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OLD MUTUAL

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SOUER GEROGH NOVEMBER 1992

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â\200\234Margaret Lessing looking ahead â\200\224 Forging links for the futureâ\200\235

"WHEN WOMEN JOIN HANDS â\200\224 ALL THINGS ARE POSSIBLE! - HA BASADI BA KOPANYA MATSOHO â\200\224 NTHO KAOFELA DI A KHONAHALA! - LOKO VAMANANA VA KHOMANA â\200\224 HINKWASWO SWA KOTEKA! . AS VROUE SAAMSTAAN â\200\224 IS ALLE DINGE MOONTLIK! - XA AMAKHOSKAZE EDIBANISA I SANDLA ZONKE IZINTO ZHENYEKA!

Editor  
Margaret Lessing  
Director, Women's Bureau

Co-ordinator  
Gabrielle van der Westhuizen

Old Mutual Liaison  
Arthur Clarke

DTP Design  
Roslyn Toontas  
Desktop Reproduction

Editorial Office

Women's Bureau of South Africa  
PO Box 705, (476 Kings Highway  
Lynwood) Pretoria 0001

(012) 47-6176

APPLICATION FOR MEMBERSHIP  
OF THE WOMEN'S BUREAU

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Language preference

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L THINGS ARE

1993

WOMEN'â\200\231S YEAR FOR  
SOUTH AFRICA?

THE WOMEN'S BUREAU OF SOUTH AFRICA LOOKS TOWARDS 1993  
CONFIDENT THAT MORE ATTENTION IS BEING PAID TO WOMEN -  
BY MEN AND WOMEN - IN OUR COUNTRY THAN EVER BEFORE, IF ONLY  
AS POLITICAL PARTIES JOSTLE FOR OUR SUPPORT.

gainst a background of Codesa, the

Womenâ\200\231s Coalition, the Womenâ\200\231s  
Alliances, the Womenâ\200\231s Lobby and  
Government'â\200\231s decision to endorse the  
four United Nations Conventions on dis-  
crimination against women, we have an  
opportunity to wipe gender discrimination  
from our statutes which may not come  
again. Not that the situation will change  
overnight. Only changing attitudes will do  
that. Changing attitudes built out of a cul-  
ture of prejudice and custom will take  
time.

But we have made a good beginning.  
It is encouraging to note the growing  
acceptance of the need to change atti-  
tudes right across the board. It is awesome  
to realise the responsibility that we have as  
women to show the way.

We are being challenged and it is my  
experience that we have women leaders  
right across the country who are taking up  
this challenge. Of course women will  
make the difference. Some of those chal-  
lenges you will find in this issue of FOCUS.  
Others in the magazine Career Success  
which for the first time has undertaken to  
distribute FOCUS for us. This is an experi-  
ment. It doubles our readership. We hope  
it will lead to a great exchange of ideas,  
that you will let us know how we can bet-  
ter serve you, remembering that a  
womenâ\200\231s bureau is not â\200\234just another  
womenâ\200\231s organisationâ\200\235 but the meeting  
place for all women whose united efforts  
deal with the concerns of women. When  
women join hands all things are possible.

1993 takes us closer to the end of the  
second decade for women and the United  
Nations international womenâ\200\231s conference

which will be held at Beijing in China in 1995. All across the world there is renewed interest in women as countries compile their reports on the progress their women have made down the last 20 years in meeting the aims of Equality, Development and Peace and women in organisations with NGO status at the United Nations prepare to do battle on women's behalf.

PNRC

POSSIBLE! - HA BASADI BA KOPA)

There is emphasis on rural women, on the girl child, both pertinent to us in South Africa. It is to be hoped that we shall work together and not fragment our efforts in the process.

The Women's Bureau has always believed in cooperation and not confrontation. Confrontation may be the political order of the day. It is not the Women's Bureau style.

Our aim is to improve the socio-economic lot of women, thereby improving the society in which we live. We still have far to go but you have only to compare the gradual improvements even since the Women's Bureau was established eleven years ago to accept that we are making progress.

As we watch more and more young women coming forward we can have confidence in 1993. If we remember our responsibilities as well as our rights and work together through this period of our transition the dreams of the women who went before us can become today's reality. There are wonderful opportunities ahead for us.

May 1993 really be Women's Year for South Africa.

Margaret Lessing

THANK YOU TO ALL OF YOU  
WHO MAKE THE WOMEN'S  
BUREAU POSSIBLE

TO OUR contributors, the chairmen of our working groups, the committees of our branches, the women's organisations that support us, our Board of Directors, our steadily growing number of sponsors and all of you who make use of our facilities.

It has been a good year. There is a better one to come.

OHIO and NTHO KAOFELE DI A KHONAHALA! - LOKO VAMANANA VA K}  
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## NEEDS OF CHILDREN

E NEED OF children

in divorce is the focus

of the Women's Bureau

Working Group on Single  
Parenthood.

Headed by Anne-  
Marie Wentzel, this work-  
ing group has concen-  
trated on creating an  
awareness of the issues  
relating to single parent-  
hood by offering semi-  
nars and workshops and  
disseminating informa-

Anne-Marie Wentzel

tion to professionals pertaining to the  
needs of children since its establishment

several years ago.

Now it is ready to branch out across  
the country. Anne-Marie has produced  
a programme to assist parents and chil-  
dren through the turmoil of divorce.  
She has prepared a workbook for chil-  
dren and families in divorce situations.  
She has enlarged her committee and  
she is ready to go national.

Branch aims would be a toy for a  
girl and a boy, probing the possibility  
of establishing a safe house for children  
where controlled access is indicated,  
creating a setting from which an infor-  
mation centre on divorce can be run  
obtaining local press coverage for the  
regional committee and establishing a  
link with other local service organisa-

tions in the field.

All Women's Bureau regions interest-

## CHILD UNFRIENDLY

NNE-MARIE WENTZEL walked into the offices of the Family Advocate :  
ohannesburg only to find an uninviting empty child-unfriendly waiting room.  
Knowing what children experience at such a time she went back to her office,

ed in establishing a local  
committee to work with  
her Working Group  
please contact her.

P.O.Box 5018, Horison,  
1730, tel 011 760 1225,  
Fax 011 760 1228.

