowners had increasingly been violated by squatters.

But he added that "some" landowners, who were responsible for preventing illegal building structures on their land and "obviously or otherwise allowing squatting on their properties."

In order to prevent and counter such trends, government had decided to institute immediately "squatting support units" at all provincial regional offices.

These units would provide "advice, support and guidance" to local authorities, land-owners and "anyone else" to counter illegal squatting.

The staff at the units would be vested with the power to enter private land and institute legal proceedings.

DP calls for affirmative action for women

B1 Day 16/7/91

THE DP would adopt a programme of "affirmative action" or positive discrimination for women if it came into power, according to a discussion paper released yesterday.

The paper, compiled by a group of largely women DP members, calls for a future government to embrace the UN Convention on the Elimination of Discrimination against women.

The convention advocates affirmative action "as a temporary measure"

DARIUS SANAI

to correct discrimination against women.

The paper calls either for a women's ministry or a women's desk to be set up in each government department. Women would also have to protected from marital rape.

DP spokesman James Selfe said yesterday the paper would be discussed further before being presented to the party's national conference.

He said some of the proposals could change "quite a lot" before the conference, but that most of them were in line with thinking among rank-and-file party members.

The paper says that white, coloured and Indian women suffer less of a disadvantage than black women in SA, but that all women suffer from a societal imbalance that can be corrected by temporary affirmative action.

Sex-for-jobs claim against council

Sowetan 18/7/91 355A

By IKE MOTSAPI

***SOWETAN* has uncovered a sex-for-jobs scandal within the Diepmeadow Council involving some black officials who demote women employees who turn down their sexual advances.**

Some women have even been transferred to the council's cleansing department, where they were forced to take up the posts of street sweepers despite their educational qualifications.

The council's secretary, Mr David Mabelane, said he was not aware of the incident although he conceded that "these things do happen and one cannot monitor them".

He said he was aware of a woman who worked as a labourer despite her high qualifications.

Investigate

Mabelane promised to investigate the allegations.

Mr Richard Masote, assistant public relations officer for the council, said Penelope Pooe (22), who has a matric certificate and a secretarial diploma, and the other women worked under him doing special projects in October last year.

He said that when "funds ran out" he recommnded that Pooe and the others be taken onto the permanent staff.

"I want to voice my disappointment at the way their cases were handled. I was snubbed and never informed about the developments although I was told that Pooe would get a better job," he said.

Three council employees claimed that some of their colleagues had to bribe their way to top positions.

They spoke of one of their colleagues who had a Standard 6 certificate but was promoted to the position of administrative clerk.

Other allegations were that:

* To get a top position in the council women employees either had to have sexual intercourse with senior officials or bribe their way to the top; and that

* Those refusing to "do favours" were victimised.

Pooe said she was hired by the council early this year to temporarily replace a typist who had gone on maternity leave.

She was told she would be placed in a similar post later.

"I never got that position," she said.

"My problem started when I declined a lunch invitation from a black senior official.

"On July 1 when the person I temporarily replaced returned to her job I was told to report to the cleansing department.

"I got the shock of my life when I learned that I was to start working as a street sweeper at a basic salary of R609 a month."



MATRICULATED: Penelope Pooe at work in Zone 6 Meadowlands, Soweto, yesterday.

COSATU CONGRESS: *Women's issues and international ties will be under the spotlight, reports F*

Cosatu woos the working girls

355A
w/mail 19/7 - 25/7/91



WOMEN'S issues are climbing the Congress of South African Trade Unions' agenda — and the federation could emerge from its upcoming national congress with its first woman national office-bearer.

Delegates are also likely to install Cosatu's first full-time women's co-ordinator and to endorse an affirmative action programme for women. At a press briefing this week, general secretary Jay Naidoo described women's issues as a vital question facing congress.

A Cosatu women's representative points out that although women make up 36 percent of the federation's membership, they comprise less than three percent of its leaders.

A resolution passed at the Chemical Workers' Industrial Union (CWIU) congress in June this year seems set to inform Cosatu's deliberations on gender issues.

A key facet of this calls for affirmative action for women workers. The CWIU resolved that all its delegations to union or Cosatu congresses would include women in proportion to the number of women in the union or branch, but added that at least 12 percent of the delegation must be women.

The CWIU also recommended that the federation employ a full-time women's co-ordinator and elect at least one woman national office-bearer. It also proposed the consolidation of a women's forum — and a national co-ordinator to be elected from the forum who will sit ex officio on all major Cosatu committees.

Sharp debate on these proposals is expected at the Cosatu congress. At its congress last month, the South African Clothing and Textile Workers Union (Sactwu) rejected separate women's structures and called for women's issues "to be integrated in the constitutional structures of the union".

But the women's representative says Cosatu's constitutional structures "have failed to address women's issues effectively".

Another Cosatu source stresses that in unions where the majority of members are women, like Sactwu, it is not necessary to have an express programme on women. But in other unions, where women make up only 25 to 45 percent of the membership, conscious moves towards empowerment are needed — and a women's co-ordinator and women's forums are a step in this direction.

A women's co-ordinator would also ensure that women's issues are represented in central bargaining forums.

The women's representative points out that Cosatu's women's sub-committee has done important work since it was elected in 1989. Last year, it organised a women's march against the Labour Relations Act.

If Sactwu's view prevails at the congress, the sub-committee will be dissolved.

A National Union of Metalworkers (Numsa) resolution on training for women workers is also likely to be important at the congress. It has suggested that career paths for traditional women's work, such as clerical work, should be developed and that women be encouraged to take up training opportunities in non-traditional areas of skilled employment.

Other issues likely to be aired at the congress are sexual harassment in the union movement and the workplace. Parental and child-care benefits are also likely to be discussed.

● See PAGE 19

Give women a chance - call

Sowetan 23/7/91

355A

CHANGES would need to be made at a government and corporate level if South Africa was to stop wasting women as an important resource, Nedperm sales manager Lerato Matlare said yesterday.

She was speaking at a meeting of the Johannesburg branch of the National Society of Women.

Corporations also needed to take affirmative action to ensure the advancement of their female employees.

"We can contribute. Employers need to unlock the potential of women. They should be conscious of their female employees," said Matlare.

It was at these informal gatherings that contacts and promotions were made, she said.

Women also had to free themselves of their traditional feelings of subordination. Here, black women had even more ground to make up than their white counterparts because the traditions of subservience were stronger in their communities.

Learn to negotiate at seminar

CJT 26/7/91. (NBA) (3558)

THE Women's Bureau of South Africa will hold a seminar/workshop on August 20 entitled *Negotiating Skills*.

It will be presented by Kerry MacFarlane, a manager at Office Management Training, Old Mutual.

The venue is the President Hotel, Sea Point, and the R75 fee includes lunch and teas.

Kerry is a graduate of Stellenbosch University and has studied at UCT.

For the last four years she has taken a special interest in negotiation and negotiation skills training.

She recently returned from a month's visit to the US where she visited the Harvard Negotiation Project and attended a seminar on gender negotiation issues.

She believes that women have problems in a negotiating situation because of stereotypes attached to them.

Kerry said: "The principles for effective negotiation are linked to the level of assertiveness and level of confidence.

"The traditional role of women is 'the nurturer' and women find themselves in a dilemma between nurturing and being assertive."

Negotiation is constantly in use in the political arena and the workplace but is also in use in the home and family situation.

It is a skill which some have more aptitude for than others and it is a skill that can be taught.

Unfortunately women are usually not taught how to negotiate.

In this seminar Kerry will deal with the core principles of effective negotiation and will address the specific problems that women face.

She will provide women with the skills to manage "perceptions" and deal with their particular problems.

The seminar is 8.30am for 9am until 5pm.

□ To book call (021) 45-8911 ext 2297/8.



Kerry MacFarlane

New blood at the top

w/mail 2/8 - 8/8/91

New blood was elected to the Congress of South African Trade Unions' leadership last week — the only worry is that some new office bearers may be too young.

By WEEKLY MAIL REPORTERS

THE Congress of South African Trade Unions' new office-bearers' team will be far more effective and dynamic than its predecessor, federation sources believe. But there are some doubts about the youth and relative inexperience of two of the new leaders, Sam Shilowa and Godfrey Olifant.

Three men were returned to office by Cosatu's national conference: Jay Naidoo as general secretary, Ronald Mofokeng as treasurer and Chris Dlamini as first vice-president.

Dlamini was narrowly defeated in the race for the presidency spot. Sources believe he may have been damaged by conflict in his union, the Food and Allied Workers' Union, centering on alleged undemocratic practices.

Insiders say the new president, National Union of Metalworkers leader John Gomomo, will be a distinct improvement on Elijah Barayi, whom one unionist described as "basically dead wood".



John Gomomo ... distinct improvement



Sam Shilowa ... articulate and ambitious



Godfrey Oliphant ...youngest official

Elected Cosatu second vice-president at the 1989 congress, Gomomo is an African National Congress leader and a member of the South African Communist Party internal leadership group.

Although lacking the sophistication and fluency of men like Dlamini, his great strength is his organic connection to the shop-floor — he is an active shop steward at the VW plant in Uitenhage.

Unionists also believe Shilowa may be an improvement on Cosatu's outgoing assistant general secretary, Sydney Mufamadi, who stepped down after being elected to the ANC's national working committee. "Sydney's heart was not really in Cosatu," one said. "He's basically a politician."

Shilowa, a worker at a security firm, was recently elected president of the Transport and General Workers' Union — a job he will now have to relinquish. The ANC's Dobsonville information officer, he is also a regional leader of the SACP in the Transvaal.

Articulate, clever and said to be ambitious, Shilowa is a mere 33 years old. Some sources worry that he is not a tried and tested administrator.

At 32, new second vice-president Godfrey Oliphant is Cosatu's youngest office-bearer — and there are concerns in the federation about his youth.

A National Union of Mineworkers' shaft steward at De Beers' Finsch diamond mine, near Kimberley, he has honed his negotiating skills in national wage talks with De Beers and is described by a colleague as "articulate and energetic — definitely national leadership material".

An ANC regional leader in the Northern Cape, he was active in launching the Limeacre branch of the ANC — one of the first in the region. An NUM branch chairman, he has also served in Cosatu's Northern Cape and Free State regional executive, a post he will now relinquish.

Fresh impetus for women's programmes

w/mail 2/8 - 8/8/91

By FERIAL HAFFAJEE

THE appointment of a full-time women's co-ordinator for the Congress of South African Trade Unions is likely to give new impetus to women's programmes and women's leadership in the federation.

A Cosatu representative said the resolution for a full-time co-ordinator was passed unanimously. This was surprising in the light of expected opposition from the South African Clothing and Textile Workers' Union which earlier this year set its face against separate women's structures.

The co-ordinator will be responsible for ensuring the implementation of Cosatu resolutions on women and for liaising with existing gender forums and structures in Cosatu and its affiliates.

Research work will be an important component of the co-ordinator's work — she will study local and international approaches to dealing with gender inequality and organise debates.

She will research affirmative action, job grading, childcare and equal wages as well as monitoring affirmative action programmes.

Ongoing campaigns will be parental rights, childcare rights, health, safety and environmental issues affecting women. Campaigns for safe transport for night workers will continue and so will the calls for appropriate education aimed at increasing the skills and confidence of women workers.

An important facet of the resolution on training was devoted to the specific training needs of women. Women should be paid "equal wages for skills of equal value". Women should also be trained in jobs usually reserved for men and career paths should be developed for traditional women's work.

CONGRESS BRIEFS

AMONG the resolutions passed at the Congress of South African Trade Unions' national congress was one to initiate a summit for "all progressive organisations" on the Aids epidemic.

A congress resolution notes Cosatu has not done enough to implement its 1989 Aids policy and that the spread of the disease could have "devastating effects on the future of our country".

Government had paid lip-service to the problem and apartheid structures such as single-sex hostels, which promoted the disease, remained in place.

The federation's central executive committee is to finalise an Aids policy for tabling at the summit.

● Affiliates would refuse to pay VAT on union dues and press for an interim five percent wage rise from employers to offset VAT's inflationary impact.

Delegates also agreed to "spearhead a coalition of organisations" to fight the imposition of VAT on union subscriptions, the "high" (12 percent) rate at which it will be introduced and its application to basic foods, medicines and medical services.

A Cosatu spokesman said that at a recent meeting, Finance Minister Barend du Plessis had pledged to respond on the subscriptions issue within 48 hours of receiving written Cosatu representations. "Ten days have passed and we are still waiting," she said.

The congress deferred the question of broad Cosatu economic policy to a special conference, but did endorse negotiations with business and the state on an interim programme of restructuring.

Other "social" resolutions at the conference included calls for:

● A campaign to review all health, safety and environmental legislation and for changes in the Machinery and Occupational Safety Act, including tougher penalties for management.

● The creation of a Cosatu commission to probe public transport policy, including nationalisation.

● The upgrading of hostels and provision of alternative accommodation, through negotiation with hostel-dwellers, civics and unions.

● The equalisation of pensions.

Lerato taught them from her sick bed

Sowetan 5/8/91 355A



Woman of the Week

LERATO MALULEKA

THE cardiac disease she developed after a nine-month detention in 1977 did not stop Lerato Monnakgotla Maluleka from doing what she loves most - helping women help themselves.

By PEARL MAJOLA

"I have always had an interest in educating women in self-help skills.

"As a young girl I belonged to the teenagers' section of the YWCA. I admired the way women in that organisation committed themselves to working for the community and I wanted to do the same," explained Maluleka.

"After qualifying as a teacher and working for about two years, I developed an interest in social work and decided to study it. Thereafter I worked for Child Welfare in Pretoria. It was at that time that I got involved in the South African Students Organisation's Black Community Programme and the Black Women's Federation.

But the BWF was banned in 1977 and Maluleka was detained. When she was released she had a heart disease and could not go back to work immediately, nor was she prepared to sit around in self-pity.

"My home turned into a workshop where women gathered. From my sickbed I taught them patchwork, sewing, knitting and anything else I could."

But as the number of women coming to her for help grew and she got better, she could no longer manage to work from home. She approached church ministers to help by providing a workplace for the women.

Being a dynamic woman with an adequate academic background, Maluleka conducted private research in Pietersburg and surrounding areas during the 1984/85 drought.

Survive

"After establishing the needs of the women there, I began teaching them how to use the little water available to water their gardens and basically survive. I also organised a feeding scheme with Khuphukani in which we supplied milk and dry vegetables to the families at very low prices."

By the time she left the area a few months later she had established 25 women's clubs which are still functioning. They are aimed at promoting self-reliance among the rural women.

Maluleka went back to Soweto and continued the work she had already started with the churches.

"Meanwhile, something else was bugging me. Domestic workers had asked me if there was nothing I could do to help them after they had lost their jobs. I decided to start a project for the domestic workers in 1986. This was aimed at helping them with self-reliance skills. In addition, I also run literacy classes for them."

Maluleka is presently involved in a women's prayer project, called Umndeni KaKristo, which she started last year in the wake of the violence in the Reef townships.

Umndeni KaKristo helps families affected by the violence with clothing and food.

As a former teacher she also helps local pupils with problems they might have at school and runs a mini-library from her home. She is constantly invited to run workshops for women's groups in other provinces.

* Her noimination as Woman of the Week qualifies Maluleka, along with the other women who have been featured in the series, as a finalist in the *Sowetan*/Eskom Woman of the Year Award competition.



ARG 8/8/91

UCT women unite against violence

355A

SORCHA VASEY, Staff Reporter

A CALL to the University of Cape Town to employ women security officers, improve lighting and provide more buses has been made by the organisers of a campaign to highlight concern about violence against women on the campus.

Ms Nicole Turner, initiator of the campaign, claimed UCT had cultivated a sexist culture that abused alcohol.

"People think because UCT is liberal things like sexism and sexual harassment don't happen.

"They are, in fact, simply hushed up or ignored.

"Our campaign aims to tackle sexism because it breeds attitudes that tolerate rape. We also want to raise the consciousness of women."

She said that on the campus there was a bar called "The Verge In", a name which was offensive to many women.

"Last week a group of students drank a week's supply of beer in three hours — that's serious drinking," Ms Turner said.

The Unite against Violence against Women campaign started on Monday and ends tomorrow with a public meeting and a march to campus control and the administration.

The group will hand over their list of demands relating to the growing concern of women.

"It is important that students are able to use the library when they need to, so we feel more buses should be put on the route and campus control should escort women around campus at night," said Ms Turner.

Langa school 'collapsing'

South 8/8-14/8/91

By Anthony Ndlovu

THE future of Zimasa Public Primary School in Langa is uncertain because of a dispute between the Department of Education and Training (DET) and an Anglican church council over the maintenance of the school.

One of the township's oldest primary schools, Zimasa is owned by St Cyprian's Anglican Church in Langa, but is administered by the DET.

According to the headmaster, Mr Xolile Njengele, the school pays the DET from its funds. The DET should, in turn, pay monthly rentals to the church.

Njengele said the DET has insisted it will not upgrade the school unless the church transfers ownership to it.

Parents and teachers have made several attempts to negotiate the handing over of the school to the DET but talks regarding the sale of the premises deadlocked when the DET was unable to raise the R375 000 demanded by the church.

Since the unsuccessful bid to buy the school, the DET has not maintained the premises.

Njengele said the school buildings were in a bad state, with cracked walls and chalkboards so badly damaged that they were no longer in use. Floors in several classrooms were in danger of collapsing and some classrooms had no electricity.

According to Njengele, the school — which has 402 pupils sharing 10 classrooms — has no staffroom and poor toilet facilities.

Upgrade

Njengele said an attempt was made last year to get help from the Urban Foundation to upgrade the school, "but the Urban Foundation could do nothing as the school does not belong to the community but to the church".

He said a year ago, the church and the DET met to try to resolve the matter, but no agreement was reached.

"We demand that the DET build a new school for us as there are many open spaces in Langa," Njengele said.

St Cyprian's parish priest, Rev CT Kokoali, said the church could not afford to upgrade the school. He claimed that the DET had not paid the R1 500-a-month rent to the church since 1980. According to Rev Kokoali, as soon as the DET pays the amount outstanding, "the church will be more than willing to upgrade the school".

Mr MH Hales, the registrar of the Anglican Church, could not be reached for comment.

The Regional Chief Director of the DET, Mr WA Staude, said: "The Zimasa Public Primary School is accommodated in a building presently owned by the Church of the Province of Southern Africa. Since the building does not belong to the state, the department cannot undertake any repairs to it."

He said at one stage the DET offered to buy the building, but the idea was abandoned when no agreement could be reached.

"In September 1987 the department accordingly proposed to the church that occupational rental be paid and this offer has since been repeated.

"To date a definite response to the offer has not been received," Staude said.

He said plans for the erection of a new building were underway, but added that progress would be determined by the "availability of funds".

South 8/8-14/8/91

ANC joins teachers' talks

A TOP delegation of ANC national executive members joined in unity talks between the Cape Teachers' Professional Association (CTPA) and the South African Democratic Teachers' Union (Sadtu) last weekend.

The two biggest teacher organisations are at odds following the CTPA's decision to "temporarily withdraw from Sadtu activities until all problems are properly addressed and resolved", said CTPA president Mr Archie Vergotine.

"The biggest problem is how to get organisations like the Cape African Teachers' Association (CATA), the Natal Teachers' Society (NTS) and the Transvaal Teachers' Association (TTA), which were part of the Harare Accord, back to the unity talks," he said.

These organisations were about to form a new organisation — which was not in the "interests of teacher unity".

A working committee had been formed to enhance instead of damage unity, he said.

The ANC delegation included Mr Steve Tshwete, Mr Pallo Jordan, Mr Ahmed Kathrada, Dr John Samuel and Ms Sheila Sisulu.

Sadtu general secretary Mr Randall van der Heever said on Wednesday the various positions discussed at the talks would be re-examined at the Sadtu national excutive meeting, to be held in Johannesburg next weekend.

Hopes fade over early retirement

355A

South 8/8-14/8/91

WOMEN teachers who would like to retire at 60 may do so only if they have 35 years of unbroken service.

Reports that the retirement age would be brought forward to 60 were this week discounted by the Department of Education and Culture (DEC).

A 60-year-old teacher with 32 years' experience said: "Everybody's hopes had risen when they saw the report that the retirement age had been brought forward to 60 years."

DEC director of communication Mr Henry Jansen said in terms of the Government Service Pension Act, women teachers who began contributing to the pension fund after June 1955 would have to work until 65.

Pupil fined for teacher assault

South 8/8-14/8/91

A BELLVILLE South matric pupil was this week fined in the Bellville Magistrate's Court for assaulting teachers during a feud over the dismissal of temporary teachers.

Bellville South Senior Secondary School pupil Leslie Ruiters, 18, and former pupil and ANC member Henry Verwinkel, 20, were fined R200 and R100 respectively.

They were also given six-month suspended sentences for causing about R3 000 damage to teachers' cars. The charges stem from an incident on March 18 when the pupils were campaigning for the reinstatement of three temporary teachers dismissed by the Department of Education and Culture.

Protecting the rights of SA's women

By PORTIA MAURICE

WILL South African women — fragmented by class divides and political schisms — be able to reach common ground about how their rights should be protected in a future constitution?

This is the challenge faced by an African National Congress Women's League regional seminar, to be held at Wits University on Saturday. A myriad of women's and political organisations, ranging from the Conservative Party, Inkatha and the National Party to the Pan Africanist Congress, Workers Organisation for Socialist Action and the Azanian Peoples' Organisation, have been invited to attend.

The Women's League is proposing a charter as a means of ensuring that women are not sidelined in the constitutional process. But other options will be considered.

A women's charter, said Women's League member Frene Ginwala, would help the courts interpret what is contained in a Bill of Rights. Whereas a constitution would contain the basic laws of the land and a Bill of Rights the inalienable rights of individuals, a charter would be a declaratory document spelling out women's demands.

"This has got to be a South African document which goes beyond party political perspectives," Ginwala said.

A process of broad consultation is envisaged, with particular emphasis on the needs of rural women in outlying areas. "This should not be a document designed by an intellectual group of elite women; women at every level should be encouraged to debate what their needs are," Ginwala said.

Among the issues which may be included in the charter are maternity and child care rights, gender oppression within family units, the recognition of unpaid labour, equal pay for work of equal value, women's right to control their own fertility, protection against abuse in the home and property rights.

"Both women and society devalue unpaid labour — such as domestic responsibilities and collecting water or firewood in villages — because work is defined only in terms of what brings in wages," Ginwala said.

The campaign will be launched at a national level later this year.

League seminar aims at greater say for women

Star 9/8/91

By Zingisa Mkhuma

The ANC Women's League PWV region will hold a one-day seminar tomorrow aimed at bringing together women from all political affiliations to formulate an alliance which would serve in a proposed women's charter.

The ANC's campaign officer, Ferosa Adams, said they hoped to form "some sort of independent alliance" which would concentrate on gender issues related to a future South African constitution.

"We have invited a broad range of women's organisations, including political parties, Ms Adams said. "We intend holding discussions on forming an alliance which would become national in future.

"What we've seen in other countries is that although women form part of the liberation struggle, they are often left out when a constitution is drawn.

"Gender equality and protection often does not get addressed. This would be the first consultation in the country as to how best we can ensure that women's rights are protected," she said.

The seminar, which is titled "Women raise your voice in a future constitution", will be held at the University of Witwatersrand and will be addressed by various speakers, including psychologist Dr Nono Makhudu and Wits sociologist Jackie Cock.

For more information telephone Ms Adams at (011) 29-8595.

Top achievers vie for women's award

S/Times (Bus Times) 11/8/91 355A

THERE is no shortage of business talent among South African women.

Four top achievers have been nominated by the Executive Women's Club for its Businesswoman of the Year Award, due to be handed over at a banquet in Joahnnesburg on August 28.

One is a hospital administrator who slashed budgeted expenditure by R4-million in two months after Government health-care cuts were imposed and another is a black pioneer of the huge Sabta taxi organisation.

The other two are a leader

Business Times Reporter

of the R7-billion informal trading sector, a young mother who has taken financial responsibility for assets of R144-million and 3 200 employees in the snack food industry, and a marketing executive in one of the shining stars in the cut-throat retail clothing sector.

The finalists are:

● Jocelyne Kane Berman, chief medical superintendent of Groote Schuur Hospital Region in the Cape.

In the 21 years since she became medical superintendent at Groote Schuur Hospital she has introduced new organisational structures covering financial management, human resources, marketing and risk management and financial planning.

Community

This paid off when she exceeded the target to cut projected expenditure from R55-million to R51-million between February and March this year without major reductions in health services.

The impetus is being maintained, she says, with an aim to reduce annual spending from R350-million to R316,9-million in the year to next March.

● Dora Ndaba became the first woman and the youngest person to be granted a taxi permit in 1970 when she was 25.

She worked to unite the fledgling black taxi business first with the Alexandra United Taxi Association and then as commercial representative of Sabta, helping taxi operators enter business. She led many negotiating teams in establishing taxi routes.

She is a co-founder and head of the membership marketing unit of the Foundation for African Business and Consumer Services (Fabcos), an organisation which represents the interests of about 15-million people in diverse operations.

Mrs Ndaba is also prominent in community work.

● Trix Coetzer, a chartered accountant mother of two pre-school sons, is financial director of Simba Group at the age of 32. She is the first woman financial director in Simba parent Fedfood.

Budgets of the five departments which fall under Mrs Coetzer's control total more than R18-million this year.

Colleagues credit her with bringing all financial departments together as a team. The example has rubbed off on other departments, which are setting similar goals.

Mrs Coetzer says: "Teamwork meant we finished a 28-day yearend audit 11 days early."

● Erica Roodt, merchandising director of Topics, the 100-store retail fashion member of Wooltru's Speciality Retail Group, has been a major contributor to the chain's steadily growing sales in the past five years.

With managing director Michael Mark, she is one of two executive directors in Topics. She is the only woman director in the Wooltru group.

Topics has been repositioned in the market with its own image, and in the past three years profit performance has outstripped sales growth, based on productivity and operating efficiencies.

"This would have been impossible without Erica's involvement," says Mr Mark.

Macho roles rule for working girls

Star 12/8/91

The Gold Award, which recognises South African companies that offer women the fairest deal in the corporate world, turns 10 this year.

SOUTH Africa lacks trained managers and skilled professionals, and could be short of about 400 000 managers by the year 2000. One way of solving the problem is for companies to change their priorities and management styles with regard to women.

So says managment consultant Tony Manning, who says that too few companies have realised that by promoting women they greatly enhance their productivity.

"Benefits such as maternity leave, child care and counselling might seem like unnecessary expenses, but in two or three years no firm will be competitive unless it provides these support systems," he says.

Advancing

There are some companies that are already advancing and providing support for working women, and this does not go unnoticed.

The Gold Award, given annually for the past nine years by the SA Federation of Business and Professional Women (SAFBPW) to the company which best encourages women's equal opportunity and advancement in business, is instrumental in promoting recognition of this trend, says Mr Manning.

SAFBPW president Sharon Lain says the first Gold Award, in 1981, came at a time when there was a great deal of negativity among working women and endless problems with discrimination, heavy taxation and harassment.

"There were, however, many companies which had positive policies. So we decided to try to recognise and promote the image of firms that were doing something, instead of attacking those which were not."

Ms Lain says the award does not go to "women's companies". Equal opportunity policies for women in the workplace have been adopted by many companies which have not traditionally employed women over the years.

"Last year's winner, Anglo-Alpha, is certainly not female-dominated," she points out.

Other previous winners are: Nestle (twice), Gilbey's Distillers and Vintners, The Carlton Hotel, Arthur Anderson and Company, Thomas Cook Rennies Travel, Murray and Roberts Properties (Tvl and OFS), and Pick 'n Pay.

Ms Lain says: "The award tells able, serious-minded career women that if they go into such companies they are least likely to be discrimated against."

Things have improved dramatically over the last 10 years, says Ms Lain.

"Now, for the first time, women are not only increasingly accepted in the corporate world but they are also moving into traditionally male lines, such as building supplies, steel manufacturing and the oil industry.

"This is a big breakthrough. Of course we would still like to see more women sitting on company boards of directors — that is final, total recognition of what a woman can offer in the corporate world.

"We haven't reached that stage yet, but there is certainly evidence it is happening more and more all over the world." she says.

The Gold Award is made by an independent panel of judges after detailed consideration of a nominated company's response to a SAFBPW questionaire.

Only companies with more than 50 employees qualify for nomination.

Choosing

Ms Lain says the questionnaire is particularly concerned with percentages of women in the four broad company strata: standard employee, senior, management and executive.

"We also ask about levels of pay, fringe benefits and opportunites for training and development."

From that the judges choose six finalists and one winner, she says.

The Gold Award will be presented at a gala evening at the Carlton Hotel, Johannesburg, in October.

ADAM GORDON

Women planning rally for peace

355A
Sowetan 16/8/91

A CAMPAIGN by South African women for positive action towards peace and reconciliation will be launched on August 31.

The campaign will culminate at a massive rally to be held at the FNB Stadium in Johannesburg on September 28.

The women belong to various groups including, among others, the Women's Bureau, the ANC's Women's League, Women for South Africa, Interdenominational Women's Prayer League and the Women's Brigade of the IFP.

Announcing plans for the campaign this week, Mrs Stella Job of the Women's Bureau said: "We want to see our country and its people on

By PEARL MAJOLA

track to a friendly and prosperous future and we want to start doing it right away.

"We represent the silent millions who want to live in peace and work together in harmony for a better future for all.

Future

"A very diverse group of women working together in the steering committee have shown that South Africa's different people can work as one when each is willing to co-operate, putting aside a painful past and hoping for a brighter future," she said.

The women have proposed that during September, which is also Friendship Month, people should reach out to each other through gestures like sending greeting cards, visiting or praying for each other.

"The September activities will culminate in the cultural rally at FNB where there will be traditional dancing, music, a gymnastrada and other entertainment," Job said.

Everyone is invited to the rally and women in key positions in other African countries will be the guests of honour.

"However, substantial funding will be required and we appeal for financial and moral support.

A special fundraising banquet on September 19 at the Carlton Hotel is planned to raise part of the needed funds."

A special committee of trustees has been selected to oversee the project and manage all funds received.

The committee can be contacted at (012) 455-625.



Delegates who attended the launch of the Positive Action Now campaign were Mrs Stella Job (Woman's Bureau), Mrs Mary Panos (World Peace Through Prayer) and Mrs Valencia Khumalo (ANCWL)

Paternity leave battle

Sowetan 22/8/91

355A

WOMAN

ROBERT Manqondo chose to be home with his wife when she was on maternity leave because he thinks it is no longer necessary for an expectant woman to be sent back to her parents to have a baby.

"That is an old custom and besides, in today's modern society, our parents hold fulltime jobs. There would have been no one to look after the baby and my wife even if I had sent her home," Manqondo said.

For the two weeks that he was at home, before and after the birth of Mangaliso, his second son, Maqondo helped with household chores and "oriented" his elder son, Xola, to the new family environment.

Paternity leave is one of the issues that unions have been debating with companies over the past years.

Few companies allow men to go on leave to be with their wives while they are awaiting birth of their babies.

Although this sounds unfair and discriminatory, as the man is just as much a parent as the woman, it is gradually becoming the trend among men to be with their wives at this crucial time.

"I cooked, cleaned and even prepared the baby's bottles. I enjoyed it tremendously and I would do it again if we were to have another baby.

"I'm surprised that some men keep away from their wives after birth. They do not sleep with them or eat the food they prepare. I think this amounts to punishing the woman for giving birth to your child and it is unfair," he said.

Remarks

Although Maqondo was jeered at by some of his friends for what he did, he did not let the remarks bother him.

"The decision I took was mine. It affected my own life. Everyone has the right to decide what pattern he wants his life to take and what things he wants to do. I love my children and I believe anyone who says that should be prepared to go all the way for them," he said.

Maqondo thinks companies should extend to men the same rights they give to expectant women. Men should be entitled to fully-paid paternity leave, worked out as one week before and three weeks after the child's birth.

Lucas Sithole, a travelling representative from Katlehong, Natalspruit, scheduled his work trips to suit him when his wife's delivery date neared because, he said, he did not want her to have any problems.

"I wanted to make sure that she got everything she needed," Sithole said.

"When a child is born there is a lot of running around, buying whatever is needed and making sure that both mother and baby are taken good care of.

"I was not involved in the actual carrying out of chores but I had to ensure that whatever was to be done by the helper was done.

"You do feel a bit like you are losing your manhood but you feel good. It's nice to be involved in the whole process of your child's birth. I was around for the first three months until I was sure that my wife could cope," Sithole said.

Unions are still battling to secure fathers, both single and married, the right to paternity leave. Trade unionist Fiona Dove said companies were not convinced that fathers wanted to be fathers. She said she could not foresee a time when they would be fully convinced.

Worker

"Every worker is a parent. We will always negotiate for equal rights for mothers and fathers. We believe that fathers should be given space and time to be with their wives and babies if they want to," she said.

Saccawu has secured the rights to paternity leave for its members at Metro Cash and Carry - 1985, Pick 'n Pay - 1988, Foschini, Game Discount Stores, Spar-Natal, and Clicks. The companies grant up to eight days paid leave and 25 unpaid, depending on individual agreements.

Under the programme the trust will effectively give private firms up to people would still prefer to rent a site, she said.

Imbeleko train women in men's skills

Sowl 22/8 - 28/2/91 355A

FREE pap-smear tests, a centre for homeless children and courses for township women in carpentry, welding and bricklaying are among the projects run nationally by the Azapo Women's League (Imbeleko).

This little-known organisation, which currently claims 20 000 members, was established in 1987.

Imbeleko's national president, Mrs Rose Ngwenya, says women should "break the shackles of domestic service", which result from their being socialised into a domestic role from childhood.

The term Imbeleko refers to the skin of a goat which, according to custom, is slaughtered to welcome a newborn baby. The dried and tenderised skin is later used to tie the baby to its mother's back.

Ngwenya says that since 1988 Imbeleko has operated mobile pap-smear clinics in seven Transvaal townships with the help of a group of Azapo-aligned doctors.

Women to look at economy

ABOUT 500 women achievers will hold their second national convention at the Carlton Hotel on Monday to discuss how women can be used resourcefully to boost the economy.

The two-day convention will bring together company executives from diverse backgrounds like business, sales, marketing and public relations, financial institutions, administration, personnel and human resources, law and medicine.

"The convention will allow women to share their problems, learn tactics and hopefully encourage old-fashioned thinking stalwarts that it is imperative to use womanpower in the current sluggish economy," the organisers said.

Topics to be discussed include "South African business trends", "Doing business with style", "time solutions", and "The difference between men and women in management".

Three international speakers will address the convention. They are JOhn Patrick Dolan, attorney, Deanne Rosenberg, consultant and Jeff Dewar.

For further information contact Merle Purvis or Lesley Dalton at (011) 957-2097.

Insist on your rights

WOMAN

DEMAND your rightful place in the job market but retain your feminity, is the message that ran through the two-day working women's national convention held at the Carlton Hotel this week.

Sowetan 30/8/91

By SIZAKELE KOOMA

Guest speakers and panelists advised the 500-odd women executives to be professional and "play the game" to a certain extent but not to lose their identity.

American management consultant Deanne Rosenberg, who addressed the convention on the differences between men and women in management, said there was nothing wrong in dressing for power, saying the right things and not downplaying one's achievements.

She discouraged women, though, from adopting some of men's management styles and warned them to keep in touch with what was going on in their companies.

"Men sometimes make important decisions in the absence of women to make them look incompetent.

"If you recognise what is going on you won't get caught in this situation," Rosenberg said.

She said men looked at women as adversaries in terms of promotion. They nevertheless were able to work well with other men and it was important for women to learn to work well together too.

The panel, made up of writer Nomavenda Mathiane, Simba Group financial director Trix Coetzer, Eskom human resources manager Martie Hattingh and Dani Michel, executive director of the Institute of Personnel Managers, stressed the importance of professionalism.

People, said Trix Coetzer, will not take you seriously if you do not take yourself seriously.

"Assert yourself. Make sure and assure your colleagues that you are much more of a colleague than a woman," Coetzer said.

Martie Hattingh added that women should do things that make people succeed.

They should also not be apprehensive about succeeding.

"You will not succeed by saying women are discriminated against. Confidence is one of the important attributes for success, she said.

The panel agreed that there was a certain degree of complacency among South African women and an unwillngness to take up opportunities when they arise.

It urged them to be proactive and "start rolling the ball".

" In South Africa women are not given the opportunities. They should therefore go out and grab them," Mathiane said.

Commenting on the cautiousness of women in corporate companies Coetzer said: "The unwillingness among women to take risks at work could be blamed on upbringing. We have to change this influence, especially if in our positions we have to make decisions."



DEANNE ROSENBERG

Salute to women who keep wheels turning

Star 31/8/91

355A

THEY ARE the unsung heroines of the business world. They keep the wheels turning and, often, keep the wheels from falling off. They're the secretaries and without them life would be all but impossible.

National Secretaries Day is designated in recognition of the valuable contribution secretaries make to the business world. This year it will fall on Wednesday, September 4.

This is the day when executives all over the country seek some small but special way to acknowledge the sterling job their secretaries are doing.

It is also the day when the winner of the 1991 Secretary of the Year competition will be announced, after selection from 10 finalists nationwide.

This year's Transvaal finalists are Bobbi Samuels, Sue Price and Cornelia Wessels.

Bobbi Samuels, secretary to the chief operations officer and deputy chief exeutive of the Johannesurg Stock Exchange, is the Johannesburg Central finalist.

She is 39 and a university graduate, with a BA in psychology and French.

Of her working relationship with her boss she says:

"It's marvellous — we work extremely well together and respect one another totally."

North Rand finalist Sue Price (28), works for the chairman and executive creative director of D'Arcy Masius & Bowles.

Says Sue: "I have a terrific working relationship with my boss. He trusts me implicitely to complete the tasks I am assigned without constant supervision."

Celebrations for National Secretaries Day takes place nationwide. Luncheons are organised at 11 different venues by the Executive Secretaries Club of South Africa, where the winner of the Secretary of the Year competition will be announced.

The finalists will be flown to Johannesburg where they face their final interviews and attend the main luncheon in the ballroom of the Carlton Hotel.

Dr Piet Koornhoff, former ambassador to the United States and a well-known wit, will be the guest speaker.

There are two other luncheon venues: at the Holiday Inn at Jan Smuts Airport where Bruce Fordyce will be the guest speaker, and the Sandton Holiday Inn where Dr Simon Brand, chief executive of the Development Bank of Southern Africa, will speak.

● For bookings or more information phone 337-8565.



SUE PRICE: finalist, North Rand.



BOBBI SAMUELS: finalist, Jo'burg Central.



CORNELIA WESSELS: finalist, East Rand.

Exile fights for women

C/Press 1/9/91 355A

By SOPHIE TEMA

MOTLALEPULA – known to most South Africans as June Chabaku – returned to South Africa recently from exile with a degree in theology, and as an even stronger advocate of women's rights.

Motlalepula (one who comes with the rain) went to the US in 1976 on an exchange programme and in August of that year won a scholarship to Lancaster Theological Seminary in Pennsylvania.

Since then she has been working with the Presbyterian Church as a missionary to the US. She was one of the first black women in the country to qualify as a priest.

She graduated in May 1979 and came on a visit to South Africa which was rudely interrupted by an unexpected call from the police.

Although she had not booked a ticket, Motlalepula took the next available flight to the US – without notifying her family and with only the clothes she was wearing.

Speaking from her Rockville home, with tears rolling down her cheeks, she related her hasty departure.

"When I got to the counter there was a queue and behind me stood a man who was obviously booked on the flight, After handing the lady at the counter my airticket she checked on her list and said, 'but you have not been booked on the flight'.

"Just at that moment the man behind me collapsed and the woman at the counter immediately turned her attention to him."

While airport staff were attending to the man, who seemed to have been badly injured by the fall, the passengers were called to go on board the plane.

"I went with the other passengers and after the doors had closed the crew had no alternative but to offer me the seat of the man who could no longer proceed with the journey because he had died while people at the airport tried to revive him.

"When I arrived in America I had nowhere to go and there was no one to meet me. I remembered the psalm of the Israelite women captives in Babylon. How can you sing the Lord's song in a strange land?

"I sang the Lord's song, and I prayed to him to be my refuge and my help and things worked out positively for me," Chabaku said.

Motlalepula is a Christian and speaks out against all injustices, even if it is from the pulpit.

She says: "There are many people who have the false notion that to be a Christian is to be pious, sanctimonious, unquestioning.

"In fact, to be a Christian is to continue changing lives and structures of society. If you don't change people and structures, you are sinning."

Although a priest, she also does not overlook her convictions as a woman and recalled what it was like being a woman and black in South Africa.

"I am a woman and part of that global force of people who are despised, deprived, discriminated against, and yet form part of more than half of the world's population.

"The black woman bears the brunt of oppression in South Africa. I am concerned about the rights of women, the rights of children, and just as equally the rights of men. Because there can never be a community, there can never be a family, there can never be true freedom when any sector of humanity is not free.

"The Christian faith liberates women, but we have refused to be liberated," she said.



JUNE CHABAKU . . . The Christian faith liberates women but we have refused to be liberated. ■ Pic: TLADI KHUELE

How to score in the power game

S/Times 1/9/91.

355A 19E

DO you lust after power, money and fast cars? If you do, be aware of the drawbacks. You're playing in an arena long controlled by an alien species — men. LINDA SHAW investigates

THE stats are not looking good. South African women make up 40 percent of the workforce — and a much less impressive five percent of senior management. A feeble 18 percent have made it into management at all.

But let's not beat ourselves up here. Now's the perfect time for a change. A brand new constitution lurks. We've just selected our 1991 Businesswoman of the Year, Dr Jocelyne Kane-Berman. The Working Women's National Convention has completed its second successful tour of 400 top female minds. And the bottom line, as they say in the trade, is that once women have decided they really want to compete, they're going to need a game plan.

First off, it's essential to know why men in the workplace are so different from women. We know men still hold the reins. What do we need to know to get them back?

Deanne Rosenberg, an American import and management consultant, told Working Women's Convention delegates: "Men think differently to women. They use the same words in the same language — but they mean different things."

Here's a sample list. In the interests of womankind, it's a list that should be committed to memory:

● If a man offers to help a woman, he is not doing it out of the goodness of his heart. He's doing it so he can tell party guests: "She's coming along nicely, though of course, she still needs my help."

● Women are happy to share power. Men need to know exactly who has what power. Men see women's apparent lack of ambition as a reason not to promote them.

● Women need support and consensus. Men are moved by ego, status and the desire for independent leadership.

● Women appear to be feebly seeking approval when they ask, with genuine interest, "What do you think?" Men take this to mean not, "Let's discuss this," but rather, "I can't make up my mind, so would you mind doing it for me?"

● Women see problems as people-based issues. Men see them as business decisions. So when women seek opinions before making final choices, men interpret their actions as personal inadequacy.

● Women play by the rules — expecting them to apply equally. Men play *with* the rules, seeing their manipulation as perks of leadership.

● When women talk about their private lives within earshot of men, this is taken to mean home life is more important than work — and a good reason not to promote.

● Women are not conditioned to ask prospective bosses about "packages". They ask for salaries — and they get them.

● Women are task oriented — men power driven. A man wanting to manoeuvre a woman out of the way will pile her with paperwork. She'll need courage to delegate and concentrate on decision-making instead.

● Men will never admit to intuitive feelings without backup data. Women should to take a lesson from this. They look dilly and scattered doing things because they "feel right".

And so it goes on. Recipe after recipe for disaster. Yet, in spite of the obvious drawbacks, there are women who've made it. And who will continue to do so.

DEANNE Rosenberg feels now is the time to make moves. "The country is changing fast. There are not enough white males to maintain management dominance. Left to themselves, they'll choose black males rather than white females to continue current trends."

Margaret Lessing of the Women's Bureau has asked the State President for a Minister of Female Affairs in the new dispensation — and has (of course) been turned down. Mr FW de Klerk responded, however, by saying there'll be no discrimination — in either sex or colour — in the new constitution.

Big deal. There's none in America either, yet discrimination continues. We're left to ask those women who've made it how it's done.

Newly-elected Businesswoman of the Year, Dr Joycelyne Kane-Berman — well-known for her many human rights campaigns in her capacity as chief medical superintendent of Groote Schuur hospital — thinks women have yet to understand the meaning of power.

"I haven't met a power-hungry woman. And women who have power tend to use it for the benefit of the organisation rather than their own egos. I have not found this to be the case with men."

But Dr Kane-Berman isn't letting women off the hook either. "They still haven't learnt how to relate to men in the workplace. Their attitudes range from little girl to vamp to handmaiden, or, for the hardened feminists, blatant antagonism. Thankfully, the new generation is learning to assert without aggression."

CAROL Scott, MD of Imperial Car Rental and winner of 1988's Businesswoman of the Year Award, says women have to make the kind of sacrifices men do.

"Men have it easier because they don't have to forgo families to achieve success. They just neglect them. But for women, until our social infrastructure changes, we're going to have to make a choice. I couldn't do what I do if I had a husband and family."

Meanwhile, as we pontificate, men continue to rule. Even in Norway, the new example of female domination, it seems men have snucked up behind us and pulled a move. Today, Norway's being called the "Mummy state" — a place where women are in charge of "womanly" things like education and health — in fact virtually all "political" arenas. But no one has yet figured out a satisfactorily, gentle, caring business formula to get to the top of the economic pile. The key area of business is still handled by the boys.

It's kind of difficult to suggest where to go from here. Successful women are saying aggression is out while assertion is in. Successful men are unable to tell the difference. And, as with most things, no one is willing to give up what they've long-sufferingly acquired. Perhaps, in the end, it really is just a question of having been born on the wrong planet.

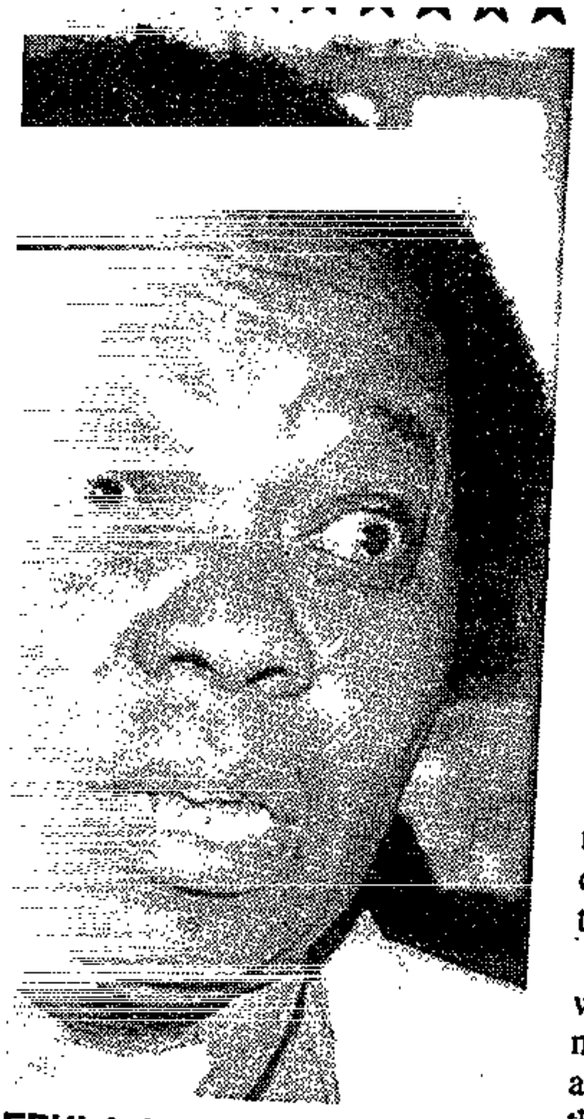


ROLE MODEL: award-winning businesswoman Jocelyne Kane-Berman **Picture: PIERRE OOSTHUYSEN**

Facing the odds

Sowetan 3/9/91 355A

Chabaku shows full devotion to cause



FPULA CHABAKU

IF THERE is a course to be carried out and Motlalepula Chabaku agrees with its principles, be sure of her full involvement and total devotion to it even when the odds are stacked against her.

Fifteen years of exile and first-hand accounts of historic events that stand out in the black political struggle tell of this former Soweto schoolteacher and community worker's commitment to the fight for black liberation.

Chabaku was one of the organisers of the celebrated march that put women on South Africa's political calendar and the boycott that saw the discontinuation of tramlines in Johannesburg.

She was present at the two-day Kliptown conference where the Freedom Charter, for which she collected signatures, was adopted and she remembers vividly the day at the Orlando Communal Hall that marked the split of the ANC and the formation of the PAC.

"My objective is to encourage blacks, especially women, to claim their rightful places in the world and never let anything stop them from what they want to be," Chabaku said.

"I will always strive for equal opportunities, among men and women and people of different races.

"I personally have never aspired to be equal to men. They are not my standard because like me, society does not allow them to be human enough.

By SIZA KOOMA

Born in Western Township and now based in North Carolina, United States of America, where she works as a church minister, Chabaku's life has been characterised by what other people can call rebellion.

She and a group of other teachers formed a private school in 1955 in protest against the introduction of Bantu Education.

She abandoned the teaching profession when the department refused to recognise two diplomas she had obtained from a British university.

"A white woman who had obtained one diploma in the same course, speech and drama, was given a raise when she came back. They would not recognise my achievement because I was black," she said.

While the teaching profession was still lamenting her departure she was making strides in the Johannesburg City Council and revolutionising local youth clubs.

She takes credit for fostering ethnic pride in the clubs by introducing other ethnic dances at a time when Zulu traditional dance was the only dance taught.

Ethically proud

"At that time blacks were becoming ethnically proud and nationally conscious.

"We were copying African styles of dress. German print and traditional Xhosa outfits were popular among dressmakers.

Chabaku left the country in 1976 on a ministry scholarship to the United States of America. Why ministry?

"I used to challenge churches and ministers on their stance towards the situation in the country. I was concerned that religion was used to convince people about injustice.

"They were made to hope for a world to come instead of being taught how to improve the present one. The scholarship was meant to help me acquire ministerial background," she said.

"I never gave up the struggle. I believe that people can never change their commitment but they can change their strategies as change demands.

"I came back to make a personal assessment of the situation and decide whether I would be effective inside the country where my roots are or outside where I would be able to counteract the propaganda and provide the latest information about the struggle in South Africa," the one time national secretary of the ANC Women's League under Lillian Ngoyi, said

Chabaku now lives in North Carolina where she serves three United Methodist Churches. She holds three degrees, one in divinity and two in education, all obtained in the States.

She describes herself as a mission interpreter and believes that the church has avoided real issues in interpreting the Bible.

Harassment helped Emma's mission to assist workers

By SIZAKELE KOOMA and BULI SIWANI

EVERYDAY Emma Mashinini used to think she had made a mistake by organising workers for the Commercial, Catering and Allied Workers Union of South Africa.

But that changed the day she enrolled the first member and soon after a second one, both from two of the biggest supermarkets.

"The harassment by police and the refusal of management to allow me to organise workers from within the companies advanced my mission.

"Workers took an interest in this woman whose leaflets were always taken away from her and who was always bungled into a police van," Mashinini said.

Mashinini is too modest to claim victory for the union she founded in 1975 and says it was a collective effort by workers and herself.

"Had it not been for the workers, I would not have succeeded. They organised from within the companies. To management's dismay, leaflets were always available on the shopfloor," said this former garment worker and shop steward who has been involved in the trade union movement for more than 25 years.

Mashinini left Ccawusa, her brainchild now called Saccawu, in 1986. She said she took the decision because she was "burnt out" and could not contribute anything further.

Soon afterwards she started working on her celebrated book, ***Strikes have followed me all my life***, a collection of her experiences in the trade union movement. This, she says, was therapy for the treatment she received in detention.

"I was advised to write the book, which is about the harassment and detentions that followed me during my years as a trade unionist.

"The book also details my six months ordeal in solitary confinement, which left me so disorientated that I forgot my youngest daughter's name.

"Solitary confinement is evil, whether you are young or old. I was already over 50 years when I was imprisoned.

"There were very few women in solitary confinement then, which means there were no prison mates that I could talk to in adjoining cells.

"There was, therefore, no way I could stay sane under those circumstances. I lost my equilibrium when on the radio I heard that a fellow unionist and a close friend, Niel Aggett, had died in detention. We were detained together," Mashinini said.

A policewoman rescued her from insanity. The woman surprised her on a very blue day and took off her police uniform.

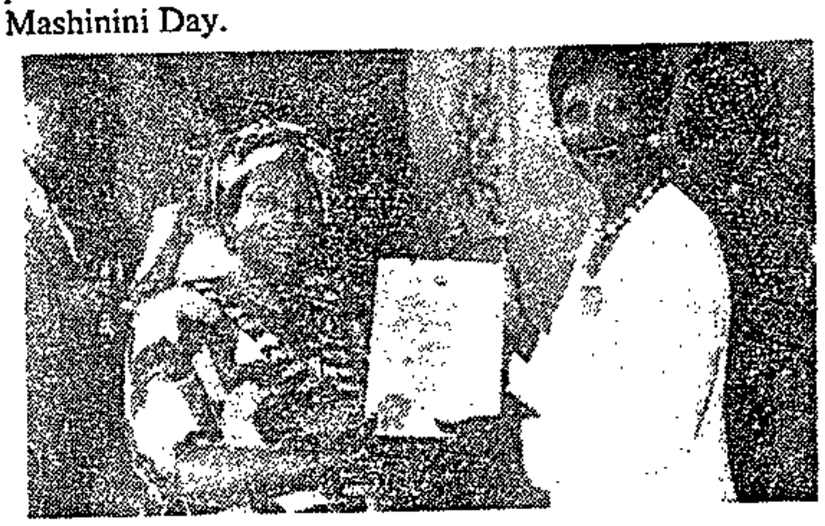
Underneath she was wearing a mother's union attire. They prayed together and their meetings became a ritual.

"I'm proud of women in many ways. They are great when it comes to preservation and support. This woman was praying for me while she was also policing me," she said.

On her release she underwent extensive treatment at the Rehabilitation Centre for Torture Victims in Denmark.

Mashinini was recently presented a serigraph of the famous Los Angeles artist Vanette Honewood by the National Black Arts Festival in Atlanta as a memento of her visit, which was also meant to promote her book, published for the first time in London in 1989.

The city council of Atlanta also presented her with a proclamation naming July 25 1991 Emma Tiny Mashinini Day.



Emma Mashinini being presented the proclamation by director of the Atlanta City Council Felicia Mabuza-Suttle.

Soweton 11/9/91

A manless existence

WOMAN

UNLIKE other hostels in black townships, where violence and faction fights are the order of the day, there is something enigmatic about the Mzimhlophe women's hostel in Soweto.

By ALI MPHAKI

Maybe it is the four-roomed brick houses, which are in sharp contrast to the miasmata of loaf-shaped, red-roofed concrete houses which make up the south of Mzimhlophe.

Or maybe it is the simple fact that here women lead a manless existence.

Founded in 1968, in line with the Verwoerdian apartheid philosophy, initial residents came from the Helping Hand Women's Hostel, which was situated in Jeppe near Johannesburg.

Others came from a women's hostel which was near the George Goch male hostel.

Time was when the hostel used to have a high fence all round, a 24-hour security patrol and a "blackjack" policeman at the single-gate entrance.

Entry to the hostel by males was restricted to a lounge area, situated near a hall in the middle of the hostel.

The woman resident would be alerted of her visitor and would join him in the lounge area.

As a man, dare you be found "out of bounds", serious repercussions awaited you. Serious repercussions would also follow for a woman resident if found with a male in her room.

Whereas the lounge is one of the few things that still remain intact in the hostel, it is noticeably no longer a hive of activity.

Today there is no fence around the hostel and that stern-faced "blackjack" who used to man the entrance, is now a thing of the past.

But whether male visitors do sleep in the rooms or not is purely a matter of conjecture.

Children are also barred from living with their mothers, but are allowed to visit and stay with their parents during school holidays.

Each of the four-roomed houses has three bedrooms, a bathroom and a common kitchen.

In the kitchen there is a coal stove, one table, chest of lockers and a sink, all supplied by the council.

Six women share the three bedrooms.

Once a woman has been accepted as a resident, she brings her bed, mattress, pots, blankets etc.

If she does not have a mattress, the Soweto Council provides a sleeping bag.

The women do their own cleaning and sometimes paint the walls of the rooms.

Their mail arrives at the matron's office and is distributed to the various addresses.

But what is it like to live in this hostel?

Victimised

Most residents interviewed agreed that the hostel is no longer a safe place to live in.

Surprisingly, none of them would give their names.

One resident said: "You know brother, wherever women are in a group, they seldom understand each other.

"If I talk, I may be victimised."

But she went on: "While we have not been caught in the spiral of violence sweeping other hostels, the fights we experience here are for minor things like the washing of pots, making a fire, washing dishes etc. You know the kind of things women fight over."

"What it means is that a woman should have her own house, if peace of mind is what you are looking for."

The hostel residents pay R6 a month.

For over the years, Mzimhlophe residents have urged that the hostel be incorporated into the township or be turned into family units.

These sentiments are echoed by Soweto council public relations officer, Mr Mojalefa Moseki, who says: "This place has lost all pretence of being a hostel.

"The basic objective for which it was established - to provide accomodation for single women - has grown obsolete with the changes within the Soweto community.

"There is a dire need to accomodate families. Bachelors and spinsters should be housed at the right places, like flats etc," he said.

Women 'earn 10th'

DURBAN. — Women represent half the world's population and put in nearly 66% of all working hours, but receive only a 10th of the income generated and own less than one percent of the property.

This was said here yesterday by Mrs Carole Charlewood, MP, at the opening of the annual congress of the Federation of Women's Institutes of Natal and Zululand.

Mrs Charlewood said that in virtually all countries women were under-represented in management and at the policy-making level in commerce and in government.

In South Africa today, on the threshold of a new constitution, it was important to consider the question of women's rights in a new South Africa.

"The time for us to be part of the new South Africa is now," she said. 355A CT 19/9/91

Not much help from politicians

w/mail 6/9-12/9/91. 3 SSA

By BEATHUR BAKER

"Sexual violence against women is so difficult to fight because it remains pitifully low on the agendas and receives little support from mass-based organisations."

These are the words of Mary Mabaso, the woman who organised Soweto's first March Against Rape in 1989. And a survey conducted by *The Weekly Mail* reveals that her comment could be expanded to include the unions and political parties too.

While some unions and civics deal with instances of sexual abuse on a case-by-case crisis-management basis, very few have drafted official policies. And even if some political parties and liberation movements do have stated policies, their female members do not feel they are being adequaltely implemented on the ground.

The African National Congress Women's League does have a strategy, including mass campaigns to demand that the streets remain safe for women, the raising of consciousness within communities, the establishment of more Rape Crisis centres, and a strong policy against sexual harassment and abuse within the movement.

But Sizakele Nkosi, general secretary of the ANC-aligned Alexandra Women's Congress, commented that "we get no proper support from our male comrades. They see violence against women as a minor issue, and whenever we bring it up we are accused of being radical feminists."

And machismo in the Inkatha Freedom Party is even more alarming: IFP Youth League leader Musa Myeni insinuates that women themselves must share part of the blame, saying that "when women expose themselves to danger by knowingly moving around alone late at night, they are being reckless. Knowledge that they are indecently exposing themselves could be a contributing factor."

Like the IFP, most mass-based organisations and political parties have no policy on sexual violence, and no resolutions on how to deal with instances within their own ranks: they do not even address the issue of gender equality in their constitutions.

For the South African Commercial Catering and Allied Workers Union (SACCAWU), the issue was only taken up after a fast food division member, Stella Mabale, was raped and murdered upon returning from work late one night three weeks ago.

Mabale, who worked at the Milky Lane in Rustenburg, made use of public transport, so when her shift ended at midnight she had no means of getting home. Her employer — wary of the area himself — dropped her off on the outskirts of the township.

Following the murder, SACCAWU wrote to all employers, urging them to provide free night time transport. "This is not an issue to be left to annual negotiations," the letter read, "it is pressing and requires immediate attention ... safety is a basic human right which no employer can ignore."

SACCAWU spokesperson Fiona Dove commented that "we are using this incident to start a whole programme of action. It is not only the employers who are ignorant. Workers themselves are not educated on the rights of women."

At The Transport and General Workers Union (TGWU), action was taken after complaints from new members about sexual favours demanded by middle management.

"We also found," said organiser Desiré Daniels, "that our own male shop stewards and organisers were involved in exploitative sexual relations with new female members. And so we drew up a resolution calling for tighter sexual discipline."

TGWU proposed their resolution on sexual conduct at the Cosatu congress where, says Daniels, it was well received. Cosatu is now considering inclusion of the resolution in its existing code of conduct.

One point agreed upon by all unions attending the conference was that relationships between high ranking unionists or activists and newer members led to a disruptive imbalance of power.

mber 24 1991

No split likely over women priests in SA

355A

Star 24/9/91

By Jacqueline Myburgh

Local churchmen are divided over the issue of the ordination of women, but the matter is not likely to cause a major split in the Anglican Church in South Africa, top clergymen said yesterday.

Reports from England have suggested that the differences over the ordination of women in that country are irreconcilable and a split between traditionalists and liberals is mooted.

Anglican Bishop of Johannesburg the Rt Rev Duncan Buchanan said there was a group that disapproved of women priests in South Africa, but he did not know how strong the opposition was.

Reserved

Bishop Buchanan personally supports the ordination of women, and on Sunday his diocese approved a motion to this effect during its synod meeting.

"However, some parishes will be reserved and not accept a woman's ministry and I will be asked to designate in this regard," he said.

"I will do everything legitimate to try to hold us together, recognising there are enormous tensions."

John Allen, spokesman for Anglican Archbishop Desmond Tutu who was not available to comment in person, said at this stage there were no signs that there would be a major split.

The Archbishop's approach had always been to reach consensus on controversial issues and the ordination of women priests would be dealt with in the same way.

At the last Synod of the Church of the Province in Southern Africa (the Anglican Church), in 1989, the Archbishop had suggested that each diocese decide individually whether to ordain women. This was not accepted, but in the meantime a number of diocese — including Cape Town, Johannesburg, Namibia and Grahamstown — have voted in favour of women priests.

The issue will be discussed again and voted on in August in Swaziland.

One clergyman who is firmly opposed to the ordination of women is Canon Brian Boyce of St George's parish in Parktown.

However, he does not see the matter causing a split.

"There is too much concern for the well-being of the church and its mission to allow that," he said.

Canon Boyce said, "without wanting to sound dogmatic", the ordination of women was not the will of God and would damage the Anglican Church's relations with the Catholic Church.

Whither women in the new SA?

B/Day 27/9/91

LINDA ENSOR

CAPE TOWN — The priority given to eliminating the racism rife in SA society is likely to see the emergence of affirmative action programmes, educational enrichment programmes and advancement on merit programmes.

And so it should, too. But silently in the background the women of our society will in all probability continue labouring away without recognition, as they have done for centuries past.

Progress for them might just mean that they will have male bosses in a range of colours rather than only one. On the other hand it is possible — if they insist on it — that women will benefit from society's move towards equality.

Whether it be the result of deliberate discrimination or a culture which wags its finger at female success in any sphere other than motherhood or titillation, the fact is that finding a woman among the country's business leadership is like looking for an oasis in a desert.

The qualities of toughness, aggression, decisiveness and authority required to get to the top conflict with notions of gentle, soft, servicing femininity, and so it is no wonder that women choose careers in the professions like teaching and nursing which entail as little role conflict as possible. Otherwise, it feels, says Cape Town businesswoman Pam Herr, like you have a split personality.

The University of Cape Town's Graduate School of Business reports that in the five years to 1990, 38 women out of the total student complement of 431 graduated with an MBA. Of the 113 students currently on the MBA course, 13 are women.

Surveys of the place of women across the spectrum of industry, finance and commerce, identify middle management as the limit of their climb up the career ladder, and even there they are few and far between.

This is confirmed by looking at SA's large life assurers, Sanlam and Old Mutual, which together must employ more than 20 000 people countrywide. Women dominate the lower levels of office staff but disappear from the scene altogether the higher one goes up the hierarchy.

At Old Mutual, 55% of all office staff are women. At Sanlam the figure is 70% of the total of 8 000 office staff. Of Old Mutual's middle management, which includes supervisors, department heads and specialists, 33% are women.

At Sanlam, there are more womendepartment heads with responsibility for clerical workers than men, but at middle management, only 44 of the 480 managers are women. Four of the 130 senior managers are women.

Women represent 14,7% of Sanlam's marketing staff, and only 2,3% of the sales management at branch level. But there has been progress of sorts in that whereas today there are 530 women-marketers, in 1980 there were only 40.

Old Mutual has two women divisional managers. Neither Old Mutual nor Sanlam has a woman GM and neither has women at executive level.

Both life assurers would insist that promotion is on merit, that the rate for the job is paid and that there is no discrimination between men and women. But the fact is that the female half of society is being left behind.

Sanlam's personnel manager, remuneration, Flip Gouws says Sanlam's performance compares favourably with the market generally.

"Typically the highest level for women is middle management. This is also typical of Sanlam, but we are starting to move them up. Women are becoming more and more career-oriented and no longer take off long periods to have children. In the past they used to lose years and years of experience in this way and fall behind their men counterparts."

Life assurer Southern Life has a conscious policy of ending discrimination towards women and has made some progress in advancing them. It has three women in executive positions, 20% of management are women and 54,3% of its total workforce of 2 817 are women.

One of Sanlam's four top women is Frieda Botma, senior manager, product promotion, who is remarkably open about the obstacles and difficulties she has had to overcome in her long haul to the middle. In the early '80s, she was one of Sanlam's most successful marketers and recalls, for instance, the difficulties women had in those days in earning more money than their husbands.

"With male employees it was always assumed that they would work a long time with Sanlam, would earn more and be promoted automatically. For women, there is no such thing as automatically. No attention was paid to identifying their career possibilities."

Before her recent appointment to senior management Botma was manager of Sanlam's women's market and co-ordinator of all women marketers. She says it took some time to convince branch and regional managers of the ability of women to give financial advice. Now women marketers are well established in the organisation and receive no special attention.

"There are still traditional bosses in Sanlam but there is a new tendency in the organisation to be more open and to promote respect for the individual."

Botma is the first and only woman to be appointed to the management of Cape Town's very male and very traditional businessman's club, the Here Sewentien Club which she regards as a breakthrough, though she feels she is treated as a token figure.

Old Mutual divisional manager Rose Keanly is another example of a woman who has risen through the ranks. For the past 18 months she has acted as a project manager for the installation of a new R21m insurance administration computer system for group schemes following the society's merger with Colonial Mutual in 1987.

"I have never felt that from a company culture point of view there is anything preventing women from getting to the top. However, women who do get to the top are put under the spotlight, are very visible and are watched, and that creates a fair amount of pressure.

"I don't think that there are many women in SA who choose to go up the management ladder and who have the qualifications and experience to allow a company like Old Mutual to appoint them to senior positions. I don't think it is discrimination — the opportunities are there for men and women and it is up to women to take advantage of them."

Graduate School of Business's Linda Human disagrees. She has undertaken research into the attitudes of white male managers and found they have a fairly negative view of women advancement and of women's abilities.

These attitudes, she adds, limit the opportunities and performance of women in the job situation as people's work tends to reflect the expectations management has of them. Negative perceptions affect their self-confidence and their will to succeed. But even if women want to advance, they are not allowed to.

"Most male managers don't believe in affirmative action for women as this would limit the opportunities of white males, opportunities which they guard jealously," Human says.

So the new SA will only provide the broad parameters within which change in the structures of employment will take place. And that is likely to be a lengthy process.

TRACLO
TRANSVAAL CLOTHING INDUSTRIES

Transvaal Clothing Industries Limited
(Registration Number 87/03294/06)

Unaudited preliminary report for the year ended 30 June 1991

Income statement

	1991 30/06/91 R000's	1990 30/06/90 R000's
Turnover	44 440	40 192
Net income before interest	2 237	1 761
	1 348	1 381

Women unite for govt stake

JOHANNESBURG. — Forty South African women's organisations have resolved to "speak with one voice and fight for a stake in a post-apartheid government".

The organisations included the PAC Women's Organisation, the Union of Jewish Women, Vroue Bureau, Women for Peace, Gender Forum, Bahai Perspective, the ANC Women's League and the SA Women's Forum.

It was decided at the closed four-hour meeting here to form a national co-ordinating committee from which a steering committee would be elected on October 16. — Sapa

ESKOM

MAKING YOUR LIFE A LITTLE EASIER.

Due to the general feeling that the innovative message from Dr Gail Molokoti delivered at the Eskom/Sowetan Woman of the Year luncheon should be heard by as many people as possible, we publish her speech today. Dr Molokoti is the intra-organisational communications manager at Eskom and she was the guest speaker at the function.

Sowetan 7/10/91

"Allow me to quote from the Women's Charter drawn in 1954: 'We women do not form a society separate from men. There is only one society and it is made up of both women and men.'

Therefore, it is important that we realise we form part of a larger South African society and that whatever we do is not in isolation but part of the total picture. This means that is we as women are to contribute to the total picture, we need to start thinking community, nationally and globally.

As we approach the dawn of a new age, the role of women cannot be viewed as the beginning of an era. Women have been partners in all spheres of mankind's existence, and the role and responsibility of women in nation building can only become better and stronger.

African women who have stood by their men in the struggle to end apartheid will continue the partnership born of oppression. That partnership has ended up in the formation of a 'new' South Africa, hopefully characterised by 'freedom for all' which is another catch phrase.

We need to change our attitudes about ourselves. Even though attitudes and values cannot change overnight, there is room for transformative actions. Transformation must begin with the self. Change comes from within. It is only when you feel good about yourself that you can begin to be creative, achieve your dreams, face the world with confidence and begin to build the nation which, at times seems to be disintegrating and drifting apart rather than standing together.

Ladies, we need to be visionaries and have visions. Dr Ian McRae, Eskom's Chief Executive, says: 'Real visions originate from threats and the challenges arising from those threats.' We live in an unusually threatful social environment.

It was out of these threats of neglecting our handicapped children in the townships that Aileen Ntuka (one of the finalists) established a school, workshop and a clinic for epileptics in Bloemfontein; that Doreen Selekane started a training centre for the mentally retarded in Katlehong and all the courageous women nominees for the 1991 Woman of the Year award.

You may not have been an award winner for this year, but you are sure a winner for life. And as the Bible says: 'If you have done it for the least of these, you have done it for me and keep on implementing your visions for the good of your nation.'

History is full of African women who have accepted their responsibility and performed their tasks with pride and success. The greatest challenge facing women today is whether as a woman you want to be part of that history or not. Let not your visions be hampered by ideology and intimidation. It is only through a concerted effort that women can give momentum to the challenge of building the nation.

Get busy with your visions and start reaping the benefits. Remember, never take 'no' for an answer because for every 'no' you receive, 'yes' is just around the corner. I think at this stage you and I need to have a personal talk, because I believe that regardless of how successful you may be, you are still an African woman, a mother, a sister, an aunt or a gogo.

Let us share some ideas regarding the action plans in which we need to engage.

ACTION PLAN 1. The socialisation created by the family, the school system, the media and the market place will need to be gradually eradicated. We can begin with the school system. As women, we must participate in developing a new educational system. An educational system that motivates people to achieve and gives them equal chance to succeed. You owe it to the children of the future to open new gates for the acquisition of skills such as computers, engineering, physics - the list is endless.

It is very urgent and necessary that we embark on a plan to motivate our children to go back to school. Because once they have an education no one can ever take it away from them. Believe me, in the 'new' South Africa, it pays to have an education. Not being educated will no longer be an excuse.



Dr Gail Molokoti speaking at the 1991 Eskom/ Sowetan Woman of the Year luncheon.

ACTION PLAN 2. We need economic empowerment and that means we need to be involved in creating jobs and businesses for ourselves and those around us. The private sector cannot do it alone. Two or three women can create a joint venture. that means that these three women can form a partnership to set up a business.

We do not have to distrust each other although we should not take each other for granted. it is important to know who you are doing business with because some people may be crooked! What we do must be done with the help of an attorney so that the agreement is legally binding.

These joint ventures can involve men and it is essential to also remember that you can set up a business with other racial groups. We must convince the world through our actions that we want to be taken seriously. This means that we must study business methods and know what we are doing.

Every business, regardless of the nature and size, requires that you know business methods and the law to be able to protect yourself. We must not just look pretty. One cannot remain pretty forever. We do age, and I am sure you know what I mean.

ACTION PLAN 3. If you have a marketable skill, share it with your sisters and brothers. Do not keep it to yourself. Sister, you know those people who want to be the only ones with a degree or a big house and of course that lovely BMW which men cynically call 'Be My Wife'. We need to be in the forefront of sharing.

ACTION PLAN 4. We have an important role to play in a changing South Africa which means we must get organised and united because divided we can be destroyed. We must belong to various and professional organisations. These organisations will help us network and keep informed in the areas of our interest and the world at large.

ACTION PLAN 5. As women and citizens of a changing South Africa we must be on the lookout to see that the freedom we all cherish and nurture is not eroded by corrupt public officials. We do have civic responsibilities. We must play a role as guardians of that freedom.

Furthermore, we must be gatekeepers of information for ourselves and our children. For too long our children have been bombarded with information that has made us feel inadequate. For too long our children have been fed with information that has caused them to have low esteem, to be demotivated and under-achievers. We need to challenge all information we receive. Let us be advocates of correct information and positive images portrayed to us by the media and any institutions that provide us with information.

ACTION PLAN 6. Leadership is an area where African women have been involved throughout the struggle for equality. We need to attend and participate in leadership training. In the past our role was defined by our struggle for the elimination of apartheid. in a changing South Africa we have to provide leadership across cultural groups.

We must be able to communicate with various cultural groups. we must break cultural barriers. As individuals, workers or businesswomen, we must play roles as communication facilitators. Intercultural communication is an essential means of bringing understanding between races in an effort to create harmony and respect for each other.

ACTION PLAN 7. We spoke earlier about the need for women to get involved in business. Mention must be made that as women we should take advantage of loans provided by corporations and the private sector. We should seek assistance where necessary and those of us who are experts in business should be trainers for the less fortunate.

I would like to make a special appeal to the private sector to set aside special funding for women businesses because Small Business Development Corporations seem not to give women a fair share based on their capabilities. Special funding for women in business is a common practice with private sectors in the United States of America and I believe we can learn from them.

ACTION PLAN 8: let us be involved in the export business. things such as clothing and jewellery can and should form important commodities of our business involvement. Trade missions to neighbouring countries and others not so near should be considered. we can learn from these countries that have achieved greatness - Japan, USA and Europe can provide us with valuable lessons.

ACTION PLAN 9: DRUGS. We need to wage war against drugs. Unfortunately, when we talk about drugs we often exclude alcohol and we have allowed our communities to be infested with alcohol because it is socially acceptable. People become addicted to alcohol like they do to any other drug. Alcohol is not just a drug but a very serious drug. It has destroyed our families and our youth and we can no longer afford to accept that venom socially.

To add insult to injury, we now have mandrax which seems to be the in-thing and we have mandrax kingpins being the envy of our youth and communities because they drive flashy cars, wear the latest clothing and live in splendour. What is the community doing about such role models?

Mother, sister, aunt, granny you have your work cut out for you. Nelson Mandela once said "there's no easy way to freedom". We need to tell our children that "there is no easy way to riches," in fact, to anything. What we achieve should be acquired the old fashion way. We have to earn our achievements. No achievement is small.

Ladies, I would like to end this talk by reminding you that WE ARE THE WOMEN OF TODAY, TOMORROW. LET US MOBILISE OURSELVES AND LEAVE OUR FOOTPRINTS ON THE SANDS OF NATION BUILDING.

POWER TO THE WOMEN!!!
"LET PEACE REIGN"!!

ESKOM

MAKING YOUR LIFE A LITTLE EASIER.

6/10/91 C. Press.

Cinema sex beast thrown out of job

By THEMBA KHUMALO

A RANDY cinema manager, accused of sexually harassing women employees at the Ster Kinekor cinema at Highgate shopping complex near Johannesburg, was this week fired after a disciplinary hearing.

The hearing took place after City Press had drawn the management's attention to complaints by women working at the cinema that they had to sleep with the manager if they wanted to keep their jobs.

West Rand area manager D de Villiers said management staff questioned several women who had complained.

They also spoke to a woman who resigned two months ago because she could not tolerate the manager's behaviour.

"We found all the allegations were true and had no alternative but to show him the door.

"It's unfortunate because he was an efficient manager. But that didn't give him licence to demand that the female staff slept with him," De Villiers said.

One woman claimed that many women did not report his sexual misbehaviour and one lost her job last November after giving in to his advances. He had promised to put her on the permanent staff, but fired her three days later.

"We were too scared to report him because we thought he was untouchable."

Another staffer claimed that two days after she was taken on as a casual cleaner, the manager asked her to go to the changing room. He walked in, switched off the lights, fondled her and demanded sex.

"I pushed him away and ran out.

"I couldn't report him to his seniors because he boasted that anyone who did so would be fired immediately. He is a beast."

INSIGHT: Chris Barron investigates sexual harassment, a growing menace in the workplace

Sexual harassment alive and flourishing in SA, says group

THE Anita Hill-Clarence Thomas affair has blown the lid off something that has been a feature of the South African professional scene for as long as women have been part of it — a particularly insidious form of mental and physical abuse called sexual harassment.

What has made it so insidious, and thus allowed it to flourish so secretively for so long, is the difficulty of pinning it down.

We know what rape is, and we know what flirtation is. Somewhere in between lies sexual harassment, but few know precisely what *this* is.

Which partly explains why so few among the more than 70 percent of South African women who suffer sexual harassment — according to informed guessing by the Women's Bureau in the absence of firm statistics — ever act against it.

"It is difficult to distinguish between the behaviour of a friendly colleague and sexual harassment," explains management consultant Truida Prekel "The whole thing can be very subtle."

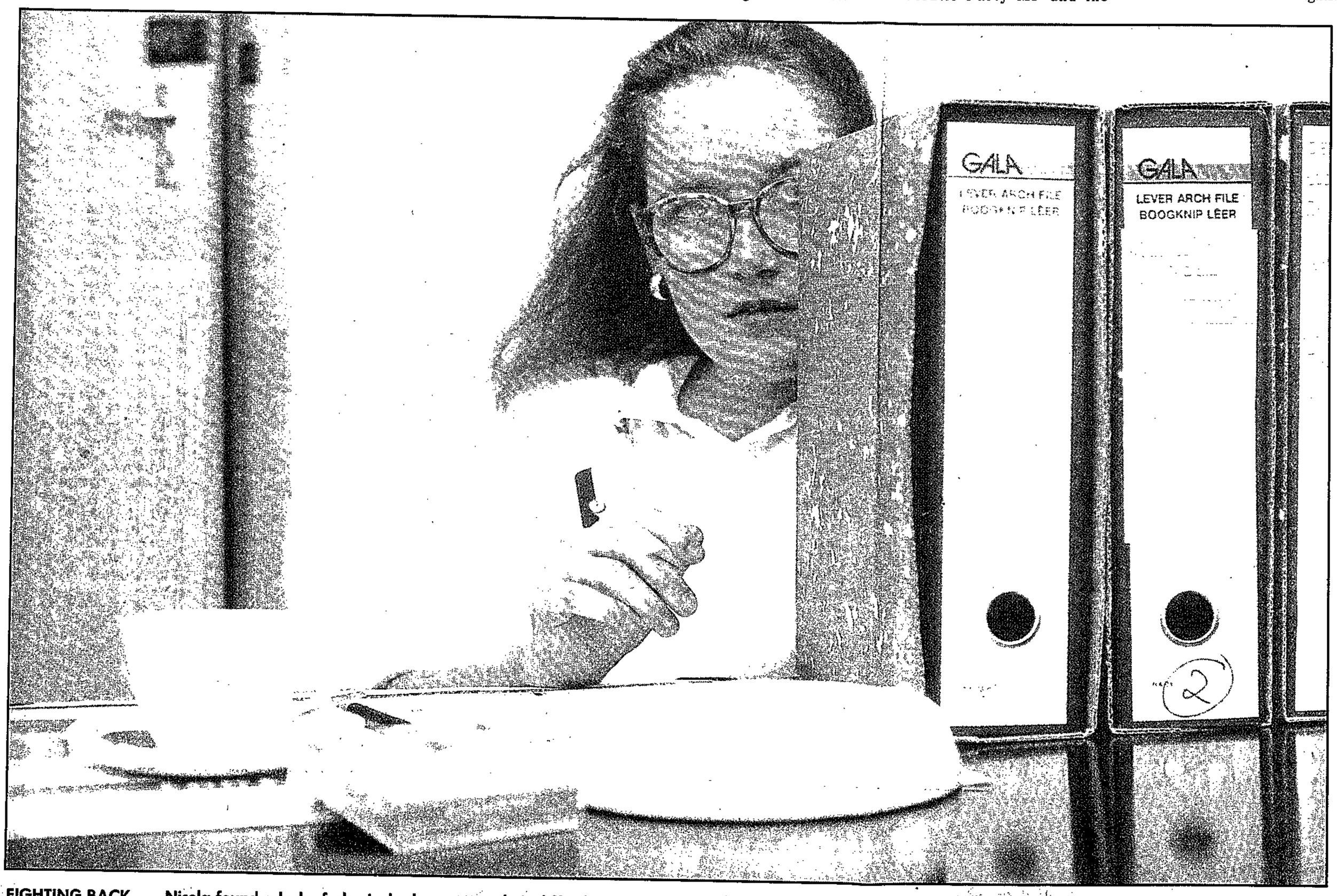
Research reveals that most men regard sexual harassment as a male prerogative, a legitimate perk and a bit of a laugh.

"The attitude is that women who go to work are fair game," says Carole Charlewood, a Democratic Party MP and the party's spokesman for women's affairs.

For "sexual harassment" most men read "women's liberation", and this mental connection, believes Mrs Charlewood, is at least partly responsible for its flippant treatment.

In fact, she stresses, sexual harassment is less "a women's lib thing" than a basic infringement of human rights.

As such, says Mrs Charlewood, it is the Government's responsibility to ensure a safe, fair and just working environment for women through a specific charter of women's rights.



FIGHTING BACK . . . Nicola found a lack of physical advances made it difficult to combat lechery, but fought the problem by bringing it into the open. Picture: Debbie Yazbek.

HOW WIDESPREAD IS IT?

SEXUAL harassment is a fast-growing menace in the South African workplace. "It is like an invasive weed," says management consultant Truida Prekel.

"Reports of sexual harassment have grown considerably in the last four years," confirms Women's Bureau executive director Margaret Lessing.

An investigation conducted among bank employees three years ago by Sasbo (the union representing financial workers) organiser Debbie Walton, revealed an alarming picture: sexual harassment was widespread. In some branches it had "vicious undertones".

"What I am discovering," said Ms Walton then, "are allegations of criminal sexual harassment. What these girls are reporting is nasty, dirty, humourless and persistent sexual abuse."

A questionnaire sent out six years ago as part of a Master's thesis found that between 70 and 80 percent of women suffer sexual harassment.

An informal survey of 20 men revealed that all 20 had indulged in sexual harassment. Some were openly boastful.

WHAT IS IT?

MOST experts agree that sexual harassment covers verbal abuse, sexist remarks about a woman's clothing or body, patting, pinching, or brushing up and down against her, leering or ogling, demands for sexual favours in return for hiring, promotion or tenure, physical assault and, finally, rape.

WHO ARE THE CULPRITS?

THE culprits fall into no category more specific than, for the most part, male. They are, says "Dr Paul" Radio 702's sex counsellor, "often those you least suspect" — sometimes "little grey men", and sometimes "your typical macho types".

"You get the most astonishing surprises," says Mrs Prekel. "They could be married or single, old or young, someone you trust and look up to as a mentor."

Most of them, though, have a position of power over those they harass, and, indeed, the desire to exert or show off power is often their motivation. As is, frequently, a need to compensate for a perceived failure of masculinity such as impotence.

In short, most harassers harbour shrivelled egos crying out for a cheap boost.

WHO ARE THE TARGETS?

INVARIABLY the targets are women. Usually, but by no means always, they are single or divorced, those with more generally available skills such as secretaries and administrative staff, those in more junior positions, and those who are attractive.

Generally, though, if you're female, you're in the firing line.

"Women should not regard an 'office pass' as a compliment," says Mrs Prekel. "In many cases the man concerned is more interested in proving his power and 'male superiority' than in a serious relationship."

