

AFRICAN NATIONAL  
CONGRESS

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Kimberley

Theme: . \_

(AWomen act now, for equality, unity and  
development.

STATEMENT OF THE  
NATIONAL EXECUTIVE COMMITTEE  
OF THE AFRICAN NATIONAL CONGRESS  
ON THE EMANCIPATION  
OF WOMEN IN SOUTH AFRICA  
May 2nd 1990

The African National Congress's commitment to eliminate racism, oppression and exploitation from our society cannot fail to address also the question of the emancipation of women. The experience of other societies has shown 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 the society as a whole.

The majority of South African women, who are black, are the most oppressed section of our people, suffering under a triple yoke of oppression. The liberation of women is central to our people's struggle for freedom.

In 1985 Presidents Sam Nujoma and Oliver Tambo made a joint pledge to the women of Namibia and South Africa that we would not "consider our objectives achieved, our task completed, or our struggle at an end-until the women of Namibia and South Africa are fully liberated. "

We consider it long overdue that our organisation and the entire democratic movement establishes principles and initiates practices which will guide us in fulfilling this pledge. Accordingly, the ANC NEC submits for discussion our views on how to advance and ensure the emancipation and development of women in every sphere of our existence now and in the future.

To achieve genuine equality, our policies must be based on a real understanding of gender oppression and the way it manifests itself in our society. From such a base we will be able to work towards creating the necessary conditions for truly liberating women in the practical reality of our daily lives.

Gender oppression is everywhere rooted in a material base and is expressed in socio-cultural traditions and attitudes all of which are supported and perpetuated by an ideology which subordinates women. In South Africa it is institutionalised in the laws as well as the customs and practices of all our people. Within our racially and ethnically divided society, all women have a lower status than men of the same group in both law and practice. And as with racism, the disadvantage imposed on them ranges across the political, economic, social, domestic, cultural and civil spheres.

The manipulation of gender relations has been an important feature of state control over, especially, the African people and the effects have impinged most harshly upon women. Their mobility has been rigidly controlled, and the unpaid labour of African women in the rural areas has underpinned the migrant labour system and subsidised the profits of the mining industry. Within apartheid ideology African women have been perceived simply as the breeders of future generations of labour. With the creation of the bantustans large numbers have been confined to deteriorating rural environments, dependent on the commitment of absent breadwinners for small cash remittances. Many have been made the sole minders of the elderly, the disabled and the children. Women have carried the main load of responsibility for survival and generational reproduction even though they are often still subject to the legal authority of absent men who are removed from day to day decision making. : ' Centuries of women's subjugation have deprived and marginalised them in different ways. Nationally, women have the lowest levels of health, education and skills. The majority still bear the sole burden of domestic labour. Their contribution to the creation of our country's wealth is unrecognised and mostly unpaid. Women make up the majority of the unemployed, while those in waged work are channelled into the worst-paid lowest status jobs. Even white, but especially black, women do not participate fully in the decision and policy-making organs of our country. Notwithstanding these oppressive conditions, women have made significant contributions to our liberation struggle. But, as is evident among the youth, the people's army and elsewhere in our ranks, we have to acknowledge that their full potential has not been realised. We have not, as yet, fully integrated women's concerns and the emancipation of women into the practice of our liberation struggle.

The prevalence of patriarchal attitudes in South African society permeates our own organisations. The absence of sufficient numbers of women in our organisations, especially at decision-making levels, and the lack of a strong mass women's organisation has been to the detriment of our struggle. As a consequence the particular concerns of more than half of our people are hardly heard when we define our strategies and determine our tactics. President Tambo summed the problem up when he opened the ANC Women's Conference in 1981: The struggle to conquer oppression in our country is the weaker for the traditionalist, conservative and primitive restraints imposed on women by man-dominated structures within our Movement, as also because of equally traditionalist attitudes of surrender and submission on the part of women.

The realisation of our objective of a non-racial and democratic South Africa is dependent upon the extent to which we are able to address and mobilise all the people of South Africa: men and women. t

## ANC POLICY

In this new phase of open organisational legality the ANC commits itself to the development and implementation of a wide range of policies for restructuring the organisation to meet the tasks of the day. In this we believe it imperative to address the inequalities women face in every aspect of our work. By adopting such an approach we will bring women in their millions in to active participation in all forms of struggle and at all levels. In this process we will, at the same time facilitate their own upliftment and advance to freedom.

The NEC together with the NEWC is re-examining the functions of the ANC Women's Section as part of the overall restructuring of the ANC. We are determined to ensure that our pronouncements are consistent with our practices and that gender issues are integrated in all spheres of our movement.

We consider the formation of the ANC Women's League essential to fulfilling the tasks of mobilising and organising women into the liberation struggle.

As recommended by the 1987 ANC Women's Conference we are actively considering the appointment of a National Commission on the Emancipation of Women to sensitise, monitor, stimulate and report on the women's position.

Highest priority must be given to finding the means to facilitate women's participation in the struggle and within all the political, administrative and military sectors of the ANC from the grass roots through to the NEC.

Patterns of discrimination and inequality are not self-correcting. Rather, they tend to replicate themselves, as those already in leading positions acquire necessary experience and confidence

and appear better equipped to bear responsibility. To break this cycle we need to take affirmative action within the ANC to supplement and reinforce education and advancement programmes based

on the principle of full equality. The Department of Political Education has been instructed to embark on a systematic programme of formal and informal education to promote an understanding of the origin and effects of gender

oppression on our people. The ANC Educational Council has been asked to re-examine our education policy to ensure that its style and content is non-sexist and avoids gender-stereotyping.

THE DEMANDS OF THE STRUGGLE NOW  
AND IN A POST APARTHEID SOUTH AFRICA

Our policies have to address simultaneously the material base, the legal system, the political and other institutions and the ideological and cultural underpinning of gender-oppression now

and in the future. In this regard the NEC is giving urgent consideration to the recommendations of a recent internal Seminar which examined the formulation of national policy regarding the

emancipation of women and the promotion of women's development in our country. Among these recommendations are amendments to the ANC Constitutional Guidelines, including

the categorisation of South Africa as an independent, united, democratic, non-racial and non-sexist state. Laws, customs, traditions and practices which discriminate against women shall be

held to be unconstitutional. Patriarchal rights, especially but not only with regard to family, land and the economy need serious re-examination so that they are not entrenched or reinforced.

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In the new South Africa women will not immediately have the education, skills and resources to claim the rights provided in the constitution and laws. It shall therefore be the duty of the state to take appropriate measures to ensure the principle of gender-equality. Equally, our legal system must be easily accessible, with a judiciary which is familiar with the experience and has the confidence of the least privileged sections of our people. Women's right to democratic participation in all decision making must be there in principle and in practice. These and other recommendations, which will be circulated in the Seminar's report should provide a basis for thorough discussion amongst the people so that we can adopt policies which will help create a society free of gender-oppression.

#### THE CHARTER OF WOMEN'S RIGHTS

Men and women alike bear the responsibility for eliminating gender-oppression. However, women must take the lead in creating a non-sexist South Africa. They must move the ANC and the MDM to adopt policies and forms of organisation that facilitate the participation of women in the struggle that still lies before us.

Women must lead the national debate for a Charter of Women's Rights which will elaborate and reinforce our new constitution, so that in their own voice women define the issues of greatest concern to them and establish procedures for ensuring that the rights claimed are made effective.

We call upon the ANC Women's League to initiate a campaign for the Charter involving all other structures of our organisation, the membership and supporters throughout South Africa.

The campaign should involve millions of women directly in the process of determining how their rights would be protected in a new legal and constitutional order. Such an initiative will provide the opportunity to set an example of democracy in practice, and be a major agency for stimulating women to break the silence imposed on them.

Based upon the demands and needs of African women, the great majority and the most oppressed, it should draw in and represent the wishes of women from all sections of South African society, and as such be an important step in preparing over half the population for full citizenship and equality.

Although the principal themes of the Charter must be guided by women, men must be engaged in the process, so that we ensure that the Charter has the backing of the widest strata of society.

Although the dominant always find it difficult in the short term to give up age-old privileges and habits, in the long run they only stand to gain from living in a world in which the health, happiness and welfare of all is guaranteed.

FOR FURTHER INFORMATION CONTACT. ANC. PO. BOX 61884 MARSHALL TOWN JOHANNESBURG 2107.

PROGRAMME

TIME

14:00 9 24:00  
08:00 9 09:00  
09:00 \_ 09:30  
09:30 & 09:40  
09:45 - 09:55  
10:00 - 10:30  
10:35 w 11:05  
11:10 - 12:00  
13:30 9 19:00  
13:30 - 14:15

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ANC WOMEN'S LEAGUE NATIONAL CONFERENCE

'DAY 1: 24 APRIL 1991

ACTIVITY

ARRIVALS, REGISTRATION AND

ACCOMMODATION ALLOCATION

DAY 2: 25 APRIL 1991

REGISTRATION

PROCESSION FROM CITY HALL

TO SKILPAD5SAAL

CHAIRPERSONS: RAY SIMONS

RUTH MOMPATl

OPENING PRAYER BY KIMBERLEY

WOMEN

OPENING REMARKS

WELCOMING DELEGATES AND

GUESTS - BY A. SISULU

KEYNOTE ADDRESS \_ BY G SHOPE

READING OF COMRADE PRESIDENT

O R TAMBO'S OFFICIAL OPENING

ADDRESS

MESSAGES OF SOLIDARITY

END OF OPEN SESSION

CLOSED SESSION

CHAIRPERSONS:

THENJIWE MTHINTSO

BERTHA MASHABA

INTRODUCTION AND ADOPTION

OF RULES OF PROCEDURE AND

PROGRAMME \_ 3y KHOSI XABA

1

VENUE

HOTEL OR CENTRAL

ARRIVAL VENUE

SANARAMA

CONFERENCE CENTRE

CITY HALL

SKILPAD SAAL

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? TIME \_ ACTIVITY 1 : VENUE  
1 \$\$TEOIEE\$%;30 PRESENTATION OF REPORTS E SKILPAD SAAL  
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; k x by Thembi Majola . pd: Ox  
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?%535 - IS:\$Q DISCUSSION OF REPORTS ' SKLLPAD SAAL  
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m ANNOUNCEMENTS ON AND I  
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DAY 3: 26 APRIL 1991  
09:00 - 11:30 DISCUSSIONS AT COMMISSIONS SUNAHAMA &  
0g SKLLPAD SAAL  
WWW  
LETUU - 13:00 REPORT BACK ON COMMISSIONS SKILPAD SAAL  
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N19\$30 -1 COMMISSIONS CONllNUE UNllL  
THEY FINISH.)  
DAY 4: 27 APRIL 1991  
08:00 - 08:30 REPORT BACK ON POA COMMLSSIONS SKILPAD SAAL  
I  
08:30 - 09:00 DISCUSSION ON REPORT BACK  
!  
09:05 - 09:20 REGlSTRATlONS AND CREDENTlALS  
COMMITTEE REPORT  
11  
09:30 - 11:30 a) Res OlULiOnS SKILPAD SAAL  
b) Adoptlonyof FDA  
0) Presentakion of draft  
conferenge declaration



TIME

11:35 - 13 00

13:00 - 14:00

14:05 - 18:00

08:30 - 10:00

10:05 - 11:00

11:30 - 12:00

11:00 - 13:00

13:00

DAY 4; 26 APRIL 1991

ACTIVITY

ELECTIONS BYELECTORAL COLLEGE

LUNCH

ELECTORAL OFFICERS PROCEED

DAY 5: 28 APRIL 1991

ADOPTION OF FINAL

CONFERENCE DECLARATION

ANNOUNCEMENT OF ELECTIONS

RESULTS

ACCEPTANCE SPEECH BY NEWLY

ELECTED PRESIDENT.