Anne-Marie was  
widely congratulated  
when she offered a  
workshop at the interna-  
tional conference on  
divorce and remarriage  
in Jerusalem earlier this  
year. Delegates included psychologists,  
social workers and judges from Israel,  
Australia, Denmark, New Zealand,  
Canada and U.S.A.

Anne-Marie says research indicates:

â\200\234DIMINISHED PARENTING AT THE  
TIME OF DIVORCEâ\200\235

â\200\234AN INABILITY IN PARENTS TO FOCUS  
ON THE INTERESTS OF THEIR CHILDREN -  
THE BEST INTERESTS OF THE CHILDREN  
APPEAR TO BE AN EVEN MORE IMPOSSIBLE  
TASK AT THE TIME OF DIVORCEâ\200\235

â\200\234LACK OF KNOWLEDGE ABOUT THE  
BASIC LEGAL AND PARENTING CONCEPTS,  
CUSTODY, GUARDIANSHIP, ACCESS, BASIC

RIGHTS OF CHILDREN"

â\200\234ESCALATING VIOLENCE AND OR CON-  
FLICT AT THE TIME OF DIVORCE WITHOUT  
PARENTS REALISING THE INFLUENCE OF  
BOTH THESE ON THEIR CHILDREN. M

phoned a teacher at Laerskool Horison and asked for assistance. The situation was  
explained to the children at the school and in a short time she was heading back  
with boxes covered in bright red and white and filled with dolls, cars and lego  
blocks of all colours and shapes. â\200\230

When Chief Family Advocate Francis Bosman saw what she had achieved she  
asked Anne-Marie to collect toys for all the offices of the Family Advocate. 3t  
This is where our branches can help. Says Anne-Marie â\200\234Please adopt the

Family Advocates wherever you can find them â\200\224 Pretoria, Johannesburg, Cape  
Town, Durban, Bloemfontein, Kimberley, Port Elizabeth Grahamstown\_. nd East

London.â\200\235

The campaign has been christened â\200\234A toy for a girl and a toy for a boy,  
Branches able to help should liaise with Anne-Marie who will coordinate the

project on a national basis. B

- HINKWASWO SWA KOTEKA!

AS VROUE SAAMSTAAN

- IS ALLE DINGE MOONTLIK!

## AN INVITATION

### INDIGENOUS AFRICAN LAW

NE STUMBLING BLOCK that sep-

arates South African women is indigenous or African customary law as it is sometimes described.

Indigenous law still has relevance especially in the field of family law, more particularly the law of succession.

The rules of African customary law are complex. They differ among the various ethnic groups. The question of their retention or abolition has become a hotly debated issue. At present a project committee of the South African Law Commission is attending to this field of South African law.

The Women's Bureau is working on issues relating to the practical effect of customary law which it has agreed to bring to the attention of this project committee.

We know we have members who could give us valuable information. This is therefore an invitation to our readers to write to us and tell us of your experiences in regard to customary law in practical terms.

Already one of the problem areas brought to our attention is that of intestate succession that is where a person dies without leaving a will or appointing heirs. In some instances for example where the deceased was unmarried the customary law applies, often with harsh consequences.

Our legal advisers urge all members to make a will to ensure the assets of a deceased person are inherited according to his/her wishes.

Please mark your letters  
Indigenous African Law and send your information to us (anonymously or confidentially as you like) at The Women's Bureau Head Offices, P.O.Box 705, Pretoria, 0001. H



XA AMAKHOSKAZE EDIBANIS

A ISANDLA ZONKE IZINTO ZHENYEKA!

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WOMEN'S RIGHTS  
AND A BILL OF RIGHTS

BY ADVOCATE FRANCIS BOSMAN.

ADVOCATE BOSMAN IS co-chairman of the Women's Bureau working group on Women and Law, South Africa's chief Family Advocate and a member of our Board of Directors.

She has warned women not to expect too much from a bill of rights or a women's charter, saying no bill of rights could wipe away women's problems and we must guard against raising women's unrealistic expectations.

One of the issues of human rights is an important one on the South African political agenda. A concomitant issue is that of women's rights.

One of the objectives of a Bill of Human Rights would be to create a respect for fundamental human rights and therefore too, mutual respect among individuals. Unless this climate of respect for human rights is created, there can be little doubt that any Bill or Charter of Human Rights would be doomed to failure. The whole population would need to be educated and a change of current attitudes to fundamental rights and human dignity in South Africa need to be cultivated. In this regard all women have a major role to play to help ensure that the objectives of a Bill of Rights will not be defeated.

The notion of a Bill of Rights is something outside the South African experience and many misconceptions exist, one being that a Bill of Rights will resolve all political and social problems. This cannot be so. As one writer on human rights, Albie Sachs, put it:

It is certainly not the function of a Bill of Rights to foreclose public discussion and choice in relation to major social and economic issues. That is what elections and Parliament are for.

A question which arises is whether a Bill of Rights which guarantees a democratic, non-racist and non-sexist society should have provisions dealing with women's rights in particular. The idea of a women's charter has been put forward, a separate document focussing on concrete areas where the law and public policy affect women.

#### 4 WHEN

This idea was accepted by the Women's Coalition recently. The drafting of such a charter would certainly reinforce the idea of equality of the sexes, help create favourable conditions for women to enjoy equal opportunities, express themselves, exercise free choice in matters of employment, health and family issues and assist in creating an awareness to help these rights to become reality. Expectations should be realistic, no instant results and solutions will follow.

What are these fundamental human rights and can they be readily enforced once a Bill of Rights has been adopted in a new constitution?

Fundamental human rights are generally divided into three main categories namely the so-called 'First', 'Second' and 'Third' generation rights.

Under the 'first generation rights' are included the political, civil and procedural rights which broadly speaking would be the right to life, the right of equality before the law, the right to property, the right to freedom of movement and freedom of speech, the right to assemble, the right not to be arbitrarily detained, the right to legal representation.

In regard to this first category of rights not only black women but all blacks have suffered severe discrimination but this is what the proposed new constitutional dispensation will address. Some issues falling into this category are universal issues which are not going to be easily resolved. Capital punishment and abortion are, but to mention two, thorny issues which involve complicated moral, religious and legal problems

Advocate Francis Bosman

debated world wide.