IT HAPPENS IN THE HOME

THE greatest victims of sexual harassment in South Africa are domestic workers.

Between one and three domestic workers in Johannesburg get raped by their employers "nearly every day", says Eunice Dhladhla of the local SA Domestic Workers' Union branch.

And between four and five cases of sexual harassment short of rape are reported to the Johannesburg branch almost every day. And these are only the cases reported to the union.

Most domestic workers never talk about harassment. Two thirds of them are the sole breadwinners for their families and losing their jobs would be catastrophic.

Elise Delport from the Unisa Centre for Women Studies said she was "surprised" by the number of phone calls she received following a recent radio talk she gave on the subject.

Many calls were from the helpless wives of employers, who knew their husbands were harassing their domestics but didn't

Jokes so crude a whore would blush

"It got to the stage where I was much too scared to open my mouth, but I had to deal with the man"

Chris Barron

"MANY people regard sexual harassment of women as an office joke," says management consultant Truida Prekel.

Wits industrial relations graduate Nicola Lang did not see the funny side, though, when she became research and information officer for a Johannesburg company.

This is her story:

"This was my first job. There was this man who was not my boss but was a superior. He was very friendly, which was great because I was nervous and didn't really know what to do, and found things a bit confusing.

"At first it didn't seem as if he was coming on. We were both married and, besides, he didn't interest me remotely. But he was very friendly and showed me things. I liked him, I thought he was a very nice guy.

"Then it started. First with the odd dirty joke, which didn't really offend me. It didn't amuse me, but I wasn't going to get on my high horse about it. I just ignored the jokes, never responded. I thought he'd get the idea that I don't like this kind of thing, that I don't think it's appropriate.

"Then he started with the blatantly specific comments. I would say something I thought perfectly innocent. He would come back with a comment which would make a whore blush. I'm not a prude, but a lot of things he said were ... they were so embarrassing I didn't know where to put my face.

"His first such comment was so crude I was shocked. I didn't know what to say. I just sat here with eyes as big as saucers. My first reaction was: 'You're overreacting, calm down'.

"Then he asked me to water his plants. I watered his plants. Then he asked how his grass was getting on. (I would be teased about being a wild radical and smoking grass, because I went to Wits).

"Then he said something extremely obscene. I was shocked but again thought I was overreacting, and that maybe I'd said or done something to provoke it.

"He carried on. It got to the stage where I was much too scared to open my mouth, but I had to deal with the man. He had a legitimate reason for coming into my office regularly, so I couldn't avoid him.

"I don't know what his motivations were. I would get what he needed as fast as possible. If he then sat down to read the papers I'd make myself very scarce so I didnt have to be alone with him. If I said anything, no matter how innocent, a double-edged comment would come back at me.

"Then I went to the general secretary's secretary and told her whole story. I couldn't take it any more, it was driving me crazy. As long as he didn't come into my office I was okay. I spent a lot of time listening for his approach. I became expert at telling if he was headed for my office. Then I'd get out fast, or pretend to be very busy with something or other.

"What made it difficult for me was that female colleagues couldn't see what my problem was. Their attitude was I must have done something to provoke this. Anyway, he's the boss and so he couldn't be wrong. They seemed embarrassed that I should think of this as sexual harassment. Luckily a friend who'd joined with me persuaded me I wasn't crazy or over-reacting and encouraged me to see my boss.

"I think many women are socialised into believing that they're women and so men are better than they are. Not that they thought his comments weren't rude, but so what?

"It was very upsetting and put me off my work. If he'd been a friend I would have slapped him for the things he said.

"It would always take a while for me to calm down afterwards. How was I supposed to just sit down and be productive after this kind of thing? It is pretty traumatic. Especially when you feel you're getting no support.

"I got to the point where I wished that he would make a physical move. Then at least I could have done something retaliatory.

"What do you say to someone who says something so blatantly rude to you, so offensive? I still can't think of a suitably witty reply. At least a physical advance would have made it clear cut. If he'd grabbed my backside or stuck his hand in my shirt I would have rejoiced because I could have reacted. But I didn't know how to react.

"It would have been inappropriate for me to punch him for just saying something. Then I would have ended up being in the wrong, whereas I never invited anything, never said anything, never did anything ... he was in the wrong. I don't wear low-cut tops or indecently short skirts.

"It got to the point where I dreaded coming in to work. Some days I was so busy ducking and diving I didn't do much work. Anything not to be caught stationary where he could sort of get me. Now I do 20 times more work than then.

"This lasted for a month-and-a-half to two months. Now it seems ridiculous I didn't say something before, but I didn't know how to handle it.

"I didn't want to file a grievance. Everybody gets to know about it. It's not worth the aggravation.

"I eventually told my boss exactly what was happening and he was furious. There were no more problems with this other guy.

"But some time afterwards he wanted me to find something for him and I couldn't. He said, 'Look, *darling*, I'm not *sexually harassing* you, but please could you get your arse into gear?'

"I looked at him and said, "Go and f... yourself', and slammed out.

"Oh, I felt so good. If only I'd said that before. That's what I should have said at the start.

"I'm still angry. I see it as an extension of his sexism. I'm a person, I'm not stupid, I'm qualified, I'm intelligent, I'm competent. And I'm a woman. He had no right to treat me like that.

"What really pisses me off is that he's never going to be forced to come and tell me that he is sorry for what he did to me. I don't think he realises exactly what it meant to treat me like that. I felt like a bimbo, like a sex object. He degraded me, belittled me by treating me like that. And I am angry.

"The company should have some sort of proceedure specifically for sexual harassment.

"This went round on the grapevine. A lot of the men were unsympathetic to me, as if I was making a big deal over nothing. I was lucky my boss was sympathetic.

"The mere fact of having a proceedure to follow in cases of sexual harassment would signal that the organisation took the matter seriously, and women would be more willing to go of ficial."

US groping for a satisfactory definition

Ramsay Milne and Jeremy Brooks

NEW YORK — In a paroxysm of agony and doubt following the Anita Hill-Judge Thomas hearings, Americans are debating just exactly what constitutes sexual harassment.

And no one is very sure what it is. In the space of a short week, one is told, men no longer ust the women they work with cause they do not know what boundaries of social (or sex- discourse are.

he US introduced its first nitive" law forbidding sex- harassment in the workplace 15 years ago. It was part of a package of civil rights laws.

But for all its seemingly precise language, the US law fails to define sexual harassment — because, say experts, you cannot "define" personal relationships. It is much too grey an area.

The fact is the law cannot eliminate sex at work, it can only try to keep it within reasonable boundaries — and no one really knows what that is. After all, "harassment" to one woman might be welcome sexual attention to another.

Big corporations and professional associations have drafted their own codes of behaviour.

But not even the US legal profession itself has found the right formula. A 1989 survey found that 60 percent of women in all sectors of the law profession experienced some form of sexual harassment from superiors, colleagues or clients.

Many law firms point proudly to their policies against sexual harassment, and the American Bar Association has published a manual to help firms write their own sexual harassment policies.

In a world largely run by men, however, many women strongly doubt the effectiveness of these steps.

In Britain, sexual harassment still remains a murky and ill-defined area, first dealt with in court only six years ago.

Since then the Equal Opportunities Commission is dealing with ever-increasing complaints which last year totalled 317.

The most recent involved Lynne Gunning, a member of the London Fire Brigade, who resigned and won R125 000 compensation after verbal and physical assaults by firemen.

In Barrow-in-Furness, a hospital administrator was sacked after 34 nurses complained they were subjected to harassment.

The European Commission is currently drafting a set of rules and regulations which would govern sexual conduct in the workplace in every EC country.

They define the term: "Sexual attention becomes sexual harassment if it is persisted once it has been made clear that it is regarded by the recipient as offensive — although even a single incident of harassment may constitute sexual harassment if sufficiently serious."

- Physical conduct: defined as unwanted touching, patting, pinching or brushing against someone and coercion into sexual intercourse."
- Verbal conduct: offensive flirtatious, suggestive remarks, innuendoes or lewd comments.
- Non-verbal conduct: display of pornographic or sexually suggestive pictures, objects or written material, leering, whistling, or making suggestive gestures.

The working group says that under the rules topless Page 3 pictures in newspapers would not be affected, nor would friendly office sexual banter.

But the rules could be used to remove naked pin-ups displayed on locker room walls.

"Domestic workers, especially live-ins, are isolated in the workplace, and there is no dividing line between their places of work, leisure, sleep. Often the doors to their rooms don't lock," says Mrs Delport.

WHY VICTIMS DON'T HIT BACK

VICTIMS still "close their eyes and grit their teeth", says the co-convener of the Women's Legal Status Committee, Babette Kabak.

Partly, she says, this is because they are "more concerned with basic bread and butter issues" than their counterparts in Europe and the US. But more probably because they are still comparative novices to the workplace and have a lot to learn.

"Most women don't have the assertive skills to handle sexual harassment," says Mrs Prekel. Such skills should be part of a company's culture, she believes, as is the case overseas.

Other reasons for failure to act against harassment include the stigma still attached to women who complain about such things and the risk of losing out on promotion or the job itself.

WHAT VICTIMS CAN DO

MOST victims are ignorant of the legal recourse they have.

"Although sexual harassment here is not as such a crime," says Elise Delport from the Unisa Centre for Women Studies, "it can be legally punishable as rape or crimen injuria (verbal abuse) or assault (fondling, etc)". They can also have a civil claim.

Women can act through the internal grievance proceedures most companies have. If the company falls under the Labour Relations Act they can go to the Conciliation Board or Industrial Council. If all else fails, there is the Industrial Court.

THE CULPRIT'S VIEW

A R12 000-a-month engineering manager who was dismissed, unfairly, he believed, for sexual harassment applied to the Industrial Court to have it set it aside.

His comments to the court give some indication of the attitudes women are up against.

His behaviour, he said, was no more than "mildly flirtatious" and resulted from his "Mediterranean" nature.

It was his view that the complainants "enjoyed" his attentions," and indeed, "when I don't feel their bums they seem to complain and say 'what's wrong with you?' "

"The general feeling of men," confirms management consultant Truida Prekel, "is that women want it, expect it and feel insulted if they don't get it."

Many men regard some form of sexual contact with their female colleagues as "a fringe benefit", like the company car.

THE VICTIM'S SHAME

MOST women victims of sexual harassment suffer "enormous guilt feelings," says Mrs Prekel. "Many don't tell their husbands."

Worst of all, though, is the humiliation.

"Even after a long time (in one case 16 years), women tense up when they see a man who has sexually harassed them."

"There are always feelings of guilt and self blame," says Dr Paul. "There is humiliation, depression, anxiety relating to a partner finding out or to sexually transmitted diseases.

"After a prolonged period of sex with the boss she might find someone she really loves, and then feel dirty and used."

And, more often than not, she is fired.

Then, of course, there is the general stress sexual harassment at work causes. This, says Mrs Prekel, invariably jeopardises her ability to perform properly.

In the final analysis the company itself suffers. Most women resign for unstated reasons, rather than complain officially of sexual harassment. With them go their training and skills.

Sisters are doing it for themselves

South 17/10 – 23/10/91

Women's groups are laying the groundwork for an all-embracing Women's Charter that could ultimately ensure that gender equality becomes entrenched at all levels of our society. SHEREEN SINGH reports:

WOMEN'S RIGHTS HAVE always been a contentious issue — not the least because so much is always said about them but so little is done to change the status quo.

The ANC's national executive committee declared in May last year that the "emancipation of women is not a by-product of a struggle for democracy, national liberation or socialism. It has to be addressed in its own right within our organisation, the Mass Democratic Movement and in society as a whole."

Similarly, Cosatu, Nactu and other progressive forces committed themselves several years ago to non-sexism and the emancipation of women.

However, no significant moves have been made in putting any of these well-meaning policies into practice.

The organisations' leadership remains male-dominated or entirely male — in the case of Cosatu — and women have to work twice as hard to prove themselves as equals and have their voices heard.

Let alone their battle outside the confines of progressive organisations - at home, at work and in their communities. The PWV branch of the ANC Womens League recently spearheaded an initiative which poses a definite challenge to progressive organisations to move beyond the rhetoric of "women's emancipation".

A seminar called by the Womens League a few weeks ago under the banner - "Women raise your voice in a new constitution" - brought together women from organisations across the class and political divide.

Delegates included the National Party, the Democratic Party, Workers Organisation for Socialist Action, and some 25 other organisations. It was at this meeting that broad consensus was reached on the need for a Charter for Women's Rights to be entrenched in a future constitution. The parties recognised that there were differences in the kind and levels of discrimination affecting middle class and working class women, black and white women.

But in the final analysis, "all women face gender oppression in more ways than one, which in itself is enough common ground to unite all women in their common plight," Women's League spokesperson Feroza Adams said. The seminar did not define the contents of the Charter; rather discussion focussed on why a Women's Charter was needed and the process by which it should be drawn up.



NOT BORN TO BE RAPED: Embroidery by Sandra Kriel

This Charter would override the existing ANC Women's Charter which was drafted by a group of exiled women in Lusaka.

Adams was quick to point out that the process involved in drawing up the Charter for Women's Rights would ensure democratic participation from the widest possible representation of women.

This would not be an ANC Women's Charter, but a document drawn up by women across class and political ideology where urban and rural women would, through a rigorous process of education and discussion, "in their own voice define the issues of greatest concern to them".

It is this democratic process that would make this Charter fundamentally different to the existing ANC Women's Charter, said Adams. A co-ordinating committee has been formed with representatives from the different organisations, to look at aims and objectives and a programme of action. Regional committees and working groups are to be set up to mobilise women to take up the issue. These committees would not pre-empt demands to be included in the Charter — this would be a bottom-up process, said Adams.

"Many intellectuals have a misconception that working class women simply accept their oppression or do not know that they are oppressed — this is not really the case. Once you set women talking about issues in the languages they feel most comfortable with, all their problems are let out."

Issues that are bound to emerge are those relating to the economic empowerment of women, such as education; training; equal pay for equal work and equal opportunity employment practice; laws which discriminate against women in owning property, housing and land; laws on marriage, divorce and inheritance.

Adams believes that new laws ensuring equality of men and women in all spheres of society, including family relations, would be the foundation for true emancipation of women.

However, she pointed out that in several European and Scandinavian countries such laws exist, but many women are not aware of their rights or they do not have access to oganisational assistance to challenge the breach of such laws.

The problem in these countries is precisely because the laws were formulated without the participation of the majority of women, she said.

"We would ensure that the process of drawing up the Charter for Women's Rights would educate women of their rights and how any breach of these rights could be challenged, thereby overcoming the deficiency experienced in other countries."

It is only after the groundwork has been done in popularising the Charter, engaging in debate and discussion, and involving as many women as possible, that a national Women's Charter campaign would be launched, possibly sometime next year.

The co-ordinating committee has already started approaching organisations that are not currently involved, said Adams. The emphasis at this stage is on the process, rather than the content of the Charter.

"We have learnt from the experience of losing out on the demand for a 30 percent quota of women on the ANC's executive, that we still have a mammoth task in conscientising our members and those of other organisations. If the Women's Charter is not accepted in the new constitution, it would seriously question the ANC's credibility in its stated commitment to ensure gender equality in a new South Africa."

SA Federation of Business and Pr

Forging ahead in Genmin's world

B/Day 23/10/91

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GENMIN, one of South Africa's largest mining houses, strives to give equal opportunities to all employees, says manning manager Desiré Corns.

"We try to create the a progressive occupational climate for all employees, including women, who form a large pool of our resource," she says.

Of Genmin's more than 1 300 staff, 31% are women.

Genmin encourages employees to combine their abilities and strengths to maintain high standards and to recognise their national responsibilities and those to their communities in order to obtain status in the economic, civil and political arena, she says.

"We believe equal opportunities for women has an import part to play in the new SA."

Proof of this is the recent appointment of a woman as general manger of finance and administration at Impala Platinum Holdings. She also serves on the board of all the Impala Group companies.

Guidelines

Corns says a woman has been given the responsibility of having an input into the guidelines of the second largest producer of platinum in the Western world.

"Career development opportunities within Genmin are unlimited for employees."

Corns says the female executive work force totals 3,2%, management 18% and the senior work force 54,2%.

"Taking into account the nature of Genmin's business — mining — these percentages are high."

Women head the group purchasing department, the technical services training and development department, strategy and intelligence department, finance and administration (Impala Platinum) and manning departments.

All employees are given equal opportunities to develop by means of internal and external training and exposure.

One example of this is the inclusion of women on the teams involved in annual union negotiations, she says.

"Employees are not only trained for the benefit of the company as a matter of policy, they are also educated to enrich their personal lives.

"Various training programmes cater for the needs of all employees, regardless of sex, race, religion or creed."

new SA."

...ness — mining — these percentages are high."

...gardless of sex, race, religion or creed."

A task force to identify needs

B10 aug 23/10/91

COOPERS Theron du Toit, a firm of auditors, accountants and business advisers, provides a wide range of services in the public and private sectors.

It has more than 30 offices with some 2 200 employees.

Of these, 230 are partners and directors. Around 39% of staff are women.

Dynamic

Human resource director Louis Fick says Coopers Theron du Toit is an enlightened and dynamic firm with the mission of being the leading business advisers in southern Africa.

The firm has established a task force charged with ensuring equal opportunities for women and identifying areas for accommodating their special needs.

"At the inaugural meeting in June this year, we invited executive director of the Council for Equal Opportunity Employment in Australia Heather Carmody and University of Pretoria Graduate School of Management's Professor Ronel Erwee to guide us in our proactive endeavours," Fick says.

"Being a full opportunity firm, Coopers Theron Du Toit will continue to create progressive employment benefits for women."



Coopers Theron Du Toit takes proactive approach — from left, Madeleine van Tonder, Zelda Mulder and Annette van der Leer, partner in the Pretoria office micro computer division.

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Professional Women

ISM clings to its employer reputation

ON THE last day of February 1987, IBM, the internationlly known computer company, officially withdrew from South Africa after 34 years of providing the information technology industry with hardware, software and services.

In its wake, Information Services Management (ISM) was born.

With its own identity and an enhanced array of new products and services, ISM continues to set high standards.

ISM clings to its reputation as being the employer of choice and invests heavily in its people.

In particular, it has introduced innovative employment packages for its women staff.

This has put ISM on the select list of companies which qualified for this year's 1991 Gold Award.

It was also a qualifier last year.

Trainer/employee development senior specialist Marlene Ward says three things set ISM apart from the crowd: the permanent part-time programme (PPT), training and maternity benefits.

"The PPT programme was designed for the women in the company, particularly mothers.

"ISM PPT employees are people employed by the company to work for a period of not longer than 75% of the normal working hours.

"Employees have the choice of working 66% of normal working hours or 75%, while enjoying the same conditions of service and benefits offered full-time employees," she says.

PPT remuneration packages are evaluated in the same way as full-time positions.

The salary is then factored down on a strict pro-rata basis.

ISM offers two training courses for all female staff: the first, women in business, looks at internal and external images and communication skills.

"Emphasis is put on networking, power talking and assertiveness.

"The company nurses discuss stress and PMT while a senior manger discusses managing change."

The second course is designed as a forum for women and designed to help female staff work at obtaining and maintaining a balanced life combining leisure, work and family interests.

Earlier this year, ISM upgraded its maternity benefits.

Paid leave was extended from 12 to 26 weeks and the company increased the amount paid out.

Justine pays attention to benefits for staff

JUSTINE is a South African direct selling company that manufactures and markets a wide range of skin care, body care, sun care and beauty care products, as well as fragrances and products for men.

It was founded in 1973 by Veronica Devine and has grown to become one of the largest skin-care houses in the country.

It has around 10 000 consultant, 400 area managers, 82 regional managers and 16 controllers in the field.

There are two sales executives, two black market developers, 80 factory staff, 30 administration staff and 20 branch offices around the country.

All the key positions are held by women.

Because of the company's focus on women — both in its product range and staff — particular attention has been paid to employment benefits and opportunities for women.

In the case of maternity leave, for example, mothers-to-be are entitled to six months paid leave, while fathers have 10 days.

In addition, the company allows staff 10 days compassionate leave, full flexitime, determined by staff (within reason), on-going free training in all aspects pertaining to their profession, free motivational and image building courses, free counselling regarding professional, career and personal life.

The need to enhance and assist the development of black women in the new SA was recognised as far back as 1986 with the launch of the Secretary of the Year award and the Black Secretaries Forum, sponsored by Justine.

Aida's path to success was a long, hard pull

WHEN property broker Aida Geffen started her business in 1958, she only had a scooter to her name.

In addition, being one of South Africa's first women to break into this traditionally male domain, she faced more difficulties. It took her eight years, for example, to get her own building society branch.

But from humble beginnings, Aida Real Estate has grown into a multi-million rand business which has almost 100 head office staff — most of them women — and hundreds more women are involved through the 70 franchises.

Majority

The Aida National Franchise organisation has 335 agents and a head office staff of 65. The majority of them are also women.

The company was the first to introduce franchises to the property business, the first to pioneer show houses and the only estate agency listed on the JSE.

Three of the company's most senior positions are held by women: chairman and MD Aida Geffen, Aida National Franchises MD Charlene Lea, and sales director Joan Richter.

Develop

All have served in these positions for many years. Five women sit on the company's board of directors.

Richter says: "We feel we can acknowledge and develop the skills of women in order to realise an evolving career for them and for women to be able to carve a niche for themselves in a field which has great importance in the new SA."

Winning has a spin-off effect for companies

B|Day 23|10|91 (22) 355A

WINNING means a great deal to a person or a company.

In the case of the Gold Award, given by the SA Federation of Business and Professional Women to a company which has excelled in improving the working conditions and opportunities of its female staff in the past year, it has great spin-off effects not visible to the public.

Murray & Roberts Properties (Tvl & OFS) MD Joy Wagner recalls the company being invited to enter for the Gold Award, which it won in 1988.

"Winning the award had a major impact on the staff.

"The female staff felt assured the company offered a good deal and the stated non-discriminatory policy was being practised," she says.

"The male staff, on the other hand, were proud of the company's achievement and non-discriminatory policies."

Winning the Gold Award made the company focus on areas where it was lacking, Wagner says.

"We can truly say there are no discriminatory policies on pay scales at any level.

It is imperative in any business to ensure a non-discriminatory policy is practised.

Detrimental

"Excessive focus on feminist issues could prove detrimental to the morale of male employees and should be avoided," Wagner says.

Pick 'n Pay chairman Raymond Ackerman motivated his staff to enter the Gold Award some years ago.

It won the award in 1989 for its maternity policy.

Pick n' Pay spokesman Mary Rodney says as a result of winning the award, women working at the giant retail chain store have been given more recognition through promotion.

"Many more women are receiving in-house executive awards.

"In March this year, Pick n' Pay appointed its first female general manager.

"Through her promotion, many women in the company have been encouraged to compete for management positions and have been recognised as being as capable as their male counterparts."

The company received wide publicity after winning the award, Rodney says.

"Winning the award has influenced other companies to consider their women workforce and to encourage women to pursue a career while managing a family at the same time."

The Gold Award is an inspiration to companies who previously never considered the lot of their female staff and has helped highlight the role women play in the workforce.

"The award also gives women the confidence to fight for equal remuneration packages," she says.

Entries for Gold Award point to growing stature

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B/Day 23/10/91

MORE than 60 entries were received for this year's Federation of Business & Professional Women's Gold Award, given annually to a company deemed to have done the most to further the status of women in the workplace.

This marks the highest ever number of entries received for the award, a sign of its growing stature.

There were also more finalists — 31 — than ever before.

Chief ajudicator, Nedbank executive GM Philip Bacchioni, says the quality of entries was the best yet.

"Not only were certain trends significant, but the completion of entry forms had obviously been done with a great deal of care and thought, a sign of growing regard for the award."

Choosing a winner, he says, is becoming more and more difficult.

"We are finding there are an increasing number of companies being short-listed — around eight or nine this year compared with three or four in past years.

"This year, we had a difficult time picking a winner."

Fellow judge and Fair Lady associate editor Sue Grant Marshall says it was exciting to see companies taking cognisance of the female workforce and the demands made on them by families and careers.

"I felt, after reading the entries, that a tremendous attempt has been made to accommodate women.

Salute

"I salute the progressive companies and to the non-progressive companies I say, 'wake up!' or their women will end up sparkling in someone else's orbit."

Criteria used by the judges to evaluate the entries included:

☐ Considering the nature and complexity of the business and the level of sophistication of personnel policies;

☐ Compilation of the workforce, taking into account the percentage of males and females in senior and executive posts. The increases of women into senior and/or executive posts is also considered;

☐ Salaries, and differences that may exist between male and female staff;

☐ Range of fringe benefits offered to female employees, considering equality in things like medical aid, pension funds and housing allowances;

☐ Maternity benefits, compared to the 1983 Basic Condition of Employment Act;

☐ Training and equality in opportunities in all aspects of training, including the participation of women in management training;

☐ Attitudes of a company. The judges looked for a discernable change in attitude and policies among management toward women in the motivation each applicant for the Gold Award was required to complete.

Having been a judge for the past five years, Bacchioni is in a good position to determine trends emerging from the applications.

"More companies are conscious of female advancement and benefits than in the past.

Maternity

"This is particularly noticeable in areas like pension funds and maternity benefits."

A number of companies now offer paid maternity leave, he says.

But while fringe and maternity benefits are generally of an acceptable standard, a new problem was exposed this year.

"It is clear that there is not enough movement of women up the corporate ladder," he says.

52

The route upward is open at Transmed

TRANSMED, the medical aid scheme and pharmacy business unit of Transnet, employs almost 600 people, of which more than half are women.

Of these, more than half are in senior or management positions, says executive manager Retha Ross.

"Transmed is committed to training and development of all races and sexes at all levels," she says.

Personnel are encouraged to further their studies and 36 employees are involved in part-time studies.

About 10% of pharmacists attend a course in small business management each year.

Women enjoy the same opportunities as their male counterparts in terms of development of, for example, leadership skills, interpersonal skills, customer care, in-house and external courses.

Transmed's parent company, Transnet, is concerned with the well-being of all the women employed by it and women whose husbands are employed by the company.

Improve

To this end, a community-orientated women's organisation — Femnet — was established in September last year.

Its objectives are to improve the quality of life of Transnet employees and their families and to become instrumental in promoting the well-being of the Transnet community as well as that of society at large.

Rennies Travel earns a certificate of merit

B/Day 23/10/91

NOT too long ago, an article by Felice Schwartz in the Harvard Business Review promoted the idea of a "mommy track" — a career plan whereby mothers could put their climb up the corporate ladder on the back burner until the children grew up and then resume their careers without being prejudiced.

In South Africa, there is one company which has taken this idea one step further and created career paths for women with no desire to achieve management status because of family commitments, but want to receive equal remuneration, and women who want to move into management and take on greater responsibilities.

Rennies Travel, a previous winner of the Gold Award, this year received a certificate of merit, only the second such recognition given a company.

Fair Lady associate editor and 1991 Gold Award judge Sue Grant Marshall said it was Rennies' attention to management development and its succession plan which resulted in it being given recognition.

"Rennies has two career path plans running parallel to each other.

Development

"The first allows for the development of women who have family commitments where, by choice, this is their priority.

"They are given equal remuneration to women in management.

"The second allows for formal management development through in-house training programmes, including supervisory development, management development, organisation development and management situation," she says.

Rennies Travel's initiatives over the past year to enhance and advance the position of women contributed to the judges' decision.

In the past 12 months, for example, Rennies has seen:

☐ The appointment of the first female MD in the 138-year history of the Rennies Group (Lilian Boyle, appointed MD of Rennies Travel in September last year);

☐ The appointment of two women — Lilian Boyle and Karen Long, human resources director — to the board of directors;

☐ The appointment of a female general manager, four female regional managers and one female area manager.

Grant Marshall says: "The judges felt Rennies Travel needed some recognition for the effort it has made in improving women's status in the company."

Win justifies optimism of Southern Life

SOUTHERN Life believed it had a good chance of winning the Gold Award this year because the company does not discriminate and equality of opportunity has pride of place, says MD Jan Calitz.

"You could say I was cautiously optimistic, knowing as I do that all staff, irrespective of colour, creed or sex, compete on an equal footing for positions, that there is no differentiation in terms of salary and fringe benefits and that both recognition and remuneration are determined with impartiality on the basis of the contribution made by the individual concerned."

Contributed

Calitz says the company's equal opportunity remuneration policies as well as its maternity leave benefits probably contributed towards the judges' decision.

"We allow staff a fair degree of flexibility in determining the pattern of their working day, which is of immense help in meeting the needs of employer and family," he says.

Several interesting trends have begun to manifest themselves at the Southern regarding the upward mobility of its female staff.

An increasing number of women are being appointed to positions in areas previously regarded as all-male domains — security guards, stores clerks, mail and record room staff, for example.

"What makes this development even more interesting is that the majority of these new appointments are the result of promotions from within the company."

There are five female chartered accountants in Southern's employ, a profession which men have traditionally dominated.

Southern also has three of only six female actuaries in SA in its employ.

One area the company has excelled at is the provision of training and advancement opportunities for all its staff.

Management is committed to improving the lot of all its employees, Calitz says.

Unlimited

"We have instituted a personal performance management system which makes each employee the master of his or her corporate destiny, with unlimited scope to exercise individual creativity in achieving goals negotiated by them with their immediate superiors," he says.

Calitz is proud that the Southern has successfully eliminated every policy-related obstacle in the way of female advancement.

"We acknowledge that women and their special skills are wanted and needed in the workplace.

"We will continue to use all the ingenuity at our disposal to devise ways of supporting them and meeting their needs," he says.



There are only six women actuaries in SA and three of them work for Southern Life in Cape Town. They are, from left, Margaret Stevenson, Nikki Franklin and Janina Slawski.

Glaxo is blind when it comes to gender

B Day 23/10/91

GLAXO is an integrated research-based group of companies whose corporate purpose is the discovery, development, manufacture and marketing of safe, effective medicines.

It is one of the world's largest and fastest growing pharmaceutical companies.

Its international sales totalled £3,4bn last year and some 44 000 people work for the company in 75 countries.

In South Africa, there are around 400 employees, of which 46,3% are women.

Of these, two serve in executive positions: Lyn Walsh and Vicki Freeman, both marketing executives appointed in January this year.

This equal opportunity company has for many years appointed, developed and promoted women who meet set criteria, says corporate affairs manager Martin Jenning.



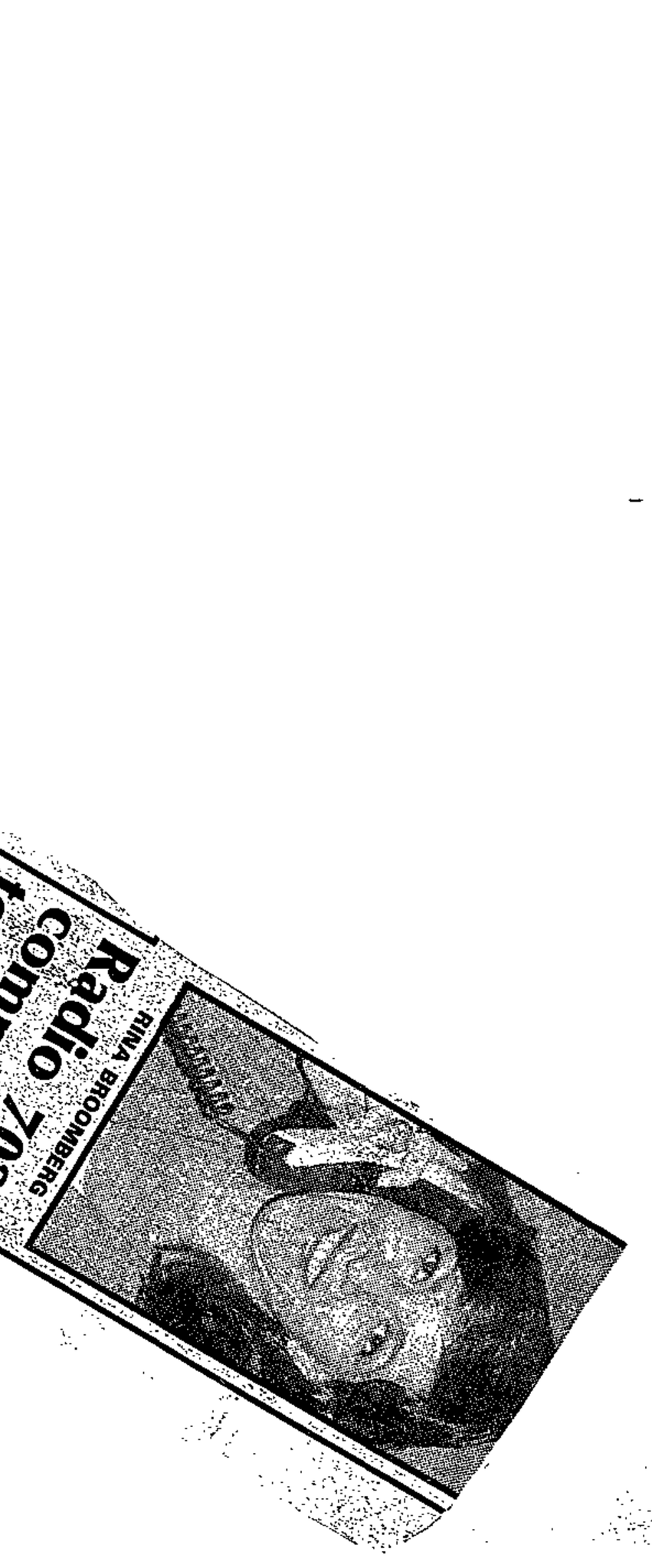
VICKI FREEMAN

"Glaxo's readiness to preserve jobs until women return from three months maternity leave, equality of pension fund rules and equal pay structures indicate a blindness in sex status," he says.

"The number of women involved in production at most levels and those active in sales and marketing, registration, and as regional managers, product managers and divisional heads refutes any minority perceptions," Jennings says.

Among the perks enjoyed by staff are study and exam leave, payment for studies, training courses, flexi-time and involvement in strategic planning.

Radio 702 to train all



RINA BROOMBERG

RADIO 702, an independent radio station, broadcasting in the PWV area for the past decade, offers a non-sexist environment where all employees, regardless of gender, are granted development opportunities in accordance with their personal capabilities, says station manager Rina Broomberg.

Broomberg is the only female found in the station's 92 staff — 53% of the station's employees, who range from 64 last year — 53% are women.

Broomberg is the only woman to serve on the board of directors as station manager in June 1987.

But since a restructuring and appointment as station manager, Broomberg has been in charge of the executive producer, from within.

"Training is extended to all levels in the company and is established accordingly to need.

"In addition, the entire staff is taken away on team treat for a weekend at least once a year," she says.

Progressive

(3557)

"It is a progressive, dynamic company that seeks and encourages employees to respond to environment," she says.

Broomberg is serving her second term on the board of directors and is also a member of the Institute of Marketing Management (IMM).

Broomberg has been in the position of executive producer, from within.

"Training is extended to all levels in the company and is established according to need.

"In addition, the entire staff is taken away on team treat for a weekend at least once a year," she says.

Pick 'n Pay says the people are its greatest asset

B1 Pays 23/10/91

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PICK 'n Pay, a past winner of the Gold Award, considers people its greatest asset.

In terms of the company's culture it is developing a sense of shared values among staff, says the company's Mary Rodney.

"When a woman is promoted to run a store, having to keep the same hours as her male colleagues, Pick 'n Pay is proud to report this area of responsibility is successfully handled by the four women who are store managers," she says.

"We also have women in buying positions who have to cope with being at the markets at 4am to purchase fresh fruit and vegetables."

The giant retailer has pleasing numbers of women in senior ranks.

Of the 235 executive employees, 16 posts are held by women; of the 421 management positions 53 are held by women; of the 665 senior positions, 160 are held by women.

Appointment

This year saw the appointment of only the third woman to an executive position — Linda Saacks to the post of human resources general manager.

Wendy Ackerman, wife of chairman Raymond Ackerman, has been a board member since 1980, with responsibility for staff liaison and benefits.

Pick 'n Pay was awarded the Gold Award a few years ago in recognition of its outstanding parental rights agreement, which came into effect in August 1988 and replaced the maternity leave policy.



LINDA SAACKS

"The agreement entitles women to 11 months leave, nine months of which are paid, and two months unpaid.

"Where both parents are employed by the company, they may share the leave," Rodney says.

An additional benefit is the right to return to work and receive the same wage and status as before they left, with any increases that may have been awarded during their absence added to their salary.

Business Day SURVEY

The Federation of Business and Professional Women's Gold Award is given annually to a company judged to have done the most to further the status of women in the workplace. The companies are evaluated according to a number of criteria including the nature of the business, the compilation of the workforce, salaries, fringe benefits and training opportunities.

MANDY JEAN WOODS *reports.*

SA Federation o

A voice in the cause of equality

THE Federation of Business and Professional Women (FBPW) is an international organisation for women with more than 250 000 members in 63 countries.

Recognised

It is the recognised voice for business and professional women at the UN and as a non-government organisation has consultative status at the UN Economic and Social Council, the UN Educational, Scientific and Cultural Organisation, the International Labour Office and the UN Children's Fund.

The international federation was established in 1930, some years after the organisation was founded in the US by Dr Lena Madesin Phillips.

The organisation has been established in SA for 43 years.

SAFBPW delegates regularly attend the international congresses.

This November, around two dozen SA delegates travel to Nairobi for the 20th bi-annual congress, which will see delegates from 83 countries attending.

The theme is Women, Environment and Development.

The SAFBPW is designed to organise business and professional women:

☐ To use their combined abilities and strengths to work for high standards of service;

☐ To stimulate and encourage in women a realisation and acceptance of their responsibilities to the community, locally as well as nationally;

☐ To encourage women and girls to acquire occupational training and advanced education;

☐ To use their skills and intelligence for the advantage of others as well as themselves;

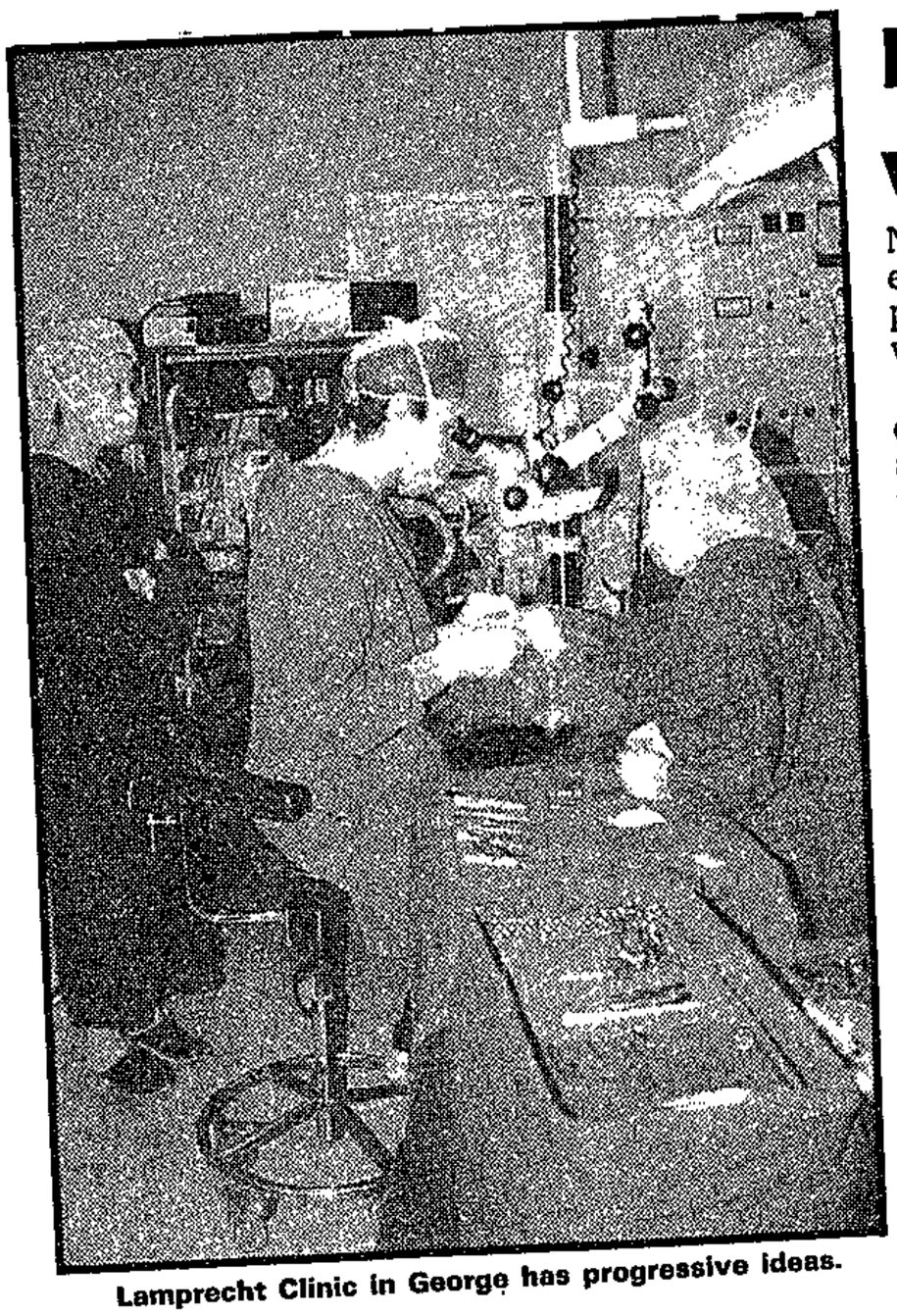
Status

☐ To work for equal opportunities and status for women in the economic, civil and political life of the country;

☐ To collect and present the views of business and professional women to the government and other official bodies;

☐ To promote friendly relations and understanding among the business and professional women of all countries.

-SA Federation of Business and Professional Women-



Lamprecht Clinic in George has progressive ideas.

Lamprecht Clinic was ideal candidate

B/Day 23/10/91

NINETY-FIVE percent of employees at the Lamprecht Clinic in George are women.

This made it an ideal candidate for the SA Federation of Business and Professional Woman's annual Gold Award.

But the progressive policies for its staff are what made it a qualifier for the award.

The clinic's Dalene Munro says the private, service-orientated organisation believes in making patients feel at home and well cared for.

"Our philosophy speaks of love and care.

"We believe women have it all and can give what it takes.

"We believe in making our ladies' role as mothers and professional women or domestic workers as easy as possible by accommodating their personal needs. This makes them more relaxed and happy at work," she says.

The clinic operates on a support group approach and team work is of the essence. (355A)

"A well organised in-service education programme sees to the developmental needs of all.

Negotiation

"Our conflict situations are solved by negotiation and the best possible psychological approach for the situation."

The Lamprecht Clinic staff claim to be experts in negotiation skills, Munro says, "and as we are all women, we do it better".

"We are proud to be a predominantly female company. Our results tell the story," she says.

GOLD AWARD

Southern womanhood

FM 25|10|91

Assurance giant Southern Life is this year's winner of the Gold Award, which recognises companies that have excelled in advancing the position of women in the workplace.

The award's chief adjudicator, Nedbank Executive GM Philip Bacchioni, said this week that Southern has opened up many opportunities for women. "It is quite evident that Southern is paying attention to its female staffers and doing everything possible to promote them."

At Southern, 54,3% of the staff are women. In addition, 57,5% of the senior positions are held by women and 20% of the management positions are occupied by women, who also account for 5,1% of executive positions. There are only six qualified female actuaries in SA and Southern employs three of them.

Says Southern MD Jan Calitz: "While Southern has made great strides in improving the lot of women in the workplace, we will continue giving attention to matters such as child care and greater flexibility of working arrangements, both in terms of office hours and interrupted career paths."

But while women have gained from better fringe and maternity benefits, their absence at the executive level stands out.

Says Bacchioni: "It is quite clear there is not enough movement of women up the corporate ladder. In the US, for example, around 30%-40% of the executive work force is comprised of women. In SA, this is not so. We did notice a great improvement at the senior management level, but almost no movement of women into executive ranks."

More than 60 entries for the award were received. Also singled out for its efforts in the past year was Rennies Travel — a previous winner — which received a Certificate of Merit.

The award has been presented annually for the past 10 years by the internationally affiliated Federation of Business and Professional Women. Says president Sharon Lain: "Firms which have come out tops in the Gold Award have done so because of employment practices that place work performance, training and skills above gender."

Previous winners include Anglo-Alpha, last year; Pick 'n Pay; Nestlé; Gilbeys; Rennies-Thomas Cook; and the Carlton Hotel. ■

It's now or never for South African women

If women don't fight for their rights now, gender issues will not be dealt with adequately in the new constitution. The ANC's head of research, FRENE GINWALA, says the time to act has come

THE months ahead offer South African women both an opportunity and a challenge.

The opportunity is there because we are discussing and negotiating a new South African dispensation, and so the way is open for women to incorporate clauses and mechanisms that will facilitate genuine equality between men and women in the future South Africa.

The challenge arises because our circumstances are unique. The experience of institutionalised racism and oppression has led to a fairly widespread recognition that we have to make very fundamental changes in South Africa. It is true that in large measure this extends only to race, but the very fact that we are engaged in a process that will require systematic changes in attitudes as well as in almost all of the institutions in our society opens the way for women simultaneously to seek the structural changes that will transform our society into a non-sexist one.

How can women seize the opportunity?

We must make sure women participate in all the discussions and negotiations, within the organisations we belong to and between them.

Hitherto, women have been noticeable by their absence in the delegations of all the parties engaged in the process.

When the process began at Groote Schuur, there were two women on the African National Congress delegation. Since then, women have not participated in the meetings or in the working groups. The same was evident in the processes leading up to the Peace Accord.

Women cannot allow this situation to remain unchallenged. Regardless of our political allegiance, all women must ensure that they are present in the delegations of their own organisations.

In addition, all women should draw constant attention to the general absence of women in the vital processes concerning our country's future, and engage in public debate on the matter so as to raise overall consciousness and mobilise support for women's participation.

Women must understand the options before the country. We need therefore to engage in debate amongst ourselves, and in the broader debate:- to both learn and contribute.

Women need to come together, work through and put forward specific proposals on gender equality, using whatever avenues and channels as may be available to each of us. Women can work within their own organisations and across organisations — organising meetings, seminars, workshops, rallies. We should communicate our views within political parties and by representations to all the parties engaging in negotiations.

Women should also consider what type of protection we want in the constitution. Is it enough just to have general rights, or do we want some specific document or clauses that provide for equality between men and women?

Women will have to make sure that the constitution goes beyond a ritualistic commitment to equality, and actually lays the basis for effective gender equality.

There is no automatic checklist of what we need, but here are some examples:

Among the principles usually set out in a preamble, we need to make sure that South Africa is explicitly characterised as non-sexist as well as non-racial.

In many constitutions there is a general equality clause, declaring either that there will be full equality between men and women, or that there will be no discrimination on grounds of race, sex, religion etc.

Yet when we look at the situation on the ground we find that in effect women are not equal.

The problem arises because such equality clauses leave it up to women to go through a legal process in order to claim and enforce their right to full equality.

In South Africa this would mean in effect that a woman in the rural areas, who is not literate and without resources, would first have to find out that she has a specific right under the constitution; then she would have to find the resources and a lawyer who would take her case to court and establish her right. In addition, as every woman knows, she would have to find the courage and strength to withstand family and community pressures, for in many cases her right would have to be asserted against them. Such a "right" has very little effect in bringing change to women.

We therefore have to place the responsibility on the state to ensure that women's equality is enforced, and not leave it for individual women to claim their rights.

Provision should be made to permit the state to take affirmative action and positive action. Unless this is done, positive discrimination or an attempt to make special provisions for women, such as employment quotas, could fall foul of the constitution as unequal treatment of male and female citizens.

We need to take a special look at the franchise. The adoption of systems that provide for special votes for particular groups such as property owners, or with special educational qualifications, will effectively mean that women are being denied an equal franchise.

We need also to look at the legal system and the judiciary. Legal systems have been used to retain the status quo and operate against women's interests. Simply having women judges and magistrates — though absolutely necessary — will not be sufficient.

Women must look at all the proposals that will be put forward and examine them for gender bias. For example, we must make sure that the right to education is not limited by gender stereotyping that might exclude men or women from certain types of training.

The right to social welfare should not be based on an assumption of female dependency within a family as is the case in so many countries. Nor should provisions regarding the family discriminate against single parent families.

Women should not take anything for granted in this exercise. The ANC draft Bill of Rights contains an article on gender rights that needs significant revision, and many of the other articles need to be amended as illustrated above. The first draft of the Law Commission's Bill of Rights did not provide for gender equality. We will have to scrutinise the new draft very carefully.

Women must also make sure that where there is any conflict of rights, equality of women should take priority. ANC women have recommended a blanket clause to the effect that any law, custom or practice that discriminates against women shall be held to be unconstitutional.

Is a good Bill of Rights sufficient to ensure equality for women or do we need something to supplement it?

As already indicated, the area of genuine gender equality is relatively new and untested. Moreover, all of us, both men and women, have been socialised into a society in which the dominant perceptions, institutions, and interpretations are male-shaped.

Logic reinforced by the experience of other countries dictates that women need something more than the general rights in a Bill of Rights, even when there is specific reference to gender equality.

This makes it vital for us to have a document that will spell out how women understand gender oppression and what a non-sexist society should be.

Such a document could be attached (an annexure or schedule) to the Bill of Rights and be referred to by the courts and institutions in interpreting, clarifying and expanding the Bill of Rights in a manner consistent with real and meaningful equality of men and women. This document would provide the specific detail to the broad rights spelt out in the Bill of Rights. We have to recognise that despite our best efforts, those in the courts and parliament doing the interpreting are likely to be mostly men.

We will have to make special provision to ensure that women will determine how this document is to be amended in future. In some countries, male-dominated parliaments have reduced women's rights that have been granted in constitutions.

South African women have got to come together in a systematic campaign which will culminate in the preparation of a Charter for Women's Rights, whilst at the same time campaigning for the inclusion of such a charter in the constitutional arrangements.

Last, we have to start thinking about getting women into the constituent assembly or whatever final constitution-making body is agreed. If we elect a body dominated by patriarchal men, then all our efforts will be in vain.

Women take a gigantic leap

Sowetan 31/10/91.

35SA

WOMEN'S rights received a major boost on Tuesday night when a meeting of 30 women's organisations decided to form an alliance.

Organisations including the African National Congress Women's League, the Black Sash, the Democratic Party, Women's Power and church and professional groupings agreed in principle to form an alliance of women's groups in Natal with the intention of holding a national convention.

Delegates agreed to go back to their various organisations to discuss the proposed alliance.

An alliance of women has already been formed in the Western Cape and discussions are taking place in the PWV area and the Free State.

Facilitator of the meeting, Democratic Party MP Mrs Carole Charlewood, said she was delighted by the response and the enthusiasm expressed.

She said South African women had to make sure their interests were represented at the negotiating table and not make the same mistake as Zimbabwean women, who had left the issue until it was too late to take any action.

Delegates stressed that the proposed alliance was not party-political in any way.

Issues raised at the meeting included unfair taxation of women, violence against women, the problems women faced in the maintenance courts and discrimination against women in the economic sphere.

The absence of the Inkatha Women's Brigade, which did not respond to an invitation to attend, was also noted.

The report-back meeting will be held at the Ecumenical Centre on December 7. - *Sowetan Correspondent.*

20% of repair costs 'wasted'

SA COMPANIES wasted a fifth of the R25bn they spent annually on plant maintenance and repair work, it was claimed yesterday.

P-E Corporate Services MD Martin Westcott said yesterday this was the result of poor staff utilisation, the unavailability of skills, wastage and poor inventory control.

Economic success, he told the Maintenance Management Convention in Johannesburg, required high productivity and a sound education system.

"We are finding new job opportunities for less than 10% of our aspirant workers," said Westcott.

"The causes have included a static or no-growth economy, an education system which has almost collapsed, unrealistic salary and wage inflation and international sanctions.

"The results have included more visible and violent trade union activity, a severe economic recession and

DAVE LOURENS

rising levels of crime and violence.

"Performance improvements in the years ahead will depend on our ability to achieve a balance between our First World needs and Third World realities," said Westcott.

Engineers would become increasingly concerned with several key issues. They would need to implement job deskilling schemes to maximise the use of a diminishing pool of technically skilled resources.

Semi-skilled resources would need to be trained to assume more meaningful and productive tasks and responsibilities.

Engineers had to design workable, cost-effective maintenance policies, and implement simple but effective management and control systems.

A more structured approach to deciding when to use sophisticated technology had to be adopted.

ANC women hit at UCT attitudes

CAPE TOWN — The ANC Women's League has rejected black male University of Cape Town students' defence of sexual violence against women as "blatant oppression".

League spokesman Nomatyala Hangana said a new revolution — for the liberation of women — had started in SA.

The league was reacting to claims by black men students in a UCT report on sexual harassment that it was their "customary right" to control women, even through physical violence.

Hangana said: "It puzzles one to hear men say that it is customary to discipline wives by beating them. It is not our tradition. It is nothing but blatant oppression. A massive task lies ahead of us." — Sapa.

Southern wins for boosting women

S/Times (CM) 355/1
3/11/91

THE Gold Star award for doing most to enhance the position of female staff went to Cape Town-based Southern Life at a black tie banquet in Johannesburg.

The award, given annually for the past decade by the internationally affiliated Federation of Business and Professional Women, recognises companies which have done most in the past year to enhance and advance the position of women at work.

Chief adjudicator Philip Bacchioni said Southern won the award because of the great strides it had made in opening up opportunities for women.

"We awarded them a Certificate of Merit last year because of this and the Gold Award this year because their proposals have now begun to bear fruit.

"It is evident that Southern Life is paying attention to its female staff and doing everything possible to promote them."

Female employees of Southern Life compose 54,3 percent of the total staff. Of these 57,5 percent are in senior positions, 20 percent (16,7 percent last year) in management positions and 5,1 percent (3,4 percent last yer) in executive positions.

Standard fringe benefits for Southern employees, including women, include 13th cheques, special performance bonuses, personal loans, interest-free study loans and study leave, maternity/paternity leave and flexitime.

The company is continuing its efforts to eliminate all barriers to promotion as it celebrates 100 years in South Africa this year.

Southern Life managing director Mr Jan Calitz said he was thrilled at the news of the award, specially as the company had been entering the competition for the past five years.

Women hit out at Bill

Sowetan 7/11/91

THE African National Congress Women's League yesterday criticised the draft Bill of Rights for not mentioning women as a specific sector warranting special focus in a future constitutional order.

"We start off, therefore, not expecting much from the present draft," the ANCWL said in a statement.

"From the little we are aware of, the present draft carries no promise for the thousands of our women who have been the most oppressed as its drafters are negative towards affirmative action.

"Secondly, when they do mention women, it is to say that a future goverment must not make it compulsory for them to be in the military." - *Sapa.*

Women must play role in business

By JOSHUA RABOROKO

THE role of African women entrepreneurs in the formal and informal sectors of business is essential in boosting the economy and social welfare of their countries.

They must study and uphold the rights and interests in general of both women and entrepreneurs.

The participation of women in fields such as agriculture, food production, rural development, energy, mineral and hydro resources, computerisation, transport, communication and tourism and the development of the informal sectors must be explored in a changing Africa.

Issues

These issues were highlighted by the Cameroom Minister of Social Affairs and Femine Condition, Mrs Yao Aissatou, during the All-Africa business conference Sidco '91 - organised by the Paris based Dialgue and Cooperation.

The first forum of its kind for businessmen and women in Africa, the conference was aimed at discussing and exploring business opportunities in a fast growing continent.

It was also aimed at encouraging a new dynamism of inter - African cooperation, from Cape to Cairo.

Speaking on the role of the African women in developments, she said women must participate in all sectors of the economy, as well as movements, in the changing Africa.

Appeal

She said already 90 percent of African women were involved in agriculture, food production and storage of crops and a considerable number were engaged in industrial activities.

WOMAN



Mrs Yao Aissatou, Cameroon Minister of Social Affairs.

However, she said, women must develop their technological skills, education and training in order to overcome their economic hardships.

Most of the agricultural crops in Africa rotted because there was no place for them to be stored.

"This is a waste and we need to improve our storage facilities in order to export the food to other African countries, as well as those overseas, in an attempt to develop our economy."

She appealed to African women to involve themselves in joint ventures and partnerships, matchmaking, seek financial aid and to investigate legal implications and State support.

Aim

Supporting the Minister's assertions was the president of the Cameroon Association of Women Entrepreneurs, Mrs Abiaaleu Lucienne, who said that her association encouraged women to foster, exchange and communicate internationally to facilitate such communication and to keep them informed about all questions generally pertaining to their double role as women and entrepreneurs.

"It is our aim to bring to the notice of women business owners details of functions that are, or will be open to them, to put forward support nominations and to aid professional bodies in the State dealings with economic questions," she said.

Women must take a stand

S Times 10/11/91

355A

DENE SMUTS calls for women's rights to be put firmly on the political agenda

BLACK and white South Africans are about to sit down to negotiate the future — but it will be males who will be primarily shaping that future.

The problem of the political under-representation of women in South Africa must be dealt with now and not only at the time of the first democratic election. Only women can convincingly represent women's rights and interests, just as only blacks can represent black interests.

How high a priority, for example, would a male multi-party conference place on the principle of the equal legal status and parental authority of spouses?

I believe that principle must be enshrined here, as it is in England and all modern continental systems, in laws, fundamental laws, bills of rights and amendments to civil codes.

It should form the point of departure of the women's charter, because from it will flow family law and criminal law and procedures relating to violence against women.

The position of women within their marriages, relationships and families is the origin of their subordinate status in society. The complete lack of legal status of women in customary union must clearly lie at the root of the crude "cultural" excuses for sexual harassment and battery revealed in the recently published University of Cape Town report on the subject.

Customary union may well have to be accommodated in a new order, but the basis on which it is accommodated will have to be one negotiated with women as well as men.

The Law Commission's consultations in the TBVC and self-governing territories have produced patriarchal results including "reservations concerning the proposal that women should obtain greater capacity with regard to matrimonial property", which take the debate back 200 years when the demand of Frenchwomen to own property first put "women's rights" on the agenda.

Women's rights can be a misleading phrase. What are often referred to as "women's rights" should not be construed as rights peculiar to women — what is at issue is access for women to their rights as citizens.

The only rights which are peculiar to women are rights of protection that relate to their reproductive role (in the workplace for example) and physical vulnerability to violence. The abortion debate and one version of the term "gender democratisation" both tend to confuse the issue.

I hold the view that abortion should not be dealt with as a women's rights issue because the rights of the father and the foetus or child are also at issue; and because to claim such a right for women is to absolve men from their procreative and parental responsibilities.

Certainly women often have a perspective different from that of men, as a result of their exclusion and their life experience, but these do not translate into different sets of economic or political beliefs.

No — we want more women to be involved in negotiations because they will represent the specific interests, not of a biological sector, but of a sector disadvantaged on physiological grounds; we want more women in the new parliament to go on promoting and protecting these interests, but also the interests of the party for which they stand and the people they represent.

An effectively all-male parliament is as unacceptable, as unrepresentative of the society it governs, as an all-white parliament, or a tri-colour parliament, or any parliament that excludes any sector, explicity or effectively.

Should greater representativity be achieved by quotas or reserved seats?

Tokenism holds great dangers and disadvantages, but perhaps there is a case to be made for the enlarging of all party congress/multi-party conference delegations to include females.

The minimum mechanism for addressing the problem of female under-representation and women's status in society is a commission on women's status, consisting of women only.

Its function should be to direct or advise the MPC/APC on constitutional measures to eliminate discrimination which impedes the exercise by women of their political, civil and economic rights as citizens.

☐ *Dene Smuts is the Democratic Party's MP for Groote Schuur and a former journalist.*

Women at war on business forums

By KATE MAMABOLO

MORE and more black women are getting out of the kitchen and giving their male counterparts a run for their money in business.

However, a snap City Press survey has shown that although many women run their own businesses successfully, they are excluded when it comes to collective business decisions in companies where men are in positions of authority.

That is still a man's world, the women said.

Bridgette Motsepe of Nexus said: "It is a fact that despite the success of women in business and their excellence in other fields where men used to dominate, we are not yet included in economic forums."

Bridgette's company is at the forefront of initiating and implementing strategies which will link up South African businessmen with their counterparts in the rest of Africa.

"Business forums are suit and tie affairs. Women must gear themselves towards integrating forums so as to strengthen human relations.

"Different forums for men and women promote sexism and the kind of fierce competition that could lead to intimidation.

"On the other hand, if men and women pool their resources, it could enhance economic empowerment," said Bridgette.

Successful Soweto hairdresser Fredah Malebone is looking forward to integrated business forums.

But she said women have to go a step further and equip themselves with management skills

Dorah Ndaba, sales executive and founder-member of Sabta and Fabcos, said: "Most men in the industry have still not come to terms with women joining their field.

"They don't expect women to know much about taxis and that makes it difficult for them to accept a woman's opinion and involvement in forums."

She estimated that 80 percent of spaza shops, taverns and shebeens were owned by women.



BRIDGETTE MOTSEPE . . . Business forums should be integrated. Separate forums for men and women promote sexism and fierce competition.



OUT OF THE KITCHEN, INTO THE BOARDROOM ... Ten of the 12 directors of BC Stars, SA's first company owned by black women.

No longer a man's world

By KATE MAMABOLO

TWELVE black women have proved they can make it in business without men in control – in fact without men at all. Cape Times 17/11/91

Muscling into the business world, they have formed South Africa's first company owned solely by black women, BC Stars, which was launched in Johannesburg this week.

And they have big plans.

With initial capital of R50 000, BC Stars plan to get into service stations, fast-foods outlets, laundrettes, confectioneries, hair salons, supermarkets and florist shops, according to managing director Brenda Maisela.

Women should not feel it is their duty to serve men and live in their shadows, Maisela added.

Company chairwoman Daphne Sithebe said: "We do not promote sexism in business, but we feel as women we have to pool our resources.

"The interaction of men and women in business cannot be overlooked, after all they (men) will be the consumers of our products."

BC Stars has also established links with the Small Business Development Corporation (SBDC).

For those interested in knowing more about the company, there will be a general meeting on December 8 at 10 am at the Downtown Holiday Inn in Johannesburg. The registration fee will be R20.

Dawn opens new horizons

By SOPHIE TEMA

HIGH achiever Dawn Makhobo is scaling new heights with her recent appointment as senior health education manager with the Anglo American Corporation.

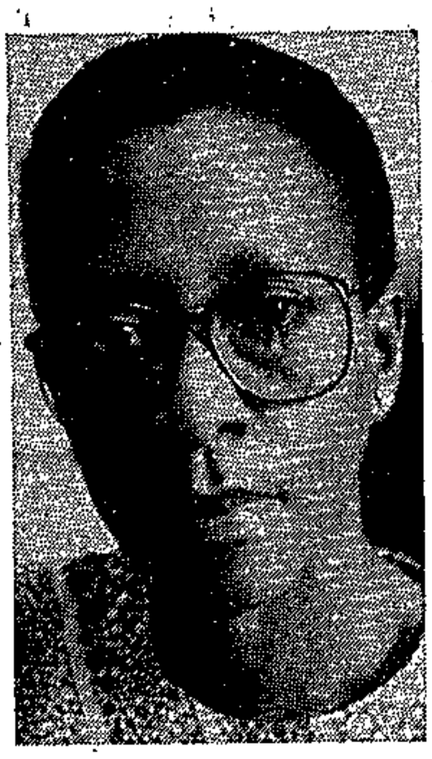
She is responsible for educating workers on the prevention of Aids.

Makhobo is certainly qualified in the field, being part of the Aids Education Working Group of the Medical Research Council, and having advised several companies on Aids education programmes.

What motivates Makhobo is her love for challenges.

Two years ago the mother-of-two came to Johannesburg from Mafikeng to start her own community affairs consultancy, a job she gave up to join Anglo full-time.

At the same time she was appointed to the board of Metropolitan Life and the SA Media Council – their first black woman member.



DAWN MAKHOBO

A strong need to help others achieve a sense of self-worth led Dawn to study Social Science at the University of the North. Her first job was as social worker in Bloemfontein.

She moved with her husband, Dr Patrick Makhobo, to Bophuthatswana where she joined the Agricultural Development Corporation of Bophuthatswana (Agricor) and rapidly moved up the ranks.

One of the highlights of her career was her visit in 1985 to the US and Canada as part of an all-woman exchange programme.

Two years later she was promoted to Agricor's group manager for community development, with responsibility for all community development programmes in Bop.

Here she helped create the development concept for all of Agricor's activities, called Temisano.

Makhobo does not believe claims by white-owned companies that there is little black management material available.

"I refuse to accept that potential black managers are not available.

"Companies should seriously look at the issue of increasing the number of their black managers.

"What happens is that many corporate environments are sometimes hostile to the idea of black advancement in management," Makohbo added.

Truck tamers in high heels

C/P Press 17/11/91

355A

BY LULAMA LUTI

DIMINUTIVE Thoko Sibande from Bethal is pregnant, but she is anxious to "get it over with" and get back to the controls of the monster she has been operating.

Her job is driving a Gl6 grader, almost twice the size of a normal refuse removal truck, at the Syferfontein coal mine near Kinross, and she is anxious to graduate to a huge dragline – the "walking monster" used to extract underground coal.

It is the biggest mining machine in Africa and it only stops working when it has to be serviced. It weighs a staggering 4 240 tons and costs about R100-million. There are only two in the country.

Sibande, who has been trained to operate at least two kinds of trucks, is one of about 40 women who are well on their way to making history. They are poised to take the predominantly male mining industry by storm.

At present, 25-year-old Marinda Bekker from Witbank is well on her way to being the first woman in Africa – if not in the world – to take control of this giant.

For the first time in the history of mining in South Africa, not only are these women being trained to operate haul trucks, which they do well, but also they have also been granted special exemption from the Mines and Works Act to allow them to work shifts.

"It's a breakthrough for women. We are grateful for the opportunity to prove that we can do it," said Bekker as she explained how the dragline worked.

"It is used mainly to remove the top layers of earth which are anything between 20 and 30 metres deep, before we can reach the underground coal," she said.

What does it take to become a part of this awesome task?

"The minimum educational qualification for trainee operators is Std 8. Once chosen, they have to write an aptitude test and their ability to handle the trucks is assessed," explained pit-manager Trevor Davids.

"Those suitable have to undergo an extensive training programme based on a points system. If they pass they are introduced to the vehicles they will take over," he added.

According to Davids there was no discrimination at the mine.

The last word goes to Sibande who said that even her teacher husband did not mind her taking on those monstrous machines – "as long as the money keeps pouring in."



THE RIGHT STUFF ... Nelmarie le Roux, left, and Hettie Viljoen, both drive "heavies".



TOUGH COOKIE ... Wilhemina Mostert.

What did you say about women drivers?



GRADER GIRL . . Thoko Sibande wants to drive the "walking monster". ■ Pics: EVANS MBOWENI

Women should be part of talks teams – DP

Star 18/11/91

355A

By Esmaré van der Merwe
Political Reporter

Political groups which will soon sit down to negotiate the future for South Africans should use this historic opportunity to address gender discrimination by including women in their negotiating teams, the Democratic Party has said.

In a discussion document on the status of women, DP MPs Dene Smuts and Carole Charlewood said the minimum mechanism to ensure female participation in negotiations was a transitional commission on women's status, consisting of women only, to advise the Convention on a Democratic Future and transitional-government structures on gender issues.

However, if other sectors of society such as churches and business were to be included in multiparty constitutional talks, women's groups could argue that they too should be represented.

The MPs commented: "The issue of gender discrimination has until now suffered consistent neglect and even trivialisation in South Africa because it was overshadowed by the evils and effects of racial discrimination. To neglect the one while rectifying the other would be to deny democracy."

Ms Smuts and Ms Charlewood made some far-reaching proposals to address gender inequality in South Africa.

They proposed the appointment of an ombudsman to investigate all complaints concerning equal opportunities.

Affirmative-action legislation should compel all listed companies, Government departments and statutory bodies to report annually to the ombudsman on progress made in removing discrimination in the workplace and instituting training and career advancement programmes for women.

Each Government department should have a women's desk, and policy and legislative proposals by that department should be accompanied by a study on its impact on women.

The MPs further proposed a system of obligatory paid maternity leave for three months, with job security.

Noting the rate of teenage pregnancy, they proposed that sex education should be included in the curriculum in schools and that contraception be available for minors without parental consent but with counselling.

City bias against women?

(255A) CT 19/11/91

Municipal Reporter

ONLY 2 500 of the Cape Town City Council's 16 000 employees were women, councillor Mrs Isobel Edelstein told the Democratic Party congress at the weekend.

She suspected that part of the explanation for the low proportion of women employees was that foremen recruited many of the lower-paid staff.

"Often the foremen have no skills for this task and many have an attitude problem that leads to them not even thinking of employing women," she said.

Furthermore, Mrs Edelstein said, there were only men on the executives of the two main unions, so they were hardly likely to push for the employment of more women.

A spokesman for the SA Municipal Workers' Union said there were women on the executive of the union's Cape Town branch.

The council's director of personnel, Mr David Beretti, said 2 260 (or 15%) of the council's 15 814 employees were women.

He admitted that foremen used to recruit wage-earners lacked formal education, but said they "knew the needs of their jobs".

Not-so-silent women join hands to fight for rights

Rural women, the most silent of silent majorities, are finding their voice. JO-ANNE COLLINGE reports.

Beauty Mkhize of the eastern Transvaal village of Driefontein stands at the helm of the newly formed Rural Women's Movement, a unique "bottom-up" organisation drawing together women's groups across the Transvaal platteland.

A blast from a policeman's shotgun at a community meeting nearly nine years ago set her on course for this role. It resulted in the death of her husband Saul, who had headed the fight of the Driefontein people against forced removal.

Mrs Mkhize soon became the only woman member of the Driefontein Council Board of Directors, the non-statutory representatives of the community. Her transformation was remarkable. There was little to recall the lightly charming woman Saul had brought from Johannesburg to keep his Driefontein home.

The struggle for Driefontein's survival and her fight to surmount her husband's killing became one, says Mrs Mkhize. "It was important for me to be with the Driefontein community," she recalls.

Driefontein and neighbouring kwaNgema won a reprieve from forced removal in the mid-'80s. It was the first sign that the Government was about to abandon its policy of "black spot" removals.

Mrs Mkhize says it is no coinci dence that the Rural Women's Movement, launched at Lobethal Mission in Lebowa at the weekend, includes many organisations from areas which have struggled against removal or incorporation into homelands.

As her husband's death changed her, so the prospect of removal transformed other women. "Just being threatened — that's where they changed.

"The question of ploughing — they tell you not to plough because you must move.

"I know if I cannot plough I am not going to live. How am I going to start a new life somewhere else?"

The common threat meant "we started thinking of each other and of ways to come together and share our difficulties".

The Rural Women's Movement is simply structured, with each village organisation retaining its autonomy. It is open to "all oppressed rural women who wish to join our struggle for women's rights".

The 120-odd women who adopted the constitution earlier this month spanned a wide age range, sported ANC pins and ZCC badges, sloganed T-shirts and print dresses. Discussion flowed in Sotho, Zulu and Tswana.

The aims outlined in the constitution speak of the deprivation and alienation that rural women feel. They want equal rights to the land, access to literacy and training, an end to social practices and laws which disadvantage women.

Many of the delegates were keenly aware that the fact that they were not literate and not fluent in English kept them out of political forums. They made a claim for "a say in political matters at a national level and in our communities" and called for closer links between urban and rural women.

The formal business of the launch workshop was preceded by a day of sharing handicrafts and other skills and a night of self-performed entertainment. In building an organisation of those who have suffered greatest oppression it is important to focus on achievements and knowledge as well as problems, Mrs Mkhize insists.

The Rural Women's Movement certainly has no monopoly on organising women in rural areas. For instance, the Housewives' League and ANC Women's League have a rural constituency. But these organisations are controlled from the urban centres and often their programmes are dictated by their urban base.

The Rural Women's Movement has little urban dilution. At the moment it links organisations in 26 communities — many of them already serviced by development agencies and with ongoing projects. The Transvaal Rural Action Committee has worked actively toward the birth of the umbrella body, but has no representation on its executive committee.

Despite their easy consensual style, most of the 120 women who attended the launching meeting are fighters. They have faced demolition, conducted land invasions, weathered vigilante attacks, endured exile from their homes. The battles were desperate, but in a way simple. They were facing up to a juggernaut state to prevent the very destruction of their communities.

New women's alliance to hold rally in Salt River

355A

South 21/11 – 24/11/91

By Heather Robertson

THE status of women in South Africa will be addressed at a rally of the newly-formed Western Cape Women's Alliance.

The Western Cape is the first region to achieve an alliance of organisations which includes the ANC, DP, Black Sash, SA Clothing and Textile Workers Union (Sactwu), the South African Domestic Workers' Union, churches, the Women's Bureau, the SACP, Azapo, Rape Crisis and the Call of Islam. All these organisations are committed to co-operation on women's issues.

The rally will be held on Sunday November 24 at the Sactwu Hall in Salt River.

A member of the Women's Alliance steering committee, Ms Kate Birsch, said the alliance was formed in August to ensure that the question of women's rights is placed on the agenda during constitutional negotiations.

"We are hoping to become a mouthpiece for women," said Birsch, who is a member of the DP.

The Western Cape Women's Alliance will campaign for the inclusion of a Women's Charter in the new constitution and will lobby a democratic government to become a signatory to the UN Convention on the Elimination of All Forms of Discrimination against Women.

"We have also initiated a women's college to fulfil a need for skills and leadership training among women," said Birsch. Classes in bricklaying, bookkeeping, typing and computers will start in March 1992 at a secondary school in Nyanga.

Meanwhile, a national coalition of women is gaining momentum in Johannesburg.

Dr Frene Ginwala, an ANC representative on the interim committee, said the coalition was formed to see how women could take part in the constitutional process. One of the objectives would be to see if the coalition could be accepted as a caucus in the All Party Conference.

"We aim to campaign for a charter of women's rights to ensure that we don't reproduce patriarchal values in a new South Africa," said Ginwala.

Makro tops in parental rights

By DREW FORREST

THE South African Commercial, Catering and Allied Workers' Union has clinched its most advanced parental rights agreement — with wholesale giant Makro.

And the union said in a statement that paid leave and a job guarantee for pregnant women were now virtually universal, and paternity leave widely accepted, in the commercial sector. "Workers' needs are slowly being accommodated by employers, and we see this as a very constructive development," said Saccawu negotiator Fiona Dove.

The Makro deal, which covers 2 500 staff group-wide, guarantees nine months' maternity leave at between one-third and two-thirds of normal pay, depending on UIF entitlements. It improves on Saccawu's best previous agreement, with the Game store chain.

The agreement also entrenches the most advanced paternity rights: 14 working days' paid leave.

Dove said negotiations for a similar deal were under way with Woolworths.

She also revealed that Saccawu had initiated discussions with the commercial sector's "most advanced" companies with an eye to forming an industry forum on child care.

The union was working on guidelines for discussion internally and within the Congress of South African Trade Unions.

Bosses gain from new union deal

ST Times 24/11/91 (355A)

By CHARLES LEONARD

THE first person to benefit from a parental rights agreement between a trade union and a wholesaling giant will be a member of the management negotiating team.

Mrs Martine Hofmeyr had to withdraw from the talks about parental rights a few weeks ago — because she was pregnant. Her baby is expected any day now. The agreement applies to everyone, even people in management.

The agreement between the SA Commercial, Catering and Allied Workers' Union and Makro guarantees mothers nine months' paid leave at between one-third and two-thirds of their normal pay, depending on benefits from the Unemployment Insurance Fund.

It also entrenches paternity rights and extends parental benefits to unmarried couples. Fathers will receive 14 working days' paid leave.

Mothers have the option of working part-time until the child is two years old, provided that the business can accommodate this.



"ENSURE EQUALITY" Mrs Mary Burton

'Ensure women's say in new SA' — Sash VP

CT 25/11/91

355A

Staff Reporter

WHEN the All Party talks get under way, women should make sure that they play a full part in creating a new constitution which provides a proper guarantee for them as full citizens.

This was said by Mrs Mary Burton, vice-president of the Black Sash, at a rally of the Western Cape's Women's Alliance in Salt River yesterday.

The rally was attended by an estimated 400 people representing 22 organisations including the ANC, the DP, unions, churches, the Call of Islam, Rape Crisis and the SA Domestic Workers Union.

Mrs Burton said women should not be marginalised and it should be clear in the constitution that women and men had to be equal.

Women and men had a valuable role to play in the writing of the constitution to ensure that discrimination was not perpetuated.

It must be made clear that the new form of government would not allow sexism and racism and equality should be protected by law.

It could be safely assumed that a Bill of Rights would be enshrined in the new constitution and it was the concern of the Women's Alliance that those rights applied equally to men and women, she said.

A body should be created with the power to investigate complaints and take action. South Africa should also become a signatory to the United Nations Convention on the Elimination of All Forms of Discrimination against Women, she said.

She said: "We also hope a constitutional court would be established where legislation could be challenged and tested."

Better deal for working mums, dads

WOMAN

355A Sowetan 25/11/91

WORKING mothers who in the past struggled to get their jobs back after confinement are at last winning their fight to be re-employed.

Gone are the days when women used to be discriminated against on the grounds of pregnancy.

During the past two years or so various companies including big business have been working out "better deals" with trade unions for parents, especially working mothers.

The most progressive deal for parents to date was clinched by the South African Commercial Catering and Allied Workers Union and wholesale giant Makro.

By IKE MOTSAPI

The deal, called the Parental Rights Agreement, was signed in Sandton, Johannesburg on November 14 this year.

In 1988 Pick 'n Pay negotiated with Saccawu on a similar agreement although Makro's is slightly better.

For example, when a pregnant woman goes on maternity leave at Makro, the company ensures that she gets 50 percent of her salary unlike the 30 percent offered at Pick 'n Pay.

But then Pick 'n Pay offers that 30 percent because it expects the woman to get 45 percent of her salary from the Unemployment Insurance Fund, whereas this is not always the case.

Guarantee

Makro on the other hand offers 33 percent if there is a guarantee that the pregnant woman will get 45 percent from the fund.

"The Makro agreement surpasses the well-known Pick 'n Pay Parental Agreement signed in 1988 in that women on maternity leave are assured at least of half-pay even if there is no UIF payment coming in," said Miss Fiona Dove of Saccawu.

Included also in the Makro deal is that men can go on 14 days paternity leave whereas at Pick 'n Pay they are entitled to take eight days.

A novel provision in the Makro agreement is that the men may use these days to attend antenatal classes with the women.

Share

If the woman also works at Makro, the man may share her maternity leave and will be paid at a rate of one-third of normal salary during that time.

Couples do not have to be married to qualify but they must have nine months service.

Identical benefits apply in the event of adoption of infants under the age of two. And, even the adoption of children between the ages of two and 12 is covered, with both men and women being entitled to two weeks paid leave.

Adoption does not need to be formal and paid time for parental counselling is covered too.

Women do have the option of working part-time until the child is two years old provided that the business can accommodate this.

The previous policy at Makro was six months unpaid leave for women who had been with the company a year. Anyone else lost their jobs.

The union and the company concur on seeing the agreement as a long-term investment in the future South Africa.

Cards

About 2 500 staff members throughout the country are covered by the agreement. Negotiations are also on the cards for a similar agreement with Makro's sister company, Woolworths.

According to Mr John Hudson, Makro's director who negotiated on behalf of the company and his counterpart at Saccawu, Dove, the parties committed themselves to the elimination of discrimination based on sex, race and gender.

Dove said: "The objective of this agreement is to ensure that women are not unfairly discriminated against on the grounds of pregnancy and that male and female employees who are parents of young children are able to exercise their parental responsibilities as contained in this agreement."

Hudson said: "The company agrees that it has a social responsibility towards its workers and their children."

The agreement binds Makro on the following issues:

- Job security - No employee will be dismissed or disciplined for being pregnant; no employee will be retrenched for being on maternity leave.
- Maternity leave - All women employees are entitled to 12 months maternity leave.

The women will be entitled to return to work no sooner than eight weeks after the birth if they feel they are ready to resume duty.

In the event of a miscarriage in the first 28 weeks of pregnancy, an employee shall be entitled to two weeks special additional leave.

- Paternity leave - Male employees shall be entitled to 14 days paternity leave to attend antenatal classes and to assist with the birth of the child.
- Adoptive parents - Adoptive parents of a baby under the age of two years shall be entitled to the identical benefits like mothers of newly born babies save that they will receive one month less paid maternity leave.

Adoptive parents of a child between the age of two and 12 years shall be entitled to two week's paid parental leave in the first year of adoption. Further unpaid leave or annual leave may be requested and permission shall not be unreasonably withheld.

Containment

Said Dove: "The agreement heralds an important step in promoting the equal rights of men and women to combine a job and family life.

"I hope that more employers will show the same kind of containment to improving the quality of life of their staff and the next generation.

"There are virtually no employers in the commercial sector that do not offer pregnant women leave and a job guarantee.

"Most expect to pay for a minimum period of six months and paternity leave is now widely accepted in the industry. "The fact is that workers' needs as parents are slowly being accommodated by employers, and, we see this as a very constructive development," Dove added.

SUGGESTED SOLUTION TO EXERCISE

Women farmers make their mark

But men perceive them only as housewives

WOMEN are the main producers of agricultural goods in many developing countries, according to a report in *Finance and Development*, published jointly by the World Bank and the International Monetary Fund.

The report's author, Ms Katrine Saito, says women are responsible for about three-fourths of food production in some parts of the developing world, but agricultural services are usually geared towards men.

Because women play such an important role in agriculture, food processing and crop marketing governments need to be sure they benefit fully from agricultural support services, says Saito, a senior economist in the World Bank's Women in Development Division.

"The evidence clearly shows that despite a growing awareness of the need to reach women farmers, these services - considered to be prerequisite for widespread and sustained agricultural development - are generally geared towards male farmers," Saito says.

"Bias is evident in the delivery of extension, which is generally provided by male agents to male farmers on the falacious assumption that the message will trickle across to women," she adds.

Technology

"Bias is also evident in the message itself, which tends to ignore the unique workload, responsibilities and constraints facing women farmers."

Saito explains that women often lack access to information, technology and credit that would enable them to step up production. In most of the developing world, for example, women are by-passed by formal credit systems because they lack collateral - usually land title - have lower levels of literacy and face cultural attitudes that discourage lending to women.

The first step in finding a solution to these problems is to learn more about women farmers in developing countries.

Agricultural development experts need to understand the range of activities pursued by women farmers - both agricultural production and processing - and the particular constraints they face as women.

All this information must be fed into research networks that can develop techniques for assisting women in increasing production and earning higher incomes.

Once these techniques are developed, Saito says, the challenge lies in ensuring that assistance reaches women farmers.

The goal is to find a method "suitable for the local traditional culture, financial and human resources and institutional arrangements," she adds.

Attitudes

Studies have shown that communication with women farmers is improved when female agricultural-extension agents carry the message. One of several ways to increase the number of women extension agents in developing countries is to create incentives for women to attend agricultural schools.

But Saito warns that male extension agents will remain the norm for many years, so efforts must be made to help men overcome attitudes that can undermine programs for women.

A recent study of five countries found that most male agents perceived women as wives of farmers, rather than farmers in their own right, she points out.

Using farmers' groups, rather than individuals, as the recipients of extension services is a cost-effective way of reaching farmers, especially women.

"In many developing countries, there is a long tradition of women forming groups to exchange labour, mobilise savings and credit, provide self-help and carry out social and ceremonial functions," says Saito.

These groups can serve as a channel through which resources and information from government agricultural agencies can flow.

The groups can also serve as a means for sharing expensive equipment and distributing inputs, such as fertilisers and other goods used in the production of crops and other agricultural goods.

Illiterate

Lack of education poses a serious obstacle to providing services to women farmers, Saito explains.

"Throughout the developing world, women tend to be less educated than men, severely compromising access to agricultural extension and the ability to comprehend and use technical information."

She points out that in Africa the adult male literacy rate is almost twice that of women and in Bangladesh and India, more than 80 percent of rural women are illiterate, compared to 60 percent of rural men.

Because of the high rate of illiteracy, women in these areas are less able to benefit from written agricultural extension services.