END OF CLOSED SESSION

CLOSING ADDRESS by DEPUTY

PRESIDENT N MANDELA

PRESS CONFERENCE

R A L L Y

CULTURAL PERFORMANCE AND

STALLS 1

ARRIVAL OF CONFERENCE

PARTICIPANTS AND GUESTS

CHAIRING: BARBARA MASEKELA

HILDA NDUDE

EUNICE KOMANI

OPENING REMARKS AND

WELCOME BY COMRADE RUTH

MOMPATI

VENUE

SKILPAD SAAL

SUNARAMA

SKILPAD SAAL

GALESHEWE STADIUM

KIMBERLEY

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DAY 5: 28 APRIL 1991

ACTIVITY

ADDRESS BY DEPUTY PRESIDENT

CUE NELSON MANDELA

CONFERENCE RESULTS AND

DECLARATIONi

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01'" WOMEN by ?VCHALRPERSON OF THE

ELECTORAL COLLEGE

CULTURE

VENUE

ANC Women's League National Conference 24-28 April 1991

SPEAKING RIGHTS REQUISITION FORM

Delegate's Name

Branch/

Department/ Region/

Organisation National

Topic

ANC Women's League National Conference 24-28 April 1991

SPEAKING RIGHTS REQUISITION FORM

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ANC Women's League National Conference 24-28 April 1991

SPEAKING RIGHTS REQUISITION FORM

Delegate's Name

Branch/

Department/ Region/

Organisation National

Topic

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## CONTENTS

Draft structure of the ANCWL

Political and Structural Relationship between ANCWL  
and the AN C

Draft Programme of Action

Conference Programme

Nomination Procedure and Guide

Speaking Rights Requisition form

Zulu ANCWL Constitution

Tswana ANCWL Constitution

ANCWL NOMINATION FORM -  
NATIONAL CONFERENCE 24 - 28 APRIL  
REGION:

NAME OF PERSON BEING NOMINATED  
FROM REGION:  
PORTFOLIO:

OTHER POSITIONS HELD BY THE PERSON OR HOLDS BOTH WITHIN AND OUTSIDE THE  
ANC AND ANCWL:

MOTIVATION FOR NOMINATION:

NOMINATED BY: Branch / region:

SECONDED BY: Branch /region:

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#### WDRAFTSTRUCTURE OF THE ANCWL STRUCTURE

The suggested structure of the ANC Womenis League is being sent to you for discussion. Discussions will inevitably be in conjunction with the Draft Constitution of the ANCWL. The need to prioritize the suucture from the Constitution is however urgent as it will facilitate smoother running of the ANCWL work. All the amendments you propose shall be discussed in commissions and finalised by Conference for' adoption. It is therefore important to understand the principles on which such a structure is based.

#### PRINCIPLES

To work out the most representative 'and democratic, l ratic, efficient and acceptable structure as possible i.e. A dressing the concerns of the majority. To address the problem of a floating National Executive with no specific tasks by building into the executive daily involvement in the work of the ANCWL and not only attending of meetings of the ANCWL NEC.

- To build in the structure the principle of Democratic Centralism which guarantees accountability.
- ,7 To ensure that branches participate in all decision making including the election of the National Executive Committee.
- To ensure a clear distinction between theyPolitical Leaders and the Secretariat. which is the Admimw: oigan of the National Executive Committee, in this way tasks of the NEC will be executed more professionally and efficiently.
- To alleviate the desk work from the President and Deputy i.e. The day to day running of the office, Administration, Correspondence which they to some extent have to deal with.
- To ensure uniformity within the structures of the ANC Womenis League from the National to the lowest level.
- To broadly define tasks of the Womenis League, National structure, Regional structure and basic level structures - and how they relate, account and co-ordinate.
- To broadly define duties of office bearers to avoid ambiguity, and individual interpretation of definition of duties. '
- To facilitate the election process so that those who stand for elections know what is expected.
- To minimise financial expenditure on meetings.

#### PREAMBLE

The ANC Womenis League ANCWL functions as an autonomous body within the overall structure of the ANC of which it is an integral part. It has the right to take and implement its own policy decisions on which it is based. The ANCWL shall have the right to raise and keep its own funds at all levels the ANCWL shall co-ordinate its work with relevant ANC structures. The ANCWL will send, elect or appoint its representative to the different structures of the ANC.

#### The ANC Womenis League Structure

The ANCWL shall consist of the following organs:

1. The National Conference, which shall be the highest decision making body.
2. The National Womenls League Executive Committee (NWLEC), which shall be the highest decision making body between the national conference.
3. The National Womenis Secretariat (NWS), shall be the highest administrative body of the WL.
4. The Regional Conference, which shall be the highest decisiOn making body of the WL in the region.
5. The Regional Executive Committee, which shall be the

highest decision making body in the region in between regional conferences.

6. The extended Regional Executive meetings.

7. The Zonal meetings which shall co-ordinate work of branches in a particular area.

8. The branch, which shall be the basic organ of the ANCWL.

9. The units, which shall be working groups of the branch.

Tasks of the ANC Womenis League

1. Shall within the ANC spearhead the formulation of national policies for the emancipation and advancement of women towards a non-sexist, democratic, non-racial and unitary South Africa,

Shall inform and transform ANC policy on women.

Shall implement the decisions of the ANCWL conference.

4. Shall enunciate clearly the oppression of women in South Afn'ca and mobilise the masses of women into the struggle.

5. Shall organise the women into the ANC and the ANCWL.

6. Shall mobilise women internationally and all progressive forces to support the ANC and Womenis League politically, materially, morally and diplomatically.

Shall lead the ANC on all issues affecting women.

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8. Shall produce information and publicity material.

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Shall report regularly to the ANC.

The ANC Womenis League National Conference

(a) Shall be the highest policy and decision making body of the ANCWL.

(b) Shall be convened once in three years. An extraordinary conference can be called by a minimum of 7 regions.

(c) At least 90% of delegates to the conference shall come from branches of the Womenis League in proportion to

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their membership. Special provision can be made to ensure adequate representation of areas where membership is reduced.

((1) The NWLEC may invite individuals who have made a special contribution to the struggle or who have special skills or experience to offer to the conference, their total number must not exceed ten per cent of delegation.

(6) All members of the ANCWL will attend conference as full delegates, with voting and speaking rights.

(f) The NWLEC may invite observers to the conference, who will have speaking rights.

(g) The NWLEC shall appoint a conference preparatory committee in advance, determine the precise procedure for selection of delegates and indicate how the membership can ensure that their concerns are on the agenda.

(h) The conference rules of procedure shall be determined by the conference itself based on democratic principles.

(i) Voting on key questions, including election of office - bearers and members of the NWLEC, shall be by secret ballot.

0) Shall elect the National Womenis League Executive Committee.

NB. There are two schools of thought as to how the national executive committee should be elected and composed.

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Conference will elect 11 executive committee members and confirm regional Chairpersons who will be members of the national executive committee. Thus conference will elect:

1. The National President

The Deputy National President

The Secretary General

The National Organiser

The National Treasurer

Six additional members and

Confirm the regional Chairpersons to ensure regional representation.

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Conference elect 25 executive committee members.

Thus conference will elect.

1. The National President

The Deputy National President

The Secretary General

The National Organiser

The National Treasurer

20 additional members

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(k) Shall draw up a programme of action of the Woments League

(l) Shall set up specialised committees and assign specific tasks and duties to these committees.

(m) Shall review national and international development since the last conference of the League.

The National Womenis League Executive Committee

Tasks

(a) Shall implement decisions of the conference and recommendations from the regions.

(b)

Shall hold office for three years.

(0) Shall execute, supervise, monitor and direct the work and programme of action of the Womenis League.

The NWLEC shall have the right to co-opt new members to replace persons who cease to be members.

The NWLEC shall meet at least four times a year.



Shall receive reports from the regional committees, branches (via the regional committee) and representatives of the WL.

Shall appoint a National Finance and control committee.  
Shall appoint co-ordinators of the National WomenTs League specialised committees, the administrative secretary and national representatives and direct their work.

(d)

(e)

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(h)

(i) Shall convene and make necessary preparations for the national conference.

0) Shall report to conference on the national state of organisation, implementation of the WL programme of action and on international work of the League, and submit a financial report.

(k) Shall review national and international developments since the last meeting of the NWLEC.

(l) Shall constitute and direct the work of the National WomenTs League Secretariat through which it shall conduct its work.

(m) Shall report to the WL membership quarterly

(n) Shall report to the ANC NEC at least twice a year on the state of organisation of the WL and recommend new initiatives.

(0) Shall manage and control all national property and funds of the League.

Composition

To views:

1. Shall consist of the National President, Deputy President, Secretary General, National Treasurer, National Organiser, The Chairpersons of the regions, 6 additional members.

2. Shall consist of the National President, Deputy President, Secretary General, National Treasurer, National Organiser and 20 additional members.

The National Womenis Secretariat (NWS)

Tasks

(a) Shall be daily administrative organ of the WL.

(b) Shall execute the tasks of the Womenis League as laid down by conference and the NWLEC.

(c) Shall co-ordinate, supervise and direct the work of the Womenis League.

((1) Shall receive and consider reports from all regions and representatives of the WL.

(e) Shallreport to the NWLEC on the state of organisation, programme of action and intemau'onat work of the WL and recommend initiative.

(l) Shall appoint and direct staff members of the National office.

(g) Shall meet at least once a week.

Composition

Shall consist of full-time members of the WL-based at the headquarters viz;

i) Secretary General

ii) Co-ordinators of the National specialised committees

iii) Administrative Secretary

iv) The National President, Deputy President, Treasurer an National Organiser shall be ex-ciofico members.

The National office of the Women's League shall consist of the following offices:

- (i) The President's office
- (ii) The office of the Secretary General
- (iii) The office of the National Treasurer
- (iv) The office of the National Organiser

Office of the President

(i) Shall consist of the National President, the Deputy and a Personal secretary

(ii) Shall direct the work of the political committee.

Tasks of the National Women's League

President

1. Shall head the WL, the National Women's Executive Committee

Shall submit reports of the WL to the ANC

Shall preside over meetings of the NWLEC

Shall supervise, and monitor the overall work of the WL

Shall ensure collective work and collective decision making processes within the NWLEC

Shall report regularly to the NWLEC

Shall work full-time for the ANCWL and be based at the headquarters.

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Tasks of the Deputy National President

1. Shall deputise for the National WL President in her absence

2. Shall assist the National WL President in the execution of her duties.

Shall head the political committee

Shall work full-time for the ANCWL and be based at the headquarters.

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The Political Committee

4 Tasks

1. Shall strengthen the Women's League and raise higher the political consciousness of the women

2. Shall in consultation with the NWLEC and the Department of Political Education, work out a general programme of political education for the Women's League

Shall monitor the political programme of the ANCWL

Shall prepare national statements and speeches of the ANCWL

Shall prepare speakers notes for the ANCWL.

Shall select candidates for political schools

Shall report regularly to the NWLEC.

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Office of the Secretary General

1. Shall consist of the National Secretary, the Administrative Secretary, specialised committees and staff members.

2. Shall be the administrative office of the WL and the National Office.

3. Shall co-ordinate all WL and National Office work

4. Shall liaise with departments of the ANC and the Youth League who do not have counterparts in the WL

5. Shall deal with correspondence.

Duties of the Secretary General

1. Shall be the chief political administrator of the WL

2. Shall take down minutes of the NWLEC

Shall convene and preside over NWS meetings

Shall deal with correspondence relevant to her work

Shall liaise with departments of the ANC who do not have counterparts in the WL

6. Shall bring to the attention of all ANCWL offices and structures issues that need prompt attention

7. Shall ensure the smooth running of the WL, the NWS by following up issues with the NWLEC members and

NWS members and National Committee co-ordinators

8. Shall deal with matters regarding national office personnel

9. Shall prepare NWLEC and NWS reports for the NWLEC

10. Shall prepare policy statements of the WL

11. Shall work full-time for the ANCWL and be based at Headquarters

12. Shall report regularly to the NWLEC, and inform NWS on decisions of the NWLEC.

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Duties of the Administrative Secretary

1. Shall record all incoming and outgoing correspondence and pass incoming mail to the National Secretary for information

2. Shall direct all NWS work regarding tiling, typing and circulation of all WL documents and correspondence

3. Shall deal with correspondence of the WL and pass it on to the relevant specialised committees and national offices of the WL

Shall be responsible for all administrative staff matters

Shall take minutes of all NWS meetings

Shall convene and preside over staff meetings.