The second generation rights are social, economic and cultural rights and many constitutional lawyers are of the opinion that these 'rights' do not

belong in a Bill of Rights because they are not enforceable by a court of law. A government cannot easily satisfy the claims flowing from these rights which include the right to be employed, the right to equal pay for equal work, the right to clothing, housing, adequate food, medical care, the right to education and the right to freely participate in community cultural life. It is in this domain in particular that women experience most hardship and discrimination. These rights lead to claims that the state must provide education, training, employment, housing, medical care, child care facilities, equal opportunities etc. â\200\224 all of which cannot be done without a sound economy and sufficient economic resources. Unrealistic expectations and demands in this regard can lead to social and political instability and disaster.

The third generation rights are not clearly defined and many argue that these so-called rights cannot at all be referred to as â\200\234rightsâ\200\235. This category is said to include the â\200\234rightâ\200\235 to peace, the â\200\234rightâ\200\235 to self-determination, the â\200\234rightâ\200\235 of control over natural resources, the â\200\234rightâ\200\235 to development and the â\200\234rightâ\200\235 to a clean environment. For the law to enforce these rights is almost impossible.

Let us look forward to a new era of respect for human rights and human dignity but heed the fact that it is not the document but the attitudes and commitments of all South Africans that will determine success or failure. B

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S.A.AHEAD?

OUTH AFRICA MAY be leading the

world in its quest for a Women's Charter.

A research project conducted by the Women's Bureau head office reveals that 24 of the countries with diplomatic representation in South Africa have no such charter though the British are considering one.

Several have ministries of women affairs or women's and youth affairs. Others have various committees and ombudsmen who report on discrimination.

Twenty of the countries that responded have legislation dealing with discrimination against women. Two have none and two said their constitutions protect all subjects and that no particular gender legislation was necessary. Five had governments which had accepted the United Nations Convention on the Elimination of all Forms of Discrimination.

The twenty-four countries that replied by the time of this report were Australia, Austria, Belgium, Britain, Canada, Republic of China, Denmark, Finland, Greece, Iceland, Ireland, Israel, Italy, Japan, Malawi, Netherlands, Norway, Paraguay, Portugal, Sweden,

ADVICE IS JUDGED BY  
RESULTS NOT BY  
INTENTIONS. ANON

AMERICA IS ONE OF THE  
FEW INDUSTRIALISED  
COUNTRIES IN THE WORLD  
WITHOUT PERMANENT  
PROTECTION FOR WOMEN.  
AUSTRALIA IS WAY AHEAD  
IN THE BATTLE AGAINST  
SEX DISCRIMINATION  
DR ANNE SUMMERS, NEWLY  
APPOINTED ADVISER  
ON WOMEN'S AFFAIRS  
TO AUSTRALIA'S PRIME  
MINISTER.

Switzerland, Uruguay, USA and Venda.

Austria and Malawi have a ministry of women affairs, Sweden a ministry for Equality Affairs and Canada's ministry is the Status of Women Canada.

Denmark, Finland, Italy, Norway and Portugal have Equal Status Councils or Commissions, Israel a commission for the Promotion of the Status of Women.

In legislation Australia and Britain have a Sex Discrimination Act, Canada a Human Rights and Employment Equity Act, Denmark Equal Treatment Act, Iceland's Act 28 deals with the Equal Status and Equal Rights of Men and Women. Israel has a number of laws which protect women, the Women's Equal Rights Law, Male and Female Workers Equal Pay Law, Employment of Women law and an Equal Opportunity Law amongst others. In Italy there is a Positive Action for the Achievement of Equality law, the Netherlands have an Equal Pay Act, a Women's Emancipation Council Act and an Equal Rights Policy Plan, Norway an Equal Status Act. Portugal has an Equal Pay for Equal Work law and an Equal Political Rights law and Sweden passed an Equal Opportunities Act.

" e LS

From: Mistress and Maid

NO CHANGE!

HE LIBERTY ALLOWED to servants is

a rock of difference upon which many mistresses and maids split, whose relations are in all other respects on a satisfactory footing. Masters and mistresses should, therefore, when engaging servants, be very explicit as to the liberty allowed by them to their servants. The general rule is, that servants should have the opportunity of attending church once every Sunday, and twice every other Sunday, either morning, afternoon, or evening, according as the work of the house is arranged between themselves and their fellow-servants, during their temporary absence. They are also allowed one afternoon a week for going out and a whole day or half a day once a month; but if a servant requires to go out any particular afternoon or evening, on asking permission it is in most cases granted. The same amount of liberty is accorded to men-servants as regards going to church on Sunday, and also as regards the monthly holiday or half-holiday; but during the week more opportunities for going out in the evening are

allowed in town. Many masters and mistresses, providing the men-servants are in by half-past ten or eleven, do not object to their going out when dinner is over. Any rule or rules which a mistress of a house may think proper to make, such as deducting the cost of breakages from wages, or restrictions as to personal attire, should be mentioned at the time of engaging a servant, as it is unfair to impose rules upon servants who have taken a situation in ignorance of them. The rule as to whether servants may receive visits from male acquaintances is a very important one, and the prohibition of such should be clearly expressed. In well-ordered households the visits of male acquaintances, commonly called "followers" are strictly forbidden; and all mistresses desirous of maintaining anything like order in their households, rigidly enforce the observance of this regulation.

From: The Management of Servants  
by a Member of the Aristocracy 1890  
with acknowledgment to Melrose  
House. B

## APPRENTICESHIP OPPORTUNITIES

BY HANNELI BENDEMAN OF THE NATIONAL MANPOWER COMMISSION

THE SMALL NUMBER of young female

apprentices in technical careers clearly shows that there are substantial barriers to entry to technical apprenticeships. These are not legislative barriers but other barriers which bar entry quite as effectively.

One of the main reasons for the lack of interest from young women in apprenticeship appears to be an information vacuum. Even girls at technical high schools are not informed on apprenticeship opportunities. Other reasons for the small number of females include factors such as subject choices, lack of information and career guidance, stereo-

HANNELI IS THE NEW

## EMPLOYERS' PERCEPTION

The metal industry employers who responded had 5559 apprentices in their employ of which five were female.

Some of the respondents believed that females were more suited to some technical occupations than others. The occupations suggested as suitable included electronics equipment mechanic, electrician, draughting, patternmaker, armature winder, radio communications mechanic, domestic appliance mechanic, turner, welder and instrument mechanic.