Making sure that women farmers are able to benefit from extension services is crucial. But women, faced with the dual responsibilities of home and work on the farm, cannot attend courses at training centres, even if transport is provided.

Training should therefore be brought to women where they work and live, Saito says.

Mobile training units can accomplish this, but the mass media hold the greatest potential for reaching women.

"Radio has a long history as a communication tool, particularly in agriculture. Its low cost and wide reach make it a relatively simple, effective technology, especially among illiterate farmers and those living in cultures where separation of the sexes is important."

Guidance

Television and video tapes may also be used in some areas.

Finding ways to make sure agricultural extension services reach women is a relatively new field and much remains to be learned, Saito says.

Pilot programmes underway in a number of countries are providing guidance on the best ways to integrate women into the agricultural extension system and the most likely problems to emerge in different social and economic environments.

Girls can help beat poverty

Sowetan 28/11/91

' Even though society gains when women are educated, for many parents, the returns on a daughter's education are uncertain and remote '

The World Bank, which is grappling with increasing poverty in the Third World, has suggested that educating girls plays a major role in reducing poverty. This article is reproduced from World Bank News.

MAKING sure that girls and boys have equal access to education is not just a matter of social justice.

It's also a matter of economics, says Ms Barbara Herz, chief of the World Bank's Women in Development Division.

Research has shown that educating girls can help developing countries tackle poverty, population growth and poor health conditions.

Education creates opportunities for girls to enter the labour force and be more productive when they become adults, Herz explains.

Children

When women have jobs, they have higher incomes, they often choose to have smaller families, and they can afford to make sure their children are well fed and have access to health care and schooling.

"The economic and social returns on investment in education for girls are substantial and on the whole probably greater than those for boys," says Herz.

But despite these findings girls in many developing countries have less access to education than boys. One reason for this "female education paradox," Herz says, is that parents with limited incomes find that there are too many costs - and too few benefits from their perspective - associated with sending their daughters to school.

Even when the government provides free schooling, education can be expensive. Parents often have to pay for textbooks, transport and proper clothing, Herz says.

For cultural reasons, many poor families faced with these costs are more likely to send only their boys to school.

And in some cultures, parents depend on their daughters for most of the household chores, such as fetching wood and water and preparing food.

Sending daughters to school would mean forfeiting a significant amount of household labour.

"Even though society gains when women are educated, for many parents, the returns on a daughter's education are uncertain and remote," the World Bank official says.

Customs

"Parents may be sceptical of their daughters' ability to get good jobs or income.

"Or they may feel weaker ties with their daughters if they marry out of their natal families or if customs discourage parents from accepting assistance from their daughters when they become wage-earning adults.

Herz says a vicious circle has emerged in many countries. "Girls are kept home to help the family subsist day to day. Uneducated, they cannot compete with boys for wages when they grow up.

"Women earn less, so education is provided mainly to boys. And so girls are kept home." Culture may reflect and reinforce economic realities, she adds.

If governments are interested in combating poverty, improving the wellbeing of families, and slowing population growth, they need to make it easier for parents to send their daughters to school, Herz says.

Governments can start by reducing some costs.

"Some of the measures governments can take involve special subsidies for girls' education," Herz says.

LABOUR

Happy families

355A

The most progressive parental labour deal to date has been agreed by the Commercial, Catering & Allied Workers' Union and wholesale giant Makro. The agreement assures mothers of at least half pay even if there is no UIF payment coming in.

Both the union and Makro see this as an investment in SA's future. It affects 2 500 staff nationwide. Negotiations are under way for a similar agreement with sister company Woolworths.

Until now mothers who had been with the company for at least a year were entitled to six months' unpaid leave. The others stood to lose their jobs, though this did not always happen.

The industry norm is job security and at least six months' paid maternity leave — 33% from the employer and 45% from UIF. Smaller companies pay three days' paternity leave and the bigger ones eight to 12 days; Makro pays 14 days.

Mothers are now guaranteed nine months' paid leave, with varying percentages of their normal wage depending on UIF entitlements. These rights apply to all employees who have had more than nine months' continuous service at the expected date of birth of the child.

In order to qualify for the benefit again, they must work continuously for the company for a further 12 months. Where both parents are employed by the company they may share the leave. These benefits also apply in the case of an adopted infant under two years, but with two weeks' paid leave for children from two to 12.

The union sees this as an important step in enabling men and women to combine a job and family life. It also hopes more employers follow suit.

"There are virtually no employers in the commercial sector that do not offer pregnant women leave and a job guarantee. Most expect to pay for a minimum period of six months and paternity leave is now widely accepted in the industry. The fact is that workers' needs as parents are slowly being accommodated by employers. We see this as a very constructive development," says union negotiator Fiona Dove.

Makro says it acknowledges its social responsibility to workers and their children. It has also set up an educational trust which will investigate the needs of preschool children, including education and care.

Other companies are involved in child-care funding and research, and many support township crèches, but these programmes are unco-ordinated. The union wants employers and community organisations to address child-care jointly at a national forum next year and is working on guidelines for discussion with Cosatu. It may be significant that young women were prominent in the Makro negotiating team.

In Europe parental rights are well established and include maternity and paternity leave, says Dove. About 80% of children between three and six attend publicly funded educare centres compared to 6% in SA. Of those 70% are white and less than 1% black. ■

Violence against women is a huge social problem in SA, reports **Jo-Anne Collinge**

Victims of the abuse of power

STAR 3/12/91 (355A)

IF RAPE and battery of women are seen as an instinctual response of men, then there's not much to be done about the 20 321 reported rapes and estimated 80 000 to 400 000 unreported rapes in South Africa in 1990 — and countless cases of assault.

But if gender related violence is seen as a result of power relations in society, then those concerned to end this abuse are back in business.

Gill Eagle and Lloyd Vogelman of the Wits University Project for the Study of Violence argue the second proposition in an article published recently in the international journal Social Justice.

They discuss how the cycle of violence can be broken, starting with the assertion that neither sexual behaviour nor gender roles is a biological given, but politically and socially defined — and that the patriarchal pattern has much to answer for when it comes to abuse of women.

People are not often aware that gender roles need not be fixed; they "internalise" their identities and thus "although most men and women would choose to distance themselves from the roles of aggressor and victim, as products of a patriarchal society they are inevitably caught up in gender relations that encompass the possibility of such demonstrations of power", Eagle and Vogelman comment.

They argue that there are specific features in South African society that aggravate this position.

Working-class township fathers, reared to believe they are the ultimate authority in their families, often find this commanding position contradicted sharply in the work place. "It seems that women generally bear the brunt of men's need to assert power. In the South African political economy where the working class, and particularly black men, daily experience themselves as oppressed and impotent, their frustration is likely to take expression in domination in another domain — in dominating women." Unemployment would probably aggravate this tendency.

The "ongoing war in Natal" has thrown up a link between politically motivated violence and abuse of women, both sexually and generally. The authors refer to proceedings of a recent workshop which recorded: "There have been several reports of demands for sex for protection, both within the ranks of organisations and as trade-offs with the other side or security force personnel.

"Women are regarded as property ... a case (was cited) where a comrade justified a rape by his side because it was done in revenge for a rape committed by the other side."

Women's precarious position in the work force and their involvement in unpaid labour within the home often makes them and their children materially dependent on men. "A consequence of this dependence is the perception by men that women and their children are in some sense owned by them," the article reads. Such "property" should be controlled or disciplined by the "owner".

Eagle and Vogelman point out: "One of the main reasons that battered women often stay in such abusive relationships is that of their own and their children's dependence on the male breadwinner."

Notions of the correctness of heterosexual relationships with the man as the initiator and the woman as the reciprocator; the "normality" of the state of mariage; the desirability of family life keep women in these set-ups even where the reality has become an unrecognisably ugly distortion of the ideal.

If the roots of women abuse are so tangled and complex, how does one begin to tackle the problem?

Firstly by educating and organising, by interfering with ideas and with power, suggest Eagle and Vogelman.

They argue that the media have the potential to change attitudes but more often simply "perpetuate existing stereotypes, reporting only on the most lurid assaults and emphasising the 'innocence' of particular victims and the abnormality of the perpetrators".

Likewise, the formal educational system, by virtually omitting instruction in relation to sexuality and gender relations, ensures that "ignorance and stereotyping persist and violence and abuse against women endure across generations".

Concerned organisations should fight to have these institutions used for rather than against women in their battle against violence, the authors suggest. But they concede this is unlikely to happen until there is a broad-based feminist movement in South Africa — looking very closely at the social, economic and political relationship between men and women. "It is important that work around improving the living and work conditions of most South Africans does not take place at the expense of work around reducing the incidence of violence against women."

If social transformation were to offer better job security and social benefits, this might alleviate the displacement of aggression from the political and economic realms to the domestic.

More specific interventions might include:

- The rebuilding of grassroots organisations, such as street committees, where respected local leadership figures help to press home the unacceptability of violence against women.
- Ensuring that law enforcement and legal procedure are such that appropriately severe penalties for aggression against women can be secured. "Police who refuse to make an arrest and prosecutors who refuse to file charges give batterers tacit permission to continue their violent behaviour."
- Legal reform, for instance to make it possible for a woman to charge her husband with rape.
- Rehabilitation of offenders so that they do not leave prison with the same attitudes that led to abuse.

There is no totally effective solution to the problem, the authors caution. "But there are solutions that can make a substantial contribution to reducing the problem." □

Centre founded on human kindness

Sowetan 6/12/91

By PEARL MAJOLA

USINDISO Home Craft Training Centre could be thought of only as one of many self-help projects for women, but behind it is a rare tale of compassion for those who cannot help themselves.

It all began in 1986 with three churchwomen who came to the rescue of homeless woman suffering from a mysterious disease that produced sores all over her legs.

Ms Doris Lugabasi, a domestic worker, was going home from a Manyano church meeting one Thursday afternoon when she came across the ill woman, who was living with other homeless people on a Cleveland mine dump.



The Usindiso centre is not just another self-help group.

Rushed

Lugabasi rushed to friends Ms Nan Phyffer and Ms Sophie Christo and asked for help.

Together the trio looked after the woman, visiting her at the dump and wrapping her sores with bandages when she refused to go to hospital.

The trio soon gained the trust of the community of homeless people at the dump. The three started a simple self-help centre teaching basic crocheting to a few homeless women.

Today their centre is one of the most successful self-help projects.

Their work resulted in the formation of the Christian Services Foundation, which also runs the City Shelter in Hillbrow, a children's ministry and chronic care projects.

WOMAN 355

The Usindiso centre received a sponsorship from the Department of Manpower to oversee the general running of the centre, including a supply of materials and pocket money given to students.

The CSF has bought further equipment including sewing machines.

"As time went on and the demand increased, the project expanded," said the centre's manager Ms Els Cleet.

"The centre now caters for women from different townships on the Reef. In 1988, the dressmaking course was introduced as well as patchwork and crocheting," she said.

"There are seven qualified training officers for the different courses and about 60 women qualify every month. There is a further course in self-improvement which began last year and is aimed at helping them when they start their own businesses.

Last week, the centre presented its first achiever award, according to trainer Ms Thembeka Myathaza. The recipient was a woman who went through the self-improvement course and now runs a successful business.

"The women here are being trained in home craft to treat an immediate need which is unemployment," she said.

"They are not being trained for industry because even in that field jobs are scarce."



Chase on for Ms Fortune

C/Pren 15/12/91

355A

CP Correspondent

BC Stars, the first South African company to be owned by black women, this week carved a huge niche in business, when they took over a Benoni-based pottery factory.

The women have bought South African Potteries and hope to turn it into a multi-million rand industry. They start work next month with 12 employees.

The company was previously owned by Chaiphorn Lekcharoensuk, who sold it to BC Stars after many months of negotiations.

Managing director Brenda Maisela said the factory has been selling to big white businesses like furniture shops, hypermarkets and supermarkets, with no direct selling to the black market.

BC Stars has grabbed this chance to introduce pottery to a wider South African market, especially blacks.



WOMEN ONLY ... Managing director Brenda Maisela.

"This is an opportunity for us to introduce pottery for domestic use to the black community.

"We intend to produce pottery at a reasonable price for black consumers and to open outlets around Johannesburg so that we are within reach of our consumers," said Maisela.

Businessmen have shown a keen interest in becoming shareholders.

BC Stars has shown the way for the formation of more women-only companies with men not serving on the board but only holding shares.

Working girls hit big time

Victory for mine women

(355A)

S. Times 15/12/91

THE Mine Surface Officials Association won an 18-year battle when the Chamber of Mines was ordered to remove sex discrimination from salary and leave conditions.

This means larger Christmas pay packets and better leave conditions for many women on gold and coal mines.

In a statement yesterday, the association, which has been campaigning since 1973, said it had reached a settlement with the chamber, three years after referring the dispute to the Industrial Court.

Women on march for female rights

S/Times (355A) 15/12/91

By ROY RUDDEN

SOUTH AFRICAN women have begun mobilising for a battle aimed at enshrining gender rights in the new constituton.

A rapidly growing Women's Charter Alliance — already flourishing in the Western Cape and launched in Natal at the weekend — is expected to take the country by storm.

It leaps political, racial and religious barriers and has the backing of women's organisations representing thousands of members.

This week, alliance member Dr Nkosasana Zuma, a leading figure in the ANC, hit out at what she called all-too-vague references to non-sexism in both the ANC's and the Law Commission's proposed bills of rights.

She urged women to put aside political, cultural, social and religious differences and to mobilise in the common cause of fighting to incorporate clauses against sexual discrimination in South Africa's future constitution.

Dr Zuma is married to ANC deputy general secretary Jacob Zuma and is chairman of the Southern Natal region of the ANC Women's League.

Along with prominent people such as Democratic Party MP Carole Charlewood (who initiated the alliance), she is at the forefront of the Women's Charter Alliance of Southern Natal.

Charter

Delegates from 34 organisations have decided to survey the needs of women of all races to reach a consensus on the content of a women's charter.

"It's not enough to refer to a 'non-racial, non-sexist South Africa' in the bill of rights," Dr Zuma said.

"We want to spell out what non-sexism should mean and not leave it to men to decide what is good for us.

"That's why it is essential for all women to have the opportunity to contribute to the final charter of women's rights."

Discriminatory issues to be dealt with include customary and other marriage laws, employment practices, sexual harassment, property buying which requires husbands' consent, housing policies (such as the denial of home-owners' subsidies to wives who are government employees) and taxation.

Strike-breaker is set alight

A FEMALE employee who refused to participate in a strike at the Riviera Hotel in Vereeniging on Saturday was set alight by her co-workers after they had poured petrol over her.

Mrs Gladys Bhengu, 34, was rushed to Sebokeng hospital where her condition was said to be satisfactory.

No arrests have been made.

'Scab' woman worker set alight

A WORKER who refused to join a strike at the Riviera Hotel in Vereeniging yesterday was set alight by her co-workers. (N68) (355A)

Police spokesman Lt-Col David Bruce said Gladys Bhengu, 34, of Sebokeng Hostel, reported for work at 6 am yesterday and was grabbed by male workers who poured petrol over her and set her alight. CP Pres 15/12/91

"Evidently, these persons wanted to strike, while Mrs Bhengu wanted to work," Bruce said.

Her condition is satisfactory.

'No' to DP women's group

355A

Political Staff

~~355A~~

ET 19/12/9,

A DEMOCRATIC PARTY bid to create a women's group to advise Codesa had been turned down, the party's national chairman, Mr Ken Andrew, said yesterday.

Women constitute less than 5% of the 400 delegates and advisers at the negotiations.

Recently a new body, the Women's Lobby, was formed in an attempt to obtain more balanced representation at Codesa, but so far without success.

The largest female represention is in the Natal Indian Congress delegation, which includes seven women.

The government delegation has the Minister of Health, Dr Rina Venter, as its only woman delegate.

WOMEN – WORKERS

1992

addition, she has won several Golden Globe awards.

Sexual harassment ruling expected soon

B/Day 3/11/92

SUSAN RUSSELL

IT WILL not be long before the Industrial Court is asked to rule on whether or not sexual harassment in the workplace is an unfair labour practice, a Natal academic has suggested.

Writing in a recent issue of the Industrial Law Journal, University of Natal economics and management lecturer Lisa Dancaster says the 1988 amendments to the Labour Relations Act expressly include sexual discrimination as an unfair labour practice.

The Labour Relations Amendment Act of 1991 reintroduced a broad definition of the unfair labour practice.

But Dancaster says: "There is no doubt that the court will continue to regard sexual discrimination as an unfair labour practice." She says the Act has not yet been used in a sexual harassment case.

She believes there is no reason why, in keeping with English and American law, sexual harassment should not be recognised as an unfair labour practice.

A recent survey has found that 76% of career women in SA have experienced sexual harassment at work. Most will resign rather than "make a fuss", she says.

The Industrial Court in this country has dealt with two cases of alleged sexual harassment.

In both, the plaintiff was a male employee seeking reinstatement on the grounds that he had been unfairly dismissed for sexually harassing a co-worker.

Dancaster says a victim of sexual harassment can seek legal redress either in terms of the criminal law or a civil action.

However, damages that could be recovered might not fully compensate the victim for lost employment, promotion opportunities or some other less tangible assets. "This relief may, however, be claimable in terms of the unfair labour practice," she says.

Dancaster says the breadth of the court's unfair labour practice jursidiction means it can find that sexual harassment fits the definition without needing to rule that it amounts to sexual discrimination.

Women hope to found own bank

TIM COHEN

AN INFLUENTIAL group of women, including high-ranking members of the ANC, is investigating the possibility of creating a women's bank to improve women's financial muscle.

One of the women, Llrato Matlare, confirmed yesterday that the group, which included ANC international affairs director Thabo Mbeki's wife Zanele, was investigating the possibility of establishing such a bank.

However, she emphasised that the idea was still at conception stage and that no formal structures had been established.

Nor had the proposed Women's Development Bank finalised ideas on how it would relate to other financial institutions or the timeframes for its establishment.

Talks with a wide range of organisations were taking place, Matlare said, although she denied that the UN had been approached with the idea.

One possibility is that the bank will only allow female customers.

It is likely to be aimed at developing women's community projects.

Some form of credit and savings scheme specifically designed for women's needs, particularly poor women, is also being canvassed.

Matlare said the group was exploring various ideas for the proposed bank, which could take one of many forms.

Male graduates 'get better work deals'

STAR 15/1/92

By Helen Grange
Pretoria Bureau

Women graduates in the workplace generally earn less than their male counterparts — and men get better fringe benefits than women.

This is one of the conclusions of the latest Human Sciences Research Council report, headed "The income of graduates in 1991".

In addition, the report states, in 1990 white male graduates earned more than male graduates of other races in 1991.

Graduates in urban areas also usually earned more than those in rural areas.

It was established that the male teachers surveyed (not heads of departments) with between 10 and 15 years' experience earned a total package of R47 700 a year.

Women within the same experience bracket earned just over R39 000.

Of the teachers who were heads of departments, the men earned a median salary of R52 500 compared with R51 100 for women.

Some of the few occupations in which women earned more than men were clerical and other administrative occupations in the public sector. Here, women with seven years' experience earned R26 300 compared with men with 10 years' experience earning R25 200.

Women graduates earn less

CT 15/1/92 355A

Staff Reporter

WOMEN graduates usually earn less than their male counterparts, a Human Sciences Research Council study has found.

A report, "The Income of Graduates in 1991" also found that white male graduates earned more than male graduates from other population groups, and that men were given better fringe benefits than women.

At schools, male teachers (not heads of departments) with 10 years' experience earned a median salary of R38 500 and a total income package of R47 700 a year. For women with two years' less experience, the figures were R33 800 and R36 800.

"However, there was a much slighter difference among the teachers who were heads of departments: a median salary of R52 500 for men compared with R51 100 for women", the report said.

Among the report's other findings were:

- Men medical specialists with their own practices earned R140 00 while women earned R120 000.
- Male managers in the private sector with 12 years' experience earned a salary of R69 000 and a total income package of R89 100, while for women with 10 years' experience the figures were R60 100 and R80 100.
- Non-chartered femal accountants in the private sector had a median salary of R49 600 and their income package amounted to R62 400. The figures for their male colleagues were R55 100 and R70 700.

The report said clerical and administrative positions in the public sector were some of the few occupations in which women earned more than their male equivalents.

Women graduates get raw deal - poll

Sowetan 16/1/92

THERE are very few professions in which women graduates earn more than their male counterparts, according to a latest report of the Human Sciences Research Council.

The report, called The Income of Graduates in 1991, sets out the salaries and income packages of women graduates from all population groups.

Women

It found out that women graduates usually have a lower income than black, coloured and Asian male graduates.

In 1990 white male graduates earned more than male graduates from other population groups. Graduates in urban areas also earned more than those in rural areas.

A total of 29 109 graduates, of whom 22 698 were white women, participated in the survey on March 1 last year. In addition 4 616 male and 1 757 female black, coloured and Asian graduates took part in the survey.

About a third of all the women and just over half of the men graduates were teachers.

Experience

The male teachers, not heads of departments, with 10 years experience earned an average salary of about R38 500 and a total income package of R47 700 a year. The figures for women were R33 800 and R36 800, but these women had two years less experience than men.

There was a much slighter difference among teachers who were heads of departments. An average salary of R52 500 a year for men as compared to the R51 100 for women.

Teachers in Natal earned more than those in other provinces. Here the teachers earned an average salary of about R39 000 a year, in the Free State R36 000 and in the rest of the country, about R34 000.

On average, however, the teachers in Natal had a few more years' teaching experience than those in the rest of the country.

Specialist

Male medical specialists with their own practices earned R140 000. The comparative figure for women was R120 000. The same gap in income was evident in the incomes of managers in the private sector.

Men with 12 years experience earned a salary of R69 000 and a total income package of R89 100. In the case of women managers with 10 years' experience, the figures were R60 100 and R80 100.

The non-chartered female accountants in the private sector had an average salary R49 600 and their income package amounted to R62 400. In contrast the figures for their male counterparts were R55 100 and R70 700.

Occupations

Some of the few occupations in which women earned more than men were clerical and other administrative occupations in the public sector. Here women with seven years' experience earned R26 300 compared with men with 10 years' experience who earned R25 200.

On comparing the two groups' total income packages, the converse was true. Men received R34 800 and R30 700.

Racism rules in restaurants

By Thoraya Pandy

South 16/1-22/1/92.

MOST upmarket restaurants in Cape Town employ mainly white waitressing staff, while blacks remain in the kitchens or mop up after the meal.

A survey of restaurants in the city showed that while some managers may not place a "whites only" qualification in their vacancy advertisements, blacks still battle to reach the front of.

Ms Hasina Munshi of Walmer Estate, claimed she experienced "blatantly racist" attitudes from managers of restaurants when she attempted to find employment as a waitress.

She said the manager of Quaffers, a restaurant on the Waterfront, told her waitresses were expected to act as public relations officers for restaurants.

"I asked him directly if it was because I wasn't white that he did not hire me," Munshi said.

"He shrugged and walked away."

Munshi said she had reached Quaffers after looking for a job all day and being unsuccessful at several establishments.

"After chatting for a while, the manager, Mr Adam Ashley, said there were jobs available and told me to start within three days," she said.

Munshi cleaned tables for two evenings to get a feel of the restaurant - an acceptable exercise at all restuarants.



LILY WHITE: Cape Town restaurants employ mainly white waitresses while blacks are given kitchen and cleaning jobs.

On the second evening she was paid R12 and told not to come back.

"I have years of experience in waitressing and believe the only reason for not getting the job is because I'm black," she said.

"Quaffers have employed other waitresses since then and so have other restaurants I've tried. South

Munshi said the only jobs available were cleaning tables and working in the kitchen. 16/1-22/1/92.

"At one place they took one look at me and immediately said there were no jobs available," she said.

Ashley denied the colour of Munshi's skin was the reason for not hiring her.

"We take any kind, as long as she's the right person and can carry out the work expected," he said.

The only reason white waitresses were employed at his restaurant was "they were the only ones who applied".

"We hire anyone who can do the job and Ms Munshi was obviously not in the business long enough," he added.

Ashley said he employed people who showed professionalism and reflected the upmarket character of the restaurant.

"They were the only ones who applied" was also the response of 10 other restaurant managers who only employed white waitresses.

Some refuted the claim that they adhered to racial practices.

The manager of Rosies said: "We definitely have a multi-racial staff.

"I have three non-white waitresses and a non-white barman," said a Rosies manager who asked not to be named.

Berties Landing on the Waterfront said they employed blacks but had no jobs available at present.

A black staff member at Berties who refused to be named but said she was only clearing tables at present.

"It may sound strange, but we only have what the Nationalists call whites working here — but this is because they're the only ones who applied," said Mr Michael Tough, manager of the Hussar Grill in Rondebosch.

"The last thing I would do is make race a criterion for a waitressing job," said Tough.

He said they employed people on a tight basis, "those who have the skills and expertise".

"Discrimination in restaurants is exceptionally bad and is an issue we plan to negotiate with management," said Mr Crosby Booi, branch secretary of the South African Commercial and Catering Workers Union (Saccawu).

Booi said the union's members, who mainly work in the kitchens, were often retrenched without the option of being trained as waitresses.

"Employers simply say workers do not have the skills and cannot provide the necessary expertise required in the jobs," he said.

Managers should move away from their conservatism and begin to allow anyone, irrespective of colour, to be trained as waitresses, Booi said.

Underpaid lasses have only themselves to blame

STAR 17/1/92

By Bronwyn Wilkinson (355A)

Men and women agree that women who are paid less and receive fewer fringe benefits than their male counterparts have only themselves to blame.

Reacting to a Human Sciences Research Council report published in The Star on Wednesday, public relations director Wilma Lawson-Turnbull said: "A woman will say 'Eek! I can never ask for more!' while a man will say 'I deserve more and I'm taking it'."

Ms Lawson-Turnbull said there was a generational dilemma. "In my generation, men looked after women. But now, neither men nor women can accept that women have to look after themselves."

Women had to learn to stand up for themselves, she said. "If women just accept what they can get, instead of demanding what they deserve, they will never change the status quo."

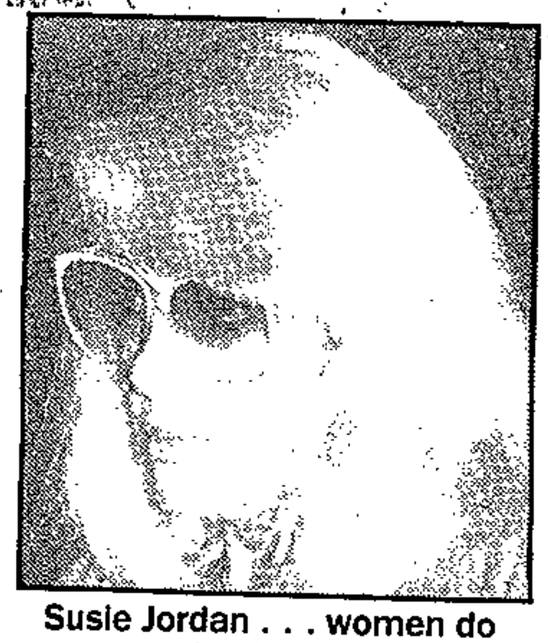
Susie Jordan, editor of Femme magazine, said companies were wasting their money paying men more than women.

"Men are lazy when they reach the top. They work hard on the way up, but when they get there, all they do is play golf and eat lunch. Women don't do that, so women should actually be paid for doing more work," she said.

According to couturier Peter Soldatos, men feel castrated when a woman climbs into the business arena. "They do their utmost to keep the women down and women naturally develop an inferiority complex."



Peter Soldatos . . . men feel castrated by businesswomen.



Susie Jordan . . . women do more so should be paid more.



Carol Scott . . . women are not pushy enough.



John Berks . . . women financially discriminated against.

Consequently, women did not explore all the avenues available to them, he said. "Women can change their make-up, clothes and image every day and do completely different things to extend themselves, but they just don't use it."

Amanda Forrow, whose Radio 5 talk-show "Girl Talk" looks at women's issues, said: "You are only treated as badly as you allow other people to treat you.

"They should stop bleating about what a bum deal they have got and do something about it. If they are not happy with what they earn they should leave or demand more."

She believes that women are too scared to make demands.

"Actually, most modern men respect a woman who demands what she deserves and women should stop being afraid."

Sheryl Raine, head of programmes at M-Net, said women needed to stand up and actively manage their careers.

Ms Raine said there was no active male chauvinism, "but business is a traditional comfort zone for men. There is a lack of sensitivity among men towards women in business."

She believes the attitude of chief executives ("Who are, of course, all men") influences the attitudes of men and women throughout their companies. "Some companies pay equally and give equal promotional opportunities, but there should be more," she said.

Carol Scott, managing director of Imperial Car Rental, said women were not pushy enough and there seemed to be apathy. "They could earn more and hold better positions if they stood up and took the lead," she said.

"Generally, people still believe the man is the main breadwinner and should thus be paid more. Even women just accept this."

Controversial Radio 702 talk-show host John Berks described discrimination in the marketplace as "total hogwash".

He elaborated: "South Africans have recently managed to shed some of their complacency and stand up for all sorts of rights, but women are still being financially discriminated against. Sexism is as bad as racism."

Don't miss that bus

'Some of the women expressed concern and said the charter could be too late'

THE Convention for a Democratic South Africa is moving at high speed and women could miss the bus if they do not move quickly on a woman's charter.

This was the feeling expressed at the PWV region's fifth plenary meeting for the campaign for a charter of women's rights.

This weekend's meeting was the first for 1992 but plans for the campaign have been rolling since August last year.

Sowetan 22/1/92

WOMAN

By SIZAKELE KOOMA

Women's organisations - professional, church, welfare, education and community-based, among others, and those of the various political groups - were approached to participate in the exercise that hopes to collect demands of women to be included in the charter.

The project was planned to unroll in three stages: Sell the idea of a woman's charter to all women and women's organisations; identify the needs of women through the above; and make a draft document.

The process, however, seems to be moving at a much slower pace than envisaged. Things have not progressed to the second stage even though five meetings have been held already.

Most of the women at the meeting expressed concern at this and some said they feared the charter might be too late and women's rights might be left out of the constitution. The objective is to have the charter put in the Bill of Rights.

Ms Feroza Adam, a member of the regional interim steering committee, said progress had been delayed by the lack of feedback from the respective regions.

She said the various organisations had not decided on how they planned to collect the demands from members. The ANC, of which she is member, had brain-stormed the ideas.

"These issues have to be finalised and submitted to the steering committee to be able to guide the document. There has to be a joint agreement on it and the coalition of ideas must come from all organisations," Adam said.

The feeling, and ultimately the decision at the meeting, was to progress to the second stage of identifying, collecting and collating the demands. A film festival and a fete that had been planned for the first stage of conscientising and education were cancelled.

Another meeting will sit again on January 28 to discuss and finalise a questionnaire to be sent out to all women's organisations in the PWV region.

The questionnaire will ask that the respective organisations discuss and submit headings of the issues they want to address; how best they consider collecting demands for the charter, whether door-to-door or through a questionnaire for example, and lastly what should the principles be that bind all the organisations together.

A national workshop on women's demands is planned for April.

Income 50 years too late

TOKYO - Japanese Prime Minister Mr Kiichi Miyazawa, fresh from a trip to South Korea, said on Monday Japan should pay compensation for forcing tens of thousands of Korean women to serve as prostitutes for Japan's army 50 years ago.

Because Seoul renounced its claim to compensation under a 1965 treaty normalising ties, the South Korean government had not clearly demanded compensation for the women, Miyazawa was quoted as saying.

"But that does not mean the question has been resolved," Miyazawa said at a meeting of senior government and ruling party officials in Tokyo.

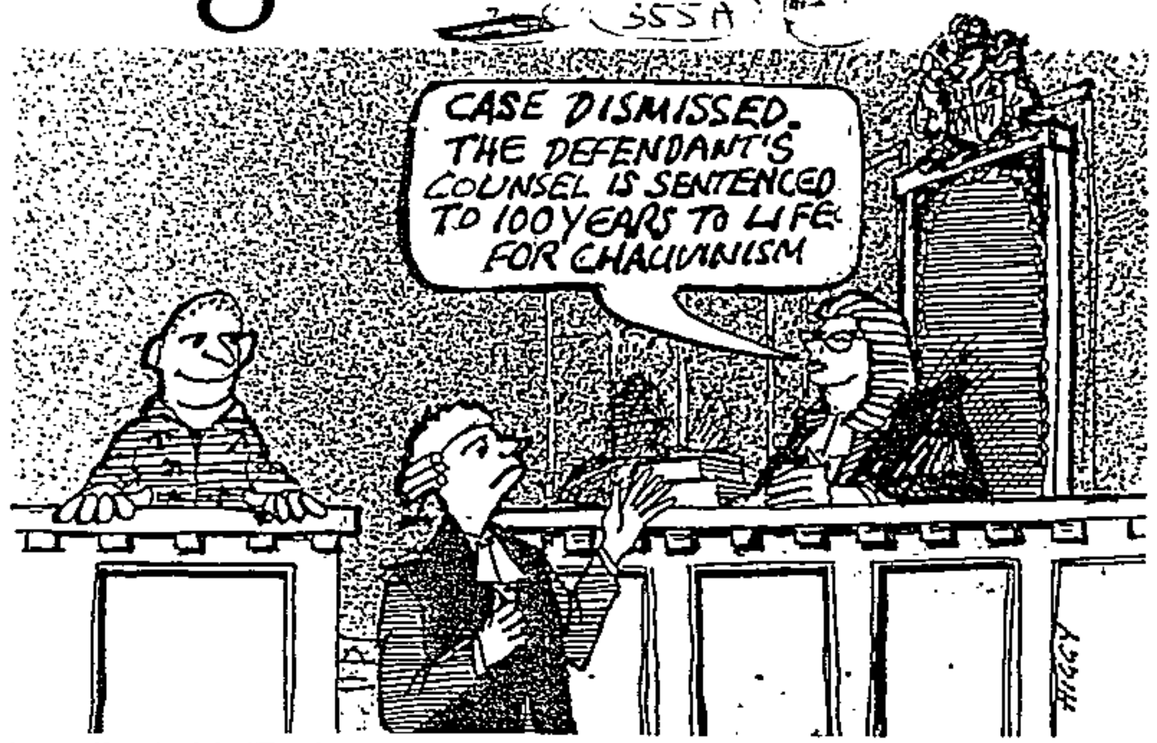
Citing it as one of the outstanding problems between Tokyo and Seoul, Miyazawa told the meeting: "It is an unbearable problem to the South Koreans."

Earlier on Monday, chief government spokesman Mr Koichi Kato repeated the official position that the government regarded the issue closed by the 1965 treaty.

During his trip, Miyazawa issued a string of apologies for this and other atrocities committed by the Japanese.

Glass ceilings in the old boys' club

Do women lawyers have to drop their briefs to get any briefs? **PORTIA MAURICE** *looks at the struggle for equality in the legal profession*



SOUTH AFRICAN women lawyers may no longer have to resort to dressing up in drag as did Portia in Shakespeare's *Merchant of Venice*, but they still have to fight discrimination in a male preserve which won't bend to their needs.

In a wide survey conducted by *The Weekly Mail*, frustrated women lawyers complained of the "glass ceiling" which hinders promotion for many women in the corporate world. But chauvinism appears to rear its ugly head more viciously in law, said to be one of the most conservative professions.

The structure of law firms breeds nepotism and bigotry, some say. "It's like an old boys' club with the senior partner as autocrat," said one woman. "Everybody kowtows to his whims and fancies and women are not taken seriously. They behave as though they possess you."

Difficulties faced by professional women are overshadowed by those of their shopfloor counterparts. But their battle for sexual equality is a lone one — fought across the boardroom table on the strength of individual performance and assertiveness. Many women lawyers are vulnerable and insecure, creating what one calls a "syndrome of apology and abject gratitude for being allowed in". For this and ethical reasons, few sources would be named for this article.

One attorney says South Africans have been fed the mythology in television programmes like *LA Law* that all are equal within the law. Although Americans may be more comfortable with women lawyers, she says, South Africans have followed the British role model of "pinstriped gentlemen with bowler hats".

In law school, women are now more equally represented than they were 10 years ago but only a handful end up practicing. Eager graduates seeking articles of clerkship are likely to be sent from pillar to post whether or not they wear pants, because of economic recession. It's two years of slog and grovel, any lawyer will tell you. But, many claim, women are still the last choice. If you're black, it's even worse.

One prominent Johannesburg firm refused female applicants this year. Of three women who recently completed their articles only one has been offered a job. "For the past two years we took only women," said a partner at the firm. "Now there's an imbalance. What if they all fell pregnant at once?" He believes there are many "excellent" women lawyers, but that they "expect too much sympathy. I think they sometimes go on the offensive when it's not really necessary", he says.

Some female candidate attorneys feel undermined. "If responsibility is likely to be delegated, the males get it all," said one. "You can be very diligent and do your best — all you get is telephone calls and requests to make tea. You're just a glorified messenger."

A successful advocate tells the story of how she went searching for a job seven months' pregnant. "I went for an interview with this huge stomach and from the look on their faces I told myself 'girl, there's no way you're going to get this job'. My grades were good, but they had a mental block against me."

A glance through the lists in the Hortors Legal Diary shows a smattering of "Ms's" in a sea of other names which one assumes to be male because there are no honorifics. These are the partners — the top layer of decision-makers in any firm. In most cases, women comprise less than 10 percent of partners, although there are exceptions. Of about 720 South African advocates, only 65 were women in 1990 and fewer than 10 of them black too. Justice Leonora van den Heever of the Orange Free State Provincial Division is the country's only female judge.

The crux of the matter is that women lawyers, it seems, are defined more as potential wives and mothers than as competent and intelligent human beings. Raising a family is relegated to the sphere of the private, and little support is forthcoming from the firm.

"I had just married and the first question I was asked at my interview was whether I was considering having children," said one. And another: "Even if you say you have no plans, they don't take you seriously because they think you won't be 'alive' for a period of your career."

The bottleneck really tightens as women reach their 30s, and are forced to juggle a double shift or make hard choices between career and family.

Very few law firms surveyed had structured maternity policies, and women were left to negotiate ad hoc arrangements on their own. Some get good deals — six months paid leave and flexitime for a while thereafter. But others just leave or foresake having children for fear of taking the gamble. There are no job guarantees.

It's a tough job and women lawyers end up being more male than men, offering each other little support. Many follow sexual stereotypes — either with an extra dose of aggression to prove they can make it in a man's world or useing the dollybird image to curry favour. "Many believe that because they are able to cope they don't need to worry about the rest. The result is competition rather than solidarity," said an advocate.

Clients are often patronising: many women lawyers tell of how they are assumed to be the boss' secretary when they answer the telephone. The tone on the other end of the line is one of palpable disappointment, they say.

Sexual soliciting is rife. It is alleged many women "prostitute" themselves to get ahead. Although life at the Bar is a little more comfortable, some male attorneys are said to trade their "briefs" for a sexual favour. "He may pass his cases on to you regularly but if you refuse his lunch and dinner invitations he disappears off the scene," said one advocate.

"You are under pressure to conform — if you don't get yourself a sponsor or mentor, you may not get briefs." Female advocates also often get pigeon-holed into family and criminal cases and seldom get a shot at commercial suits.

Responses from males in the profession varied from indifference to intolerance. Die-hard campaigners were not found. "They go off and have children and sometimes they come back. If they have been satisfactory, we accept them back," was the typical response of one senior partner.

Things are not as bad as they used to be though. South Africa saw its first female attorney in 1926 but American judges of that time left no room for colleagues of the other sex. "The peculiar qualities of womanhood, its gentle graces, its quick sensibility, its tender susceptibility, its purity, its delicacy, its emotional impulses, its subordination of hard reason to sympathetic feeling, are surely not qualifications for forensic strife. Nature has tempered women as little for the juridicial conflicts of the courtroom as for the physical conflicts of the battlefield," one US judge said.

Today, as more and more women enter the profession, something will have to give. But change is very slow in coming. It is accepted that law practice does not stop at lunchtime, so half-day shifts are no real solution.

Only one firm surveyed, Bell, Dewer and Hall, had creche facilities at work to assist parents. This, said a lawyer there, saves working women from mothering over the phone and allows them the choice to breastfeed. "It's very easy and relatively inexpensive to set up," she said. "All it needs is the commitment to assist your staff."

Another option being explored is job sharing or joint filing systems. Women set up their own firms and share clients' files, covering for each other on a roster system and allowing them to spend time with their young ones.

One pioneer said such systems would be able to cater for the "wealth of talented women sitting at home and wasting their degrees". Although joint filing is a little less practical, the extra effort affords parents the best of both worlds.

"The answer is for us to get together and create conditions conducive to ourselves," she said. The question is, should women have to leave top firms in order to accommodate their needs? Or should the legal profession bend towards a co-operative and sensitive ethic which regards all as equal and children as a societal responsibility?"

355A ARGT 25/1/92

Cracks in the glass ceiling

The glass ceiling — an invisible barrier erected by men that prevents some career women from being appointed to top posts, remains in place. But now an increasing number of women are cracking it, reports MAUREEN ISAACSON, Weekend Argus Correspondent in Johannesburg.

DOWN with gender limitation. Forget the sex war. The glass ceiling that has so long imposed the weight of its restrictions on the careers of women is about to crack.

Next month the Women's Bureau of South Africa launches a national campaign to change women's attitudes. Improved self-image, many believe, will lead to the final destruction of gender discrimination.

If the conclusions of the latest Human Sciences Research Council (HSRC) report on the incomes of graduates in 1991 is anything to go by, the campaign is long overdue.

For according to the report, not only do women graduates earn less than their male counterparts, they also receive lesser fringe benefits.

In the report, which made use of 29 109 graduates, of whom 22 698 were white women and 4 616 men and 1 757 black, coloured and Asian women graduates, disheartening facts regarding women emerged.

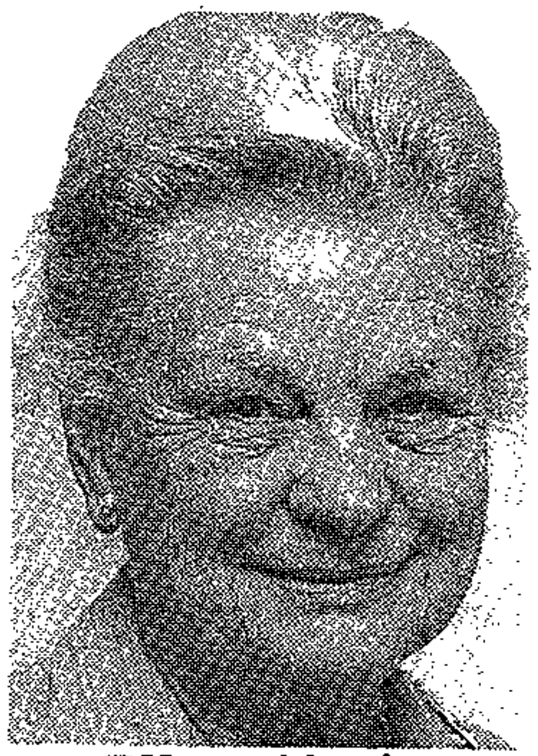
The men teachers (not heads of departments) surveyed, with between 10 to 15 years' experience, earned a total income package of R47 700 a year. For women within the same experience bracket this figure was just over R39 000.

Of the teachers who were heads of departments, the men earned a median salary of R52 500 compared with R51 100 for women.

And while men medical specialists with their own practices earned R140 000, the comparative figure for women was R120 000.

In the instance of managers in the private sectors, the same gap in income was evident.

When it came to non-chartered women accountants in the private sector, the report quoted a median salary of R49 600 with an income package of R62 400. In contrast, the figures for their male counterparts were R55 100 and R70 700.



□ Margaret Lessing

Some of the few occupations in which women earned more than men were clerical and other administrative occupations in the public sector. Here, women with seven years' experience earned R26 300 compared with men with 10 years' experience earning R25 200.

But on comparing the two groups' total income packages, men received R34 800 and women R30 700.

The survey also indicated that self-employed women graduates earn substantially more than women in the private and public sectors.

With these kind of figures at hand, it is certainly heartening to know that in the medical, dental and veterinary fields, the proportion of women in the workplace increased from 8,8 to 14,5 percent and in law from 8,2 to 11,5 percent between the years 1980 to 1985.

But it is no use for women to lock into the facts, lamenting their losses and pronouncing the impossibility of their promotions and success. The message that high-flying women are giving to their sisters, is "take the bull by the horns. Break free. You impose your own limitations".

And after a recent British survey that insists that certain women act dumb and bow to male superiority when it comes to confronting unpleasant tasks, the message is, "sharpen up".

Says Margaret Lessing, executive director of the Womens' Bureau of South Africa: "South Africa is still a very chauvinistic country, far more so than first world countries. Although there is equality in law there are terrible inequalities in attitudes. The fact that South Africa is slower than other countries in the West to understand the value of womens' contributions is partly the fault of women themselves.

"They do not assert themselves, partly because of their background, the way they've been brought up and socialised. They generally have underrated themselves and been encouraged to do so.

"But things are changing — young men today are much more receptive to women. There is a greater feeling of being partners as opposed to man and woman."

Shattering the glass ceiling

STAR 27/11/92. 355A

WORKING WOMEN
Women who reach the top have shown themselves to be as tough-minded and decisive as their male counterparts.

SOME of the best women managers do not achieve their full potential in business because they do not know how exceptional they are. Others fail to get a boardroom seat because they lack the confidence.

Even the most up-to-date selection techniques used by the biggest employers in Britain were found to contain "hidden barriers" to the promotion of women to top jobs.

But an exhaustive study of top male and female managers proved that women who reached the top were as tough-minded, independent and decisive as male counterparts. In short, when the going gets tough, women can get as tough as men.

The UK study found that women, like men, were prepared to sacrifice raising a family to break through the "glass ceiling" that prevents promotion to senior ranks. Yet in South Africa, even having the right "attitude" may not guarantee success. An entrenched patriarchal attitude has made the "glass ceiling" seem almost steel-like.

The national skills shortage has placed an increased emphasis on companies to train and promote more women into senior positions.

As well, difficulties of cross-cultural communication in an increasingly racially integrated society make education in the work environment imperative, says Lana Jacobson, a freelance writer and marketing consultant, who has organised a conference entitled "The Success Formula for Working Women 1992" to be held in Johannesburg on February 19 and 20.

The conference will "equip every woman with the skills, confidence and knowledge to have an edge in dealing with their careers, earning power and competitors in the workforce".

Successful businesspeople will cover time management and stress survival in a corporate environment, client liaison, identifying opportunities for success, and computer friendliness.

Jimmy McKenzie, senior general manager of First National Bank, endorses the idea: "Most women lack confidence in their abilities only because they have not had their horisons expanded and are not offered training opportunities in the variety of fields they have to adapt to."

Management consultant Christo Nel, another speaker at the conference, says a problem in SA organisations and businesses in particular is "the lack of qualities which specifically women can bring to the table".

● For more information on the conference telephone (011) 789-1573.

MARIKA SBOROS

Marching against military models

Women at management level need the support of women in similar positions, but this is seldom possible in their own organisations, says Johannesburg management and business consultant Kristine Pearson. Many SA organisations are structured on a military model and reflect male traditions, she says. "Women tend to be outsiders to such cultures."

Training for women tends to be limited to improving present skills as opposed to preparing them for future opportunities.

"For attitudes and working environments to change, women must develop innovative strategies," says Ms Pearson. "By understanding, managing and developing a strategic approach to challenges and opportunities, women will be better equipped to harness their potential."

Ms Pearson is running a self-development programme for women in management, titled Investing In Your Career, sponsored by the SA Institute of Chartered Secretaries and Administrators, on February 10 and 11 at a Berea hotel. For more details phone (011) 643-3241.



Seminar will help black secretaries

Sowetan 30/11/92

355A

A SEMINAR to help black secretaries gain confidence and become motivated will be held at the Carlton Hotel on February 22, says Ms Bridgette Motsepe, director of Transworld Promotional Services.



Bridgette Motsepe.

By JOE MDHLELA

The seminar will help accentuate the need for secretaries to use their voices to good effect, Motsepe said.

Various speakers, knowledgeable in the field, will address the seminar.

She said the lack of education and skills training need not be left to be addressed at top level.

"While the broader implications of equalising basic education facilities are being addressed at top level, the existing and growing gap in specific skills training is receiving far too little attention," she said.

It is in this area that her organisation could contribute by providing additional training to help black secretaries gain confidence in themselves.

"They should realise that the fact that they are black should in no way disqualify them from rising to the top of their chosen careers," Motsepe said.

The bridging methodology aimed at the betterment of black secretaries is the brainchild of Motsepe and her partner, Ms Mara Minaar.

WOMAN

Women aim to make themselves heard

By SIZAKELE KOOMA

BLACK professional women need a collective voice to respond to issues that impact on their lives and a club, they believe, is just the vehicle to make themselves heard.

About 60 professional women, among them lawyers, accountants, businesswomen and company managers, decided this week that the time had come for them to reassess their participation in both the corporate world and in their homes.

The club, still to be launched and still to be named, will be the second attempt by the women to organise themselves.

The first venture in 1989 failed because of a "lack of commitment from members''.

Founder member of the earlier club and one of the facilitators for the new one, Wendy Luhabe believes that the club would be an ideal platform for women to establish a power base that would enable them to lobby on issues that affect them.

Luhabe said the corporate world was designed with the white man in mind and a white woman somewhere. No consideration was given to the black woman who nevertheless had been able to succeed.

"Black women have succeeded in their own individual capacities but their success has been lost because of the lack of a visible structure that acknowledges their efforts,'' Luhabe said.

She said it was important to recognise the transformation of black women and to help them face the challenge to develop themselves, something the club would do.

"We also need to define our stand as professional women. We should not be just a vague force in the corporate world.

"We need to reassess our participation both as professionals and as mothers,'' she said.



Gail Mlokoti, manager of intra-organisational communications at Eskom - "The club should not be another powerless organisation that would end up useless."



Ursula Johnson, specialist with US Foreign Commercial Service - "We are mainly filling the need. I strongly believe the club should be black driven."



Wendy Luhabe, who runs her own consultancy - "Black women have succeeded in their own individual capacity but their efforts are not acknowledged."



Nana Magomola, a lawyer "Women should spread the circles of interaction and get to know others in different profession."

Asked why it was important to have a black women's club at a time when the country was preparing for a nonracial society fellow-facilitator Ursula Johnson said the club would tackle problems peculiar to black women. They would later address issues that are common among women all over the world.

"There are clubs for people of any group you can think of but for black professional women.

"We are mainly filling a need. I would not like to see us shutting other people out although I strongly believe the club should be black driven with black thinking,'' Johnson said.

She said corporate South Africa did not trust black women and hesitant to give them responsibilities.

It had not learned how to work with them. It is this issue and many others that the club would debate and seek to address.

Johnson does not think the Black Management Forum (BME), formulated on similar ideals but encompassing black professionals of both sexes, is the right forum for women to address their problems.

"The BMF is orientated towards the black man. Although it opened its doors for everyone who is upwardly mobile it never made room for women.

"It alienated them by not actively involving them in the offices,'' she said.

She said their first venture had failed because of a lack of commitment. But now she believed there would be action and commitment by members.

Valuable look at women's resistance

WIMcol 7/2-13/2/92. 355A

WOMEN AND RESISTANCE IN SOUTH AFRICA *by Cherryl Walker* (David Philip, R28,99)

WOMEN and Resistance in South Africa is a decade old, but was previously banned and has recently been published here for the first time. It is a sprawling overview of a whole range of organisations and movements involving women in South Africa this century, setting each in its economic, social and political context. The book is an invaluable, unique resource work on the many organisations that have mobilised women.

Cherryl Walker's approach is rather old-fashionedly formalist, in that it gives credence to acts of resistance only when they take place under the umbrella of a formal organisation. But it does take seriously the mechanisms through which organisations are created and sustained. It treats the social category "women" as self-evident and unproblematic, but this does force the reader to rectify her stereotypical thinking about the male point of view from which most histories of resistance have been written. And it works in a framework of political economy, locating acts of resistance in broader patterns of exploitation, dispossession or suffering. The resulting analysis is often illuminating, but has limits.

The coherence of the book is hindered by its ambitious attempt to cover every possible social movement. It really begins to take off only on page 123, when the discussion of the beginnings of apartheid and the rise of the Federation of South African Women (FSAW) begins. (It does seem as if the book could well have reduced the first hundred pages or so into a brief introductory section, and called itself a study of the FSAW itself — although that would mean abandoning its "other identity" as a work of reference).

This motley and meteoric organisation, started by a Latvian communist with strong feminist convictions (Ray Alexander) and an ex-governess with all the passion of a Brit who recognises evil when she sees it (Helen Joseph), is impossible to treat in the boring fashion characterising most organisational histories. While the somewhat po-faced African National Congress worried, during the 1950s, about the propriety of changing its form of resistance from elitist lobbying to something more dynamic, Alexander, Joseph, their extraordinary comrades Lilian Ngoyi, Annie Silinga and many others, and an assortment of women from trade union and other backgrounds, brought a bit of chutzpah into the culture of black resistance. Something that Walker does not explore fully, but which is obvious from more recent studies, is that this chutzpah had roots in black female grassroots culture as well as in the rare leaders of the FSAW.

The FSAW really took off when it found itself "carried along on the huge groundswell of popular feeling against passes among women, a current that frequently swept the women's leaders along faster than they themselves intended to go". Walker acknowledges such forces, but her overwhelming orientation towards the "organisation" rather than the people who constituted it leads her to discount them when they demonstrated a purpose of their own. Thus when, without the presence of the FSAW, 250 women refused passes in Veeplaats (near Port Elizabeth), she downplays this as "a personal stand rather than part of any concerted programme of action by political organisations". But without this culture of cheek, would the FSAW have got thousands of women to march to sombre Pretoria?

The lifeblood of the FSAW was indeed the anti-pass campaign, one which contained within it layer upon layer of meaning. To the National Party, passes embodied social engineering on an unprecedented scale. To Africans, a pass for a woman symbolised a greater evil than one for a man. Passes meant humiliation, a passing of control over women to the state, an attack on the family, the destruction of women's freedom to earn money in the informal sector, and a variety of other things. All of these bred resistance. But in this jumble of meanings, it is not easy to discern those which Walker wishes to call "conservative" and those which represent "true resistance". What Walker needs here is a finer set of analytical concepts to locate these women — within a gender system, within families or local communities and cultural systems, as well as within the brutish systems of apartheid and capitalism. Broad political economy only goes so far, and no further.

Women and Resistance is already widely used in university courses. But now that it is available locally, one would hope that women's education groups in the ANC, in trade unions and elsewhere, would also use the book as an educational text. It is no hagiography, and here the book's wide range is an advantage because it contains invaluable research on and careful assessments of each movement concerned. This book would encourage thoughtful consideration and the building up of historical knowledge at a time when the patriarchal face of African nationalism is showing itself to be more powerful and intractable than many romantics may have thought possible.

Belinda Bozzoli

●Professor Belinda Bozzoli is a lecturer in the Sociology department at Wits University

Taxiwomen blaze away on N1 trail

Sowetan 10/2/92

By MATHATHA TSEDU

THE taxi industry is, to coin a phrase, a man's business. It is a case of dog eat dog.

With endless fights over routes, licences and pirates, even men think twice before going in.

But not so Mrs Joyce Silima, a 27-year-old mother of one, who is one of two women driving taxis from Sibasa in Venda to Johannesburg.

The N1, known as the notorious death road with gruesome accidents involving mainly taxis, has also had its fair share of taxi wars which have led to shootings between operators.

It is into this deep end that Silima, or Joyce as she is affectionately called, has been thrust.

She shrugs her shoulders and says: "Whatever happens there can happen anywhere."

She has been running the Johannesburg route, a single trip of over 500km, since last November. She was part of the Christmas rush, during which, she says, there is no stopping.

Being a woman in a business where a variety of characters are ferried also creates its own problems. She says men cannot keep their hands off her.

Many men have been forced off her taxi because of making passes at her, but she takes it in her stride and shrugs it off as being one of the hazards of the job.

Joyce started driving taxis in 1984 between Louis Trichardt and Sibasa. She went into the trade because of the challenge.

"I have no fear. I believe I can do anything and if I think of something I go out and do it. There is no such thing as a man's job to me," she says.

'I have no fear. I believe I can do anything and if I think of something I go out and do it. There is no such thing as a man's job to me.'

It is this never-say-die attitude that has earned her the respect of her male counterparts. She has also been through some hell-raising experiences.

One of them was when, while driving through Potgietersrus, her minibus started wobbling. After bringing the vehicle to a stop she found that one wheel was being held by two nuts.

She likes driving taxis because she is able to go to many places as part of her work, for free in a way, she adds.

Her daughter Rofhiwa stays with Joyce's mother and is used to being separated from her mother for some time.

"When business is slack and you get a load to Johannesburg, you may stay there for three to four days waiting in the queue to load," she says.

During this time, Joyce stays in a flat in Johannesburg's flatland, rented by the taxi-owner for his drivers. Asked how long she expects to keep up this gruelling work, Joyce gives her characteristic bouncy laugh and says maybe forever. "I may stop when I reach 40," she adds.

Joyce and Avy Khoza, the other woman driver on the route, have proved that the saying a woman's place is in the kitchen is nothing more than the fancied imagination of sexist chauvinists.

They are trailblazers in a male-dominated industry of whom all women should really be proud.

Making it in a man's world

Sowetan 12/2/92

KR2 KR1 355A

Women

THERE is a new breed of South African woman - black and white - that is making it in a chauvinist environment.

These women are stepping on a few male egos as they climb the corporate ladder.

The Executive Women's Club of South Africa plans to highlight that some of the best business performers throughout the difficult economic conditions of the past 12 months have been women.

Speaking at the launch of the Businesswoman of the Year Award 1992, Professor Ronel Erwee, of the University of Pretoria, disclosed statistics about women in business.

Some of the women who have reached the pinnacle of their careers and won the award are: Soweto businesswoman Mrs Marina Maponya, Mrs Reeva Forman, owner of a cosmetic company, Mrs Jane Raphaely, editor of Cosmopolitan Magazine and Mrs Dorcas Ndaba, executive member of Fabcos.

She said: "Their performance will leave many males in doubt and show that this award has a vital role to play in the development of our country.

"The award, open to all races, publicly recognises and rewards exceptional business achievements of women."

Prejudiced

She said women have been prejudiced and research has shown that there is an increase of 40 percent of them who have entered the corporate world.

It was also a factor that women were misinterpreted and sexually discriminated against, according to a survey by the University of Cape Town.

Businesswoman can achieve outstanding success year after year and 40 percent of them already occupy senior positions.

Egos

"There is a revolution as most women are trampling on male egos as they go up the ladder in the corporate world. More are entering the fray," she said.

The current generation at universities was moving into the business - 45 percent females in the Bachelor of Commerce degree and male dominated careers such as engineering and law.

Winners

The executive of the award, which is already in its 13th year, is inviting women of all races in all fields of business or industry in southern Africa to enter. The closing date is April 10 and the winners will be announced on August 26.



Does a husband have the right to beat his wife? ... Such questions are addressed in a new book, Human Rights for All (David Philip, R19,95), which is in the form of a workbook with exercises, discussion topics and case studies. This illustration is by Trueman Myaka

W/mail 14/2 - 20/2/92 (20) (355A)

Women win the battle of the bulge

WLMarj 14/2 - 20/2/92 (355A)

By FERIAL HAFFAJEE

THE bulge need no longer mean the end of the corporate ladder for pregnant women according to a landmark judgment handed down in the industrial court last month.

The court ruled that a pregnant woman be reinstated to exactly the same working conditions prior to her dismissal. Her pay and benefits will be backdated for the three months she was unemployed.

Labour lawyers and women's groups this week hailed the judgment and indicated it would cement a hole in the law by guaranteeing legal protection for pregnant women in the workplace.

"I was called into Mark Fuhr's (her employer) office and he informed me that he had to retrench me as I was pregnant," says Heidi Herman, an insurance secretary at the Professional Advisory Group, in her affidavit before the court.

When she complained, Fuhr told her she would then have to take a R500 reduction in her salary. She refused and sought legal advice.

Fuhr says Herman "acted in bad faith because her pregnancy was not disclosed to me prior to my giving her a letter of employment".

But Herman says she informed him of her pregnancy when she was given this letter. "I immediately informed Mr Fuhr that I was pregnant. Mr Fuhr did not appear to be visibly upset on hearing of my pregnancy," she says.

Her reinstatement was secured in last week's judgment.

Herman's attorney, Mahendra Chetty of the Legal Resources Centre, said: "I hope that this decision will finally bury discrimination against pregnant women and would give females the equal protection and job security they deserve."

A Women's Legal Status Committee representative also welcomed the judgment.

Executive Women's Club president Lee Whitfield pointed out that successful union campaigns had compelled most companies to negotiate maternity agreements.

A South African Chamber of Business representative said: "Every case would depend on the circumstances and the terms of the employment contract."

She added that from a business perspective pregnancy was expensive because it meant extra training for replacement labour and may be bad for the company's image depending on the nature of the work.

Chetty said the judgment rides in tandem with International Labour Organisation recommendations. The ILO recommends: "There shall be no discrimination against women on grounds of pregnancy and childbirth, and women bearing children shall be protected from dismissal on such grounds."

Fuhr alleges he has been "taken to the cleaners by the judgment" and "the law does not take account of small businesses".

'Black women outshine men in initiative'

STAR 17/2/92

Black women were strong in initiative and highly determined compared to their male counterparts, according to Anglo American's Joop den Ouden.

The company's training branch, CTU, recently conducted several individual assessments on different levels of management potential in black women.

Mr den Ouden said they found that black women were "more likely to make a deliberate, conscious effort to develop their management and leadership skills than black men".

"They are so determined to become part of today's business world and develop their potential that they are more involved in training courses."

However, he found black women were "still not as decisive as black men" when making final decisions. This could stem from the rural tradition that women had to be subservient. — Staff Reporter.

Bank tots up cost of coddling toddlers

BID ay 21/2/92. (355A)

LUCY KELLAWAY
in London

THE cost to an employer of replacing an experienced employee is a year's salary. The cost of subsidising childcare for the first four years of an infant's life is about half that.

When Midland Bank made this calculation at the end of the 1980s, it concluded that helping mothers with childcare must make good commercial sense. Three years later, Midland is providing almost as many nursery places as the rest of the private sector put together. It is involved in more than 100 nurseries, offering places to nearly 1 000 Midland babies and toddlers.

Already the scheme is having results. In 1989, no fewer than 1 400 women at the bank became pregnant, but only 30% returned to work. The latest figures suggest that about 50% are returning. While not all the improvement can be attributed to the nurseries, Midland believes they have played a big part. "We found that for the majority of women, childcare was a major barrier to promotion," says Anne Watts, equal opportunities director.

The bank will not be drawn on how much it has spent on the scheme, because it fears the giddy cost will put off other companies.

"I am conscious that we are pioneers in this," says Watts. "Other employers would look at our figures and say that they were totally unrealistic." Even Midland seems to be baulking a little. It no longer talks of the 300 nurseries that it mentioned at the outset. Instead it plans to hold the total at about 120 for now.

Midland has a direct interest in encouraging other employers to start similar schemes and is disappointed that not one has yet done so. Almost all its nurseries are run as partnerships — usually with the public sector.

Running nurseries on its own is prohibitively expensive: the more willing partners there are, the lower the costs.

Watts blames the absence of imitators on recession and the cuts in most companies' workforces. The other culprit is the government, which has "done nothing".

The cost of providing workplace nurseries is currently tax deductible for private sector employers. For industrial companies, the capital costs may also qualify for capital buildings allowance. For the employee, the benefit is tax deductible, but only when the employer is involved in financing and running the nursery. However, Watts argues, this does not go far enough, and the government should be more active.

The bank decided to become directly involved in childcare — rather than simply hand out subsidies to staff — because it recognised that the problem for working mothers was not just financial. Nurseries and childminders were in short supply and their quality uncertain.

At each nursery, Midland guarantees that the premises are up to scratch and the services offered are good. The bank shares the cost with employees, who pay £42 to £58 a week towards a total cost of about £100.

But with just 1 000 places available — against 60 000 employees — the nurseries are not a benefit for everyone.

Instead, Midrand allocates them in hard-nosed commercial fashion. It supplies childcare in areas where it is having trouble recruiting staff, recognising that a nursery has great pulling power. When Midland advertised for jobs in Jersey where workers are in short supply, the promise of subsidised childcare brought more than 200 inquiries on the first day.

Even in areas where a Midland nursery exists, employees are not assured a place. Priority is given to those whom the bank is particularly anxious to keep, because their skills are in short supply, or because they would be expensive to replace. Although Midland may have abandoned a target of 300 nurseries, Watts stresses it has not had second thoughts about the need for childcare. Instead, the bank is channelling money into other areas.

It has started holiday play arrangements for the over-fives and it offers employees — male and female — five days off a year on full pay to deal with sick children or other crises at home.

Parents are also allowed a break of up to five years, with their jobs back at the end of it.

The one important area which it has not attempted to tackle is after-school care for children. It reckons this is the government's job.

Some other big employers have made gestures, but most are peripheral. At Dixons, the electrical retailer, much was made of a scheme that offers term-time working contracts to men and women. That was three years ago, and only 30 people have taken it up. — Financial Times.

Raw deal in top jobs for black women

By ADRIAN HERSCH

COMPANIES are often quick to place black men in managerial positions, ignoring a larger pool of educated black women, says Ronel Erwee of the University of Pretoria Business School.

But she believes that trade union pressure in favour of affirmative action for blacks and women will change this.

Professor Erwee predicts that in the next five years there will be many more women managers — black and white. S/Times(B455)

Central Statistical Services (CSS) figures show that black women comprise only 17% of all black managers.

But the figures also show far more black women than men classified as "high-level human resources" with a tertiary education. 23/2/92.

This is part of the overall trend in which women of all races "have the odds stacked against them in business", says Professor Erwee.

She believes most companies have an effective "official policy", but obstacles remain. (355A)

Maternity

For example, many companies have a seniority system where an uninterrupted length of service is necessary for advancement.

"But maternity leave of three months is often regarded as a break in the career."

Another problem is that not enough women are given sponsorship for managerial training courses.

"Only about 10% of MBA students and 5% on management development programmes at business schools are women," says Professor Erwee.

The University of Pretoria Business School is the only one in SA offering a course specifically for women moving into senior positions.

Some changes are evident. Several "very male-oriented companies", including some former parastatals, are sending women on these courses.

Professor Erwee says that in the next five years more women will be in management.

Battle-axe seminar

(355A)

MANY women realise that they are extremely competent in their jobs, but are held back by an inability to deal assertively with tough issues.

To overcome this, the Women's Bureau is to hold a seminar on February 27 entitled, Negotiation and Assertiveness. It will be led by Kerry MacFarlane of Old Mutual's management development division.

Mrs MacFarlane has returned from a month's visit to America where she took part in the Harvard Negotiation Project and a seminar on gender negotiation issues.

The Women's Bureau is a non-profit organisation committed to the developmnent and advancement of women.

The seminar wil be held at the Braamfontein Hotel, Johannesburg. ST Times (Bus) 23/2/92

Marike in plea to aid rural women

Marike de Klerk yesterday committed South Africa to give rural women in Africa "a better place in the sun".

She was delivering an address in Switzerland to the Summit for the Advancement of Rural Women.

Mrs de Klerk urged the international community to help alleviate the plight of millions of women in Africa who live in adverse rural conditions.

Sympathy for the suffering of African women was not nearly enough, she said.

"They need help. In seeing that they get it, I believe that we, the more privileged women of this world, have an indispenaable part to play.

"In this context I believe in the wisdom of the Chinese proverb: 'Teach a man and you teach an individual. Teach a woman and you teach a family and a nation'."

She said the answer to many of the problems of Africa and other parts of the developing world — particularly those affecting rural women — lay in helping them to help themselves. — Sapa.

Academia reflects legacy of racialism and sexism

South 27/2 - 4/3/92

Debates are raging on whether affirmative action is necessary in the appointment and promotion of academic staff. **Thoraya Pandy** reports:

SOUTH AFRICAN women occupy the least prestigious and lowest paid positions in universities, according to a recent survey. Even more worrying to progressive educators in South Africa is the under-representation of black women on campuses.

Black academics form a tiny minority of the more than 10 000 academics in the country.

According to the Committee of University Principals' 1990 figures, African educators constitute only six percent of academic staff. Coloured and Indian educators constitute 2,5 percent and 3,1 percent respectively.

According to a survey on "Race and Gender Discrimination in University Employment Practices", commissioned by the Union of Democratic University Staff Associations (Udusa) recently, all but one university have more men than women on the academic staff.

Male academics form 71 percent of academic staff nationally.

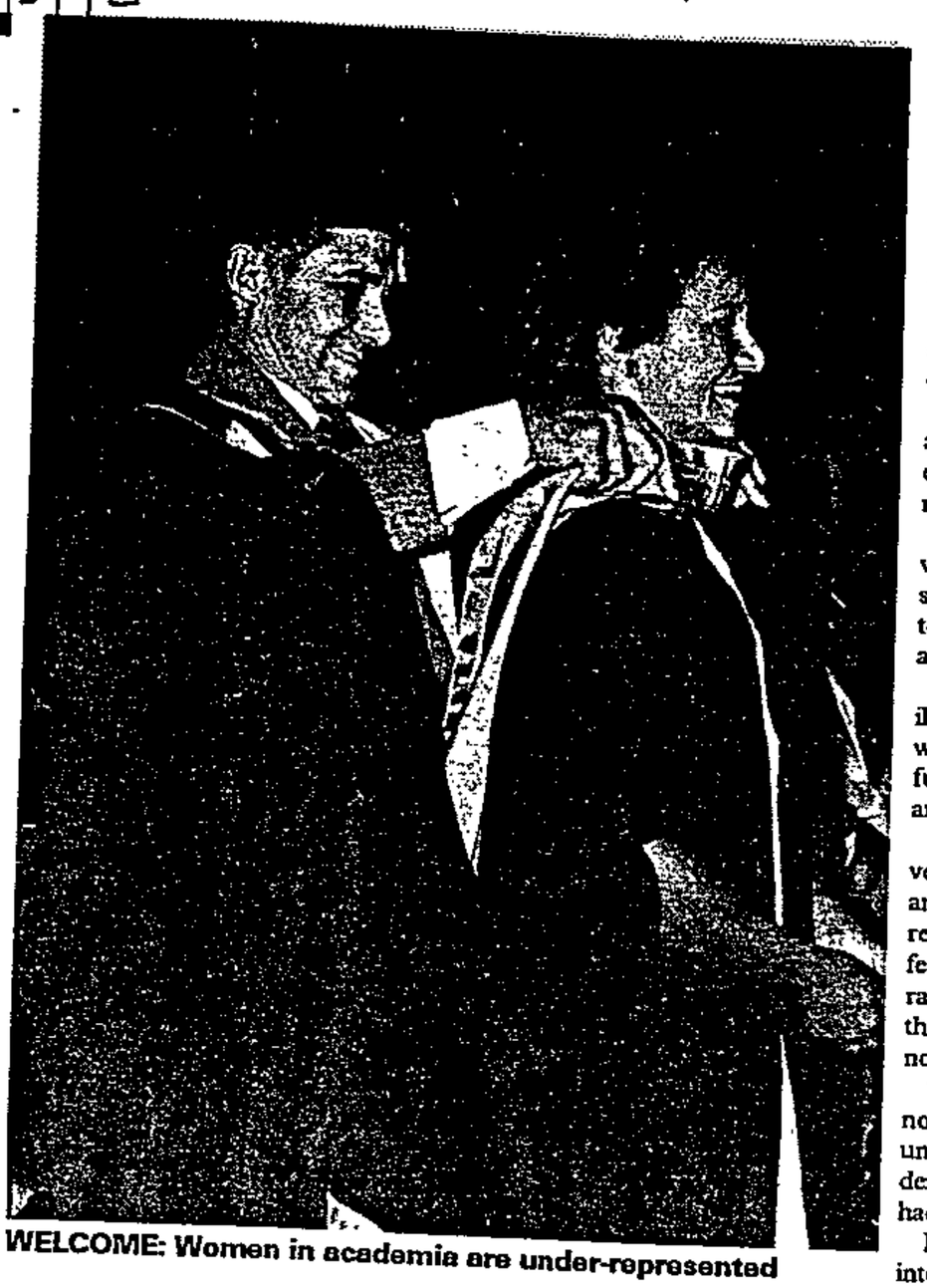
"But perhaps even more importantly, women are concentrated at the lower levels of the university hierarchies," said Ms Lael Bethlehem of Udusa.

Women form 61 percent of all junior lecturers in the country, but 44 percent of lecturers, 22 percent of senior lecturers, 17 percent of associate professors and only five percent of professors.

There is a variety of factors which lead to the predominance of men in the higher echelons of academia, Bethlehem said.

"There is little doubt that women entered academia later than men. It was only during the sixties that women began to have a real presence there," she said.

"For many years after that regulations curbed the employment of women at some universities."



WELCOME: Women in academia are under-represented

Professor M Malatji, vice-rector of the University of the North, said that until the mid-1980s, the university was prohibited by Department of Education and Training regulations from employing married women on a full-time basis.

"Discrimination against women continues in the form of differential conditions of service for men and married women," said Bethlehem.

"Married women are denied a housing subsidy, and have unequal access to the pension funds in the university system."

Moves have been made by some universities to extend housing subsidies to women breadwinners.

"These discriminatory conditions are a disincentive for married women to remain in university employment," Bethlehem said.

The presence or absence of university childcare facilities also has a strong impact on a woman's ability to progress in her academic career, and to manage a family.

This is especially the case in families where husbands are absent or where they do not share meaningfully in managing the household and in the raising of the children.

"The fact that relatively few universities provide childcare facilities and that where they exist they are relatively new, helps explain why few women have managed both to raise children and to advance in their academic career," Bethlehem noted.

"Similarly, maternity leave was not available in most universities until the eighties and women academics who chose to have children had to do so during vacations."

Bethlehem said many women interviewed for the Udusa research reported that they believed they bear the greater loads of teaching and administration, and have less time for research and to embark on studies for higher degrees, which are widely seen as the most important basis for promotion.

"The importance of a department's culture — the way different people are treated and the expectations below the surface, is overlooked in understanding power relations among academics," she said.

"Many women referred to a 'male culture' in their departments. For some it takes overt forms such as sexual remarks by fellow academics, sexist comments in the tearoom and departmental gossip."

One academic complained that men in her department did not have to be sensitive to sexuality.

"The fact that I'm a woman is a constant issue and I have to watch for comments which can undermine my ability to build a reputation as a serious academic," she said.

THIS ALSO affects some women's behaviour in situations such as departmental meetings or seminars, the survey showed.

"You have to be really assertive to be heard and listened to," said a law lecturer at the University of the Witwatersrand. "Some women are like that but many are not.

"I'm not prepared to fight to be heard and I also feel less confident than many men, so I keep quiet."

Some women reported that they have not actively sought promotion, because they are financially secure without it. This was expressed by a commerce lecturer who said: "Why push yourself to do a PhD or more publications if you don't have to?

"It would be nice to be a professor but I have to practically kill myself to achieve it. My husband is the major breadwinner, and my family does not need the higher salary. If I was the breadwinner it would be a different story."

It is important to move beyond a shallow perception of this as merely a reflection of a male-dominated society, Bethlehem said.

"While it most certainly is a reflection of a male-dominated society, we need to explore the exact mechanisms and processes which produce gender inequality in universities.

"For this reason, Udusa has recently commissioned research designed to examine gender inequality in the university system."

"Married women are denied a housing subsidy, and have unequal access to the pension funds in the university system."

Too many male cooks may spoil the broth at Codesa

VOCIFEROUS MORAL indignation about white domination is commonplace. But national outrage at male domination is more than muted.

While power is changing hands, those hands still belong to men and that's where power seems set to remain for some time.

The sprinkling of women delegates at Codesa has caused concern. How can a democratic constitution emerge from a process that does not include half of South Africa's population?

When Democratic Party delegate Mrs Helen Suzman proposed that there should be at least one woman active in each of the five working groups, Codesa 1 thundered in hefty applause.

But nothing came of it. Although no one objected to the proposal, working groups are in full swing without their female quota.

Members of women's organisations doubt whether Codesa is sufficiently geared to deliver a non-sexist constitution. In November, a women's alliance was established among 30 organisations.

One of the alliance's goals is to set up a women's lobby to influence politicians. They are already sending women to Zimbabwe and the United States to learn how such lobbies operate.

On their return, the men at Codesa might find that by ignoring the women's demands, they have struck a rock which might sink the good ship Codesa! **Quentin Wilson**

Yes for working moms

STAR 2/3/92

"I'd recommend to any working mother to take the step into her own business if it's possible just because of the added flexibility, the potential of earning more money, planning your life to suit yourself and siting yourself exactly where you want to be," says Judith Drake, a partner in Drake Thomas Communications, a public relations and promotions company.

355A

"You can either look for consent use to use your home for business or take offices close to schools and sports venues for your children. There are downsides of course — such as sleepless nights worrying about jobs you're personally responsible for, orders made on a client's behalf, cash flow ...

"I think what's important is to keep costs down by not leaping for image-buys like the right car, expensive fixtures and fittings for your office, and expensive staffing. Customers want to know that you will deliver the goods. They'll soon forget about the image if they know your work is reliable."

On the march!

Women

By SIZAKELE KOOMA

Sowetan 6/3/92

SUNDAY marks International Women's Day.

In South Africa the focus of the day's celebration will be on women's participation in the plans for a new South Africa.

Although the strike by women at a New York textile factory on March 8 1913 was about dissatisfaction over unfair labour practices, South Africans will broaden the perspective to encompass discrimination in the political arena.

The absence of women in groups which could influence the future direction of the country has been of concern to most women's organisations and some political parties.

Women comprise about 5 percent of the delegates who attended the Convention for a Democratic South Africa.

A march in the streets of Greater Soweto will be followed by discussions and poetry readings. A plenary meeting of the women's national coalition will also sit at the weekend to discuss the programme for the national workshop on the campaign for a women's charter to be held in April.

Actions and protests like the New York workers' strike enabled women to achieve some of their goals on the labour front.

Women trade unionists like Lucy Mvubelo, founder member of the South African Garment Workers' Union, Emma Mashinini, founder member of the Commercial Catering and Allied Workers' Union now called Saccawu, the late Joyce Sedibe and Maria Ntseke fought bitterly for better working conditions for everyone - not just women.

Their efforts made it possible for women to combine employment and family life without jeopardising their jobs.

A report by the Human Sciences Research Council last year showed that there were few women graduates earning more than their male counterparts.

funeral
-in-law,

NANNIES FOR AFRICA . . . Johannesburg students watch as trainer Stephan

Now it's white nannies who are in big demand

S|Times 8|3|92

By CLAIRE ROBERTSON

A NANNY training centre is turning out white nannies faster than you can say "Mary Poppins" to satisfy a growing demand among South Africa's wealthier parents.

Young girls are flocking to Primecare Training in Melville, Johannesburg, and its counterpart in Cape Town for an intensive three-month course which teaches them child discipline and skills like basic first aid, toymaking, painting, storytelling and creative child play.

Each centre trains about 20 nannies at a cost of R2 000 each. Applicants must be matriculants or pass an entrance test at the centre.

And, says Johannesburg head Bev Wilson, 29, the nannies' skills are increasingly in demand.

A Primecare nanny can earn between R1 500 and R1 800 a month including all meals, a room with a private bathroom and often the use of a car.

The nannies sign a contract with their employers which stipulates that they will do no housework. Their employers ban smoking, loud music and overnight boyfriends.

The girls are taught to avoid sexual harassment and "to live in someone else's home".

Said Mrs Wilson: "For instance, the girls are told not to walk from the bathroom to their bedroom in a towel."

They are also told never to spank their charges.

Domestic employment agencies report an increase in demand for white nannies.

Mr Mel McDaniel of the Ready-maid domestic employment agency confirms that requests for white nannies have increased in the past year.

Mr Andy Crousof Maids Galore said he had recently placed a white nanny at a salary of R2 500 "with a high-powered executive".

Said Mrs Wilson: "A trained nanny who goes overseas will earn well. At the moment, we have three girls working in the States."

Primecare's Cape Town head Mrs Melinda Trainor said: "Our centre has taken off fantastically. To date, we've trained about 300 nannies."

'Non-sexism has to be a way of life'

355A
ARG 11/3/92

Hilda Ndude, regional executive of the ANC in the Western Cape and member of the National Executive Committee of the ANC Women's League, has been a key figure in establishing separate women's organisations in the South African liberation struggle. Her own political involvement emerged from the turbulent '70s and violent '80s, from the 1976 Soweto uprising, from her family's subjection to harassment and her people's struggle for freedom. For her, a life outside politics would have been impossible. . . a betrayal. She believes women have a crucial role to play in the political future of South Africa. ESANN van RENSBURG spoke to her.

HILDA says she was an ordinary woman with a husband and a family when it started — events which would lead her to a life in politics, to becoming a strong and prominent figure in the liberation struggle of her people.

She explains: "It was the 1976 Soweto riots which sparked my involvement in the liberation struggle. My husband, Alpheus, a member of the General Workers Union at the time was involved in one of the riots here in Cape Town which followed the Soweto uprising. His arrest, detention and imprisonment after the riot awakened my political consciousness."

After this incident and the series of harassments to her family which followed, Hilda became involved in the struggle of the workers and did a lot of work as an activist in this field.

As violence spread from Soweto to Cape Town and clashes with police and arrests became daily occurrences, she soon became part of the larger voice of women who, concerned for the future of their children, started to talk about forming a separate women's movement.

Their efforts culminated in the formation of the United Women's Organisation in 1979. Hilda was elected branch secretary in Guguletu.

"Within five years we were a very strong organisation, holding workshops and playing a very important role in terms of developing activists for the struggle."

When the ANC was banned in the early '60s, Hilda's loyalties had been firmly established. The organisation prescribed to her needs — considering what was happening in South Africa at the time. She explains: "My political awareness had come from experiencing the needs and aspirations of my people — not from studying Marxist textbooks and philosophies."



When the UDF was formed in 1983, women's organisations played a very important role. "At this point we became involved in building civic organisations and youth movements. We discovered that, as women, we could provide the young people who had little to do but sit around on street corners, with a programme — something with which to keep themselves busy."

The establishment of the ANC Women's League in 1991 was a stamp of success on the determination and efforts of women.

Her experiences solidly established her belief in the power of women in politics. "We are more than capable and strong enough to be ministers in the government of South Africa.

"The voice of women must be heard — not only as the advocates of a democratic and non-racial country, but also as the advocates of a non-sexist way of life. We have to bring across that non-sexism has to be a reality, not merely a theory. It has to be a practical way of life."

Hilda Ndude: "My political awareness comes from experiencing the needs and aspirations of my people — not from studying Marxist textbooks and philosophies."

Photograph: OBED ZILWA, The Argus.

Sisters are doing it for themselves

By BEATHUR BAKER

FORTY women's groups, which merged to form the Women's National Coalition, plan to launch a campaign to ensure that women's rights are included in a Bill of Rights in the new constitution.

The coalition is a historical first: women, representative of cross cultural, political, apolitical and religious groups, will be united by a single cause.

The launch, on April 24 and 25 in Johannesburg, will be conducted as a workshop for debate and decision-making among the 560 women representing the 40 national women's groups.

"This is no cake and tea coalition," says Sheila Meintjies, of the Wits Gender Forum. "Unlike past alliances, it is an issue-based movement to bring together women from different backgrounds under a common cause — ensuring their rights are firmly fixed in a future constitution."

"South African women have been far too passive. We plan to stimulate them and ensure they have a say in the future," said Gill Noero, interim steering committee member and representative of the Democratic Party.

Mavivi Manzini, of the African National Congress Women's League says: "... we believe that although from different backgrounds, women at the launch — like rural women, for instance — can voice their own problems, yet also identify with the (general) oppression of women. That is why we feel we need a special charter in addition to a constitutional clause."

"We are determined to work for the inclusion of women in decision making on all levels, regional, local and national," says Doris Ravenhill, executive member of the Women's Lobby (WL), which is also affiliated to the coalition.

The WL wrote to Mr Justice I Mohamed and Mr Justice P Schabort requesting they recommend to all parties at the Convention for a Democratic South Africa to "include capable women on their negotiating teams".

Three women are members of the ANC delegation to Codesa.