Shall supervise work of the administration staff members

Shall prepare reports of the NWS

Shall report regularly to the Secretary General.

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The Office of the National Treasurer

1. Shall consist of the National Treasurer, fundraiser, project officer, Bookkeeper, transport officer and logistics officer

2. Shall direct the work of the specialised committee on fundraising and liaise with the sub-committee on projects.

Duties of the National Treasurer

1. Shall prepare national budgets of the WL

2. Shall keep and bank funds of the WL

3. Shall be one of the 3 signatories of the WL - (others will be the National President and the National Secretary

4. Shall keep records of the funds and equipment of the ANCWL .

5. Shall liaise with the ANC TGO, and all external and national donors -

6. Shall prepare quarterly financial reports for the WL, and arrange for the annual auditing of books.

The National organisers office

1. Shall co-ordinate all the work of organising the ANCWL nationally

2. Shall devise mechanisms of recruiting new members and generally strengthening the organisational machinery of the ANC

A GLOSSARY:

TO EXPLAIN CERTAIN WORDS USED IN THIS DOCUMENT  
FOR A PROPER POLITICAL CONTEXT

AUTONOMOUS BODY

INTEGRAL PART

ENUNCIATE

EXTRAORDINARY CONFERENCE

PROGRAMME OF ACTION

COLLECTIVE

EXECUTE/EXECUTION

COORDINATE/COORDINATOR

COUNTERPARTS

LAUNCH/LAUNCHED

DEVELOPMENT

PROJECT (PROPOSAL)

OPTIMUM UTILIZATION

An independent body capable of being sued and of  
sueing and making its own decisions with regard to  
Administrative, Financial and Policy matters regarding  
Women.

: It forms part and parcel of.

: Explain and spell out.

: A conference not called or taking place as according to  
the specified period of agreement as stated in the  
ANCWIJs constitution and called for one reason.

Necessitation the bringing forward of the next date of  
conference.

: A set of activities stated in a document to which the  
ANCWL commits itself to undertaking (Through its  
membership) as an organisation.

: People to be consulted in the decision making process  
or working process for action to be taken.

: Putting into action/the process of putting into action.

: Cause to function together or in proper order or one  
who caused the functioning.

Someone who does the same work or job in another  
structure or organisation or department.

: Announcing formally to the public an elected structure  
or department or organisation that which has been  
formally announced.

: Gradual unfolding

: A written request with clear detailed information on  
what needs to be done how, who, when, which  
organisation or body or party will this project belong  
to.

: Full use/best use.

AFFIRMATIVE ACTION

MANIFESTATION

BILL OF RIGHTS

CODE OF CONDUCT

GUIDE/GUIDELINES

PERIODICAL

RESOURCE CENTRE

FORMULATION

EVALUATION

POLICY (IES)

DEMARCATATION

EX OFFICIO

GROUNDDED

EXTENDED/COMMITTEE/MEETING

MECHANISM (S)

MANDATE/MANDATED

UNIT (S)

A positive way of discriminating in favour of a certain grouping as a result of broad agreement on the disadvantages suffered by this specific group and this is a way of bringing standards up deliberately to catch up with other groups.

Show plainly to eye or mind.

A document that emphasises the rights of an individual in the constitution.

' An established set of rules of a particular organisation on how membership should behave, to which membership binds itself of joining.

' That which clearly states how issues can be dealt with, not necessarily directing but people can choose part or all or decide on their own way of doing things but not contradicting ANC policy.

: As according to a certain ellapsed time or as per agreement by parties concerned eg. 3 years, 4 months etc.

An identifiable place where certain materials are recorded and stored for accessibility eg. books, cassettes and documents.

Express is a formula say forth systematically. The making of

: Examining strengths and weaknesses.

: A general plan of action.

An agreed upon manner of division of an area or areas.

One who is a member of a committee, who is not elected into the committee but represents oneis department or structure and has no rights of voting.

: Thoroughly understands the basics.

A form created to ensure wider consultation of certain people or issues as decided by a committee/meeting through inviting certain people as identified by the fulltime committee.

A certain way of doing things by using certain criteria as determined.

Being given certain authority to undertake certain tasks to the vest of ones ability at a particular forum.

Individual thing or person.

3. . Shall keep all records regarding membership branches, zonal and regional structures of the League
4. Shall promptly attend to all problems referred to Headquarters on matters of organisation
5. Shall co-ordinate campaigns launched by the ANCWL
6. Shall consist of the National organiser, the campaigns co-ordinator, membership co-ordinator and 3 other staff members.

#### Composition

1. National Organiser
2. Campaigns Co-ordinator
3. Membership Co-ordinator
4. 3 Staff Members

#### Specialised Committees of the Women,s League

The National conference and the NWLEC shall set up specialised committees of the WL to carry out work of the Womenis League they will be as follows:

1. The National Womenis Development Committee
2. The National Committee on Womenis Emancipation
3. The National Committee for Peace, Justice, environment, national and international solidarity relations

The National Fund-raising Committee

The National Committee on media, information and publicity

6. The National Conference shall set up additional specialised committees and assign specific duties to these committees.

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1. The National Women,s Development Committee

#### Duties

- (a) Shall be responsible for the development of women focusing on education, health, training and projects
- (b) Shall liaise with WL regions on matters regarding education, health, training and projects
- (c) Shall liaise with the ANC and other service organisations dealing with education, training projects
- ((1) Shall draw project proposals of the WL for national and international donors
- (e) Shall report regularly to he NWS
- (f) Shall encourage optimum utilization of the opportunities offered for womenis political education through the various scholarship programmes
- (g) Shall promote acceptance of the idea of affirmative action in favour of women in development and employment opportunities as a way of correcting historical injustices and inequalities.

#### Composition

Shall be composed of:

1. Co-ordinator of the National Womenis development committees
2. Education Officer
3. Project Officer
2. The National Committee on Womenis

#### Emancipation

#### Duties

- (a) Shall focus on the laws, administrative practices and affirmative action programmes
- (b) Shall deal with leadership and skill development of women
- (c) Shall liaise with the ANC National commission on Womenis emancipation
- (d) Shall establish and co-ordinate a gender research committee
- (e) Shall elaborate the manifestations of gender oppression for all racial groups and strategise on how these should be dealt with generally and specifically
- (t) Shall give guidance on issues relating to South African Women,s Emancipation .
- (g) Shall produce policy guidelines on issues affecting

women with regard to customary/religious practices such as polygamy, lobola, property and inheritance, land - use, widowhood, divorce, family relations etc.

(h) Shall promote social and legal restraints to violence against women and girls (viz. wife-battering, rape and statutory defilement i.e. sexual contact with minors who are below the age of consent with the development of our society.

(i) Shall promote social legislation towards the elimination of all forms of discrimination against women such as would be consistent with the development of our society

(j) Shall promote family-life education which is targeted as much to women as it is to men

(k) Shall promote conditions for balanced parental roles in nation-building and defend all children's rights

(l) Shall ensure that the Bill of Rights covers all women's rights, and ensure its implementation

(m) Shall examine the existing ANC code of conduct with a view to ensuring that it incorporates women-specific rights and protective measures as well as followup to ensure implementation

(n) Shall broaden the debate about women's place in society beyond the women's caucuses

(o) Shall promote the establishment and the strengthening of a National Commission on Emancipation which will be an avenue for enabling the entire membership of the ANC to exercise its responsibility for the emancipation of women

(p) Shall report regularly to the NWS.

#### Composition

Shall consist of:

1. Co-ordinator of the committee
2. 3 other full-time members
3. National Committee for Peace, Justice, Environment, National and International Solidarity relations

#### Duties

(a) Shall focus on peace issues internally and externally and on international solidarity

(b) Shall mobilise the international women's movement, progressive organisations and individuals to support the struggle waged by the people of South Africa and the Women's League

(c) Shall monitor the work of the WL representative in international and national women's organisations

(d) Shall study the international and national situations and make recommendations to the women's secretariat on the selection and preparation of delegates to conferences and shall receive reports from such delegates

(e) Shall keep the WL in close contact with national and international women's groups including the broad anti-apartheid groups.

(f) Shall co-ordinate with the regional committees

(g) Shall report regularly to the NWS.

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4. Shall promptly attend to all problems referred to i Headquarters on matters of organisation
5. Shall co-ordinate campaigns launched by the ANCWL
6. Shall consist of the National organiser, the campaigns co-ordinator, membership co-ordinator and 3 other staff members.

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The National Committee on media, information and publicity

6. The National Conference shall set up additional specialised committees and assign specific duties to these committees.

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- (j) Shall promote family-life education which is targeted as much to women as it is to men
- (k) Shall promote conditions for balanced parental roles in nation-building and defend all children's rights
- (l) Shall ensure that the Bill of Rights covers all women's rights, and ensure its implementation
- (m) Shall examine the existing ANC code of conduct with a view to ensuring that it incorporates women-specific rights and protective measures as well as follow-up to ensure implementation
- (n) Shall broaden the debate about women's place in society beyond the women's caucuses
- (o) Shall promote the establishment and the strengthening of a National Commission on Emancipation which will be an avenue for enabling the entire membership of the ANC to exercise its responsibility for the emancipation of women
- (p) Shall report regularly to the NWS.

#### Composition

Shall consist of:

1. Co-ordinator of the committee
2. 3 other full-time members
3. National Committee for Peace, Justice, Environment, National and International Solidarity relations

#### Duties

- (a) Shall focus on peace issues internally and externally and on international solidarity
- (b) Shall mobilise the international women's movement, progressive organisations and individuals to support the struggle waged by the people of South Africa and the Women's League
- (c) Shall monitor the work of the WL representative in international and national women's organisations
- ((1) Shall study the international and national situations and make recommendations to the women's secretariat on the selection and preparation of delegates to conferences and shall receive reports from such delegates
- (e) Shall keep the WL in close contact with national and international women's groups including the broad anti-apartheid groups. '
- (f) Shall co-ordinate with the regional committees
- (g) Shall report regularly to the NWS.

## Composition

Shall consist of:

1. Co-ordinator of the committee
2. 3 other staff members
- . 4. The National Fund-raising Committee

## Duties

- (a) Shall focus on fundraising nationally and internationally for the WL
- (b) Shall assess the material needs of the WL, as a whole, and find ways of meeting those needs
- (c) Shall keep records on funds-raised by the WL
- ((1) Shall co-ordinate with the regional fund-raising committee
- (e) Shall draw guidelines on fund-raising
- (f) Shall report regularly to the NWS

## Composition

Shall consist of:

1. National Co-ordinator for fund-raising
2. 1 other staff member
5. National Committee on Media, information and publicity ,

## Duties

- (a) Shall produce information and other propaganda material for women internally and internationally
- (b) Shall deal with such aspects of the WL work as the radio leaflets, briefings, periodicals, publication, films, press and training of publicity personnel
- (c) Shall establish a resource centre and organise material to serve research needs of the WL
- (d) Shall liaise with the regional committees
- (e) Shall liaise with the ANC DIP
- (1) Shall report regularly to the NWS

## Compositions

Shall consist of:

1. Co-ordinator of the Committee who shall be the editor of the Organs/Journals of the WL
2. 5 other full-time members

## REGIONAL WOMEN'S LEAGUE

### STRUCTURES

#### THE REGION

#### Tasks .

1. Shall ensure that all South African Women in the region are mobilised into functioning ANC branches and those of the WL
2. Shall ensure that all members are grounded in policies of the movement and that members in the region discuss and understand current political strategies and tactics of the ANC and the WL as well as the international situation
3. Shall implement decision and recommendations of the WL in the region
4. Shall ensure that members participate in the formulation and evaluation of the policies of the ANC and the WL
5. Shall raise funds for the WL in the region, and for specific national activities. In turn the regions will receive some funds from the national office for specific regional activities
6. Shall report quarterly to the NWS.