The possible obstacles to indenturing female apprentices were ablution



typical percep- facilities, work environment, male atti-  
tions of careers, CHAIRMAN OF THE WOMENâ\200\231S tudes, night shifts, pregnancies and call  
attitudes of par- outs.  
building o ents and teach- BUREAU WORKING GROUP ON No specific differences between  
Â\200\23050 ers and silence â\200\234WOMEN AND EMPLOYMENTâ\200\235. males and femal  
es had been identified

in aptitude testing but higher motiva-  
tion among females was reported. No

on the subject

Furniture 790 ! )  
in the media.

ities  
Local WO 00

Lopez on behalf  
of the Committee for Artisan  
Training of the National Training Board.  
This research focussed on the entry of  
young women to technical apprentice-  
ship to identify factors facilitating or  
inhibiting the entry of women to  
apprenticeships in the technical sphere.

At the outset of the investigation in  
early 1991 the ratio of male to female in  
technical apprenticeships for a number  
of the major industry sectors were as per  
inset.

WHY IS THE ENTRY OF  
WOMEN TO APPRENTICE-  
SHIP AN ISSUE?

he female illiteracy rate in South  
Africa for all races, is low (28%) com-  
pared with 71,5% in Angola, 78,7% in  
Mozambique and 41,5% in Kenya. It

6 WHEN WOMEN JOIN HANDS -

ALL THINGS ARE PO

Southern African countries. Various  
hypotheses have been presented for this  
fact including compulsory education for  
white, coloured and asian girls in recent  
times. Black girls, however, were not  
being drawn into the migrant labour  
system which causes many young black

males to enter into employment at an early age. Another factor with regard to black girls might have been the lobola paid under customary law which serves to provide a financial return on investment in female schooling.

Attention is often given in literature to managerial advancement of women but there seems to be a remarkable dearth of information on entry of women to technical careers. The problem seems to be that young women are not being made aware of career opportunities or of the demand for skilled manpower in the technical field, or of remuneration levels in these spheres compared with traditional women's occupations.

MATSOHO  
IATSOHO

These are has furthermore been commented by differences in drop-out rates or prob- some of the several writers on education that the lems with negative male attitudes findings of a education of South African females is ~ towards female apprenticeships were research pro- superior to that of males which is in ~ reported. Of the 42 respondents, only

ject by Janet contrast to the experience in most twelve indicated that they would be prepared to consider an affirmative action type programme. A general view was that the need for skilled manpower in South Africa was so great that a deliberate attempt should be made by employers to ensure that the best applicant was selected for training and hence there was a need to adopt a non-discriminatory stance. The advantage for employers was that women do not have military commitments.

RESPONSES FROM  
TECHNICAL COLLEGES

Forty nine technical colleges responded to the questionnaire out of a total of 104.

Responses show that electricians, electronic trades, motor mechanic,

fitter and turner, draughting, tool, A jig and diemaker and instrument mechanic were regarded as of most interest to young women in technical careers. The obstacles preventing

HO KAOFELA DI A KHONAHALA! - LOKO VAMANANA V/



women from entering a technical field is in order of importance facilities, prejudice and working environment.

The comment was made by a number of technical colleges that female students who had obtained theoretical technical qualifications had not been able to find employment as apprentices even though their marks were good. It was stated that there might be problems of acceptance of women particularly in rural areas in the trade situation.

There was also a common comment that females could endure routine work for a longer period, that they were neater workers than men and also that they tended to have a positive influence on male apprentices through higher levels of motivation.

#### TRADE UNION RESPONSES

Only three trade unions responded

to the questionnaire. All of them believed that women had as much right as young men to embark on technical apprentices. One of the unions believed that women were more suitable to some technical occupations than some others.

#### CONCLUSION

Some of the common strands could be summarised as follows:

» Female apprentices almost always commence an apprenticeship with a standard 10 education level.

Several of the apprentices had resumed their apprenticeship after maternity leave.

The female apprentices interviewed have not considered the financial implications of their career choices until after they have embarked on a career.

The majority of the apprentices interviewed expressed high levels of job satisfaction and self esteem.

Career guidance at school level is uniformly ineffective

All of the employers stated that they would be willing to indenture female

apprentices again in the future.

SAAMST

HINKWASWO SWA KOTEKA! - AS VROUE

#### RECOMMENDATIONS

e recommendations focussed  
among others on:  
A major campaign to publicise technical  
information on career opportunities at  
all levels

» Wide-spread media coverage of  
women apprentices and artisans.

» Emphasis on maths and science

requirements for entry to technical  
careers.

TECHNICAL COLLEGES GUARANTEE a placement  
of more than 80% of their students into industry  
says Minkie Seromo, Women's Bureau member who  
is project coordinator at the Foundation for Research

Development schools division.

Technical and vocational education have an  
important role in the future development of South  
Africa's economic growth. The majority of students  
qualifying from technical colleges are immediately  
recruited by industry, irrespective of the present

recession and high unemployment rate.

A review of aptitude testing procedures.

Stress on the need for education statistics on a gender basis.

Encouragements of employers to state  
explicitly in advertisements that both  
males and females can apply,

4

and provision of accurate information  
on career paths to newly indentured  
apprentices.

Minkie Seromo '

The South African education system must shift its emphasis from academic oriented careers to technical/vocational education. The economic future of our country depends more on people who will create wealth than those consuming the wealth.

There are 127 technical colleges in South Africa offering technical and vocational education. Requirements for admission are a standard seven pass and applicants should be over 16 years of age. Colleges can send their own criteria for selection. For instance Soshanguve requires a matric certificate with maths/science for technical and commercial courses. Fees range from R55-R62 per course per trimester. This differs from one college to another. Courses are designed to cater for the needs of the community and neighbouring industry and students are taught to have the right perceptions to a career.

We asked our branches to look at apprenticeships for women in their areas.

Patti Graham, our East London chairman was the first to respond. She reported:

B six women doing electrical engineering at East London Technical college

B 10 women doing electrical work and one doing building carpentry at the Border Technical College.

B One doing panel beating at Themba Mdantsane while in recent years there have been women on the following courses â\200\224 carpentry, bricklaying and refrigeration and air conditioning.