The ANC Women's League says it sees the purpose of forming a coalition as "one from which women can draw an understanding, assessment and conclusion on issues that affect them.

"In this way, we feel women will have taken part in the shaping of the country."

Democratic Party MP Carol Charlewood, regional organiser for the Women's Alliance (WA), said they plan to look at the United Nations Convention document on the elimination of all discrimination against women. The WA has research units to look into the problems of rural women "because as urban women we cannot speak for or identify the needs of rural women".

Ellen Motopeng, speaking on behalf of the African Women's Organisation, a component of the Pan Africanist Congress, said: "Our greatest challenge in the 1990s remains that of uniting African women and communities around the cause of genuine liberation. Our primary objective is to rally African women around the issues of women's liberation and to strive to educate women socially, politically, morally and make them aware of social degradation, exploitation and male domination."

Dorothy believes a woman's place is in the chair

The new Congress of South African Trade Unions gender co-ordinator is no threatening feminist — but she's quite determined to get equality for women in the giant federation.

By **FERIAL HAFFAJEE**

THE bright and immaculate office has all the trappings of a gender co-ordinator's headquarters, from piles of *Speak* magazines and African National Congress Women's League newspapers to the posters on women's rights adorning the walls.

But where is the gender co-ordinator? I am looking for someone fiery with an angry women's rights T-shirt, perhaps, someone definitely wearing leather sandals and maybe a badge saying "women make up half the world, our voices must be heard".

Then you stumble on Dorothy Mokgalo, the Congress of South African Trade Unons' new gender co-ordinator, and the image is rapidly shattered. She wears a flowing frock in purple and pink hues, polish on manicured nails and a perm.

She took office last week after women in the federation campaigned long and hard to get the position ratified.

Mokgalo sees her first tasks as developing women workers and encouraging women's leadership. She will start by simple skills, she says, "like learning how to chair a meeting, to do report-backs, to take minutes". But she would like to see her education programme yield a women who will be able to become Cosatu general secretary.

Mokgalo has a lot of hard work to do: although women make up one third of Cosatu's membership, they make up barely three percent of its leadership.

Her own path to one of the top positions in the 3,5-million member federation has not been easy.

She left school in Standard Nine and went straight to work at a napkin factory. Then 10 years ago she joined National Bolts on the East Rand as an accounts clerk.

Those were pre-union days and times were hard, she says. She earned R35 a week and had no benefits. "They swore at us all the time," she recalls.

Mokgalo was ripe for unionisation and in 1985, when she heard about the Metal and Allied Workers' Union, she became a willing organiser.

That started her career in the union. In 1988, she says, she realised that "the problems women faced at the factory were not different from the problems we faced at home.

"Women never made it to decision-making structures because they had to be home looking after children, cleaning and cooking," she says.

She adds wryly that she has never married, as if that explains why she has made it to leadership positions.

She joined Cosatu's National Education Committee's women's group and was elected the National Union of Metalworkers of South Africa education officer for the East Rand last year.

"There were some men who were hesitant about being led by a woman." But Mokgalo persisted and found strength in her self-confidence and the thought "that I am also in the struggle", she says.

One of her main tasks is to implement resolutions on gender rights. To do so, she will have to travel extensively ensuring that training and education for women remain on track and that sexual harassment, so rampant in the factories, is eradicated. As a foretaste of what lies in store, she spent her first weekend on the job in the western Cape.

Mokgalo has a daughter and when asked what values she will teach her she does not deliver a diatribe on emancipation. Instead she says simply "she will have the right to decide her own values".



Dorothy Mokgalo ... Quietly she fights for women's rights

Photo: STEVE HILTON-BARBER

LABOUR

Numsa squares up for battle

w/mail 13/3-19/3/92

Union demands for pay rises are likely to run up against recession-hit employers in four key industries.

DREW FORREST *previews the ground for some tough bargaining*

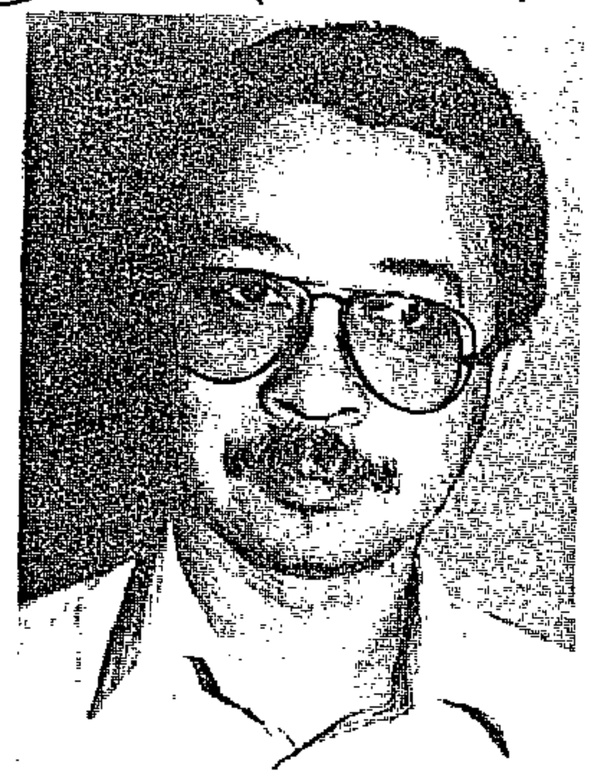
NATIONAL Union of Metalworkers' demands tabled this week in four key forums — including pay rises of up to 60 percent — foreshadow another year of extremely tough bargaining and industrial strife.

In a bid to level conditions across and within industries, Numsa has tabled common "core" demands in the engineering, tyre and motor industrial councils and the auto sector's national bargaining forum. About 600 000 workers are affected.

The demands include a R2 an hour across-the-board pay rise, or 25 percent, whichever is greater; an unconditional retrenchments moratorium; a 40-hour week; 15 days' paid child care leave a year; six months' paid maternity leave; the training and retraining of retrenchees and a month's severance pay for each year of service.

Numsa will also be tabling a code aimed at eradicating discrimination in employment practices and demands for a range of worker rights, including 20 days' annual leave for shop-steward training, the right to hold membership meetings on company premises for up to 10 hours a month, picketing rights and protection from dismissal during procedural strikes, and the right to information on all matters affecting workers.

In the vital metal and engineering talks, which begin next week and which cover 350 000 workers, the union's R2 proposal amounts to 42 percent on the current bottom rate of R4,70 an hour.



Les Kettledas ... many workers are desperate

A senior industry source described it as "excessive in the light of depressed conditions", stressing that metal industry retrenchments, currently running at 3 000 a month, showed no sign of abating. A retrenchments moratorium was "unthinkable", he said.

Numsa national organiser Les Kettledas described the lot of many workers as "desperate", pointing out that food inflation was the highest for a decade and that unemployment often meant additional dependents.

He said that this year, the union would push for higher rates at the bottom to secure a living wage for the lower-paid. In the motor industry, for example, the minimum wage demand is R4,50 an hour — a 60 percent rise on the current bottom rate of R2,72.

This is sure to hit fierce employer resistance. Last year, motor employers initially demanded a pay freeze, finally awarding rises of between eight and 10 percent to the industry's 200 000 workers.

Kettledas said Numsa would demand the renewal of retrenchment moratoriums secured in watershed tyre and auto agreements last year, and the removal of conditions attached to these. These include the exemption of firms in the event of sale or closure, and employers' right to cancel if unprocedural industrial action prevents the attainment of production targets.

Auto employers, who see no immediate improvement in a tight market, are highly likely to resist an extension of the moratorium — three assemblers are already working short time and others may follow suit.

Engineering industry sources said employers "were not in the mood" to grant Numsa's long list of paid leave demands, also including three days' compassionate leave per occurrence. These chimed ill with the union's professed commitment to raising productivity, they added.

Sector-specific demands include the absorption of engineering firms currently governed by house agreements into the main agreement, and the earlier expiry of the motor agreement to bring all four negotiations in line.

LABOUR BRIEFS

VWSA acts on targets

w/mail 13/3-19/3/92

VOLKSWAGEN SA this week may have averted a strike at its Uitenhage plant when it offered to reinstate 39 workers dismissed at the beginning of February for not meeting production targets in the company's press shop.

The company is also willing to allow the National Productivity Institute to do an independent time and motion study to investigate workers claims that they cannot meet the company's targets of 211 parts an hour.

Union organiser Gavin Hartford says the company's offer goes some way to ratifying the union position that production targets had to be negotiated with workers and could not just be unilaterally implemented.

The union is still discussing VW's offer.

Beware those job interviews, women warned

South 14/3-19/3/92 (355A)

EMPLOYMENT CONSULTANTS have warned that women desperate for jobs are vulnerable to unscrupulous men who take advantage of their eagerness to impress prospective employers.

Mr Ian McKechnie, consultant director for Status Personnel Consultants, said because of the demographics of South Africa, most people who responded to vacancies for secretarial or clerical work were women, which presented "gender difficulties".

"When women respond to advertisements, they should check immediately where the premises are and make sure they get the name of the company — that it is a company which is employing them, not an individual," McKechnie said.

"Although there are many smaller companies, which are run much less formally than the big ones which are reputable, women should be careful to check whether the firm has an established record."

McKechnie said women were not only vulnerable to physical abuse at interviews, but also the more insiduous "verbal sexual molestation", where offensive, ribald jokes or insinuatory remarks could be made.

"Women should use their telephones and be very careful when responding to anonymous advertisements placed in the newspapers," he said.

"Although, to be fair, I'm sure only the minority of advertisements are the nutty ones, it pays to check carefully before arranging to meet a man somewhere.

"The thing women should never, ever do is place those adverts which say they are prepared to do anything for cash.

"If they are placing adverts, they should stipulate their professional attributes, like their typing and shorthand or computer skills."

Ms Donna Jurgens of Contact Personnel said the best way of reducing the risks of sexual harassment was to use a consultancy registered with the Association of Personnel Service Agencies (Apsa).

"Women can also telephone the prospective employer to confirm that the appointment is taking place in an office block and not at a man's home.

"The best advice is — if it looks suspicious, run a mile," Jurgens said.

Jurgens and McKechnie also warned against agencies which offered "guaranteed jobs" for a fee — a practice which is illegal.

"I had a woman in my office once who was almost in tears," Jurgens said. "She had paid one of these agencies R100 and returned the next day only to find that the office had disappeared."

"People get exploited in hard times," McKechnie added. "And South Africa is going through hard times at the moment, so women must be extra careful."

"This made me distinctly uncomfortable as he had to put his hand under my skirt"

Take off your clothes and the job is yours

South 14/3 - 19/3/92

Women are vulnerable to sexual abuse in almost any situation. But those who are unemployed seem even more so, as unscrupulous men exploit their eagerness to find jobs. SOUTH reader **Hope Jenkins** writes of her experience as a warning to other women: (355A)

IT WAS A PLEASANT surprise one morning to receive a call offering me a very lucrative position. This, after unsuccessfully applying for numerous positions of employment without the courtesy of being notified what the results of my applications were.

My ship had finally come in, I thought. Not knowing (or really caring) how my prospective employer had come by my name and telephone number, I agreed to be interviewed at his house at the earliest possible opportunity.

My appointment was for 8:15am. I arrived at the house at 7:30am and was prepared to wait outside for a while but unfortunately it started raining. It was then a toss-up as to whether I should bide my time and end up looking like a limp rag or to appear over-eager. I really had no choice, so arranging my features into a confident yet friendly smile, I knocked.

Imagine my surprise when the door was opened by a youngish man clad in nothing but a towel. Apologising for his state of undress by explaining that he was in the process of taking a shower, he quickly put me at ease and invited me to wait in the lounge-cum-reception area. I was obviously far too early for my appointment and not a little embarrassed.

At any rate there was nothing to it but to wait. I rearranged my documents, straightened out my appearance, put on my most professional face and proceeded to check out my surroundings.

Shower completed, the man returned. Still not properly dressed, he explained his lack of formal attire by telling me he was prone to perspiring heavily when in a hurry, but if I had no objection we could proceed with the interview.

Wary, yet also relieved at the informality of the situation, I prepared to relax. I produced my various certificates along with references and explained my past experience, elaborating on aspects I thought suitable to the position I was applying for (which was secretary/receptionist for the very reputable computer company he was supposedly representing).

He gave me a full job description as well as the perks involved. These included free medical aid benefits, a pension fund as well as a winter and summer uniform.

This was just up my street! The opportunities were endless. I could go places in a company like this!

Firstly, though, I had to find out what my chances were of being employed by this company. Oh no, I was assured, although the other applicants were qualified, I was by far the best suited for the position.

In fact, if he could just take the measurements for my uniform, I would be able to start within the next day or two.

Note: up to this point, regardless of the fact that my interviewer was in quite an advanced state of undress, there was absolutely nothing in the way the interview was conducted to make me the least bit suspicious. He was polite, well-spoken and extremely professional. So when he suggested I have my measurements taken, I trusted him completely. I wasn't entirely comfortable with the idea as my figure leaves much to be desired, but I was also aware of jeopardising a much needed and long searched for chance of employment.

So shrugging off my misgivings and telling myself I was overestimating my sex appeal, I allowed myself to be led into an adjoining room. Besides, who said the guy was even vaguely interested in me, except professionally?



"There was absolutely nothing in the way the interview was conducted to make me the least bit suspicious"

I had never had my measurements taken by anyone other than my mother or sister, so I did not exactly relish the idea of exposing my less than perfect, though well-camouflaged, form to a stranger.

I tried squirming out of the ordeal by suggesting he take the size of the suit I was wearing (which fitted me perfectly) but my protests were airily waved away.

The measuring started innocently enough. I was told to remove my jacket and shoes. Firstly the circumference of my head then my length was measured. He then proceeded to measure my bust and waist.

Next came the measurements for the trousers — from waist to ankle. I was told to stand with my legs slightly apart so he could measure from inner thigh to ankle.

This made me distinctly uncomfortable as he had to put his hand under my skirt. Again I protested and enquired why he did not give this very delicate assignment to one of the female employees.

But an off-hand remark made me feel as if I was over-reacting. After all, the company had been in existence for about 20 years – who was I to complain about a formality that numerous other women had been subjected to before me?

So trying to be as nonchalant as I could under the circumstances, I gulped and tried to be cool. Till then, I had always been under the impression both my legs were the same length, but no, the procedure had to be repeated!

To my relief, it was over, and straightening up, he jotted the info down in a little note pad. I was shrugging my jacket back on, when he turned and informed me that he had to take my "medical measurements". (355A)

I voiced my confusion — only to be assured that it was confidential information to be fed into the computer in case I needed medical aid. Here though, I was expected to undress completely to be examined.

When I asked what the examination entailed, I was told that he needed to measure my bust – specifically the size of my nipples. And then? I wanted to know.

Why, then he needed my measurements from nipple to navel, from navel to vagina as well some very detailed information about my most personal physical self!

By this time I was becoming extremely nervous and for the first time I began to appreciate the situation. I was in a strange house with a half-dressed man I didn't know from a bar of soap — suddenly the proceedings took on an extremely sinister aspect.

I felt disgustingly exposed and as if I had allowed untold liberties to be taken. South 14/3 - 19/3/92

Determined not to show how shaken I was, I resolutely began pulling myself together and talking non-stop to cover my nervous embarrassment. I backed to the door. It was locked and I then grabbed hold of his hand which I started shaking vigorously. I thanked him for the interview but stated I was not prepared to undergo any "medical examination" by someone who was not a qualified doctor and by sheer force of will managed to get him to unlock the door and let me out.

I can still picture him in the doorway as I made a hasty retreat, calling after me "Is this as far as you're prepared to go ..." and "Now I can't guarantee you anything ..." I felt like one that got away.

The relief at getting away from that house started my knees shaking and I hurried to a friend's house where I started feeling like a complete idiot.

I then sat down with a copy of Yellow Pages and started calling up as many computer centres as I could find, but to no avail — the company just did not exist.

There were computer centres by the dozen, but not the one I was looking for. Telkom's Info Service also drew a blank. I then proceeded to call the surnames of some of the applicants whose CV's I had seen lying on the coffee table, two of whose names have somehow stuck in my mind.

Again, no luck. By this time I was furious — after all I am no teenager, gullible and naive to have been taken in like this.

If this was a hoax, I was determined to expose this type of practice, so after not hearing from him and having no way of contacting my interviewer, I made an appointment with a consultant at the Mitchells Plain Advice Centre.

As it turned out, my interviewer was well-known to the consultant. He was a dirty man with a history of picking up ladies until he hit upon a more convenient method.

It scares me to think of how successful his little ploy had been and made me wonder how many had fallen prey to his ruse ...

Lucy: tireless fighter for workers' rights

(3SSA Sowetan 17/3/92)

Woman

SIZAKELE KOOMA

MRS LUCY Mvumbelo sits on an upright chair in the centre of her vast lounge which is sparsely decorated with mementos from her days as an active trade unionist.

A watercolour portrait of herself awarded her by *The Star* in 1979 when she was the newspaper's Woman of the Year, several other awards, a framed certificate of an honorary doctorate degree she received from Rhodes University in 1981 and a picture of American civil rights leader Dr Martin Luther King hang on the walls.

The words, "I may not get there with you, but I want you to know that we as a people will get to the promised land", inscribed below King's picture, prompt a question about this woman.

Mvubelo is 72 years old. She suffers from arthritis and has had several operations to her legs. Does she believe her legs are not strong enough to carry her to the new South Africa?

She is doubtful, not of her health but of the present political climate, especially the strife that surrounds black political organisations.

"I see a bleak future and I am worried," Mvubelo said. We were just about to taste the freedom that all human beings deserve but I do not see that happening any more, at least not now."

The former general secretary of the once powerful South African Garment and Clothing Workers Union (SAGCWU) is not only disappointed at the obstacles that stand before change but also at what she believes was ingratitude shown towards her by the community in 1984 when her home was razed to ashes following a petrol-bomb attack.

She speaks excitedly of her activities in the union, to which she devoted 34 years of her life but occasionally interrupts her narration with a line on her surprise at being snubbed by society.

"My people do not recognise me for what I did for them. They labelled me a sell-out when I called for investment. But I believed I was doing it for their own good. I was not aware of the monetary benefits the Government would get if outside countries established businesses here," Mvubelo explained.

The story of this lovable old woman begins in 1942 when she joined a dress factory called London Model as a dressmaker. Black women then were not allowed to join the male union founded in the 1920s because they were not pass-bearers.



Lucy Mvubelo sees a bleak future.

Black males who had worked for one employer more than 10 years were also excluded from the union as they were exempt from carrying the dompas.

"This meant that we earned less than men and women workers of other races because we were not covered by the labour agreement.

"But things were to change for black women when only a year later we won a case for recognition under the Industrial Conciliation Act."

Work began in earnest for Mvubelo shortly after she was elected shop stew-

To page 9

P.T.O

Mvubelo sees bad times ahead

Sowetan 17/3/92

from page 8

ard of the non-racial Garment Workers Union.

In 1945 she became one of the first five black women to be elected as representatives on the executive of the union. The passing of the Labour Bill by the Nationalist government in 1952 saw the exclusion of blacks from the union.

A year later Mvubelo established the Garment Workers Union of African Women, which she served as organising and general secretary.

"We fought the reduction of our wages, which followed as a result of our exclusion from the non-racial union.

"We also fought the case of black men who earned less than women and did not enjoy medical aid and provident fund benefits, and that they be unionised and included in the Industrial Council Agreement. We won both cases," she said. (355A)

Her union was to continue fighting and winning many other court battles and opening doors where the Government had closed them. In 1954, for instance, they established a welfare fund for unemployed blacks to be able to draw pensions.

In 1957 they held a legal strike, protesting against job reservation, and won. They did all this despite the fact that black unions were not legally recognised.

"We only got recognition, believe or not, in 1979. This was after countless meetings with the relevant ministers through the years.

"We would not lose hope although often our pleas fell on deaf ears.

"It was only in 1977 when the then Minister of Labour, Mr Fanie Botha, appointed a commission of inquiry into the South African labour laws that some action was taken.

"The only reason the move was not taken earlier was, as one minister explained, the Government's fear that once legalised we would become communist," Mvubelo explained.

The widowed mother of two - her husband died in 1956 after an attack by unknown people - Mvubelo says she was instrumental in the formation of five black unions and the success of trade unionists like Ms Emma Mashinini.

"Earlier in the fight for legal recognition, I realised there were hardly any black unions even though we wanted legal status.

"In 1970 I released one of my members to start the African Chemical Workers Union and in 1973 another one to organise for a union for textile workers. I appointed Emma Mashinini in 1975 to organise commercial workers and Simon Masabalala in 1976 to start a union for metal workers," she recounted.

The South African Garment and Clothing Workers Union has a new name and although it cannot be said to be the most powerful union it paved the way for the black labour force by having taken daring steps in the past.

Mvubelo, who retired in 1987, can also not be called the most militant trade unionist. She is no longer agile. She spends most of her time, she joked, attending funerals.

But her self-sacrifice, dogged by police and arrested for illegally organising workers, her initiatives and contributions were instrumental in bringing about phenomenal change in the black trade union movement.

Ixopo				1	
Kokstad				2	1
New Hanover				2	2
Pietermaritzburg Med. A	2	1	1	19	2
Sevontein				21	12
Estcourt	1	1			
Kranskop				1	1
Port Shepstone			1	1	1
Total	3	2	2	48	20
Pollsmoor Prison Command					
Pollsmoor Max.			2	1	3
Pollsmoor Med. A			1	21	14
Pollsmoor Med. B				2	1
Total	0	0	3	24	18
Port Elizabeth Prison Command					
Cradock				2	2
Graaff-Reinet				1	1
Grahamstown				1	1
Genl. J C Steyn				1	1
Patensie				2	1
Port Elizabeth Male				3	3
Somerset East				1	1
St Albans Med. A			1		1
St Albans Med. B				10	4
St Albans Max.			2	2	2
Total	0	0	3	23	17
Pretoria Prison Command					
Brits				3	
Losperfontein			1	21	7
Pretoria Central				4	2
Pretoria Local			15	23	2
Voortrekkerhoogte			3	12	1
Walvis Bay			1	1	1
Total	0	0	20	64	13
Robben Island Prison Command					
Robben Island Med.				1	1
Total	0	0	0	1	1
Victor Verster Prison Command					
Bien Donne				2	1
Victor Verster Med. B				3	2
Victor Verster Med. A				6	5
Total	0	0	0	11	8
Witbank Prison Command					
Carolina				1	

Middelburg (Tvl)				1	1
Witbank Male				4	2
Total	0	0	0	6	3
Worcester Prison Command					
Buffeljagsrivier				1	1
Calvinia				1	1
Obiqua				2	2
Robertson				1	1
Springbok				1	1
Warmbokveld				4	3
Worcester Male				1	1
Total	0	0	0	11	10
Zonderwater Prison Command					
Zonderwater Med. B				3	
Total	0	0	0	3	0

Public Service: parity

138. Miss M SMUTS asked the Minister for Administration and Tourism:

(1) Whether parity has been achieved in the service dispensation of male and female workers in the Public Service in regard to (a) the house owner allowance scheme, (b) the 100 per cent housing loan scheme and (c) pension benefits; if not, why not;

(2) whether the Commission for Administration commissioned the Human Sciences Research Council to investigate this matter; if so, when;

(3) whether this council has submitted a report on the matter; if so,

(4) whether this report has been or will be made public; if not, why not; if so, when?

B348E

The MINISTER FOR ADMINISTRATION AND TOURISM:

(1) (a), (b) and (c). Parity has been achieved except that—

(a) a house owner allowance is payable to married female personnel only if they are breadwinners due to their husbands being permanently medically unfit to obtain paid employment.

(b) the same condition with regard to being the bread-winner as referred to in (a) above, also applies to married female personnel who wish to participate in the 100% housing loan scheme; and

(c) in the case of the Government Service Pension Fund male members contribute to the Fund at the rate of 8% of their pensionable emoluments and female members at the rate of 6% of their pensionable emoluments. The reason for the higher contribution in the case of male members is to provide for a widow's pension. As a result of the difference in membership contributions to the Fund, female members who retire prior to having 10 years pensionable service to their credit, are paid a gratuity calculated at 11½% of their final salary. In the case of a male member the gratuity is calculated at 15½% of his final salary. Provision also exists in terms of which a gratuity may be paid to a female member who resigns from the service to marry;

as regards 1 (a) above the cost implications prohibit the payment of an allowance to all personnel and consequently consideration has been given mainly to the areas where the need for assistance is the greatest. The need for assistance is undeniably the greatest amongst the breadwinners of families who, under common law, is normally the husband;

cont

all adjustments to existing service benefits are subject to inclusion in the improvement plan for service conditions which is, on the basis of the availability of funds, negotiated annually with recognized personnel and trade associations.

(2) no;

(3) no;

(4) falls away.

Reply substituting reply to Question No 102 on 12 March 1992, put by Mr L Fuchs (col 377):

Trade unions: legislation

102. Mr L FUCHS asked the Minister of Manpower:

(1) Whether it is envisaged to introduce legislation to make trade unions vicariously liable for the acts of their members; if not, why not; if so, when;

(2) whether it is envisaged that the rules of the Industrial Court will be amended so as to allow costs orders to be given in certain circumstances; if not, why not; if so, when? B262E

The MINISTER OF MANPOWER:

(1) No. The common law situation applies as supplemented by section 79 of the Labour Relations Act, Act 28 of 1956.

(2) No. The powers of the Industrial Court to grant cost orders in specific circumstances are governed by sections 17(12(a) and 43(4)(c) of the Labour Relations Act, 1956.

Own Affairs:

Theft from departmental hospitals

32. Mr M J ELLIS asked the Minister of Health Services and Welfare:

(1) Whether any instances of theft of supplies and equipment other than medicines from hospitals under the control of her Department occurred during the course of 1991; if so, (a) what supplies and equipment form the bulk of these thefts, (b) at which hospitals in each province did these thefts occur and (c) what is the value of the supplies and equipment stolen;

(2) whether her Department is investigating the theft of such supplies and equipment; if not, why not; if so, with what result;

(3) whether she will make a statement on the matter? B312E

The MINISTER OF HEALTH SERVICES AND WELFARE:

(1) Yes.

(a) Electrical equipment.

(b) *Transvaal:*
Evander Hospital
Hendrik van der Bijl Hospital
J G Strijdom Hospital
Kempton Park Hospital
Ontdekkers Memorial Hospital
Paardekraal Hospital
Phalaborwa Hospital
South Rand Hospital
Willem Cruywagen Hospital
Cape Provincial Administration:
Port Elizabeth Provincial Hospital
Natal:
Greys Hospital
Orange Free State:
None.
Departmental Mental Health Hospitals:
Witrand Hospital
Tara: die H Moross centre
Alexandra Hospital

(c) R92 334

(2) Yes, the South African Police are notified of all thefts. The success rate in terms of transgressors located and stolen property repossessed is, however, low.

(3) No.

Patients turned away from hospitals

51. Mr M J ELLIS asked the Minister of Health Services and Welfare:

Whether, during the latest specified 12-month period for which information is available, any hospitals under her control turned patients away because they were members of a race group other than White; if so, (a) which hospitals and (b) for what reasons? B402E

The MINISTER OF HEALTH SERVICES AND WELFARE:

(a) No

(b) Not applicable.

INTERPELLATIONS UNDER NAME OF MEMBER

Burrows, Mr R M—
Own Affairs:
Education and Culture, 185, 436

Gerber, Mr A—
Own Affairs:
Education and Culture, 291

Haswell, Mr R F—
General Affairs:
Law and Order, 272

Langley, Mr T—
General Affairs:
National Intelligence Service, 1

Leon, Mr A J—
General Affairs:
Law and Order, 129

Le Roux, Mr F J—
General Affairs:
Foreign Affairs, 123

Momberg, Mr J H—
General Affairs:
Mineral and Energy Affairs, 7

Paulus, Mr P J—
General Affairs:
National Health, 267

Pienaar, Mr C H—
Own Affairs:
Agricultural Development, 33

Rajab, Mr M—
General Affairs:
Correctional Services, 211
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Rajbansi, Mr A—
Own Affairs:
Chairman of the Ministers' Council, 328
Housing, 45, 220

Van der Merwe, Mr H D K—
General Affairs:
Constitutional Development, 399

Van Eck, Mr J—
General Affairs:
Law and Order, 405

LABOUR

Colonel's secret recipe for workers

WIM cut 20|3-26|3|92

By FERIAL HAFFAJEE

MANAGEMENT and labour finally found a recipe to end the three-month strike at 14 Kentucky Fried Chicken outlets in the PWV region this week.

In terms of the agreement, the union has secured a regional wage bargaining unit within the framework of a single national recognition agreement.

Dismissed casual and permanent workers will be reinstated and the disciplinary charges laid against workers for misconduct during the strike will be dropped.

The union believes the approval of a centralised bargaining mechanism in the PWV will have a ripple effect in persuading other Kentucky franchisees to also join.

And the union hopes that the agreement will pave the way for other franchise outlets to accept centralised bargaining structures.

However, strike action accelerated at branches in the Western Cape with a demonstration on the Parade attended by Chris Hani on Tuesday. The strike will also continue at those branches in the PWV which are not party to the agreement.

Strike ballots are being conducted in the Northern Transvaal, Free State and Natal.

South African Commercial, Catering and Allied Workers' Union organiser Allan Horwitz said the union was expecting opposition to applications for picket action from Conservative Party-controlled town councils in the Northern Transvaal, but said it would oppose any such moves in the supreme court.

The strike has also won new members for the Congress of South African Trade Unions affiliate: workers at five Kentucky branches in the Transvaal deserted the National Council of Trade Unions-affiliated Hotel Liquor Catering and Allied Workers' Union to join Saccawu.

Wage negotiations in the new bargaining unit begin next month.

Wage demands

Sowetan 20/3/92

THE first round of wage negotiations in the metal industry began in Johannesburg yesterday, with trade unions demanding increases of between 14,4 percent and 42,6 percent.

At yesterday's meeting, union representatives presented 48 demands on pay and working conditions.

The National Union of Metalworkers demanded an increase of R2 an hour across-the-board.

In addition, it asked for the minimum rate to be increased from R4,70 to R5,50 an hour for the lowest-paid workers.

Women in drive to influence negotiations

South 21/3-26/3/92

355A

THE BLACK SASH has called on Codesa to make its proceedings public by broadcasting them in full on radio and television.

The organisation raised concerns about the legitimacy and brief of Codesa at its national conference last week.

"Codesa is a positive step in the negotiation process but we believe only an elected body should have the right to decide on a Bill of Rights and constitution," the Black Sash resolved.

"These issues should not be debated in advance in secret meetings by parties at Codesa."

The organisation proposed a Human Rights Review Committee be established — comprising all prominent human rights organisations — to review all resolutions tabled at Codesa.

The Black Sash called on Codesa to prevent the government from unilaterally restructuring or privatising the SABC.

"Impartial reporting is an essential component for free and fair elections and for many South Africans, particularly rural people, radio is the main source of contact with the events and concerns of this country," it said.

Meanwhile, the ANC Women's League will build a stronger presence for women during the negotiation and election process when it sets up its own negotiations forum.

This decision flows from the league's Western Cape regional conference last weekend.

"We will conduct an active education drive around these issues to ensure all women remain informed, specially in rural areas," a spokesperson for the league said.

The campaign for a women's charter will also be intensified and involve the Women's Alliance in the process.

"The campaign will focus on researching and compiling a charter that guarantees specific rights, protection and affirmative action for women in the future South Africa.

Elected on to the regional executive committee were: Ms Mildred Lesea (chairperson), Ms Nomatyala Hangana (secretary), Ms Rashieda Abdullah (vice-chairperson) and Mrs Rhoda Joemat.

The PAC's African Women's Organisation of Azania (AWO) held its second annual congress in Bloemfontein last weekend where it unanimously approved the PAC's decision to withdraw from Codesa.

Ms Ellen Mothopeng, daughter-in-law of the former PAC president Mr Zephania Mothopeng, was elected chairperson of AWO.

Woman of the Week

Living life in the fast track



CONNIE SIZAKELE NKOSI

By SIZAKELE KOOMA

CONNIE Nkosi is not frantic about working for a parastatal institution that is partly blamed for the raging violence that has claimed hundreds of black lives in commuter trains.

The first black woman to receive an MBA degree, she was recently appointed to the all-male management team of the South African Rail Commuter Corporation (SARCC).

Position

Nkosi is the corporate communications manager of the SARCC, a position she said entailed a bigger responsibility than she has had before and a position she also hopes to use to neutralise the controversy that presently dogs her company.

She believes the task she has set herself is not impossible. She reminds *Sowetan* Woman that she helped launch the Permanent Building Society to the black community of Soweto and maintains that was not easy.

"Most black people thought the Perm was an Afrikaner institution and it was hard making them see through the stigma," Nkosi said.

"I know there is a lot of bitterness among people about the situation in the trains. The corporation is genuinely trying to solve the problem and I came here because I believed I could influence them in the right direction," she said.

Disbanded

Nkosi said the SARCC was spending a lot of money on security, buying metal detectors for example, and was talking about reintroducing the railway police force, which was disbanded in 1986.

"There is also a plan to upgrade the stations and make the service user-friendly to increase commuter satisfaction. We will also put up shops and hawker-stalls, an exercise that will benefit both our commuters and black business people," Nkosi explained.

She also believes that communication is another tool that could be used effectively to improve relations between her company and the "target public". She has held discussions with women community leaders and professional males to find out what the SARCC can do to remedy the situation in the trains.

Affable

The affable mother of two sons is confident that one, if not all, of her company's formulas will work.

Nkosi joined the SARCC four months ago. Prior to that she was running her own business. She is also director of the Black Management Forum, an organisation which seeks to uplift black people who are in management positions.

She is often confused with another Connie Nkosi, a former Tsakane councillor.

Star Beat

ARIES: March 21 - April 21
Your inherent optimism could be the cause of your downfall regarding career and commercial affairs unless it is coupled with caution. Be realistic and practical; take care not to misread people and situations during this round.

TAURUS: April 21 - May 21
A largely unproductive period is indicated for you as you wrestle with your ideals and principles, perhaps get lost in a maze of thoughts or daydreams. Try to put lofty desires on hold in order to get to grips with real issues.

GEMINI: May 21 - June 22
Co-operation and support will both be hard to come by. Save your requests for a more favourable time. Watch out for people who try to take advantage of your knowledge. You really afford to confide too freely in anyone.

CANCER: June 22 - July 23
Expectations and promises may not be met and some of your existing arrangements may fall apart. Problems are likely to be spread across the commercial and domestic areas of life. You will have to grit your teeth and fight back.

LEO: July 23 - August 24
You certainly need to analyse work situations carefully before making any vital moves, should double-check facts and figures for accuracy. Your health could bear some extra attention at this stage so improve your living habits.

VIRGO: August 24 - September 23
Avoid involvement in risky enterprises. Speculation could be a losing game. Prudence is also recommended in your dealing on all levels. Matters of the heart may not run smoothly. A misunderstanding may be difficult to resolve.

LIBRA: September 23 - October 23
You may not find real comfort anywhere at this juncture, not in your family sphere nor in your closest relationships. Your own attitude may be rather stern and could invoke aloofness and indifference in usually good allies.

SCORPIO: October 23 - November 23
Take care not to get at odds with yourself. Inner confusion may prevail as you wrestle with your conscience over something you should or should not have done. Your thinking may go awry and could result in doubtful decisions

SAGITTARIUS: November 23 - December 22
Romance and finance could be the issues which play on your mind for a while and you may not easily find the answers to the questions which cause your anxiety. You are unlikely to obtain worthy advice on such matters just now.

CAPRICORN: December 22 - January 21
Your most pressing need is to sort out a family or household matter before the situation become completely untenable. In order to do so successfully, you will have to examine your own attitude and adjust your point of view.

AQUARIUS: January 21 - February 20
Restlessness and doubt are liable to result from the current planetary pattern. Your power of concentration may be rather poor and decisions could be difficult to make. Differences with close relatives will begin to surface.

PISCES: February 20 - March 21
It seems likely that providence will continue to play a strong role in your affairs, allowing you too little free will while subjecting you to trying circumstances. Do not expect to get co-operation from your usual sources.

If today is your birthday
A taxing twelfth month is in store for you and you must swiftly settle issues which are currently on your agenda before taking on other responsibilities. Several demanding experiences should strengthen your character and resolve.

Battle for the superwoman title hotting up

By SIZAKELE KOOMA

Sowetan 30/3/92

THE race for the 1992 *Sowetan*/Eskom Woman of the Year is in full swing and four women have already been nominated for the coveted award.

The award is aimed at honouring women who have a proven record of contributing towards the upliftment of members of their communities. It goes under the banner of Nation building, which calls on blacks to lift themselves by their bootstraps and empower themselves in all spheres of life.

ESKOM

All women who will be featured in the Woman of the Week series, published in *Sowetan* fortnightly on Mondays, qualify for nomination for the award. They stand a chance of winning prize money for themselves and for a charity of their choice. The award also carries the Woman of the Year trophy.

Since 1987 when the award was launched, past winners have included volunteer community worker Fikile Mlotshwa, nursing sister Emelda Boikanyo, schoolteacher Miriam Sofe, blind community worker Ruth Machobane and squatter camp heroine, Olga Lutu.

Women who are eligible for the award are those who are involved in projects like self-help programmes aimed at helping the unemployed - handicrafts, gardening and others, support groups that offer advice, counselling and coping strategies for social problems and any initiative that seeks to help in the fields of education, welfare, health and culture.

They could be working full-time on the projects or on a voluntary basis while they are employed elsewhere.



Fikile Mlotshwa won in 1987.



Emelda Boikanyo won in 1988.



Ruth Machobane won in 1990.

I'll pat your back, you pat mine

ST Times 5/4/92 (355A)

It's not what you know, it's who you know — an old cliché that's stood many men in good stead for most of their working lives. Now women have climbed onto the networking bandwagon. LINDA SHAW discovers just what it means to wear an old school tie

YOU can stand on your head. Or hold your breath till you turn blue, but you will never gain entry to the coveted male preserve of the Johannersburg Rand Club unless you have the right credentials. And only the initiated know what those are.

It's not the only one. Exclusive clubs, available only to "like-minded individuals", are among the best avenues to upward mobility in the corporate world.

The Executive Women's Club is a female variation on a theme. Only senior management may join and, even then, by invitation only.

Club co-ordinator Marilyx Stafford-Mayer says the club's purpose is to "provide strong networking and support systems for women in senior positions."

Club president and MD of Expeditors International, Wendy Vorster, adds: "We are not obliged to give members our business. But if there is an obligation, it is to see them first and listen to their story. We don't have golf club facilities like men do, so we need to formalise our networking operations."

But, says Wendy, the club has another function. "We need to cultivate mentorships. Unfortunately there still exists among women what I call the Queen Bee syndrome. The queen sets up her hive, after many years of struggle, whereafter anyone coming near her gets stung to death. We'd like women to understand the mutual value of helping each other out.

"When I started out, for instance, I tried to be a pseudo-man, dressing in pin-striped suits, cutting my hair and making bad jokes. Now when I see younger women doing that, I point out that it's not necessary. I've been there myself, so I think I can offer real help."

An international businesswoman, South African Cyndi Kaplan — now resident in Australia — has written a book for aspirant female entrepeneurs. In *There's a Lipstick in My Briefcase*, it's suggested that men are happy to help each other out and do mutual favours on a long-term payback basis. But women, says Cyndi, "are afraid to ask each other unless they can return the favour immediately. This is a very short-sighted view".

However, as Cyndi points out, women's networks operate very efficiently within the domestic arena. Lift clubs, book clubs and babysitting afternoons allow mothers rotated free time. "So it's not as though women don't know how to make use of each other in a win-win situation. They just need to apply the same principles to their business lives."

Setting up female networks is only part of the solution. The next step is to become accepted in the male arena.

Wendy Vorster says she was recently invited to join the Institute of Directors, on the basis, they claimed, that "they needed more women to balance the numbers".

"Here's where I have to rely on my own attitude, and retain my sense of humour. I could reject the organisation on the basis that they're employing tokenism. Or I can look at what the club can do for me — and how much I have to offer them."

CYNDI KAPLAN agrees. "Many women offer men mixed messages and become outraged at the outcome. Women wanting to make it to the top must be very clear about how they see themselves and who they want to be."

Since women are generally not offered the option of joining the guys on the golf course or meeting them in the pub, Cyndi suggests they find meeting arenas they're more comfortable with.

"Charities are wonderful places to meet top people. Nearly every captain of industry is involved in at least one. Otherwise there are trade exhibitions or business seminars — occasions not related to either sex, but very specifically related to levels of interest."

Not all women agree. Communications consultant Rene Richards feels the issue is being exaggerated.

"Women don't need to join female clubs. That just emphasises the gaps. I'm convinced individual progress is entirely dependent on attitude. I started in journalism at a time when there were no other female journalists. But I always regarded myself as just a person doing a job. And I was treated as such."



CYNDI KAPLAN ... women often give out mixed messages Picture: SUE KRAMER

HOWEVER, accountant Les Prout-Jones says women operate differently. "I've had lots of women working for and with me. I don't think they'll ever understand the concept of camaraderie — a principle which allows for intimacy between acquaintances.

"Guys you meet on the golf course are good friends — within tacitly understood boundaries. Women tend to involve themselves either in close friendships or rivalry. Maybe it's the gossip factor that damages their chances."

Whether that's true or not, the situation is changing rapidly. And, as Cyndi Kaplan concludes: "More than ever before, the world offers limitless scope for the determined woman with a will to stick to her goals. And in the meanwhile, if you have to walk on thin ice, you may as well dance."

ANC women strike out with 'The Rock'

South 11/4-16/4/92

"YOU HAVE touched the women; you have struck the rock. You will be crushed."

So goes a well-known cry of resistance. But if you would rather get away relatively unscathed by touching only on women's issues, you can buy "The Rock", the newsletter of the ANC Women's League.

355A

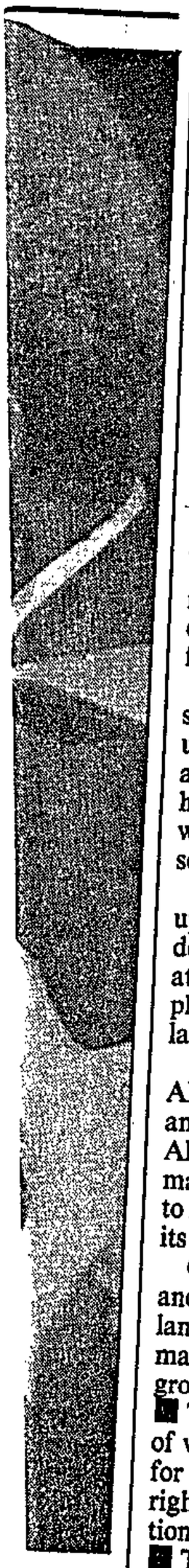
Started last month, the 12-page newsletter will keep you up to date on the league's doings and on aspects of women's oppression. The head of the group's media section, Ms Lindiwe Zulu, said: "Since the Women's League returned from exile, many people have not been aware of what we are doing. The newsletter will inform people about our work to liberate women."

She said the newsletter aimed to give South African women a voice.

"We won't only cover league activities. We will also address issues facing women here in their daily lives," she said.

The first edition (March 1992) features stories ranging from women's participation at Codesa to contraception.

"At the moment we plan to come out every eight weeks, but later we envisage a regular monthly edition," Zulu said.



Getting gender on the agenda

clprem 12/4/92 355A

By LULAMA LUTI

AS preparations for the next sitting of Codesa get under way, the debate on the representation of women in the organisation is also gaining momentum.

As a result, a broad national alliance of women's groups is being formed.

Already, regional structures have been set up in the Western Cape and Natal regions and it is hoped that the Transvaal will launch their structure soon.

This alliance will draw up a charter which will deal with women's rights at home, in the workplace, and in society at large.

Spearheaded by the ANC Women's League and others, the Women's Alliance was formed primarily to pressure Codesa to include gender issues in its deliberations.

Co-organiser of the alliance in Natal, Sue Holland-Muter, listed the main objectives of the group:

- To raise the awareness of women about the need for including women's rights in the new constitution;
- To draw up a list of needs and demands that need to be included in a charter of women's rights to ensure that women are well-represented in negotiations and;
- To work for the setting up of a tribunal or similar institution to protect these rights.

Holland-Muter said the key issues were laws discriminating against abortion and contraception, violence against women, health and housing, education and child care.

The alliance is expected to bring as broad a spectrum of women's organisations together as possible.

"We are currently having discussions with women from the ANC, PAC, Azapo, IFP, the DP and the NP," she said.

The alliance could see party political allegiances and differences in ideologies taking a back seat as women fight for their voices to be heard during this historic era in SA.

Dr NC Zuma of the ANC Women's League said the parties taking part in Codesa were made up of people produced by a patriarchal society.

"It is not surprising, that they are slow in taking deliberate steps to correct gender imbalances in our country," she said.

Qunta looks at the road ahead

Sowetan 14/4/92

355A

By SIZAKELE KOOMA

AFRICAN women must speak for themselves. They should decide for themselves who they are, where they are going, what obstacles lie ahead and how to remove them.

Christine Qunta makes this assertion in the preface of her book, *Women in Southern Africa.*

It has not been difficult for this still exiled lawyer and writer, recently in the country on a short visit, to live up to her utterances

In the early 1970s, while still a BA student at the University of the Western Cape, Qunta sought ways to remove the obstacle which deprived her of a decent education - apartheid.

Then an active member of the South African Students Organisation (Saso) and the Black People's Convention (BPC), she and a group of other students dropped out of varsity permanently in protest against bantu education. This was followed in 1975 by exile to Botswana.

Qunta, now a member of the Pan-Africanist Congress and living in Zimbabwe, has no difficulty speaking for herself and she knows full well who she is. In the very articulate *Women in Southern Africa* she proves this.

"I wrote the book to correct the distortions about African women as submissive and subserviant slaves of their men," Qunta said.

"From the time that history books were written, African women shared the same status as their men. Some of them were decision-makers and heads of state.

"Colonialism played a crucial role in demeaning them with laws that made them perpetual minors."

She said a post-apartheid South Africa would need radical measures to improve the status of women.

"Political movements have not done enough to train women to be leaders. All of them do not have women who are assertive and confident enough. They need to teach them to develop those qualities," she said.

WOMAN



CHRISTINE QUNTA

The status of women, especially women workers, she believes, could also be bolstered by the legal entrenchment of their rights.

She said women's rights, be they in a Bill of Rights or a women's charter, should be included in the discussions about a new structure for the country.

"We, as women, should also inculcate in our daughters those values that teach them that men and women are equal," she said.

A mother of two daughters, Yolisa Nehanda (12) and Nzinga (8), she encourages them to stand up against boys their age. Both their namesakes were powerful historical figures.

Qunta's own "cheeky" character, seen by some men as aggressiveness instead of assertiveness, stems from growing up as the only girl among five boys in Bontheuwel, Cape Town. Her abilities were also enhanced by a "supportive and encouraging" husband.

She is married to BCMA publicity and information secretary Vuyisa Qunta.

Of their ideological differences, she says: "Our positions are the same. We both agree on the land issue. The only differences are structural. We do have heated debates sometimes. But we always agree to disagree."

She said the ideological gaps between the different political movements did not, though, warrant the violence in the country. Qunta is ready to come back but still has to "sort out" some personal problems."

'... But my brains I inherited from daddy'

(355A)

ARG 14/4/92

MEN are convinced that they are more intelligent than women, even rating their fathers as brighter than their mothers, according to psychologist Dr Halla Beloff.

But so strong is the cultural belief that men are brainier, that women students also underestimate their own intelligence — and believe that their fathers are more clever than their mothers.

Dr Beloff's findings are despite scientific evidence going back to 1912 that there are no intelligence differences in boys and girls.

She said the wrongly held beliefs could damage a woman's professional prospects. "She might think 'I couldn't do that' and not put herself forward. I see it as an aspect of self-confidence. It produces the sort of lack of intellectual self-esteem which would make her less likely to accept a difficult task," she said.

It could be a reason why women are less likely to put themselves forward for promotions.

In her survey Dr Beloff, senior lecturer in social psychiatry at Edinburgh University, asked 767 male and female students from a range of academic disciplines to guess their IQ.

"All I told them was that 100 was normal. The women guessed 120 on average and the men guessed 127. The women guessed their mothers as about the same as themselves, but their fathers higher. The men put their fathers as more intelligent than themselves, but their mothers less intelligent," she said.

The research had taken place over five years and Dr Beloff hoped she might see some change in the students' attitudes over the time span. But the results did not alter.

She did not go on to give the students intelligence tests — which she said would be unacceptable — but said: "These are all intelligent young people. Edinburgh University is hard to get into."

She said the beliefs were strongly held. "For instance a male student might have guessed 126 for himself, 111 for his mother and 130 for his father, making very fine judgements indeed.

"The women students were really rather angry when they heard these results, but the attitudes were more ingrained in the men. They still said, 'maybe mothers really are stupid'."

The results, she said, were highly significant and might help to explain why fewer women become high achievers. "There are no intelligence differences between girls and boys, except that it is understood that in childhood girls advance more quickly verbally and boys are better in numbering and spatial skills."

An explanation for the prejudice may be that girls' better verbal ability could be dismissed as "chatting", while boys' numerical skills were seen as useful, she said.

Speaking of the dangers of making judgements from averages, which she calls the "tyranny of the mean", she said: "There are bound to be many, many women who are brighter than men and many, many men who are brighter than women. Women may be more perceptive to the nuances in human relationships than men, but many women will not be."

Women plan to ensure equality

Sowetan 22/4/92

WOMEN representing a broad range of groups will meet this week at the University of the Witwatersrand to plan ways of ensuring that the new South African constitution entrenches women's equality.

Members of the Women's National Coalition said they planned to draw up a document setting out conditions for equality.

They expressed hope that the document would form the basis for a charter of women's rights that would be included in a future Bill of Rights and be discussed at Codesa.

The views of women across the country, especially in rural areas, would be canvassed.

Coalition

At a meeting in Johannesburg last week were representatives of among others the ANC, Inkatha Freedom Party, National Party, Democratic Party, Black Sash, Kontak, National Assembly of Women, Union of Jewish Women, South African Council of Churches, and Women for Peace.

The coalition will be formally launched this Saturday when a constitution will be finalised and a national leadership elected.

A programme of action will also be adopted including a campaign for constitutional provisions to meet women's specific demands.

Coalition branches have already been formed in Natal, Cape Province, Free State and Southern Transvaal. - *Sowetan Correspondent.*

The power behind the kitchen sink

Sowetan 23/4/92 355A

AS black and white wrestle for power in the new South Africa, half the population watches from behind the kitchen sink.

Women, apart from Winnie Mandela and a few others, are South Africa's forgotten people.

The white minority government and black parties are thrashing out the framework of a new democracy which focuses on black rights after decades of denial under apartheid.

But women complain that their demands for equal rights are being overlooked by men of all colours and creeds.

"The debate on women has not yet begun," said Frene Ginwala of the ANC, announcing the creation of a Commission on Women's Emancipation.

"Women's subordination has been institutionalised in the law and in the customs and practices of all racial groups."

The litany of complaints includes unequal pay for equal work, sexual harassment and the absence of women in high places.

Women are basically equal to men under the law but are in practice paid and educated less, says lawyer Cathi Abertyn, an expert on sex discrimination at Johannesburg's Witwatersrand University.

Women cannot open bank accounts or sign car purchase forms without their husbands' permission. Pensions for female civil servants are lower than for men and women state employees can lose housing subsidies when they marry.

Teachers and nurses are among the female professionals who are paid much less than men doing the same work.

"The notion of equality is new in South Africa," Albertyn said.

Subordinate status for women within marriage, the family and relationships spans the races from Afrikaners to Asians to Zulus.

Black women suffer the most, being discriminated against for both their gender and race.

Until only a few years ago black women were considered minors under African customary law and could not start a business or own land without their husbands' permission.

One women is raped every two minutes in South Africa and one in four beaten by her male partner.

Rule

In politics, prominent women such as Winnie Mandela and veteran anti-apartheid campaigner Helen Suzman are the exceptions that prove the rule.

There is only one woman in the Cabinet - Health Minister Rina Venter - and just five women sit in Parliament. Most of the women at South Africa's democracy talks are secretaries.

The forum's management agreed that the absence of women at the negotiations was a problem and decided to set up an advisory committee on gender - but only after an embarrassing protest letter signed by 22 groups and individuals was published in a national newspaper.

Feminists say some of the worst sexists are in liberation groups such as the ANC, which has devoted energies to combating apartheid but has done little to promote women.

"We can't burn our bras because if we do we would be in deep trouble," said ANC member Barbara Masekela at the group's first congress inside South Africa, where calls for affirmative action abounded.

She said women were hemmed in by a society which expected them to be compliant and to give housework priority over political activism.

In an article called "The Lowdown on Lefty Lovers", the women's magazine *Cosmopolitan* took a dig at men whose democratic ideals are reserved for the picket lines and not the home.

"What does a girl do when a man can quote the Freedom Charter but can't pull on a condom? Or when he can't remember his child's birthday because he's too busy saving the nation?" the magazine grumbled.

Several male leaders of the ANC, South Africa's biggest black group which hopes to form the first non-racial government, believe it is time to pay more attention to women's rights.

"We have to put our own house in order to have credibility," said Kadar Asmal, a member of the ANC's National Executive Committee. "The absence of women at decision-making levels has handicapped our struggle."

But, apparently oblivious to the irony, he then announced that the Commission on Women's Emancipation would be headed by a man. - *Sapa-Reuter*

Women's rights workshop

Sowetan 24/4/92 355A

THE Women's National Coalition will host a workshop over the weekend to develop strategies aimed at entrenching women's equality in the new constitution.

The workshop, to be held at the University of the Witwatersrand, will be addressed by Ms Beauty Mkize of the Women's Rural Movement, Dr Frene Ginwala of the ANC's Emancipation Commission, and Mrs Laura Harrison, president of the Women's National Lobby in Zambia.

South African women across the political spectrum, both rural and urban, will deliberate on the best ways of ensuring that the new constitution will entrench the equality of women, according to a coalition statement issued yesterday.

Participating organisations include the Black Sash, Kontak, National Assembly of Women, Union of Jewish Women, National Council for the Disabled, Catholic Women's League, SA Council of Churches and Cosatu. - *South African Press Association.*

Large coalition to boost women's rights

South 25/4 - 30/4/92 (355A)

THE Women's National Coalition (WNC), the widest grouping yet of women's organisations in South Africa, will be launched officially in Johannesburg on Saturday.

The coalition — to consist of representatives from, amongst others, the African National Congress (ANC), Inkatha Freedom Party (IFP), National Party (NP), Democratic Party (DP), Kontak, South African Council of Churches (SACC) and Women for Peace — plans to draw up a "Document of Women's Equality" after canvassing the views of women nationally, particularly in rural areas.

The document would hopefully form the basis for a Charter of Women's Rights that would be discussed at Codesa and included in a bill of rights.

Two concerns of the WNC would be gender oppression, conceived as the subordination of women, and the changes taking place in South African society, where sexism should be eliminated alongside racism.

SACC executive committee member Ms Jennifer Kinghorn said the WNC will discuss strategies to ensure the new constitution entrenches women's equality.

Strategies will also be discussed to increase the representation of women in the country's political process.

Ms Anne-Marie Nutt of the Afrikaner women's organisation, Kontak, said: "The coalition is a model for women, as up to now women have been scared about entering the political arena. It's important, therefore, that we develop the grass-roots empowerment of women."

Deputy head of the ANC's mission for the emancipation of women Ms Frene Ginwala said: "The coalition's objective is that in a year or two, the ordinary South African woman, who is illiterate and rural, must feel that this new South Africa has given her something, not just the vote," she said.

At the September inaugural meeting of the WNC, Ginwala said: "Women will have to make sure the constitution goes beyond a ritualistic commitment to equality and actually lay the basis for gender equality."

The coalition agrees that women will have to ensure that the new constitution provides for this. She suggested that "we need to make sure South Africa is explicitly characterised as non-sexist as well as non-racial". This would give priority to non-sexism where there may be a conflict of rights. She also suggested the state should be responsible for ensuring that women's equality is enforced.

A 14-member voluntary task force, the Interim National Committee, has been set up to broaden the coalition, and to make it as representative of South African women as possible. It also has to clarify the aims, terms of reference, process and structures of the coalition.

The committee has called a national workshop of the regional representatives and national women's organisations to discuss these questions, and launch the Women's Charter Campaign nationally.

Ms Gill Noero, a member of the DP's Women's Forum and chairwoman of the Women's Bureau (Southern Transvaal region), is a driving force in the WNC. She argues that because of the voluntary nature of the Interim National Committee, the workshop will be important to establish accountability. "Traditional discussion forums have always excluded women — this is no way forward for a new South Africa,' added Noero.

But the coalition is not the only alliance of organisations concerned with women's human rights. Late last year, the Women's Legal Status Committee (WLSC) called a meeting to form a Women's Lobby to lobby leaders in the media, politics and business about women's concerns for the future South Africa.

Some argue such an organisation should concentrate on helping the WNC to publicise and raise awareness about the campaign for women's rights. But in its newsletter, the WLSC argues one needs to distinguish between two kinds of issues — "societal or national issues that include the constitution" and "women's issues based on women's biological functions and society's attitudes to women".

The WLSC argues that the focus of the coalition would confine lobbying to women's issues and strongly advocates a broader view. There does not appear to be a contradiction in the objectives of the two organisations, however.

Sheila Meintjes, Work in Progress

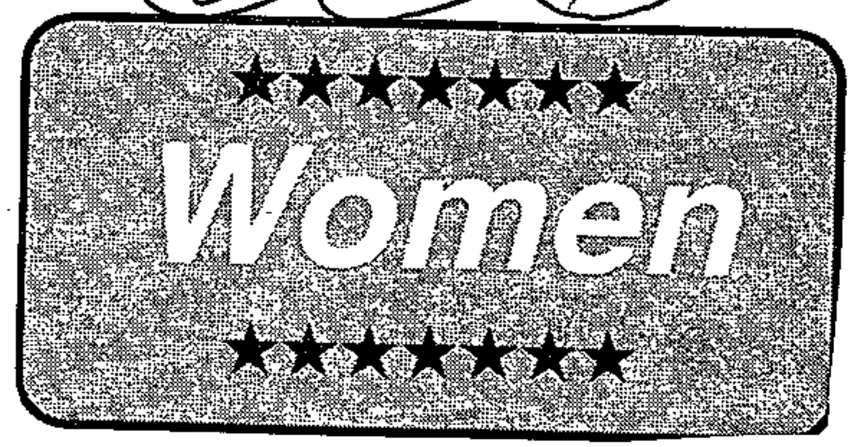
Getting the rights stuff

Sowetan 30/4/92.

355A

THE overwhelming need to secure women's rights in a new constitution this week overruled any differences in the 56 organisations that took part in a workshop on a women's charter.

A loose alliance of women's groups, called the Women's National Coalition, was formed late last year with the aim of ensuring that a charter of women's rights is included in the draft for a new constitution. Eight regions, Northern Cape, Free State, Maritzburg, PWV, South Natal, Transkei and Western Cape, were set up to conscientise and canvass women's support at regional level. SIZAKELE KOOMA reports.



No one would have thought that the Conservative Party and the Pan Africanist Congress, with their divergent political views, could sit together with so-called progressive organisations and discuss the future of women in this country.

The presence of both these organisations was another curiosity.

The two and Azapo are not participating in the proceedings at Codesa but are committed to the course of the coalition.

Imbeleko, the women's section of Azapo, was not present at the workshop, but not because they do not agree with what was going on there, according to the organisation's president Mrs Rose Ngwenya.

"It is our policy to form coalitions with other women outside our organisation. It is important for us to participate in the coalition because whatever comes out of it will affect all of us women.

"We do not represent ourselves. We represent all the women who are our members. We therefore have to take decisions that will be of the best interest of them," Ngwenya said.

A strong sense of unity ran through the proceedings of the workshop as 400-odd delegates deliberated on the strategies that should be adopted to collect women's views for a charter of women's rights.

Issues

The women were all determined that they would not be left out of the constitution even if they were left out of Codesa.

In a statement, the women said it was imperative to insist on their rights now, or gender issues would not be documented adequately in the new constitution

"Women's concerns continue to be seen as 'women's issues' alone and not as part of the national process. In the economy they remain marginalised. Political groups and most powerful institutions are still dominated by men.

"It would be naive for them to expect that such entrenched patriarchal forums would initiate the transformation to a non-sexist society."

The women were aware of the shortcomings that might make it difficult to attain their goal such as the high rate of illiteracy that made it difficult for most women to assert their rights, economic dependence on their men and the subordination they suffered in law and practice - apartheid and tradition - but were bent on making a Convention for a Democratic South Africa eat its words.

Said head of the ANC's emancipation commission and elected coalition convener Frene Ginwala: "Codesa has declared that it is committed to the establishment of a non-sexist South Africa. We want to ensure that the principle is adhered to".

Listen

Her committee has been given a year in which to develop a document of women's rights. Ginwala said she envisaged the collation process, although still not decided by the committee, as sending out fieldworkers "to listen to women and let them talk about issues that they want addressed in their areas".

She said she thought questionnaires were intimidating and would not be an ideal way of eliciting ideas but could be used by the fieldworkers as guiding documents.

"The charter must come out of the women's experiences. They must say what they want. We should not prescribe to them," Ginwala said.

Work

The strategies along which her committee will work include:

- Uniting women;
- Incorporating women of all backgrounds, urban and rural;
- Allowing women to talk for themselves; and
- Urging that women's rights to be part of constitution.

If the women's coalition succeeds in its endeavour South African women would set a precedent in history. Although women have committed themselves fully in the struggle for liberation in all African states most have found their rights not covered adequately when the new constitutions are drawn.

Pointing the way for the men

STAR 1/5/92

DO women have some organisational force that men don't have? How come that, while the nation's male leaders wrestle at Codesa, ANC women, Nat Women, DP women, communist women, IFP women and all political shades of woman in between are planning one, united assault on the constitution-making process?

Anyone present at the recent workshop (April 25 and 26) of the Women's National Coalition would realise quite simply that, yes, women do have a quality that men don't have: a common sense of grievance and outrage at the discrimination they experience simply because of their gender.

This outrage, translated into determination to defeat gender discrimination, is what cements the Women's Coalition. It is all that cements it. The coalition has no capacity for broader ideological positioning.

Its purpose is to "seize the hour"; to intervene in the constitution-making process to secure a new dispensation for women as South Africa enters the democratic age.

It proposes a broad campaign to elicit women's demands which will form the basis of a document or "charter" which the coalition will seek to have incorporated in the constitution in a way that would most effectively reinforce Bill of Rights provisions on gender, and direct legislation toward securing women's social equality.

Despite this singleness of purpose, political differences among women of the coalition remain marked. There is certainly no sign that women are about to flout party policy in the interests of sisterly solidarity.

For instance, it was notable that women's structures affiliated to parties which continue to shun Codesa — from the Conservative Party to the Pan Africanist Congress — have remained outside the coalition.

There is also little doubt that differences in political perspective are going to cause a degree of strain during the year-long process of drawing up the "charter".

Even the use of the term "charter" is in itself not acceptable to all participants in this campaign.

Political tensions were also apparent when national workshop had to decide whether to conduct elections on the basis of one organisation one vote, or one delegate one vote. The former process would ignore the relative size of the organisations.

On the whole, the women from smaller organisations comprising more privileged sectors of society supported one vote per organisation, while the mass-based organisations tended to support a proportional voting system. The whole question raised that old political bogey of the "swamping" of minorities.

Thoko Msane, elected secretary of coalition's new steering committee, is confident that the structure will weather the differences — partly because the initiative is so task-centred and partly because many member organisations are not explicitly political.

She points out that professional organisations, welfare and service groups and religious bodies are part of the alliance.

"Because of that there is some kind of neutrality."

In addition, the existence of the coalition in no way detracts from the autonomy of member organisations or of regional women's coalitions, she notes. To a large measure, the work of the coalition will be an accumulation of diverse efforts.

Finally, the results of the elections showed two promising unifying factors. One, that there was a high degree of confidence across the board with the women elected to the four leadership positions; all came in either unopposed or with large majorities.

And two, that the delegates were sensitive to maintaining organisational balance in their structures. With 20 nominations for 10 elected positions on the steering committee, an ANC member took the largest number of votes, followed by an IFP member.

An observer of the Johannesburg workshop — taking in the executive suits, the activist T-shirts, the print dresses with matching turbans; listening to the mix of languages and range of styles of participation — might be provoked to wonder whether feminism has quickly sunk surprisingly tentacled roots in formerly hostile soil.

Ms Msane ventures that it would not be appropriate to characterise the coalition as feminist, although she acknowledges that it represents a great advance on the days when many women's organisations viewed themselves simply as ancilliaries to male-dominated organisations, particularly in the liberation camp.

"I think I've seen a dramatic change which came about when women realised that their rights can in no way be seen as a separate entity from basic human rights. We are trying to make gender issues part of social debate, educating the entire community."

Really, she says, "we are reclaiming what has been taken away from us".

Although special claims were made for the plight of rural women — who sustain the most arduous of unpaid labour, raise their families single-handed and are often denied legal rights to the land or a say in the tribal councils — there was not a hint of depreciation of the problems of highly privileged women, whose "only" hardship might be denial of the professional and political influence accorded similarly equipped men.

Delegates pursued with sincerity their intention of being "inclusive" in examining the discrimination endured by women. The mood of acceptance proved quite infectious. By the end of the two days, some women initially suspicious of the exuberant, activist style were moving into a modified toyi-toyi and singing in praise of womanhood. □

May 2 to May 7 1992

Southwomen11

World women gather to put gender on the agenda

By Quentin Wilson

FIFTY WOMEN from Egypt, Nicaragua, Bangladesh and elsewhere will meet at Langebaan this week for an international seminar on Gender and Popular Education.

The four-day conference, co-hosted by the Women's Program of the International Council for Adult Education (ICAE) and the UWC's Centre for Adult and Continuing Education (CACE), aims to build solidarity among a network of feminist educators.

The 30 South African participants will hear of the different experiences of women's struggles worldwide and relate these to their own lives.

"We will be able to learn an enormous amount from them. As South Africa moves towards more democratic decision-making structures, it is vital that we challenge gender discrimination. Women need to be able to participate in making the decisions that will affect them and their communities in the years to come," said Ms Liz Mackenzie, one of the CACE organisers.

"The approach will be participatory and looks critically at power relations between people in any context.

"The concept originated in Latin America and is used particularly by women's movements who want to challenge structural imbalances in power relations between women and men," she said.

The 15 international delegates will come from ICAE groups in Africa, Asia, Latin America, the Caribbean, Europe, North America and the Middle East.

The participants will represent health, religious, women's, political and non-governmental organisations as well as educational institutions.

CACE convenor Ms Pethu Serote said they regarded the visit as an exchange programme.

"There will be an exchange of ideas and experiences. We will learn a lot from them but they will also learn a lot about South Africa from us. It will be a two-way thing.

"Since the ending of South Africa's isolation there is great interest in what is happening in this country. ICAE therefore decided to hold its meeting in Africa," she said.

The agenda includes defining gender and popular education as well as developing macro-strategies that will change the subordinate position of women.

Mackenzie said: "Women are still not represented in society's key decision-making structures. We have been prevented from structuring society as there are a lot of assumptions about a women's place in it.

"Our oppressed position is considered so familiar and natural that it often goes unquestioned. One has to look quite critically at it and make people aware that something must be done."

Participants will visits various organisations in the Western, Southern and Eastern Cape.

The list of visitors includes Ms Malena de Montis, who was part of the Sandinista government in Nicaragua; Ms Carol Anonueva, who is the director of the Centre for Women's Resources in the Philippines, and Ms Lalla Ben Barka from Mali.

- After the workshop, a panel of the international delegates will speak at a public meeting on Friday, May 8, at 3:30pm at the CACE hall at the University of the Western Cape.

'Our oppressed position is considered so familiar and natural that it often goes unquestioned'

Politics is worldwide still largely a man's domain, according to a global survey conducted by the Inter-Parliamentary Union (IPU) and recently released in Geneva.



A WORLD LEADER: Queen Elizabeth II, who heads 16 commonwealth countries

Men still wear the pants in politics — survey

POLITICS has remained a 'no-woman's land' almost everywhere, despite the progress made since World War II says the IPU, a Geneva-based organisation which co-ordinates contacts between national parliaments.

The IPU based its survey on information submitted by 96 national parliaments, and dealt with issues like the right of women to vote and be elected; as well as the positions they held in governments, parliaments and political parties.

"While women now have the right to vote and to be elected in all but two countries — Bahrain and Kuwait — not a single woman has ever been elected to the parliaments of the Comoros, Djibouti, Kiribati, Lebanon, Morocco, Solomon Islands, Tonga or the United Arab Emirates," the IPU said.

The report noted that in a number of other countries, many years had elapsed between the time women could become candidates and the day one or more were actually elected. As examples, it said the time difference was 42 years in Australia, 36 in Singapore, 18 in Senegal and 14 in Bolivia.

A previous IPU survey, published in June last year, showed that, at the time, only 11 percent of the world's parliamentarians were women.

"Parity has not been achieved anywhere and a mere six national parliaments had women making up more than 30 per cent," The June report identified Finland, Sweden, Guyana, Norway, Cuba and Denmark as those countries where women accounted for nearly a third of the parliamentary count. Altogether 38 percent of Finland's legislators are women — the highest in any country.

The latest study shows that legislation in four countries — Angola, Argentina, Nepal and the Philippines — sets out to ensure the presence of women in parliament.

Numerous political parties around the world have also introduced similar "quota systems", although it is noteworthy that Finland has not introduced such a system, the IPU said.

A system of reserved seats for women exists in Bangladesh, Nepal, Pakistan and Tanzania. Egypt used to employ this practice, but has since abandoned it.

Some of the other results of the survey show that as on October 31 last year, women were presidents or speakers of either parliament or one of the parliamentary chambers in just 10 countries — Austria, Belize, Germany, Grenada, Iceland, Italy, Luxembourg, Norway, Sweden and Switzerland.

Additionally, parliamentary commissions dealing specifically with women's affairs exist in just 20 countries.

Only three women are heads of government — in Bangladesh, Dominica and Norway — while there are nine countries with women as the head of state: Iceland, Ireland, Netherlands, New Zealand, Nicaragua, Philippines and United Kingdom.

Queen Elizabeth II is additionally the official head of state in 16 commonwealth countries.

Last year 80 countries with functioning parliaments had at least one woman cabinet minister, but there were only five women justice ministers, three foreign ministers and two finance ministers. "No woman anywhere was in charge of a ministry of defence," the IPU noted.

Most female ministers (18) were in charge of social affairs; there were 15 heading women's affairs; seven in charge of the education ministries and six female labour ministers.

"The survey also shows that, whereas political parties in many countries include large numbers of women as members, comparatively few have risen to leadership positions," the organization said.

Where have all the graduates gone?

South 2/5-7/5/92

By Mcebisi Bata

It is scandalous that the University of Fort Hare does not have a single women professor, when more women than men graduated there last year, says a visiting lecturer from London.

Ms Miranda Alcock, of the Training for Equality Project at Kingsway College, London, addressed a public meeting at the university recently on "Creating a Gender Sensitive Society".

She said for an institution such as Fort Hare to adequately address gender discrimination, there should be consultation between students, staff and the management of the university.

"The gender issue is about how men and women relate to each other. It is not only feminism, but an agreement on equality of both sexes."

Real equality was the recognition that women and men were of different sexes but should be afforded equal opportunities, she said.

She challenged the university to develop a policy regarding gender issues. "Where does power lie at Fort Hare?" she asked.

Alcock said a sound policy with clear procedures should be developed for dealing with sexual harassment, and should aim to create a safe and comfortable working environment.

A public commitment should be made to show that sexual harassment was unacceptable. **Veritas**

MONEY MATTERS

Making it in a man's world

Sowetan 7/5/92

EBULLIENT Miss Rose Namngadi Mabele (33), of Soweto, has joined the league of black women who are trying to make it in a chauvinistic environment.

By JOSHUA RABOROKO

Mabele, who owns the Siyakha (we build) Properties in Diepkloof, has trampled on a few male egos as she climbed the corporate ladder.

She is probably one of the few black women in the property market largely dominated by males.

She sells homes — big and small — to many first time home-owners and others in the townships and has recently moved to Johannesburg suburbs where her clients are both black and white.

Economic growth

"I believe at this time when South Africa's ability to draw every productive resource to restore economic growth, it is vital that we provide homes for the majority," she says with a wry smile.

"Housing has always been a major problem for blacks in South Africa," she said, adding, "and unless this crisis is looked into we are all heading towards a disastrous future."

Lovely Rose developed the notion to sell houses after she graduated in commercial subjects and could not find a suitable job because these were reserved for whites in 1982.

She worked for a furniture shop as an invoice clerk and the highest position she could occupy was that of being a senior clerk — even then such vacancies were occupied by white women and black males.

"I was eager to climb the ladder in this kind of business, but my attempts were hamstrung by the fact that I was black and a woman, she says, adding, "this was an indication of how black women suffer from double oppression in South Africa."

Rose was not satisfied with the job and a white friend encouraged her to start selling property — this was the turning point in her life.

She sold swimming pools for her friend and worked only two months for her. The reason she left? "The white friend's family seemingly became jealous that I was making too much money and I was forced to leave the establishment."

Courageous Rose never despaired. She looked for greener pastures and was introduced to a black building contractor in Soweto. She worked for him as a bookkeeper, clerk and receptionist.

It was during this time that she developed an interest to sell homes. She studied and passed her Estate Agent examinations in 1987. After that she wanted to be independent.



Climbing the corporate ladder - Rose Mabele.

She now sells and leases homes and flats in the Witwatersrand and the business is growing fast.

Her clients are men who seek homes for their families. Their attitude? "Male chauvinism does not worry me. I am prepared to do my job, whatever the consequences.

"I visit and consult many of them — some top brass in the community — without fear. I am also not afraid to compete with any men in the field."

She was worried about the homes that have been repossessed from homeowners by financial institutions.

Most blacks were unemployed as a result of sanctions and the country's downward economy, but she was optimistic that things will change in the future.

Unemployment, the economic downturn, violence and unrest, have all contributed to the present flux in the property market in the black community.

"The financial institutions are also reluctant to grant loans to home-owners because of the risk factor. However, I am optimistic this will change as the economy improves.

Experience

Rose has gained more experience in her job by attending several seminars on the property market.

She is a member of the Tunguru Investment Club which is an affiliate of the National Association of Cooperative Societies of South Africa Nacssa) representing hundreds of burial societies and mehodisano clubs.

"I joined the club because I wanted to exchange views with many professional people who are aiming at black economic empowerment."

During her leisure time Rose listens to jazz, likes cooking and baking and watches football. And her favourite club is Mamelodi Sundowns.

If you want her to sell you a house phone (011) 938-1052 or (011) 642-6465.

This article will qualify Rose for the *Sowetan*/Sanlam Entrepreneur of the Month. If fortunate she will later participate in our competition at the end of the year.

BOOKS

Phokeng women tell of their history

w/m ail 8/5-14/5/92

(355A)

WOMEN OF PHOKENG *by Belinda Bozzoli with Mmantho Nkotsoe* (Ravan, R49,99)

NOT far from Rustenburg in the western Transvaal lies one of apartheid's dumping grounds, the sleepy rural town of Phokeng.

Women of Phokeng, by University of the Witwatersrand professor of sociology Belinda Bozzoli, is as an oral-history study, following the lives and struggles of 22 Bofakeng women from their births round the turn of the century to their old age in Phokeng, a once prosperous agricultural town which once "never knew hunger".

By conducting in-depth, personal interviews, Bozzoli, assisted by Mmantho Nkotsoe, looks at the course each woman's life took and how they were all brought back, eventually, to Phokeng. Interspersed with the anecdotes about their day-to-day existence are vivid first-hand accounts of historically significant events from the early years of the century right to the present day, depicting urban life during the 1930s and 1940s in Reef townships like Sophiatown, Alexandra and Vrededorp along the way.

The life to which they have returned in Phokeng revolves around burial societies, grandchildren and church-related activities; they are accorded the traditional dignity of elderly women. But it is their earlier selves that arouse the most interest.

Bozzoli follows the unfolding course of their defiance, from their diminished tribal position to oppressively customary practices such as female initiation and compulsory house work, to the brashness of the city and the fight for survival there. Here "homegirl networks" of Phokeng women were employed as domestic workers. Members of these networks would look out for each other.

One of the interviewees is Naomi Setshedi, once a member of such a group. She says: "We had boyfriends but didn't want them to sleep in our rooms. Whenever one of us knew that her boyfriend would be likely to pay her a visit, she would organise her friends to come and spend the evening so the boyfriend could be inconvenienced." By doing this, the women felt they were also preventing one of them becoming pregnant.

All the women interviewed say that in the cities it was better to do domestic work than farm or factory work. Here, they describe how they often met and then married husbands and bore several children instead of being "promised" to someone in the traditional way.

Their later existence in the city was no longer based soley on earning money, as they move into townships, have families and adopt urban life. One of the ways in which the women supplemented their income was by illegally homebrewing beer to sell. This, however, often led to arrests, along with police harassment. But Mmadiate Makgale, described by Bazzoli as particularly militant, says they always found ways of evading the white policemen and so kept on brewing and therefoe earning money.

These women were not afraid of policemen either hunting for pass books or illegal homebrew. Nthana Mohale says that "policemen could never even think of standing in front of a 'Mayibuye' woman. We were militant. Even in town, the bus drivers used to clear way for us so that we could go in without having to stand in a long queue."

In the townships they participated in historically significant movements like the defiance campaigns against passes and the first bus boycotts which swept the Reef during this time.

One has to read through a lot of often disparate information in the interviews, but Bozzoli's division of the material in chapters does make them more manageable. Throughout the interviews, Bozzoli attempts to draw in the historical significance of events which occured during these womens' lives. She structures questions so that they include the women's perceptions of the world around them embedded in first-person accounts of what life was like "in those days" in places such as Fietas and Sophiatown. Descriptions of concepts, words and places referred to in the interviews — some of which the reader may be unfamiliar with — are placed in context in the detailed notes at the back.

There are few illustrations in *Women of Phokeng*, but the maps and the portraits of most of the women interviewed are useful references in understanding the backround and content of the book. It also carries a detailed bibliography of other works on subjects like domestic work and migration to the cities.

Women of Phokeng may come across as just another well-researched portrayal of the evil effects of apartheid, but Bozzoli does not leave it at that. She takes up issues of interest to gender studies as well as sociologigal and historical fields, and the interviews are written in a way that makes apparent both the aspects of life the women have in common and their individuality.

Beathur Baker

Bridging the cultural and work skills gap

STAR 14/5/92



Shafto's People 12/5/92



Dynamic duo . . . Bridgette Motsepe and Mara Minnaar giving black secretaries a head start in the new South Africa.

At first sight they seem the most unlikely of friends. They are from backgrounds that could hardly be more diverse: Soweto-born Bridgette Motsepe and this typical Johannesburg northern suburbs PR type, Mara Minnaar.

Yet they've put together a formula they believe is a role model for the new South Africa — and, what is more, results are proving them to be 100 percent right.

Mara and Bridgette, two really genuine friends as well as business partners — "we take turns in making the tea," jokes Mara — are the driving force behind the Secretaries' Challenge course. The course, a quarterly skills bridging concept, is fast gaining popularity and respect among secretaries in the black sector.

But to go back to the beginning ... and how it all began.

Bridgette, working as a personal assistant with the National Soccer League hierachy, wasn't over-impressed with slightly casual, somewhat laid-back Mara Minnaar when she was appointed by the NSL to promote and arrange the soccer body's Miss Personality Award back in 1986. And when Mara asked her, without giving the possible racial implications so much as a second thought, to make the tea, Bridgette thought: Oh-oh, here was another whitey she would never get on with.

"I just didn't think she was slick enough, chic enough," says Bridgette. "Was I ever wrong! Let's just say I had a lot of growing up to do."

So started a specially warm friendship, and when Bridgette left the NSL and was recommended for a position with a major cosmetics company by her newfound friend, the two began also to think in terms of a possible business partnership. Today, each of these thirty-something lasses runs her own independent company, and four times a year they co-operate on their joint venture, the Secretaries' Challenge.

Bridgette, single, says married Mara is a workaholic. Mrs Minnaar protests she's not. "But we get a lot of satisfaction out of the secretaries project and so, we believe, have our proteges. It's a way of starting a new tomorrow in black/white relationships for everybody," she adds.

Bridgette explains. Because of cultural differences, whites employing a black secretary find it difficult to criticise, and the secretary herself is not able to accept the criticism. "We have to learn to interact."

Mara takes over: "The point is, there *are* many black secretaries who are competent and command respect at all levels; there are many others however who are frustrated and not fulfilling their potential due to lack of skills."

The Secretaries' Challenge takes the form of an intensive one-day course at which highly qualified speakers cover a wide range of subjects designed to send the employee back to her company better equipped to deal with her job and with a more positive attitude which in turn affects everyone with whom she comes in contact.

The last seminar was held in April, with a keynote address from Francis Kendall of Amagi Books, and among others Francis Beasely on sexual harrasment, Joy Cameron-Dow on professional excellence, and Charleen Grobler of the National Council for the Physically Disabled.

Their first course was meant for about 150: it snowballed to 370 before the due date. The next is in August, and they expect 50 percent of the April delegates to come again. What they are most proud of is the sort of reaction of a group from the East Rand who, after the confidence gained from Secretaries' Challenge, started up their own part-time pottery business, 10 of the staff being men!

You can call Mara on (011) 886-1145.

Inquiry switches to 'displaced thousands'

CT 14/5/92

THE Goldstone Commission said yesterday that no good purpose would be served by hearing many weeks of disputed evidence about violence between the ANC and the Inkatha Freedom Party.

It had decided that what did require urgent investigation were the allegations that violence had resulted in the displacement of thousands of people from their homes.

"Some are alleged to have been physically ejected from their homes and others are alleged to have vacated them for reasons of fear and intimidation," the commission said in a statement.

It had held preliminary inquiries into recent violence in Alexandra Township, the greater Soweto area and the Vaal Triangle on May 5.

"Common to most of that violence is that political battle between the ANC and the IFP.

"The commission has decided that no good purpose would be served by the hearing of many weeks of disputed evidence on the issue.

"Furthermore it is the same issue on which the Thokoza Committee has been hearing evidence for the past five months.

"That committee is considering all of the relevant aspects of violence, including ways of curbing it."

The commission said that because of the eviction of people from their homes, a committee had been set up to establish the circumstances in which people might have been forced by violence or intimidation to vacate homes or hostels in Alexandra, greater Soweto and the Vaal Triangle.

Phola Park probe adjourns

PRETORIA. — The chairman of a Goldstone committee inquiring into 32 Battalion's alleged rampage through Phola Park, Mr Solly Sithole, adjourned the sitting yesterday to allow legal parties time to find common ground on how the investigation should proceed.

This follows a scathing attact by counsel for the battalion, Mr Barry Roux, on the committee for having "accepted 32 Battalion's overstepping its mark by facts outside the forum, probably after being influenced by reports in the media".

Mr Roux said he was warning the committee that an unhealthy situation would develop if counsel were not given the opportunity to cross-examine witnesses thoroughly. — Sapa

Winnie hits at 'sexism' in SA

CT 14/5/92 355A

JOHANNESBURG. — Mrs Winnie Mandela, who has been re-elected chairman of the PWV region of the ANC Women's League, said yesterday that the issue of sex discrimination had to be addressed with the same vigour and intensity as race discrimination.

"Our male comrades must no longer be allowed to go about shouting their belief in a non-sexist South Africa when at their own homes they act as undisputed bosses who expect no opposition.

"I wish that in this region we will be able to pioneer a more aggressive approach to women's liberation."

She was speaking at a news conference here yesterday where the new regional executive was introduced to the press.

She also criticised the press and ANC members who spoke to reporters. — Sapa

Six-day death toll 41 — HRC

JOHANNESBURG. — The Human Rights Commission, an independent unrest monitoring group, claimed yesterday that 41 people had died and 44 others were injured in violence throughout the country between May 6 and 12.

Meanwhile, Minister of Law and Order Mr Hernus Kriel told Parliament yesterday that more people had been murdered on trains during the first four months of this year than during the whole of last year.