## Composition

The region of the ANCWL shall correspond to the demarcation of the regions as set by the ANC

### Organs of the Region

#### The Regional Conference

#### The Regional Women's Committee (RWC)

#### The Regional Women's committee extended meeting

#### The zonal co-ordinating structure

#### The Branch Executive Committee (BBC)

#### The Branch

#### The units

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Shall be the highest decision making body in the region

Shall be held once a year and more often requested by one third of all branches

Shall elect the regional Women's executive committee, through a secret ballot

4. Prior to the national conference it shall nominate members of the NWLEC and finalise all regional input to national conference

5. Shall try to resolve all political, social and other problems that members may face before passing them over to the NWLEC or national conference

6. The delegation at the regional conference shall reflect the participation of all branches, and the principle of proportional representation, with special attention paid on securing adequate representation of areas where membership is reduced.

7. Shall be attended by members of the RWC who shall have full voting and speaking rights as ex-officio participants

Shall receive and consider reports from the RWC

Shall carry and develop ANCWL policies and programmes in the region ,

10. Pending the creation of branches and the holding of regional conference in any region, the NWLEC shall set up an interim regional Women's Committee for the area.

The Regional Conference

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The Regional Women's Committee

Duties \_

1. Shall carry out decisions of the Women's League National structures and those of the regional conference and the extended regional meeting

2. Shall elect the regional working committee which shall be a core group of the RWC and shall consist of not less than one quarter of its members, all of whom shall reside within fifty miles of the regional headquarters. It shall perform the duties and functions the RWC to which it shall report. The working committee shall meet at least once a week

3. Shall mobilise ANC women into the ANCWL and organise them into functioning ANCWL branches

4. Shall ensure that all ANCWL members are grounded in the policies of the movement and those of the ANCWL and that members in the region discuss and understand current political strategies and tactics of the ANC and the WL as well as the situation internationally

5. Shall ensure that members participate in the formulation and evaluation of the policies of the ANC and the WL
6. Shall ensure that the NWLEC is acquainted with such political, social and other problems that members may face regionally. It shall however, try to solve these problems before passing them over to the NWLEC
7. Shall raise funds for the Women's League
8. Shall second one of its members to the ANC Regional Executive Committee
9. Shall manage and control funds for the ANCWL in the region
10. Shall submit quarterly reports to the NWS on the state of organisation, the financial position of the region and such other matters as may be specified
11. Shall report to the regional conference and the extended regional executive meeting, and the branches
12. Shall meet at least once a month
13. Shall be in office for a period of three years.

#### Composition of the RWC

1. The Regional conference will elect RWC consisting of chairperson, deputy chairperson, secretary, treasurer, organiser and other persons, each of whom would liaise and carry out tasks of one of the special committees of the WL
2. The organiser/secretary be a full-time functionary of the WL.

#### Duties of the Regional Chairperson

1. Shall preside over all RWC meetings
2. Shall see to the implementation of tasks assigned by the higher and lower organs of the WL
3. Shall supervise and monitor the overall work of the WL on the region
4. Shall ensure collective work and collective decision making processes in the region
5. Shall submit reports of the WL to the ANCWL NWLEC and the ANC in the region
6. Shall report regularly to the RWC and the membership in the region.

#### Duties of the RWC Secretary

1. Shall take minutes of the meetings of the RWC and the extended RWC meetings
2. Shall keep records and decisions, documents correspondence etc. of the RWC

Shall liaise with the NWLEC on behalf of the RWC

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the region and ask for two monthly reports, including feedback, on all activities of the Women's branches. to be discussed by the RWC

Shall be the administrator of the RWC

Shall in consultation with the chairperson, convene meetings of the RWC

Shall prepare reports of the RWC

Shall report to the RWC

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Shall deputise the chairperson in her absence

Shall assist the chairperson in carrying out tasks

3. Shall report regularly to the RWC

#### Duties of the Deputy - Chairperson

1..

2.

#### Duties of the Treasurer

Shall liaise with the secretaries of the WL branches in

1. Shall be responsible for raising material support for the WL

Shall keep records of funds raised

Shall report regularly to the RWC

Shall prepare two-monthly financial reports for the

RWC

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#### Duties of the Regional Organiser

1. Shall co-ordinate all the work of organising the WL in the region
  2. Shall devise mechanisms of recruiting new members and generally strengthening the organisational machinery of the ANC
  3. Shall keep all records regarding membership branches zonal structures of the WL
  4. Shall co-ordinate campaigns in the region
  - 5 Shall report regularly to the RWC
- Regional Co-ordinators of the WL Committees  
See duties from national committees

#### THE ZONE

##### Duties

1. Shall bring together branches in a particular area (viz, town, rural area, city) for the sole purpose of co-ordination of work developed in the branches or area. Demarcation of a zone will correspond to that of the ANC
2. Shall identify common problems and launch campaigns around them
3. A zonal structure will be constituted by the two representatives from the branches who will carry out mandates from branches and report back to the branch
4. Shall facilitate cooperation among women in meeting the objectives of the committee of the WL.

#### The Branch

##### Duties

1. Shall be the basic organ of the ANCWL
  2. Shall consist of not less than 20 paid-up ANC women members .
  3. Shall be the organ at which regional and national programmes and projects are delivered
- Every member of the League shall belong to a branch  
Every branch shall be registered with the RWC  
Shall meet at least once a month  
Shall be the place where members exercise their basic democratic rights to discuss and formulate policy  
Shall be the basic unit of activity for members  
Shall elect annually a branch chairperson, secretary, treasurer, organiser, education and projects officer, political education officer and 3 other members of the committee - election shall be by secret ballot
10. For the purpose of small discussion and working groups the branch shall be divided into units
  11. Shall raise funds for the branch of the WL and for specific regional and national activities. In turn the branch will receive some funds from the regional office for specific activities.

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#### Branch Executive Committee

1. Shall compose of a elected members viz, chairperson, secretary, treasurer, organiser, education and projects office, political education officer and three other committee members

2. Shall carry out day-to-day affairs of the branch
3. Shall raise funds for the WL branch, and for specific regional and national activities. In turn the branch will receive some funds from the regional office for specific activities
4. Shall submit reports on its work and activities to the branch meetings

Shall report twice a month to the RWC

Shall look after the funds of the branch

Shall elect a representative of the RWC to sit in the ANC branch committee

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Duties of the Branch Chairperson

1. Shall preside over branch meetings and those of the Branch Committee '
2. Shall ensure the implementation of tasks assigned by higher organs of the WL
3. Shall supervise and monitor the overall work of the WL in the branch
4. Shall ensure collective work and collective decision making processes in the branch
5. Shall submit branch reports to the RWC and the ANC branch committee
6. Shall report regularly to the branch committee of the WL.

Branch Secretary

1. Shall take minutes of the branch and the branch committee
2. Shall keep records of decisions, documents, correspondence etc. of the branch
3. Shall liaise with the RWC and the ANC branch on behalf of the branch
4. Shall liaise with the convenors of the units and compile regular reports from their reports
5. Shall be the branch administrator
6. Shall in consultation with the chairperson convene meetings of the branch
7. Shall prepare branch reports
8. Shall report to the branch committee

Branch Treasurer

1. Shall co-ordinate and initiate fund-raising activities in the branch for the WL
- Shall keep all records of funds raised by the branch  
Shall report regularly to the branch  
Shall prepare two-monthly financial reports to the branch and the RWC

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Branch Organiser

1. Shall co-ordinate all the work of mobilising and organising women in the branch into the ANCWL
2. Shall devise mechanisms of recruiting new members and those of strengthening the branch organisationally
3. Shall keep all records regarding membership of the WL in the branch, including potential membership
4. Shall co-ordinate campaigns in the branch
5. Shall report regularly to the branch executive of the WL.

Branch Political Education Officer

1. Shall strengthen the Women's League by raise higher the political consciousness of women in the ANC
2. Shall liaise closely with the various special committees of the WL at regional level
3. Shall ensure that the branch follows a political programme of action
4. Shall monitor the development of all branch members
5. Shall ensure that branch members are grounded in ANC and ANCWL policies
6. Shall arrange lectures, seminars and workshops etc. in co-ordination with the branch executive
7. Shall report regularly to the branch and the branch committee

Branch Education and Project Officer

1. Shall deal with the educational problems and education needs of women in the branch
2. Shall liaise with the regional co-ordinator of the committee on women in the branch ,
3. Shall be responsible for the development of women focusing on education, training and projects  
Shall draw up and co-ordinate branch projects  
Shall report regularly to the branch and the branch committee
6. Shall promote acceptance of the policy of the affirmative action in favour of women in development and employment opportunities as a way of correcting historical injustices and inequalities.

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Issued by ANCWL TASK FORCE





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NOMINATION PROCEDURE  
AND GUIDE

NOMINATIONS

1. First level nominations shall be at the branch as this' is the basic structure of the ANCWL.
2. Second level nominations shall be at the mgioxi.
3. Third level nomination shall be at national conference.
4. According to the draft structure document there are two views expressed as to how the national executive committee should be composed and elected.

FIRST VIEW .

- 4.1 The President
- 4.2 The Deputy President
- 4.3 The National Secretary
- 4.4 The National Treasurer
- 4.5 The National Organiser
- ' 4.6 Six additional members
- 4.7 14 Regional Chairpersons - to be confined at conference.

SECOND VIEW

- 4.1 The President
  4. 2 The Deputy President
  - 4.3 The National Secretary
  - 4.4 The National Treasurer
  - 4.5 The National Organiser
  - 4.6 20 additional members
- Regions should discuss both view and decide on the best option.

PORTFOLIOS

The President, her Deputy, the National Secretary, Treasurer and Organiser shall be full-time functionaries of the ANCWL and base at the Head Quarters. By implication they shall be paid by the treasury of the ANC/ANCWL.

Regions are to confirm their nominations at National Conference. However, regions are encouraged to discuss their nominations before conference. Your nominations do not have to be necessarily restricted to your region. The nomination form which will be filled in at conference will be attached to this document for guidance.

POLITICAL AND STRUCTURAL RELATIONSHIP  
BETWEEN THE ANCWL AND THE ANC, PAPER  
PREPARED BY THE NATIONAL WOMEN'S  
LEAGUE TASK FORCE

Background

This paper serves as a guide to the problems which have arisen in the process of rebuilding the ANC and ANCWL relating to how the ANCWL relates to the ANC.

In our rebuilding of the ANC and ANCWL there has been a number of problems arising from how the ANCWL relate to the ANC. Problems seemed to have arisen from the old notion of regarding the league as an auxiliary organ of the ANC. Thus having no autonomy - even organisationally. It is therefore important for us as the league to try and have a common understanding on this problem and come up with concrete ways of how we relate with ANC structures at all levels (from unit, branch, zonal, regional and national).

POLITICAL POSITION OF THE ANCWL  
WITH THE ANC

According to the ANC interim constitutional framework the ANC Women's League shall have the same basic structure, namely national, regional and branch. Its objectives will be to defend and advance the rights of women, both inside and outside the ANC, against all forms of national, social and gender oppression and to ensure that women play a full role in the life of the organisation, in the people's struggle and in national life. The Women's League will function as an autonomous body with the overall management of the Aug; of which it will be an integral part? (pg 5 clause 4 - under organisational structure emphasis mine.) So far there has not been any elaboration of definition on what is meant by autonomy of the ANCWL by the ANC.

Past experiences

At the May 1990 Lusaka workshop which discussed the rebuilding of the League, the question of autonomy was thoroughly discussed. We drew experiences from how in the past the League and the Women's Section operated before the banning of the ANC and in exile. It was very clear that there were a number of limitations which hindered work of these bodies in their effort to work for the total emancipation of women, as all their decisions and programmes could not be implemented without approval from the ANC. They did not have any autonomy. In most cases they were equated to a department. They did not have their own banking account and yet they raised funds. They could not use funds raised as they wished to.

Definition of autonomy

From these experiences and the present position of the ANC which regards the League as autonomous, the Lusaka workshop thus defined autonomy as:

1. Having the right to take decisions and implement them without waiting for approval from ANC.
- the right to elect its own leadership and office bearers.  
the right to raise and receive funds and open and run its bank account - and to receive funds from the ANC as per budget and account for the use of all funds from the TGO to the TGO.

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In a nut-shell this means the League is to be organisationally autonomous.