W Seven girls at Port Rex Technical High School

M 2 Std 9 â\200\224 Woodwork

B 3 Std 8 -1 Doing Technica (Electrical)

1 Technica ( Fitting and Turning)

1 Technica (Motor Mechanics)

2 Std 7 â\200\224do all â\200\234Technicalâ\200\235 subjects at this level.

GE MOONTLIK!

XA AMAKHOSKAZE EDIBANISA ISANDLA ZONKE IZINTO ZHEN

B Alphendale Technical School has 114 girls in Std 6, 87 in Std 7, 81 in Std 8 and 16 in Std 9 â\200\224 Involved in the following subjects:

Welding/ Metalworking  
Electrical Engineering  
Mechanical Engineering  
Basic Workshop

W Ciskei 12 girls at Buchule Technical School

Pam Lewis, chairman of the Women'â\200\231s Bureauâ\200\231s Port Elizabeth branch:

B Port Elizabeth Technical College â\200\224 one woman electrical

M P.E. Technical High School â\200\224

B Bethelsdorp Technical School â\200\224 woman electrical

B Kwarabuckle Tech Uitenhage â\200\224 â\200\234someâ\200\235

M Itcayi Tech â\200\224 20 to 30 each semester women electrical 1 or 2 carpentry

none  
one

Can anyone beat these records?

YEKA! 7

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SHARING D -

## CULTURAL VALUES

THE WOMEN'S BUREAU cooperated with Womanpower Pretoria and the Women ni Group of the Black Management Foâ\200\230rurk Pretoria to present a career networ!< wof ; 'shbp on Training a;ndâ\200\231 Networkmgk o Career Success (opleiding and getwerkâ\200\230wr beroepsukses). Its t!hemâ\200\230e V;I:Zsâ\200\235 Unlocking e â\200\224 sharing cultural va . - Peo;%ti-â\201e asnr]n wzgsto give women from vari- ous cultural backgrounds the opportuntg to share insights into their cultures anc values, and to develop practical commgnâ\200\230- cation skills that promote mutual under- standing, appreciation and trust.

workshop leaders.

WHOâ\200\231S THE BREADWINNER ?

WHEN WILL EMPLOYING AUTHORITIES  
GET THE MESSAGE

E SAID IT to the Margo Commission on Tax, we protested to the Commission for Administration, the Public Servants Association, to the Minister of Finance

and at meeting after meeting where it was pertinent.

IT'S GROSSLY UNFAIR THAT TWO WOMEN SITTING AT DESKS SIDE BY SIDE AND DOING THE SAME WORK SHOULD NOT BOTH BE ENTITLED TO HOUSING LOANS IRRESPECTIVE

OF THEIR MARRIAGE STATE.

More than that at a time when there is emphasis on the family it discourages marriage.

Regularly we receive letters from women with husbands who are not the breadwinner yet they have lost their housing subsidy because they married.

Maybe itâ\200\231s time we abolished all perks, paid men and women their true worth and let them decide how to spend it.

It would be an important step towards bringing down inflation. B

OUTH AFRICA IS out of step with vir-  
tually all Western countries with its



Matrimonial Property Act of 1984 in which the husband retains his traditional position of head of the household and usually that of guardian of the children upon divorce.

Putting this point of view Dr Lesbury van Zyl, at UNISA, says when it comes to guardianship the father's superior power is considered to stem from his marital power which the 1984 Act purported to abolish so it is high time this was abolished too.

Although the division of property upon divorce gives due recognition to the contribution which the so called non-working wife has made to the marriage neither women nor men really believe that that contribution is as important as the financial contribution made by the wage-earning husband.

8

Out  
OF STEP

Two factors in particular militate against equality in the workplace. One is the totally outdated sole breadwinner criteria in terms of which a woman's job is seen to be supplementary to that of her husband. This gives the employer a good excuse to pay the woman less, (with hold from her housing subsidy) and equal pension rights.

The other is the norm which is applied to determine whether there is equality. That norm is the man. Thus the woman who wishes to be equal must try to be just like a man. Looking at conditions of employment in many concerns the impression is gained that to do military service is normal but to

be pregnant is not.

Many feminist lawyers suggest that employers should be forced to recognise a norm other than the man. In other words that the woman who works but also marries, falls pregnant, breast-feeds and raises children should herself be recognised as a norm.

I myself have felt reluctant to insist on this approach for fear that it might rebound on women Dr van Zyl says.

What can women do about such discrimination as they still encounter? Firstly they should become

informed. They should be aware of those rights which they have and those which they lack and make others aware of them too. They should exercise the rights they have. In the workplace where there is discrimination against - women they should ask why and continue to ask until they receive satisfactory answers. M

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= AR MAMA VA  
LOKO VAMANANA V7

WOMEN'S BUREAU & NATIONAL  
MANPOWER COMMISSION

ORE THAN FOUR million working

women in South Africa will benefit from the Minister of Manpower's decision that they be directly represented on the reconstituted Manpower Commission with voting rights. A quarter of a million women backed the Women's Bureau man-

abled, etc. should be allowed representation on the NMC.

Due to the concerted effort of all three Women's Bureau campaigners, Margaret Lessing, Ronel Erwee and Elize Delport, we managed to gain a concession that only one representative of women's organisations

power initiative.

Here Professor Ronel Erwee longtime leader of our working women's interests, reports.

The Women's Bureau was requested by the Department of Manpower to join the committee on the Restructuring of the National Manpower Commission (NMC). We realised that this could be a major opportunity to emphasise the contribution of working women to the economy, the effect of labour and legal issues on women and to stress the importance of having women represented in our labour forum.

The current NMC consisted mostly of powerful blocks of organised labour (eg. Cosatu) and organised capital (eg. Saccola). These vested interest groups were extremely sceptical about the recommendation that new interest groups which could represent small business, the informal sector, consumers, the dis-

GREMLINS WHOOPS!

FOR YOUR RECORDS - and with our apologies please note that gremlins crept into our last issue. Francisr INNERIS photograph appeared "oven

a caption saying "â\200\231ngain];rx;:sranczis  
: ns  
S capt;\ootog?/aph of Linda  
da Jarvis wrote the

Bosmanâ\200\235 over a p

arvis on p 11. Lind e th  
larticle â\200\234Women in Accounting-.