He said 106 people were murdered on trains between January 1 and April 26 this year. Mr Kriel, replying to a question by Mr Jurg Prinsloo (CP Roodepoort), said 76 people were murdered on the trains in 1991.

In its weekly report the HRC said vigilante-related actions had accounted for 30 deaths and 28 injuries, with incidents reported only in the PWV and Natal.

In the previous week 48 deaths and 60 injuries had been recorded.

The HRC said the number of arrests between May 6 and 12 trebled compared with the previous week, with 151 people being arrested up to Tuesday this week compared with 50 in the previous period.

It claimed "hit-squad" activity accounted for one injury in Natal.

In their latest report, police said yesterday that a man was killed by a group at Duncan Village in East London.

● In Natal, an SADF spokesman said yesterday that 32 Battalion would not pull out of strife-torn Imbali township, Maritzburg, despite of calls by the community for it to do so. — Sapa CT 14/5/92



'No evidence?' — Mpofu hits

Winnie hits at 'sexism' in SA

JOHANNESBURG. — Mrs Winnie Mandela, who has been re-elected chairman of the PWV region of the ANC Women's League, said yesterday that the issue of sex discrimination had to be addressed with the same vigour and intensity as race discrimination.

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She also criticised the press and ANC members who spoke to reporters.

— Sapa

Equality between the sexes won't be handed on a plate

355A

STAR 15/5/92

THE formation of a National Women's Coalition to draw up a Charter of Women gives women the opportunity to express their views and share their ideas about the sort of society they would like and, in particular, how society should view women.

The coalition crosses all party political lines, so, for the first time in South Africa's history, all women now have the opportunity and the responsibility to take time out to consider their needs and their future.

We are living in historic times. Great changes are taking place in our society, causing much questioning, much hardship and many doubts. If we are to build a just and equitable society, in which women's as well as men's rights will be advanced, women should be involved in the process.

The majority of women, that is African women, suffered more than any other group under apartheid. They were treated as minors regardless of age, denied the security of a family life and often had to raise children single-handed.

Vast numbers of women were relegated to barren rural slums. They were denied even the most basic services let alone access to education, training and jobs.

Let us be very clear. Calling for women's rights in South Africa, or women's emancipation or whatever you like to call it, is not some sort of foreign aberration. Any human rights programme which fails to address women's rights will have failed to address the injustices of apartheid.

So the setting up of a gender advisory committee by Codesa is to be welcomed and those who pressed for it are to be congratulated.

Yet what is of concern is the apathy of many women. Is this because South African women are content with their present position, are unconcerned about having a poorer chance of an education or a job, at being paid less than men when they are in work, and having fewer prospects of promotion?

Don't women mind that they are virtually absent from all the higher levels of government? Are South African women satisfied with caring for children and husbands, with doing "women's work" at home and in employment?

Do their horizons stop at the boundary fence of their home or do they dream, as women elsewhere in the world do, of wider opportunities for themselves and their daughters?

In the past, South Africa saw mighty and militant demonstrations by women: 2 000 white women marched through the centre of Johannesburg in 1955 and 18 000 attended a mass meeting to protest against government moves to change the constitution and disenfrachise coloured voters.

An even greater number of African women protested against the extension of the pass laws to women and against apartheid.

During the '80s, women again played an important role in the struggle against apartheid and repression. But it was mostly the role of "do-er" — the women's role, rather than that of decision-maker, which was left to men.

As in the '50s, few women raised demands for their own liberation. Following the stormy '80s, we have entered a period in which we can go forward.

Parties to Codesa may express fine sentiments, may claim to be "non-sexist", and may even agree to redress injustices to women, but unless they know that the demands of the few women in their ranks have the backing of women's groups around the country such agreements will never be more than paper agreements.

Nowhere in the world have women been handed equality on a plate; everywhere they have had to fight for it. South Africa will be no exception. We do not want our daughters to turn on us in the years to come and ask: "Where were you when the Bill of Rights and the new Constitution were being drafted?" □

Mary Turok represents the Black Sash Southern Transvaal Women's Group.

Discrimination unhealthy for women

ARG 18/5/92

355A

GENEVA. — US Surgeon General Antonia C Novello and other medical experts hoping to improve the health of women have said that their main problem isn't scientific but discrimination against females around the world.

A move spearheaded by Novello says that previous calls for better education and treatment of women appear to have fallen on deaf ears.

Dr Novello and Claes Oatendal, director-general of health in the Swedish Ministry of Health, co-sponsored a resolution to the 176-nation World Health Assembly, the policy-making body directing the World Health Organization.

An accompanying report on a recent three-day discussion in the UN said womens' medical problems have social and economic causes.

"The root of the problem lies not with women, but in society itself, with attitudes and values held and perpetuated by men and women," it says.

The resolution noted "with great dismay" that countries have failed to respond to the "many resolutions over the years (that) have called for action to be taken in areas such as women's education, gender research, safe motherhood and income-generating opportunities for women."

This lack of interest by governments also is reflected in the lack of knowledge about how diseases affect females in particular, it says. The report says studies should be conducted in such areas as women and tropical diseases.

Dr Novello said she backed provision of daycare and parental leave to care for children as well as putting a halt to sexual harassment and discrimination in jobs.

But she said she was speaking for herself and not the administration of US President George Bush.

"Girls are born with a biological advantage over boys which makes them more resistant to infection and malnutrition, but this is often cancelled out by the social disadvantages they suffer," says the report.

Girls in some countries get fed less than boys, have to work harder and receive less education, it says. In many countries girls are married young and start bearing children before they are grown themselves, putting their own lives at risk, it says.

The problems continue at all stages of life, the report says, and even though women tend to outlive men, discrimination often assures that their old age is one of poverty and ill-health.

"In all countries, women constitute the majority of the poor and this trend is increasing," it said.

The resolution asks WHO begin work toward a Charter on Women's Health Rights to be introduced at the United Nations Conference on Human rights next year. — **Sapa-AP**

Split on women's role

Sowetan 19/5/92

SOWETAN
Building the Nation

RADIO METRO
TALKBACK

SEXISM and centuries-old stereotypes against women reared their ugly heads during last night's *Sowetan*/ Radio Metro Talkback Show.

Callers were divided on whether women were capable of being leaders and on how they should be drawn into leadership positions in mainstream politics.

Bheko of KwaMashu said women must not be given token positions.

"We cannot co-opt them to a certain task just because they are women," he said.

Nelson said women in Codesa were out of line.

"You cannot have a women among men talking sensible things. Men can discuss those things because they are born supreme," he said.

Thobekani Magubane of Umlazi said he did not believe in sexism.

He said conveners of Codesa must allow free and maximum participation of women.

Manene of Soweto said society must give women a chance to represent the community and to prove they can do what the men can.

Peter said women did not possess leadership qualities.

Sipho of Central Western Jabavu, Soweto, said he had a problem with having women as forerunners in national politics. He said it was also not wise to exclude them.

"They must be liable to higher authority - a group of men with brain. It's a traditional and Biblical set up," he said.

Mustapha of Cape Town said women should represent themselves.

He said leaders must conscientise society about the rightful place of women.

Time to upset the 'natural order' of things at home?

STAR 21/5/92.

MALE delegates at Codesa haven't even noticed that there are no women around because that reflects the natural order of things in South Africa, says ANC research department head Dr Frene Ginwala.

Dr Ginwala was delivering the SA Association of University Women memorial lecture at the University of the Witwatersrand this week on transforming the nature of South African society.

She says that even the few women who feature at Codesa, on the level of advisers, are not a reflection of any fundamental change of attitude in this country.

According to the male delegates' understanding, women do not have any role in matters of state, in politics or public affairs, Dr Ginwala says.

These are considered to be "rightfully" the preserve of men, and men not women have the necessary talent, skill and inclination to deal with such matters.

She says the role of women at Codesa is difficult and frustrating because they are not given a chance to air their views.

"The lack of awareness of the absence of women's physical presence in Codesa is reflected in the language style and content of the debate.

Education

"Elections were about one man one vote, leaders are always male, any man of ability should have an opportunity and so on," she says.

Dr Ginwala says South African women need some form of affirmative action and education programmes to be able to participate fully in sports, politics and other social structures. If women accept that the process of change in this country should be a genuine transformation, then they should build a new society on a gender-neutral basis.

Scorned women fume over all-male management

CAROLINE HURRY

STAR 23/5/92

IT'S heart-warming to see how much the 19 delegates of the Codesa management committee have in common.

For starters, none of them have ever had an IUD fitted, none will admit to trying on lingerie at Woolworths and all have been seen entering the door marked Gents/Here when ablutions were called for.

Don't think we haven't noticed!

Oh no doubt, tucked away in the kitchen somewhere is a token *feemayull* agonising over the catering. She may even get to scrape the cake crumbs off the boardroom table after tea. Some girls have all the luck!

I can't tell you how good it makes us feel to know that while half the population has been shoved outside to hang up the washing, our future is being decided by a 100 percent testosterone-inflated majority.

Actually we are not amused. Even the usually circumspect "Who's Who of Southern Africa" was moved to comment.

"Was there not one woman considered worthy enough to join the delegation?" asked editor Sandra Hayes.

"If we are working towards a new South Africa, we should have some kind of female representation — especially as Codesa pro-

Delport reassures on rights bill

CAPE TOWN — A bill of rights would have to closely address women's issues such as abortion, maternity, pornography and land ownership, Deputy Minister of Constitutional Development Dr Tertius Delport said yesterday.

"We are keen to see women being placed on an equal footing with men, and all discrimination against women being removed," he said during the Constitutional Development debate.

A bill of rights would have to make provision for removing traditional and historical forms of discrimination against women. Women's rights to the same treatment as men would have to be enshrined as a universally recognised right.

A bill of rights also had to give specific attention to matters which applied distinctly to women, such as abortion, pornography, land ownership, maternity leave and motherhood. — Sapa.

claims to be non-sexist."

Lindiwe Zulu, spokesman for the ANC Women's League, agrees whole-heartedly: "This sexist attitude on the part of Codesa is just typical of our patriarchal society.

"Women are not only a large percentage of the population, but have also proved their ability at making important social and economic decisions that could affect the country.

"As women we must fight this all the way. We women must stand together and work out strategies for ourselves."

The ANC Women's League has called on women to unite for the fight, but a recent women's march on Codesa had to be disbanded because of fears of an Inkatha backlash.

No matter. I have a better plan. We could start revolutionary cells in nail salons and beauty parlours which could be a front for stockpiling weapons while target practice could be held in the basements.

All those idiot men who fondly imagine their wives to be exchanging Swiss-roll recipes over the nail varnish could be in for a very rude shock one of these days.

Indeed, ANC research department head Dr Frene Ginwala observes that male delegates at Codesa (what other kind are there?) have not even noticed the pronounced absence of women because that reflects the natural order of things in South Africa.

"According to the male delegates' understanding, women do not have any role in matters of state, in politics or public affairs," she says. "These are considered to be the 'rightful' preserve of men. Men, not women, have the necessary talent, skill and inclination to deal with such matters."

Shame on you men! You will have only yourselves to blame when the all-powerful, female revolution takes you completely by surprise. *Vive les femmes!*

'Women in govt lose money'

CT 23/5/92

(355A)

Political Staff

WOMEN in the public service could lose as much as R700 000 over 20 years because of discrimination against married women, the Democratic Party MP for Groote Schuur, Ms Dene Smuts, said yesterday.

She said in Parliament during the debate on the Vote on Constitutional Development that the bill of rights held the constitutional key to the improvement of the status of women in the form of two clauses.

The first was a marriage clause which gave spouses equal legal rights and status. The second was a qualified equality clause.

If South Africa had equality provisions, the public service would have to cease discriminating against married women on the basis of the thoroughly outdated breadwinner syndrome.

"Women are denied the house-owner allowance, the 100% housing loan scheme and pension benefits and can lose as much as R700 000 over 20 years.

"As for maternity, the journal The Public Servant, which did the calculation just quoted, says it happens repeatedly that departments refuse maternity leave, forcing resignation."

Ms Smuts added that the sporadic debate on women's rights in Parliament underscored the significance of the Gender Advisory Committee established at Codesa.

SOWETAN Building the Nation

WOMAN

Speaking on behalf of the voiceless ones

Sowetan 26/5/92

By SIZAKELE KOOMA

SPEAK is a serious indictment of publications that purport to report on women's issues.

The 34-page magazine, which was started as a newsletter for female activists in the early 1980s, shames all women's sections of newspapers and women's magazines with its broad and reflective reporting on women's issues in urban and rural areas.

"*Speak* has been produced by a group of women of all races with the determination to make women's voices heard and to tell of the exploitation and oppression of women in no uncertain terms," a statement from the magazine reads.

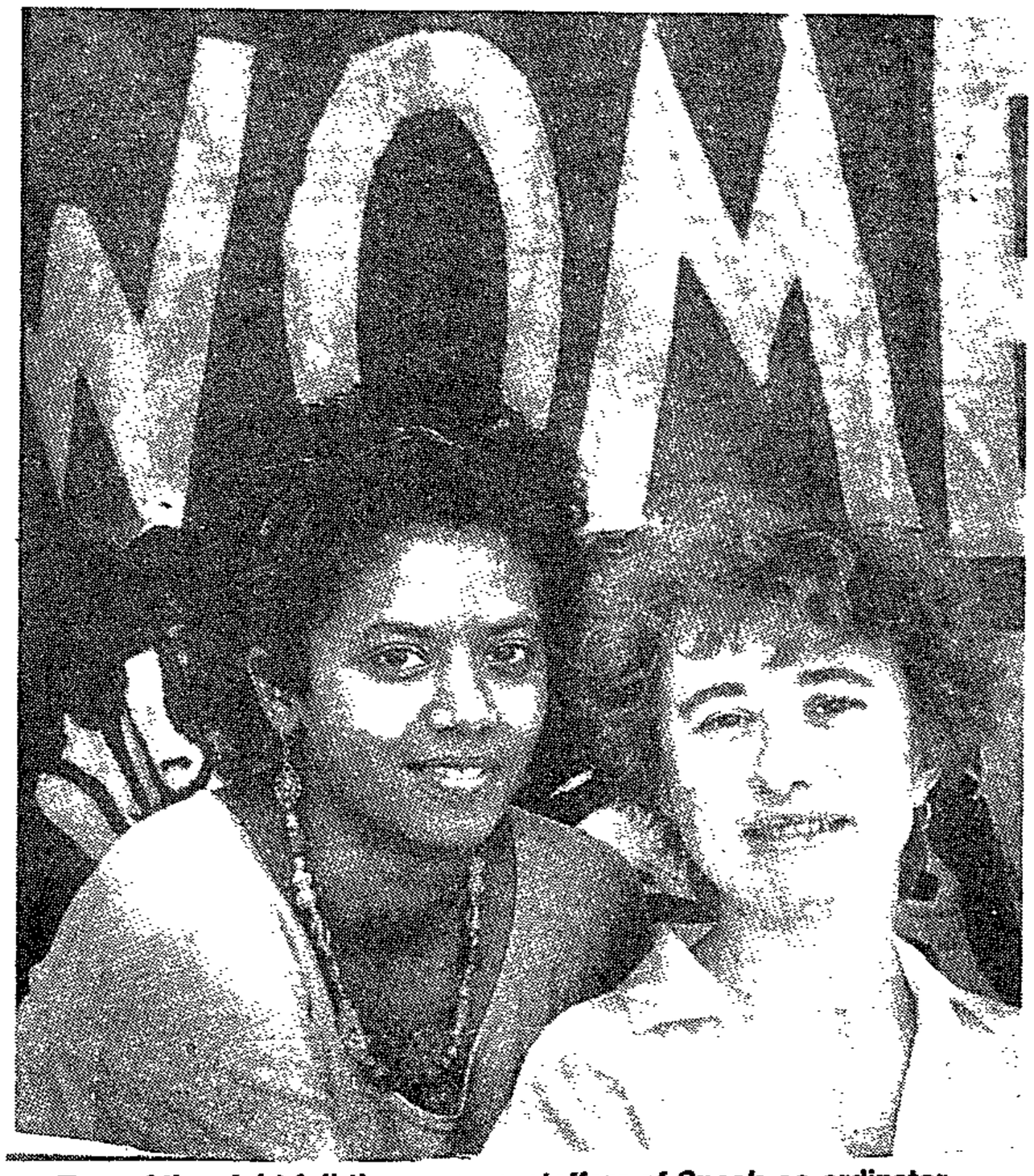
Concern

It does exactly that in stories which show a strong concern by informing and educating in a way that is not patronising.

The magazine, written in language able to be understood by people who read English as a second language, inspires reader participation and has been well-received by its market, judging by the letters page and *Taxi-talk*, and acts as a forum for discussion on a specific topic selected for the month.

One issue packed a report on problems faced by rural women and what they are doing about them, the Government's position on the legalisation of domestic workers, an interview with a male political leader on his opinion of women's rights, a profile of a renowned woman writer and advice on how to claim for child support.

It really is a magazine with a difference and a true voice of the voiceless.



Two of the eight full-time women staffers of *Speak*, co-ordinator Roshnie Moonsammy and editor Karen Hurt.

Top businesswomen

355A

THE Executive Women's Club of Southern Africa today named its 1992 Businesswoman of the Year award candidates. They are Rennies Travel MD Lilian Boyle, Eskom national marketing strategy manager Marie Davison, Ziton SA executive director Margerett Macfarlane, Emmanuels Personnel CEO Litsa Roussos and First National Bank group credit assistant GM Irena Willman.

B1 Bus 1/6/92

Ramphele named Anglo director

MATTHEW CURTIN

ANGLO American has appointed distinguished academic and community health worker Mamphela Ramphele as a non-executive director of the corporation.

Anglo chairman Julian Ogilvie Thompson said yesterday that he was particularly pleased with Ramphele's appointment because of her important contribution to research work the group was undertaking on the issue of poverty in SA.

Ramphele had taken a leading role in Anglo's efforts to define affordable and effective programmes of poverty alleviation which would be undertaken in SA within a framework of sound macroeconomic policies.

Ogilvie Thompson said the research would form the basis of discussions with political parties as well as make a contribution, through publication, to the wider public debate on these issues.

Ramphele is currently deputy vice-chancellor at UCT, where she completed a PhD in social anthropology last year.

In 1990 she won an Anglo and De Beers Chairman's Fund research grant for adolescent research in the Western Cape.

Picture: BRIAN HENDLER

'Contraventions led to finrand changes'

SUSAN RUSSELL

THE large number of exchange control contraventions uncovered and investigated by the Reserve Bank led to the amendment of many of its policies regarding finrand applications, the Rand Supreme Court heard yesterday.

This was said by Reserve Bank official Charles van Staden during cross-examination.

He was testifying at the trial of former Interboard chairman Ed Dutton who pleaded not guilty to 14 counts of forex and finrand fraud involving about R150m.

The State alleged that Dutton, using forged invoices and contracts, had obtained foreign currency unlawfully by misrepresenting that the funds were required to pay for plant and equipment purchased overseas.

It was alleged that most of the plant was never purchased and that the value of the imported plant was grossly inflated.

Dutton was also alleged to have had ultimate control of the two overseas companies, Partic Industrial Co Ltd and Ligneus Processing and Engineering Co Ltd, which were purported to have supplied the goods.

Dutton denied that he controlled the Mary Gibbs Trust, which was the ultimate holding company for the Dutch- and SA-registered Interboard companies, or that the Trust owned Ligneus and Partic.

Cross-examined by Dutton's counsel Max Hodes SC yesterday, Van Staden told the court that one of the measures, introduced after the Reserve Bank had uncovered and investigated so many exchange control contraventions, was to establish whether there was any relationship between the overseas supplier and the local importer.

This and other amendments to Reserve Bank exchange control policy applied only to finrand applications, Van Staden said.

The witness was also asked by Hodes whether the Reserve Bank was concerned about where the overseas investor who wished to use the finrand mechanism obtained his funds.

Van Staden said the Reserve Bank was not concerned if the funds were obtained from a foreign source, but if funds had been made available by someone with an SA interest, the Reserve Bank would obviously have a different attitude to that particular finrand application.

The case continues today.

Women's League suspends Winnie

ADRIAN HADLAND

WINNIE Mandela has been suspended from the national executive committee of the ANC Women's League and faces possible disciplinary action following a sit-in demonstration last month at the ANC's offices in Johannesburg.

The suspension of Mandela, along with fellow Women's League officer Nomvula Mokonyane, was decided at an emergency meeting of the committee over the weekend.

Mandela is alleged to have recruited members of several squatter communities to protest against her removal as head of the ANC's social welfare department.

An ANC Women's League statement issued after the protest indicated Mandela's supporters, calling themselves the "social welfare support committee", had believed they were taking part in an officially approved action.

During the protest the demonstrators had criticised ANC spokesman Gill Marcus and accused ANC general-secretary Cyril Ramaphosa of leading a "cabal" within the ANC intent on ousting Mandela.

An ANC statement issued yesterday said demonstrations against the ANC by members "disregarded ANC procedures and structures of dispute resolution".

Such demonstrations also brought the ANC into disrepute, it said.

It added that a commission of inquiry would be looking into the matter and was expected to complete a report by the end of the week.

Mandela was not available for comment.

Women find no equality at work

STAR 3/6/92. 355A

GENEVA — More women were working outside the home than ever before, but they faced low pay and sexual harassment, the International Labour Organisation said yesterday.

Although employment prospects were generally improving, women still suffered discrimination and the number holding top jobs was "substantially lower than their education or experience would warrant", the UN labour organisation said.

The report also said hundreds of millions of children under 14 worked on farms, in factories, as servants and as prostitutes for little or no wages. In India, one million children were kept in the bonded-labour system to pay off debts accumulated by their parents, the report said.

The 105-page study said Sweden had the highest rate of working women among industrialised countries. Just over 50 percent of Swedish women were employed, compared with 56 percent of men.

In Latin American countries, about 35 percent of women worked. In Arab countries, the figure was about 10 percent. In Africa, millions of women worked the land but were not included in the statistics, the report said.

The ILO quoted US figures showing that 42 percent of women employed by the federal government said they had received some kind of uninvited sexual attention at work. In Belgium, 30 percent of women said they suffered harassment. In the Netherlands, it was 58 percent.

The report said even in industrialised countries, few women had made it to the top of the career ladder.

In the United States, a 1990 survey of the 1 000 largest companies showed that of the 4 012 people listed as the highest paid, only 19 were women.

In Japan, women's monthly wages were 57,6 percent of men's in 1987. In the United States, women in full time employment earned 65 percent of a man's salary in 1988 compared with 59,7 in 1971, it said.

In Western nations, women were moving into careers traditionally dominated by men, the report said. It cited a US study showing that in 1975 only 7 percent of lawyers were women. This rose to 19,5 percent in 1988. Only 3 percent of the police force were female in 1975, compared with 13 percent in 1988. — Sapa-AP.

STAR 3/6/92

5 women named for top award

Staff Reporter (355A)

The Executive Women's Club of Southern Africa has made five nominations for its 1992 Businesswoman of the Year Award.

They are Lilian Boyle, managing director of Rennies Travel; Marie Davison, national marketing strategy manager at Eskom; Margerett Macfarlane, executive director of Ziton SA; Litsa Roussos, chief executive officer of Emmanuels Personnel; and Irena Willman, assistant general manager of group credit at First National Bank.

Judging

The nominees now go before an independent panel of judges, namely: Chris Liebenberg, chief executive of Nedcor Ltd; Val Mickleburgh, former executive director of and current consultant to Total SA; Richard Steyn, editor-in-chief of The Star; Dr Jopie van Rooyen, manager of organisation development at the HSRC; and Christo Wiese, managing director of Pepkor.

The 13th Businesswoman of the Year award will be presented at a banquet at the Carlton Hotel on August 26.

Inkatha takes joint blame for unrest

LONDON — Inkatha president Mangosuthu Buthelezi acknowledged yesterday that ANC-Inkatha rivalry was the cause of township violence, saying last week's Goldstone report contained nothing new.

"He wasn't telling us something we didn't know because, after all, it takes two to tango," Buthelezi said.

Judge Richard Goldstone this week accused government of distorting his report. Government had highlighted a finding that there was no evidence to back ANC charges that much of the violence was instigated by a third force.

Speaking at Heathrow Airport en route to the US, Buthelezi urged ANC president Nelson Mandela to respond to a call he made last weekend for them to "stand together" and address mass rallies in a bid to end township violence.

He said there had to date been no response from Mandela.

Buthelezi criticised the ANC for threatening mass action to force government concessions in negotiations, and urged Mandela to return to talks with president F W de Klerk. "I would urge them to be calm. The threat of mass action ... is just going to tear the country apart."

Aides said Buthelezi, who flies to Los Angeles today, would give lectures for the SA Educational Foundation and meet former president Ronald Reagan and business leaders. — Sapa-Reuter-AP.

State 'should take control of training'

Political Staff

THE state had to take control of and responsibility for industrial training because 20 years of experience had highlighted the inadequacies of its being left to market forces, two University of Cape Town researchers have concluded.

Businesses tended to train only for their immediate needs. It was clear that despite generous tax concessions for training, industry had not trained sufficient skilled workers, said researchers Shireen Mohamed and Zaid Kimmie.

Although it was still too early to assess the success of 1990 legislation, the 1981 Act had failed for a number of reasons.

Employment of apprentices remained contingent upon the business cycle "as employers were loath to invest money in training during periods of recession", and employers were reluctant to commit themselves to the lengthy contractual obligations which accompanied the employment of an apprentice.

Only 10% of SA's workforce was being trained in technical fields, while it was estimated that 75% should be trained to meet economic requirements.

The researchers said SA's industrial training strategy should aim to provide a skilled workforce to meet the requirements of economic development.

They found that an industrial training system "left to the mercies of market forces" performed inadequately. "Unless control and responsibility for training revert back to the state and become part of an overall centralised plan for long-term economic development" the problems could not be addressed, they said.

NEWS IN BRIEF

Insurance laws to change

INVESTORS should be wary of investment opportunities offering high interest rates and attractive conditions, Deputy Finance Minister Theo Alant said yesterday.

Replying to a second reading debate on the Financial Institutions Amendment Bill, Alant said legislation would be introduced next year to regulate the short- and long-term insurance industries. Current legislation on pension funds dated back to 1943 and was antiquated in many respects.

Prosecutions delayed

LESS than 10% of the prosecutions of conscripts who failed to report for national service or camps last year had been completed, Defence Minister Gene Louw said yesterday.

Replying to a question tabled in Parliament by Gen Bob Rogers (DP, Walmer), he said: "The prosecution action is an ongoing and time-consuming process. All cases of failure to report are investigated."

Afrikaner homeland poll

A QUARTER of black women believe an Afrikaner homeland should be discussed at Codesa but two-thirds disagree, a survey has found.

The poll conducted by Research Surveys among 800 black women in the middle of April found 23% agreed an Afrikaner homeland should be discussed at Codesa, 45% did not agree and 33% said they did not know.

REPORTS: Sapa, Political Staff.

Top post for Dr Ramphele

Sowetan 4/6/92.

By JOSHUA RABOROKO

ANGLO American Corporation has appointed Dr Mamphela Ramphele as a non-executive director of the corporation.

Ramphele, presently deputy vice-chancellor of the University of Cape Town, has had a distingished medical and public service career.

She is the recipient of honorary doctorates from South African and American universities as well as a number of research awards and has written widely on social issues.

Most notably she has researched the problem of poverty in South Africa and is the co-author with Francis Wilson of Uprooting Poverty: The South African Challenge.

Over the last year she has taken a leading role in the efforts of the corporation to define affordable and effective programmes of poverty alleviation which can be undertaken in South Africa within a framework of sound macro-economic policies.

This research work will form the basis of discussions with political parties.



Dr MAMPHELA RAMPHELE is now an Anglo director.

June 6 to June 10 1992

League gets gender into focus at ANC policy conference

A gender-friendly ANC seems to be the result of proposals made by the organisation's Women's League at an ANC national policy conference last weekend. **Muff Andersen** reports:



BRIGITTE MABANDLA: Clause on "respect for life" is problematic



FRENE GINWALA: Pay women for labour in the home

THE ANC Women's League (ANCWL) won major victories at the ANC's national policy conference last weekend.

The league took the ANC beyond lip-service to non-sexism and got it to agree to radical programmes of affirmative action.

Following its defeat last year on the quota issue (that 30 percent of ANC national executive committee members be women), the ANCWL has worked hard to instill gender consciousness at all levels of the organisation.

In preparation for the national conference, the league held its own policy conference three weeks ago.

The league also sent representatives to travel with the National Policy Conference Committee

SOUTH 6/6-10/6/92

assist them to reach a decision.

The question whether to register commercial sex workers to curb the spread of Aids was also referred back to branches.

In the discussion on the bill of rights, the ANCWL said references to "family life" should be changed to "home life" because of the connotations of the nuclear family in "family life". The document now reads "family and home life".

A clause, also in the bill of rights, [illegible] to the movement's

tered women, equal pay for all pensioners and a national body to look into children's rights.

The league said women are traditionally discriminated against in education and science and technology. Conference adopted affirmative

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action programmes in these areas and called for the development of gender-sensitive technology.

Dr Frene Ginwala, who heads Codesa's gender commission, questioned the unpaid labour of women in their homes, the lack of recognition given to the contribution of rural women to the gross national product and the discrepancy between men's and women's wages and salaries. However, finality could not reached on these issues.

Among the recommendations accepted were calls for sex education in schools; for campaigns against Aids and violence against women; and for the right of women to control their own bodies.

Women's right to fight, through land courts, for land from which they were dispossessed or to which they lost their rights through racist legislation or traditional sexist laws was also debated. Here too, the women were successful.

Conference accepted a recommendation that the future security forces implement affirmative action programmes in recruitment, training, deployment and promotions to redress gender imbalances.

Conference accepted that a task force be formed to probe recruitment of women into the army.

icy conferences so that gender issues would not just come from the ANCWL but from the regions too.

The ANCWL combed the draft ANC policy document and identified omissions and areas which lack an appropriate gender emphasis.

Two interesting debates prompted by the league at last weekend's conference concerned abortion and commercial sex workers (the league insisted the conference and all future ANC forums not use the word "prostitute").

The women noted that thousands of South African women had died after procuring illegal abortions and that thousands of babies were abandoned because their mothers could not support them financially.

The conference accepted that its steering committee refer the issue of abortion back to ANC branches for thorough discussion after educational material had been supplied to

"respect of [illegible] va[illegible]" problematic by ANC lawyer Ms Brigitte Mabandla. She explained that the clause was put into the draft document as a response to the South African regime's history of executing its opponents.

Cconference inserted an explanatory clause which read "notwithstanding the right of women to choose whether or not to give birth" alongside the "right to life" clause.

Conference called for tolerance of gay men and lesbian women and the eradication of traditions and customs which undermine women.

Conference inserted clauses in the bill of rights to safeguard workers' rights, the needs of women workers and to prohibit the emotional, physical and sexual abuse of women.

On social welfare policy, conference recommended grants for single parents, free medical care for the unemployed, safety centres for bat-

A mirror of women's loss of power, status

By Teresa Angless South 6/6-10/6/92 355A

A POLICY option such as "health for all" sounds acceptable, yet it overlooks the fact that women occupy a different position to men in relation to resources and services.

Women have far more contact with the health system than men. They have health concerns which do not affect men for physiological reasons and are prone to some illnesses which affect them only, such as cervical cancer.

Social norms also impact on women's health. Women perform intensive domestic labour for many hours, including collecting firewood and water. They often get little sleep or may be expected to serve food first to men and children.

Through gender socialisation, women put the needs of others first and often neglect their own health needs. They are encouraged to take care of others, so women come into the health system through their sick children or relatives.

South Africa uses a residual welfare model where the state only fills in the gaps left by the community, church and other institutions.

Often it is women who fill these gaps. They provide informal health care, nurse the sick and aged. In this way they compensate for inadequate health care delivery.

Because of the gender stereotyping which prepares women for specific roles, the majority of health workers — nurses and nurse-aids — is women.

Although women outnumber men in the health field, they have less power than men within the system, as patients and as workers.

Hospitals also mirror male-female relations in our society. Nurses (usually women) are expected to be subservient to doctors (usually men), much like the role society expects a wife to fulfil.

Nurses are also expected to be nurturers and devoted to patients without reward, as a mother is expected to treat her children.

Women traditionally held great power as healers but this role was systematically taken away from them and the profession has been made the domain of men.

Before the rise of the medical profession, women were highly skilled healers using complex herbal remedies and sometimes performed surgery.

Their healing power was based on centuries of observation and practice that was passed from generation to generation. The knowledge was shared and people were involved in their healing.

Power relations in society are reflected in systems like the health care system. Health care is an important area in which gender relations can be challenged and addressed.

Teresa Angless lectures in the School of Social Work at UCT

Talks failure means 'three-month delay'

PATRICK BULGER

CODESA II's failure to deliver a package of agreements would delay the negotiations process by three months, DP Codesa representative Ken Andrew said at the weekend.

The ANC's resort to mass action to support demands for an interim government and a democratic constituent assembly, as well as ANC-government mudslinging, would keep public tensions between the two main parties at a high level, said Andrew.

"The behaviour of the ANC and government in the days leading up to Codesa II and afterwards has set us back about three months," he said.

Codesa II mandated Codesa's management committee, made up of representatives of the 19 participating organisations, to resolve the deadlock that arose around decision-making percentages in a constitution-making body.

Once the deadlock is broken, agreements already reached on levelling the political playing field, interim arrangements and the reincorporation of the TBVC states will be ratified.

Codesa II asked the management committee to break the deadlock in time for a planned third Codesa plenary at the end of this month — by which time Parliament would have introduced legislation to facilitate interim arrangements. The deadline is unlikely to be met.

One ANC source admitted last week that emphasis on the office bugging issue was a "delaying tactic" intended to stall proceedings until the ANC had "consulted" its constituency through mass action.

Investment in Jo'burg expected from Far East

ADRIAN HADLAND

SUBSTANTIAL capital investment in SA's manufacturing and property industries could be expected from the Far East soon, Johannesburg city council commerce and industry director Collin Wright said at the weekend.

Trade delegations from Singapore, China and Hong Kong would visit Johannesburg this year to investigate investment opportunities, Wright said on his return from the Far East. Japanese and Korean companies had also expressed interest in extending trading ties with SA.

Singapore's Trade Development Board and the Singapore Manufacturers' Association would send delegations to the city in July, and a Singaporean computer manufacturer had confirmed his intention to open a factory there.

A ministerial delegation from China had also announced it would be visiting Johannesburg during July.

Wright addressed more than 120 Hong Kong businessmen during his trip and discussed immigration and investment opportunities with several major corporations. A group of property owners was expected to arrive in Johannesburg soon to discuss city property development.

The Import-Export Bank of Taiwan was offering low interest rates with special repayment conditions to Taiwanese corporations investing in trade and manufacturing facilities in SA. Several South Korean firms had committed themselves to opening Johannesburg offices.

On a Hong Kong radio station last week, Wright pointed out that SA's infrastructure was better placed to take advantage of a global economic upswing than others such as eastern Europe.

ROLEX

Tribute paid to Marina Maponya

Business Day Reporter

MARINA Maponya, a former SA businesswoman of the year and wife of millionaire Richard Maponya, died at her Johannesburg home on Friday after a long illness.

Maponya was deputy chairman of the Maponya group of companies, which was built up after she and her husband went into business in Soweto during the '50s.

Maponya initially trained and worked in social welfare.

She became a director of several companies.

They included Volkswagen SA, African Life, the Development Bank of SA, the SABC — she was appointed the corporation's first black board member in 1990 — and the Post Office.

Sapa reports that Post Office board of directors chairman Donald Masson paid tribute to Maponya, saying her valuable contribution as a board member would be missed. He expressed his condolences to her husband, eight children and 15 grandchildren.

Fired: The maid with HIV

W1Mail 12/6 - 18/6/92.

A domestic worker first heard she was HIV positive when her employer fired her on the way back from the doctor.

By **GAYE DAVIS** *in Cape Town*

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Bleak future ... Dismissed after testing HIV positive Photo: ERIC MILLER

THE Legal Resources Centre is to take up the case of a Cape Town domestic worker dismissed when she was found to be HIV positive — after she was tested, allegedly without her consent, by a doctor who disclosed her diagnosis to her employer and not to her.

Joyce Ngcobo (not her real name) said she first learned she was HIV positive when her employer told her as they were driving home from a follow-up consultation to what she had been told was a routine check-up.

Her employer told her she could not continue working for the family as a nursemaid to two young children.

Ngcobo told her story on condition her identity was kept secret, for fear she would lose the job she now has: she is the sole support of her mother and two young children, who live in the Transkei.

Now 31, she said she left school at 16 after completing Standard 4. During the Caesarian birth of her first child in 1978, she was given a blood transfusion. Doctors at the Aids clinic she is now attending have told her this may be how she contracted the HIV virus, she said.

She was employed by a family in an up-market Cape Town suburb early last year to care for their two young children as a live-in domestic on a wage of R400, later increased to R450.

A persistent cough prompted her employer to take her to a doctor for her first check-up. In halting English, she said her employer was afraid she had TB: "She wanted to know because she was scared about the children." She said the doctor later telephoned her employer to say she was fine.

In February, after she returned from a four-week stay with her family in Transkei, she was again taken for a check-up. Her employer was concerned she might have contracted a disease while away which could be passed on to the children, she said.

The doctor took a blood sample, but did not explain why he was doing so, Ngcobo said. He later telephoned her employer, saying they should come in to see him.

She said the doctor told her that her blood sample did not "make him happy". He asked her if she wanted a "contraceptive injection" and she assented. Afterwards, she sat in the waiting room while her employer and the doctor had a discussion in his surgery.

In the car on the way home, she said, her employer told her the doctor said she was HIV positive — "like Aids".

"I was shocked, I screamed," she said. Her employer told her she mustn't cry but she could not continue to employ her because she was worried about the children. Ngcobo was unclear about the reason: she understood only that if she cut her hand, the blood could infect the bottles she prepared for the children.

She said she shouted that she was losing her job because she was sick, so her employer took her to her cousin's workplace "because she knows English and could explain ..."

Her cousin said when she saw Ngcobo's face, "I thought somone was dead at home". She says she asked Ngcobo's employer why the doctor had given her the information: "She said Joyce had given the doctor permission but Joyce denied this. What I hated was that (the employer) acted as if this only happened to African people, as if this was a black people's sickness."

Ngcobo cleared her belongings out of her room, but was kept on to iron and clean at R30 a day. She said she ate meals "in an empty room". Her employer did not want her to see the children, nor the children to see her, she said.

Ngcobo is now terrified her current employer will discover she is HIV positive. If her new employer finds out she will fire her as well, she said. She sends money home every month; she is the only one in the family who is working.

She knew little about Aids before she tested HIV positive. She had heard about Aids but had taken no notice of it.

She said she doesn't feel ill, but will attend the Aids clinic for treatment. She also understands that her boyfriend can become infected unless he wears a condom. "But you know the men, they don't like to wear condoms," she said; she has told him he can become ill, but he has refused to wear a condom. The doctor, approached for comment, said it was "a problem here with communication. The one person who could communicate clearly was the person who brought her." He said he asked Ngcobo if he "could speak to her madam and she said yes.

"In my own mind, I am happy that I did nothing that went against her interests. We went to enormous lengths to put her in contact with the correct counselling services."

Legal Resources Centre spokesman Lee Bozalek confirmed that they had received instructions to lodge a complaint with the South African Medical and Dental Council and said further action was also being considered.



Shirley Walters

UWC confronts gender issues

SOUTH 13/6-17/6/92

THE UNIVERSITY of the Western Cape (UWC) senate has taken a major step in addressing gender issues by agreeing to the establishment of a gender standing committee.

The committee is believed to be the first of its kind at a South African university, UWC News reports.

"At UWC — like all South African universities — a very low percentage of professors are women," said Professor Shirley Walters, co-ordinator of UWC's gender policy task group, which recommended the formation of the committee.

"And, while there are many women in lower positions in administration and among academics, there are few in senior positions or on senior committees.

"Such practices are part of a national issue, as is sexual harassment, which has reached disturbing levels all over."

The task group had recommended the university establish an office staffed by three people, to give effect to their aims. It is hoped the co-ordinator would be appointed within the next few months.

Walters said UWC's 20 000 staff members and students could magnify the committee's impact by taking the message of gender equality into their homes, organisations and other structures.

"It must become the norm that sexual harassment is not tolerated and that women's voices are actually heard."

Police deny accusations at Mlangeni's inquest

SUSAN RUSSELL

A POLICE officer investigating the death of ANC lawyer Bheki Mlangeni, killed last year by a booby-trapped cassette player, denied in the Rand Supreme Court yesterday that there had been an attempt to source the origin of the device as far away from SA as possible. B|Day 16|6|92

Capt André Kritzinger made the denial during cross-examination at an inquest on Mlangeni.

Mlangeni was killed on February 15 last year when he activated the device at his home.

The cassette player and a tape marked "Evidence of hit squads" had originally been posted to policeman Dirk Coetzee in Lusaka, where he had taken refuge with the ANC after making public his claims about the existence of police hit squads.

Coetzee left the package at the post office in Zambia because he did not have the money to claim it and it was redirected to Mlangeni, who was listed as the sender.

Coetzee has claimed the booby-trapped cassette player was sent to him by former colleagues at the police farm Vlakplaas from where, he alleges, the hit squads operated.

The inquest court heard yesterday that the yellow sticker on the package was one used internationally to facilitate a uniform postal process but was not used in SA, which had been excluded because of sanctions and other isolationist policies against the country.

Counsel acting for Mlangeni's family, G Rautenbach, suggested to Kritzinger that a statement obtained by the police from a post office employee stating that the sticker was not used in SA was an attempt by the police investigators to distance the origin of the device as far away from SA as possible.

Kritizinger denied this.

Hostel residents warn of revenge

B|Day 16|6|92

WILSON ZWANE

DEMOLITION of a hostel in Dobsonville, Soweto, by township residents had set the stage for a "bloody confrontation", West Rand Hostel Residents' Association chairman Joseph Kubheka warned yesterday.

On Sunday, Dobsonville residents used earthmoving equipment to demolish sections of the local hostel, while the majority of the Inkatha-supporting inmates were attending an Inkatha Youth Brigade rally at Jabulani Amphitheatre.

Residents commandeered an earthmover and a road leveller and crashed through the razor wire, smashing into the hostel and tearing open four rooms.

Kubheka said since police had displayed a disregard for the safety of hostel residents, the time had come for hostel residents to take the law into their own hands and defend themselves against attacks from township residents.

"We will use whatever means at our disposal to repel attacks directed at us," Kubheka said.

He added that the development would lead to a "bloody confrontation" between township residents, bent on demolishing hostels, and hostel dwellers.

Soweto police spokesman Lt-Col Tienie Halgryn said police would do everything they could to protect lives and property.

☐ In its monthly report on repression, the Human Rights Commission said yesterday 296 people had died and 274 had been injured in violence countrywide last month.

Most of the deaths (228) and injuries (192) were reported in the PWV region.

Meanwhile, Lawyers for Human Rights (LHR) is distributing pamphlets on the Reef offering R10 000 rewards to people with information leading to the conviction of those responsible for politically-motivated attacks.

A spokesman for the LHR said the pamphlet campaign would be extended to Natal and the western Cape.

In another development, the national peace committee has requested an explanation from the Student Representatives Council (SRC) of Soweto's Vista University of the disruption of a peace symposium by its members last week.

"At the time when the urgency of normalised police/community relations is being stressed by the national peace secretariat, the national peace committee strongly condemns last week's disruption of a peace symposium in Soweto by members of the Student Representatives Council of Vista University," committee spokesman Val Pauquet said yesterday.

PEANUTS By Charles Schulz



Winnie's clique faces a hearing

B|Day 16|6|92

ANC Women's League members who demonstrated in support of former regional chairman Winnie Mandela last month will face a disciplinary committee soon, ANC spokesman Carl Niehaus said yesterday.

The league's entire regional executive was suspended after a memorandum was presented at ANC headquarters complaining that Mandela was being victimised by "faceless" congress leaders who had made "unauthorised" allegations about her private life to the media.

Asked if Mandela would face the committee, Niehaus said he could not comment. — Sapa. (355A)

Women's discrimination probe

AN investigation directed by the Minister of Justice was under way to identify all statutory provisions which might be interpreted as being discriminatory towards women, said Deputy Minister of Justice Danie Schutte. — Sapa.

ARG 13/6/92

(355A)

Gender issue to fore

Sowetan 18/6/92.

By LULAMA LUTI

WHETHER or not Codesa's Gender Advisory Committee (GAC) will effectively address the disparity in the representation of women remains to be seen.

The 18-member GAC was formed by the management committee in April in response to a public outcry about the lack of women's representation.

It comprises members of organisations at Codesa except Bophuthatswana.

According to GAC's Ms Mavivi Manzini, while women form 53 percent of the country's population, only seven percent are attending the forum.

The women do not have any rights to speak at Codesa as they are there in an advisory capacity.

Does this mean that there are no women capable of participating in the shaping of the much talked about new South Africa, *Sowetan* asked her.

"I don't believe that our women are incapable. What we are dealing with here are stereotypes and the negative attitudes that women have about themselves," said Manzini.

She says often women elect men into leadership positions thus rendering themselves invisible.

"We have been brought up in a traditionally conservative society and there is a stigma attached to assertive women. They are not regarded as good mothers and are rejected by their communities," she said.

She added that women also tended not to support each other and therefore contributed to their being given subservient roles.

Manzini pointed out that South African women, unlike their counterparts in other African countries, have a unique opportunity to ensure that their needs are taken care of during the making of a new constitution.

"When independence comes, priority will be given to other issues of national importance and the gender question will have to take a back seat.

Non-sexist

"That is why it is equally important to deal with it during this process. That way we ensure that the new South Africa does become the non-sexist, non-racial country espoused by all the organisations at Codesa," added Manzini.

Outlining some of the key recommendations that GAC has put forward to the working groups, Manzini said proposals and recommendations to Working Groups 1, 4 and 5 had not yet been formulated because of the deadlocks in some areas within the working groups themselves.

However, the draft report on the recommendations has been submitted to the other groups for deliberation and the GAC would continue with its work after Codesa 2.

The working groups to which the report has been tabled are those dealing with the status of the TBVC states and implementation of resolutions and time frames.

The main thrust of the report deals with the repealing of all racial legislation and discrimination on the basis of gender.

It strongly advocates that women are consulted in drawing up the constitution and that women's organisations be utilised to the fullest.

In the report, the GAC said women should also be part of all interim executive bodies or sub-committees and other sub-councils which are going to be established.

This, Manzini said, would clear the path for women to participate fully in politics.

The committee has also recommended that Codesa helps facilitate and urges political parties to reach out to women in rural areas, domestic services and nursing homes.

Clause

The GAC further recommended the entrenchment of an unqualified equality clause in the constitution. This and other recommendations on women's rights to be protected by a judicial Bill of Rights.

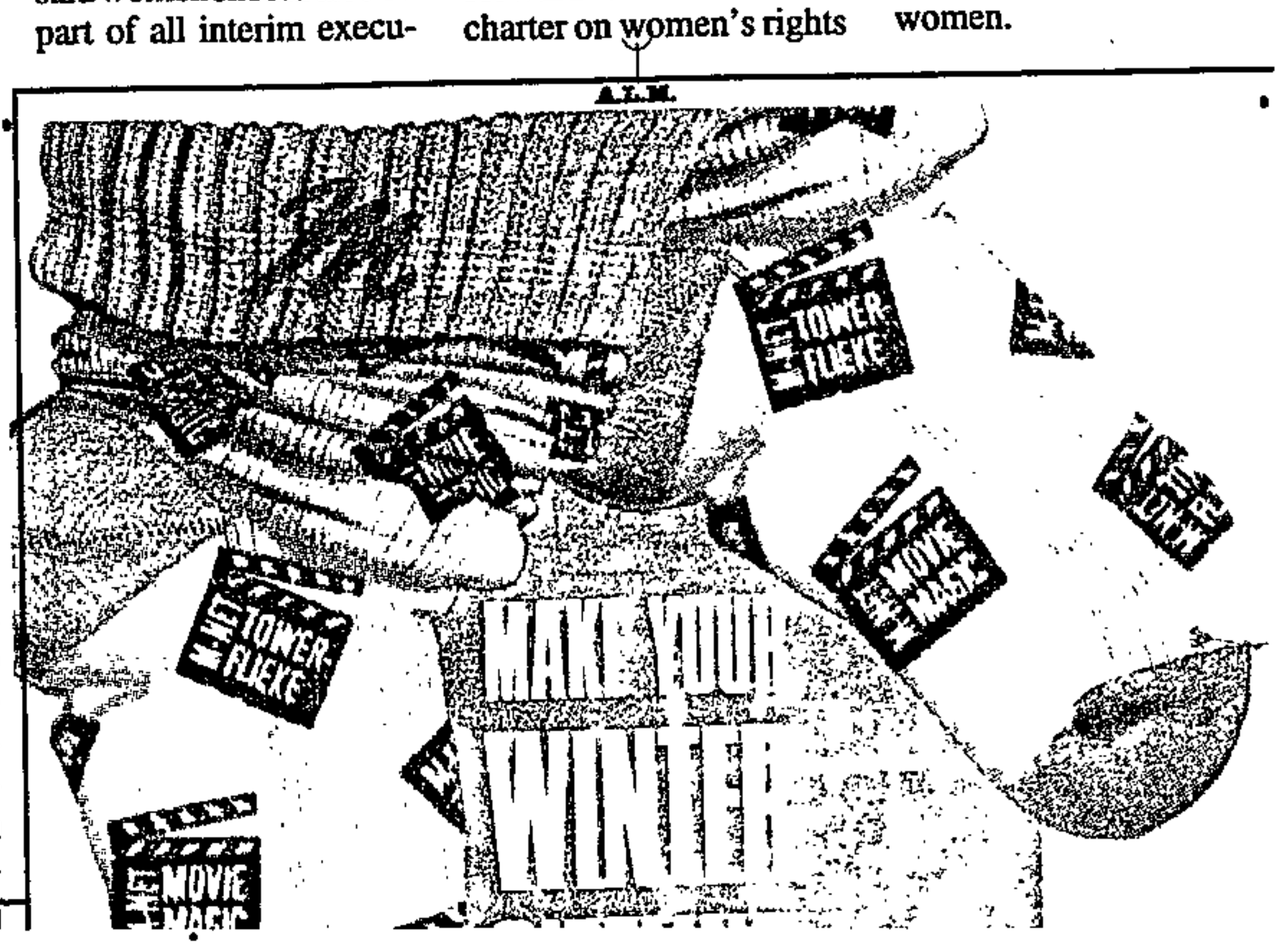
The GAC has also put forward the need for a charter on women's rights which will outline the ideals of women and serve as an interpretative document that would be used in case of violation of those rights.

Another important and perhaps sensitive issue that the committee has looked into is culture and traditional practices.

Manzini said the GAC has recommended that during the drawing up of the constitution, clauses dealing with culture and tradition which tend to be oppressive to women be done away with; this together with all clauses promoting racial hatred.

Codesa has also been asked to redefine intimidation of women by their husbands.

There is also a need for an independent media board that would include women.



Spotlight on sexist laws

CAPE TOWN — An investigation directed by the Minister of Justice was under way to identify all statutory provisions which might be interpreted as discriminatory towards women, Deputy Minister of Justice Danie Schutte said yesterday.

Introducing debate on the second reading of the General Law Amendment Bill, he said an amendment to the Sexual Offences Act contained in the Bill should be viewed as an introduction to similar legislation which would be proposed soon.

The amendment extends the provision in terms of which a woman found in a brothel who refuses to disclose the identity of the brothel-keeper or manager shall be deemed to keep the brothel.

It will now also apply to men.

Other features of the legislation, which amends a wide range of mainly statutory provisions, are the temporary suspension of the Prohibition of Foreign Financing of Political Parties Act; amendments enabling the Goldstone Commission to appoint pro Deo counsel for witnesses appearing before it; and the scrapping of the requirement that an accused person's race should be entered in a charge sheet or indictment.

Conservative Party MP for Ermelo Moolman Mentz said the CP would not vote on the Bill because it supported some provisions and objected to others.

Aspects on which there had been consensus should be included in the Bill and those on which agreement could not be reached should be left out, Mr Mentz said. —Sapa.

The 1991 annual report will urgently be tabled in Parliament.

South African Certification Council: reports

327. Mr R M BURROWS asked the Minister of National Education:

Whether he has laid upon the table in Parliament reports of the South African Certification Council as required in terms of section 17(3) of the South African Certification Council Act, No 85 of 1986, for each of the years since the inception of the Council; if not, why not?

B814E

The MINISTER OF NATIONAL EDUCATION:

Yes.

The South African Certification Council was constituted with effect from 12 December 1986. However, the members of Council were only appointed during 1988, for a period of four years ending on 31 December 1991.

According to section 17(2) of the South African Certification Council Act, 1986 (Act 85 of 1986) the Council must not later than three months after the end of each financial year submit to the Minister a report on its functions during that financial year, including an audited balance sheet and a statement of income and expenditure. To date the South African Certification Council has submitted the following Annual Reports to the Minister of National Education whereupon the reports were tabled according to section 17(3) of the above-mentioned Act:

1988/89, 1989/90 and 1990/91.

Regarding the 1991/92 Annual Report it is expected that the report will be submitted towards the end of June 1992 which means that it will only be tabled during the next session of Parliament.

South African Council for Natural Scientists: reports

328. Mr R M BURROWS asked the Minister of National Education:

Whether he has laid upon the table in Parliament reports of the South African Council for Natural Scientists as required in terms of section 9(5) of the Natural Scientists' Act, No 55 of 1982, for each of the years since the inception of the Council; if not, why not?

B815E

The MINISTER OF NATIONAL EDUCATION:

For every year since the inception of the South African Council for Natural Scientists a report was tabled in Parliament. However, a combined report covering 1987/88 and 1988/89 was tabled during the 1990 session of Parliament. The reason why a separate report for 1987/88 was not tabled during the 1989 session, was the administrative problems the Council encountered as a result of—

(a) the relocation of the Council's administrative offices; and

(b) the serious illness of the Registrar of the Council who died during June 1989.

Certification Council for Technikon Education: reports

329. Mr K M ANDREW asked the Minister of National Education:

Whether he has laid upon the table in Parliament reports of the Certification Council for Technikon Education as required in terms of section 16(3) of the Certification Council for Technikon Education Act, No 88 of 1986, for each of the years since the inception of the Council; if not, why not?

B816E

The MINISTER OF NATIONAL EDUCATION:

Yes.

The Certification Council for Technikon Education was constituted with effect from 12 December 1986. However, the members of Council were only appointed during 1988, for a period of four years ending on 31 December 1991.

According to section 16(2) of the Certification Council for Technikon Education Act, 1986 (Act 88 of 1986) the Council must not later than three months after the end of each financial year submit to the Minister a report on its functions during that financial year, including an audited balance sheet and a statement of income and expenditure. To date the Certification Council for Technikon Education has submitted the following Annual Reports to the Minister of National Education whereupon the reports were tabled according to section 16(3) of the above-mentioned Act:

1988/89, 1989/90 and 1990/91.

Regarding the 1991/92 Annual Report it is expected that the report will be submitted towards the end of June 1992 which means that it will only be tabled during the next session of Parliament.

Amount spent on industrial infrastructure

331. Mr A E DE WET asked the Minister of Regional and Land Affairs:

What total amount was spent on industrial infrastructure in (a) Phuthaditjhaba, (b) Industriqwa and (c) Botshabelo in the 1990-91 financial year?

B818E

The MINISTER OF REGIONAL AND LAND AFFAIRS:

(a) Phuthaditjhaba	R	14 135
(b) Industriqwa	R12	080 459
(c) Botshabelo	R	337 669.

Requests by foreign journalists refused

333. Mr P G SOAL asked the Minister of Home Affairs:

(1) Whether any requests by foreign journalists or other members of the foreign media to visit South Africa in 1991 were refused; if so, (a) how many, (b) what were the names of the individuals concerned and (c) which newspapers or organizations did they represent;

(2) whether he will furnish the reasons for refusing these requests; if not, why not; if so, what were the reasons in each case?

B820E

The MINISTER OF HOME AFFAIRS:

(1) (a) The hon member is referred to my reply to his Question for written reply, No 231 on 20 May 1992.

(b), (c) and (2) It is not considered expedient to disclose information of this nature, as an application for a visa is a personal matter between the applicant and the Department of Home Affairs.

Amount set aside for monitoring of media

334. Mr P G SOAL asked the Minister of Home Affairs:

(a) What amount of the total amount allocated to his Department for the 1991-92 financial year has been set aside for the monitoring of the media and (b) how is this amount made up?

B821E

The MINISTER OF HOME AFFAIRS:

With the withdrawal of the Media Emergency Regulations on 2 February 1990, monitoring of the media by the Department of Home Affairs was discontinued. No amounts have therefore been set aside for the monitoring of the media since then.

Work force participation of women

335. Miss M SMUTS asked the Minister of Home Affairs:

(1) (a) What was the work force participation of women in the Republic during the latest specified 12-month period for which statistics are available, expressed both as a percentage of the total work force and in figures, and (b) what percentage of women in the work force were (i) Black, (ii) White, (iii) Coloured and (iv) Asian;

(2) how many (a) Black, (b) White, (c) Coloured and (d) Asian women were, during the above period, employed in each of the following categories of employment, *viz* (i) medical, (ii) dental, (iii) pharmaceutical, (iv) legal, (v) engineering, (vi) accountancy, (vii) manager/administrative executive, (viii) school teacher, (ix) nurse/midwife, (x) librarian, (xi) clerical and (xii) sales;

(3) (a) what percentage of (i) high-level and (ii) middle-level manpower is female and (b) in respect of what date is this information furnished?

B823E

The MINISTER OF HOME AFFAIRS:

(1)* (a) 33,3% 3 687 000
(b) (i) 65,4%
(ii) 17,9%
(iii) 14,0%
(iv) 2,7%

(2)*

	(a)	(b)	(c)	(d)
(i)	152	3 059	67	467
(ii)	316	1 211	147	115
(iii)	73	2 438	61	185
(iv)	32	1 709	111	111
(v)	28	900	30	41
(vi)	256	26 432	947	844
(vii)	1 244	25 672	1 429	1 073
(viii)	80 676	42 321	22 922	6 183
(ix)	38 085	35 223	12 693	3 525
(x)	132	2 439	123	110
(xi)	48 253	344 104	56 313	25 591
(xii)	39 081	55 487	20 317	8 694

(3)** (a) (i) 6,7%
(ii) 11,5%

(b) 29 March 1990.

* Mid-year estimates as on 30 June 1990.
** Manpower survey as on 29 March 1990—excludes Agricultural sector and Private households.

Charges against persons withdrawn: Bruntville

338. Mr W U NEL asked the Minister of Law and Order:

(1) Whether charges against persons who were arrested and disarmed at scenes of violence and multiple murders in Bruntville on or about 4 December 1991 were withdrawn owing to lack of evidence; if so,

(2) whether sufficient new evidence has since been found to enable the South African Police to bring fresh charges against those concerned; if not, what steps are being taken to collect such evidence; if so, when will charges be pressed;

(3) whether he will make a statement on the matter? B834E

The MINISTER OF LAW AND ORDER:

(1) Yes.

(2) No, the case is still under investigation. New information is evaluated and investigated on a regular basis, but up to date no *prima facie* evidence could be found to enable the South African Police to bring charges against those concerned.

(3) No.

Amounts owing to the State

339. Mr H J BESTER asked the Minister of Law and Order:

(1) Whether any amounts are currently owing to the State in respect of costs awarded to the State or any state official in any unsuccessful court applications or any other civil actions brought by persons, or on behalf of persons, who were detained, banned or otherwise acted against in terms of the provisions of the Internal Security Act, No 74 of 1982, or any regulations promulgated in terms of section 3 and/or section 5A of the Public Safety Act, No 3 of 1953; if so, (a) what amounts and (b) in respect of what date is this information furnished;

(2) whether he intends to institute civil proceedings for the recovery of these amounts; if so, what are the relevant details? B835E

The MINISTER OF LAW AND ORDER:

As the information required is not recorded and other departments are also involved, the question cannot be replied to within the period specified.

SAP: progress in solving of certain murder cases

342. Mr L FUCHS asked the Minister of Law and Order:

Whether the South African Police have made any progress in solving the murders of certain persons, whose names have been furnished to the Police for the purpose of the Minister's reply, which occurred during the period 1 November 1977 to 30 April 1992; if not, why not; if so, what progress? B844E

The MINISTER OF LAW AND ORDER:

As a result of the extent and nature of the question it is not possible to reply within the prescribed time.

Social Relief Scheme for Farmers and Farmworkers

344. Mr J H MOMBERG asked the Minister of National Health:

(1) (a) On what date did the Social Relief Scheme for Farmers and Farmworkers come into operation, (b) as at the latest specified date for which information is available, how much money (i) was available for disbursement in this scheme and (ii) had been disbursed to persons in need of aid and (c) in respect of each of the recipients of such aid, what are the particulars in regard to (i) race, (ii) sex, (iii) age, (iv) magisterial district, (v) type of farming activity and (vi) occupation;

(2) whether any farmers, while receiving such aid, retrenched or dismissed farmworkers; if so, how many;

(3) whether aid granted in terms of this scheme is distributed to farmworkers directly; if not, why not;

(4) whether representatives of farmworkers have been included in the (a) steering committee of or other structures responsible for this scheme and (b) district assistance committees; if not, why not in each case;

(5) whether she will take steps to ensure that all the structures of this scheme are made more representative of (a) those at whom the aid is directed and (b) the population of South Africa; if not, why not, if so, (i) what steps and (ii) when;

(6) whether any church denominations, trade unions and/or other representative institutions have been drawn into this scheme; if not, why not; if so, (a) which (i) church denominations, (ii) trade unions and (iii) other representative institutions and (b) for what reasons was each of these so drawn in? B841E

The MINISTER OF NATIONAL HEALTH:

(1) (a) 1 April 1992,
(b) 31 May 1992.
(i) R20 million
(ii) R2,5 million and

(c) specified information is not available;

(2) no, not as far as known;

(3) no, assistance is given to farmers in order to meet the needs of their farmworkers;

(4) (a) and (b) no, because the farmers apply for assistance for their farmworkers and the farmers' financial circumstances are evaluated in order to qualify for asssistance;

(5) (a) yes,
(b) yes,
(i) negotiating more representative composition within the existing structures,
(ii) according to needs;

(6) (a) (i) yes, the prominent church societies operating in each area,
(ii) yes, farmers' associations, Women's Agricultural Union, South African Agricultural Union,
(iii) banks, co-operatives, agricultural credit boards and welfare organizations,
(b) to promote community participation.

Amounts granted in aid in terms of certain scheme/programme

345. Mr J H MOMBERG asked the Minister of National Health:

(1) (a) What are the (i) minimum and (ii) maximum amounts granted in aid by her Department to recipients in terms of the (aa) Social Relief Scheme for Farmers and Farmworkers and (bb) Nutrition Development Programme and (b) what factors are taken into account in calculating these amounts;

SOWETAN BUSINESS

Business throws down gauntlet

Sowetan 22/6/92



PAM NGULWA

POLITICAL organisations and trade unions have been challenged to involve black business in their campaigns aimed at liberating the oppressed masses.

They have also been called upon to involve black businesswomen in their activities, including the mass action propagated by the ANC and its alliances.

The two messages came up at the 22nd annual conference of the Southern Transvaal African Chamber of Commerce and Industries held at the Jan Smuts Holiday Inn, near Johannesburg, last week.

The conference, whose theme was "Meeting the business challenges of the future South Africa", also addressed several issues such as the surging violence and crime, unemployment, poverty, a stuttering economy and a political impasse.

Leading the discussion on campaigns, business consultant Mrs Pam Ngulwa challenged, in particular the ANC and its alliance partners, to involve and inform black business on their mass action campaigns.

She said: "Black business has never been informed about the mass action which has, in some instances, affected our operations in the townships.

"We are deeply concerned about the escalation of crime and violence which are having devastating effects on township business."

Many business people in the PWV area have been killed, wounded and robbed of huge sums of money by tsotsi elements purporting to be comrades in the liberation struggle.

"We want to be informed about the stayaways and other actions so that we can decide to give support wherever possible," she said.

This call came amid reports from the Government and other sources that the mass action will promote violence in the country and halt negotiations.

Ngulwa also charged that black businesswomen were not well informed about the action of political and trade union movements and the impression created was that "we simply do not care".

"We are part of the black struggle against the system that has oppressed us for decades," she said, adding, "we do not have to be neglected".

Soutacoc president Mr Joe Hlongwane said the continued high level of political violence and crime, strikes and marches caused concern among black business.

"All these events are occurring at a time when the most severe drought in living memory, combined with the consequences of failed political systems and recession, are causing untold civil strife, unemployment, poverty, hunger and misery across the sub-continent.

"Many of our people who are suffering from these events do not even understand the political issues and certainly cannot grasp the reason for the civil warfare."

He called on black business to launch a campaign to hand out food parcels as a demonstration of the business community's concern at the high level of hunger and poverty.

These parcels would be given to the poor communities, especially in rural areas, from August this year so that "we can be seen to be playing a meaningful role towards uplifting our people".

On the question of the stuttering economy, the Deputy-Director of the Department of Trade and Industry, Mr G Beryl, said that South Africa could not afford to continue to run uneconomical plants because of severe marketing restraints.

He said a revitalised economy and a highly competitive economy would require a "strong partnership between Government and the private sector".

Regarding the development of small businesses in South Africa, Government and the private sector should together take up the challenge of cultivating a truly "entrepreneur-friendly" climate.

Beer-swilling women not for SA

TV visuals of women sipping beer are still a no-no for local viewers.

According to recent research, beer-swilling women are not acceptable to black South Africans, who account for 80% of the R4,5bn-a-year beer market. As a result, advertising agencies have excluded women from their campaigns, account executives say.

SA Breweries (SAB) public affairs manager Adrian Botha says black and white women account for an estimated 20% of beer drinkers in metropolitan areas but there is no advertising directed at this market.

A recent Markinor survey commissioned by SAB found that most blacks objected to advertisements showing women drinking beer.

Of respondents, 52% said they found it unacceptable for women to drink.

Asked if they found it acceptable for women to be shown drinking in advertisements, 56% said they did not while 13,4% said they did.

Partnership account executive Marc Spriestersbach says there has never been any deliberate intention to exclude women from beer advertisements.

Spriestersbach, who handles the account for SAB's Castle Lager, says traditional values have dictated that women should be excluded and introducing them into advertisements might mean sales being adversely affected.

Botha says the situation could change as SA women became more liberated. "But the change so far has been much slower than I would have expected."

Another account executive says a further reason for not showing women in advertisements is that beer is a masculine drink. "We do not want to compromise on the masculinity of beer."

The executive, who did not wish to be named, said his agency had already introduced an advertisement that shows women in a social environment. But the woman is not actually drinking beer nor is she as prominent as the males in the advertisement.

UK publication Advertising Age says most beer campaigns use blatantly sexist advertising to titillate male beer drinkers. This is especially so in the US, it says.

DUMA GQUBULE

Few women in top posts

Political Staff

CAPE TOWN — A third of SA's workforce were women and more than 65% of them were black, Home Affairs Minister Gene Louw said yesterday.

There were 3 687 000 working women in 1990, but only 6,7% were in high-level and 11,5% in middle-level positions, Louw told Parliament.

He said 65,4% of working women were black, 17,9% white, 14% coloured and 2,7% Asian.

Louw said 80 676 of the black working women were teachers, 38 085 nurses, 48 253 clerical staff and 39 081 sales workers. Among white women, 344 104 were clerical workers and the balance were sales staff, teachers and nurses.

Men still dominate

WOMEN made up a third of South Africa's workforce but filled only 6,7 percent of top-level management posts.

Home Affairs Minister Mr Louis Pienaar said the figure of 33,3 percent — 3,7 million women — was an estimate made in 1990.

A total of 65,4 percent of these women were black, 17,9 percent white, 14 percent coloured and 2,7 percent Asian.

He said 344 104 white women were employed in clerical positions on that date.

Sapa.

BSSA ARG 24/6/92

Women still losing out to men in war of wages

(355A) ARG 25/6/92

Labour Reporter

MORE women are working outside the home than ever before — but they still earn less than men all over the world, says the International Labour Organisation.

In its 1992 World Labour Report, the organisation says women still face many forms of discrimination, including low pay, low status and sexual harassment. The jobs they do are part time and often precarious.

Women all over the world are paid less than men, says the report. In industrialised countries the male-female wage gap did not narrow significantly during the 1980s.

"In some countries it actually widened: Women still earn between 50 and 80 percent of men's wages."

The gap in wages between the sexes are owing partly to job differences: Many of the new jobs women are doing are part time, but many differences are a result of direct wage discrimination.

"Many reasons are offered for the inferior status of women workers, from physical weakness to psychological make up. But the real issue is women's reproductive role — not just biological reproduction, but the social reproduction of the family.

"Housework, food preparation and responsibility for bringing up the children, all cut into a woman's opportunity to work, or add to it to produce a double burden," the report says.

This responsibility reduces employment opportunities because employers assume that women will not be committed to the job and place them in a "mommy track" with lower status and fewer opportunities.

In industrial market economies, Sweden has the highest proportion of working women with 50,1 percent working or looking for work (compared with 55 percent of the male population).

"And 75 percent women in these countries are most likely to work in services, followed by 20 percent in industry and 5 percent in agriculture," the organisation says.

Women in developing countries make up a smaller proportion of the offical labour force (31 percent), than in industrial countries (40 percent).

But, particularly in times of economic crisis, many women work in the informal sector unseen by statistics collectors.

Most women in developing countries work in agriculture, often on family farms.

There have been significant increases in "wage" employment, notably in South-East Asia, where in some export-processing zones women make up 80 percent of the labour force.

Boys will be boys, but girls need much more

(355A)

[redacted]

By PORTIA MAURICE

GENDER inequality in South African classrooms needs to be challenged by more extensive research, says senior University of South Africa (Unisa) education lecturer Dr Eleanor Lemmer.

Postgraduate research would hopefully be stimulated by the introduction this year by Unisa's Department of Comparative Education and Educational Management of a compulsory theme on gender issues in international perspective as part of its BEd (Honours) course.

Delivering yesterday's high noon lecture at the campus' Centre for Women's Studies, Lemmer said the schooling of South African women reflected the worldwide trends of discrimination and neglect — with the added constraints of racial inequality.

Although the number of girls attending school had increased dramatically in the 1970s and 1980s, their dropout rate remained higher than among boys.

Increased access to education had put more women in the workplace, albeit often in traditionally feminine jobs, but it had not provided income equality.

Among the issues which Lemmer said needed urgent attention were the attitudes and modes of behaviour in the classroom, which could either lull scholars into submission or nurture their natural talents.

The "hidden curriculum" — those things other than academic skills which scholars learn — remained gender differentiated, she said. "Masculine toys are varied, complex, active and social. They encourage spatial, mathematical and scientific skills. Feminine toys are more passive and solitary."

Power relations within schools strengthen perceptions that women teach and men control, she added.

In virtually all Western countries, the majority of teachers are female whereas most school managers, who control the policy and decision-making apparatus, are male.

Lemmer also blamed teachers for cultivating different self-images for boys and girls: "Teachers generally consider girls to be appreciative, calm, co-operative and sensitive, but less independent, creative and autonomous than boys.

"Their expectations of boys are more varied and challenging. They believe them to be more logical and quicker to grasp concepts. Girls, on the other hand, are encouraged to be more precise and neat.

"Boys are regarded as naughty but essentially intelligent, and are given more attention in the form of rewards or punishment. Their failures are seen as the result of a lack of effort, rather than a lack of skill.

"Girls, on the other hand, are more often rewarded for conforming behaviour than for ability."

PROPERTY

Black women invest wisely in property

Sowetan 26/6/92

By JOSHUA RABOROKO

BLACK women were far more likely to resort to property as an investment than their white counterparts, the chief executive officer of Focused Finance Group, Mr Chris Nixon, said yesterday.

Nixon told *Sowetan* Property: "Although investment has always been an essential dimension to a balanced portfolio, white South African women adopt a remarkably conservative approach and tend to acquire property through marriage or divorce."

His argument is based on the large number of black women who are active participants in the burial societies, women's and meholisano clubs, stokvels and in the informal sector in South Africa.

According to the SA Institute of Race Relations survey, as many as 4 million people (or 29 percent of the economically active population) are wholly or partly employed in the informal sector in South Africa (excluding the "independent" homelands).

Nixon said all too often when a woman retired her portfolio consised of insurance policies with an occasional share or unit trust investment.

"When they do acquire capital sums they put it in the bank or buy a new car instead of actively seeking ways of investing for maximum return.

"Good investment property is one way of achieving inflation linked income growth coupled with sound capital growth," he added.

A recently retired executive secretary who several years ago followed his advice to investment this way is now set to enjoy a good return from the rentals on a number of flats acquired over the years, he added.

Nixon said the usual argument against that sort of venture was the risk of bad tenants, but one sometimes had to take a calculated risk to make money.

Even that, he added, could be minimised by forming a syndicate to buy property and appointing an agent to manage it.

On the other hand, he said, black women, have long used the "syndicate" system to their advantage.

South Profile

Awatif Jacobs

The charismatic Sactwu shop-steward speaks to Quentin Wilson about her life, hopes and increased work-load as the union negotiates wages and working conditions



If you got some time
make up your minds
an increase is due
so what you gonna do

If bosses want to fight
don't get a fright
cause they're too small
to sack us all
— Sactwu rap

IT IS NOT OFTEN you hear union organisers lay on a rap for thousands of workers preparing to march for a wage increase.

But that is the style of Ms Awatif Jacobs. Confident and assertive, the charismatic shop-steward of the South African Clothing and Textile Workers' Union managed to get 15 000 people jiving on Cape Town's Grand Parade to the tune of "The Sactwu Rap".

Chain-smoking in her neat Manenberg home, Jacobs, 29, spoke about her life, hopes and ambitions.

"I started getting involved in politics in 1976 when I was in standard six," she says.

Three years later, she left school and started to work as a runner for a Koeberg clothing manufacturer.

"After three years, I earned the same wage as my mother did after she worked there for 37 years. That was disgusting. Things were bad in the factory, especially the racism. I wanted to get involved in the union but I didn't know how to go about it. The shop-stewards never reported back to us and so kept the workers in the dark."

After working in her civic association, Jacobs, a single parent of nine-year-old Zaidah, got involved in her union in 1988.

"I was elected a shop-steward then for Sactwu, which was then known as the Garment and Allied Workers' Union. I learnt a great deal about meeting procedures, the structure of the union and how things work in the clothing industry," she says.

As Sactwu grew, so did Jacobs' responsibilities. In the Western Cape, union membership has swelled to an estimated 52 000, according to Jacobs.

How does she deal with her growing work-load?

"Because I am a mother as well, it is difficult to make time for everything. I'm fortunate that my mother is home to look after Zaidah when I have union commitments. I am thus able to attend every meeting I am supposed to."

While women in other industries complain of sexism in union ranks, Jacobs does not have many problems with Sactwu in this regard.

"If sexism affected me, I would be forced to fight against it. But I must say, we get a lot of support from the men in our union. They are even helping us set up women's structures to consider the setting up child-care facilities to help mothers while they are at work or meetings.

"But there are still too few women in leadership positions. Whenever we elect new leaders, it is the same women who complain who elect men into leadership positions.

"It's not supposed to be like that as women constitute the majority of the union and the composition of our leadership should reflect this."

Jacobs' day starts early. She has to be up by 5.45am to plait her daughter's hair. After seeing that Zaidah is ready for school, she catches a bus at 6.30am to reach work in Koeberg at seven.

Like hundreds of other workers in the clothing industry, participation in last Thursday's Cape Town march meant Jacobs received a warning from her employers.

"I got a final warning for not being at work during work hours, but I refused to sign it. They know me by now and didn't say anything, they just signed it for me."

For the first time in Sactwu's history, a national strike is on the cards following a declared dispute in wage negotiations earlier this year.

Since then workers have shown their anger through a series of wild cat strikes, work stoppages and the march. Management is still sticking to the proposal of a R9,97 increase on a machinist's weekly wage. Sactwu demands a raise of R30.

"There are two more dispute meetings scheduled. We will urge employers to reach a settlement but if they don't, we will be forced to strike. Sometimes it is necessary to make sacrifices to have our demands met," Jacobs says.

While Sactwu will need Jacobs in the weeks ahead, she feels the need to work somewhere else if she can.

"There is no way I am going to work in the clothing industry for the rest of my life. I am aware of my abilities and I think I will be needed elsewhere, possibly in a full-time union job. I would like to work for a non-governmental organisation."

Until then, Jacobs is quite happy to stay with Sactwu, spread their message through rap and attend to Zaidah's needs — as long as she has enough time to listen to her beloved jazz after a long day on the factory floor.

STAR 27/6/92.

Women should back off from competing with men

THE place for most women is in the home, even if it means working from there, says Frances Kendall in an interview with THELMA TUCH-GABAY.

WOMEN should back off from competing with men in the corporate world. It's a waste of time and they will probably lose in the end.

So says Nobel Peace Prize nominee Frances Kendall, the author of a number of best-sellers, including "Super Parents, Super Children" and "The Heart of the Nation". She is currently writing another book — this time about gender differences — to be published next year.

Men and women, she says, are endowed with different strengths — their brains work differently and they are good at different things. Women don't have as strong a competitive drive as men, and those with a family are logistically unable to commit as much time to the job, she says.

"Women are evolved with strengths that make them good mothers and housekeepers. They must stop buying the stuff that tells them they are cabbages unless they are working."

The trend for women to move up the corporate ladder and take on jobs previously done by men has simply not taken off, she says. "We would have thought that by now women would be getting to the top of their companies, but it's not happening on a large scale.

"Women often don't want to move up the ladder because it means working longer hours."

Also, she adds, women are not prepared to devote themselves to their work at the expense of time spent with their family — something men manage to do with ease. Her advice is for working mothers to stop trying to compete with men and to choose jobs that allow them to work from home on a flexible basis.

In Kendall's opinion, mothers should stay at home, if possible, until their children are three years old. The notion of working mothers spending "quality time" with their children in the evenings is a load of rubbish, she says.

Spending "quality-time" with the children is fine for fathers, but not for mothers.

Women must tackle financial planning

Bloxy 2/7/92

LIFE Officers' Association (LOA) figures show that 91% of white South Africans are dependent during retirement — 34% have to continue working, 32% rely on state pensions, 17% are supported by families and 8% rely on welfare.

Chartered accounting firm KPMG Aiken & Peat's Financial Planning Services director Alan Keevy says the problem stems from when people think about funding their retirement years.

"They tend to underestimate their expected lifespan. At 50 years you should actually plan to live to 90."

In most cases, inadequate forethought is given to financial planning for retirement years.

"Such complacency is astonishing in the face of daily evidence that the buying power of money is decreasing by 50% over every five-year period.

"It is particularly surprising that women, who are constantly made aware of the relentless upward spiral of living costs in the supermarket, do little to prepare for when they may no longer be able to fend for themselves."

Lessen

Keevy says the sooner women begin to plan sensibly for their personal retirement the better.

Not only will they help themselves, but in the case of married women who take responsibility for their personal income they can lessen their tax burden because married women are taxed at a higher level and might be entitled to rebates.

Married women rely too much on their husbands to look after their finances.

"Current statistics further indicate that, on average, wives in SA outlive husbands by about 15 years. They cannot afford to leave whatever financial arrangements are made for retirement entirely to their husbands, who might die before them."

With SA men still tending to play a patriarchal role, some husbands assume absolute financial control of the marriage.

Keevy urges women to face reality before it is too late. They should ask how they would fare financially if they were widowed or have to cope with being divorced, and whether they are prepared financially to shoulder the additional responsibility of caring for and educating children on their own.

He says it is never too late to start investing.

One should never stop saving — even in retirement, if possible.

Regenerate

"Unless you have at least 50% of your capital working to regenerate itself for the future you will not match inflation.

"If you have no capital to speak of, it will be necessary to commit the maximum income available to disciplined savings on a monthly basis."

He says regular modest sums invested in something like unit trusts, which offer steady growth through rand-cost averaging over three to five years or longer, eventually mature into "encouraging" nest-eggs.



ALAN KEEVY

An alternative would be a well-managed share portfolio where the most effective spread of investments is generally to be found in a spread designed for 15-20 years or more, five to 15 years and one to five years.

He also advocates assurance products, including after-tax savings endowment policies and pre-tax savings generated through retirement annuities.



WOMAN WASHING: A photograph by Mavis Mthandeki

Mavis is focused on femininism

South 4|7 - 8|7|92

PHOTOGRAPHER Mavis Mthandeki is an ardent feminist. Her reason for being one is straightforward — men do not work as hard as women.

"We are oppressed. Women are always doing the heavy work. For men it's much easier. They are not doing enough," she says.

For Mthandeki there is one way to address the imbalance.

"We must discuss it, then we can work together, men and women hand-in-hand."

She has converted her boyfriend to her way of thinking, but she admits it is not easy to achieve the same understanding among her female friends and their partners.

These views are reflected in her many interests, but especially in her photographs in the group exhibition, Women's Work, which was held recently at UCT's Centre for African Studies.

Her 10 black-and-white pictures include titles such as Women Washing, Tambo Square, Creche Started by UWCO (United Women's Congress) Members, Nyanga Bush, and Domestic Workers March to Demand a Living Wage.

Mthandeki's rapid progress in photography attests to her drive to affect change in her life and her community.

Her interest in the photographic medium started in early 1989 when she attended a media course offered to UWCO. Primrose Talakumeni , one of the four participating artists in Women's Work, attended the same course.

Since then Mthandeki's photographs have been exhibited in Johannesburg and Durban.

Born in Belville in 1947, she was concerned when the course was offered that she was too old to start learning about shutter speeds, exposure times and the like.

"I wanted to do it, but I was worried about my age and I didn't have any experience," she says.

"I couldn't believe how I could do it — developing myself; it's just amazing.

(355A)

"It's like I'm a new person and I'm proud of what I've done."

Now she is determined to impart her knowledge to others.

"I don't want to keep it to myself. People need skills and these must be there for everyone," Mthandeki says.

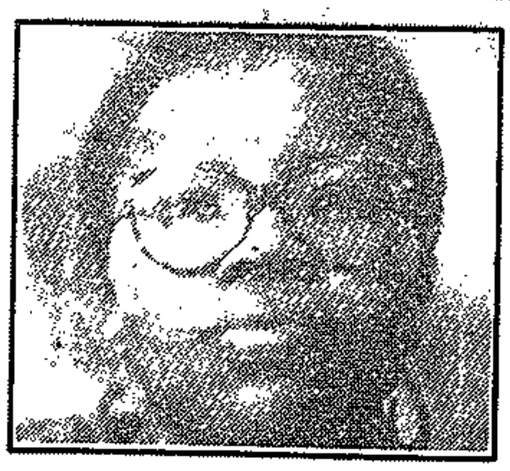
The course inspired her to buy a camera, with which she instructs friends, family and anyone who shows an interest in the finer points of what it takes to be a shutter bug.

She has also become an occasional social historian, taking photographs of public gatherings in her community.

Mthandeki's plans for the future — aside from her involvement with the ANC Women's League and daily voluntary work at the Nyanga Bush creche — include developing her photography skills and perhaps starting her own darkroom.

"The only problem is money," she says.

— Robert Housley



Ruth Bhengu's

Heart BEAT

Where is a woman's place these days?

Sowetan 9/7/92

35SA

AS A RULE I don't waste my time arguing whether a woman's place is in the kitchen or the boardroom.

The reason I am getting involved in this discussion at all is that I stumbled across a newspaper article the other day where one Frances Kendall asserted that a woman's place was in the home.

Kendall is a Nobel Prize nominee and she has written several books including Super Parents, Super Children and The Heart Of The Nation.

She believes women should back off from competing with men in the corporate world.

A waste of time

"It is a waste of time and they will probably lose in the end," she says.

Kendall maintains that "women evolved with strengths that make them good mothers and housekeepers. They must stop buying the stuff that tells them they are cabbages unless they are working".

I suspect that Kendall was tired on the day she gave that interview. The reason I'm saying that is that when I have had a particularly rough day at the office, I think like Kendall.

I curse the women's movement for fighting for my rights which, deep down, I believe are God-given and should not have been an issue in the first place.