According to the interim ANCWL constitution. "The League is founded on the principles and policies of the ANC". It thus means that this autonomy is a limited one in that as an integral part of the ANC the League is bound by the ANC policy, its code of conduct and accountability processes. But, in addition the League will have its own internal rules, regulations and procedures. (See ANCWL draft constitution section I and N)

The ANCWL and its role in the struggle for women's emancipation

One of the aims and objectives of the League is to

the spearhead of the emancipation of women in the African National Congress and the South African society as a whole", this means the League has the task of actually transforming and informing ANC policy on women and to make sure that there is implementation of this policy.

The ANC sees the liberation of women as central to the struggle for national liberation. It further admits that women's emancipation is not a by-product of a struggle for democracy, national liberation or socialism? May 2nd 1990 statement of the ANC on the emancipation of women in South Africa pg. 1). It further commits itself to making sure that statements are translated into practice by integrating gender issues in all activities and spheres of the movement. To this effect it is presently considering the appointment of a national commission on the emancipation of women to sensitise, monitor, stimulate and report on women's position. It has committed itself to the policy of affirmative action to redress inequalities between men and women.

As part of the affirmative action the ANC should start to implement the representation and involvement of women in decision making for example:

- Political Committee
- Organising Committee
- Steering Committee on negotiations
- Working groups on:
  - (i) indemnity
  - (ii) political prisoners
  - (iii) armed struggle
- Constitutional Committee
- Negotiating Task force
- Delegations to meetings with organisations and groups each time.

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We have to raise and demand from the movement of the inclusion of women in proportion to the population (women constitute 53% of the population). The Lusaka workshop recommended for at least a quota of 30% of women all ANC decision making bodies to the NEC, to the lowest and all committees and commissions.

#### FACTORS THAT HINDER THE PARTICIPATION OF WOMEN

The Legacy of oppression and exploitation of women within the social, economic and political spheres of life is the root, cause of underdevelopment of women. The following factors are the most glaring ones.

- Domestic work (unpaid labour)
- Illiteracy and lack of skills
- Negative attitudes of men
- Lack of self-confidence and reliance of women and of men in them
- Sexual harassment particularly within the ANC itself.

As subjection (G) of the clause on discipline of the Inteiim Constitution of the ANC refers, we demand the implementation of the code of conduct for all offenders in this respect.

With regard to all the factors mentioned above, the ANC has to take the full responsibility and conscientiously engage itself in improving the situation of women.

#### STRUCTURAL RELATIONSHIP OF THE ANC AND THE ANCWL

Structural relationship between the ANC and the ANCWL should flow from the political relationship between the two bodies. As noted one cannot be a member of the League before being a member of the ANC, and that the structure of the League basically flows from that of the ANC namely - national, regional and branch.

The League is supposed to spearhead the struggle for emancipation within the ANC and to transform and infonn ANC policy on women. The ANC established structures at various levels eg. national, regional, branch from which policies are derived this means the league has to participate as a body within these structures. Thus the need for the representation of the League in the national, regional and branch committees of the ANC is of necessity and of utmost importance. h r r l l i v h v l r

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The ANCWL is expected to liaise closely with the ANC, NEC, National Commission of Women and structures on issues affecting women. Structurally how this is to be done is not stated. Exile experience has been that because of lack of gender consciousness in the movement we need to have representatives in the van'ous committees, commissions and departments and structures of the ANC.

The ANCWL is a mass organisation of women within the ANC. It cannot be equated to a department. It has structures and membership which it has to represent and take care of. Apart from inter-departmental meetings the ANCWL attends at all levels, the league has the right to have a meeting or communication at all levels on issues the league wants to raise or the movement.

Representations of the league has therefore to be addressed from the highest body of the ANC, which is the national conference to the lowest structure.

We thus need to address the representation of the League as an organised voice of the women in the following decision making bodies:

1. National Conference
2. NEC
3. Regional, Zone and Branch Committees
4. Regional Conference
5. Political and Organising Committee
6. Informal Consultations e.g. COSATU, UDF, etc.
7. Negotiating bodies
8. Connection with the ANCYL

9. Departments of the ANC

10. Commissions and Committees/Conference-  
/Workshops/Seminars

11. National Commission of the Emancipation of women.  
(The establishment of this committee is long over due.  
We urge the NEC to speedily set up this committee as it  
undertook to do so years ago. We view such a delay as a  
contradiction and against progress).

#### NATIONAL CONFERENCE

The National Conference of the ANC is the supreme policy  
making organ of the ANC. Since the League has as its major  
task of spearheading the emancipation of women within the  
ANC and the South African society as a whole. If policy on  
women is part of the Conference business there is no way the  
Womenis League can be excluded as an organised voice of  
the women from the conference.

According to the ANC interim constitution - the National  
Conference receives and discusses reports of the NEC which  
includes among others a report from the Womenis League. It  
is very clear that there is no way this report can be discussed  
without the League being represented as the League. There  
might be women in the conference but they have come as  
delegated from branches and not from the League.

1. We suggest that not less than 10 delegates per region  
and 10 from the National office, a minimum total of  
150, be a delegation of the ANCWL to National  
Conference.

2. As the ANCWL, is an autonomous body its report needs  
to be part of the NEC report. The ANCWL, we suggest,  
must present its own report to national conference, and  
this must be an amendment to the Interim Constitution.

#### NEC

According to the interim constitution of the ANC - the  
president of the Womenis League shall be ex-officio member  
of the NEC.

The position is fine if the president of the League is not  
elected as a member of the NEC. We have to address the  
question of amending the constitution to cater for such.

#### REGIONAL CONFERENCE

The interim constitution of the ANC - is silent when it comes  
to position of the Women's League.

3. We suggest the following amendments, that the  
ANCWL be represented by not less than 15 delegates to  
the regional conference and that it represents its own  
report to the said conference.

#### ZONAL MEETINGS

The same principles that applies in the regional conference  
could be applicable to ANC Zonal Meetings.

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## REGIONAL AND BRANCH EXECUTIVE COMMITTEES

The ANC interim constitution states that the regional chairperson of the Women's League shall be an ex-officio member of the regional executive committee. On the branch the constitution is silent. We suggest the following amendment on the representation of the League the ex-officio membership should not be confined to the chairperson but say "The chairperson may be assisted by other members of the ANCWL". This should apply to both the region and the branch. \_

## DEPARTMENTS \_

The ANCWL has reviewed the past experience of having special desks dealing with issues found within the specialised departments of the ANC. We agreed to change this and suggest strongly to the ANC that all its departments must establish within them women's desks. The National Women's Development Committee will then focus on co-ordinating and monitoring the proper functioning of these desks within the various departments. This method ensures better integration of women and avoids duplication of work.

## CONNECTION

### LEAGUE

The Youth League and the ANC are autonomous bodies forming an integral part of the ANC. They are mass

### WITH THE YOUTH

organisations with special tasks relating to the Youth and Women. The Youth consist of young women from the age of 14-35. Within the Youth League there is a desk dealing with young women. In the Women's League draft constitution provision has been made to have a representative from the national Youth League executive committee of the ANCWL. We need to discuss this and then make sure that this representation is also at other levels and is reciprocal.

### FINANCE

As members of the ANC, the ANCWL has to receive an annual allocation from the office of the Treasurer General. For effective functioning of the regions of the ANCWL, the regional treasurers of the ANC have therefore to accommodate the ANCWL in their budgets. As per decision at the Lusaka Workshop, women wanting to become members of the ANCWL do not pay a separate membership fee for the league. This decision is based on the understanding of the economic position of women in South Africa. Preliminary discussions with the office of the Treasurer have taken place and are to continue in order to finalise the issue of the funding of the ANCWL by the TGO.

As our organisational autonomy implies, the ANCWL should have its own funds and during this period of re-establishing the ANCWL, funding is still being worked on. Be that as it may, the T60 has to continue funding the ANCWL as explained above.

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.of the activities of the branches, or

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-55" Should it assume executive powers-

If it assumes executive powers, what then should be the role  
(of the Regional Committee? This matter needs discussion, for  
and has

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it has already caused tensions in so EAMf th  
hampered progress.

2.14 Conflict has been reported between the young and the old  
women in our branches. The amount of intolerance and  
impatience displayed by our young women has been identified.  
This alienates the elderly women.

There is also a belief among elderly mature women members  
that single women should not belong to the NL, because of  
their marital status. This belief is rooted in our  
traditional culture, which views a "woman" as somebody who has  
undergone married rights. Added to this is the

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young and old women should have been brought together in one

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The Border Region has the highest number of branches. This is as a result of a proper demarcation of the rural areas. Matatiele has the largest membership per branch, i.e. 2,250. This definitely indicates that proper demarcation Di this area still needs to be done. The region with the lowest number of branches is Northern Natal. Eesale are prepared t: be membre Of the AND, but are scared. This is jue t0 the violence that has been, and centihues to be unleashed on our peahle by .he enemy. Conference will be ChanEd to look at visLehce, and how it has effected the recruitment drive 0% the ANC as a whole.

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Edenburg (Eastern Transvaal) is cur smallest branch, with h  
-members.

usioh, the Conference is being charged with the task  
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SETSWANA CONSTITUTION.

MOLAOTHEO WA MOKGATLHO WA BUMME WA ANC

(ANC WOMEN'S LEAGUE CONSTITUTION)

KE DINGWAGA'TSE DINTSI TSE MO GD TSDNE BDMME BA NTSENG BA  
GATELELWA BORARONG KA NTLHA YA MMALA, MAEMO MO SETSHABENG LE BONG  
BA BONA.

BOMME BA AFRIKA BORWA BA BILE TENG DITIRAGALDNG TSOTLHE TSA  
KGARATLHO, E LE HAROLD YA SETLHOPHA SA KGOLDLESEGO YA BOSETSHABA  
YA AFRIKA BORWA.

MME MO DITIRAGALONG TSE TEA KGARATLHD, BOMME BA IPDNTSHITSE FA E  
LE BAETAPELE BA NNETE MD KGARATLHONG GD EDNA KGDLDLESEGD YA  
SETSHABA LE YA BONE.

MDKGATLHO WA BDMME HA ANC O ILENG WA TLHOLEGA HA 1948 GO THIEELA  
KGATELELD YA SETSHABA MME WA ILEDIWA KA 1961 KA LEBAKA LA GO  
FEDISIWA GA MDLAO WA KILETSE YA ANC LE MEKGATLHO E MENGWE YA  
PUSANO MO LEFATSHENG LA RONA.

RE GDFDLA FA MAEMO A JAANDNG A BATLA GONE RONA BOMME EA AFRIKA  
BDRWA RE SEKASEKA MAEMO A RONA MD KGARATLHONG YA KGOLOLESEGO YA  
BOSETSHABA LE GO IPOPA SETLHOFHA SE LE SENGWE. GAPE RE LEMOGA  
TLHOKU YA GO FETOLA MOHGATLHD WA ANC LE MEKGATLHWANA YA YONE GO  
FITLHELELA MAIKAELELO A YONA.

RE SA LEBALE DITIRAGALO TSA BOGOLDGOLO TSA MAEMO A A SA  
ITUMEDISENG A BOMME MO SETSHABENG LE MEKGATLHDNG YA SEPOLITIKI.  
KA JALO, MOKGATLHO WA ANC WA BOMME O ILE WA TLHONGWA LE GO  
AMOGELA MOLAOTHEO O O LATELANG GO TLHALOSA MAEMO A BOMME,  
MAIKAELELO A MAEMO A BONA LE TIRO YA BONA MO BO FETOLENG AFRIKA  
BORWA GO NNA LEFATSHE LA PUSANO, LE MO GO LONE GO SENANG  
TLHAOLELE KA NTLHA YA MMALA KGOTSA BONG BA MOTHO.