Francis Bosman commented on the

ily Advocate. ;  
Fam(|)>;\ SET R Heather Tracey's

name appeared instead of Jenny

VELEIEE

Professor Ronel Erwee

may have a seat on the  
new NMC, but without  
having a vote. We  
realised that we were  
facing a major challenge  
to change attitudes.  
The Minister of  
Manpower, Mr Leon  
Wessels, reviewed the  
recommendations but  
decided on major  
changes, that more  
independent experts  
and interest groups are  
needed on the NMC which must all  
have a vote. This decision of the  
Minister can have a major impact on 4,2  
million working women in South Africa.  
In a later press release we strongly  
supported the Ministerâ\200\231s initiative to  
alter the balance of power in the NMC  
by including an equal number of repre-  
sentatives from the broader labour com-  
munity. As women constitute 41% of  
economically active people, they should  
be represented by independent experts  
on the NMC. Representatives of organ-  
ised capital and labour do not seem to

be gender sensitive or able to provide  
much information on the needs of  
working women. In contrast, the Bureau  
has 32 working groups which cover the  
total spectrum of the community such  
as women entrepreneurs, professional  
women, women in public office, domes-  
tic workers, and disabled women.

The Bureau also welcomes the  
Ministerâ\200\231s decision on voting rights for  
all representatives as some members of  
the Working Group on the Restructuring

did not originally support voting rights  
for women's groups.

The Bureau took the initiative to  
contact all 23 of its affiliated organisa-  
tions, as well as a number of other  
organisations for working women, to  
gain support for our request for  
women's representation on the NMC.  
We advised them that we should elect  
representatives who are independent  
experts without party political affilia-  
tions. Names of possible candidates  
were mentioned and recommended to  
the Minister.

To date we have had feedback from  
11 organisations with a combined  
membership of 247, 220 women who  
wholeheartedly support this project.

We eagerly await feedback from all  
interested parties as we realise that  
women can make a major contribution  
in creating equitable employment con-  
ditions in South Africa. 1

When women join hands all things are possible!

"IT IS A GREAT GRACE TO BE A WOMAN. MORE WOMEN ARE  
SAVED THAN MEN" . . . ST BERNADINE.

PEOPLE WHO NEVER GET CARRIED AWAY - SHOULD BE.  
DIANNA BOOHER

THERE ARE THOSE WHO MAKE THINGS HAPPEN.  
THERE ARE THOSE WHO WONDER WHY THESE THINGS HAPPEN.  
AND THERE ARE THOSE WHO SAY WHAT HAPPENED.  
EUNICE SIBIYA.

A MAN CONVINCED AGAINST HIS WILL IS OF THE SAME  
OPINION STILL . . . ANON.

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SALLY HURLIN a Women's Bureau member and an old girl of Pretoria Girls High says an educational crisis in Pretoria, particularly in Mamelodi, inspired her to start Cornerstone College. She wanted to create an institution which provided excellence, professionals and discipline as cheaply as possible. Her aim is to produce adults who are educated, responsible and committed to peace and democracy. I find it an immense privilege and a daunting task positively to mould the lives of tomorrow's leaders she said.

WHAT ARE OUR  
EDUCATIONAL AIMS?

To achieve change we must first know that towards which we are moving. Articulated and definite goals set the structure for the direction, and the manner, in which we strive for educational change. These become our motivation, our monitor, and our measure of achievement. Allow me to presume that the reader will accept my own motto: EXCELLENCE, EQUALITY, INTEGRITY AND RELEVANCE IN EDUCATION. A goal like this is simple in expression and necessary in theory, but its application is far more complicated and ambiguous. Let's discuss each of the concepts separately.

EXCELLENCE IN  
EDUCATION

Most of us are conversant with the

Transvaal Education Department move to a Model C structure which essentially confers educational power onto parents. While this process is far from complete, and its viability yet to be proved, it does encourage active parental participation. We mothers need to train ourselves to exploit this crack in

10 WHEN WOMEN JOIN HANDS ALL THINGS ARE POSSIBLE! - HA BASADI BA KOPANY.

EDUCATION:

CRESCENDO OF CRISES OR  
OPEN OPPORTUNITIES

BY SALLY-ANN HURLIN

AgOLLEAGUE OF MINE mentioned recently that she is actively avoiding reading

newspapers or listening to news broadcasts. It's a crescendo of crises, she commented, and I feel overwhelmed. There are many who feel that education, specifically, is in the throes of utter disintegration, and one does not need to try hard to hear somebody sound the classroom's death knell. But is this pervading pessimism our only option?

Personally, I feel that we still can CHOOSE between educational decay or educational reconstruction. The primary reason for my optimism is that education is still predominantly in the hands of WOMEN many of us are mothers of scholars, and by far the majority of teachers in this country are women. We can choose to use this period of change positively and constructively. But our choice cannot afford to be vague or passive our solutions have to be bold, informed and directed. Let's move away from sweeping statements, however, and find specific ways in which we can effect a united transformation.

government educational policy. We cannot allow ourselves to be passive spectators. Let's CHOOSE to question, to discuss, to reject, to debate, to encourage, to participate and to revolutionize. When educational aims are geared towards the satisfactory, we must demand the excellent.

#### EQUALITY IN EDUCATION

his article need not dwell on the

educational inequities which exist in our country we know the whole pitiful story. But we must work towards a racially and sexually equal future. Now is the time to practise patience and tolerance as the merging process goes too fast for some and too slowly for others. Now is the time to cope with short-term discomforts to achieve long-term benefits. Mothers can inform and encourage their children to cope positively with change and teachers can become facilitators of new cultural introductions. Children need to be retaught the basic educational value of human dignity. We can become the lubrication in a new and powerful engine.

MATSOHO -

THO KAOFELA DI A KHONAHALA! -

#### INTEGRITY IN EDUCATION

Perhaps one of the most harrowing aspects of my job is listening to countless accounts of dishonesty, exploitation and laziness in both the public and private sectors of education. What is often overlooked in educational circles would be termed rank ineptitude in an ethical business. Those of us who are teachers need to spearhead a new professionalism

in education. We should re-establish the value of honesty and hard work, albeit under difficult circumstances. What we do speaks more loudly than what we say, and our pupils may be learning from us short-cuts in integrity more quickly than geography! Once our own house is in order we should further adopt the role of ethical thermometers in our schools. Silence cannot be an option.