To me the women's movement is all the women throughout the world and through the ages who have toiled and pushed barriers further and further, sometimes aggressively and other times gently, so that women can be treated with dignity and respect.

This movement includes my grandmother who brought up 14 children and still worked as a char, and my mother, who stoically bore the loneliness and the guilt of working as a "stay in" domestic so that I would have choices.

Times when we forget

There are times when I forget all this. I just want somebody to look after me, pay my rent, buy my food and make difficult decisions for me.

I can't be bothered to think about the price I would have to pay for abdicating my responsibility to look after myself.

"The difference between Kendall and me is that I know that feelings are not facts"

But I have come to recognise this as my infant mode. That's when my reasoning has deserted me.

The difference between Kendall and me is that I know that feelings are not facts.

Sex harassment at work 'widespread'

ARG 7/7/92 (355A)

GRAHAMSTOWN. — The high level of sexual harassment in the workplace could add a new dimension to the term: "Danger — men at work".

This is the view of Ms Carla Sutherland, head of the University of Cape Town's Equal Opportunities Research Project.

Sexual harassment was the subject of her lecture at the National Arts Festival Winter School here and Ms Sutherland said it was a little-researched issue in South Africa.

Extensive research had been conducted in the United States, Canada, Australia and Britain and there was "overwhelming evidence" to suggest sexual harassment was "widespread and extensive and ran through the work hierarchy," she said.

A two-year study by the US federal government of 23 000 employees showed 42 percent had experienced some form of sexual harassment at work.

Of the total, 12 percent had experienced unwanted sexual teasing, jokes, comments or pressures for dates; 29 percent had been the victims of "a far more serious form of harassment" — touching, pinching, telephone calls, or pressure to have sex. And one percent reported rape, attempted rape or sexual assault by colleagues or superiors.

A survey of 100 Johannesburg women suggested 63 percent had had "unwanted sexual advances" from men colleagues.

Ms Sutherland said the issue was more than one of women employees being harassed by men. A significant number of male employees were harassed by women — or by other men: "Not only homosexual harassment, in the sense of looking for direct sexual favours, but an enormous amount of pressure put on men, by men, to be seen to be sexually active; and being mocked or made to feel inferior because they were not fulfilling the stereotype of what a man should be in society."

While sexual harassment was "clearly an unpleasant and emotionally costly experience for the individuals affected by it," it was also costly to the institutions in which it occurred.

According to the US report, "a 'conservative' estimate of the cost to the federal government, due to sexual harassment, was $189 million over the two-year period."

This was calculated mainly on the basis of a decline in individual or group productivity as a result of sexual harassment.

Ms Sutherland said it was the responsibility of employers to ensure that sexual harassment did not occur in the workplace.

The first step should be challenging its acceptability.

"How complaints are dealt with by management will also influence the manner in which sexual harassment is regarded. If it is tolerated, or if it appears to be tolerated because no effective action is taken, it will signal to employees that sexual harassment is not a serious issue."

She said what was needed within the "unfair labour practice" code was a definition of what constituted sexual harassment. — Ecna.

8/7/92

ROLE REVERSAL
Schools need to teach young girls to go out into a changed adult world, and young boys that women can be leaders and men can do household chores. MPINE QAKISA reports.

TOMORROW: A simple test in pregnancy can predict post-natal depression.

That's the road to take, g

355A

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IF women are to move up in the world, into positions of power, they need to be pointed in the right direction during their early days. Schools, through their teachers, play an important role in socialisation of children, occupational choice and eventual levels of achievement.

Teachers need to be aware of their classroom attitudes, says Unisa education lecturer, Dr Eleanor Lemmer, because "a child lives up to a teacher's expectations".

Dr Lemmer spoke on gender in the classroom and how education affects girls and their future as wage earners, at a public lecture at Unisa recently.

Teachers are ideally placed to point young girls in the right direction, because they exercise one of the most important influences in a young child's life, she says.

"What the child learns is what the teacher teaches."

In all societies, at all times, says Dr Lemmer, the education of girls and women has been of less importance, in spite of the increasing numbers of women in the workplace and in the classroom.

International surveys have shown that women remain concentrated in the traditional female occupations; they are paid less than men and they are less likely to be promoted, and they remain under-represented in positions of management and leadership.

She attributes this problem to the "hidden or unintentional curriculum" to which young girls are subjected in the classroom.

When a teacher tells a girl in a class not to fight back because it is not ladylike, she is merely "doing her job", training a girl to behave like a lady, says Dr Lemmer.

And when the same teacher tells a crying boy in a class that: "Boys don't cry, boys are brave, they should go out and shout back and fight back", she is also "doing her job".

A teacher may not even be aware that she is teaching a boy, or giving him permission, "to confront, to argue, to shout and to pound his fist" if that is what he has to do to get what he wants.

Because children are taught in co-education classrooms, it is often assumed that they are treated alike, she says.

Unintentional teaching and learning about sex roles is found in educational materials and media as well. Masculine toys often are complex, active, social, and encourage spatial, mathematical and scientific experiments, whereas feminine toys are more passive and encourage solitary play.

In textbooks used in primary schools, a female is portrayed as a mother, a housewife, a nurse, a teacher or even a witch.

Such learning materials teach girls that "in any case, women are going to be married one day and they don't need a job", she says.

That is why girls are taught to be "calm, co-operative, sensitive but less independent".

A study in which teachers were asked to make recommendations about the children's careers based on the identical information on the report cards found that, in all cases, report cards that had a boy's name

irls

8/7/92 Star 355A

on it were given challenging and prestigious career recommendations.

Teachers also tend unwittingly to treat children differently.

They spend about two-thirds more time talking to boys than girls because boys demand more attention in class.

"Girls are encouraged to seek attention by being patient and therefore become a faceless bunch about whom less personal detail is known.

"Boys are naughty but essentially intelligent, and are given more attention in the form of rewards and even punishments. Their failures are seen as lack of effort rather than lack of skill.

"Girls, on the other hand, are often rewarded for conforming behaviour rather than for ability," says Dr Lemmer.

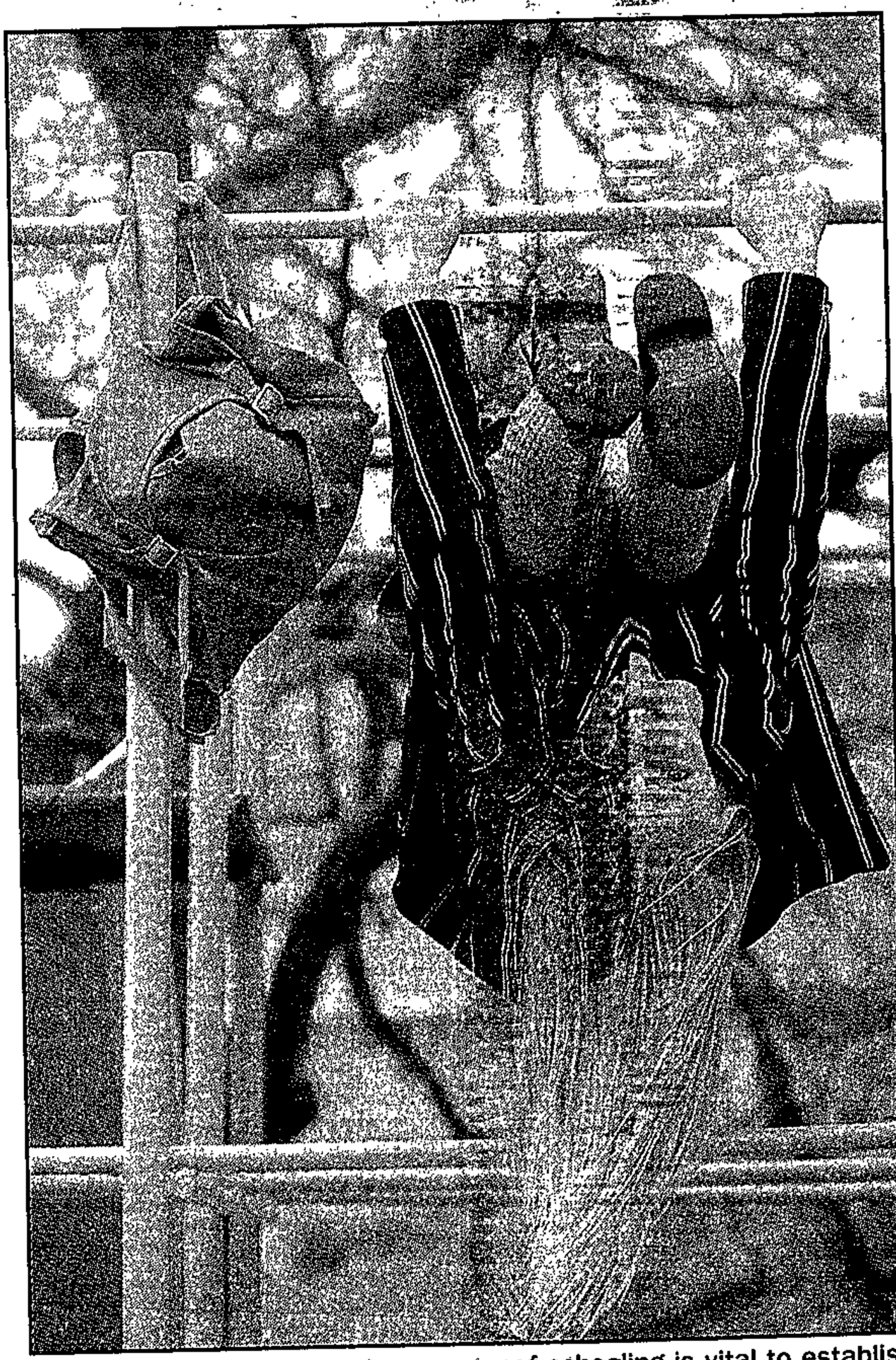
Agents

Teachers are important adult role models, says Dr Lemmer. In virtually all Western countries the majority of teachers are female, whereas school managers and principals are male. This teaches a child "that women teach, men control".

Dr Lemmer says she is aware that teachers reflect the general society, but they are also agents of change.

"Equality of opportunity for girls cannot be measured in terms of access to schooling but processes of schooling as well," she says.

Schools need to teach young girls to go out into a changed adult world and teach young boys that women can be leaders and men can do household chores.



Aiming for the skies . . . the process of schooling is vital to establish equality of opportunity for young girls going into adulthood.

Development in rural areas is a priority

STAR 10/7/92

The relationship between population growth and living standards has been clearly demonstrated worldwide where the total fertility rate (TFR) of women in impoverished and undeveloped areas is generally higher than that of women in developed areas.

In urban areas, where the standard of living is on the whole higher, the average birth rate is three per woman. In rural areas this climbs to an average of nearly six per woman.

Clearly part of the solution to the population crisis is to work at improving the living standard of all the people, but particular emphasis must be placed on rural development for it is in here that the greatest poverty and lowest living standards are experienced.

Lack of development in rural areas in most African countries has led to increased movement of people to the cities, which creates its own problems — lack of housing and unemployment.

Those left behind on the land are caught up in a web of poverty exacerbated by malnutrition, low productivity, and a decrease in agricultural production, of which high birth and death rates are a feature.

It is imperative that living standards in rural areas are urgently improved and that support is given to programmes for rural development.

There are nearly 6 million people living on farms in South Africa in a largely Third World environment. These people, mostly farm labourers and their families are in most cases totally dependent on the farmers. An estimated 80 percent of farm workers can neither read no write and there is limited access to schools, clinics and training centres. Compounding the problem is the high birth rate of an average of 5,2 children per woman.

With its aim being to improve the standard of living of farm labourers and their dependants, the SA Agricultural Union established the Rural Foundation, which concentrates on practical programmes to improve the quality of life of the workers and aid them in becoming more self-sufficient.

With the co-operation of farmers and their wives, a wide variety of courses can be initiated on farms. These include literacy courses, health counselling and family planning.

Advice on family planning

STAR 10/7/92

The Association for Voluntary Sterilisation of South Africa offers an advice service to the public. Its motto: "Small families have big plans for the future", fittingly supports the advantages of small families. However, the organisation stresses its belief that the decision for sterilisation must be completely voluntary.

The association offers free advice on both male and female sterilisation and will happily answer any questions people might ask.

For more information contact them at (011) 880-2643 or at Box 41636 Craighall 2024.

Women hold key to world development

STAR 10/7/92

The status of women is a determining factor in any population-development programme, and the influence a woman can exert on the family is largely determined by her level of education.

In Africa, and in many developing countries around the world, the status of women and recognition for the role they play in the community, is so low that they form part of the syndrome labelled the "feminisation of poverty".

It is a sad fact that instead of becoming part of the solution, women still remain part of the problem, often through no fault of their own.

This will continue until attitudes towards women, particularly in rural areas, change.

The international conference on "Population Development in the 21st Century", held in Amsterdam in Holland in 1989, issued a declaration which called for the recognition of women as central to the development process.

It stated that the improvement of "their status and the extent to which they are free to make decisions affecting their lives and that of their families will be crucial in determining the future population-growth rates".

According to The State of the World Population 1992, a report issued by the United Nations Fund for Population Activities (UNFPA) in April, economic growth and improvement in the quality of life have been faster in those areas of the world where women enjoy a higher status.

Women's health and nutritional state during pregnancy and breastfeeding affect the health of the child; and their education and degree of control over family resources affects the child's mental and physical development.

Discrimination against women is still common in many societies, but more particularly in traditional communities.

Women are still often regarded as "poor investments" when it comes to education and this is highlighted by statistics.

In Africa the figures show that at primary school level there are 80 girls for every 100 boys. At secondary school level this drops to only 47 girls to 100 boys.

Female literacy in Africa is put at about 38 percent and out of the world's 949 million illiterates in 1985, nearly two thirds, or 592 million, are women.

In South Africa there are about 3 million women who cannot read or write.

In its booklet "Population Growth — a Critical Decade", the Department of Population Development suggests that certain factors are necessary to improve the status of women.

Their prime needs, it says, are:

- The opportunity to attend school.
- The opportunity to receive non-formal education though which they can acquire skills in areas such as nutrition, child care, domestic budget control and home industry.
- Job opportunities.
- Services and facilities such as child day-care facilities, access to clinics and family planning services.

Get sterilised — or no job

SOUTH 11[illegible] 7-15/7/92 355A

THOUSANDS of young European women bringing up children alone are having themselves sterilised to improve their chances on the labour market.

In Germany, women aged between 19 and 33 are issued with certificates after operations, which they present to employers.

In one clinic sterilisation rose from eight in 1989 to 1 200.

Mrs Edita Beier, a women's affairs town councillor, said in some cases women were sterilised after employers requested it. The process began at the Labour Exchange, where women registered for employment.

"They are asked if they intend having another child," Beier said.

"Many, especially those living alone with their children, see it as the only way to get a job.

"What is happening here is a social catastrophe."

Beier said the doctors performing the surgery could not be blamed as their duty was simply to perform operations, not examine the social problems behind the women's requests.

The operations are free in terms of the German Unification Treaty but this will change soon.

Soon women will also not be issued with certificates.

July 11 to July 15 1992

hen11 Southwor



Greater protection could be afforded those n the South African work-place if the term sexual harassment was defined in this country's labour code, it was suggested at the National Arts Festival Winter School:

SOUTH 11/7-15/7/92

'Danger — Men at Work

SOUTH 11/7-15/7/92

355A

THE high level of sexual harassment in the work-place could add a new dimension to the term: "Danger — Men at Work." This is the view of Ms Carla Sutherland, ıead of the University of Cape l'own's Equal Opportunities Research Project.

Delivering a lecture on sexual ıarassment at the National Arts 'estival Winter School last ıeek, Sutherland said it was a ittle-researched issue in South Africa.

However, in extensive research conducted in other countries — notably the US, Canada, Australia and Great Britain — there was "overwhelming evidence" to suggest sexual harassment was "widespread and extensive and ran through the work hierarchy".

A two-year study by the US federal government of 23 000 employees showed 42 percent had experienced some form of sexual ıarassment at work.

Of this, 12 percent had experienced unwanted sexual easing, jokes, comments or ressures for dates; 29 percent had een the victims of "a far more ious form of harassment" — ouching, pinching, telephone calls pressure to have sex.

And one percent reported rape, ·ıpted rape or sexual assault by leagues or superiors.

Sutherland said what was needed ıin the "unfair labour practice" ıde was a definition of what con-ituted sexual harassment.

"While it should remain the ıployer's responsibility to see that xual harassment does not occur in he workplace, it should not be their ıerogative to define it."

She said a definition in the code uld help protect employees and ıcourage the reporting of such ts.

A survey of 100 Johannesburg ·ıen suggested 63 percent had eceived "unwanted sexual dvances" from men in the office.

Sutherland referred to a case in he South African industrial court, which she said indicated sexual harassment was a widespread practice here.

The applicant was a male employee who had been dismissed following numerous complaints of harassment from female colleagues, and after he had been repeatedly warned by his superiors.

He claimed his dismissal was unfair, on the grounds that his behaviour was "no more than mildly flirtatious or 'mediterranean' ".

He also submitted two petitions: One signed "by all the ladies in the office controlled by him . . . pleading for compassion and stating they did not feel offended or sexually harassed" by his past behaviour; the second signed by "some 500 employees" of the company pleading for management to reconsider his dismissal.

Neither was given serious consideration by the court, and the application was rejected. The presiding officer took into account evidence that many women had objected to being "fondled", and had resigned because of this.

However, said Sutherland, it was "implausible" to suppose the applicant would have received the support he did had he been accused of rape, murder or theft.

"The implication, therefore, is that sexual harassment in the work place is regarded as acceptable, or at the very least as a somewhat trivial disciplinary offence."

Sutherland said the issue was more than just women employees being harassed by men.

A significant number of male employees were harassed by women — or by other men.

"Not only homosexual harassment, in the sense of looking for sexual favours, but an enormous amount of pressure put on men, by men, to be seen to be sexually active; and being mocked or being made to feel inferior because they were not fulfilling that stereotype of what a man should be in society."

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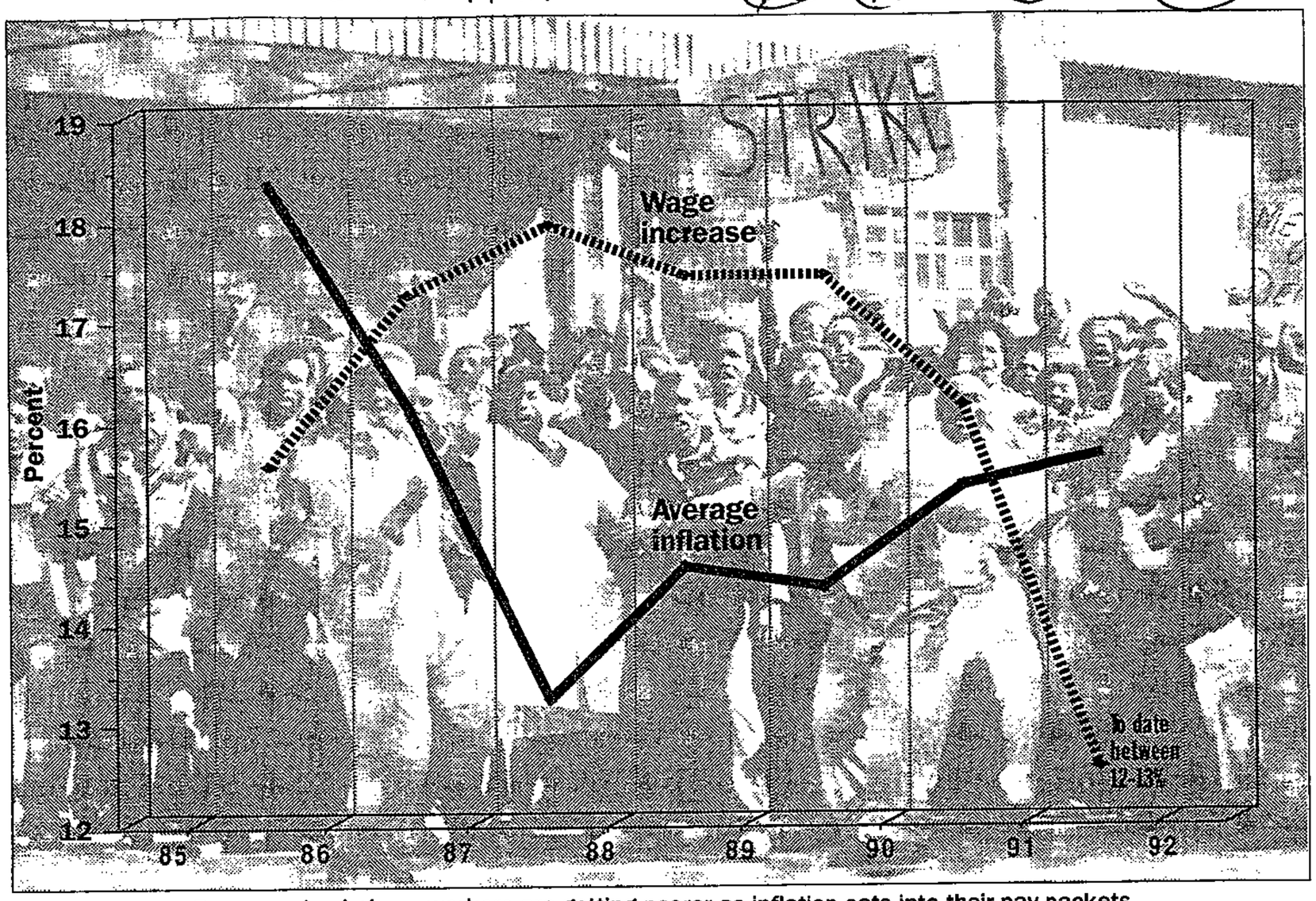
"If it is tolerated, or if it appears to be tolerated because no effective action is taken, it will signal t employees that sexual harassment is not a serious issue."

— Ecna

On the factory floor pay pique is simmering

STAR 14/7/92

Figures show that workers are beginning to resist the erosion of their disposable incomes. MIKE SILUMA reports.



Downward spiral . . . workers are getting poorer as inflation eats into their pay packets.

WHILE the country looks on apprehensively at the looming general strike showdown between the Government and the ANC alliance, trouble is brewing on the factory floors over wages, which can only compound an already charged atmosphere.

Although the present SABC and hospitals wage disputes have received most prominence, hundreds of thousands of other workers are edging ever closer to damaging fights with employers over pay and working conditions.

The National Union of Metalworkers (Numsa), for instance, is in dispute with employers in at least four sectors: engineering, the tyre industry, vehicle assembly and motor industry (which includes panelbeaters and filling stations).

In all these sectors, where Numsa is representing about 280 000 workers, the union is claiming, among other things, a R1-an-hour increase, or 20 percent, whichever is the greater. It is balloting members on strike action.

At the same time the results of a lockout ballot among employers in the Steel and Engineering Industries Federation (Seifsa) will be known this week. Seifsa is offering individual increases of 8 percent while its motor assembly counterparts are offering rises of between 60c and 73c an hour, or 6,4 percent.

The employer offer in the motor industry ranges from zero to 2 percent. That in the tyre industry is R1,13 an hour.

In the beleaguered mining industry, where workers last year swallowed one of their lowest increases in recent years, with gold miners settling for 6 percent on average, the National Union of Mineworkers (NUM) is set to respond tomorrow to the Chamber of Mines' final offer.

It consists of a 5 percent increase, plus profit-sharing at gold mines owned by Anglo American, Genmin and JCI, with Gold Fields of SA and Anglovaal offering a straight 6 percent. Chamber colliers are being offered increases of between 7 and 12,5 percent.

This contrasts with the NUM's current demand of a minimum rise of R45 or 6 percent, whichever is the greater, as well as a 20 percent share of gold mine profits. On the collieries, the NUM wants 17,5 percent across the board.

The chamber talks affect more than 400 000 miners, of whom about 200 000 are NUM members.

In the catering sector, the SA Commercial, Catering and Allied Workers' Union (Saccawu) is locked in disputes with two of the major retailers, Checkers/Shoprite and OK Bazaars.

The talks with Checkers, which opened with the company asking workers to take a 10 percent wage cut, are continuing at conciliation board level following the union's declaration of a dispute. Parties are also at loggerheads over the retail chain's rationalisation programme.

The same issues dominate Saccawu's talks with OK, due to resume through conciliation shortly.

In the petroleum industry Sasol is in dispute with the Chemical Workers' Industrial Union at the company's installations in Secunda. About 4 000 workers are affected.

The union has rejected Sasol's 10 percent offer, demanding a 17 percent rise instead.

In its increasingly bloody struggle against the hospital authorities, the National Education, Health and Allied Workers' Union is holding out for a 15 percent increase and a monthly minimum wage of R724, against the authorities' offer of 9,2 percent and R708.

The Media Workers' Association of SA, whose strike has crippled the SABC's black television channels and radio stations, has done likewise. It is claiming a monthly minimum of R1 500 and a 20 percent increase, having spurned the SABC's R1 300 and 11 percent.

The question raised by the rash of wage disputes is: with the country in the grip of one of its worst recessions, shouldn't workers be protecting their jobs by settling for lower increases?

An explanation seems to lie in figures compiled by leading labour relations consultants Andrew Levy and Associates (ALA), which show that workers are beginning to resist the erosion of their disposable incomes, which has accelerated over the past two years or so.

The figures, which exclude industries such as metal and mining, show, for instance, that wage settlement levels have been falling steadily over the past four years while inflation has risen (see graphic).

Brian Allen of ALA says: "In a recession, when order books are low and the inventory high, employers are better positioned to take a strike. There is no doubt that the high inflation rate has eroded employees' disposable incomes, especially those in the low-paid jobs. The demand for an increase above or around the inflation rate has become stronger as a result.

"I don't believe that this year's increases will keep up with inflation and this will place pressure on both sides."

Numsa's chief negotiator Les Kettledas concurred: "From last year, workers' standards of living have declined in real terms because they received increases below the inflation rate. Value-added tax and food prices, which have been rising by as much as 28 percent in some cases, have played havoc with workers' pay packets."

RURAL ISSUES

Knowing more about women's organisations

STAR 15/7/92 35SA

Rural women face oppression from four sides — because they are black, because they are women, because they are poor and because they live in the rural areas. But the rural women's movement plans to change all this. Learn & Teach reports.

The Rural Women's Movement (RWM) was started by rural women for rural women. "Rural women must have a voice — and that voice must be heard," says Lydia Kompe of the Transvaal Rural Action Committee (Trac).

And the RWM, which started two years ago, is now trying to make their voice even louder. It has joined the newly ormed National Women's Coalition, an umbrella body representing more than 56 women's organisations from around the country.

This coalition plans to draw up a list of demands from all the women's organisations and make sure that the rights of women become part of a new constitution.

Kompe, who is better known as MamLydia, identified the problems that rural women face.

She says that although the women often have a better understanding of what is happening in their areas, they are left out of the *kgotla* — the traditional community decision-making body. "When I first started working for Trac in 1986, I found that men excluded the women from the *kgotlas*."

Yet, she adds, when government officials arrived in the community, the first people they contacted were the women, who were looking after their children and their homes. Their husbands were usually away from the village, in the veld tending the cattle or even in the towns working as migrant workers.

When many communities faced the threat of forced removals or incorporation into "independent" homelands and self-governing states, it was the women who made the decisions because the men did not know very much about what was happening.

"The men would ask the women for information and then they would support the women in their fight against the Government," says MamLydia.

"But that was not enough, because women were still out of *kgotla*. That is why we say women must be on the *kgotla*."

Another problem the woman have is that traditional law allows a man to have two or more wives. "This causes problems," says RWM president Beauty Mkhize. "Men cannot support many wives financially and they cannot give all their wives the same amount of love and affection."

Given enough time, it seems the RWM will give women in the rural areas a stronger and more powerful voice.

For more information about the RWM, you can contact Lydia Kompe at: TRAC, Box 2827, Johannesburg, 2000. Tel (011) 833-1063/4.

Learn and Teach magazine is available at street corners and book shops at R1,95.



On the move . . . women in the South African rural areas have started to rise and fight for their correct place in the institutions of power in their communities. They no longer accept that their place is in the kitchen.

Six to speak at UN on role of women in SA

Sowetan 17/7/92

■ Fast-paced developments at Codesa highlight the need for rural women's voices to be heard in changing world:

By Lulama Luti

IF you ever thought the happenings at the Convention for a Democratic South Africa are going too fast for your comprehension, take heart - you're not alone.

There are thousands of rural women in a similar position and are presumably worse off.

This is the reason why the Border Council of Churches' Ms Xoliswa Tom did not think twice about accepting the invitation to speak at the United Nations in a fortnight on the role of women.

"Our main concern is that Codesa is going too fast for them (rural women). They need empowerment more than ever before. And we need to tell the world that these women are there and they need help," she said.

Tom is one of six women who have been invited to address the United Nations on the role of South African women in the current political situation.

The six prominent women leave the country on July 26 and will spend two weeks addressing and meeting other women's groups in New York and Washington DC.

The women are human rights campaigner and the Democratic Party's Ms Gill Noero; ANC research unit head Dr Frene Ginwala; PAC official Ms Patricia de Lile; head of the Women's Development Banking Ms Zanele Mbeki; and the Institute of Contextual Theology's Sister Bernard Ncube.

The trip has been organised by the African-American Institute; the UN International Children's Emergency Fund, and the Carnegie Corporation of New York.

The co-ordinator of the tour, Mr Frank Ferrari, said the visit would enable the women to "underscore the role and voice of South African women within the current changing context".

'Steps' challenges gender inequality

SOUTH 18/7-22/7/92 355A

EDUCATORS and trainers trying to change attitudes and structures that oppress women have a new handbook at their disposal.

"On Our Feet: Taking Steps to Challenge Women's Oppression" has been published by the Centre for Adult and Continuing Education (CACE) at the University of the Western Cape.

The book gives background information to gender inequality and step-by-step guidelines on how to run workshops to change attitudes and structures that oppress women.

Women work 67 percent of the world's working hours, earn less than 10 percent of the world's income and own less than one percent of the world's property.

Half the women in South Africa have been raped.

These are some shocking statistics which educators can use in workshops to challenge gender bias in organisations and educational programmes.

"On Our Feet" is based on workshops run by CACE in 1990 and 1991. The workshops were part of an ongoing project on gender and popular education and explored participants'.

The handbook is illustrated with photographs of and quotes from participants.

"On Our Feet" was written by Ms Liz MacKenzie, who is developing non-formal adult education materials and co-ordinates CACE publications.

REHANA ROSSOUW

PEOPLE'S LIVES *'Appointing women to top positions says enough about the company'*

Purging sexism from boardroom

355A

Sowetan 20/7/92.

By Sizakele Kooma

THE sunrays spill through the blinds, lighting up the spacious north-facing office. In the centre of the room Wanita Kawa sits upright on a cushy executive chair, dressed in an expensive black and white Chanel-style suit and looking every part the boss that she is.

Kawa is project manager of Co-ordinated Marketing, a black-owned business consultancy which she joined a year ago.

Some friends, she said, had warned her upon joining the company that she could be letting herself into a very chauvinistic environment.

Looking at this confident diminutive woman and listening to the articulate and sharp way she answers questions there is no doubt as to her intelligence. She could not be any boss's pushover or any man's sex object.

But there is no course for her to fight at Co-ordinated Marketing. Sexism does not exist in managing director Mr Rueul Khoza's company and professional standards are very high, according to Kawa.

"There is mutual respect between men and women. I have never had a pass made at me. I'm always introduced as a colleague, never as a woman, " Kawa said.

"Women are not expected to fetch and carry and benefits are attributed to a person's job and professional status, not his or her gender."

Kawa said she had grown by five years in the space of one year in terms of the responsibilities, experience and exposure she had been given at Co-ordinated Marketing.

Like Kawa, Louisa Matthews is content with HerdBuoys, an advertising company she joined in February as media manager.

"The fact that they hired a woman for the position says something about them," Matthews said.

She is almost certain, she said, that there would not be anything or anyone to stand in her way to more success.

"It is up to me what my ambitions are. The only thing that would stop me is my performance."

These two women would be thought as unique by Thenji Dlephu, Fabcos promotions manager, and most others who have a host of complaints about their masters.

"I do not know of any woman who has grown in a black concern," Dlephu said.

"Our men still have doubts about our capabilities, even though we have proved that we are worth the job. I have never worked on a project, from start to finish, without a man's interference. They have either had to make the proposal or approve it before I could go ahead."

Dlephu said she always has to fight to be heard but she was not prepared to give in to male pressure.

Her claims seem light against what her colleague, who refused to be identified, said.

She alleged that:

COLOUR AND GENDER *Success has nothing to do with colour. Does it have anything to do with gender?:*

- One woman was replaced, without her knowledge, from her position by a man who would have otherwise been made redundant.
- Some less qualified men earn more than their better qualified female colleagues.
- Meetings are treated like men's clubs.
- There are 14 men and only two women in executive positions and both women do not have decision-making powers.

"I doubt if I will work in a black-owned company after my experience," said Lerato Leeuw, not her real name, who recently left her job in a black concern.

"I suffered a lot of victimisation. My boss never cared to consult with me when making decisions on issues that would eventually affect me. The whole company had no professionalism."

A close look into some of the companies showed that very few women had gone up higher than the level of secretary while in others like maternity benefits were not part of policy but just arrangements.

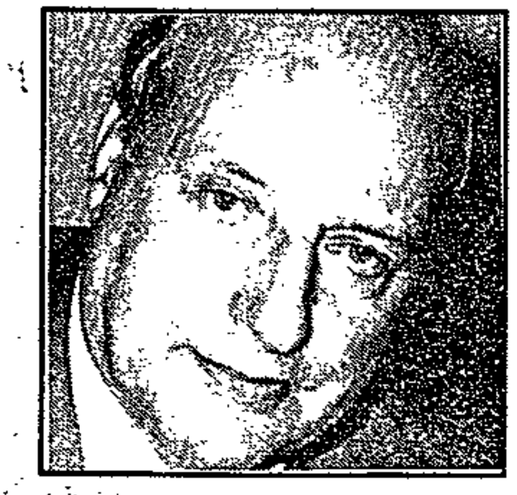
The African Bank which has been around for more than 10 years employs 204 men and 123 women. Of these there is only one woman manager, three accountants and 12 women supervisors. The rest are in clerical positions.

Box of Quotes



'Women's success in both black and white concerns are dependent on how well they collectively lobby for themselves.'

Louisa Matthews, media manager of Herdbouys



'We are the only financial institution which has appointed a (black) woman as a manager of one of our branches, Bisho.'

African Bank's chief executive



'We could make an 'arrangement' if a female employee had to go on maternity leave.'

Kehla Mthembu, managing director, Afsure



I may fight a course or fight an issue, but I never fight being black or being a woman'

Wanita Kawa, project manager, Coordinated Marketing

EDUCATION

Boys will be boys — but this must change

W/Mail 24/7-30/7/92.

355A

In an apartheid-ridden society gender discrimination has been sidelined. An in-depth study recommends positive counter-action must be taken.

By **PORTIA MAURICE**

GENDER should be put on the education agenda and affirmative action — including a protective code upheld by an ombudsman — may be needed to ensure girls get equal treatment in South African classrooms.

This is the thrust of a study on how gender affects schooling, just completed as a working paper for the National Education Policy Investigation (Nepi).

"In general, women and girls have been treated cursorily in the education debate, with priority being given to issues of race and class," says researcher Kate Truscott.

Syllabi will have to be recast and text books rewritten with greater participation from women. A Gender in Education Code may be needed to secure girls' rights while learning and "gender watchdogs" to hear grievances from pupils, teachers or parents when it is broken.

Ironically, in many ways Truscott's findings fly in the face of popular belief. Girls are attending school in slightly greater numbers than boys. On the whole, school attendance for girls has grown in tandem with the whopping 536 percent increase in African pupils at secondary schools between 1970 and 1990.

They seem to have tremendous staying power — despite greater pressures of domestic work and second-class classroom status. For every 100 African girls who started Standard 6 in 1970, only two managed to reach matric by 1974. Now, for every 100 who entered high school in 1986, 69 had reached matric within five years.

Participants in the Nepi study suggest that educational qualifications are now also being considered when determining *lobola*. One told a story about her friend whose parents are demanding 25 cows or R25 000 in *lobola* payments because their daughter went to teacher training college.

Schoolgirl pregnancies are excessive. Nationally, says Truscott, the reported rate of teenage pregnancy (excluding the TBVC states) is 330 for every 1 000 women younger than 19 years old.

"Gender ghettoisation" — girls relegated to academic streams which prepare them for domesticity and women to certain job sectors — is common knowledge. But data from Truscott's study show just how sharply men and women are divided in education and training. For women, nursing and teaching are the most popular professional careers. Ninety percent of women go into these, as well as clothing and textiles, leather and shoe, food and beverage, manufacturing, services, sales, clerical and agricultural work.

Truscott traces this sexual division of labour back to the classroom. Jobs that women do in paid employment reflect the caring, servicing role of wife and mother, she says; whereas society expects men to act in positions of authority and responsibility at work.

Gender differentiation is especially stark in technical schooling. At Wits Technikon, for example, male students gravitate towards the large engineering, business and mines schools, while women are in business school, biological and health technology, art and design and communications technology. At business school men concentrate on marketing and sales management, production management, computer data processing, cost and management accounting and company administration. Women, on the other hand, go for personnel management, marketing, retail business management and cost and management accounting.

At universities, more than 60 percent of black women study languages and literature, education and social science — in contrast to white men for whom commerce, social science and law are the most popular.

Gender bias also permeates the curriculum. School subjects, she says, are taught with a "distinctly male (and racial) bias". Truscott points out that it is not enough to add women to the list of examples given in textbooks. A range of practical skills should be taught to both boys and girls. This could include "home skills" — incorporating how to maintain home appliances, cooking and nutrition. Or "machines in our lives" — about how basic motors, hairdryers and washing machines work.

Other aspects of the "hidden curriculum" Truscott mentions are that:

- While most teachers are women, most principals, senior teachers and inspectors are men.
- The needlework/housecraft/typing vs woodwork/metalwork/technical drawing divide for girls and boys.
- Girls being discouraged from doing subjects like maths and science.
- High levels of corporal punishment, sexual harassment and classroom rape.

PEOPLE'S LIVES *They are a new breed of South African entrepreneurs who have shown they can*

She no longer heeds her



Vionni Tshibase

runs Insearch Personnel with a staff of three people. The three-year-old company recruits jobseekers across the racial and professional spectrum.

It also offers training. Chibase's company boasts clients like Spoornet, BMW, Coca Cola, NSB, SAB, Nestle and Elida Ponds, among others.

They left the kitchen and invaded the job market.

Today some have infiltrated the boardrooms while others have used their masters' wise teachings to their own benefit.

They have set up exact replicas of companies that employed them or used their experience to counsel others.

These are women who have not only made it in previously male-dominated jobs but also in white-controlled businesses like marketing, public relations and personnel recruitment, among others.

They partner each other or their spouses, or go it alone. They set up offices in the central business district, prestigious northern suburbs or the

make it on their own despite the difficult economic times

master's voice

Sowetan 28/7/92 355A

backyard of their homes. They contribute to the upgrading of the economy by creating employment for the jobless. These women have also proved that black economic empowerment is not only about black people participating in so-called small businesses but in macro-economic ventures.

Sizakele Kooma looks at some of the success stories:

Ursula Johnson



founded her company, Network International, in 1987. The public relations and promotions company employs nine fulltime staff. Kellog's SA, Cadac, Fabcos and Fuba are some of the people she has worked with.

Miriam Patsanza



former senior producer on Zimbabwe Broadcast Corporation, is a co-partner in a TV production company called Talent Consortium. Patsanza and partner, Mr Themba Hobe, started the business in Harare, Zimbabwe, in 1984. They branched to South Africa eight months ago. Their varied clients include women's organisations and non-government institutions from as far as Mauritius and Ethiopia. Preferential Trade Area (PTA), an alliance of 20 African member states, has been their client for four years.

Patsanza's dream is to be able to be part of the players that will create a meaningful media space for those who have not had it.

"I also want to be able to tell the story of my people in the way that I see it," she said.



Hope Otto

and Associates is a market research company solely owned by Hope Otto, a former teacher and journalist. She launched the company in 1989 after 15 years of working in the marketing field. Otto employs a part-time staff of 12 people and has handled assignments for companies like Houghton Products and Douglas Parker.

Angie Makwetla

started AM Ultimate, a computer and secreterial training school in 1989.



Today the service employs two full-time and two part-time staff and has grown to include a placement and public relations section.

Her clients include *Sowetan* and the South African Fashion Designers Association.

Makwetla, who holds a BA social work degree, had previously worked for IBM as personnel officer for 10 years and later as market support representative.

Makwetla's dream is to have one percent of training contracts from big conglomerates.

Stunkie Vundla

worked in the hair business as a hairstylist, marketing and sales representative and later in the public relations department at Radio Metro, then she decided to set up her own promotions business. FMV Communications is a one-man show.

Rose Francis

is an internationally renowned former model and runs a close corporation company called Rose Francis Communications. Her promotional history dates back to 1981 and her clientele list includes Unilever, Panache, the SABC and the BLA, among others.

Bridgette Motsepe



is managing director of Projects International, a business development and public relations consultancy. Motsepe started the company four years ago after previously working at BP, Revlon and the NSL where she acquired experience in marketing and public relations.

Projects International employs 80 people in the promotions department and eight in business development and has associate offices in the United States of America and Britain. The company's clients include Mbongeni Ngema's Committed Artists, Springlake Colliery, Bata Shoes and Mastermind Tobaccos, a multinational company with offices in Burundi, Kenya and Zaire, among others.

Suzzette Mafuna



probably among the first black women to set up a consultancy business, has been her own boss since 1985 when she and Jenny Shepherd started a public relations consultancy called Shepherd-Mafuna and Associates. They parted in 1989. Mafuna, a former credit controller and writer, went on to set up another public relations business and called it The Associates.

The company has had dealings with clients that include the Black Management Forum, the Black Editors Forum, South African Commuter Rail Corporation and Old Mutual Properties.

PEOPLE'S LIVES An important role for women to play to bring about political change

Women must play a role in business



Linda Zama

BUSINESS ROLE Black women need to be trained to take their rightful places in boardrooms and not just as secretaries:

Sowetan 30/7/92.

By Joshua Raboroko

355A

BLACK WOMEN NEED to be given proper training so that they can play a meaningful role in business.

They have to be part of the production machinery instead of being consumers in a democratic, market driven economy.

These views were expressed by most women at the 28th annual conference of the National African Federated Chamber of Commerce (Nafcoc) on the role of women in black business.

Leading the discussion, Durban-based human rights lawyer Ms Linda Zama said black women could not participate meaningfully in business if their role was not appreciated.

If not they would be lost to white business as junior partners. The role of women in business was to participate fully.

"When one analyses the role played by women in business, one notices that repressive cultural practices of relegating women to secondary positions have not assisted commerce and industry," said Zama.

"It is unfortunate that black women too have not fought to participate and play a meaningful role in business."

Zama said that women have to improve their skills from the top to the bottom.

There were not many at the top, she said, adding: "We need to train women wherever they are so that they are equipped for effective participation.

"When one analyses the role played by women in business, one notices that repressive cultural practices of relegating women to secondary positions have not assisted commerce and industry"

- Linda Zama at Nafcoc annual conference

We must train our staff

"Most of them are secretaries. The question is what type of secretaries? Can they be trained to be more than mediocre?

"And the answer to these questions is that we owe it to ourselves to train our staff. This we can do and it must be done speedily," she advised.

Zama also stressed the role women should play in Nafcoc so that the organisation to bring about political change in the country.

She also paid tribute to the late Mrs Marina Maponya and to the outgoing president, Mr Sam Motsuenyane.

On board the 'mommy track'

w\Mail 31\7 - 6\8\92.

(191) 355A

Weekly Mail Reporter

THE idea that companies should formally make space for working mothers, though not new overseas, has arrived in South Africa.

The "mommy track" — a separate career path for women with families — is looked at in the latest issue of *CSI Letter*, a monthly newsletter on social investment, put out by the *Innes Labour Brief*.

In a male-dominated corporate culture women who leave their careers to have children are considered uncommitted, writes Antoinette Leresche, for *CSI Letter*.

Companies often invest large amounts of money in training and staff development, only to see female employees leave to have children just as their skills are maturing. Inflexible companies mean both parties lose out. The company loses its investment in training, and the working mother is penalised for wanting to be available to her children.

Rennies Travel has begun exploring the "mommy track" as a matter of financial pragmatism. The company is looking beyond working mothers to create flexibility for others, such as fathers, or students.

Rennies human resource director Karen Long says employees choosing this track would be paid according to their value to the company, and receive such benefits as pension, medical aid and maternity leave. "Key players should be rewarded as important, vital members of the team. This includes being remunerated as well as managers who perform outstandingly," she says.

To get this flexible alternative, the employee must be deemed indispensable to the company — thus limiting its availability to certain key staff. Long adds that employees choosing the "mommy track" need not remain locked into it. They can switch in and out of it throughout their career at the company.

The alternative to flexibility can be expensive. In the women-dominated travel industry annual labour turnover is a high 20 percent. This turnover costs Rennies Travel R1,4-million a year.

So for Rennies Travel the question is no longer whether the business can afford to examine flexible options, writes Leresche, but whether it can afford not to.

Philanthropy begins at home

COMPANIES which invest in attention-getting programmes before ensuring the well-being of their staff could be in for a rough ride.

Hence, The Weekly Mail's "Investing in the Future" supplement will this year again look at programmes, such as the "mommy track", which foster a caring corporate culture.

And again this year we will give recognition to those companies judged to have excelled in corporate social investment overall. We are appealing to readers to help us with the initial selection process.

If you have come across any firm, big or small, which you consider to have an unusual or outstanding social investment programme, please tell us.

Contact The Business Editor at Box 260425, Excom, 2023; fax (011) 334 2905, phone (011) 334 2400.

'Women rappers lack role models'

SOUTH 1/8-5/8/92

(355A)

Last weekend, the Rap Movement saw the first ever all-women rap extravaganza in Cape Town. Despite these efforts women are still the underdogs in the rap movement, writes **SHAMIEL X ADAMS** of the African Hip Hop movement.



PIC: YUNUS MOHAMMED

SISTERS ARE DOING IT: Rap outfit Sisters in Command are demanding recognition

"IN Cape Town I think there are far too few female rappers. That is a shame. I think they just need to get out and do what they got to do," says solo male rap artist, Shy.

Just like their counterparts in the United States, local women in the hip hop/ rap movement have long been the underdogs in the rap movement.

Local rap group E=MC² sum up their feelings in their song "Revenge":

"I'm taking revenge on all you guys,
Prepare for a sister who's too damn wise.
I won't be fooled by the tales you sell,
this here sister is straight from hell
Brace yourself 'cause I've got the juice,
respect what I want, watch me get loose.
You know what it is you've done to the sisters,
whipped us, kicked us now its time for some justice.
Get with this, beware, male supremists take care,
the story of my life could become your worst nightmare ..."

Although rap has become a subculture with street wisdom and vibrance, it has frequently been criticised by both the local and international music industry for its outspokeness and often crude attack of the status quo.

The outspoken Niggers with Attitudes, (NWA) latest album, "Niggers for Life" was banned in England early this year and 2 Live Crew came under fire from US authorities for their sexually explicit lyrics.

Internationally acclaimed female rap artists like Monie Love, Queen Latiefa and Yo Yo, do not take lightly to what is known in rap lingo as "dissing" or disrespect towards women.

They have made strong criticisms through their music about male attitudes towards women. On Queen Latifah's debut album "All Hail the Queen", the tracks "Ladies First" and "The Evil that Men Do" are two such examples.

To find out how women felt about the male-dominated rap scene, SOUTH spoke to local female rappers.

Nicky Vanoi from E=MC² said: "In Cape Town there are not enough female rappers; I feel that women are allowing themselves to be intimidated."

Vanoi, who lives in Mitchell's Plain, feels that local female rappers lack role models. She says: "I don't see myself as inferior, and women in general should stop accepting this myth."

Cosmo, another female rapper currently doing her matric, agrees, "They are allowing themselves to be stepped on. It's not like there's a lack of opportunity or talent, they are just not doing anything about it.

"Women must stand up for themselves and use the talent that they have," Cosmo says.

The rappers, however, are aware it is going to take more than just talent and a change of attitude to overcome their problems, because the fight for a non-sexist society has been going on for a long time.

"It's tough to be a girl in a man's world," says 16-year-old Delesha, who, together with her sister, Kim, recently established themselves as 2 Tough 2 Rough.

"We need to motivate ourselves through all girl workshops and start working together and looking at ways of ridding the females from this derogatory scenario."

For them respect goes beyond the macho attitudes of NWA and 2 Live Crew.

"I feel that trashy magazines and sexy ads are sickening. Women should start by respecting themselves first and then they can start talking," Delesha says.

"People should stop looking at themselves from the outside in, but rather from the inside out. We must stop competing for stupid reasons. Everyone is unique and special in their own way," Delesha continued.

"How would men feel if they were being degraded in this manner?" Delesha asks.

Most of the female rappers look up to international female rap acts like Queen Latifa, Monie Love, Yo Yo and Mc Light. They all agree that local female talent needs to be harnessed through constructive and concerted efforts, and they have just held the first all women rap meeting.

However, there does seem to be a lack of resources and skills, with most of the female rap artists being young and relatively inexperienced.

The fight for a non-sexist world goes way beyond the orbit of hip hop, and maybe it's time some of the more established male rap acts look at this issue more seriously. After all, as Public Enemy says, "We're all in the same gang".

Cape women plan charter

Political Staff

A MULTIPARTY alliance, which includes the ANC and the Democratic Party, is to launch a women's charter in the Western Cape this month.

The charter will be released at a rally in Salt River on Sunday, August 16.

A member of the DP's women's forum, Ms Lois Harley, told the party's regional congress at the weekend that the alliance was mobilising support throughout the Western Cape for the charter. CT 3/8/92

Ladies, wake up and plan!

STAR 8/8/92 (355A)

'IF A women is married to a proven financial wizard, it's one thing, but if he is a financial novice, statistics indicate that her declining years will be far from secure.'

THE sooner women of all ages, single or married, working or not, take responsibility for their own financial planning for retirement, the better.

Not only will this ensure greater piece of mind about the future, but in the case of married working women, who are now taxed separately at SITE rates, they may also find they are entitled to certain deductions such as retirement annuities, says Alan Keevy, director of KPMG Aiken & Peat's financial planning services division.

Many cases

"As a financial adviser I see many cases where women have not given enough personal attention and forethought to financial planning for their retirement," he says.

"Married women, in particular, rely too heavily on their husbands to look after their retirement finances.

"If a women is married to a proven financial wizard, her confidence in his skills may be entirely justified, but if she is married to a financial novice, statistics indicate that her declining years will be far from secure."

According to the most recent figures published by the Life Officers' Association (LOA), no fewer than 91 percent of white South Africans are dependent on others for financial assistance by the time they retire.

Of these, 8 percent depend on social welfare, 17 percent are supported by their families and 32 percent receive a State pension. The remaining 34 percent find they have no choice but to work for as long as they are able.

"This being so, the shocking truth is that a mere 9 percent of those due for retirement each year are viewed statistically to be financially independent," Keevy says. "However, to date, no figures have emerged to indicate whether even these prudent people continue in real terms to survive financially 10, 20, even 30 years after retirement."

When people think about funding their retirement years they tend to underestimate their expected life-span. At 50 you should actually plan to live to 90, he says.

Although most women are in regular contact with the ever-increasing cost of living demonstrated by supermarket prices, they still do surprisingly little to prepare for when they may no longer be able to fend for themselves.

"The uncomfortable truth is that some husbands, in assuming absolute financial control of the marriage, deliberately exclude their wives from joint decision-making of any significance."

These women are definitely at risk when current statistics also indicate that, on average, wives outlive their husbands by 15 to 20 years.

Keevy urges women to face reality before it's too late. "It's never soon enough to start investing and one should never stop saving — even in retirement, if possible."

He says prospective investors are welcome — indeed strongly encouraged — to speak to financial specialists about the relative merits of:

- Long term: private property ownership, company pension funds, provident funds, and/or endowment policies as pure investment.
- Medium to long term: property syndications, endowment policies, RAs and unit trusts.
- Short to medium term: unit trusts and fixed-interest savings accounts.

People in their 50s are generally well placed to invest for the future, having 10 to 15 years in which to consolidate financial independence by age 65.

Distressing

"But as people grow older they become more reliant on capital. If this is not in place by their late 50s or early 60s, inevitably they will become yet another distressing statistic. With help and advice so readily available they have only themselves to blame."

- Basic State pensions were increased on April 1 to R345 a month for whites, R318 for Indians and coloureds, and R293 for blacks.
- For more information about the Retirement Planning Conference on August 28 and 29, see Page 16.

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SOUTH 8/8 – 12/8/92 (Z87) (355A)

UWC to honour women of valour

By Rehana Rossouw (Staff)

'Mrs Mitterrand joined the French Resistance at 17 as a liaison agent during World War II. She was awarded a medal after liberation from the Nazis. Her relationship with the president of France started during her Resistance years'

TWO acclaimed international human rights activists — Mrs Danielle Mitterrand and Mrs Graca Machel — and three Cape women are to be awarded honorary doctorates by the University of the Western Cape.

Doctorates are to be conferred on Mitterrand, wife of French president Francois Mitterrand; Machel, widow of late president Samora Machel of Mozambique; trade unionists Ms Ray Alexander and Mrs Elizabeth "Nana" Abrahams; and the late human rights activist Mrs Dorothy Zihlangu.

"Their life works have embodied and represented those values which UWC seeks to affirm through its teaching and policies," the university's citation reads.

International impact

"The awarding of the doctorates to three South African women from different population backgrounds will reaffirm the university's commitment to non-racialism.

"And in awarding doctorates to Machel and Mitterrand the university will be recognising the international dimension and extraordinary international impact of their work."

● Mitterrand joined the French Resistance as a liaison agent during World War II when she was 17 years old.

She was awarded a Medal of Resistance after the country's liberation from the Nazi occupiers. Her relationship with the president of France started during her years in the resistance.

Concern for Africa

Mitterrand is a founder member of several associations for the advancement of human rights and development.

She has shown a particular interest and concern for the Third World, particularly Africa. Her foundation, France Liberté, was instrumental in bringing together for the first time representatives of the white Afrikaans-speaking community and senior ANC members at a meeting in Dakar, Senegal, in 1987.

● Machel, the former Mozambican Minister of Education, joined Frelimo in 1974, after completing her law studies in Portugal.

She worked as Secretary of State in the transitional government, Minister of Education and served on the secretariat of the Mozambican Women's Organisation.

Shortly after independence she married President Machel, who was killed in a plane crash in the Northern Transvaal.

With Mozambique's subjection to South Africa's destabilising campaign, Machel became involved in highlighting the plight of her country's people, particularly the children.

At the Sixth Congress of the Frelimo Party last year she was re-elected as a deputy in the people's assembly.

Founder member

● Latvian-born Alexander returned to Cape Town in March 1990 after 25 years in exile. Known for her involvement in trade unionism in the past 60 years, she was responsible for organising laundry, dock, railway, food, tin and leather workers.

She was also involved in the Communist Party of South Africa and was elected on to its Political Bureau in 1938.

She is a founder member and the first secretary of the Federation of South African Women.

"By awarding Alexander an honorary doctorate, UWC will be recognising the combined role she plays as socialist, feminist, trade unionist and intellectual," UWC said.

● Elizabeth "Nana" Abrahams is another trade union stalwart and has been organising workers for 47 years.

She was an executive committee member of the Coloured People's Congress and served on the national executive committee of the South African Congress of Trade Unions.

From 1954 she represented the Western Cape at the Federation of South African Women (Fedsaw) and was the general secretary of the Food and Canning Workers Union in 1956.

"The honorary doctorate is an acknowledgement of Abrahams' tireless dedication to working-class ideals," the university said.

Work with children

● Zihlangu was known for her tireless work with children and in civic and women's organisations.

She worked for the ANC and experienced repeated arrest, detention, imprisonment, bannings, house arrests. She was shot at when she challenged the arrests of her husband and two of their seven children in 1960. Her husband died in prison in 1965 and she was evicted from her house in Nyanga.

At the formation of the United Women's Congress in 1982, she was elected its first chairperson and was central to the relaunch of Fedsaw in 1987 when she was elected president.

Zihlangu died last year.

Rocks of struggle

"The memory of a person who stood up to the terror lives on in the minds of the thousands of people who knew her," said UWC.

"The university, in honouring Zihlangu, would be honouring a generation of brave South African women who were the rocks upon which the whole of the liberation struggle was built."

PEOPLE'S LIVES Another historic march to Pretoria - by 20 000 women 36 years ago

The day women marched

■ WOMEN POWER Protest against law enforcing the carrying of dompasses:

By Pearl Majola

THIS SUNDAY, August 9, is National Women's Day. On this day in 1956, 20 000 women marched to the Union Buildings in Pretoria to protest against the introduction of passes for women. Mrs Esther Mahlatji was there.

The mother of seven, Mahlatji from Soweto, smiles with pride at the memory of the 1956 women's march to the Union Buildings in protest against passes for women.

Then she was just 28 years old, had just been married and was full of anger at the "arrogance" of a Government which dared to pass a law that forced them to carry dompasses.

Today, at the age of 64, she no longer has the energy she had then but continues to contribute to the struggle through her work. She serves with three others in the African National Congress' Bereaved Families Committee.

"As a woman I felt it was an inconvenience for us to carry passes. At that time I was just a housewife but felt for my other sisters who were in employment and were expected to carry those passes," Mahlatji said.

United and committed

When the Dube branch of the then Women's Federation organised women for the march, Mahlatji who was a member, decided to take part.

"It was the first time I had ever been involved in a march and I've never been in a bigger march with people as united and as committed to their cause as those women," said Mahlatji.

"We left Park Station in Johannesburg on the 8am train to Pretoria. The mood was tense as we joined hundreds of other women from all over the country, all clad in our green and black uniforms.

"We gathered in a park before marching on the Union Buildings," she recalled.

The 20 000-strong crowd waited outside as their leaders, among them Helen Joseph and the late Lillian Ngoyi, went to the office of the then Home Affairs Minister, Mr JG Strydom, to present a memorandum demanding that women be exempt from pass laws.

"Perhaps the most memorable moment was when the crowd was told by the leaders that Strydom, who was supposed to meet the women and receive the memo personally, was not there," Mahlatji said.

"Spontaneously we started singing and shouting 'Uyasesaba na? and Wathint' abafazi, wathint' imbokodwe!'" Mahlatji remembered with a smile.

Significant slogans

Those slogans - *Uyasesaba na?* (Are you afraid of us) and *Wathint' abafazi, wathint' imbokodwe!* (When you touch a woman, you have struck a rock) - have since played a significant role in the women's struggle in South Africa.

"The police never interfered with us as had been expected. They just let us go on with our business. They maintained a peaceful presence. But then we did nothing to provoke them either," she said.

Once the memo had been presented to Strydom's secretary, the women returned home. But it was not before they had their "picnic" in the park.

Singing and dancing

"The atmosphere was so unbelievable, with all those women from all over the country singing and dancing," Mahlatji said.

But things took another turn in 1977 when she left the country to join her exiled husband in Lusaka. He had left in 1964.

While in exile she held various community jobs. In Cairo she translated Radio Cairo programmes from English to Zulu. In Lusaka she was head of the Regional Women's Committee.

This committee offered counselling to South African women exiles and organised skills workshops for them. Now long past her retirement age, she continues to do almost the same job.



FASTING FOR DEMOCRACY: ANC women lit candles and prayed during a three-day fast in the Buitankant Street Methodist Church

From Union Buildings to Baxter

(355A)

(004TH 8/8 - 12/8/92)

SUNDAY August 9 is National Women's Day and organisations are planning a range of activities to mark the 36th anniversary of the day 20 000 women marched on the Union Buildings to protest against the pass laws.

The ANC Women's League plans to hold a rally and cultural programme at the Baxter Concert Hall on the day.

The programme will start at 11am and will include music, poetry, children's drama and speeches by various leaders.

A church service will also be held by the Anglican Women's Federation, the Mother's Union, Church Girls Brigade, the Board of Social Responsibility and the Diocesan Women's Network.

The service, with the theme "Women Seeking Justice", will be held at St George's Cathedral on Sunday at 3pm.

— REHANA ROSSOUW

Women gather to remember

THE ANC Women's League on Friday called on "all women of conscience" to mark South African Women's Day at inter-faith gatherings today.

"Let us come together. Let us use the occasion to raise our voices against the ritual killings and rapes that are rampant in some parts of SA," the statement said.

On August 9 1956 20 000 women marched to the Union Buildings in Pretoria to present a memorandum to the then Home Affairs Minister JG Strijdom in protest against the introduction of the hated passes for women.

Major rallies and marches will be held in central Durban and Soweto and other parts of the country today.

Sexual harassment charges dismissed

Staff Reporter

THE Simon's Town naval base master-at-arms, Warrant Officer Thomas Valentine Ambrose, has been acquitted by a court martial of indecent assault and conduct prejudicing good order and military discipline.

Presiding officer Commander T B D Johnson gave no reasons for the finding, saying: "We are not going to go into details."

Three witnesses who alleged that Warrant Officer Ambrose sexually harassed them wept quietly during his three-hour-long testimony yesterday.

He said he could not remember "offending anybody".

Warrant Officer Ambrose, appointed master-at-arms in 1990, said there was a "conspiracy" against him following a Rape Crisis lecture on sexual harassment.

Kissing women officers would "rather enhance" military discipline and good order than have a detrimental effect on it, he said during questioning by prosecutor Sub-Lieutenant Francois Olivier.

"I see nothing wrong with kissing a woman officer," he said.

He had implemented new regulations "to curb lesbianism and other irregularities" in June last year after taking charge of the Homestead women's mess.

He had also reprimanded a petty officer for "activities" with four men.

An army sergeant, who told the court martial she was "shocked and frightened" when he tried to touch and kiss her; had been a "good friend" who had often visited him to ask for help in organising events at the mess, he said.

"I gave the sergeant a lift, patted her on the knee and asked her how she was in a friendly manner," he said.

Lieutenant George Curry, for Warrant Officer Ambrose, said the court martial had to rely on single witnesses who lived, worked and socialised together.

Women's rallies wind up

STAR 10/8/92 (1109) (3551)

ANC's week of protests

The ANC wound up its week of anti-Government protest with a series of women's rallies across South Africa yesterday.

While the ANC's showcase march on Wednesday to the Cabinet offices at the Union Building in Pretoria drew about 70 000 people, yesterday's marches, marking the 36th anniversary of an ANC-led march by about 20 000 women to the same spot, drew a few thousand each.

Winnie Mandela, estranged wife of ANC president Nelson Mandela, told reporters at a rally in Sebokeng that migrant workers' hostels had become "death factories".

Mrs Mandela lamented that women had been directly affected by the now-defunct apartheid laws blocking black migration within South Africa, the target of a 1956 march.

Hostels had been built to house men working on the mines while their families had to stay behind in rural areas.

"Our menfolk who live under those conditions are the victims of apartheid. They have lived there as cattle.

"As a result they are used as cannon fodder by Gatsha and the Government," she said.

Mrs Mandela also bemoaned the lot of women who saw family life "disintegrating".

● South African women should not wait to be liberated, ANC executive member Barbara Masekela said at a picnic in central Johannesburg yesterday to commemorate Women's Day.

In Joubert Park — renamed Mandela Park by activists — Ms Masekela said black women suffered triple oppression — as blacks, workers and women.

A statement by the Workers' Organisation of SA, the Gay and Lesbian Organisation of the Witwatersrand, the Women's Forum, Outrage and Imbeleko called on women to fight high food prices, VAT on food and medicines, lack of housing and transport, and inadequate child care, education, and health. — Staff Reporter, Sapa.

Free yourselves, women urged

ARG 10/8/92

The Argus Correspondent

JOHANNESBURG. — Women should not wait to be liberated, ANC executive member Barbara Masekela said at a picnic to commemorate the movement's 36th Women's Day.

In Joubert Park here, renamed Mandela Park by activists, Miss Masekela said yesterday that black women were trebly oppressed — by being black, workers and women.

The ANC called on women to unite in fighting sky-high food prices, Vat on food and medicines, lack of housing and transport and inadequate childcare, education and health care.

Striving to break yoke of the doek and the scarf

STAR 11/8/92 (355A)

During the last week a group of South African women, sponsored by the African-American Institute, spoke at meetings at the United Nations. JO-ANNE COLLINGE interviewed two of them.

A SPECIAL alignment of the political stars casts unusual interest on a group of six South African women at present in the United States to meet development experts and to take part in two significant gatherings organised by United Nations agencies.

In the host country, an unprecedented number of women candidates is contesting state governorships and seats in federal government. Here at home, negotiations for a democratic constitution have thrown gender issues into sharp relief. This sets the scene for a fruitful exchange.

For Xoliswa Tom, mainspring of the Border Council of Churches women's programme, it spells a hearing for women from her "forgotten" region.

For Gill Noero, Democratic Party member of Codesa's gender advisory committee, it is a chance to talk about the battle to ensure that South Africa does not suffer an "empty transition" which ignores "that proportion of the population, ie women, who are historically least likely to benefit from transition to democracy".

The major events of the trip are the Unicef/African-American Institute-sponsored conference titled "The changing role of women and children in a changing South Africa" and the UN's day of international solidarity with the struggle of women in South Africa.

Mrs Noero and Mrs Tom offer contrasting perspectives on the National Women's Coalition, an alliance of organisations from across the political spectrum which aims to influence the constitution-making process by compiling a Women's Charter of demands.

Mrs Noero is concerned mainly with the coalition's superstructure; with keeping the "umbrella" open wide, ever conscious that "the barriers that divided us are much stronger that those which hold us together".



Xoliswa Tom . . . argues development is the key. Picture: Peter Mogaki

Continue →

For Mrs Tom the charter is a question of stimulating dialogue in countless villages where the subordinate role of women is so ingrained that many do not know where custom ends and the law takes over.

In a recent Border region workshop on women and the law, she relates, the practice of excluding women from the funerals of those who die violent deaths arose. "Women were saying: 'Those are our children. We want to see where our children were buried'." For some it was a revelation that there was no law underpinning their exclusion.

But, observes Mrs Tom, customs which constrain men are quick to erode but those which oppress women remain firmly in place. For her, the "doek" and the waist scarf speak volumes symbolically.

"If a woman goes to her husband's parents' home she should have a 'doek' on her head and a scarf tied at the waist. Traditionally, the husband should wear a jacket and a hat and carry a stick when he visits his wife's parents."

With her elaborately braided hair and casual denim jeans, Xoliswa Tom still submits to the yoke of "doek and scarf", while her husband does his visiting in shorts.

Trivial? No, it is precisely the rigid application of seemingly trivial codes which shows how little leverage rural women have, argues Mrs Tom.

And she links this lack of power to the particularly harsh economic subjugation of women under apartheid labour policies founded on male migrancy.

After doing a post-matric commercial course, she opened a shop in the Ciskei village of Ku-Dubeni and "that's where this whole thing started of seeing the pain of rural women". She notes that women in such places often raise their children to the age of two or three years without the father having clapped eyes on the baby. And the children do not simply grow up; they shrink or grow crooked or swollen with malnutrition.

Development is the essential ingredient in establishing the rights of rural women, Mrs Tom argues. Only if women gain a measure of economic independence will they be able to assert themselves and live out enlightened lives.

The discrepancy between attitudes and practices in relation to Aids is a case in point, she says. Many rural women know of Aids and fear it. Many have deep suspicions that their migrant husbands have other sexual partners. But how can the rural wife, who sees her man for a month a year, welcome him home with suspicion and (supposing she could afford it) an accusatory condom?

Mrs Tom says there was more than a little satisfaction at the regional workshop in seeing women discover how various forms of marriage affect their legal status; how this relates to other grievances, like requiring their husbands' written consent for sterilisation.

The idea was to press ahead with village-level workshops, culminating in a second regional meeting in October when proposals for the Women's Charter would be made. But Ciskei's harsh controls on meetings could derail the process. Already, in the village of Jubisa, police had forced women to disperse after the headman refused to approve their workshop.

Cambridge-educated Gill Noero, who recalls the unreality of "teaching Wordsworth at Wits in the state of emergency", can certainly relate to continued repression in Ciskei. But the tangible liberalisations in most other parts since February 1990 account, in her experience, for a new lease on feminist life.

She regards the last year as a most fulfilling period because "the two things I wanted more than anything else — the transition to democracy and some attention paid to women's issues — came together at Codesa".

Without the prospect of democracy, the Women's Coalition could simply not have existed, she argues, suggesting that there is a parallel between this inclusive women's identity and citizenship.

With the first election based on universal franchise, "everyone in South Africa can claim their citizenship for the first time. Whites could not claim their citizenship in the world before this; we were pariahs."

Her striving for democratic objectives through Codesa leaves Mrs Noero feeling comfortable at the prospect of facing UN agencies, primarily as a representative of the mainly white Democratic Party and only secondarily speaking for the Women's Coalition.

"It's vital to know that you go with a constituency that you represent. I can't take other people's constituencies with me, but I know what mine is and I'll certainly do my best to give their views, to give the liberal democratic perspective," she says.

Other perspectives will be contributed by Frene Ginwala of the ANC and the Women's Coalition, Patricia de Lille of the PAC, Zanele Mbeki of Women's Development Banking, and Sister Bernard Ncube of the Institute for Contextual Theology. □



Gill Noero . . . fighting the "empty transition". Picture: George Mashinini

PEOPLE'S LIVES *A woman who has turned her fascination for cars into a thriving business*

Proving it takes a woman to do a man's job

Sowetan 13/8/92

By Lulama Luti

WOMAN'S WORK *Maria can beat any man at putting a car back together:*

THREE MEN STAND with their hands in their pockets and watch while Miss Maria Tembo's head is buried inside the engine of the car.

Suddenly she emerges and says with a serious pout: "How can this guy drive a car without a petrol filter? You can't drive a car without a petrol filter, you know that don't you?"

The man shrugs his shoulders - at a loss for words.

Sporting a greasy blue sweater and a matching workman's pants, Tembo means business. She has not only found the fault in the car but she tells the owner of the car what it is that she will do to fix it.

"When there's work to do, I don't mind staying up till the following day, throughout the week. But Sundays are reserved for my washing," she said with a sheepish smile.

"While she does not have a car, the minute she looks at yours and touches it with her hands, it's fireworks," a client confided.

How did her parents react to her wanting to earn a living fixing cars?

"Unlike my father who was very encouraging and who believed in me, my mother never liked it.

"But she has accepted it now and she has learnt to live with it," she said.

Asked what prompted her to venture into an otherwise male dominated field, Tembo shrugged her shoulders and said she did not know.

"I really don't know what drove me into this type of work. What I can say is that I love it," she said.

Born and bred in Messina in the Northern Tranvaal, Tembo never went far in school. She started snooping around workshops in Venda and got experience while fixing her uncle's and his friends' taxis.

"Actually I started to seriously learn about cars in 1987. I used to visit workshops and would always go to the library to read about cars - anything I could lay my hands on."

Within two years, she landed a job as a motor mechanic in Thohoyandou, a stepping stone towards her long awaited dream of opening up her own workshop.

"I gave my all to the job but I was getting peanuts. With the experience I had and knowing what I was worth, I quit because I have always wanted to be independent," said Tembo.

She packed her bags and headed for greener pastures and landed in the Golden City in August last year.

"I set up a workshop at the Black Enterprise Centre in Kew.

"I was sharing a place with a welder and I was doing very well until around March when the violence started and business slowed."

A go-getter and a winner, Tembo managed to bounce back and has since opened another place in Wynberg.

How does she find working with men? "It's nice. It's very interesting - you learn a lot from them. For one thing, with men I don't quarrel, I talk. It wouldn't be the same with women," she said.

A mother of a two-year-old daughter, Tembo said she still wants more, but no marriage for her, thank you.

"Sometimes I have to be away from home and most men won't allow it."

"While she does not have a car, the minute she looks at yours and touches it, it's fireworks"

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Women start charter drive

(355A)

Political Staff ARG 15/8/92

WOMEN from organisations as diverse as the National Party, South African Communist Party, Inkatha Freedom Party and African National Congress will meet in Salt River tomorrow to launch the Women's Charter Campaign in the Western Cape.

The campaign was started by the National Women's Coalition, said to be South Africa's widest group of women's organisations, and will culminate next June when a National Women's Charter will be launched at a convention.

Coalition chairwoman Ms Frene Ginwala will deliver the keynote speech in Industria House tomorrow.

There also will be entertainment, food and memorabilia stalls, and information tables. Proceedings begin at 2pm.

women

The dearth of women in positions of political power in this country was discussed at the anniversary of National Women's Day. **Rehana Rossouw** reports:

SOUTH 15/8–19/8/92

Rallying cry to future female parliamentarians:

Your sisters need YOU!



SENDING A MESSAGE: Ms Thenjiwe Mtintsho speaks her mind as Prof Kader Asmal looks on

WOMEN who can represent the aspirations of their sisters in a future parliament should be identified today so that women's demands are not sidelined in a new South Africa.

This was one of the messages delivered at a commemoration of National Women's Day at the Baxter Theatre on Sunday.

Hundreds of singing, cheering women gathered to mark the 36th anniversary of the women's march to the Union Buildings to protest against the extension of pass laws.

Speakers included Ms Baleka Kgositsile, secretary general of the ANC Women's League; Ms Thenjiwe Mtintsho, of the league's Eastern Cape branch; Professor Kader Asmal of the ANC national executive committee; and Mr Tony Yengeni, ANC Western Cape secretary.

"The image most people have of women is an image of mothers," said SACP member Ms Zo Kota, who represents the party on Codesa's Gender Advisory Committee.

Kota said in countries like Pakistan and Britain, where women were appointed to the highest political offices, it was questionable whether they used their positions to improve the lot of women.

"In this country (Minster of Health) Rina Venter is in the cabinet but our conditions have not changed," Kota said.

"Can we measure Rina Venter with Victoria Mxenge and Ray Alexander?

"We are building a new South Africa. Let us identify women who are going to represent the aspirations of women in parliament.

"Let us identify women who understand that the imbalances in our country have to be addressed."

"In developing countries like South Africa women are worse off in terms of living and working conditions," she said.

"It is almost legalised in this country that women are inferior to men. There is no equal pay for equal work and maternity and child benefits are a problem.

"You women are going to vote for the government of this country soon. Are you going to elect politicians who are going to suppress you?"

Kota urged women to vote in "big numbers" to determine what sort of government they wanted. But women also had to continue their struggle for equality because "votes without economic power are meaningless".

The ANC Women's League (ANCWL) called on all women to get involved in ending the violence in the country.

In its Women's Day statement the ANCWL said women should use the occasion to raise their voice against ritual killings and rapes which were rampant in some parts of South Africa.

"Women are killed and widowed, children are brutally killed and orphaned. The Boipatong massacre is one of many incidents where women and children were senselessly assaulted in their sleep," the statement read.

"Women want a society in which we will all feel free to move about without being molested."

The ANCWL said there had been much progress in the past year in drawing up a Charter of Women's Rights.

The launch of the Women's National Coalition in April had been a stride forward in co-ordinating the charter campaign through a democratically elected forum.

Opening the book on sexism in unions

MEN in trade unions beware! There's a book on the streets which exposes a host of embarrassingly frank details of sexism in your organisations.

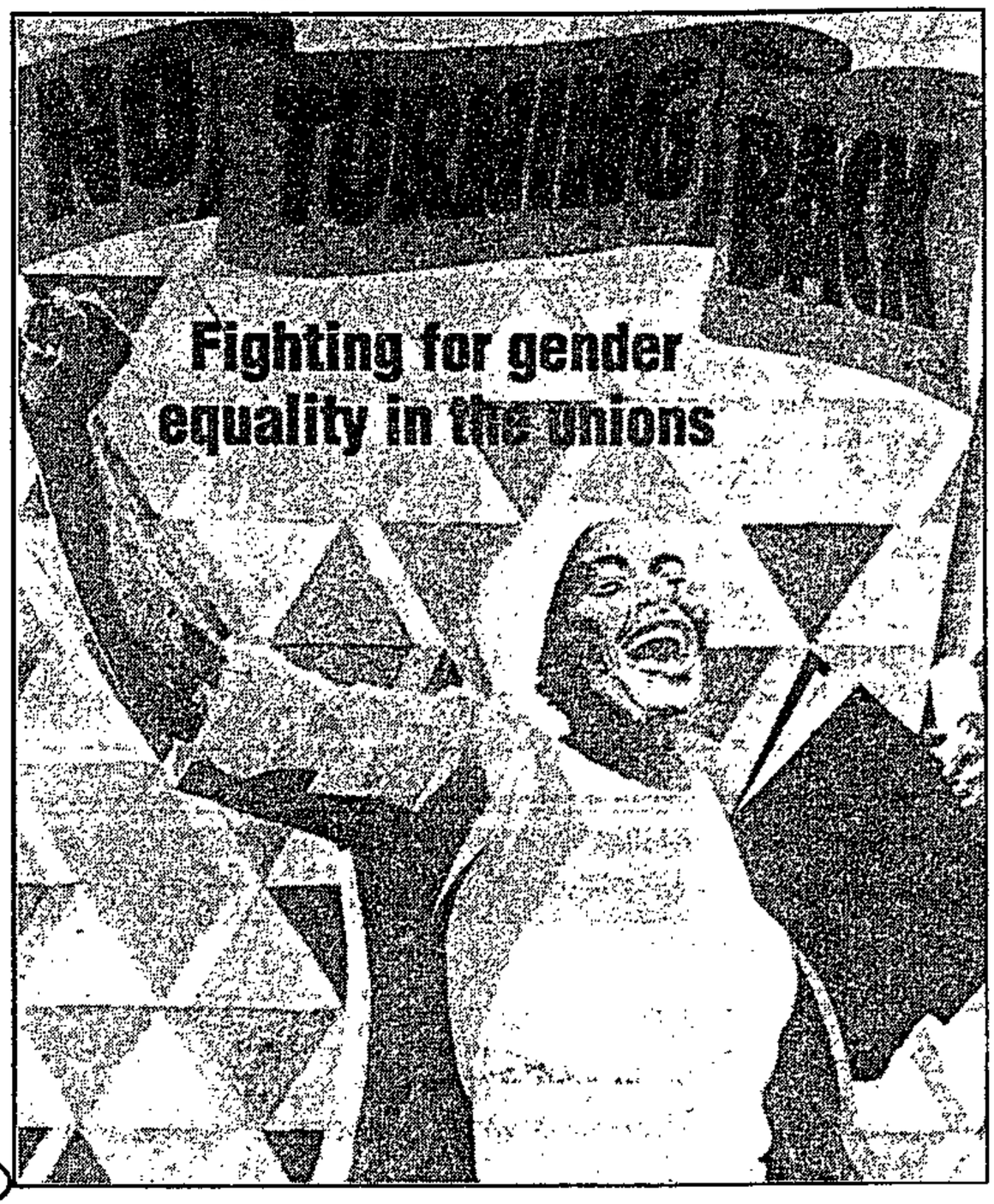
"No Turning Back — Fighting for Gender Equality in the Unions" was written and produced jointly by Cosatu, Wits Women's Forum, Sached and Speak Magazine. SOUTH 15/8 – 19/8/92

Say the authors in the introduction: "We have written this book because we believe the struggle for equality between men and women is part and parcel of the broader struggle for national liberation.

The experiences shared in the book come from Cosatu members across the country.

The organisations involved in the project met over 16 months until the book was launched last month.

South African Domestic Workers Union member Ms Claire Slingers, detailing her experience of sexism in trade unions, says in the book: "I am scared to socialise with a male comrade because then they think you must go to bed with them." KEEP KEEP 355A



Women meet to draw up rights charter

(355A) CT 17/8/92

HUNDREDS of women from all walks of life gathered at Salt River yesterday to start drawing up a women's rights charter which they hope to see written into law.

Some 500 women crammed into a community hall to sing songs and hear women's accounts of the lives they live as subordinates to men.

But most of all they were there to write down their demands on large sheets of paper which will be collected and eventually collated into laws aimed at protecting women.

The women's charter campaign was launched by the Women's National Coalition, formed in April, to which women of all political persuasions belong.

It has only two goals and concentrates only on issues that unite women. It aims to ensure that there is real gender equality when white minority rule is replaced in South Africa and that a new constitution formally adopts a charter of women's rights.

Ms Frene Ghinwala, a lawyer and economist and senior official of the ANC, convenes the Women's National Coalition.

She was given a standing ovation when she said women in South Africa had been divided by race, religion, politics and economics.

"Every one of us has realised that in relation to the men in our group we are less than equal."

South African women could learn from the mistakes of other countries and draw up a list of women's rights to be enshrined in law and effectively give women equality.

It is hoped that the Women's Charter will be drawn up by mid-1993. It will then be submitted to the political negotiation forum to be ratified and included in a new legal system. — Sapa-AP

Women's conventions backed

AMANZIMTOTI — The Government was ready to sign four major international conventions relating to women and women's rights, and the Foreign Affairs Minister would make the necessary arrangements to endorse these soon.

President F W de Klerk made this announcement to about 1 000 women at the National Party's Natal women's conference in Amanzimtoti yesterday.

The conventions are:

- The Convention on the Elimination of All Forms of Discrimination Against Women.
- The Convention on the Political Rights of Women.
- The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.
- The Convention on the Nationality of Married Women.

Mr de Klerk said the conventions dealt with matters of "the utmost importance to women" and were broadly aimed at promoting and ensuring equality for women, particularly in the political, social, economic and cultural fields. — Sapa.

CT 18/8/92

Govt to act on women's rights

Political Staff

AMANZIMTOTI. — The government is ready to sign four major international conventions relating to women and women's rights, and is reviewing existing legislation with a view to abolishing gender discrimination.

This announcement was made yesterday by President F W de Klerk at the National Party's women's congress here, attended by about 1 000 women.

Mr De Klerk said the Minister of Foreign Affairs would make the necessary arrangements soon to endorse the following conventions:

- The Convention on the Elimination of All Forms of Discrimination Against Women;
- The Convention on the Political Rights of Women;
- The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages;
- The Convention on the Nationality of Married Women.

Mr De Klerk said the conventions dealt with matters of "the utmost importance to women", and were broadly aimed at promoting and ensuring equality for women, particularly in the political, social, economic and cultural fields.

Mr De Klerk also announced that Minister of Justice Mr Kobie Coetsee was investigating remaining statutory discrimination with a view to implementing a Bill of Fundamental Rights.

"I have requested him to give special attention to the question of discriminatory practices against women in general, and also specifically in the workplace," he said.

Addressing the same gathering, Health Minister Dr Rina Venter suggested the launch of a special assistance and development programme to enable women to utilise opportunities and to compete with men on an equal level.

Dr Venter said there were still a number of statutory matters which discriminated against women, and a large number of these stipulations were to be found in the labour field.

"In the rule of law foreseen for South Africa by the National Party, there will be no place for discrimination against women by the authorities," said Dr Venter.

"The Bill of Rights will prohibit this."

Dr Venter said a legal basis had to be laid for eliminating all forms of discrimination against and backlogs experienced by women.

"This has been identified as the highest priority. The Minister of Justice is already attending to this," she said.

She added that the developmental needs of all women in urban and rural areas should be identified and specific development programmes instituted.

Mr De Klerk pointed out that discrimination did not only occur as a result of legislation. The statute books could be and were being cleared of discrimination, but a fundamental re-orientation of all South Africans was required.

Political equality for women would be meaningless if it wasn't accompanied by economic and social equality.

"But no government can legislate a change of heart. That can only be brought about by education and example," he said.

In quest of a wee tree willy-nilly

Own Correspondent

DURBAN. — There was plenty of talk about women's rights at a conference sponsored by the National Party at the Amanzimtoti Civic Centre yesterday. But when it came to men having rights to the use of toilets designated for them, there were none.

Former Miss South Africa Ms Penny Rey (Coelen) advised a male reporter and photographer to abandon any idea of visiting the men's toilet which had been invaded by women.

Durban Mayoress Ms Myrtle Muller suggested that the pair "find a tree outside". But there were none within easy reach, quipped the reporter.

Presumably special arrangements were made for President F W de Klerk.

De Klerk announces women's rights move

AMANZIMTOTI — The SA government was ready to sign four major international conventions relating to women and women's rights, President F W de Klerk said in Natal yesterday.