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MAIKAELELD LE MAIKEMISETTO  
GU AGA LE GU RULAGANYA BUHHE GU NNA SEUPASENGWE MU G01  
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BALENG MU MEHGATLHUNG YA EGATELELD.  
GU AHAHISAVMAIEAELELU, MELAU LE MANAHEU A MUKGATLHO WA  
ANC MU GD BOHHE BOGULUSEGULO MU SETSHABEHG.  
.GU ETAFELE KGULULESEGD TA BUHHE MU MIHGATLHUNG WA ANC  
LE MU SETSHABEHG'SA MAaAFRIKA BURMA KA BUFHARA.  
GU TSHELETS TSWELUPELZ YA E-UMME LE GU EA THUS A GO AGA  
BUITSHEPU BA BONE LE MU SEI'SHABENG.  
GU TSWELETS A DHGAPHIHDI BA EOE ETC HABA, TE HWAEAGANYD LE  
BUIKARABELD MU GO TSUTLHE MO GO BUMME.  
GU TSWELETSAPELE GU TSAYA KARULU GA BOMME MU  
SETSHABENG.  
GU DIHISANA LE GU IHAGANYA LE MEKGATLHU YUTLHE YA  
PUSANO YA BUDITSHABA-TSHABA GO TSWELETSAPELE KAGISD YA  
LEFATSHE LDTLHE.  
DITSHUBUTSI TEA MUHGATLHU WA BUMHE  
MORGATLHD D AGILWE GO YA KA METHEO LE MAIKAMISETTO A  
AND KA JALU:  
D BULETSWE BUHME BUTLHE BA ELENG MALOKU A AND.  
MUHGATLHU WA PUSAND WA BDMME O U KGATLHANONG LE MEKGWA  
YOTLHE YA KGETHOLOLO YA MERAPE E MENGWE, MME O TLOTLA  
DIPUO, DITSO LE BODUMEDI BA MALOKD A DNA.  
MUKGATLHD D, UTLA BUISANA HA KGATELELU-BURARUNG YA  
BDMME U TLA:  
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A BOMME A E KABANG A MMALA. MAEMO, BDNG, BORAFE GO YA  
KA BUAGI LE GO LEKA GO TSHWARAGANYA BUMME BOTLHE BA  
AFRIKA BORWA.  
LEMOGA MANANEU A A FARULUGANENG A BOMME JAAKA. BASA,  
BAGOLU. BADIRI, BARUTEGI, BA SELEGAE, BA SETEROPD,  
JALOJALU. U TLA DIRA GO YA KA MANANEO GO ITUMEDISA  
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MALOKO

O BULETSWE BOMME BOTLHE BA DINGWAGA TSE KA FA GODIMO  
GA 18 BAO BA AMOGETSENG MAIKAELELO LE MAIKEMISETSE A  
WL. '

MEKGATLHWANA HE YDNE E TLA AMOGELANG LE GO SEKASEKA  
MAKWALD A DIKOPO KA ELE YONE MEKGATLHO E E DIRANG YA  
MOTHEO.

MEKGATLHWANA E, E NA LE TETLA YA GO AMOGELA GONGWE GO  
CANA KOPO FA FELA MABAKA A DIKGATO TSE JALO A  
SEDIMOSITSWE MME A KWADILNE SENTLE.

DIKDPO TSDTLHE TSE DI GANNWENG DI TLA SEHASEKWA GAPE  
KE MOKGATLHWANA D MOGOLWANE O O TLA DIRANG DIPATLISISO  
TSA KGANO YA DIKDPO.

DITSHWANELD LE DITIRO TSA MALOKO

DITSHWANELD

LELGKD LE TLA NNA LE DITSHWANELQ TSA GD:#

(a) TSAYA HARDLO.KA BDTLALD MD KAGDNG LE TIRAGATSDNG  
YA MAIKGELELD A NL.

(b) AMOGELA LE GD ITSISE DIKGANG TEE DI AMANANG KA  
BOPHARA MELAD LE DITIRD TSA ANC.

(o) KGALA LE GO GAKOLDLA MALOKO A MANGWE,  
BATSAMAISI, DITSHWEETSO, MAIKEMISETSQ LE MANANEO  
AAMOKGATLHO.

(d) TSAYA HAROLD MD DITLHQFHONG LE GD TLHOPHIWA GD  
NNA LEDED LA HDMITI, MOHGATLHWANA, KHMISHINI  
KGOTSA MORONGWA.

(e) RDHELA DIHAKANYD LE DIPEGO KWA MGKGATLHWANENG  
GDNGWE KGAOLO YA WL LE (NEG) KDMITING E KGOLO YA  
BOHME .

DITIRD

LELDKD LE TSHWANETSE G0:

(a) IKGDLGANYA LE GD TSAYA KAROLD MO BOTSHELDNG BA  
MOHGATLHWANA WA LONE.

(b) EDNA GORE KA METLHA LE TLHALOGANYA MME LE  
DIRAGATSA MAIKAELELO, MAIKEMISETSE, MELAWANA LE  
MANANEO A WL. ' A '

(C) TLHALOSETSA EATHQ EA MAIKAELELO, MAIKEMISETSD LE  
MANENEO A WL.

(d) LE TLHOTLHDMISE GORE LE TLHALDGANYA MATHATA A  
TSA SE-MDRAFE, SEPDLITIKI, EKDNQMI LE DITS D TSA  
AFRIKA-BDEWA HA BDPHARA.



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(e) SIRELETSA\_PHATLALATSO E E SA SIAMANG KA GA  
MOKGATLHO LE GD SIRELETSA MOLAO LE MANANEO A ANC  
LE WL.

(f) LWANTSHA TLHADLELE KA NTLHA YA MMALA. BDNG,  
BDRAFE BODUMEDI LE MEKGWA YOTLHE YA TLHAOLELE.

(g) ELATLHOKO MAITSEO LE GO DIRAGATSA DITSHWEETSO  
TSA BONTSI LE TSA MEKGATLHO E E KWA GODIMO.

(h) LE ITSISE MDRGATLHWANA FA LE FUDUGELA LEFELDNG  
LE LENGWE. CAPE LE GO ITSISE MDKWALEDI WA KOMITI  
YA LEFELO LE LENTSHA LEO.

SEBOPEGD S.A. WL

WL E TLA NNA LE MALDKWANA A A LATELANG:

(a) DITLHOTSWANA TSEO DI DIRANG KA FA TLASE GA  
MEKGATLHWANA MME DI ITLHOPHELA BATSAMAISI BA  
BONA.

(b) MDKGATLHWANA D O TLA TLHDPHANG KOMITI YA ONE.

(c) KDNFERENCE YA HGADLD (ZONE) E TLA TLHDPHA  
EATSAMAISI GO TSAMAISA DITIRO TSA KGAOLO EO.

(d) KONFERENCE YA SEDIKA (REGION) E TLA TLHOPHA  
KOMITI E TONNE YA SEDIKA (REG).

(8) LE KONFERENCE YA SETSHABA (NATIONAL) E TLA  
TLHOPHA KOMITI E TONNA YA SETSHABA (NEC).

MOHGATLHWAHA

MOTHEDE WA ANC WL E TLA NNA MOKGATLHWANA D D TLA  
AROGANGWANG HA DITLHOTSWANA TSE NNYE.

MOKGATLHWANA O, O TLA THEIWA KE MALOKD A A SENG KA FA  
TLASE GA 20.

MANANED A SETSHABA A A TSWANG KWA MDKGATLHDNG O MOGDLO  
A TLA TLISIWA MO MEKGATLHWANENG.

GO TSWELETSA TIROMMOGD MAGARENG GA BOMME GO FITLHELELA  
MAIKAELELO LE BORUPEDI BA BONA, GO TLA THEIWA KGAOLO  
(ZONE).

KGAOLD QZONEQ

KGADLD E BDPIHA HE MEHGATLHHANA E SE HAE E E BAPILENG  
MO TIKDLGDNG ED, GD YA HA MOLAD WA ANC.

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TIHDLOGO E NNGWE LE E NNGWE E TLA ITLHDPHELA KOMITI YA YONE E LENG MDDULA - SETULO LE MOTLATSA MODULA-SETULD, MOHWALEDI. MORULAGANYI, MOTSHWARA-MATLDTLO, MOTSHMAISI WA TSA MANANEO LE WA TSA DITHUTO.

WL LE YDNE E TLA KGAOGANGWA RA DIDIHA (REGIONS) 0 YA KA MOLAD WA ANC.

SEDIKA QEEGIDN)

.KDNFERENSE YA SEDIKA HE YONE E TDNNA MD MEKGATLHONG YOTLHE YA WL.

BAEMEDI (DELEGATION) MO KONFERENSENG, KE BONA BA TLA BDNTSHANG GD-TSAYA HAROLD GA MEKGATLHWANA YOTLHE. HQNFERENSE E,KE YONE E TLHQPHANG KDMITI E TDNNA (REC) E E LENG MDDULA-SETULO, MOTLATSA-MODULA-SETULD, ' MDRWALEDI, HDTSHWARAaMATLDTLO, MORULAGANYI, GA MMOGO LE MALDKD A MANGWE A MANE A E LENG GONE MONGWE LE MDNGWE WA BONE D TLA IKGOKAGANYA LE NNGWE YA DIKOMITI TSA-SETSHABA (NATIONAL) TSA BQTLHOKWA. HOMITI YA SEDIHA KE TONE E TDNNA MD SEDIKENG SA BOMME MAGARENG GA DI-KDNFERENSE.

KDMITI YA SEDIKA E TSHWANETSE GD DIRAGATSA MELAD, MANANED LE TSDNE DI-PRDJEHE TSA WL MO SEDIKENG.

SETSHABA QNATIDNALQ

MOHGATLHD D MOGDLD GD KE 0 D AKARETSANG, D D BIDIWANG AND NATIONAL WOMEN'S CONFERENCE, O E LENG ONE D TLA TLHOPHANG KOMITI E TDNA (NATIONAL EXECUTIVE COMMITTEE).

KDNFERENSE E TLA:

(a) TLHDMA MME EBILE E TLHOTLHDMISA MELAWANA LE MANANEO A WL.

(b) TLHOPHA MDDULASETULO, MOTLATSA MODULA-SETULO, MOKWALEDI KAKARETSE, MOTSHWARA-MATLOTLO, MORULAGANYI LE MALOKD A KOKETSO A MANE (4), THATARD (6), GONGWE ROBEDI (8), BOTLHE BA NNA MO SETULONG SA BDTSAMAISI SEBAKA SA DINGWAGA TSE THARO.

KOMITI E KGDLD (NEG) E BOPIWA KE MALDKD A A TLHOPHILWENG A KOMITI LE MOEMEDI WA BOMME GD TSWA KWA KOMITING E KGOLO YA MOKGATLHO WA ANC WA BASA (YOUTH LEAGUE).

IiDMITI E KGOLD E ETAPELE DITIRD TSA WL Iie MOKWALEDI LE DIKOMITI TS'E NNE TSA BOTLHOIWA.

HDMITI E KGDLD YA WL HE YDHE E TLHDPHANG SETLHDPHA SA BAKWALEDI SE SE TLA HHANG LE MAIKARABELD GD

MDKWALEDI-KAKAEETSU.

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ZDEdmng AZDaHOZbrv m m Zbrmzm mOHEDmDmer QED  
mo HmEMVMUHmD UHazcaO. mOmcmmDH rm UmeOhmxm amb  
mGzzm.  
.mwwv EOZHHH %b Ebmbmmamo AZbaHDZDPV m HUUmZHmmUHHmmzm  
GO UHmD 00mm mOzzm mb 22m Pm EMZOZOmH  
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mb 22m rm memm rm Hmzmrermrm 30 GO Hm bZDZbZO rm  
Hmb mbHIO anOHbrv.  
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mmHmIDmb ab DEG nzmm I bzmvw EOZHmImZm &D mDHPIOEZb ab  
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szzm.  
ZbHFOHPO  
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mmbzm rm UHHIOHO ZO FmHZMZO FD KOZD.  
m Hrb HPIOwa 30amizbmbIZO%POHPDIEbEbmmHm0 AZDHHOZbF  
Hmmbmcmmmv a0 0 QPD HrIOWQZmPDZD ZDHFOHPO b NOZm.

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MDTSHWARAAMATLOTLO D TLA TLHOKOMELA DIBUKA TSA  
MATLOTLO TSE DI BONTSHANG TIRISO KGOTSA GORE MADI A  
DIRISITSWE JANG.

MOTSHWARA-MATLDTLO O TSHWANETSE GO ITSISE HONFERENSE E  
KGOLO KA GO E NEELA TLALEO YA DI-ODITARA (AUDITORS  
REPORT) E E BONTSHANG TIRISO YA MADI FA E SALE GO  
TLOGA KA KOPANO E E SA TSWANG GD FETA.