#### RELEVANCE IN EDUCATION

educational theorists have been engaged in a fierce debate on

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LOKO VAMANANA VA |



whether education should be geared solely to meet the economic needs of the state, or whether it should be non-instrumental. | feel that both aims (and their inherent strengths) can be maintained. Careful educational planning can

ensure that school-leavers are intellectually sound and trained in skills. We can develop critical thinkers with economic relevance. Mothers and teachers must carefully guard against valuing one more highly than the other. South

#### CONCLUSION

Africaâ\200\231s economic predicament is partly attributable to our over-supply of academics and undersupply of skilled workers. Letâ\200\231s not glorify the former and create false expectations and bitter disappointment.

FOR TOO LONG WOMEN, ESPECIALLY MOTHERS AND TEACHERS, HAVE ACCEPTED THE ROLE OF NON-PARTICIPATION IN EDUCATIONAL POLICY â\200\224 AND DECISION- MAKING. WE CAN MAKE A CHANGE  
IF WE CHOOSE TO MAKE A CHANGE, IF WE ESTABLISH SPECIFIC EDUCATIONAL AIMS AND INSIST ON THEIR IMPLEMENTATION. WE CAN BE THE BOLD CONSCIENCES AND THE PROFESSIONAL PARTICIPANTS IN A

#### POSITIVE EDUCATIONAL EVOLUTION

IS EDUCATION A ROUTE TO GENDER EQUALITY?

ES AND NO says Dr Eleanor

Lemmer, UNISA education lecturer who tackled this provocative issue in a Highnoon lecture.

Teachers are important adult role models for children growing up. In virtually all western countries the majority of teachers are female whereas school managers are male thus controlling the policy and decision making apparatus of schools. This reinforces the perception that women teach and men control.

With women under-represented in the higher strata of educational leadership, it can be concluded that radical policy changes in the education of girls are unlikely to occur.

#### CAREER GUIDANCE

Girls tend to have limited career aspirations, undertake short term career planning and are more likely to choose feminine professions with subject choic-

es favouring the humanities and arts. Career guidance teachers also tend to be influenced by the gender segregation of the labour market when advising pupils and standard career counselling remains based on the male concept of a career as an uninterrupted progression and does not include the female experience.

Under-achievement and under-representation of girls in maths and sciences are a common phenomenon worldwide. The schools play an ambivalent role in gender socialisation. Schools have the potential to act as agents of change but they also maintain the gen-

EKA! - AS VROUE SAAN

der inequalities found in society. Thus equality of opportunity and outcomes for girls cannot only be measured in terms of ACCESS to schooling but in terms of the PROCESSES of schooling as well.

Equality of opportunity should not be sought in the overt curriculum alone but is also contingent on an unbiased school climate.

INTERNATIONAL  
PERSPECTIVE

ince 1960 when women everywhere

were under educated relative to men there has been an unprecedented expansion of women's access to schooling all over the world. In most Third World countries the pattern of gender based inequality persists although gaps between male and female enrolment have narrowed.

In a minority of countries male and female school enrolments have equalised. In a handful of nations women actually form a higher proportion of those attending school.

In both developing and industrialised countries women need higher educational levels to obtain employment successfully in the industrial and service sections of the economy. Throughout the world many women now stay in school longer to obtain low skill jobs which now require a better education.

In other words women need more education than males to compete with

XA AMAKHOSKAZE EDIBAI

them in the labour market. Increasing educational levels affect how long

women stay in the work force. The more education a woman receives the less likely she is to leave the workforce during the childbearing and childrearing years.

Increasing women's educational levels has had little effect on the wages women earn still about 75% of men's wages worldwide.

#### POSITIONS OF POWER

he access to political power provided

by women's education proves even more disheartening. With few exceptions nowhere have women obtained access to political power and full representation in national political decision making bodies. In many countries (Vietnam, China, Poland and Iran) increasing women's education appears to be associated with progressive political disenfranchisement. Research suggests that although women may be active in politics during times of revolution, patriarchy asserts itself in post-revolutionary society.

Finally Dr Lemmer concludes that society and schooling are never gender neutral. Women's status is interwoven with a complex set of issues such as domestic status, economic role, political ideology and cultural factors. For this reason the improved position of women in society is not merely a function of better schooling but a function of a host of social issues. M

IISA ISANDLA ZONKE IZINTO ZHENYEKA! 11

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## WHAT ABOUT EDUCATION FOR YOUR CHILD OR GRANDCHILD?

This year, to assist children and teachers, Old Mutual has donated over R10 000 Maths 24 schools kits to primary schools (throughout Southern Africa). This educational project has taken school children by storm with over 1 million children playing the game. It makes learning maths fun, said Arthur Clarke, National Sponsorship Manager.

This is the first year that Old Mutual has promoted mathematics in Junior Schools and the response has been exceptional. The competition has encouraged young school children to get to grips with mathematics, and we are very proud of the fact that over one million children from all parts of South Africa took part in the schools challenges.

Old Mutual has been active in many spheres so promote change in our society. One of the most challenging areas for change is education.

## ENTREPRENEURIAL SKILLS

Old Mutual donates significant sums to support all levels of education, from pre-primary institutions such as Supedi and Grassroots, to postgraduate studies at various universities and technikons.

However, it is never too early for individuals to plan for the education of their own children.

Parents and grandparents have dreams for their children. And children, even from the earlier age, have dreams of their own of what they one day will be and do.

## 3 COST OF EDUCATION

Just as parents and grandparents will want to fulfill those dreams. Remember that furthering a child's education could make a difference to the quality of life that that child will enjoy when grown up.

Few people are able to afford the cost of a university or technikon education and this will become even more difficult in the future.

Old Mutual recognises that education is the key to prosperity and has therefore developed a flexible education plan to assist parents to afford their children's education.

12 w

The six lucky prizewinners of the Van Ou Mutual Maths 24 National Championships. They are back | to r: Abel Gaborone, Irooska Govindsamy, Mariam Motale en France Matebesi. Front: Marc Wartenweiler and James Hillloun

#### FLEXI EDUCATION PLAN

Old Mutual's FlexiEducation Plan is

truly flexible because it matches the needed investment to the age of your child in order to create the best opportunity for capital growth.