Minister of Foreign Affairs Pik Botha would make the necessary arrangements to endorse these soon, he said.

De Klerk made the announcement before about 1 000 women at the NP's Natal women's conference in Amanzimtoti.

The conventions are:

- ☐ The convention on the elimination of all forms of discrimination against women;
- ☐ The convention on the political rights of women;
- ☐ The convention on consent to marriage, minimum age for marriage and registration of marriages; and
- ☐ The convention on the nationality of married women.

De Klerk said the conventions were broadly aimed at promoting and ensuring equality for women, particularly in the political, social, economic and cultural fields.

He added Minister of Justice Kobie Coetsee was investigating remaining statutory discrimination with a view to implementing a bill of fundamental rights.

"I have requested him to give special attention to the question of discriminatory practices against women in general, and also specifically in the workplace."

Political equality for women would be meaningless if it was not accompanied by economic and social equality. Government intended covering the whole spectrum of human activity when looking at discrimination.

Discrimination, however, did not only occur as a result of legislation. The statue books could be cleared, and were being cleared, of discrimination, but a fundamental reorientation of all South Africans was required. "No government can legislate a change of heart. That can only be brought about by education and example," said De klerk.

National Health Minister Rina Venter said Justice Minister Kobie Coetsee had launched an inquiry to identify statutory clauses discriminating against women and which would be in conflict with a bill of rights.

Government had, over the past decade, done much to remove from the statute books obsolete concepts relating to common law which discriminated against women.

Yet, Venter said, there were still a number of statutory matters which discriminated against women, and a large number of these stipulations were to be found in the labour field. — Sapa.

Discrimination could end — DP

(365A) CT 19/8/92

Political Correspondent

THE government's stated intention of signing the United Nations 1979 Convention on the Elimination of All Forms of Discrimination against Women could spell the end of discrimination in the civil service.

The Democratic Party's spokeswoman on women's affairs, Ms Dene Smuts, said yesterday the signing of the convention also implied the repeal of the "head of household" designation of husbands in South African law.

It could bring an end to automatic male guardianship and lead to affirmative action legislation in both the public and private sectors, she said.

Ms Smuts said the rights of women would be more appropriately satisfied by a government of national unity because women from all parties and organisations had united to improve their status.

She said the DP, the ANC and "the democratic movement generally" had provided the main impetus in this field.

● The Women's Bureau of South Africa yesterday congratulated President F W de Klerk on the government's decision to endorse the four United Nations conventions concerning women, Sapa reports.

CT 21/8/92

Navy sex harassment 'widespread'

By IVOR CREWS

IN a shock claim yesterday, Rape Crisis said there was "widespread sexual harassment" in the SA Navy.

The statement follows the acquittal this week of the Simon's Town Master-at-Arms, Warrant-Officer Thomas Ambrose, on charges of sexual harassment brought before a court martial by four Navy Swans.

Ms Margot Loggerenberg, Rape Crisis counselling co-ordinator for the Western Cape, said Warrant Officer Juanita Roach, head of the navy women's residence, the Homestead, contacted the organisation earlier this year and appealed for help.

In May a Rape Crisis representative gave a lecture at the Homestead which was attended by about 1 000 navy women.

Ms Loggerenberg said many of the navy women had been sexually harassed.

Reacting to this allegation, Navy spokesman Captain Richard Stephen said any allegation of sexual harassment would be thoroughly investigated and, if the evidence supported the allegation, offenders would be court-martialled.

"The Navy takes this type of allegations very seriously and, as far as I know, this week's court martial of WO Ambrose was the first time a case of this nature has been tried in open court here."

● The Navy is investigating the conduct of WO Ambrose after his acquittal.

The investigation was sparked by a flood of complaints from members of the public after seeing a photograph of WO Ambrose taken after his acquittal and published in the Cape Times on Wednesday. It showed him sticking out his tongue.

Members of the public said the gesture was "a disgrace".

Treaties won't end women's battles

355A
W|Mail 21|8- 27|8|92



It's not enough for the government to sign international treaties on women's rights —South Africans need an active approach to gender equality, reports **PORTIA MAURICE**

SOUTH AFRICA, which does not even have a Bill of Rights in its own country, is planning to sign international treaties calling on other countries to sort out their conflicts on gender.

President FW de Klerk told a gathering of about 1 000 National Party women at an Amanzimtoti conference on Monday that the government soon planned to endorse four United Nations conventions which aim to secure women's rights. These are:

- The Convention on the Political Rights of Women
- The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages
- The Convention on the Nationality of Married Women
- The Convention on the Elimination of All Forms of Discrimination Against Women (Cedaw).

The last — adopted by the United Nations General Assembly in 1979 — is by far the most comprehensive, encompassing elements of the other three. It seeks to achieve de facto equality for women in all areas. By 1988, it had been signed by 94 states, ratified by 74 and acceded to by 20 — among them Iraq, Eqypt, China, Turkey, Denmark and most of eastern Europe. By then, Zimbabwe, Mozambique, India and Botswana, among others, had not signed.

And, in a parallel development, the Ministry of Justice is investigating all legislation which discriminates against women, with a view to implementing a Bill of Fundamental Rights.

But many are not enchanted and say paper signatures will have little impact on women's lives. Neither does the government have the right, in the midst of political negotiations, to take yet another unilateral decision. Although any move to enhance gender equality is welcome, there could be a hidden agenda: to woo the female vote (women constitute 53 percent of the population) and to buy international credibility.

"I think it's a complete farce," said Democratic Party member Gill Noero, who just last week attended a UN conference on the condition of women and children in South Africa. "This is a government which can't even spell democracy and has an appalling human rights record. Signing these conventions is a gratuitously self-serving ploy which hasn't even been discussed by South African women. The government is using every opportunity to draw on itself the full light of international recognition.

"This is the same government which asked to have it minuted at Codesa that it objected to the call for a gender advisory committee to inform negotiations."

Another theory about the timing is that government is hard-pressed to become more sensitive to women's demands because they are galvanising into a forceful lobby across party-political lines through the National Women's Coalition. This pressure group, which includes women from the African National Congress, National Party and Women's Bureau, is committed to a Women's Charter for Equality to secure constitutional rights and protection against discrimination. Activists are gearing up to a year-long campaign to elicit from women the length and breadth of the country their needs and desires.

Frene Ginwala, who heads the coalition, reservedly welcomed the signing. "It is important that all UN conventions be ratified, but that is not sufficient to ensure effective equality for South African women," she said.

It does seem that, although useful, signing the compendium of conventions affords political mileage at little cost. They are more statements of intent than indications that a country is gender-sensitive. Said Kathy Albertyn, of the Gender Project at Wits University's Centre for Applied Legal Studies: "It's all in the sphere of politics. There's no real enforcement."

Although signatories are required to submit periodic reports to a 23-member UN monitoring committee, there is no time frame for them to meet the documents' expectations.

These are many, and South Africa's gender track record does not really fit the bill anyway.

"I think this is one of the most patriarchal societies around," said Albertyn. But, she maintains, discrimination lies less in the letter of the law than in dominant attitudes and values. Legal revision is necessary, but more important is the need for a proactive approach — which may include a Sex Discrimination Act and one ensuring equal pay for work of equal value between men and women.

At the moment, a husband can still legally rape his wife in South Africa, men are still regarded as heads of households, women are still subject to marital power and men are still their children's legal guardians in marriage.

The law has improved somewhat since the 1980s, but most provisions are prospective. This means, for example, that white women married before 1984 and black women married either under customary law or before 1988 still don't have full legal status. "They can't litigate or enter into independent contracts, and the husband still has full power over the joint estate," Albertyn explained. "If your child wants to open a bank account the wife cannot sign to okay it."

Customary law, she said, is particularly discriminatory as regards the family, property and access to inheritance. Although controversial, polygamy, the payment of *lobola* and rights of access to land through men generally prejudice women.

Yet the Cedaw document accords men and women equal rights and responsibilities within the family.

The convention leaves abortion open to interpretation, yet South African law bans it but for exceptional circumstances.

Maternity provisions, Albertyn said, are extremely limited. Only workers included in the Basic Conditions of Employment Act and who pay for unemployment benefits are afforded 12 weeks' leave at 45 percent of salary.

Although sexual discrimination is defined as an unfair labour practice, there have been only a handful of test cases in this country. Sexual harassment at work needs to be taken up more vigorously by (mostly male) labour lawyers, Albertyn said.

The "double shift" — women doing devalued housework as well as being economically active — is central. Women will not be equal to men until family responsibilities are shared. With sexual violence too, the ultimate answer lies beyond the law. "Women will not be equal to men until they are safe to walk the streets alone at night," she said.

"Changes in the law have never changed people's lives. There are going to be hard choices in future, and we need a state which is going to be committed to putting money towards promoting gender equality."

August 22 to August 26 1992

'Money is power' conference told

SOUTH 22/8 - 26/8/92

WOMEN of all walks of life are gearing up to ensure that their rights will be enshrined in a constitution in a democratic South Africa.

They are doing this formally through the Women's Coalition, the umbrella body for women's organisations.

But they are also acting informally through various networks that have been established by non-governmental organisations (NGOs) to involve the widest range of women possible.

One of these networks met in Johannesburg last week at a conference organised by a Cape Town-based NGO funder, World University Service, South Africa (WUS).

The conference highlighted some major issues of concern to women in South Africa and suggested several ways in which these issues could be addressed.

The issues include discrimination against women in education, health, the tax system and the workplace.

Delegates pinpointed economic discrimination as the most devastating. It prevented women from having access to enough money to adequately feed, clothe and house their families. It also prevented women from being independent of sometimes fickle and irresponsible husbands and from having the power to improve their lot in life.

"Money is power," said WUS director Ms Phumzile Ngcuka to a roar of approval from delegates to the Johannesburg conference.

Though women get the least out of the system, they pay in more to it in the form of taxes than men do. This has been a major disincentive to women to take up top positions and therefore very few have access to power they can use to improve the lot of other women.

Because of the present system, those who do make it to the top often end up as "Margaret Thatchers" who are hostile to other women instead of trying to help them.

NGO representatives attending the WUS conference have been asked to discuss these and other issues. They have been asked to identify how these concerns can be dealt with, publicise their findings and forward them to those involved in drawing up the Women's Charter.

But there is still some debate about whether the charter should be a legal document in its own right, or whether it should merely be a "standard-setting" document to help guide those involved in drafting the next constitution and, in particular, the proposed Bill of Rights.

- In Cape Town last Sunday, more than 500 women attended a meeting organised by the Women's Coalition to launch the Women's Charter campaign in the Western Cape.

At the end of the meeting, women flocked to sheets of newsprint which had been placed on the side of the wall to write down their problems and suggested solutions to be included in the charter.

Ms Frene Ginwala of the Women's Coalition told the gathering that they were part of the largest grouping of South Africans ever to unite for a common purpose.

Lynda Loxton

Women must plan for old age

STAR 24/8/92.

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THE sooner women of all ages, single or married, working or not, take responsibility for their own financial planning for retirement, the better.

Not only will this ensure greater peace of mind about the future, but in the case of married working women, now taxed separately at SITE rates, they may also find they are entitled to certain deductions such as retirement annuities, says Alan Keevy, director of KPMG Aiken & Peat's Financial Planning Services division.

As a financial adviser he sees many cases where women have not given enough personal attention and forethought to financial planning for their retirement.

Married women, in particular, rely too heavily on their husbands to look after their retirement finances, he says.

"If a woman is married to a proven financial wizard her confidence in his skills may be justified, but if she is married to a financial novice, statistics indicate that her declining years will be far from secure."

The most recent figures published by the Life Officers Association (LOA), show that 91 percent of white South Africans are dependent on others for financial assistance by the time they retire.

Of these, eight percent depend on social welfare, 17 percent are supported by their families and 32 percent receive a state pension; the remaining 34 percent find they have no choice but to work for as long as they are able to do so.

"This being so, the truth is that just nine percent of those due for retirement each year are viewed statistically as financially independent

"However, to date, no figures have emerged to indicate whether even these prudent people continue in real terms to survive financially 10, 20, even 30 years after retirement," Mr Keevy says.

When people think about funding their retirement years they tend to underestimate their expected lifespan.

Women who do not plan for their retirement are at risk because statistics indicate that wives outlive their husbands by 15 to 20 years on average. Clearly, married women cannot afford to leave whatever financial arrangements are made for their retirement entirely in the hands of a husband, who may die years before they do.

Mr Keevy urges women to face reality before its too late.

"They should ask themselves, for instance, how they would fare financially if their spouse were to die before them, or if they ever had to cope with divorce.

"They should ask themselves whether they are prepared financially and qualified educationally to shoulder the additional responsibility of caring for, and educating, their children on their own," he says.

"At the end of the day, we are all products of our own financial planning."

● Basic pensions in South Africa were increased on April 1 1992 to R345 per month for Whites, R318 for Indians, Asiatics and so-called Coloureds, and R293 for Blacks.

[redacted] Limited

Women bid for rights in new SA

355A
Sowetan
28/8/92

■ Women don't want to be denied the fruits of the liberation struggle:

Sowetan Correspondent

WOMEN in the trade union movement are trying to ensure that the rights of working women be guaranteed in a future South Africa.

According to an article in the latest *SA Labour News*, women are determined not to be deprived of the fruits of the liberation struggle.

"While women in general are campaigning around the adoption of a women's charter specifically aimed at securing democratic rights for women in a future South Africa, their sisters in the union movement have been taking parallel steps to ensure that the rights of working women are also guaranteed," reports the journal.

They wanted to avoid a repetition of events elsewhere.

Cosatu's Women's Forum recently formulated demands at a national forum recently including:

- Employer-financed child-care;
- 12 months' paid maternity leave;
- A code of conduct against sexual harassment; and
- An end to discrimination against women who apply for housing loans and in taxation of married women.

Spokesperson for the forum Ms Dorothy Mokgalo told the journal the forum sought to ensure that the charter would be gender sensitive and incorporate women's demands.

Only when organised women's groups complained that they had been left out of the negotiating process at Codesa was a gender advisory committee to contribute on issues affecting women proposed.

ace talks open

0 — Furious fighting in Sa-
a trail of human casualties
buildings yesterday, cast-
shadow over the opening of
ıal peace talks in London.
orld's major powers opened a
in an effort to halt the
people in Bosnia's Serbian-
ıpital were reeling after the
ortar attacks and gun battles in
a month.
s crisis centre said 28 people
and 127 wounded in the 24
midnight on Tuesday. Fires
of control in a city parched for
lies.
ospital treated 80 wounded be-
ı on Tuesday and 8am yester-
ut double the usual number.
ttacks and gunfire resumed at
rday. Fighting appeared to ease
wore on, but the city echoed
ed explosions and the crack of

ged out of control through the
l town hall, dealing a further
al blow to residents trauma-
ur months of fighting between
Muslims and Croatians.

Volunteers desperate to save ancient manuscripts and books from the town hall defied a 48-hour curfew imposed on Tuesday afternoon and formed a human chain to carry buckets into the blazing wreckage.

Fighting has escalated in Sarajevo and other parts of Bosnia-Herzegovina ahead of the London conference, with each side trying to consolidate territorial gains.

In London, acting US Secretary of State Lawrence Eagleburger said the conference would order punitive action against Serbia because of the shelling of Sarajevo.

"The people on the ground, obviously in this case the Serbs, are intent on establishing as good a position on the ground prior to the meeting of the conference, and it's an outrage," Eagleburger said.

British Prime Minister John Major opened the conference with a warning to all parties, particularly the Serbs, of what they could expect unless they co-operated in efforts to end the bloodshed.

"Parties who stand in the way of agreement can expect even tougher sanctions, even more rigorously policed," he said. "No trade, no aid, no international recognition or role — economic, cultural, political and diplomatic isolation." — Sapa-Reuter.



Woody Allen arrives at his New York apartment yesterday after a closed-do with his ex-lover Mia Farrow, their lawyers and a state Supreme Court judge. E and Farrow met in court in connection with their child custody dispute.

lims demand end to bloodbath

– From Istanbul to Islamabad,
ıve taken to the streets calling
to stop the killing in Bosnia.
mic media has been quick to
the new mood. The Egyptian
epicted Serbia as a fanged vam-
ıds dripping with Muslim blood.
Muslim governments would risk
he arms embargo. Turkey fears
ervention could lead to war be-
n and Christendom.
countries have so far made the
noves:
nisation of the Islamic Confer-
ıitted its members to contribute
forces, lobbied to have Bosnia
from a UN arms embargo and
s 47 members to withdraw their

Own Correspondent

envoys from Belgrade;
☐ Egypt has contributed to the UN forces and withdrawn its envoy;
☐ Turkey has volunteered troops, withdrawn its envoy and called for UN-led air strikes;
☐ King Fahd of Saudi Arabia donated $8m, and his government $30m;
☐ the Emir of Kuwait donated $3m and the government made an aircraft available to the UN;
☐ Pakistan offered troops to the "Islamic force", expelled Belgrade's envoy and pledged $30m; and
☐ Malaysia expelled the Yugoslavian ambassador. — Daily Telegraph.

Fourth night of race riots in Germ

BERLIN — A fourth successive night of race riots in the eastern city of Rostock has left scores of police injured and Germany to fret over surging neo-Nazi violence less than two years after its reunification.

A police spokesman put the toll at more than 65 police casualties and 58 arrests, bringing the total since violence erupted on Saturday, when a mob laid siege to a home for foreign asylum-seekers, to at least 181 injured police and 260 arrests.

About 800 assailants, many of them skinheads, battled overnight on Tuesday with 1 000 police using teargas and water cannons to defend the empty building, abandoned by residents after being partly destroyed by petrol bombs on Monday night.

More than 1 000 riot police remained on alert yesterday. In two incidents near the western city of Bremen, 10 skin to attack a container home families but fled as police arr Turkish-owned travel agency down by four masked men, pc

Germany's politicians and associations embarked, meanv anguished soul-search as to "t Rostock", which analysts say is mass violence against foreign many since the Second World

Chancellor Helmut Kohl s keynote late on Tuesday, des riots as "a disgrace for our cc called on all democratic par demn hatred of foreigners as able". But he admitted that pc are under the local control of I the Christian Democratic Uni had "made mistakes". — Sap

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The Premium 087 Ombudsman is an independent watchdog authority appointed by the Premium Rate Association of SA (Prasa) in the interests of a responsible 087 industry.

US ponders food plan to revive Somalian economy

MOMBASA — The US, preparing an emergency airlift to flood starving Somalia with food, plans to sell some of it instead of giving it away. BIDDY 27/8/92

Almost the only economic activity now taking place in Somalia is by clan gunmen stealing relief supplies or guarding them from rivals, American aid experts say.

Getting local merchants back into business with ample food on their shelves could save more lives than handouts by drawing hoarded stocks out of hiding, lowering prices and starting a revival of the economy, they say.

Drought and anarchy have wrecked Somalia since the overthrow of President Mohamed Siad Barre in January last year. Somalis are starving to death at the rate of 2 000 a week and more than 5-million lives are believed to be in danger, relief workers say.

US officials and relief advisers said the planned food drops worth an estimated $200m to Somalia and bordering northern Kenya in the next two months as a stop-gap measure. But they saw little hope for the future unless long-term aid was crafted to revive food production and a functioning market economy.

The US is expected to make its first airlift into Somalia tomorrow. US transport aircraft have so far only ferried food to Somalis in Kenyan refugee camps.

But relief consultant Rick Hill said a new strategy was needed as the current system of just handing out food was "digging Somalia into a deeper hole" in view of its near-total anarchy and clan rivalry. — Sapa-Reuter.

Business Day SURVEY

Generally women have to work harder and be smarter than men if they wish to climb through the corporate ranks. They must also learn to promote their achievements. The Executive Women's Club of Southern Africa is a forum for the country's top women executives. Every year it singles out achievers for its Businesswoman of the Year award. ***ANDREW GILLINGHAM*** *reports on this year's winners.*



YVONNE BARTON

Emmanuels more than a one-woman show

LITSA Roussos is the successful owner of Emmanuels Personnel and one of the nominees for this year's Businesswoman of the Year award.

She was employed in the car finance world when she was asked if she would like to help a friend's mother run Emmanuels, which was then a one-woman-show.

Currently, the company has five branches covering the greater Johannesburg-Sandton area. Roussos is now the CEO and the owner of the business.

Her hands-on management style has developed Emmanuels into one of the most innovative companies in the personnel field.

Part of the secret is keeping a close watch on overseas developments.

Roussos attends conferences and seminars worldwide, keeping in touch with developing trends. When she believes a particular move will benefit her SA clients, she introduces it to this country.

In 1991, in spite of the recession, Emmanuels' Temporary Staff division grew by one third and other specialist divisions in the company grew similarly.

The move towards specialisation is one of the trends which Roussos picked up in the US, which she regards as being very similar to the SA market.

She broke new ground in the early '80s with the introduction of "Instant Pay", a 65% advance payment option for temporary employees. Another innovation was the "Smile Card" used by employers to evaluate temporary staff.

The company's mission is to become an integral part of its client's personnel department and it places a high priority on making a perfect match between client and staff, with particular attention being paid to so-called intangibles such as corporate and departmental culture.

Roussos is a subscriber to the philosophy of constant improvement. Thus, training is a vital part of the company's programme.

She was used by the Association of Personnel Consultants Organisation (Apco) for training seminars and became Apco's first woman president. During her two years in office Apco showed the largest surplus on its budget since it started.

She has been a major player in the organisation of the industry's national conferences. Roussos introduced the "Big Billers" panel concept for sharing the secrets of success. The idea involved SA companies, but also overseas firms via international telephone link-ups.

Roussos believes the whole employment situation in SA is changing dramatically. She says companies will retain a core staff and employ temporary people to slot in at regular peak times, such as the

The Executive Women's Club wishes to thank First National Bank for its dedicated and continuing sponsorship of the Club since inception

First National Bank

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LILIAN BOYLE

pany. The company has a turnover of more than R1,6bn each year, over 50 outlets around the country, 22 satellite offices and 22 Bureaux de Change.

The company founded the Travel Training Institute in 1990, started staff development programmes, improved its relations with its principals and global partner Thomas Cook. It won the Group Chairman's Award for the most effectively managed group operation during 1990.

When Boyle is not working flat out she enjoys skiing, bush adventures, the arts and entertaining. However, she says, the best way of getting rid of corporate stress is two weeks spent exploring the French canals.

Need to be assertive rather than aggressive

FOR centuries the human race wasted around 50% of its resources as women were not deemed suitable for anything other than running homes and bearing children.

Those years of waste are far from over, though women are beginning to make inroads into the traditionally male world.

The struggle to gain recognition was not made any easier by the fact there were few female role models.

Says Expeditors International director and Executive Women's Club of Southern Africa president Wendy Vorster: "The playing fields are still far from level.

"For years men have had successful mentor programmes and plenty of role models to whom they could look for both advice and example.

"In the past there have been so few women who have made it to the top that women have battled to find good role models.

"As a result we have tended to be mavericks.

"When I first entered the business arena, I didn't find a female role model, instead I used a male role model. I denied my femininity and would wear female versions of my mentors' business suits.

"Women also used to develop a very aggressive stance as a result."

Vorster says women need to be assertive rather than aggressive.

Compliant

"Traditionally, women have been more compliant than men and have been trained to develop the nurturing side of their nature. Women were assertive in the home but not in the workplace. The schools encouraged this compliance and the home life reinforced it," says Vorster.

She also believes that too few women plan and direct their careers. They do not tend to set their own goals. She sayspeople who do not set their own direction will find themselves going in a direction determined by someone else.

Generally, women still have to work harder and be smarter than their male counterparts if they wish to climb through the ranks.

However, Vorster believes women have to become more aware of the need to promote their work achievements.

"Women working from seven in the morning until halfway through the night must not work for 'free'. They must demand recognition in the form of promotion and salary — otherwise they are working for nothing.

"If people are really serious about their careers, they might have to shift to companies with better opportunities for women after paying their dues and gaining saleable experience.

"Another problem is that many women working on the lower rungs of the career ladder tend still to want special treatment. They want time off to go to the hairdresser or to take their children to piano lessons. If they want to be treated as equals they must not pull these kind of tricks — it won't get them anywhere."



MARIE DAVISON

Willman is a credit to her bank

AS FIRST National Bank (FNB) assistant GM, group credit, Irena Willman holds the most senior female organisational position in the SA banking sector.

As such it is hardly surprising that she is one of the nominees for this year's Executive Women's Club of Southern Africa's Businesswoman of the Year Award.

Consistent management performance has won her recognition and steady promotion during her over 20 years with the bank.

In her position in group credit, she is a senior executive in a division which does not in itself generate revenue. However, the division's policy decisions have enormous impact on the bank's lending portfolio.

This aspect of the bank's activities achieved a gross interest income of R5,7bn in the financial year ending September 1991.

Willman has advised and implemented significant changes in FNB's credit policies and processes since 1989. The innovations have resulted in a heightened awareness of credit risk throughout the organisation and led to an entrenched strategic credit ethic within the group.

Willman helped to introduce a method of categorising lending portfolio risk, a first in SA, and the techniques have been credited with the improvements in FNB's performance.

Willman authorises credit risks of up to R20m and advises the GM on higher amounts.

She started out with FNB in 1965 as a junior clerk. In 1972 she was appointed manager's assistant and head of the advances department in FNB's Commissioner Street branch.

In 1980 she became Harrison Street branch manager and then senior manager, corporate business.

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21/8/92 B.d

Macfarlane is the top businesswoman in SA

YESTERDAY, SA's corporate world gathered to honour the country's successful women with the selection of the Executive Women's Club of Southern Africa's Businesswoman of the Year.

The winner was Ziton executive director Margerett Macfarlane. The other four nominees were Rennies Travel's Lilian Boyle, Emmanuels Personnel's Litsa Roussos, FNB's Irena Willman and Eskom's Marie Davison.

In keeping with the theme of the award, the ceremony played host to guest speaker top UK energy specialist and British Gas Exploration and Production manager: special projects, Dr Yvonne Barton. She is chairman of UK business women's organisation Network.

Speaking on "Global Energy — a Burning Issue", Barton says there has been a lot of "hot air" generated at the Conference on the Environment in Rio de Janeiro, but no-one is dealing with the problem from a global perspective.

"Most people look at one or two areas and ignore the fact the entire ecosystem is an interactive entity," she says.

Importance

The importance of the Businesswoman of the Year Award is better understood when it is considered that top women are not invited to take part in the Businessman of the Year Award.

First Bowring assistant director and chairman of the Businesswoman of the Year committee, Coralene Andersson, says: "Each year we ask ourselves if the award is still important, and each year we decide we have to continue.

"I hope the time will come when the two awards will merge. I would also like to see men of equal standing applying to join the Executive Women's Club, perhaps then we could change the name to the Executive Club."

However, until more enlightened times are here, the Businesswoman of the Year Award serves to recognise the achievements of SA's women and the people nominated for the award each year serve as role models for those still climbing the ladder of success.

"The award shows the world that women are achievers. It has done much to promote women's interests. The club and its members have been brought into the public eye and many of our members have their opinions sought as a result," she says.

Membership of the Executive Women's Club of Southern Africa is by invitation only and membership is limited to those women who have reached the top in the executive world.

Forum

"The club is a forum for SA's top women executives, professionals, entrepreneurs and academics. It enables women to meet other achievers and network in much the same way as the members of the exclusively male business clubs," says Andersson.

Potential members are invited to submit their credentials and the entire club's council must agree on a new member.

From dining

THE nominees for the Businesswoman of the year award are all winners in SA's corporate and business worlds, but there can only be one winner and this year's Businesswoman of the Year is Margerett Macfarlane.

She is executive director of Ziton SA, which was originally known as Firefite.

The company had its origins in designs conceived arounda dining room table which resulted in what the company believes is one of the world's most advanced electronic fire detection systems.

Family

Ziton is SA's only fire detection equipment manufacturer and the company is owned and operated by the Macfarlane family.

Macfarlane has been a driving force in the business since it started in 1969. She had no formal business experience or training and is largely self-taught.

Currently, Ziton controls 60% of the SA market for installation of fire detection equipment.

The company opened its doors with seven employees and currently employs 150 people and has a turnover of about R15m. Macfarlane controls budget of R11m.

She says the company is aim

Mentors are few and far between

MENTORSHIP is one of the buzz words current in business. It is seen as a method of rubbing off inexperienced employees' rough edges, helping them assimilate into a particular company culture — and as a guide through the corporate world.

A mentor is usually an experienced and often senior member of staff, who is able to act as a role model and adviser.

Expeditors International director and Executive Women's Club of Southern Africa President Wendy Vorster says when she was taking her first steps along her career path there were few women to act as mentors and it was a man who guided her footsteps.

Today there may be more women at the top, but Vorster believes all too many of them fail to act in a mentor role to women starting out.

"Some may be worried about the competition. There are also those who think: 'I had to do it the hard way, and so must you'," she says.

"However, I believe those women who have made it should not be scared to help."

Conscious

Rennies Travel MD Lilian Boyle believes the situation is better than many say. "I had help from many mentors on my way up and I have always been conscious of the importance of mentorship.

"I certainly haven't seen many women kicking others in the teeth or being reluctant to offer advice," says Boyle. On the other hand, she refuses to treat a person any differently because she is a woman.

She says every woman wishing to make a career must always be aware that they have to make an extra effort to win recognition.

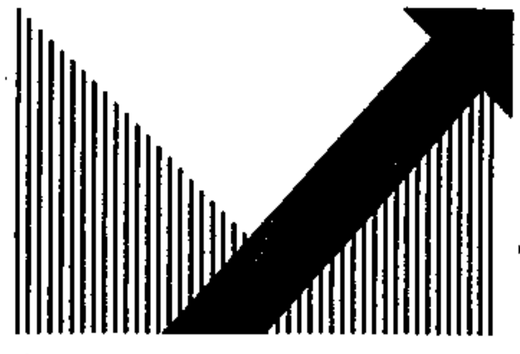
"Woman must stop complaining about discrimination and get their heads down and work ... They must prove their competence and make things happen.

"It is important to get your support systems functioning before you begin to move up the ladder. For this you need your family's support as well as mentors and champions," says Boyle.

This year's Business Woman of the Year, Margerett Macfarlane, says she did not benefit from direct contact with a mentor during her business career.

She finds considerable benefit may be derived from an indirect source, namely books written by successful women on how they managed to get ahead

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who have demonstrated the imp
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MARGERETT MACFARLANE

ing to increase turnover by 13% this year.

Macfarlane has been involved in raising Ziton's technical quality to international standards. In addition, she has been personally responsible for marketing, planning and expansion. Even in the face of sanctions, Macfarlane has pushed the company's products into 15 countries around the world.

She sees winning the award as an opportunity and a responsibility to encourage other entrepreneurs.

"I want people to realise that formal education, while it helps, is not necessary for operating a successful business.

"I want to tell people that the 'perfect time' to start a business never arrives.

"If someone has a good idea, they must run with it and not listen to all the negative input which others are so fond of giving. When we started exporting about eight years ago it was at the height of the sanctions against SA and we were told it would not work. Today we are exporting to 15 countries," says Macfarlane.

Prosperity

She strongly believes that SA's future prosperity lies in the hands of its manufacturers, particularly those companies which produce for export.

In August 1989 she became the Small Business Development Corporation's entrepreneur of the month. Macfarlane is a member of a number of clubs and organisations, including Les Femmes Chefs D'Enterprises Mondiales, the Institute of Directors and she is an executive committee member of the Cape Town Chamber of Commerce.

When she has time, her hobbies include such diverse interests as making videos, backpacking and Spanish dancing.

Rennies Travel MD Boyle has broken 137-year tradition

WHEN she is not taking a relaxing trip along the French canal system, Lilian Boyle is the high-powered MD of Rennies Travel.

And she is one of this year's Executive Women's Club of Southern Africa's Businesswoman of the Year nominees.

Boyle made history in 1991 in the Rennies Group, when she became the first woman MD in the group's 137-year history — after four years on the company's senior management team.

She is a graduate of the University of Glasgow, where she obtained a Masters degree in economics.

Before venturing out to SA in 1970, she was management services advisor to Rolls Royce's Aero Engine division. On leaving the UK she planned a 10-year stint of travel. However, arriving in SA she got married and has lived here ever since. She has worked as market researcher, economist and corporate planning manager.

When she joined Rennies it did not take her long to become executive assistant to the group's CE. Her shift to the same position in a subsidiary may have appeared a sideways move.

However, once there, she immersed herself in branch operations. One aspect of her winning style was to introduce incentives and profit sharing. Since introduced in 1988 the company has paid out over R4,5m in annual bonuses based on profit performance.

Incentive

The incentive and empowerment programmes she introduced resulted in the company winning the SA Federation of Business and Professional Women gold award in 1987 and a special award in 1991.

The move has certainly paid off for Rennies. In 1991, the first year after Boyletook over the helm, the company showed a rise in pre-tax income of 43,3%.

Rennies Travel is SA's leading retail travel com-

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Making a big contribution to SA's power

ESKOM national marketing strategy manager Marie Davison's chosen career as an electrical engineer has placed her in the centre of a traditionally male environment, yet she has risen to contribute significantly to the corporation's decision making.

Eskom has succeeded in keeping price rises below the rate of inflation, making a 14% cut in the real price of electrical power over the past five years.

Behind the cost containment has been tighter financial control, better asset management and improved productivity.

Eskom has set itself the challenge of reducing the real price of power by a further 20% over the next five years.

Market scenarios which help determine corporate strategic decisions such as capacity, are vital. These decisions are based on marketing information and strategy formulation from Davison's department.

Despite the recession, Eskom has increased electricity sales through offering growth incentives, advisory services to industry and supply authorities, and ongoing electrification. Davison made a substantial contribution to these strategies.

Since 1991, part of Davison's portfolio has been Agrelek, which advises farmers on the application of electricity in agriculture and helped to increase sales in this sector by R9m.

Her challenges include increasing both the efficient use of energy and the market for electricity with a R20m budget.

She was the first woman president of the SA Institute of Electrical Engineers and is is president of the Johannesburg club of Soroptomists International.

ARG 2/9/92

Draft bill on the rights of women

355A

Political Staff

THE government is considering drafting an omnibus bill to abolish remaining discrimination against women.

Justice Minister Mr Kobie Coetsee announced this in Bloemfontein yesterday, when he opened the annual congress of the National Party in the Free State, where he is party leader.

It is understood the bill may be ready for the short session of parliament in October, but could be delayed.

Mr Coetsee pointed out that President De Klerk had said last month that the government was ready to sign four important United Nations conventions on women's rights.

These conventions bound signatories to:

- Remove all discrimination against women.
- Equalise the process of acquiring nationality.
- Give equal political rights to women.
- Protect women against certain marital situations.

Mr Coetsee said signing the conventions would bind the government not only to eradicating remaining discrimination but also to taking positive steps to enable women to take a full place alongside men.

His department had drawn up a list of remaining examples of statutory discrimination against women.

The list ranged from Clause 52 of the Constitution, which denied the vote to blacks — and therefore discriminated against black women — to the Boxing and Wrestling Control Act, which forbad women from taking part in these two sports.

Mr Coetsee said the list would have to be carefully considered before it was decided which measures should be abolished.

He said some apparently discriminatory measures actually protected women.

Govt could draft Bill on women's rights

STAR 2/9/92, 355A

By Peter Fabricius
Political Correspondent

BLOEMFONTEIN — The Government is considering drafting an omnibus Bill to abolish remaining discrimination against women.

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smissed striking workers

Bias against women ends to pave way for voting

■ Blacks will get vote during housecleaning:

Sowetan 2/9/92 ·

THE Government plans to abolish all sections of legislation that discriminates against women and pave the way for black people to receive voting rights.

The Minister of Justice, Mr Kobie Coetsee, said yesterday the more than 30 clauses in the law books that discriminated against women would be abolished "speedily" - possibly in October.

Speaking at the opening of the National Party's Free State congress in Bloemfontein, Coetsee said Section 52 of the Constitution Act of South Africa, which provided for voting rights to be extended to "whites, coloureds and Indians only" would be abolished "because it also discriminates against black women".

Other significant discriminatory sections and regulations that would be abolished will allow black women equal legal status with their husbands; allow black women access to places where sorghum beer is sold; forbid employers to allow that pregnant women should work until four weeks before and eight weeks after childbirth, and abolish a number of discriminatory measures against women in the public service.

Coetsee said the Government had decided not to wait until a Bill of Fundamental Rights was agreed upon during the negotiations process.

MY VIEW

Tasneem Essop Cosatu Western Cape education officer

THERE IS A dire need for a structure in our trade union movement which campaigns for the rights of women workers.

Working women have demands which are different from those of men in Cosatu.

Women must fight specifically against sexual harassment in the workplace, for equal pay for work of equal value and for decent childcare.

These problems are not only encountered at the workplace but at home and in communities as well.

Women are not well represented in Cosatu's leadership and decision-making structures. The union's present leadership does not represent the reality of its constituency.

In the Western Cape, for example, most members of the South African Clothing and Textile Workers Union are female. The Food and Allied Workers Union has thousands of women members while the commercial and catering sector has large numbers of women in its ranks.

And because women are not represented on Cosatu's leadership structures, issues affecting them are not placed high on agenda. We need a pressure group to remedy this problem of representation.

Since the launch of Cosatu there have been many resolutions on women's issues. Most of these have not been implemented and the few victories were not well publicised.

The appointment this year of a national women's co-ordinator added impetus for Cosatu regions to set up a Women's Forum.

Training workshops were held to help women set up the forum at regional level. Issues like collective bargaining and the abuse of women in the workplace and at home were dealt with.

We are also training women to be more confident and assertive so they can assume leadership positions in Cosatu.

The forum is open to men and a few have attended meetings but we are careful not to allow them to dominate the proceedings.

It is useful to have men present as they can give their perspective on our problems and in turn gain some understanding of our position.

'Women must take up their own struggle because men do not have the desire to do so and, in some cases, it is not in their interest'

The impact of the Women's Forum will eventually be judged on the ongoing work of all Cosatu affiliates.

We have not yet reached the point where all of them understand the importance of raising women's issues at collective bargaining.

At negotiations with employers, some unions have made great strides in tabling issues affecting women, but few have followed their lead. The SA Catering, Commercial and Allied Workers Union, for example, has won full maternity benefits for women.

Key wage demands still take precedence in national bargaining and women's issues are left to the forum to discuss.

One of the forum's key achievements has been direct participation at regional executive meetings.

Women office bearers attend every meeting and table reports. In this way our reports are placed on the agenda of a constitutional structure and we have moved away from meeting separately and not linking to key structures of Cosatu.

We are still low on the agenda of Cosatu meetings, but we have become a real pressure group which at least ensures that consciousness of women's issues is increased.

We have reached layers of women who are now beginning to understand the nature of their oppression, even though this understanding is uneven.

Ordinary women are starting to identify with key debates and issues, such as abortion, although this is still largely limited to a layer of activist women.

The real challenge we face as women's activists is to take into account the "conservative" nature of our members. We have to allow them space to develop their own understanding of their oppression and work out ways of challenging it.

The publication recently of "No Turning Back" a book dealing with sexual harassment in Cosatu, has seen differing responses from some of the men in the union.

But the reality is that we have to deal with exploitative sexual practices in our ranks. We cannot afford to allow this to continue, no matter how sensitive some of our people are about it.

The time of avoiding such problems is long past.

Often when women sit alone and ponder their problems, they are unable to work out solutions.

The Women's Forum offers them a structure where they can meet others with similar experiences.

But this is more than an offer of support. Women can also develop the confidence to deal with their problems and ensure they do not recur.

We are providing a home for women in Cosatu and, more importantly, we are providing a voice for them as well.

We are told that workers must take up the class struggle because nobody else will do it for them. Likewise, women must take up their own struggle because men do not have the natural desire to do so and, in some cases, it is not in their interest to do so.

We are not in competition with our men, but we need to take the lead in dealing with our problems . . . because they won't.

Sowetan Business Conference

Sunday September 13 to Tuesday September 15

Women take the driver's seat

Sowetan 7/9/92

Sowetan

■ FAIRER SEX Women have come a long way in the business environment:

"WOMEN IN BUSINESS" is a topic of increased significance as more women become active in the workplace.

Dr Gail Mlokoti, communications manager at Eskom, will discuss the "leadership role of women in business".

"Women have come a long way, given the barriers facing the fairer sex in the business environment.

"However, if we are to achieve our full potential, and we have the potential to achieve more, then the perception of women in the workplace and the attitude towards women must alter," Mlokoti said.

Mrs Mokgadi Tlakula, a businesswoman and manager of the Elim Care Group, will talk about the transition of rural women into an economically active role.

The group originally started as a health-based rural women's operation.

However, with the current recession strangling the country, very little money was finding its way back to the rural areas and the focus of the group changed.

Rural women were encouraged to become self-sufficient and embarked on income producing projects such as market gardening, sewing and building.

"Initially, we battled to get our small businesses up and running and relied on fund raising and donations for set-up costs.

"Today we have 8 000 members.The business community must not forget that the bulk of black women live in the rural areas," Tlakula said.

Other speakers include Mr Peter Wrighton of Premier Milling, Mr Jabu Mabuza, Mr Gaby Magomola, Professor Jakes Gerwel, Dr Sam Motsuenyane and Nafcoc chairman Mr Archie Nkonyeni.

The conference will look at entrepreneurial development in the black areas.

If you have not yet registered, do so without delay. The conference is sponsored by the Development Bank of Southern Africa and organised by *Sowetan*.

For more details phone (011) 678-2415.



Dr Gail Mlokoti



Dr Sam Motsuenyane

PEOPLE'S LIVES *Alexandra woman heads Afrikaner organisation ● Helping township kids*

Black woman is leader of Kontak

By Sizakele Kooma

GOODWILL MISSION: *Has reaped great dividends for cross cultural group:* Sowetan 8/9/92

EARLY in 1976, when a plan to reject the use of Afrikaans in schools was brewing, an incident in Alexandra stirred one woman into embracing the policies of an Afrikaner woman's organisation.

Pauline Mkalipe was moved when women from Kontak rallied round the Save Alexandra Party and helped them lobby for the reprieve of the township.

Today, 16 years later, she is national president of Kontak, the first black woman to be elected to the seat.

"As far back as 1976 Kontak had insight into the situation in the country. They saw the need to learn how people of other races lived and they established contact with them," Mkalipe said.

"Their gesture towards the residents of Alexandra made me identify with their mission immediately.

"In Kontak I saw an opportunity to go into areas that were previously unexplored. I believe it would not have helped me much to stay in my own backyard with my own people."

This lovable bulk of a woman seems content with her choice of organisation. Words of praise for it pour out of her mouth, not for the benefit of the interview but out of sincerity.

From her cushy office at the Develoment Bank of Southern Africa, where she works as a people participation specialist, she says the experience of working with women across the colour line has helped her demystify the myth about the Afrikaner.

"I discovered that Afrikaner women are as human as everybody else and they have just as much goodwill."

She said the organisation's main aim, which was to improve relations among people of different cultures, had worked successfully with Kenmekaar, an interracial leadership training project for youth which the organisation launched in 1977 inconjuction with the Union of Jewish Women.

With all the work the organisation has already done it would seem as if there is little left for this Alexandra mother of two, a son aged 24 and daughter of 21, to do during her term of office. But not so.

Her thrust will be on women's development and gender issues, she said.

"Most women do not know their rights as human beings or even as partners in a marriage. I hope to urge for widespread education on such issues and other related ones for our members in the branches."



Mrs Pauline Mkalipe

Her only challenge, she said, was to create a balance between her work and her community involvement.

She serves on a committee for the mentally handicapped and a nursery school. She also assists with the youth group of her church.

Making Kontak

Kontak is a non-political movement which aims to improve relations among various groups in South Africa.

It is a national organisation with five regions and 30 branches.

Men don't do their bit at home, says ILO

(3GGA)

(FARG 9/9/92)

FROM Havana to Oslo to Warsaw to Tokyo to Los Angeles, the complaint is the same: men aren't doing enough housework.

The problem of women having to dress the kids, wash the clothes, cook the meals, make the beds and take out the garbage — all before they go to work to earn less than men — is a worldwide inequity, according to an International Labor Organisation report.

Even in Cuba, where a law requires men to help around the home, 82 percent of all Havana women do all the domestic chores, the report says.

In Nordic countries, a study cited in the report says that when men's working hours were reduced, they used the extra time for leisure activities rather than for housework or childcare.

"In Poland, even the youngest of married men do not help with the housework, while Japanese men spent only 15 minutes a day on chores around the house," the report by the UN agency says.

Nearly everywhere in the world, women work harder and earn less then men, and the gap in many countries is widening, the report says.

"Family responsibilities are at the heart of much discrimination against women," said Michel Hansenne, ILO director-general in Geneva, Switzerland. "Women are expected to stay at home to look after children and are then treated as second-class workers because of this."

The differences between pay for men and women widened in both developing and industrialised countries, despite decades of efforts to push female equality on the job, the report says.

Women work more hours a week, including housework, than men in every part of the world except North America and Australia, the ILO report estimates.

They work hardest in Africa. The report estimates that African women work 67 hours a week, compared to 53 for men. In Asia, women work 62 hours while men average 48 hours a week.

In North America and Australia, men work 49 hours a week, while women work 47,5, the report says. In Western Europe, women average 48 hours, men 43; Japan's women work 56 hours and men 54; in Latin America, women work 60 hours to 54 for men.

Australian women are at the top of the pay equality scale, with salaries increasing from 86 percent of men's in 1980 to nearly 88 percent in 1988, the most recent year for which figures are available.

US women's salaries increased from 60 percent of men's to 65 percent over the same period, and Canadian women increased their salaries with nearly the same percentages. The ILO says that women are starting two-thirds of new businesses in Canada.

Women lost ground in Japan, where their earnings fell from 53,8 percent of men's in 1980 to 50,7 percent in 1988. A seniority wage system in Japan favours men and women are concentrated in lower-paid jobs, the report says.

The big Japanese company Toshiba at one time had only 10 women among its 7 000 managers, the report says.

Despite past achievements in gaining equality in Scandinavian countries, women in the last decade have been losing ground in Denmark, earning 84,7 percent of men's wages in 1980 and 82,1 eight years later.

Similar declines were reported in the Netherlands, Luxembourg and Switzerland.

More than 100 countries have ratified an ILO document on women's wages.

The agency is now reviewing policies and laws of countries throughout the world that are supposed to ensure pay equality. Hansenne said women are usually the first ones fired during recessions and the first ones let go as countries restructure their economies towards free markets. — Sapa-AP.

Draft legislation on sexism

BLOEMFONTEIN. — The government will push ahead in the next few weeks with comprehensive draft legislation to remove discrimination against women, Justice Minister Mr Kobie Coetsee announced yesterday.

Mr Coetsee said an investigation into statutory discrimination against women had been launched — with specific reference to the workplace.

2000 AD onwards — brilliant future for women

(3551F) STAR 14/9/92

MOVE over, men. The next decade will be women's world, say two of the world's foremost social analysts — with women in the United States holding at least 24 of the 50 state governorships by the year 2008 and at least one woman close to being elected president, or one already elected to the White House.

The couple, Harvard graduate John Nesbitt and his wife, Patricia Aburdene, co-authored "Megatrends", a runaway world best-seller that topped the bookselling charts for five years.

Now, in their "Megatrends for Women" (not yet available in South Africa), which seems set for the same astounding success, the couple prophetically sketch a brilliant future for women, starting in this next decade, that will see the gentler sex charge ahead in politics, business, athletics, and as social activists and religious leaders.

The book insists that the women's movement is virtually "an unstoppable, accepted phenomenon", though Ms Aburdene knows the challenges today's — and tomorrow's — women still face.

"Women need a new vision," she says. "As long as God is male, the male is god."

The Californian couple live the life they write about.

But Ms Aburdene insists they are not futurists.

"We synthesise to a large extent what is already happening. We are all drowning in information and starved for knowledge."

Following are some of their forecasts for the next decade and onwards:

- Today's second-echelon women, age 35 to 45, will be senior executives by the year 2002.
- Today's small to medium sized growth companies will become tomorrow's top businesses.
- Entrepreneurial couples, working together for themselves, will become the new model of the '90s. They are the fastest growing segment of the business population.
- Menopause will be women's health issue of the '90s. Women's health risks, such as cancer and heart disease, will also take centre stage.
- In sport, women will be beating the best men's times in the standard (42 km) marathon by 1998. Women make up the majority of new participants in weight training, running, cycling, basketball.
- In fashion, women will cease to follow the dictates of male designers, and a new generation of women designers will determine what women of the future will wear and how they will look.
- Women will continue to revolutionise organised religion — "the most sexist institution in history".

RAMSAY MILNE
THE STAR BUREAU, NEW YORK

Mutual funds for women rile critics

BIOAY 17/9/92

355A

CHARLES FLEMING
in Paris

TWO FINANCIAL firms in Europe are selling mutual funds aimed specifically at women, and at least one more is on the drawing board.

The proponents of such funds say women need to be encouraged to manage their money better and that women money managers have a different, more intuitive relationship with money than men.

But critics — not the least, other women — angrily dismiss the concept of women's funds as "cotton candy" or "soap bar" merchandising, cynically packaged to exploit women as consumers.

Europe's first women's fund was set up late last year by Marion Weichert, a German financial adviser and insurance broker, together with asset management firm Universal Investment.

But playing into the hands of the more nasty critics, Weichert gave her fund a French name, Fonds pour Femmes (meaning fund for women), thus rendering it more evocative of Parisian perfumes and fashion than of a plain old bond fund.

Weichert says it was to get around German bureaucracy and its rules against explicit sexual discrimination that she picked a French name. However, the name Fonds pour Femmes is exactly the sort of condescending marketing tactic that riles other women in finance.

Fiona Price, MD of her own all-woman firm of financial advisers in London, Fiona Price & Partners, condemns such investment products as being pretty and sweet but with no real substance, rather like cotton candy. "Products that are branded 'for women only' are not healthy," she says firmly.

Instead, she says, she plans to set up a fund early next year whose investment targets, rather than the packaging, will appeal specifically to women.

In Paris, Miren Bergis, who helped set up a women's financial advisory service earlier this year alongside independent French asset manager Catherine Wajsman, also rails against investment products that treat women as mere consumers.

In fact, besides its name, there is little that is feminine about Fonds pour Femmes. Its modest DM1,2m under management is invested in German and Dutch bonds, and marketed by Universal Investment through various Hamburg-based private banks.

Weichert defends her choice of name as being aimed at raising German women's awareness of financial matters, and says it is intended to show there can be more to a woman's investment strategy than a low-yielding savings bank account.

Following Weichert's lead, six women asset managers in Europe and the US are teaming up to launch their own investment product, Women's Asset Management Fund Ltd (WAM). According to its promotional literature, the fund has set itself some ambitious goals.

Not only is it out to change the balance of economic power between men and women, it will also make money for investors — not the least of which will be US public pension funds that are required to invest a portion of their assets with minority-managed companies.

The fund's management group says the team of six women investment advisers, of whom the best known is Shearson Lehman Brothers' star strategist Elaine Garzarelli, will invest in the full gamut of equities, fixed-income and money-market instruments worldwide.

At the same time, it predicts, the fund "will help spur the growth of additional assets under management by women decision makers around the world".

The original idea behind WAM, says one of the fund's two European investment advisers, Mayri Voute of Paris-based Capital Management International, was to invest in companies owned and run by women.

But that idea was quickly pushed aside, she explains, because in Europe alone, with the notable exceptions of companies such as Britain's Body Shop plc and French yacht-maker Beneteau, there would be a pitifully small selection of investment targets.

Instead, the fund's managers say they will set aside 10% of their annual profits to plough into organisations that promote businesses owned by women. However, by giving free rein to the fund's six women investment advisers, Voute suggests the real advantage for investors will lie in the more intuitive approach adopted by women fund managers.

"Women function more on gut feeling," Voute explains, before asserting confidently: "No men work on feeling." — AP-DJ.

REVIEW

Black women must curb township wars

Sowetan 18/9/92

By Joshua Raboroko

MOST VULNERABLE *Violence threatens survival of their businesses:*

BLACK WOMEN HAD to play a part in stopping the violence which threatened the survival of their businesses, Institutional Programme Manager of the Development Bank of Southern Africa Mrs Salu Dakie Hlongwane said this week.

Speaking on "Women in Business" during the three-day *Sowetan* and Development Bank of Southern Africa Business Entrepreneurial Development Conference at the Eskom Training College, Hlongwane said black businesswomen were the most vulnerable in a climate of violence.

She urged the Government to remove all discriminatory regulations and practices that hindered businesses run by black women to enable them to make a contribution to the South African economy.

She said development finance institutions need to reorientate their support programme strategies to relate directly to enterprises managed by black women.

Management training

"These institutions and big male-dominated businesses should adopt women in their networking structures to assist them in developing entrepreneurial skills and management training," she said.

Black women were no longer seeking jobs in areas traditionally viewed as women-oriented but were moving into all areas. About 70 percent of small businesses were owned and managed by black women, she said, adding: "They are now climbing the ladder in the corporate world and making a significant impact."

Women became entrepreneurs because of economic necessity, challenges of having to combine family life with careers and the urge to develop themselves, she said.

Intra-organisational manager of Eskom Dr Gail Mlokoti said black women achieved success outside the parameters of the corporate world in South Africa.

"Even though we have seen how women were relegated to the peripheries of Codesa, they have been successful in business and other spheres," she said.

"The struggle of women for recognition has just begun. We have to redefine our roles so never again will we languish in the shadow of the menfolk as far as our liberation, inclusive of business, politics, engineering, health and art," she said.

Businesswoman Mrs Mokgadi Tlakula, who also works on several projects in the Northern Transvaal, said more than 8 000 rural women had proved themselves to be "the greatest entrepreneurs in the area".

They were involved in a variety of businesses - selling vegetables, clothing, clay pots and cane furniture. They were also involved in the manufacture of products like candles, bricks - even building homes.

Their gripes were the lack of capital, self-confidence, infrastructure, and training and education.

Women plan how to capitalise on their voting power in future SA

South 19/9-23/9/92.

On Saturday, women from all walks of life will meet to begin writing a Women's Charter.

AMY WALDMAN looks at why this is such a crucial time for South African women:



UNITED: Coalitions of women's groupings across the political spectrum should be formed

ONE IN every two South African women will be raped in her lifetime; a rape occurs every 83 seconds.

- Of 328 Members of Parliament, eight are women.
- There is one female cabinet minister.
- There are eight women on the ANC executive committee.
- There are 200 000 illegal abortions annually.
- There are no laws that specifically address sexual harassment.

But amid these gloomy facts there are, for women, two points of light. Fifty-one percent of the population is female, so in the face of democratic elections women's votes are an increasingly hot commodity. And South Africa's immediate future will see a new constitution.

The prospect of elections and a new constitution make the next year potentially historic for South African women.

The Department of Justice, for example, will announce soon that it has begun scouring the nation's lawbooks for evidence of discriminatory laws. An honest attempt to combat sexism? Maybe. But also an attractive campaign issue.

The question is how best to capitalise on these opportunities. The National Women's Coalition, initiated by the ANC Women's League last September, brings together women from over 40 national women's organisations, drawn from a diverse range of political, social, and religious orientations: ANC, IFP, the Rural Women's Organisation, Women for Peace, the South African Council of Churches, and many others.

The coalition aims to influence the writing of the constitution and ensure that a charter will guarantee the delivery of the rights articulated in the constitution.

At a recent Women's Bureau seminar on the "Role of Women in the New South Africa" academics and activists warned that constitution writing, coalition building and campaigning are not easy tasks.

"A parliament without women is as unacceptable as a parliament without black people," Democratic Party MP Dene Smuts said. "Women must begin organising within political parties" — to make sure their issues are addressed and their voices heard.

"Women need to ask political parties, 'What can you do for us? Why should we get on your bandwagon?'," said Sarah Christie of the University of Cape Town Law Faculty.

In the US, some are labelling 1992 the Year of the Woman, due to the unprecedented number of women running for office.

But it took national ire over the Judge Clarence Thomas hearings and threats to reproductive freedom to reach this point, and even then, Smuts noted, there may be only five women in a Senate of 100.

Women's equality must be written into a constitution's preamble, Christie said. A bill of rights must be narrowly phrased, or women may wake up and find themselves at the mercy of a loosely worded amendment. The charter in particular must address specific issues — child care, equal pay for equal work, sexual harassment — that cannot be incorporated into a constitution.

The history of South Africa's struggles for women's rights has been a largely divided one: white women fought for the vote, black women against pass laws and for the vote. Though the coalition seems to bridge the divides, several panellists stressed that race, religious and class differences cannot be ignored in a women's movement.

"Wealthy women aren't going to support a revolutionary class struggle that threatens class interests," said Rhoda Kadali of the University of the Western Cape.

"The differences among women are real — we cannot come together in a way that wipes out those differences," agreed Pregs Govender, coordinator of the Worker's College.

The gaps can be difficult to close, observed Beattie Hofmeyr of the ANC Women's League: "There is no easy access to women who live in villages, don't read or write, don't travel."

The charter wants particularly to address black women's issues — but even within that parameter, Hofmeyr said, "there are probably issues we will never agree on."

The example of black workers who went on strike on behalf of a white woman who had been sexually harassed proves, said Govender, that coalitions can and should be formed.

"The only non-racial institution in South Africa is patriarchy," Albie Sachs once said. Carla Sutherland of UCT's Equal Opportunity Research Project observed: "Men have been rewarded by patriarchy in unbelievable ways, and they are going to fight, kick and scream not to have to give it up."

Discrimination may be informal and covert, Sutherland said — from height requirements for policemen to age limits for adults applying for bursaries. Women have been channeled into low-status, low-paying jobs, she said, arguing that "affirmative action is not reverse apartheid or reverse sexism — it's a strategy by which employment equity is achieved".

PEOPLE'S LIVES *A career change for a domestic led to a successful nursery school in Pietersburg*

The optimist who realised her dream

Woman of the Week

SANCTIONS BITE *Moabelo gained when her employer's business folded:*

By Don Seokane

THE SMALL COMMUNITY of Mmadietane at GaMatlala should say thanks to sanctions for their having been blessed with Lesedi Children's Garden.

For it was the punitive measures that led to the downfall of a business belonging to Mrs Emily Moabelo's employer and a gain to the Mmadietane community, nestling north-west of Pietersburg around Lokwe Mountains.

Moabelo (54), a domestic servant since 1959, was encouraged by her employer to attend a course in pre-school training to avoid the ordeal of being unemployed. That was in 1986 and since she has never looked back.

As sanctions began to bite, she found work at Ikanyisi Children's Garden in 1987 after completing a year-long training course at the Baobab Centre in Florida.

With luck and determination, she won a scholarship to Gloucestershire, England, where she underwent an intensive three-month pre-school training programme. Her experience and observations overseas kindled an already burning ambition: to give her community the best of pre-school education.

She says she was naive about the reaction to her ambition at her homeplace.

Returning from England at the end of 1988, she first had to impart her skills to her colleagues and to the little ones at Ikanyisi where she was employed. But the ambition of going home to start such a project was being fuelled daily.

Eventually in April 1989 she went home, did some groundwork for her project and was surprised to meet subtle resistance from her own community.

"The problem appeared to be that I was a domestic servant most of my adult life and people could not entrust me with the education of their children. But I managed to overcome that perception," Moabelo explained.

Lesedi Children's Garden was born with a little help from the Lutheran Church, which allowed Moabelo to use the church buildings for the project.

When she opened the church doors, she had only 10 children whose future she had to map out, but by the end of that week the enrolment had risen to 30.

Since May 1989, Lesedi Children's Garden has expanded to new premises, two precast rooms - thanks to a substantial donation from the British Embassy. Furniture and educational toys were donated by the American Embassy and the South African Breweries also donates yearly to the project.

As the school expanded, Moabelo said she was faced with a difficult choice: to impose a quota on admissions so the number of children could be manageable. Lesedi now admits only 120 children, paying R25 a quarter.

With the rising enrolment, she has had to hire four assistants, a cook and a gardener to help her.

Moabelo's project has become a model in her community. She also runs workshops and trains her own assistants and other pre-school teachers around the GaMatlala area.

Her long term plans, far-fetched people might think, is to establish a community clinic. But first she intends to turn Lesedi into a day and night care facility.

Moabelo, an energetic and vibrant mother of three, attributed her success to determination and being an optimist.

"When I have an idea, failure is definitely not part of me," she concluded.



Moabelo ... her project has become a model in her community

Two senior union officials dismissed

■ Allegations of sexual harassment to be investigated:

Sowetan 21/9/92

TWO top officials of the Food and Beverage Workers Union have been sacked amid allegations of sexual harassment.

The deputy general secretary Mr Goba Ndhlovu was dismissed during a one-day special conference in Chamdor near Krugersdorp on Saturday.

Also fired was president of FBWU Mr Longway Khwelemthini after delegates passed a vote of no confidence on them.

Acted in default

Mr Thami Mcerwa, who was dismissed in June after a three-month-long battle with Ndhlovu, was re-appointed as projects co-ordinator.

President of the National Council of Trade Unions James Mdlalose (formerly Mndaweni) was elected president.

Speaking to the *Sowetan* yesterday, Mdlalose said all 12 regions at the conference unanimously expressed a vote of no confidence in Ndhlovu and Khwelemthini.

Asked to comment on Mcerwa's re-appointment, Mdlalose said the former committee acted in default.

Abused at work

"Only the National Council has the powers to hire and fire. And in his case the committee acted without council mandate," he said.

The sackings follow the retrenchment of three women staffers who claimed that they had been sexually harassed at work.

Mdlalose said the allegations of sexual harassment would be investigated and dealt with at the union's council meeting on October 3.

The retrenched workers are Miss Lindiwe Mayekiso, Miss Dorothy Mokone and Mrs Phindi Mayaba.

Top Govt position for black

Sowetan 25/9/92.

■ Senior position in Department of Local Government goes to black woman: 355A

Sowetan Reporter

A TOP black academic has been appointed Chief Director in the Department of Local Government and National Housing.

Dr Esther Chinkanda is the first black woman to be promoted to the level of chief director and the third woman to hold a senior position in the public service.

She has been appointed to the post of chief director of community promotion in the Department of Local Government and National Housing.

Chinkanda's qualifications include an honours degree from the University of South Africa, a master's degree in social work at the University of the North and a qualification at the Case Western Reserve University in Cleveland, Ohio, in the United States.

She joined the Department of Local Government and National Housing in December 1990 as director of social development after resigning as a research specialist at the Human Sciences Research Council (HSRC).

She has also published widely in the social work field.

Women must unite, fight for equality

Sowetan & Radio Metro

Talkback



with Tim Modise

By Mzimasi Ngudle

Sowetan 25/9/92.

IF women can hold hands, the elimination of gender discrimination will become a reality, National Party and Democratic Party guests on *Sowetan*/Radio Metro Talkback show said yesterday.

Ms Sheila Camerer of the NP and Ms Gill Noero of the DP called on women to seize the opportunity and ensure that their rights are entrenched in a new constitution.

Both stressed that women were not asking for extra protection but are simply asserting the recognition of individual rights justiciable in a court of law.

"Women are not asking to be better but to be the same. Women have never been treated equally to men. This is our only chance to grab and make sure women's rights are enshrined in the constitution," Noero said.

Camerer called for "some degree of affirmative action" to enable women to take part in decision making.

"The NP recognises that women want a new deal in the new constitution. Women want a deal that underwrites and guarantees equality and want it written in a Bill of Rights," she said.

She said Justice Minister Mr Kobie Coetsee has identified about 30 laws that discriminate against women.

The NP government is considering the adoption of the 4 international conventions on women's rights, she said.

However, Noero opposed the idea and said South African women need to adopt a separate charter.

"We want to write down our own charter that is specifically suited to our own situation," she said.

The proposed charter should endorse affirmative action that will ensure a level-playing field.

"The DP recognises individual rights. An individual right is, according to our definition, the greatest freedom that I am allowed to have before my freedom starts harming another person."

A caller from Kagiso said: "The law can do everything, but the attitudes women have to face are hard to overcome. The best the law can do is to introduce punitive measures to ensure compliance."

Women unite to secure future

Sowetan 25/9/92

■ FEMALE DYNAMICS Time is ripe for 'weaker sex to stand and be counted as SA is at crossroads:

By Lulama Luti 25/9/92

POLITICAL differences among women will be put aside this weekend when they come together during a high profile conference on women and the constitution.

The conference, organised by the Community Development Foundation, will be held at the Escom Conference Centre in Midrand today until Sunday.

Panelists include advocate Ms Mojanku Gumbi (Azapo), Miss Jill Noero (DP), lawyer Ms Bridgette Mabandla (ANC), Ms Xoli Gasa (IFP), Ms Sheila Camerer (NP) and Ms Nomthetho Mlonzi (PAC).

Further input will be from psychologist Ms Thandeka Mgoduso and ANC lawyer Ms Linda Zama.

Conference co-convenor Ms Nomlotha Mazibuko said conference objectives include:

- The need to highlight the women's participation in the new constitutional dispensation;
- The generation of discussion on issues affecting women;
- The mapping out of the way forward with regard to women's involvement in meaningful economic participation, affirmative action, family life together with education and development.
- The examination of obstacles encountered by women in a society undergoing change; and
- Finding a mechanism through which the potential and ability of women can materialise.

Dr Renosi Mokate of the Development Bank of South Africa will speak on women and economic activities; Ms Bongiwe Njobe of the Foundation for Research and Development will speak on education and development.

had to be in possession ...

Bothma said all the 087 sex and competi- be withdrawn immediately.

DP discloses women's status proposals

BIDAY 25/9/92 · 355A

CAPE TOWN — Having women's desks in government departments is one of the proposals contained in the DP's discussion paper on the status of women.

The paper, released yesterday, is one of several discussion papers which will be placed before the party's national congress for ratification in November. Other proposals in the paper are:

☐ Appropriate affirmative action;

☐ Equal legal status for spouses and constitutional recognition that women's reproductive role creates additional rights not accruing to men;

☐ An equality clause in the Bill of Rights forbidding discrimination on the grounds of gender and other arbitrary criteria; and

☐ An ombudsman's office or an equal opportunities commission.

The paper argues that economic empowerment of women is a key factor in improving their status, and pregnancy and childbirth should not be permissible grounds for dismissal.

It said approved childcare facilities provided or subsidised by employers should be tax deductible and not taxed as a fringe benefit. — Sapa.

DP on women's status

Sowetan 25/9/92

■ Paper proposes improvement to women's status:

APPROPRIATE affirmative action and equal legal status for spouses are some of the proposals contained in the Democratic Party's discussion paper on the Status of Women in South Africa.

The paper, released yesterday, is one of several discussion papers which will be placed before the party's national congress for ratification in November.- *Sapa*

the nation in brief

Wit Wolf goes free today

Sowetan 28/9/92

MULTIPLE killer "Wit Wolf" Barend Strydom will be released from the Pretoria Prison today.

This was confirmed by Department of Correctional Services spokesman Lieutenant-Colonel Roy Gamble in Pretoria yesterday.

Gamble confirmed that Magoo's Bar bomber Robert McBride would also be released today from the Westville Prison, outside Durban.

Strydom was sentenced to death eight times for having shot dead seven blacks on Strijdom Square in Pretoria, and for having shot dead a black woman in a previous incident.

McBride detonated a car bomb in 1986 which killed three white women outside a crowded beachfront bar. - *Sapa*

PAC, Govt to meet soon

Sowetan 28/9/92

THE Pan Africanist Congress and the Government have agreed to meet soon at senior leadership level in a neighbouring country to discuss a new constitution, the two sides said in a joint statement yesterday.

"The Government will be represented by senior members of the Cabinet and the PAC by senior members of its national executive committee," said the statement released by Constitutional Affairs Minister Roelf Meyer and the PAC's Secretary for Foreign Affairs, Mr Gora Ebrahim.

"The meeting is to take place soon. Details of the venue, date and agenda of the planned meeting will be released in due course." - *Sapa.*

Marching to Benoni

THOUSANDS of Daveyton and Wattville residents are to march on the Benoni Town Council today to demand a written reply to a memorandum they handed to the municipality a week ago.

They also resolved to pay a R50 flat-rate only and threatened to call a three-month consumer boycott of all businesses in Benoni if their minimum demands in the memorandum were not met. They demand - among other things - a single municipality for Benoni and its satellite townships. Sowetan 28/9/92

The ANC, PAC, AZAPO, Inkatha Freedom Party, local taxi associations, churches and business groups endorsed the march. - *Sowetan Reporter.*

More power to women

WOMEN should be in the forefront of efforts to rebuild the family along lines that benefit society.

This was said by Ms Thandeka Mgoduso of the Imbeleko Women's Organisation during a women's conference at the Eskom conference centre in Midrand at the weekend.

The conference, organised by the Community Development Foundation titled "Women and The Consitution," was addressed by women from various organisations including the ANC, PAC, IFP, Azapo and the Democratic Party Sowetan 28/9/92

Some issues tackled were: Women's Rights in a Constitution, Women and Economic Activity and Education and Development. - *Sowetan Reporter.*

Aluta continua

The four major international conventions that State President FW De Klerk is committed to signing are:

* The convention for the elimination of all forms of discrimination against women;
* The convention on the political rights of women;
* The convention on the consent, minimum age and registration of marriages.
* The convention concerning the nationality of married women.

Some of the discriminatory laws and regulations that were amended include:

* The granting of single women the right to own property.
* Taxing married women separately from their husbands.
* A divorce unhindered by bureacracy for a woman, of a husband outside the country's borders.

* The Marriage and Matrimonial Property Amendment Act of 1989 which means that:

- the marital power of the husband is abolished in respect of marriages of blacks, who married after the Act came into effect.
- Blacks will be married in community of property unless this is excluded by ante-nuptial contract.
- the provisions of the Divorce Act will apply to black marriages made before the Act came into effect.
- the right of a black who is married by customary law to lawfully marry anyone other than his customary law wife, is taken away.
- In the case of marriages made before the Act takes effect, the same options available to other races will be available to black couples to change the matrimonial system applicable to their marriage while it exists.

Women concerned about their future

Sowetan 11/10/92

355A

■ Not "consulted" on changes to discriminatory laws:

By Pearl Majola

ONLY a few days before possible changes are made to laws discriminating against women, a group of women have again voiced their concern about being excluded from decisions concerning their future.

The women were from various political organisations including the ANC, PAC, IFP, Democratic Party, Azapo and the NP.

They met at a conference on Women and the Constitution organised by the Community Development Foundation.

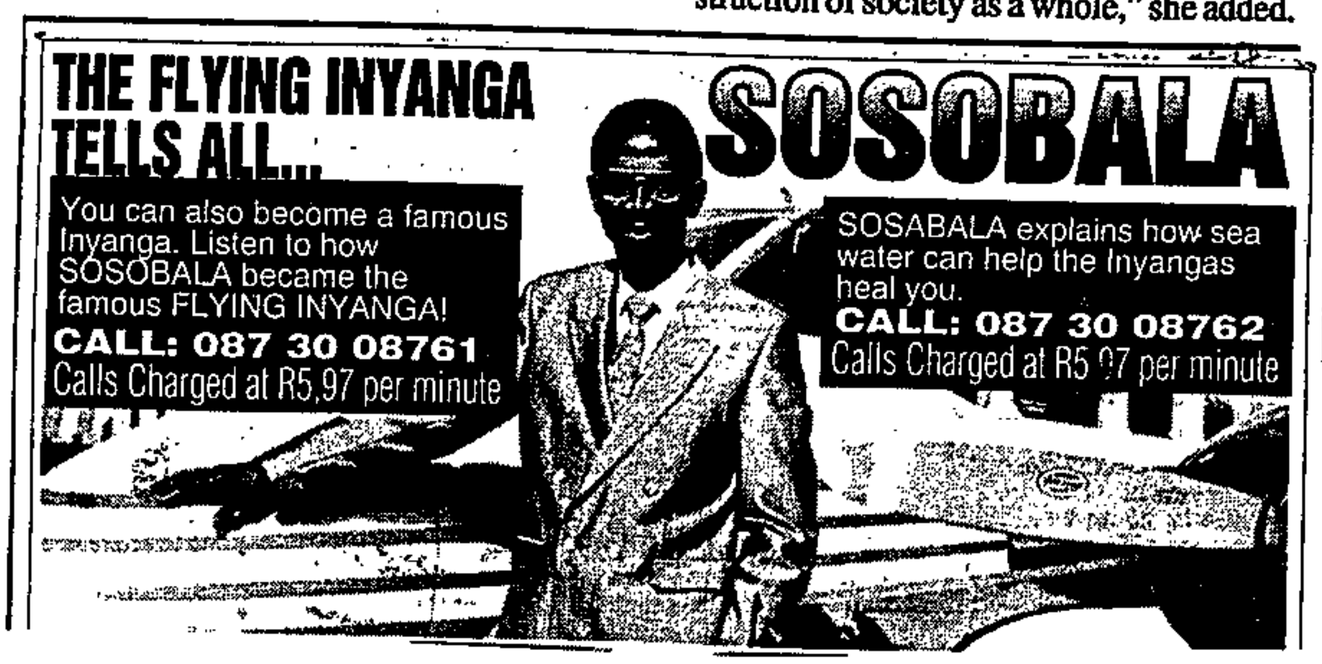
Durban attorney and speaker at the conference Linda Zama said while the changes raised hopes of advancement in the status of women generally, they could possibly not be implemented in homelands like KwaZulu.

"In KwaZulu there is the bizarre Public Service Commission Act which calls on unmarried women teachers who fall pregnant to resign. Even if they don't, they are deemed to have resigned anyway," said Zama.

"There are township regulations which require a house to be registered in the husband's name

"Briefly, the homelands - where the majority of black women are to be found - are fossils of outdated, oppressive and retrogressive laws and are not affected by the enlightened decision of the State President," she said.

"The removal of discriminatory laws from the statute books will not benefit women unless accompanied by the reconstruction of society as a whole," she added.



The rights women want enshrined in the law

Sowetan 1/10/92

355A

By Sizakele Kooma

■ WLSC has fought for equal rights for many years and sees a breakthrough in Government thinking:

THE Women's Legal Status Committee believes it could have partly influenced the Government's decision to abolish laws that discriminate against women.

The committee, which has in the past years been campaigning for women's rights, made recommendations to the South African Law Commission late last year for the review of the laws they viewed as oppressive to women.

The laws the committee wanted evaluated include:

Marriage Law - That the marital power should be totally abolished.

Guardianship of children - A mother, whether married or divorced, should have equal guardianship rights and responsibilities with the child's father.

Divorce Law - 1. People married outside South Africa out of community of property and without an antenuptial contract should be entitled on divorce to a claim against their spouse's estate.

2. Persons married in South Africa out of community of property without antenuptial contract should have a similar claim.

Cohabitation - If two people who are living together draw up a legal contract for the disposal of their assets at the end of their association, this should be recognised by the court and the judgment be based on legalities only.

Employment - There is no legal tenure of employment for pregnant women. This whole question needs to be investigated.

2. Equal remuneration and equal treatment in respect of work of equal value should be enshrined in the law.

Housing subsidies. These perquisites should be based on employment and not on gender. As is the case for men, women, whether married or not, should have the same right to subsidies.

The house should be registered in both names.

Tax - A married woman should be considered a married person for tax purposes and no tax differentiations should be made in assessment, rebates, deductions, marginal rates etc.

2. The concept of the male being the breadwinner is outmoded and unfounded and must be deleted from tax philosophy.

Battered women - Police reaction must be more positive. Wife and family batterers must be removed from the family home.

NEWS FEATURE Women's rights group says it must be consulted on changes to law

Women's coalition rejects Govt move

Sowetan 1/10/92 355A

By Sizakele Kooma

LAW PURGE Clauses against women will be speedily removed:

THE Government's plan to abolish laws that discriminate against women this month have been rejected by the Women's National Coaltion, a body formed last year to campaign for a charter for women's rights.

The Coalition, which represents 60 women's organisations countrywide, cautioned the Government not to proceed with legislation concerning women without involving them directly .

"The majority of women do not have the vote yet. Hasty and unilateral decisions on the eve of a transitional government, cannot be considered to be in the interest of nation building," a statement from the conveners said.

The coaltion said it would not abandon its campaign to have women's rights included in a charter or other constitutional document.



Kobie Coetsee

"The necessity for the effective entrenchment of women's equality in the new South African constitution remains."

The Minister of Justice, Mr Kobie Coetsee, announced that more than 30 clauses in the law books that discriminate against women would be "speedily" abolished by October.

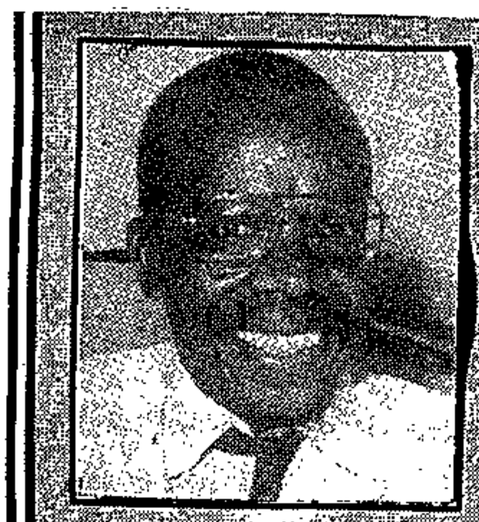
Coetsee said the Government had decided not to wait until a Bill of Fundamental Rights was agreed upon during the negotiations process.

He said Section 52 of the Constitution Act would be abolished because it discriminates against black women. Other sections and regulations that face the axe will lead to:

* Black women being given equal legal status with their husbands;

* Black women being given access to places where sorghum beer is sold;

* Employers being forced to allow pregnant women to work until four weeks before and to resume eight weeks after childbirth.



Thami Mazwai's It's my BUSINESS

Success gives hope for a bright future

Sowetan 1/10/92. 355A

WHEN a leading economist called me aside at the end of the *Sowetan*/Development Bank of Southern Africa conference on business and entrepreneurship to say the discussions had given him hope for the future, I knew that our conference had succeeded.

According to the appraisals, more than 95 percent of participants said it was worth it.

In the session *Women in Business* Mokgadi Tlakula, Gail Mlokoti, Salu Dakile-Hlongwane and Bongiwe Njobe showed the inner grit our women have. Anthropologists always say our women are self-effacing, perhaps because of the traditional oppression they have suffered. Yes, this is true of some, but our women still dominate the black household.

Furthermore, they have freed themselves of the inferiority complex, as shown at our conference and in South African life in general.

Our women now break every rule in the book to hold sway and this includes giving us men liberal and healthy doses of korobela.

And, to be honest, we enjoy the korobela and even ask for seconds. I know of men who even go to the Raqeba themselves when wifey runs out of the potion. Wifey just says: "Sweetheart, can you please run to Bhulasangoma for that nthonyana of yours." And hubby dutifully goes to Bhulasangoma, and even tastes it before reaching home. Some taste it at the Raqeba's place saying: "U sure yi right stuff."

If your wife does not give you korobela, watch out, she may be giving it to somebody else.

Now, enough about this korobela business, let us get back to the business of the day.

For our conference we deliberately targeted activists in entrepreneurial development - the many men and women in our community who make it happen. Although I spoke of women earlier, the men are doing their bit. That is why Reggie Naidoo from East London was applauded when he detailed his organisation's strategies for overcoming barriers.

The activists who came to our conference do not intellectualise about capitalism, socialism, nationalism or free market principles. They just grapple with the environment, and a hostile one at that, and produce. What a pleasure it was to interact with them for, in the final analysis, they can make or break our economy.

Mokgadi talked of scores of women braving the drought in the Northern Transvaal to provide for their families and the market. When somebody in the audience said it was time women marched on their husbands she said: "We in the rural areas do not have husbands to march on. They are all working in the urban areas. We just march to our patches every morning to keep the home fires burning."

This was the type of participant at the conference.

The discourses on the financing of small business - how big business could help small business; and creating an environment for the growth of small business to big business - were lively. Financial insitutitions must now realise that the criteria they use to evaluate loans for white businessmen do not apply to blacks.

However, it was the last speaker of the conference, Professor Sipho Shabalala, who brought the message home that entrepreneurs must develop their management skills. A lot of businesses collapse because of management shortcomings.

Resources, finances and workers need to be properly managed.

SA women have increasingly important role to play

STAR 2/10/92 (355A)

THE key role of entrepreneurial activity as a factor of production within the economy is often underestimated.

This is the view of Small Business Development Corporation managing director Ben Vosloo. He points out that no production is possible without the four essential resources of raw materials, labour, capital, and entrepreneurship.

"Each has an important role to play in the production of goods and services. However, the entrepreneur plays the vital role in that the other three factors of production are not self-mobilising. It is the entrepreneur who mobilises the production factors, who gets the economic production machine running."

Given the need for entrepreneurs, the question arises as to where they will come from.

The recession has forced many retrenched employees to consider the option of self-employment. The lack of jobs and the bleak outlook for job creation has caused the Small Business Development Corporation to push self-employment as an option amongst schoolchildren. And South Africa is seeing the emergence of an active black business community.

However, there is another section which could provide additional entrepreneurs.

University of Pretoria Graduate School of Management's Professor Ronel Erwee points out that women in the Europe and the United States are in the grip of entrepreneurial fever.

"By 1987 40 percent of all new businesses in West Germany were being started by women.

"The percentage of women entrepreneurs with more than 10 employees rose from 16 percent to 25 percent between 1982 and 1984 in France.

"Women-owned business is the fastest growing segment of the small business population in the US and by 1987 the total of women-owned businesses had risen to 4,4 million," says Professor Erwee.

There are no comparable figures available for the proportion of South African businesses owned by women. But Professor Erwee notes that the Small Business Development Corporation states that 20 percent of its clients are women.

The corporation has found its female clients to be good risks as they pay back loans and have a low bad-debt ratio.

Women with parents, relatives or friends who are business owners are more likely to establish a small business than those without such contacts.



Ben Vosloo . . . don't underestimate the importance of entrepreneurs

The rapid rise of woman in business

South 3/10 - 7/10/92

AN entrepreneurial "fever" has taken hold of women and they are emerging as business owners worldwide.

According to Professor Ronel Erwee of the Graduate School of Management at the University of Pretoria, there has been a rapid increase in numbers of women business owners in Europe and the United States.

There are no firm statistics available on what is happening in South Africa, but according to 1984 estimates about 70 percent of small businesses owned by blacks were run by women.

The growth of women business owners is also reflected in competitions run by magazines — the Small Businesswoman Award drew 420 entries while the Business Starters award drew 1 000 entries over three years.

The Small Business Development Corporation (SBDC) reports that 20 percent, or 3 600, of their clients are women. The number of women entrepreneurs varies from region to region and they operate in different sectors.

"The SBDC has realised that women are low-risk investments as they pay back loans on time and have a low bad debt ratio," said Erwee.

"The small business units of banks and organisations involved in the training of entrepreneurs report that the proportion of women clients is increasing rapidly."

This trend can be attributed to several developments during the eighties.

The Women's Bureau started a project in 1985 to stimulate women's interest in business. Seminars were held countrywide on "Women Businesses" and about 2 000 people attended. A congress on job creation was held to encourage women to become involved in business.

By 1988 the first network of women entrepreneurs, the National Association of Women Business Owners (Nawbo), was launched by Erwee.

This organisation is affiliated to the World Association of Women Entrepreneurs, an international network of 23 000 members in 30 countries.

Erwee said there were four main kinds of women in business:



TAKING CHARGE: An increasing number of women are running small businesses

Corporate high-flyers.

These are women working in independent units in large companies who are more likely to establish a small business than those working in the main body of a corporation.

They tend to find that "glass ceilings" prevent their promotion beyond middle management levels. Sheer frustration and a conviction that they have built up marketable skills prompt them to form a consulting company or specialist service. They use the professional networks they have built up to good advantage.

Women who have gone through some traumatic life event:

A woman who is confronted by widowhood, divorce, separation, migration or refugee status may see this as a debilitating event — or a chance to find a new life by, for example, starting a small business.

Women from an entrepreneurial family or environment

Women with parents, relatives or friends in business are more likely to establish a small business than those without such contacts.

Re-entry women

Many women re-enter the workforce by starting a business from home after their childbearing years.

This trend is growing stronger and Women's Enterprise magazine was launched to cater for this market.

But women's actual entry into business is also affected by several strong traditions in our society. These include:

Career choice

Business is not a traditional career choice for women because they have grown up without any role models in this area. But since women business owners have become the new media heroines, this has had a subtle effect on career choices. Young girls are, for example, becoming more interested in the Junior Achievers' Programme, started by the Centre for Developing Business at the University of the Witwatersrand.