MDTSHWARA-MATLDTLD WA HAKARETSD D TLA NNA LE  
BOIKARABELO JWA GO TSAMAISA MANANEO A DIKOPO TSA MADI  
MD AFRIKA#BORWA LE MAFATSHE A A KWA NTLE.

WL E TLA AMUGELA TLALEO YA HGWAGA YA TEKANYETC U YA  
MAUI (BUDGET) GU TSWA KANTORUNG YA MOTSHWARA- MATLOTLO  
HA BOPHARA (GENERAL TREASURER) WA ANC.

DIBUKA TSA WL DI TLA TLHATLHOJWA HE

MDTSHWARA-MATLOTLD KA-BOPHARA WA ANC FA GD TLHOKAFALA.

HAMANO LE MEKGATLHO E MENGWE YA BOMHE MEKGATLHO YA  
SELEGAE SINTERNAI)

NE E TSHWANETSE GO NNA LE KAMANQ E NTLE LE MEKGATLHO E  
MENGWE E MAIIIAELELU A i'DNE E LENG A PUSANO, KGARATLHU  
MALEBANG LE TLHAULELE LE MEKGATLHU E MANGWE MO  
AFRIHA-BORWA.

WL E TLA ROTLDETSO GO TLHONGWA GA MOHGATLHO WA BDMME  
WA BDTLHDKWA HA BADIRI, BARUTABANA, BADKI, BADUMEDI,  
BAITHUTI BA UNIVESITHI, BATLHOTLHOHISI, BAITSEANAPE,  
BAGWEBI JALD LE JALO.

WL E TLA ROTLUTSA LE GO ETAPELE TLHONGWO YA MOKGATLHO  
WA KAKARETSE WA BOMME.

MEKGATLHO YA BODITSHABATSHABA

INTERNATIONAL

WL E NALE TOHA YA GO IKAMANYA LE MEKGATLHO YA BOMME YA  
BODITSHABATSHABA.

WL E TLA KGARATLHELA GD IKAMANYA LE MEKGATLHO YA  
BQDITSHABATSHABA YA PUSANO.

PHEDISD QDISSOLUTIUN)

NE E RA FEDIS IWA FELA HE KDNFERENSE YA HAKARETSE  
KGOTC A KONFERENSE E E TLUAELLES EGILENG YA BDNTSI BA  
PEDIBORARONG BA MALOKO A WL.

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DIKOTLHAO TSA TLDLO MOLAO

TLDL D YA MOLAD 1.1. CD YA G0 1.8. E TLA DTLHAELWA

JAANA:

KGALEMELO, GO ISIHA MD MAEMONG A A KWA TLASE. FA

KOTLHAD E JALD E SA THUSE, WL E TLA BELA<sup>v</sup>THOKO BOLOKO

'BA MOSEKISWA KGQ TSA E TLA MD LELEKA.

MELAWANA E E LAQLALANG BATSAMAISI.

BATSAMAISI EA HARD TSOTLHE BA TLA NNA LE BOIKARABELD

GD MALDKO A WL.

BATSAMAISI BA TLA TSAMAISA MOHGATLHD MME EA TIRISANO

LE BATSAMAISI BA BANGWE.

TIRISANO E E HASWE YA KANTORD E TLA TSEWA FA E LE

MOLATD, CAPE KGDRELET SO LE TLHADLELE GA DI A

LETLETELWA.

KDTLHO YA TLDLO YA MDL AO.

TLDL D YA MOLAD YA DITIRD TBA BATSAMAISI KANTORD E TLA

OTLHAELWA HA GO TLUSIWA MAEMONG, GO BEELWA THOKO,

KGOTSA G LELEKWA GO YA KA BOIMA BA MOLATO.

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ZULU CONSTITUTION.

UMTHETHOSISEKELO OSAXOXWA WOPHIKO LWABESIFAZANE LWE-ANC  
ISENDLALELO / ISINGENISO

Abantu besifazane baseNingizimu Afrika becindezelwe  
amashumi-shumi eminyaka, ingcindezelo emikhakha mithathu:-  
ngoba bemnyama, bengabasebenzi futhi bengabesifazane '   
ngaphansi kwenQubo yobandlululo.

Abantu besifazane baseNingizimu Afrika emlandweni  
womzabalazo wenkululeko bebeyingxenywe yawo.

Futhi abantu besifazane baseNingizimu Afrika bavele  
beyingxenywe eholo umzabalazo wenkululeko yesizwe kanye  
nenkululeko yabesifazane.

Noma uphiko lwabesifazane lwe-ANC lwasungulwa ngo-1948  
ukulwisa ukucindezelwa kwesizwe, lwavalwa umlomo ngo-1961.  
Siyabona ukuthi lesisimo esisha sokuvulwa kwaloluphiko  
sidinga ukuthi thina bantu besifazane baseNingizimu Afrika  
sibeke kabusha indlela esizabalaza ngayo futhi sizihlele  
nganye indlela.

Futhi siyabona isidingo sokuguqula i-ANC nazo zonke izakhiwo  
zayo ukuze ifeze izinjongo zayo ngokugcwele. Futhi siyawazi  
umlando wengcindezelo yabesifazane emiphakathini yethu kanye  
nasezinhlanguweni zethu zomzabalazo.

Ngalezizizathu uphiko lwabesifazane lwe-ANC manje luyabunjwa  
bese samukela loluhlelo olulandelayo lomthethosisekelo ukuze  
sicabe izinga labesifazane emiphakathini, sibeke izinga kanye  
negalelo labo ekuguquleni iNingizimu Afrika ukuthi ibe  
ngezobuswa yiningi, engakhethi ngokwebala nengakhethi  
ngokobulili.

1v IZINJONGO NEZINHLOSO

1.1 Ukugqugquzela abesifazane baseNingizimu Afrika ukuthi  
babe yingxenywe yezakhiwo ezizabalazela inkululeko yabo  
bonke abacindezelwe.

1.2 Ukwazisa abantu besifazane kakhulukazi kanye  
nomphakathi wonkana izinhloso, izinqubo kanye  
nezinkambiso ze-ANC. '

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1.3 Ukubamba iqhaza ekukhululweni kwabesifazane phakathi enhlanganweni i-ANC nasemphakathini wonkana waseNingizimu Afrika.

1.4 Ukuqinisekisa ukuthuthuka kwabesifazane nokwakha ukuzethemba kwabesifazane kanye nokuthenjwa kwabo yisizwe.

1.5 Ukuqinisekisa phakathi kwabantu besifazane, nangabo abantu besifazane ukubaluleka kobuzwe, ukuthanda izwe lakithi, ubumbano nokuxhumana nabantu ngaso sonke isikhathi.

1.6 Ukuqinisekisa ukubamba iqhaza kwabesifazane kwezemisebenzi.

1.7 Ukuxhumana nokubambisana nazo zonke izinhlangano emhlabeni ezihambisana nokubusa kweningi ukuze kuqinisekise ukuthula emhlabeni.

## 2. UKWAKHEKA KOPHIKO LWABESIFAZANE LWE-ANC

2.1 Uphiko lwabesifazane lwakhelwa phezulu kwemigomo nezinqubo ze-ANC.

Ngakhoke-

(a) Ivulwe kubo bonke abesifazane abangamalunga e-ANC.

(b) Yinhlangano yabesifazane ekholelwa ekubuseni kweningi engahambisani ngokukhetha ngokwebala nangobulili futhi engahambisani nokuzikhetha kwengxenyekhuluma ulimi olulodwa, nokucekela phansi ezinye izinhlanga, kodwa ihloniphe ukwehluka kwezilimi, amasiko nezinkolo zamalunga ayo.

2.2 Uphiko lwabesifazane luzothathela phezulu ukubhekela ingcindezelo yabesifazane emikhakha mithathu.

Ngakhoke izokwenza lokhuz.

(a) Ukubona nokubhekela ukuhluka kwezimpilo eziphilwa abantu besifazane. Lokhukuhluka kubangwa ibala, imisebenzi, ubulili, ubuzwe, izindawo okuhlalwa kuzo. Kumelwe kuzanywe ukuhlanganisa abesifazane baseNingizimu Afrika.

(b) Ukubona nokubhekela izigaba ezahlukeneyabesifazane abasha, abadala, abashadile, abangashadile, omama, abangebona omama,

3.1

3.2

3.3

abasebenzayo, abangasebenzi, abakwaziyo ukufunda nokubhala, abangakwazi, abafundele umsebenzi, abangawufundele, abasemadolobheni nabasezabelweni. Izokwenza ngokufanele izinhlelo ezizolungela lokhu kwehluka kwabesifazane.

(c) Izosebenzela ukuphela kokucindezelwa kwabesifazane bese ikhuthaza ukusebenza kwabesifazane emikhakheni yonke ye-ANC.

(d) Izophokophela ukuthi abesifazane babambe iqhaza kwezemisebenzi, emphakathini ozobuswa yintando yeningi, ongakhethi bala futhi ongakhethi ngobulili.

UBULUNGA

Bovulwa kubobonke abesifazane abaneminyaka engaphezu kweshumi nesishiyagalombili (18) asebevume imigomo, izinjongo nezinhloso zophiko lwabesifazane. Ubulunga buzobhekela yigatsha eliyisisekelo esincane kunazozonke senhlangano.

Igatsha linelungelo lokuvuma noma ukwengqaba isicelo sobulungu kuphela uma izizathu zokuchitha isicelo zicacisiwe futhi zabhalwa.

Zonke izicelo zobulunga ezichithiwe ziyodluliselwa kwingxenye yenhlangano enkudlwana ukuze yamukele noma ichithe isinqumo esithathiwe.

AMALUNGELO NEMISEBENZI YAMALUNGA

Ilunga lophiko lwabesifazane lwe-ANC liyoba nelungelo lokwenza lokhuz-

(a) Ukuba yingxenye yezingxoxo, ukwakhiwa nokufandelwa kwezingqubo zophiko lwabesifazane.

(b) Ukuthola nokudlulisa ulwazi ngezingqubo nemikhankaso ye-ANC.

(c) Ukugxeka ngendlela eyakhayo noma iliphi elinye ilunga, isikhulu; isinqumo, ingqubo, umgomo noma yimuphi umkhankaso wophiko lwabesifazane.

(d) Ukuba yingxenye yokhetho nokukhethwa noma ukutonyulwa ube sekomitini, kwisakhiwo, ikhomishane noma isithunywa sophiko lwabesifazane.

(e)

Ukungenisa iziphakamiso noma izitatimende egatsheni noma kwi-Region noma kwisigungu esikhulu se-ANC (NBC).

#### 5. IMISEBENZI

Ilunga lophiko lwabesifazane lwe-ANC:-

(a)

(b)

(e)

(f)

(g)

(h)

liyoba yilunga nengxenye yegatsha yalo;  
liyokwenza konke okusemandleni alo ukuqonda nokucina izinjongo, izinhloso, izinqubo nemigomo yophiko lwabesifazane;  
liyochaza izinjongo, izinqubo nemigomo yophiko lwabesifazane kubantu;  
liyogxilisa ulwazi lwalo ekuqondeni izinkinga zokuhlalisana, zezombangazwe kanye nezezomnotho;  
liyolwisa ukunukubezeka kwezifiso zenhlangano futhi liyovikela izinqubo nemigomo ye-ANC kanye neyophiko lwabesifazane;  
liyolwisa ukubukela phansi ezinye izinhlanga, ezinye izizwe, ukubandlulula ngokobulili nangokwenkolo nanoma iyiphi enye indlela yokubandlulula nokubukela phansi;  
liyoziphatha kahle futhi lilandele ngokugcwele izingqumo zeningi nezezigungu eziphakeme;  
liyotshela igatsha lalo uma lizothuthela kwenye indawo bese liyabika kunobhala wegatsha lapho lifika khona.

#### 6. UKWAKHEKA KOPHIKO LWABESIFAZANE

Uphiko lwabesifazane lizokwakhiwa yilezizakhiwoz-

(a)

(b)

(e)

(d)-

(e)

amaqoqwana ayizakhiwo ezakha igatsha bese zikhetha abaholi;  
igatsha likhetha ikomiti legatsha;  
kwinkomfa ye-Zone ikhetha abaholi ukuze baxhumanise umsebenzi we-Zone;  
inkomfa ye-Region ikhetha ikomiti lalendawo;  
inkomfa kazwelonke ikhetha ikomiti likazwelonke.

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IGATSHA

- (a) Isakhiwo esincane sophiko lwabesifazane liyoba yigatsha elingabuye lincozuleke libe namaqogwana (units) ngaphansi kwalo. '
- (b) Igatsha lakhiwa ngamalunga agcwele angamashumi, amabili (20) kuya phezulu.
- (c) Kwigatsha yilapho kuthulwa khona imigomo nezinto ezizokwenziwa (projects) zenhlango, ezisuke ziphume ezigungwini eziphakeme - kwi Region nakuzweldnke.
- (d) Ukuze ukusebenzisana kwabesifazane kusheshe ekwakhane nasekufundiseni kudingeka kusungulwe i-Zone. '

I-ZONE

- (a) I-Zone iyokwakhiwa amagatsha akhelene endaweni ethile i-ANC eyovumelana ngayo.
- (b) Enye nanye yalezizakhiwo iydba nekomiti layo eliyoba nosihlalo neSekela lakhe, unobhala, umgqunguzeli, usikhwama obhekene nemikhankaso kanye nowezemfundo.
- (c) Uphiko lwabesifazane liyohlukanisa ngama-Region ayohlelwa yi-ANC.

I-REGION

- (a) Kwi-Region isigungu esikhulu kuyoba yinkomfa ye-Region.
- (b) Kwinkomfa ye-Region kufuneka kubekhona izithunywa ezivela kuwo wonke amagatsha.
- (c) Kwinkomfa ye-Region yilapho kuyokhethwa khona isigungu se-Region esinosihlalo nasekela lakhe, unobhala, usikhwama, umgqunguzeli namanye amalunga amane (4). Omunye nomunye kulamalunga amane uyoxhumana nekomiti likazwelonke elibhekene ngqo nesimo esithile.
- (d) .Isigungu se-Region yilona komiti elikhulu kuphiko lwabesifazane uma ingakafiki enye inkomfa.
- (e) Isigungu se-Region siyobhekana nokuthi izinjongo nezimiso zophiko lwabesifazane ziyaqhutshwa

zenziwe impumelelo.

UZWELONKE

Isigngu esikhulu kuyokuba esikazwelonke senkomfa lapho kuyokhethwa khona isigungu esikhulu sikazwelonke.

Inkomfa kwazwelonke iyokwenza lokhuz-

(a) iyokwakha umhlahlandlela wophiko lwabesifazane;

(b) iyokhetha umongameli nasekela lakhe, unobhala kazwelonke, usikhwama kazwelonke, umgqunguzeli kazwelonke namanye amalunga amane / ayisithupha/ ayisishiyagalombili (4/6/8). Bonke laba bayoba sekomitini iminyaka emithathu (3).

(c) iyokuba namagunya okwakha amakomiti abhekene nezimo ezithile nemikhankaso, ijuba lamakomiti kwimisebenzi ethile.

Isigungu esikhulu sikazwelonke sophiko lwabesifazane lwe-ANC siyokwakhiwa ngamalunga akhethiwe ekomiti kanye nomele abesifazane kwisigungu sikwazwelonke sophiko lwentsha lwe-ANC.

Isigungu esikhulu sikazwelonke umsebenzi waso sowuqhuba ngomnyango wesigungwana sonobhala kanye nangamakomiti amane abhekene ngqo nemisebenzi / imikhankaso ethile.

Isigungu esikhulu sikazwelonke siyozikhethela isigungwana sonobhala esiyohlengwa futhi siboniswe unobhala kazwelonke.

Isigungu esikhulu sikazwelonke siyokwakha amakomiti amahlanu (5) kazwelonke ayoba ngaphansi kwaso bese sikhetha osihlalo balamakomiti.

(i) Ikomiti likazwelonke lokuthuthukisa abesifazane elibhekene nokuthuthukisa abesifazane kakhulu kwezemfundo nakwezokuqeqeshwa.

(ii) Ikomiti likazwelonke lokukhululwa kwabesifazane eliyobhekana nemithetho, ezokuphatha kanye nezinkambiso zokuqinisa idololo kwabesifazane.

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(iii) Ikomiti likazwelonke loxolo nobulungisa eliyobhekana nezindaba zoxolo ngaphakathi ezweni nangaphandle kanye nozwelano namanye amazwe.

(iv) Ikomiti likazwelonke lezezimali eliyobhekana nokuqokelela imali phakathi eNingizimu Afrika nakwamanye amazwe.

(v) Ikomiti likazwelonke elibhekene nezingane eliyokwenza kube khona imigomo eyobhekela izingane.

#### 7. UBUDLELWANO NE-ANC

7.1 Uphiko lwabesifazane luyingxenye ye-ANC futhi luyingxenye quugqugzulwa kwabantu.

7.2 Uphiko lwabesifazane luzimele ekuqhubeni umsebenzi walo nasekuziphatheleni izimali.

7.3 Noma uphiko lwabesifazane luqhuba ngezinkambiso ze-ANC kodwa umsebenzi wayo ngqo ukuqinisekisa ukubamba iqhaza nokuthuthuka kwabesifazane kuyo yonke imikhakha yempilo.

7.4 Izinkokheli zophiko lwabesifazane ziyoba nokusebenzelana nesigungu esikhulu sikazwelonke se-ANC nekhomishana lesigungu esikhulu sikazwelonke se-ANC esibhekene nezabesifazane kanye nemikhandlu ehlukene ye-ANC nazo zonke izakhiwo maqondana nezingxoxo ezithinta abesifazane

#### 8. EZEZIMALI

8.1 Uphiko lwabesifazane luyoba nesikhwama salo luvule ibhuku ebhange futhi libe nomhlaba nempahla esegameni lalo.

8.2 Kuyokhethwa usikhwama kazwelonke oyobheka izimali, nempahla kanye nomhlaba wenhlangano.

8.3 Usikhwama kazwelonke uyogcina amabhuku ngokufanelexile lapho kubhalwe khona isimo somnotho senhlangano.

8.4 Kuyokuba umsebenzi kasikhwama kazwelonke ukwethula amabhuku acwaningwe kwinkomfa kazwelonke. Lamabhuku anesimo somnotho senhlangano kusukela kwinkomfa edlule.

8.5 Kuyoba umsebenzi kasikhwama kazwelonke ukucela nokuthola izimali neminikelo kulolonke izwe nakwamanye amazwe.

8.6 Inhlangotho yabesifazane iyothola isehlulelo semali emnyangweni kasikhwama jikelele we-ANC.

8.7 Usikhwama jikelele we-ANC uyoba nelungelo lokuhlola ramabhuku ophiko lwabesifazane noma nini uma kudingeka.

#### 9. UBEDLELWANO NEZINYE IZINHLANGANO ZABESIFAZANE IZINHLANGANO ZANGAPHAKATHI

9.1 Uphiko lwabesifazane luyophokophela ukuba nobudlelwano nezinye izinhlangano zabesifazane nezinye izakhiwo ezikholelwa ekubuseni kwaningi nezicwasa ubandlululo e-Ningizimu Afrika.

9.2 Uphiko lwabesifazane luyokhuthaza ukwakhiwa kwezakhiwo zabesifazane eziyisipesheli njengalezi: ezabasebenzi, ezothisha, ezomanesi, ezabesifazane abaknolwayo, ezabesifazane abasemaYunivesithi, ezabezikole zemfundo ephakeme, ezabacwaningi, ezabaqeqeshiwe, kanjalo l kanjalo. '

9.3 Uphiko lwabesifazane luyosebenzela futhi luhole ukwakheka kwenhlangotho kazwelonke yabesifazane.

#### IZINHLANGANO ZAMAZWE

9.4 Uphiko lwabesifazane luyozikhethela ukuba'yingxenye yenhlangano yamazwe omhlaba yabesifazane.

9.5 Uphiko lwabesifazane luyokhokophelela ukwakha ubudlelwano nezinhlangano zabesifazane zamazwe ezikholelwa ekubuseni kwaningi.

#### 10. UKUCHITHWA KWENHLANGANO (DISSOLUTION CLAUSE)

Uphiko lwabesifazane lwe-ANC luyochithwa kuphela kwinkomfa kazwelonke noma kwinkomfa eyobizwa uma kunesidingo. Iyochithwa uma izingxenye ezimbili kwezintathu (2/3) zithi ayichithwe.

#### 11. INDLELA YOKUZIPHATHA

##### IZAKHIWO EZIBHEKENE NOKUZIPHATHA

11.1 Kuyokuba namakomiti abhekene nokuziphatha ezingeni legatsha nele-Region..

11.2 Isigungu sonobhala sophiko lwabesifazane siyokhetha



ikomiti lokubuyekeza eyokuba elikazwelonke.

11.3 Isigungu sonobhala sophiko lwabesifazane siyobhekela kubekhona ikhomishana eyocwaninga izinsolo zokunukubeza izikhundla okwenziwa abasemakomitini. IZINYATHELO EZINGATHATHWA (DISCIPLINARY PROCEDURE) Izinyathelo ziyothathwa kuphela uma kweqiwe imigomo ye-ANC kanye nemithetho yophiko lwabesifazane. Kuyoqulwa kulesosigaba lapho lokuphulwa kwemithetho kwenzeke khona.

Uma ungagculiswa yisinqumo loludaba luyodluliselwa esigungwini sikazwelonke. '

Umuntu ozothathelwa izinyathelo mayelana nokuziphatha uyokwaziswa ngalokhu nangezinsolo esezivelile. Lowomuntu uyonikezwa ithuba lokuthi alungiselele ukuzivikela.

Umuntu olahlwe yicala uyakuba nelungelo lokudlulisela loludaba kwikomiti lokucaningisisa eliyokwenyulwa yisigungu sonobhala sophiko lwabesifazane.

#### IMITHETHO

Isigungu sonobhala sophiko lwabesifazane siyoba negunya lokwakha nokulungisa imithetho nezinqubo zalenhlangano.

Lemithetho elandelayo komela igcinwe yiwo wonke amalunga ophiko lwabesifazanez-

- (a) Ukubandlulula ngokwebala, ngokobuzwe nangokobulili akukho emthethweni.
- (b) Ukusetshenziswa kwezidakamizwa nokuphuza iziphuzo ezidakayo ngokweqile akuvumelekile.
- (c) Ukuziphatha okukhombisa ukungahloniphi abantu akukho emthethweni.
- (d) Ukuhlambalaza abantu okuzodala ingxabano phakathi kwamalunga kuyoba ukungaziphathi kahle.

(a)

(b)

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(e) Ukuziphatha kabi ngenhloso yokungcolisa igama lenhlangano akukho emthethweni.

1(f) Ukuphazamisa imihlangano nokuphazamisa unqubekela phambili yenhlangano kuyoba ukungaziphathi kahle.

(g) Ukusebenzisa ngomathanda impahla yenhlangano akuvunyiwe.

ISIJEZISO SOKUPHULA IMITHETHO YENHLANGANO

Ukwephulwa kwemithetho (a) kuya ku-(g) kuyojeziswa ngenye yalezizindlela: ngokuboniswa, ngokuthethiswa nangokususwa esikhundleni. Uma umthetho (a) kuya ku-(g) yephulwa kaningi- ningi ubulunga kungenzeka buhoxiswe okwesikhashana noma unomphelo.

OKULINDELEKE KWABASEZIKHUNDLENI

Abaphathi zikhundla kuyoyonke imikhakha yophiko lwabesifazane baqhube ngendlela evumelekile.

Bonke abaphethe izikhundla kuyomele babonisane ngomsebenzi ababhekene nawo.

Ukusebenzisa isikhundla ngokungavumelekile kuyoba icala, ngokunjalo ukukhohlakala, ukukhetha abathile nokucalucalula akuvumelekile.

ISIJEZISO SOKWEPHULA LEMITHETHO

Icala lokungawenzi umsebenzi ngendlela elindelekile liyojeziswa ngokususwa esikhundleni noma ukuhoxiswa kobulunga okwesikhashana noma unomphelo. Isijeziso siyohambisana nesisindo secala.