Type of company

If women go into business, some still tend to choose traditionally "female" activities because of their skills base and experience. Many women prefer businesses such as general dealers, personal services, clothes manufacturing, crafts, retail, PRO/marketing, personnel or business services, transport, design/art, estate agencies or legal and financial services.

Major shifts in the types of companies or sectors in which women operate are now emerging:

- Some are moving from the informal sector micro enterprises to larger informal outlets such as flea markets in cities or home industries.
- The level of sophistication of applications for loans to start a business is increasing among emerging business owners. Business plans are clearer and financing is sought from major banks or institutions.
- Some women are moving from renting in shopping centres in townships or smaller centres to actually owning shops or renting in larger shopping centres.
- Established businesswomen are diversifying into new or related services and multiple ventures.
- The number of consultancy firms offering specialist services is increasing.
- There is a greater awareness about the value of exporting.

Training

The second largest source of high-level staff is women, white and black, who are interested in business. As more women study economics and management sciences at universities, a bigger reservoir of potential women business owners is being created.

But trainers have not realised the potential of this market. For example, US Aid wanted to invest in training programmes for entrepreneurs if 50 percent of the trainees were women — and struggled to find anyone who could understand that there must be women in training programmes!

Financial acuteness

The SBDC (and the grapevine) indicate that the bad debt ratio among women business owners is lower than among male business owners. This is because women tend to use more of their own funds when they start, and they save more. Their companies are smaller than those of men. They are involved in areas where the risk is lower and they tend to grow at a slower pace.

Erwee believes that the value of women business owners should not be overlooked and that they should be encouraged at every level. The future depends on it. **Lynda Lon[illegible]**

Forum for black women in business

South

By Juanita Williams

3/10-7/10/92

IMPROVING the skills and success-rate of black businesswomen is the main aim of the African Businesswomen's Development Forum (ABDF).

Started under the auspices of Fabcos, the forum is run by Khayelitsha businesswomen Ms Joy Msizi and Ms Tembi Tobi.

"The forum is still in its infancy," said Tobi, the secretary. "We are incorporating all businesswomen — hawkers, dressmakers, taverners, shebeen owners and hairdressers."

Its aims include:

● Creating more work for black businesswomen.

● Getting more black women involved in business.

● Getting the informal and formal business sectors to work together more closely.

"We encourage black women to take business courses given by the Small Business Development Corporation (SBDC) and Triple Trust," said Tombi.

The official launch of the forum is on October 3, with a fleamarket at Nonkqubela station at site B in Khayelitsha starting at 8am.

Sanlam has sponsored 30 tables at the fleamarket.

● Fabcos has also been involved in the planned launch of the Informal Business Development Trust. This will be registered as a Section 21 Trust and will help the informal businesses gain access to affordable trading/manufacturing space.

● Fabcos national vice president Mr Sam Tuntubele is heading a major drive to unite all separate business organisations in the Western Cape into a single representative body.

The idea of this "Consultative Business Forum" has already been mooted among

title and interest in the film version of Ipi Tombi, which had been produced at a cost running into several millions of rands,

"It is reasonable to expect there to be a not insubstantial dividend to creditors," he said.

Report warns of sexual harassment costs

WILSON ZWANE

SEXUAL harassment at work can be costly for companies by forcing valuable staff members to leave and by reducing productivity, morale and motivation, claims an article in this month's edition of People Dynamics. B\0 AM 7\10\92.

Writing in the Institute of Personnel Management's journal, authors Truida Prekel and Jennifer Wilkinson said a strong need existed for companies to develop sexual harassment policies.

A recent survey conducted among members of the Institute of Personnel Management (IPM) and the Institute of Directors (IOD), indicated only 6,5% of companies had formal policies on sexual harassment.

In an attempt to resolve the problem, the IPM, IOD, the Women's Bureau of SA and the ANC Women's League were formulating guidelines on how to deal with the problem, Prekel and Wilkinson said. These guidelines were expected to be available by next month. 355A

Prekel and Wilkinson described sexual harassment at the workplace as unwelcome or unwanted attention of a sexual nature from someone at work, which "causes discomfort, humiliation, offence or distress".

BUSINESS PROFILE Women urged to be active in political, social and economic affairs

'Women must compete in all spheres of life'

Sowetan 15/10/92

■ South Africa's black women need to play a greater role in the economy:

By Joshua Raboroko

BLACK South African women have a role to play in solving the country's many problems, including helping to ease the housing crisis.

They need economic advancement that will enable them to create wealth, jobs and develop entrepreneurial skills, especially among the poor.

Speaking on the topic of "Women - The Home-makers" at a seminar on the housing crisis in Alexandra, executive member of Women for Peace Mrs Patience Phashe said black women have been relegated to inferior positions.

She said: "Men can build homes but women are the pillars of families. They must be given opportunities that will make them compete in all spheres of life."

Financial institutions were reluctant to grant home and other forms of loans to women, she said, adding: "This attitude must change. Women want to economically empower themselves."

She urged women to be active in political, social and economic affairs.

She was concerned about the number of black women in Codesa, and argued that "women's voices are equally important and they want to be politically liberated".

It was important that black women should take up ownership of property and become small and medium scale business entrepreneurs.



Patience Phashe.

Regardless of their size, businesses started by black women were increasingly having a significant impact on the South African economy in view of the job opportunities that they created.

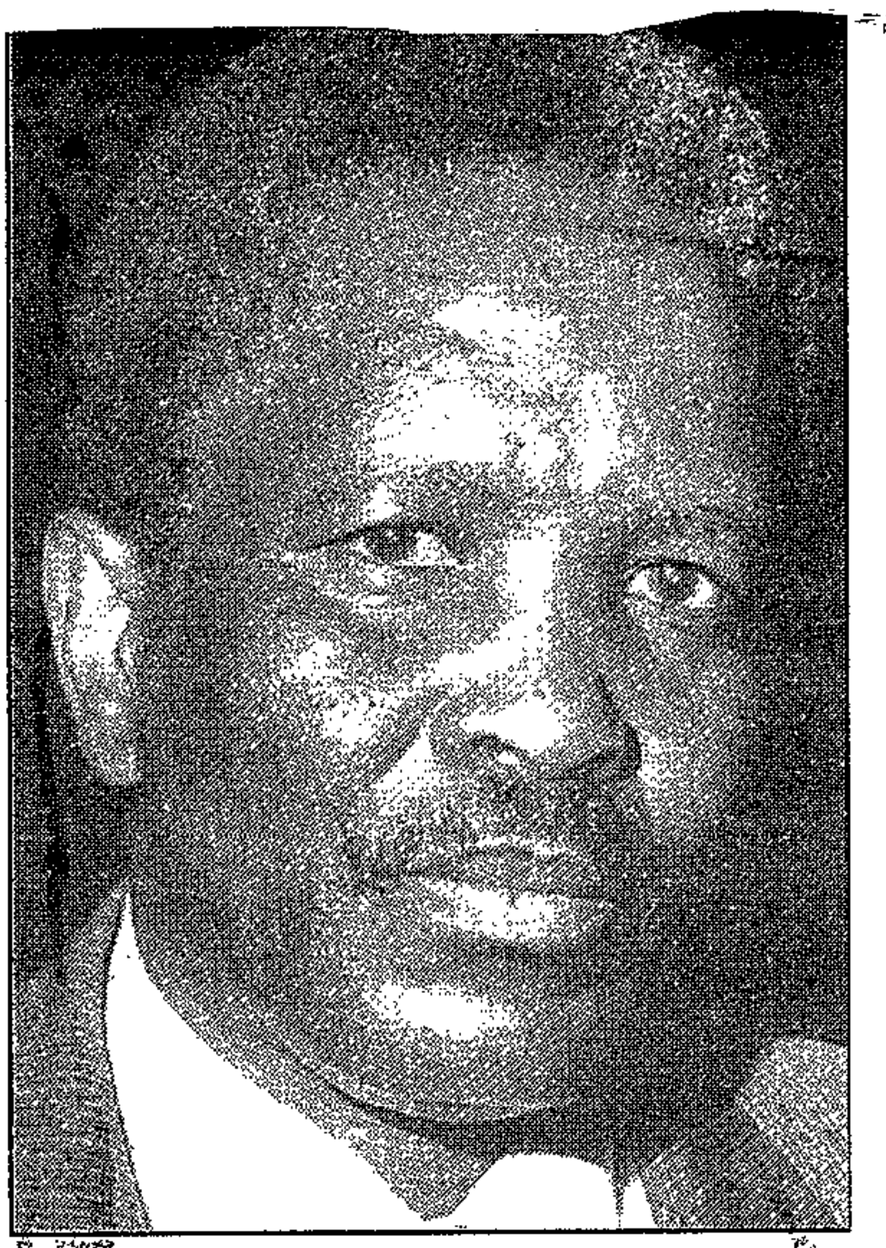
One of the problems facing black women was their acceptance into the workforce. Many have been to technikons and private schools getting "first class" training but unfortunately at the end of the day they find it difficult to find jobs.

She accused the corporate world of being racist and sexist, adding that the notions of some managers showed that there was no commitment to affirmative action.

She did not see black advancement as discrimination in reverse, she said, adding: "We have to steer clear of the question of race.

"But how do you address the question of race without mentioning race, it is like talking of drought without mentioning water," she added.

SOWETAN Thursday October 15 1992



Don Manaka



Sinnah Ramakhula

Woman named for top NSB job

■ Company throws discrimination out and appoints former social worker:

By Joe Mdhlela

THE National Sorgum Breweries this week proved that it did not discriminate on the basis of sex by appointing Mrs Sinnah Ramakhula as group public affairs manager.

Ramakhulu, who joined the company in April, trained as a social worker and is a graduate of the University of the North.

In another development, NBS appointed Mr Don Manaka as group general manager: distribution, transport and loss control.

Manaka, a former journalist, joined NSB 18 months ago as general manager of a Pretoria plant.

Ramakhula, before branching out into social work, was a teacher for many years in Soweto before enrolling for a social work degree at the University of the North in 1979.

She was previously employed as national co-ordinator by the South African Black Social Workers, and she was co-ordinator of the South African Institute for Medical Research in the Aids education programme division.

Woman of achievement

UNIVERSITY of Cape Town deputy vice-chancellor Dr Mamphela Ramphele has been awarded the Woman of Achievement Award by the Cape Town branch of the Woman's Bureau of South Africa.

Ramphele is the first woman deputy vice-chancellor ever appointed to UCT and has distinguished herself in community health and social anthropology. She has been prominent in mission hospital work and managing black community programmes in the Eastern Cape. The Women of Achievement Award is a floating trophy presented each year to a Western Cape woman who is outstanding in her chosen field. The trophy will be presented to Ramphele at a banquet on November 10.

are contemplated. For understandable reasons more information in this regard cannot be divulged at this stage.

The investigation also revealed that a few officials of the Department had been involved in the irregularities. They have already been acted against, whilst allegations against others are presently being investigated. This includes that:

— One official has already been discharged from the service of the Department;

— Departmental disciplinary action, and also possible criminal proceedings, are presently being considered against another two officials; and

— Allegations of misconduct in terms of the Public Service Act, 1984 (Act 111 of 1984), as well as the possibility of criminal action in terms of the Aliens Control Act, 1991, are presently being investigated against three other officials.

— Persons in respect of whom investigations are still being conducted have either been suspended or moved from their posts.

Any possible defects or loopholes in existing procedures are also presently being looked at intensively and will be rectified as soon as practically possible. Regulating of the activities of the numerous agencies is *inter alia* being envisaged.

The Department values the image that its officials portrays to the outside very highly and insists that its officials and employees shall be honest and irreproachable in their behaviour at all times.

The Department will not hesitate, as has now also been proven by the investigations and subsequent actions, to act against any official who does not comply with these requirements, nor shall it hesitate to take the necessary steps against private institutions who act irregularly.

Date: 22 September 1992

Media Enquiries: Niël du Bois — Tel. (012) 326-8081.

SA Communication Service: women's organization

402. Miss M SMUTS asked the Minister of Communication:

(1) Whether the South African Communication Service hosted a public meeting or event at which a member or members of a women's organization, the name of which has been furnished to the Minister's Department for the purpose of his reply, addressed an invited audience; if so, (a) when, (b) where and (c) what is the name of this organization;

(2) whether similar facilities or services are or have been made available to any other women's organizations; if so, to which such organizations;

(3) whether the South African Communication Service published an article on a certain organization in a publication, the name of which has also been furnished to the Minister's Department; if so, what is the name of the (a) article, (b) organization and (c) publication in question;

(4) whether the South African Communication Service has published articles on any other women's organizations; if so, (a) when, (b) what are the names of these organizations and (c) what, in brief, is the purport of these articles?

B902E

The MINISTER OF COMMUNICATION:

(1) Yes.

(a) 19 February 1992
22 April 1992
20 May 1992
23 July 1992
24 July1992
17 August1992
24 August1992
1 September1992
12 September 1992
24 September 1992
12 October 1992

(b) Bethlehem
Verwoerd Dam
Boshof
Mosselbaai (*)
Rouxville
Vredendal (*)
Zeerust (*)
Brandfort
Bloemfontein
Cape Town (*)
Toekomsrus (*)

(c) Women for South Africa.

(*) Although the National President of Women for South Africa addressed the audience on these occasions, she was appointed by the South African Law Commission as a spokesperson on the Bill of Human Rights and was utilized in that capacity.

(2) Yes.

Kontak
Jong Dames Dinamiek
Vista Women's Club
The Women's Bureau of South Africa
African National Council of Women
National Council of women
Transvaal Women's Agricultural Union

Women's organizations throughout the country are invited to attend public meetings and events hosted by SACS and can approach SACS for guidance and assistance.

(3) Yes.

(a) 'Women for South Africa'.

(b) Women for South Africa

(c) SOUTHERN AFRICA TODAY vol 9 no 7 September 1992, p 41.

(4) Yes.

4.1 SOUTH AFRICAN PANORAMA AND SOUTHERN AFRICA TODAY:

(a) (i) SOUTH AFRICAN PANORAMA vol 37 no 3 May/June 1992 pp 22-27.

(ii) SOUTHERN AFRICA TODAY vol 8 no 2 March 1991 p 26.

(iii) SOUTHERN AFRICA TODAY vol 8 no 8 October 1991 p 18.

(iv) SOUTHERN AFRICA TODAY vol 9 no 3 April 1992 p 22.

(v) SOUTHERN AFRICA TODAY vol 9 no 8 October 1992 p 36.

(b) (i) Women for Peace; Kontak; Women for South Africa, and the Women's Bureau of South Africa.

(ii) Mamelodi Professional Ladies' Club.

(iii) Associated Country Women of the World.

(iv) Itsoseng Women's Group.

(v) Women Aglo.

(c) (i) Six-page article (pp 22-27): Women for reconciliation.

Women from various cultural, religious and social groups join forces in numerous organisations to foster a spirit of goodwill and reconciliation across the land. The activities of organisations such as *Women for Peace, Kontak, Women for South Africa* and the *Women's Bureau of South Africa* are discussed.

(ii) The *Mamelodi Professional Ladies' Club* held a seminar on 'Excellence in Leadership', (opened by Ms Marike de Klerk) at the Kilnerton School.

(iii) The *Associated Country Women of the World* (dedicated to improving the quality of family life) held their area conference for the Southern African Region in Durban. The theme of the conference was 'Countdown Year 2000' and was attended by the world president of the Association, Ms Valerie Fisher.

(iv) The *Itsoseng Womens' Group*, established in 1990, aims to provide Soshanguwe's unemployed women with the skills required to generate an income from home.

(v) A branch of *Women Aglo*, an interdenominational, cross-cultural, international womens' organisation was established in South Africa during a visit by delegates.

4.2 NEWS SERVICE:

(a) May 1991.

cont —>

(b) Women in general.

(c) According to the Department of National Health and Population Development, about 50 per cent of South Africa's total population are women, but on a percentage base they do not fill nearly as many positions as their peers in most modern societies.

(a) May 1991.

(b) Legislation for women (domestic workers)

(c) The National Manpower Commission investigates labour legislation for domestic workers.

(a) May 1991.

(b) Opportunities for women.

(c) The Boskop Training Centre near Potchefstroom provides women with the opportunity to prepare themselves in order to be better able to enter the labour force.

(a) June 1991.

(b) Women's organisations in general.

(c) The role of women's organisations in aiding the Population Development Programme is discussed. The spokesperson in this article is Ms Tokkie Erasmus, Assistant-Director: Community Liaison of the Department of National Health and Population Development.

(a) June 1991.

(b) Women's Bureau of South Africa.

(c) Women must play a bigger role in current affairs and must take part in the drawing up of a new constitution.

(a) July 1991.

(b) Association of Women in Legal Practice.

(c) The Association aims to promote and expand the role of female legal practitioners in the community and in the legal profession. Spokesperson: Ms Anna Marié de Vos, chairperson of the Association.

(a) September 1991.

(b) Women's Bureau.

(c) Women of South Africa joined forces to spread a spirit of goodwill and reconciliation. Spokesperson: Ms Stella Job of the Women's Bureau.

(a) December 1991.

(b) Women's Sector: Department of National Health and Population Development.

(c) Women play an important role in the development of the country. Ms Verona Eloff, Head: Women's Sector says women have not been involved enough in development actions.

(a) July 1992.

(b) Professional women.

(c) Profile of the first Indian woman to be appointed as magistrate in South Africa: Ms Jaimala Kassie.

(a) August 1992.

(b) Women in general.

(c) Dr Carel van der Merwe, Director of the Chief Directorate: Population Development of the Department of National Health and Population Development, says women must take up the responsibility of educating their children and preparing them for a career and future life.

(a) August 1992.

(b) Women in general.

(c) The Population Development Programme recommends that all women help one another with primary health care — especially those who are better off must help those who are less privileged.

(a) August 1992.

(b) Women for South Africa.

(c) According to *Money Matters*, a brochure of the organisation of Women for South Africa, women can own a business and be assured of a good income from the products and services they provide.

(a) August 1992.

(b) Natal Women's Congress.

(c) State President F W de Klerk says at the Natal Women's Congress of the National Party that the country has a need for leadership from the ranks of women.

(a) August 1992.

(b) Women for South Africa.

(c) Women for South Africa presented a workshop in intercultural communication, facilitated by the Association for Transcultural Communication.

(a) August 1992.

(b) Women in general.

(c) Dr Rina Venter, Minister of National Health and Population Development, says the Government has done much in the past decade to remove from the statute books outdated common-law practices that discriminate against women.

(a) September 1992.

(b) Women in general.

(c) Dr Willem de Klerk of the Department of Communication, Rand Afrikaans University, expresses his opinion that women should become more politically aware of what is happening in the country than their role traditionally asks of them.

(a) September 1992.

(b) Women's rights.

(c) The Government has declared its willingness to sign the four United Nations conventions on women's rights.

(a) September 1992.

(b) Kontak.

(c) Kontak's first black chairperson, Ms Pauline Mkalipe, says many women do not know their rights as people or even as partners in marriage.

(a) October 1992.

(b) Professional women.

(c) Ms Antoinette de Jager becomes the second woman in South Africa to be appointed Deputy Attorney-General.

(a) October 1992.

(b) Women in general.

(c) At a seminar on women's rights Ms Francis Bosman, chief family advocate, says the idea of fundamental human rights and a human rights culture is something outside the South African experience, and the public will have to be educated in order to change their hearts and minds.

(a) October 1992.

(b) Commission of Inquiry regarding the Prevention of Public Violence and Intimidation, and the Business and Professional Women's Club.

(c) Ms Lillian Baqwa, member of the Commission of Inquiry regarding the Prevention of Public Violence and Intimidation, and the Business and Professional Women's Club, says at a seminar on women's rights that the black woman was still steeped in a cultural setting where male domination kept her dependent.

(a) October 1992.

(b) Women's Sector: Department of National Health and Population Development.

(c) Ms Verona Eloff, Head: Women's Sector of the Department of National Health and Population Development, says women are often faced with 'non-official' discrimination just because they are women.

4.3 The NEWSPAPERS SACS REGIONAL OFFICES:

UMSO (Port Elizabeth)

(a) June 1992.

(b) Women for South Africa and the Women's Bureau.

(c) The role of women in a future South Africa.

(a) October 1992.

(b) Women for South Africa.

(c) A seminar on technical professions for women. The main speaker was

Cont -D

Professor Hennie Snyman, principal of the Port Elizabeth Technikon.

METROPOLITAN DIGEST (Johannesburg)

(a) Vol 9 no 3 1991.

(b) Food Gardens Unlimited. 355A

(c) People are encouraged to plant their own food.

(a) February and April 1992.

(b) South African Fashion Designers' Association.

(c) The organisation and its founder president: Ms Esther Mohlabi.

VISION (Durban)

(a) February 1992.

(b) ASSIST (Association Supporting Survivors of Incest and Sexual Trauma).

(c) The work that this organisation does.

(a) March 1992.

(b) Advice Desk for Abused Women.

(c) Where abused women can obtain advice.

KARET (Cape Town)

(a) 14 February.

(b) Women's Bureau.

(c) Report on seminar: 'Taking charge of your life'.

(a) 13 March.

(b) Kontak.

(c) Women must build on peaceful future.

(a) 13 March.

(b) Women for South Africa
Women's Bureau
National Council of African women
Orange Free State Women's Association.

(c) Group photograph.

(a) 1 September.

(b) Women for South Africa.

(c) Organisations co-operate to establish a training centre for women in Stellenbosch.

(a) 1 October.

(b) Women for South Africa.

(c) National president, Ms Jenny Malan, talks about human rights.

(a) 1 November.

(b) Kontak.

(c) Ms Pauline Mkalipe, chairperson, speaks about the aims and objectives of the organisation.

LIGHT/KHANYA (Pretoria)

(a) January 1992.

(b) Pretoria Friendship Forum.

(c) Function held by this organisation.

(a) April 1992.

(b) Tholuwazi Women's League.

(c) Activities of the group.

(a) May 1992.

(b) Tekset.

(c) Negotiation seminar held by this group.

(a) September 1992.

(b) Itsoseng Women's Club.

(c) Club receives financial aid from private sector.

LUX FEMINA, women's magazine, Pretoria Regional Office:

(a) December 1991.

(b) Atteridgeville Ladies' Club.

(c) Founding of the organisation.

(a) December 1991.

(b) SA Vroue Federasie.

(c) Interview with the president.

(a) March 1992.

(b) Kontak.

(c) Kontak emphasises nation-building.

(a) June 1992.

(b) Women's prayer day.

(c) A function in Mamelodi.

(a) June 1992. 355A

(b) Tekset.

(c) Negotiation seminar for members of the organisation.

(a) September 1992.

(b) Sidingulwazi Women's League.

(c) The activities of the group.

PUISANO (Bloemfontein)

(a) October 1991.

(b) Women for South Africa.

(c) Profile of Dr Elsie de Beer.

(a) October 1992.

(b) Women for South Africa.

(c) Women in various communities must learn to understand one another.

4.4 RSA POLICY REVIEW/ RSA-BELEIDSOORSIG published the following:

(a) September 1991 p 56.

(b) The South African Nursing Association.

(c) Nursing Centenary: An interview with the president of the Association, Dr Anna-Marie Bruwer.

(a) September 1991 p 67.

(b) The sections: Vocational Matters and Community Health Care of the Department of National Health and Population Development, and the South African Nursing Council.

(c) Nursing geared for challenges: An article based on interviews with Ms Odelia Muller, Deputy Director: Vocational Matters, and Ms Iris Röscher, Director: Community Health Care of the department, and representatives of the South African Nursing Council.

(a) October 1992, p 94.

(b) Natal women's congress of the National Party.

(c) An announcement by the State President in Amanzimtoti (Natal) stating that the Government will sign international conventions relating to women and women's rights.

Forum on curtailment of cost of medicine

403. Mr M J ELLIS asked the Minister of National Health:

(1) Whether, with reference to her reply to Question No 348 on 19 June 1992, all interested parties have commented on the record of the proceedings of the forum held on 28 Feburary 1992; if not, when is it anticipated that this will be the case; if so, what parties;

(2) whether she is in a position to commission any investigations as recomended at this forum; if not, why not; if so, what are the relevant details;

(3) whether any such investigations have been commissioned to date; if not, why not; if so, (a) by whom and (b) on which recommendations;

(4) whether she will make a statement on the matter? B906E

The MINISTER OF NATIONAL HEALTH:

(1) Only 8 (eight) interested groups submitted comments on the report of the forum. The groups are:

The South African Pharmacy Council
The Medical Association of South Africa
The Pharmaceutical Manufacturers' Association of South Africa
National Association of Pharmaceutical Wholesalers
The South African Nursing Association
Noristan Group
Patients Rights Organisation of South Africa
Pfizer South Africa;

(2) yes, no investigation excepting those by the working groups have until now been commissioned;

(3) no, a working group has been appointed to investigate the recommendations of the forum and to report back;

(4) no.

Importation of parallel medicines

404. Mr M J ELLIS asked the Minister of National Health:

(1) Whether the Medicines Control Council has considered, is considering or intends considering regulations to allow the im-

cont -d.

22/10/92

Soweto

Seminar on violence

THE Dube branch of the Young Women's Christian Association is to hold a seminar on Women and Violence, Health and Education at the YWCA in Dube on Sunday. A three-member panel of women, including clinical psychologist Thandeka Mgoduso, Khosi Xaba of the Women's Health Project and Zanele Mkhwanazi of the Wits Education Policy Unit, will lead discussions on violence, health and education and the effects of these issues on women. The meeting starts at 9am.

355A

Harassment - women fighting back

Sowetan 26/10/92 ~~S71~~ 355A

By Sizakele Kooma

■ *Suggestive remarks, sexual advances form part of a long list of abuses:*

IT'S A SICKNESS. When they see a woman they see a blanket to cover themselves with - to sleep with.

This sentiment is expressed by Diane de Vries of the South African Domestic Workers Union in a recently published book titled *No Turning Back*.

Fighting for gender equality in the unions echoes the feelings of women in the corporate world, student bodies and political organisations.

Suggestive remarks, stares that would strip you bare, fondling and open sexual advances form part of a long list of forms of sexual harassment that women have to live with in their jobs.

In the past most of them chose to suffer the torture silently for fear of further intimidation. They were defenceless in fields where they are overwhelmingly outnumbered by men and the perpetrators got away without any retribution.

But today they are fighting back - individually or collectively and in court or through established forums.

Refiloe Ndzuta, co-writer of *No Turning Back* and branch administrator of the Paper, Printing, Wood and Allied Workers Union (Ppwawu), has worked in the union movement for 12 years.

Her relationship with her male colleagues today, she says, is a far cry from earlier years when she always had to ward off male staff and union members who thought she was a sex object.

"I eventually got it through to them that my priority was my job and not office affairs," Ndzuta said.

"I put my foot down and not long after that they realised I wouldn't cater for their needs. My firmness taught them to respect equality."

Ndzuta agrees that not all women could handle the situation with the same ease and tact.

"Seven out of 10 women who are sexually harassed would never talk about it openly. One aim of the book is to encourage them to speak out. We hope they will hold workshops and discuss the issues in the book and advise each other on how to handle them."

The ANC Women's League, also worried about the incidence of sexual harassment in the organisation and outside, established a forum earlier this year to deal with it.

"Most people believe you will not find sexual harassment in the liberation movement but women in the ANC suffer the same problems," said Lindi Zulu, head of the league's media section.

"Most of them do not take the issue up because they feel they have [illegible]

tect the image of the organisation.

"The men take it very lightly too. To them we are making an issue over an accepted cultural practice."

Zulu said the misconception about tradition allowing men to make crude remarks towards women or touch their bodies made it more difficult to win the battle against sexual harassment.

The University of the Witwatersrand, following the example set by the University of Cape Town, has set up a support panel, with students included, to facilitate the reporting of cases of sexism and sexual harassment. Although not satisfied with some aspects of the system, Wits SRC external vice-president and panel member Alex Schoeman believes it will address the problem more effectively.

"In the past the perpetrator would escape with just a suspension from the residence or the victim would be told not to make any noise about the issue. This lack of retribution discouraged women from reporting cases of harassment," she said.

The success of women in their battle will only be determined by the co-operation they get from the companies they work for and progressive male colleagues.

'Raw deal' decried

355A

Sowetan 26/10/92

WOMEN are given a raw deal in almost all organisations when it comes to their participation in positions of responsibility.

This was said in Port Elizabeth by the Women's Coalition - comprising 56 organisations in the country - at the launching of the Eastern Cape branch on Saturday.

— SA Federation of Business and Professional Women —



On Pick 'n Pay's team: Linda Saacks (human resources GM), Pamela Shippel (Pantry Pride), Anne Seba (marketing), Iris Clausen (Blue Ribbon), Somaya Toefy (human resources), June Hanks (MD's secretary), Gilly Pod (health), Cecily Morkel (consumer affairs), Bea Swart (human resources), Judy Techman (clothing), and in front, Raymond and Wendy Ackerman.

Pick 'n Pay sets its sights on Gold again

BIDAM 28/10/92

355A

PICK 'n Pay, a past winner of the Gold Award, is hoping to win again in its 25th year.

The chain store considers people to be its greatest asset, something chief judge Philip Bacchioni has picked out as being one of the qualities which gives the group a good chance.

Employees who satisfy the conditions laid down are entitled to apply for a housing loan at an interest rate of of 4%.

Pick 'n Pay each year also hands out about R500 000 in non-repayable company bursaries to further the education of employees and their children.

The group has also followed up on another one of Bacchioni's yardsticks for the award — promotion of women.

The percentage of women at the senior or supervisory level has increased to 32% this year from 24% last year.

There are also two women who are members of the board of directors — Raymond Ackerman's wife Wendy and human resources GM Linda Saacks.

Media liaison and corporate environmental affairs officer Anne Seba says the acceptance of women in senior management positions is growing in the ranks of male management.

"Testimony to this is the fact that at the annual Executive of the Year awards ceremony held in May, 34% of the awards went to women."

Seba adds that women have overturned a previously stereotyped male dominated world by occupying positions such as fresh-produce buyer, systems analyst and store manager.

"The position of chief butcher is also held by women at both the Wonderpark hypermarket and the Secunda supermarket."

The marketing and communications department is staffed entirely by women, who produce such publications as Consumer's Watch, Talkabout and Enviro Facts.

Pick 'n Pay won the Gold Award in 1989 in recognition of its outstanding parental rights' agreement, which came into effect in August 1988 and replaced the maternity leave policy.

Seba says the agreement entitles women to 11 months' leave, nine of which are paid.

"Where both parents are employed by the company, they may share the leave," she says.

An additional benefit is the right to return to work and receive the same wage and status as before they left.

Any increases that may have been awarded during their absence are added to their salaries.

Flexible working hours are also permitted for women in several regions of the country.

Sexism 'no issue' at Oxford

BTDay 28/10/92. 355A

OXFORD University Press (OUP) has a woman majority in all its job categories and believes that few companies would be able to rival them.

MD Kate McCallum says hard work is rewarded regardless of gender, creed or race and says it is a tribute to the company that after the toughest financial year, both appointments to senior management were women.

A survey conducted by the UCT Business School found that 97% of the staff felt that racism and sexism were not issues that the company needed to address.



Oxford University Press's publishing director Douglas van der Horst, left, with marketing director Colleen McCallum, MD Kate McCallum and finance director Mike Ogden.

Priority

Nevertheless, the appointment of black women in the company was an issue that management felt was a priority. Blacks make up 48% of the staff complement of 65.

McCallum says that OUP benefits women in that it allows flexible working hours and staff may also work from home. Ex-staff, many with children, are also employed as freelancers.

Maternity leave is granted at two months on half pay. While paternity leave is unpaid, the company has decided to improve upon this.

McCallum is the founder of Women in Publishing (WIP) and staff are encouraged to take part in the organisation. WIP encourages networking among women in the industry by facilitating in the acquisition of business-related and publishing skills.

OUP is not a commercial company: it is a branch of the UK's OUP, which is in turn an extension of the University of Oxford.

Since the organisation is non-racist, non-sexist and non-discriminatory, OUP is sensitive to the role language, text and art play in forming people's perceptions, through ensuring stereotypes are not perpetuated in the books produced.

"small-company ethos".

She says she has never encountered any form of

thing, I am confident that I will be taken seriously."

She says that while there

encourages them to do so, says assistant GM Maureen Rawlins.

the company, knowing that one will be judged solely on merit and performance."

Transmed has high ideals

Bloom 28/10/92. (000) (001) 355A

TRANSMED, the medical aid scheme and pharmacy unit of Transnet, is striving towards providing equal opportunities for its employees — at home, at work and in SA generally.

Human resources senior manager Paul Lood says Transmed is a caring organisation towards its colleagues and clients at the 57 pharmacies it operates countrywide. Transmed employs almost 600 people; 54% are women.

Lood says management has been addressing critical issues such as equal opportunities, stress management, housing, social and economic issues and ethnic languages.

"Training is regarded as one of our key successes," says Lood.

Employees are afforded equal opportunities as far as internal and external training is concerned.

He says employees are also encouraged to further their studies.

Currently 42 members of Transmed's personnel are studying after hours, with the support of bursaries from the company.

Benefits

Transmed's maternity leave benefits are 84 days on one-third of normal salary, with the rest to be claimed from UIF.

A further 14 weeks' leave may be granted, with the provision that the individual can get her job back. Paternity leave is still under discussion with the labour unions.

Femnet, a community-orientated woman's organisation, was established in September 1990 to support women employees and wives of male employees.

Among Transmed's objectives are improvement of the quality of life of employees and their families, and to become instrumental in promoting the well-being of the Transnet community as well as that of society at large.

SA Federation of Business and Professional Women

Last year's win gave us a boost — Southern

BIDAY 28/10/92 (355A)

WINNING the Gold Award in 1991 has done a great deal to enhance the image of the company in the eyes of the Southern Life employees, the purchasing public and prospective female employees, MD Jan Calitz says.

It has been a source of immense pride and pleasure to everyone at Southern, he says.

"But while it has been wonderful to receive official recognition for our achievements in the sphere of female advancement, it has also made us ultra aware of our enormous responsibilities as an employer of significant numbers of disadvantaged employees from other groupings in the SA workplace."

Calitz says the award has given the group a "huge incentive" not only to maintain the positive growth climate Southern has created for women, but also to devise new ways of empowering the full spectrum of the group's staff, "enabling them to all realise their true potential".

His sentiments are echoed by Southern's women staffers.

Deputy GM Brenda Doyle says Southern is a large organisation with a "small-company ethos".

She says she has never encountered any form of discrimination against women. "People are respected for their contribution to the company and encouraged to attain their maximum potential."

Assistant GM Jenny Carter says whatever opportunites arise in the organisation are open to women.

"If I have the ability and enthusiasm to do something, I am confident that I will be taken seriously."

She says that while there is still the continuing challenge of confronting "ingrained male prejudice" on the part of some male colleagues, she does not allow their attitude to deter her, as discrimination is against the organisation's basic philosphy.

Working for a company like Southern not only makes it easier for women to have careers, but also encourages them to do so, says assistant GM Maureen Rawlins.



Award raises awareness of responsibilities ... Calitz

She says that the top managements' openess and ability to listen has removed any obstacles for career-minded women.

Senior manager Margaret Stevenson says the fact that she is a woman has never entered the picture at Southern.

"As Southerners we are in the unique and extremely fortunate position of being able to do whatever it takes for us to realise our personal aspirations and career ambitions in a corporate atmosphere that offers us freedom and flexibility as well as the necessary nuturing."

Winning the Gold Award has been an affirmation of the values of equality and will spur the company on to greater achievements, says senior manager Jennifer Preiss.

She says that given the history of discrimination against women in the workplace, Southern compares very favourably with other financial institutions.

Senior manager Trish Acton says that over the years she has seen the firm move away from an outdated paternalistic attitude towards female staff to a climate of empowerment.

"Today, as a woman at Southern, one has the right to aspire to any position in the company, knowing that one will be judged solely on merit and performance."

Fair match makes big and small businesses

Sowetan 29/10/92

■ **Artistic textiles echo Africa:**

By Joshua Raboroko

NUMEROUS small businesses hope to radically improve their turnover - in some cases by more than double - as a result of the Matchmaker Services Fair held at Nasrec last week.

Fair organiser Ms Judy Vorster said many of the 135 business exhibitors, from all over the country, received large numbers of inquiries and several entrepreneurs landed big orders.

The Matchmaker Services is primarily aimed at linking entrepreneurs and corporates to the advantage of both.

One of the show's biggest success stories was newly-formed Natal based company Phakamani, which won the prize for best exhibition at the fair.

Founded as an education project for unemployed women in January this year, Phakamani's artistic textiles have been widely acclaimed.

It was founded by lecturer in fashion designs at Sultan Technikon in Natal Ms Gem Melville and co-founders are: Mrs Busisiwe Bengu, Mrs Nokuthula Biyela, Mrs Mamile Mabasa, Mrs Mrs Makhosi Afrikaner and Mrs Sizakele Ntshangase.

Bengu is a 19-year-old woman with two children. She is a part-time model at the Technikon Art School, but has no other source of income. This is her first job. "I like it because this is something that will help me in the future."

Biyela is 32 and has four children. She has no formal training in any field. "This is my first job. I love it. This is the work I want to do forever. I will also teach my daughter to do it," she said.

Mabasa is 24. She did a computer course at a commercial college, but could not find any work. She has since flourished at Pakhamani. "This is the most wonderful job."

Afrikaner is 42 and has six children. To her Pakhamani means "a way to progress myself and my life and to make money without going all over to look for a job".

Ntshangase is 32. She said: "When I was at school I was unable to draw, now I can draw and I am happy."

Each table cloth made by the women is hand-painted and has a unique design. It has its own design style and is seen in some circles as the beginning of indigenous textiles.

Speak out, women told

■ Seminar told of domestic violence which most women are afraid to talk about:

By Ruth Bhengu

VIOLENCE stunts black women's growth and contributes to their feelings of helplessness and inferiority.

This came out in speeches given during the seminar on Women and Violence, Health and Education at the YWCA hall in Soweto on Sunday.

The seminar was attended by women from different organisations including the Young Women's Christian Association (YWCA), South African Council of Churches (SACC), Girl Guides, National Council of African Women and the Township Aids Project. It was called by the Young Women's Christian Association.

The aim of the meeting was to find ways in which young women could achieve health and education and help to stop the violence that has become part of their lives.

Clinical psychologist Thandeka Mgoduso outlined the different types of violence that women were subjected to.

There was domestic violence which most women are ashamed to talk about. Mgoduso stressed the need for women to talk about the physical and psychological violence they experienced in their homes. She encouraged women to form support groups and organisations.

"They should know that they have a right to be safe in their homes and that the more secretive they are about the violence that is taking place in their homes, the more it will increase."

Movements keep UN places

Motion to remove SA liberation organisations' status at the UN is defeated:

SOUTH Africa's liberation movements will continue to enjoy observer status at the United Nations after successful argument led in New York by the PAC's representative at the UN, Mr SEM Pheko.

The resolution on the Observer Status of National Liberation Movements was opposed mostly by European and former communist countries and particularly by the United States and Israel while the Palestinian Liberation Movement, the Arab states and African nations supported the resolution.

Pheko successfully argued that apartheid had not yet been dismantled in South Africa and that to revoke the status at the United Nations of the liberation movements would, therefore, be premature.

SOWETAN Friday October 30 1992

WOMAN OF THE YEAR Networking is important if support organisations are to flourish

Womanpower builds the nation

Sowetan 30/10/92 355A

■ **OUTSPOKEN** An edited version of a speech delivered by Ellen Khuzwayo at our Woman of the Year ceremony:



Ellen Khuzwayo

NATION Building has captured the interest and attention of all South Africans committed to the development of our country, in particular its black womenfolk who have been the target of oppression and discrimination from all sides and on all levels.

Discrimination against this group of South Africans has been systematically carried out in the workplace, where they were expected to do menial jobs earning very low wages.

In reality, the discrimination started in the family when parents saw the education of their daughters purely as benefiting her in-laws when she got married.

Women whose parents were enlightened enough to send them to school to follow professions of their own choice were always intimidated in their choice of subjects. They were forced to do Geography or Hygiene when they would have preferred Mathematics or Science.

It is amazing that it is from this disadvantaged group that some stalwarts have come up to challenge this inhuman practice in order to redeem the adult black woman who lost the opportunity of learning earlier in her life.

These stalwarts are themselves very late achievers, who have arrived where they are with sacrifice, hard work and sometimes through great pain - all of them using trial and error methods.

It is from this disadvantaged group that women with imagination, natural talent, and the determination to explore new avenues emerged and clubbed together to launch a variety of projects to put right the numerous injustices in their communities.

The variety of these community projects indicate many concerns and needs confronting women of this community and their commitment to bring about change in their neighbourhoods, regardless of the great odds facing them in their different tasks.

Among these projects are pre-school programmes to accommodate working mothers and their young ones, youth groups to occupy youth during their leisure time and to promote creativity at many levels, care of the aged for entertainment and creativity and promotion of a health care group for epileptics to encourage treatment, maintaining a hospice centre where it is established, promoting and establishing vegetable gardens on private or public land to ensure good eating habits and promotion of health and launching skills training projects for economic empowerment, survival and encouragement of self dependence.

Some of these projects have great potential, whilst others leave much to be desired. The problems and challenges facing the majority of these noble efforts - in order of priority are:

1. Lack of record keeping
2. Lack of manpower - for projects such as "One Man" show.
3. Lack of planning ahead.
4. Lack of role models in this field.
5. Lack of financial support to launch projects.
6. Lack of ideal accommodation to run projects.
7. Lack of expertise for administration.
8. Lack of networking in this field.

All of us, myself included, are faced with some of these problems. The question is how can we overcome some of them even if not all of them?

There is a great need to form an association for Networking.

There is also a great need for self-help projects to establish an association which will help them in::

1. Planning to launch a project.
2. To find initial funding - how to write a proposal.
3. To learn how to account for the sponsorship received.
4. To understand the role of a bookkeeper, an accountant, an administrator/fundraiser or secretarial services personnel in a community project.
5. To understand the difference in the keeping of private and public funds.
6. To understand the process and importance of accountability.

All these details of planning, funding, accounting, bookkeeping, record keeping, in some cases, coordinating - are achieved through training - by the Networking Association, like in the case of "Crafts Association." Community based projects need to become more professional to earn the support they so much need to be successful, from fundraising and sponsorship.

I take the opportunity at this point to congratulate the Winner of the Woman of the Year and the runner up and wish them to become more and more imaginative, creative, and gradually to work towards professionalism, in their plants' administration and delivery of an acceptable standard of goods in whatever they endeavour to produce.

human rights

'Invisible workers' of the rural Cape

South 31/10-4/11/92 (355A)

Diane Coetzer writes that major efforts must be made to halt exploitation of women farmworkers or they may be lost in a democratic South Africa:



Pic Yunus Mohammed

HEAVY BURDEN: Women farmworkers face a long struggle against repression

THEY are the invisible people. They suffer beatings, sexual battery, harassment and immediate dismissal if they get pregnant. Their wages are often no more than R40 a week.

They are women farmworkers and, according to the African National Congress Land Commission, the most exploited of all.

But changing their status will not be easy.

Workers in the field of farmworkers' rights express concern that unless an intensive grassroots empowerment programme is successful, these women may still be lost in a democratic South Africa.

"The most distressing aspect of this issue is the way women farmworkers and their husbands accept their situation as normal," the Human Rights Education officer for Lawyers for Human Rights' (LHR) western Cape Rural Project, Ms Kathy Ricketts, told SOUTH.

Take, for instance, the following story, as related to Ricketts.

It was Sunday in the Karoo and a woman labourer was limping along the road, having just suffered a beating at the hands of the owner of the farm. He then came up behind her and continued the beating.

The incident was witnessed by a male farm labourer whose only comment was: "Hoekom slaan jy haar? Dis 'n Sondag."

This kind of acceptance together with the entrenched system of patriarchy in operation on farms, means few cases of human rights violations are ever reported to human rights and labour organisations.

The fact that women don't necessarily see themselves as exploited is reflected in their near total absence from organised labour.

A regional farmworker organiser for the Food and Allied Workers Union (Fawu), Ms Mona Peterson, said the union had few women members.

"It is only since the beginning of last year that we have signed up a few. Until then we had virtually no women members," she said.

In an attempt to foster grassroots empowerment, the LHR Western Cape Rural Office is to launch a three-year Women Farmworkers' project. The project is in its early stages and combines research with a development programme.

Project co-ordinator Ms Sandra Lanz said there were many aspects to the problem.

The mere presence of women on farms is tolerated only in terms of their dependence on a male, usually a husband or father.

"It is an unwritten rule on farms that women must work. If they refuse to or are unable to, they jeopardise family housing," said Lanz.

A recent case handled in Grabouw by the organisation illustrates this.

When the husband was injured at work and could no longer continue with heavy labour he was given a notice of eviction and dismissal. His wife, who worked in the farm creche, was simply expected to leave along with her husband.

'Women farmworkers do not have contracts and may be dismissed if they get pregnant. Or they are forced to go back to work as soon as they come out of hospital'

SHE was given no formal notice of her dismissal from the creche or of her eviction.

This was confirmed by Peterson, who said Fawu was dealing with two cases in the western Cape where widows of farmworkers had been evicted from the farms where their husbands had worked.

Pregnancy is often used as an excuse to dismiss women workers no longer deemed viable for work.

Said Lanz: "Workers exist really at the whim of the farmer.

"Women farmworkers do not have contracts and may be dismissed if they get pregnant. Or they are forced to go back to work as soon as they come out of hospital."

Their wages lag far behind those of men. Statistics for Stellenbosch show that women earn between R40 and R50 a week or R10 a day. Men earn upwards of R90 a week.

Migrant workers used as temporary labour during picking season earn 30 cents a basket of produce.

One of the most frequent forms of abuse these workers suffer is physical and sexual battering.

Human rights workers describe the level of wife-battering as "chronic", although the blame is usually shifted away from husbands.

"Most of the women I speak to say their husbands only beat them when drunk or 'gerook'," said Lanz.

Assaults by farm owners are also common.

Lanz said the problems needed to be tackled at many levels.

'What we have come to realise is that the only effective change must come from women themselves. Research alone cannot challenge gender stereotypes.

"We can talk for hours about things like empowerment, but these in the end are academic words. Development programmes are more important here.

"Bringing charges against farmers helps by making it more difficult for them to get away with exploitation."

PETERSON said Fawu was attempting to increase its female membership by going from house to house on farms, informing women about the union.

"Part of the absence of women at meetings lies in the fact that the meetings are often held in the evenings when women are busy with cooking and the children."

Yet another arm of this rural battle is legislation.

At a recent workshop on rural policy, the LHR western Cape Rural Office put forward some specific policy considerations in this regard. These include:

- The right to equal wages and benefits for equal work.
- The right to equal access to permanent jobs and promotion.
- The right to a separate contract of employment.
- The right to equal housing and equal access to land.
- The right to suitable accommodation during seasonal/temporary work.
- The right to be protected against sexual abuse.

Legislation regarding maternity rights was also spelled out.

The LHR said legislation introducing paid maternity leave of a minimum of three months with job guaranteed was vital.

A woman should be protected from having to carry out work which might be harmful to herself and the unborn child. She should be allowed time to breastfeed once back at work.

Women farmworkers should have the right to be protected from dismissal, to adequate medical care, the right to birth control, family planning and child care facilities.

PEOPLE'S LIVES *Mother has degree from Fort Hare and is studying for post-graduate diploma*



Tiny Maisela ... Fort Hare graduate.

Japanese choose Tiny

■ Human resources consultant only South African invited to attend course:

Sowetan 5/11/92.

By Sonti Maseko

WELL-KNOWN human resources consultant Mrs Tiny Maisela is in Japan attending a course in productivity management sponsored by Japan's International Co-operation Agency (Jica).

Maisela (38), a mother of two and a consultant for the National Productivity Institute (NPI), is the only South African chosen to do the course run every year by Jica which accepts more than 6 000 overseas candidates.

About 340 of the participants are drawn from developing countries to meet their needs in the area of human resources development.

Maisela's selection is viewed as a singular honour for her organisation, the NPI.

Says director of business development John Parsons: "It is important that everyone understands that South Africans can hold their own at the highest international level and one of those South Africans is helping raise living standards through her work in the NPI and will do it even better on her return next March."

Maisela has a science degree from the University of Fort Hare and is presently studying for a post-graduate diploma in Management - Human Resources - at the Wits Business School.

She also serves on the board of the Women's Bureau of South Africa.

Putting gender on the union agenda

w|mail 6|11 - 12|11|92.

Women are striving to get their voices heard in the male-dominated trade union movement.

By **FERIAL HAFFAJEE**

IT may be an old drum to beat in a new South Africa, but it's still remarkable that women in the Congress of South African Trade Unions make up almost 40 percent of the federation's membership but less than five percent of its leadership and only 14 percent of all shopstewards, according to research published today in the *South African Labour Bulletin*.

For most South Africans, trade unionism conjures images of forceful Jay Naidoo, feisty Marcel Golding or macho new boy on the block, Sam Shilowa.

Even when women make it to the top, they remain on the sidelines. This is why Naidoo and Golding are household names, while Cosatu's gender co-ordinator, Dorothy Mokgalo, its only woman education officer, Tasneem Essop, and its head of research, Rahmat Omar, remain almost invisible.

Bed politics and the ghettoisation of gender issues in the labour movement are to blame, writes Fiona Dove.

She also points out that the absence of women in labour legislation and economic restructuring negotiations has led to "gender blindness". For example, in negotiations for farmworker legislation, the drafters forgot to add a clause on job security for pregnant women.

Perhaps the classified advert placed in *The Weekly Mail* a while ago sums up what Dove means by "bed politics". It read: "To male trade unionists who make women jump like dogs through hoops of fire."

Says Dove: "Many men in the unions abuse their power and 'hero' status to take advantage of a woman sexually and then drop her for another soon after. This creates competition and tension among women."

Sexual harassment, which women tried to get classified as an official offence at the 1989 Congress, remains a problem.

"Most women in the unions can tell tales of fighting off a drunken union man late at night," says Dove. Recently, a survey at the National Union of Mineworkers revealed that sexual harassment is one of the single biggest problems facing women staffers.

The near collapse of gender structures like the National Women's Subcommittee and the women's forums is another stumbling block, she says.

Resources allocated to the forums were paltry and the women who were drawn into the forum lacked organisational and educational skills. Consequently, they managed to pull off only one campaign: the Day of Childcare Action in 1990.

These forums had no decision-making powers and had to follow a cumbersome bureaucratic trail to have any campaign put on Cosatu's agenda.

"Anything that could possibly be construed as concerning women was referred to the women's forums," says Dove, creating what she calls the "ghettoisation" of gender issues.

But there is light at the end of the tunnel, says Dove. The gender torch is being kept burning by women unionists.

Through their efforts, parental benefits, childcare facilities and equal pay have become commonplace in all negotiations. Cosatu's rail, food, municipal, paper and mining affiliates have accorded women's forums direct access to constitutional structures.





Eskom public affairs executive Mr Johan du Plessis addresses the 1992 Woman of the Year Award ceremony.

Having a heart of gold has its award

Sowetan 11/11/92

355A

■ **SUPER WOMAN** *Emily wins her hearts and minds campaign and the trophy:*

By Sizakele Kooma

SOME MEDIA HAVE established awards that recognise women's achievements and contributions in business, industry and other professions.

Sowetan, in keeping with its Nation Building policy, which calls on blacks to lift themselves by their bootstraps and empower each other in all spheres of life, is one of the few newspapers committed to acknowledging the work of women involved in community-based projects.

redible women

r five years it has sought and found redible women who work with rare mitment and devotion for the ment of their communities without any reward and honoured them gh the Woman of the Year award. hese women are involved in self- programmes aimed at helping the ployed (handicrafts, gardening thers), support groups that offer , counselling and coping strate- or social problems and any initia- seeks to help in the field of

Since 1987 when the award was launched, past winners have included volunteer community worker Fikile Mlotshwa, nursing sister Emelda Boikanyo, schoolteacher Miriam Sofe, blind community worker Ruth Machobane and squatter camp heroine Olga Lutu.

Last year *Sowetan* was joined by Eskom as the main sponsors of the Woman of the Year award.

The company has a proud history of helping communties. Their emblem, Power to the People, may seem to be referring to electric power, but the company goes further and empowers people by supporting self-help community projects. Eskom has expressed its commitment to "people investment" by its generous educational grants to many mathematics and science students. It also funds a primary school teacher training programme.

The Uptrail Trust programme has been implemented at Sagewood, Sacred Heart and Alexandra and will soon be extended to ther schools. "At a time like this it is important to have projects like Nation Building. It helps people to stop thinking about their own problems and to think about finding answers," a



An outfit fit for a queen – *Sowetan*/Eskom Woman of the Year Emily Moabelo shows off her beautiful dress

PEOPLE'S LIVES *Wide range of organisations come together in new body for women's rights*

Women launch campaign

Sowetan 13/11/92

By Pearl Majola

RESEARCH PROGRAMME *Move to ensure that rights are protected in constitution of new South Africa:*

THE WOMEN'S NATIONAL Coalition (WNC) campaign for a countrywide research programme to find out what women want in the new South Africa has been launched.

The campaign was introduced this week in Johannesburg at a Press conference hosted by former Canadian Foreign Minister and chairwoman of the International Development Research Centre (IDRC), Flora MacDonald.

"We (women) are not in the constitution," said WNC convener Frene Ginwala.

"The campaign is aimed at finally getting us there by formulating a charter which will ensure women's rights in the constitution.

Field workers

"We are going to deploy 100 field workers countrywide to discuss with women what they want," she said.

"Codesa promised to create a united, democratic, non-racial and non-sexist state. So we want to solicit views, educate people and generally make South Africans gender conscious and ready for that time."

MacDonald said the IDRC, whose newest office is in Johannesburg, was attracted to the WNC's proposals of uniting women and seeing to their equality being entrenched in the South African constitution.



WNC Convenor Irene Ginwala with Flora MacDonald, former Canadian Foreign Minister.

"The promotion of gender equality is a central component of IDCR's overall programme," MacDonald said.

"We are therefore pleased to be involved in the work being undertaken by the WNC."

The WNC, launched earlier this year, brings together a wide range of organisations that cut across racial, cultural and political boundaries. Its aims are to engage women who constitute about 53 percent of the South African population in the process to ensure effective equality in the new democratic order. It also aims to involve them in formulating and adopting a charter or other document that will entrench equality in the new constitution.

Founding Mothers envy of US counterparts

SDwefax 13/11/92

■ Campaign for women's equality will turn others green says visiting American journalist Kim O'Donnel: 355ft

ON the surface Monday's Press conference announcing the Women's National Coalition's (WNC) campaign for women's equality seemed like all the rest: a few quotes, a few good photos and a couple of hard-hitting questions for the road.

But, as I walked out of the Carlton Hotel where the event had been hosted, I realised that I was witnessing an historic process: women, representing 70 national organisations, had joined efforts to ensure their participation in the building of a new South Africa and the recognition of women's equality in the new constitution.

In 1776, when the United States of America was born, women were entirely absent from the nation building process, and as a result, the struggle for women's equality has been long and painful.

Despite major accomplishments, such as suffrage, abortion rights (although shaky), political representation and equal opportunity in the workplace, American women still do not have constitutionally guaranteed equality.

The Equal Rights Amendment, a 20-year-old idea, has yet to be recognised and the fight for its passage continues. Because of the efforts of the WNC, the architects of this new democratic, non-racist, non-sexist society, as conceived at Codesa, may actually include "Founding Mothers".

Press conference host Flora MacDonald, former Canadian Foreign Minister and chairwoman of the board of governors of the renowned International Research Development Centre, argued that the WNC's effort is "the best good news story about South Africa in a long time".

Not only is it the best news of late, it is an extraordinarily exciting prospect that, if taken to its full potential, will mark history and will make women in the United States terribly envious.

The WNC is potential greatness in the making and deserves close attention. It presents opportunities this outsider can only dream about.

Rural women focus on development needs

By Jo-Anne Collinge

The annual general meeting of the Rural Women's Movement (RWM) saw delegates from about 30 communities taking their first steps to register the demands of rural women on the constitution-makers.

Meeting near Tarlton, west of Johannesburg, about 200 delegates at the weekend told representatives of the Women's National Coalition that the Women's Charter was the focus of their campaign to influence the constitution-making process.

Women from the rural areas made it plain that their demands centred on development issues — water to drink and to use in productive work; education; health care; and job creation.

Another burning issue was that of land. Rural women felt they had to have land rights. The women spoke strongly about customary laws which oppress them in marriage.

SOWETAN Monday November 30 1992

PEOPLE'S LIVES *Demand for rights and education*

Cosatu's women are up in arms

Sowetan 30/11/92 355A

GUIDELINES *Discriminatory laws must be removed from Statute Book:*

By Ike Motsapi

WOMEN AT WORK. What are their rights, especially when they are pregnant?

Some practical guidelines for negotiations around women's rights at work came out of the Congress of South African Trade Union's Women's conference in Johannesburg recently.

The conference discussed many other issues, including women workers' rights, economics and violence.

● **Protecting mothers' job:** The Basic Conditions of Employment Act must give job security to all pregnant women. Many unemployed and pregnant women are refused jobs. Even women who still want babies are refused promotion. It was resolved that such discriminatory laws must be abolished.

● **Pay for parents:** The conference resolved that workers should have a year's maternity leave on full pay while the unemployed should be given money by the State to help them when having babies.

> **The Basic Conditions of Employment Act must give job security to all pregnant women**

It was also resolved that fathers should get 14 days off when their babies are born.

● **Losing out on training:** On returning from leave many mothers find they have missed out on chances to be trained for promotion or their skills are out of date.

The conference resolved that immediate training and retraining would make sure there was equal opportunity for women even if they took a break to have babies.

● **Making up for past discrimination:** Many women cannot get better jobs because they lack education. It was resolved that employers must pay for union-controlled literacy and basic adult education programmes.

● **Blackmailing women into sex:** Women are often threatened that they will not get jobs, training or promotion if they do not give in to sexual demands.

It was resolves that legal protection, a code of conduct in companies as well as more women on employment committees would help to stop this.

The conference resolved that the union federation should place these issues at the top of its agenda instead of pushing aside or neglecting women altogether.

Establishing the new era at local level

STAR 1/12/92



Delport . . . faces a deadline for local elections.

A new local government Minister takes office today at the start of a crucial time for the portfolio, writes Local Government Reporter LOUISE MARSLAND.

DR Tertius Delport steps into his new portfolio as Minister of Local Government and Local Affairs with the mammoth task of preparing local authorities for elections for new political and administrative structures in 1994.

Following the announcement by President de Klerk last week of a timetable for the establishment of a government of national unity, including elections in early 1994, negotiations at local government level have become all the more urgent.

Delport is in favour of a sub-council for local government being established as part of the Transitional Executive Council announced by De Klerk, to oversee the process in the coming 12 to 18 months.

Contentious local government issues could be debated, either by such a sub-council or by the National Forum for Local Government, also due to be established in the new year.

Delport's priority is to get a process started that will take South Africa to a "new era" in local government.

"Time is of the essence. We will have to tie in and be part of . . . the process at national level. That means we must get consensus on how we are going to deal with the reform at local government level."

He said the redrawing of the boundaries of local authority jurisdiction affected the political structures and administration of city and town councils.

The most important issues to be sorted out by all parties at a national forum included a new voting system, and the basis on which mergers of previously independent authorities would take place.

"It is not just a question of redrawing boundaries. The question of debts needs to be negotiated, the financial assets and liabilities of local authorities have to be sorted out . . . and it involves employees too.

"It is a crucial year — 1993 is make or break for local government in South Africa," Delport said.

Elaborating on his priorities for next year, Delport said he hoped that by the end of February, some form of national local government negotiating forum or council would be in place.

"I would very much like to have the support of all parties to take sensible steps in order to promote a new system.

"As soon as we reach consensus on what steps should be taken, we will have to start implementing them, and for this, we would need new legislation."

In the latter half of next year, Delport said it was important — as the time grew closer to interim elections — that it was clear who spoke on behalf of citizens in the cities and towns.

"By the end of 1993, we should be in the process of moving to a new local government structure," Delport said.

On the controversial June 1993 deadline for white local authorities to have entered into agreements of joint administration with black neighbours, or at least to have set up negotiating forums, Delport would only say that he would "assist" local authorities to "swiftly" set up such structures.

He would not comment on what steps would be taken against intransigent local authorities that refused to comply.

Delport has strongly backed the role played by members of the executive councils of the four provinces in local government negotiations.

He also intends consulting Ministers of the self-governing territories.

Delport said his local government portfolio had to deal with areas of major reconstruction in South Africa.

"We need to move to more legitimate local government structures swiftly — that is a must. I see local government playing a very important role in the general upliftment and development programmes."

Delport said he saw the RSCs playing a very important role in the transition process, possibly in an amended format, but as a key element in development programmes.

Delport also pleaded for realism.

"There are such a lot of unrealistic expectations that no government can ever meet. We're not going to solve all the problems in one great sweep. We will have to tackle them step by step." □

Ireland lets go of the past

Young electorate shifts from tradition to the burning issues of the day.

WITH last week's election, Ireland finally began to prise itself away from civil war politics.

This may sound absurd more than 70 years after the Anglo-Irish treaty of 1921, but Irish politics have been largely shaped by that treaty since.

Today's Fine Gael Party descends from those who accepted the treaty, and have since been willing to live with the border. Fianna Fail was founded in 1926 by Eamon de Valera to oppose the treaty and has continued to advocate a unitary state.

Each party became a coalition of disparate interests glued together by the civil war issue. In any "normal" political system these interests would have sought representation in different parties.

Now the mould seems to be cracking as normal politics push through. Of course, the substance went out of civil war politics long ago. It had certainly gone by the end of the '60s, when the country decided to

Now Sash takes up fight for women's rights

STAR 1/12/92

With a Bill of Rights on the horizon, gender equality is being seriously debated. In a new booklet, the Black Sash speaks of the wrongs women suffer and the rights they might seek, reports JO-ANNE COLLINGE.



Their goal is justice . . . the Black Sash in action, fighting for pensions — and now for equal access to pensions.

MEMBERS of the Black Sash becoming self-interested? Well, only in the most honourable way. At last, women's rights are a priority for this tireless human rights organisation, founded by women more than three decades ago.

The new focus is reflected in a booklet, "Open the doors we're coming through," published by the Sash's Southern Transvaal Women's Group.

The booklet argues not only for a future constitution to outlaw discrimination against women but for a programme of legislation that would safeguard women's rights — in all spheres, not exempting hearth and home, the marriage contract and the marriage bed.

"Open the doors" goes beyond making demands based on the United Nations Convention on the Elimination of All Forms of Discrimination against Women. It details the form and extent of disadvantage to which South African women are subject. While it covers the oft-cited areas of public life, education, physical violence, sexual rights and the right to control reproductive functions, it also highlights less common aspects of discrimination.

● On marital contracts and legal status, a demand is registered for the abolition of marital power in all marriage contracts. This is prompted by the fact that in many marriages, even many concluded under antenuptial contract, the husband retains marital power, which limits the wife's contractual rights.

"The consequence of this remnant of the marital power is that all women, whatever the law governing their marriage, are interrogated about their legal capacity and frequently have to prove that they are legally competent to act in their own right," the Sash booklet observes.

● On property rights, the demand is simple: "Women and men must have equal rights in relation to owning and renting property, especially land and housing. Laws, regulations and customs denying women such rights must be eliminated."

The reasons are multiple — and unknown to many. Firstly, in many rural areas marriage is the only way that women can gain access to land. Secondly, the present Government policy of upgrading land title will apply to those who hold traditional certificates of occupation. Women simply do not hold these certificates.

Thirdly, women married under customary law do not inherit their husband's land nor his tenancy of a township house. They are at the mercy of officials who may allocate the house to another family.

Fourthly, the Government's subsidy for first-time home owners is available to all men, but only to women with dependants. Divorced or widowed women are not considered first-time buyers if their husbands ever owned property.

● On employment, the booklet says, "women's right to work shall be respected, including the right to the same employment and promotion opportunities as men" and "women shall be entitled to equal pay for work of equal value".

In black townships, the Sash points out, only about 30 percent of women of working age are in formal employment, though many more would like to work. Furthermore, compared with 25 years ago, black women are doing more menial jobs and a smaller proportion of semi-skilled work.

While legislation controls minimum wages and conditions, this does not eradicate gender discrimination as men tend to enjoy conditions above the minimum, the Sash argues. In addition, "often men and women are employed in different jobs or are differently classified.

"The demand for equal pay for work of equal value has little impact if men and women do different jobs and the basis for apportioning value is biased."

● On social security, apart from the fairly widely recognised rights in relation to maternity, the case is argued for securing equal rights to social security in event of unemployment, sickness, old age and "other incapacity to work".

The Sash points out: "Women, who live longer than men on average, are less likely to have adequate pensions than men. Employer-subsidised pensions are less likely to cover women workers, large numbers of whom are employed as domestic workers or on a part-time or casual basis and are thus ineligible.

"Pension funds discriminate against women in contribution and pay-out levels. In addition, pensions are related to wages, which for women tend to be lower."

Women also lose out in terms of benefits based on length of service, because of the time they take off to bear and rear children.

The booklet argues for an effective State safety net for mothers in cases where fathers are incapable of providing for their families.

Finally, the Sash wades into the stormy waters of culture and religious belief, asserting that "woman shall not be subject to social and religious practices that create or emphasise inferiority for them and which do not require equivalent behaviour for men".

Despite the fact that some women might defend certain discriminatory practices, the Sash says these practices should be held up for scrutiny in the light of the UN Convention. Culture is not immutable, the booklet argues, pointing out that in China older, rural women had been appalled when foot-binding was outlawed, but "nobody would now argue for it being allowed". □

Pretoria caps first black woman PhD

STAR 2/12/92

Pretoria Correspondent

Maria Morongwa Ramarumo has become the first black woman to receive a doctorate from the University of Pretoria.

She received her PhD from the education faculty during the first of Tuks's summer graduation ceremonies yesterday.

Ramarumo's doctoral thesis addressed the adequacy of literacy education for school beginners in rural Venda.

Born in Alexandra on November 10 1952, Ramarumo matriculated at the Orlando High School in 1975 before going on to attain a BA degree at the University of the North, a Higher Diploma in Education at Wits and her Masters at UP.

She started her teaching career in 1981 at the Letare Secondary School in Jabulani and two years later was appointed head of Johannesburg's Thesele Secondary School's department of African languages.

Ramarumo is also the first woman to serve as director of the Council of Directors of the South African Press Corporation.

By the end of the graduation ceremonies on Saturday, the faculties of theology, economic and management sciences, arts, law, medicine, science, education and agricultural sciences will have conferred 2 305 degrees and 131 diplomas.

It's time for a switch in attitude

NERVE CENTRE
Telephone executives are a company's most valuable asset. It's time to stop treating them as "poor relations". **PHANGISILE MTSHALI** reports.

REMEMBER those least-paid, least-skilled and almost forgotten co-workers whom you only know as harsh voices on the other end of the line, or as faceless incompetents?

Well they are not. Telephone executives are the company's most valuable staffers, says Sandhurst communications consultant Renett Grove.

She is out to convince the business world that switchboard operators deserve respect. For the past two years Grove has hosted a Telephone Executives Week in recognition of those at the company coal face — the switchboard.

They do not just sit and push buttons, she says, but they manage communication in the company. "They are the voice, the face and image of the company to an outsider."

They are telephone executives because their job involves taking diplomatic decisions with every incoming and outgoing call and making it possible for other employees to do their jobs smoothly and effectively, she says.

Almost 70 percent of contact with clients is done over the telephone, therefore, managers should start seeing people at the switchboard as their most valuable asset.

Over the years, people working switchboards have been treated like "poor relations" by other employees. Most of the time, they are the last to know what is happening in the company.

Grove argues that they should be the first, because outsiders will telephone the company and ask the first person who answers about a new project or promotions venture.

A wrong tone of voice when answering the call can shatter that business deal. So can a rude sigh or a slight sign of being intimidated, harassed or bored.

Some companies see the switchboard as a place to keep the unproductive and demoted.

Managers must start investing money and training their telephone executives to boost morale, motivate them and make them feel they are part of the company.

All extension users must understand that the person at the switchboard has feelings and is under pressure and stress, trying to be nice to rude callers, calm unhappy clients and facilitate outgoing calls.

Simple things, such as reporting if you are going out, will help ease the pressure.

Managers should not just send their staff to learn correct telephone manners but also attend courses.

She says managers can spend thousands of rands training staff but, if they still pick up the telephone and holler "helloooo" into the receiver, staff will follow suit because "monkey see monkey do".



Putting up a good front . . . Johannesburg telephone executives Shireen Davids (right) and Mary-Anne Stewart both make it a point to project their company's image every time they pick up the receiver. Picture: Peter Mogaki

Always have a smile in your voice

Renette Grove gives these tips to becoming a successful telephone executive:

- **Give your company's name clearly and professionally — it's free advertising. The caller wastes time by having to ask: "What company is that?".**
- **Keep calls short without being rude to the caller.**
- **Try to get callers to leave messages rather than hold. Having to return too many calls can cause confusion.**
- **Act positively instead of making excuses. Don't say "I couldn't have cut you off I am on an electronic board!" Rather say "Thank you for calling back. Who can I put you through to?"**
- **Never say "I can't put you through to Mr So and So", even when acting on a "big wig's" instruction. It frustrates the caller and portrays you as a timid wimp. Ask the caller to leave a message and say when the call will be returned.**
- **Do not use buttons as weapons to cut off callers in mid-sentence.**
- **Never interrupt a call. The person on the other side may think you are eavesdropping.**
- **Put a smile on your face and your voice will "smile".**
- **Don't use slang words such as "okay". Use "certainly" instead.**
- **Make listening noises, such as " I see", "I understand", to show callers they have your attention.**
- **A switchboard room is not a gossip area. Do not repeat anything you overhear.**
- **Use callers' names as often as possible and avoid terms such as dearie, sweetie, lady, sir or madam.**
- **Do not take abuse from callers personally. They complain for a reason.**

TOMORROW
Vincent Veal, said to be South Africa's longest surviving HIV-positive person, has given up trying to find employment.

face unfair labour practices

■ Women are shunted on to the 'mommy track':

Sowetan 4/12/92

By Ike Motsapi

MORE women are working outside the home than ever before, doing precarious jobs, but still face many forms of discrimination, low pay, low status and sexual harassment.

These observations are contained in the 1992 World Labour Report from the International Labour Organisation.

The report is entitled *Equality A Long Way Off For Working Women.*

It points out that in the industrial market economies, Sweden now has the highest proportion of working women.

And women in these countries are most likely to work in government services - 75 percent - followed by industry with 20 percent and agriculture with five percent.

Women who work in manufacturing continue to be concentrated in "women's industries" such as clothing, footwear and leather goods.

They usually fill the lowest-status jobs and rarely make it to the top of large corporations.

But there are some changes, says the report, particularly in America, Canada and Sweden, where women are now starting to take jobs traditionally dominated by men.

Armed forces

This is partly because legislative changes have opened up more jobs to women. The report says women in many countries, like in South Africa, are now allowed in the police and armed forces.

But, says the report, women are themselves taking the initiative. Many are now starting their own businesses. These women account for two-thirds of new businesses in Canada.

Women in Eastern Europe have had high participation rates for some decades, helped by the wide availability of child-care facilities.

Here too, though, women do not reach their full potential.

In Poland they occupy only around ten percent of higher managerial posts. They have been concentrated in lower-status jobs, though not necessarily the same ones as those in the West.

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Women in developing countries make up a smaller proportion of the official labour force, which is estimated at 31 percent, than they do in industrial countries.

"But many work in the formal sector unseen by the collectors of statistics, particularly in times of economic crisis," the report noted.

Most women in developing countries work in agriculture, often on family farms. But there have been significant increases in wage employment, notably in South-East Asia, where in some export-processing zones women make up 80 percent of the labour force.

Women all over the world are paid less than men, says the report. In the industrialised countries, the male-female wage did not narrow substantially during the 1980s.

Indeed, in some countries it actually widened. Women still earn typically between 50 and 80 percent of male wages.

Inferior

Many reasons are offered for the inferior status of women workers. These vary from physical weakness to psychological make-up. But the real issue, say the report, is women's "reproductive role", not just biological reproduction, but social reproduction of the family.

"Housework, food preparation and responsibility for bringing up the children, all cut into a woman's opportunity to do outside work or more often add to it to produce a double burden," the report noted.

This responsibility also reduces employment opportunities because employers assume that women will not be committed to the job and place them in a "mommy track" with lower status and fewer opportunities.

A further form of discrimination at work is sexual harassment.

The report notes that the women most vulnerable to sexual harassment are those in the agricultural sector as well as those in the lowest-status clerical jobs.

The report notes that the situation can be worse in developing countries where women who step out of traditional roles can be seen as "loose".

Uprooting all these forms of discrimination at work has been a long uphill struggle. As far as pay is concerned, most industrial countries have "equal pay for equal work" legislation. But this may be limited in scope. Women lose out on additional payments based on seniority or marital status.

Women staff face unfair labour practices

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Here too, though, women do not reach their full potential.

In Poland they occupy only around ten percent of higher managerial posts. They have been concentrated in lower-status jobs, though not necessarily the same ones as those in the West.

Doctors, for example, tend to be less highly regarded in Eastern Europe and the profession tends to be female-dominated.

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Demand for better medical care

Star 4/12/92

Women of Hartebeesfontein this week highlighted how poor rural health facilities are — and not only in the homelands. JO-ANNE COLLINGE was there when they faced the authorities.

355A

THE parting exchange could have been scripted for the New South Africa. "Thank you for organising the demonstration so well ... for the good discipline," said the government representative. "We will thank you when our demands are met," responded the community leader.

As they left the sturdy brick clinic, to face a crowd of placard-bearing women waiting expectantly in the burning noon sun, civic leaders and officials alike surely knew that, in spite of the courtesy, it would be an uphill struggle to get adequate health care in the western Transvaal settlement of Hartebeesfontein.

The demands set out by the community's women, who took to the streets in protest this week under the banner of the Rural Women's Movement, reflected the state of dire underdevelopment of health services by the Transvaal Provincial Administration in some rural areas.

Firstly, the women said, they wanted a doctor at the clinic every day — not just once a week.

Secondly, they wanted the clinic to operate 24 hours a day, instead of closing at 4 pm and functioning only five days a week. If an after-hours emergency developed, they said, the nearest help was some 40 km away in Rustenburg.

In addition, the women insisted, they needed a 24-hour ambulance service operating from the Hartebeesfontein clinic. At present, they said, an ambulance had to be called from Rustenburg after hours. Usually residents had to bother the police to make the emergency call.

Women in labour had become quite predictable victims of this makeshift system. "It's not a proper situation at all to have your baby in front of the police station," said Ellen Ntsolengoe — but this was what happened from time to time.

"You can have a person furiously bleeding. By the time the ambulance arrives he has already lost consciousness," said civic association chairman Nathaniel Mmusa. Some people had died en route to hospital.

Dr Lourens du Toit, the TPA's regional health director for the western Transvaal, was sympathetic to the demands. He said the authorities would try to introduce a 24-hour service in the coming year. But as for having a doctor in attendance each day, "we are never going to get near that in the next year or two".

While some immediate administrative changes were agreed, a problem which could not be easily resolved was that of tariffs.

Not only did residents demand free care for recipients of State old age and disability pensions, but they urged a reduction of the present clinic tariff of R4 a visit. Hartesbeesfontein comprised many unemployed and poorly paid farm workers, it was pointed out.

"If we come here to the clinic and we have no money, they will do nothing for us," one woman said.

Du Toit said Hartebeesfontein's problems were not unique. "The need is extensive across the whole western Transvaal. It's a mushrooming thing and the problem is that the population is so dispersed. Sometimes all we can provide is a mobile clinic."

When health planners speak of the maldistribution of resources, comparison is commonly drawn between whites and blacks or between the homelands and "white" South Africa. But health indicators compiled by Wits University's Centre for Health Policy show that in the non-homeland areas of Transvaal the average number of people served by a clinic was 19 133 in 1988, about double the number recommended by the World Health Organisation. Of the 10 homelands, only Kwazulu had a less favourable ratio.

Furthermore, researchers Laetitia Rispel and Graham Behr point out: "The homeland clinics attempt to provide comprehensive care whereas the non-homeland clinics provide preventive or curative care only." Hartebeesfontein's clinic has a preventive focus.

Rispel and Behr make the point that while the provinces have a considerably higher per capita health expenditure than the homelands — a gap of R170,54 in 1988 — this was largely accounted for by the bias towards curative hospital services outside the homelands.

Residents of Hartebeesfontein feel that, having been dumped in the bush away from any established town, they are bottom of the service heap. And the figures suggest they may be right. It is a situation they refuse to accept.

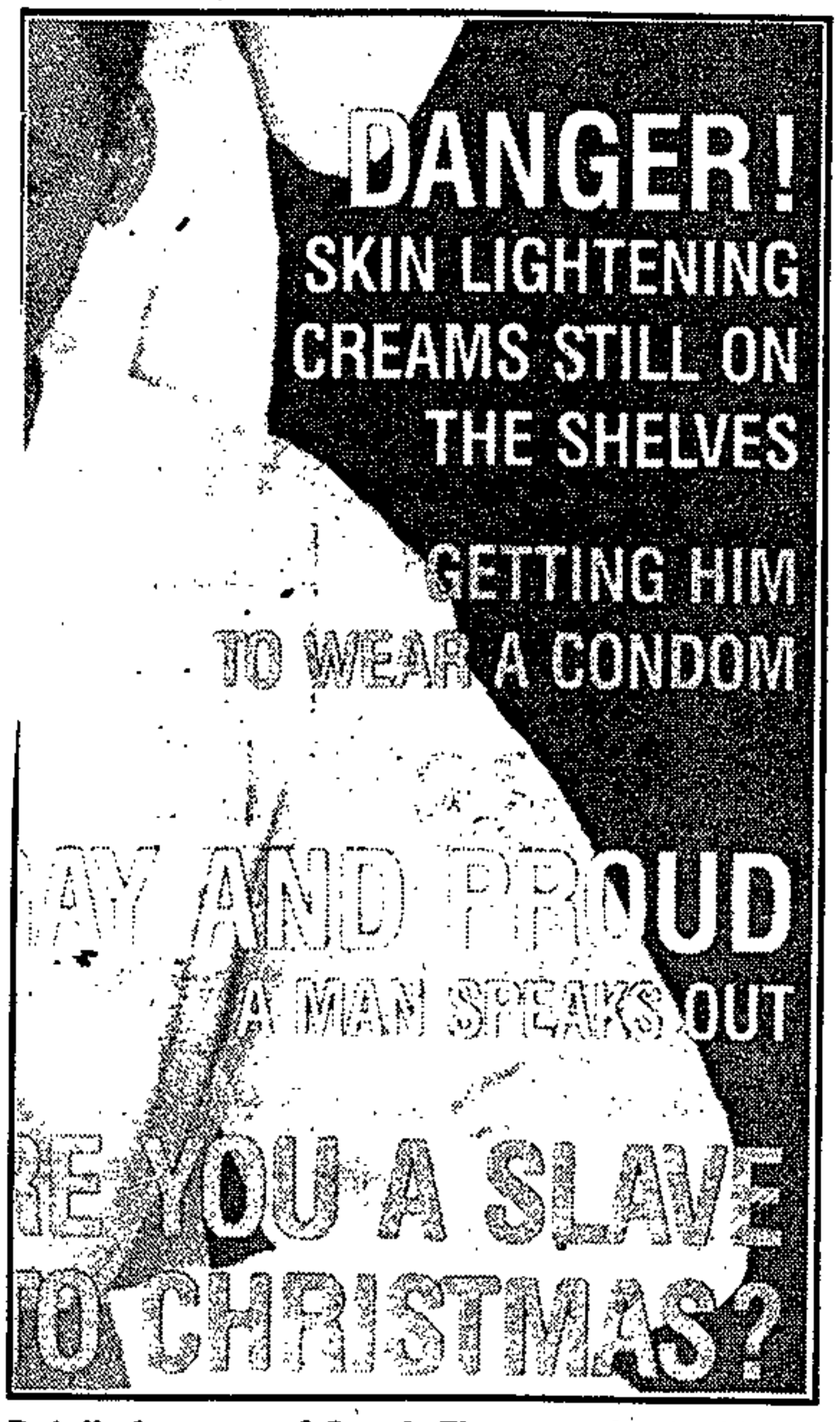
You have to provide, civic chairman Mmusa told the provincial delegation — "You are the people who brought us here." □

PEOPLE'S LIVES *Read about harsh realities*

We identify with tough female issues

Sowetan 18/12/92

■ Today we flight a summary of interesting stories from the December issue of *Speak* magazine which we hope you will not only enjoy but also find informative:



Detail of a cover of *Speak*. The magazine tackles tough issues.

By Sizakele Kooma

SOWETAN Woman identifies with *Speak's* commitment to enlighten women, on all levels, of their rights, both as workers and human beings, and the role it places on educating the general public.

Once a month we will give you a glimpse of stories you will find in the magazine, whose slogan is "Putting women first".

How many of us know that for every person who dies in political violence, seven die through personal violence?

Read a feature on the Jazzart Theatre in Cape Town, and find out more about the dance house's recent drama on domestic violence, based on a research by two doctors on violence against black women.

See what you can glean for yourself from the story of award-winning filmmaker Mira Nair, the woman behind Salaam Bombay and Mississippi Masala. Nair uses the camera to show people's lives and to question why people live the way they do.

Find out what it is like being homosexual. Hear what 23-year-old Cecil Nyathi has to tell you about the pain and torture of accepting his "queer" status.

Speak also has some tips on how you can get your partner to agree to use a condom. Here are some of them:

When he says: You carry a condom with you? Like a prostitute!

You say: I carry one because I care about myself. I have one with me now, because I care about us both.

When he says: I love you! I wouldn't give you an infection.

You say: Many people don't know they are infected.

Women

■ Former Sowetan journalist Boitumelo Mofokeng, who works for the SACC, looks ahead into the new year and charts the goals that women must strive to reach and their hopes for the country:

Sowetan 31/12/92

The year 1992 was marked by violence, conflict, poverty, drought and a turmoil that outweighed any good that came out of it.

When one considers that we live in a male-dominated world one is tempted to say that men have succeeded, in their short-sightedness and insensitivity towards human rights, in ruining the society that we live in.

The blame for the mayhem that engulfs us lies squarely on their shoulders. But apportioning blame is not the issue in this article.

This year promises to be a year of great changes - change of heart, change of mind and probably a change of government. Will change also come for women in South Africa?

Women make up more than 50 percent of the total population but they are excluded from decision-making bodies and forums. Since 1990 they have been presenting their agenda to the male-controlled organisations but nothing has come out of those meetings.

Women want to be accepted as part of the human race in whose development they have contributed. All along they have been victimised, oppressed and exploited.

They have carried the misery of dying, malnourished children and elderly people, they have tackled courageously the devastation caused by the endless violence and they have fought to keep together the family unit which was collapsing under the turmoil.

All this we have seen in the relief programmes and support services they offered in places like refugee centres, squatter camps and Boipatong, to name a few.

The women's agenda is not long, ambitious or far-fetched. Like everyone else, we want freedom and peace. We also want justice. The issue of women's rights is an issue of justice.

We want to decide and have a say on issues that affect us directly like parental rights, reproductive rights, equality at work, church and in the home, equal legal status with special emphasis on the right to ownnership of land and education.

With elections looming, voter education should be simplified and extended to all. Women form a greater percentage of the illiterate community. More energy should be put into literacy programmes to ensure that they do not only learn about party symbols and where to put the cross.

They should be empowered with tools that will enable them to reason, argue and decide why they are for or against a particular party.

The year 1992 saw women across the colour line and political spectrum come together to explore how they want their rights handled in a future government.

The National Women's Coalition became a beacon of light that strengthened women's will to campaign for equality. It further encouraged women to dissociate themselves from roles of "auxilliary" or "courier".

Our hope is to see the woman's charter being treated with the same importance as any legal proposal made on issues of justice and human rights. We hope that liberation movements and political parties will be practical in their policies regarding the emancipation of women.

Next year should be the year for international solidarity. The issues of women in South Africa remain issues of women all over the world.