An ingenious combination of endowment and unit trust investments provide you with the funds you need to give your child the right start in life.

Example: If your child is six years old next birthday, a monthly investment of just R125, invested in a pure endowment policy, will be adequate for your child's education and future needs.

If your child is older, the investment split changes. For example, if your child is ten next birthday, an investment of R150 per month a split R75 endowment and R75 unit trust a will match your needs.

The liquidity of Old Mutual Unit Trusts is especially useful if the child's education will need cash within ten years.

Investment security is ensured with an endowment policy like Old Mutual's FlexiDowment which, based on past performance, should ensure a healthy return on your investment.

Your FlexiEducation Plan can also provide collateral security enabling you to apply for a financial loan should you ever need it.

YOUR DEATH  
OR DISABILITY

ou may also protect the

FlexiDowment part of your FlexiEducation Plan against your disability or death, in which case Old Mutual will continue to pay your premiums until the child needs the policy.

In order to counter inflation your premiums can be automatically increased once a year to maximise growth in real terms.

LIFE COVER FOR YOUR CHILD

lexiEducation Plan includes life cover

for your child. Recent legislation has increased the maximum life cover allowed on children's lives. The maximum cover allowed is: 1 6 R10 000 (previously R250) and age 7 14 R30 000 (previously R500).

This unique education plan assists parents to provide for their child's future whether for education, sports coaching, starting a small business or travelling overseas.

A small amount invested correctly will ensure that your child will have the opportunity of a sound education and a good start in life.

If you would like further information please complete the reply slip at the bottom of the page and post to the address supplied or contact your nearest branch of Old Mutual or your broker.  
[ e et e e K L X A e e 1  
ll would like to know more aboutly  
FlexEducation Plan. Please be so kind as to  
send me a brochure.

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! Address

1 Code

| Date of birth

i Occupation

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| or call Toll Free 0800 222 100

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THERE ARE NO SHORT-CUTS TO  
SUCCESS - ONLY HARD WORK

these were points that BELIEVE IN YOURSELF young people: how

emerged when four SET GOALS FOR women relate to each  
executives gave an insight YOURSELF IDENTIFY 208, 0 JRC 20 e  
into their careers at a SUITABLE MENTORS 1 business life vs private life.  
managerial careers semi- AND THEN RELY ON The research group was  
narrowly organised by Professor A MEASURE OF LUCK multiracial on the  
Ronel Erwee, associate FOR SUCCESS. grounds that women of

director of research at the  
Graduate School of Management at the  
University of Pretoria. Professor Erwee is  
a director of the Women's Bureau and  
chairman of our Working Group on  
Women - as Entrepreneurs.

The four women were all Graduates  
of the Graduate School of Management.  
They were responding to Stella Nkomo  
and Ella Bell, two American women  
researchers attending the seminar to  
share the findings in their current  
research on "Life Journeys of Women in  
Corporations".

Its aim is to determine how and why  
successful women executives become  
successful. Women researched were  
executives identified nationwide in the  
USA, representing different sectors of  
the economy. Eighty African-Americans  
and 40 Euro-Americans took part.

The research team wanted to know  
what motivated women to become  
executives: what their educational back-  
grounds were: what influenced them as

WILLIE BRAAK, MANAGER national promotions,  
came to Pretoria from Cape Town to present  
the Women's Bureau with Old Mutual's cheque  
for R25 000 and to assure us of their continued  
support. After being our sole sponsors for our  
first eleven years they have now become one of  
the first of South Africa's top companies to  
pledge R100 000 over the next four years.  
Additionally they will continue to sponsor our  
magazine FOCUS.

different cultures have different  
perspectives.

The Americans described their ques-  
tioning as life journeys from early child-



hood to the present. Their findings which have not yet been published include:

B Women donâ\200\231t often set goals for themselves. They tend to take one step at a time.

B Many of the women said that if they had the opportunity they would stop work to start a family. This raised the question whether the women were tiring and whether â\200\234quality of lifeâ\200\235 was more important to them than success

B Success stories came from women whose parents impressed upon them that they could be anyone/thing they wanted to be.

B Relationships between white and black women were found to be bad in general. Black women were perceived as a threat by white women.

On the other research currently being conducted in the USA they reported some of the findings as follows:

B executive men are paid much more than executive women

B studies in the USA look past colour

B By the year 2 000 only 15% of jobs will be held by white males and 60% by women. The population will also be increasingly coloured.

B Men and women are showing growing concern with their family life.

Quality of life has become an issue.

The present quota system in the USA which requires the employment of a certain percentage of minorities (women, blacks, hispanics, disabled, etc) has caused a back lash and even a back lash on the back lash.

The current trend is to encourage companies to accommodate the contributions of women and minorities in what is termed â\200\234managing diversityâ\200\235. H

MORE  
OPPORTUNITIES  
FOR INDIAN  
GIRLS

DUCATION TODAY HAS a tre-

mendous affect on the emancipation of Indian women says Nooroo Ismail, first Indian deputy superintendent of Education Transvaal schools

and a director of the Women's Bureau.

Indian women are now working as typists, secretaries, receptionists, teachers, practicing as doctors, dentists lawyers and many are in the academic world. But in the work situation few Indian women hold top positions because men especially Indian men do not want to work under them.

The movement of Indian women into the workforce is influencing the traditional Indian family life and though the joint family system is strong, there has been a change in the mode of thinking both by men and women.

The joint family system still forms a vital characteristic of Indian culture. Originally Muslim and Hindu parents were wary of formally educating their daughters because of custom and taboos but this was changing. Boys who were educated were keen to marry girls with education for compatibility and if necessary to better their incomes.

Although there were differences of language and culture among the South African Indian community they do not undermine its unity. The Indian family has certain characteristics common to all groups of Indian people. It is regarded as the centre where the individual receives his or her social values and behaviour.

The Western influence, the South African way of life can be seen in the family, in dressing, in cooking, in eating habits, in dances and songs but Indian cultural ties remain strong and are encouraged. M

[0 SR NO

WOMEN'â\200\231S BUREAU  
CONFERENCE 1993!  
GIVE US YOUR IDEAS

Gabrielle van der  
Westhuizen â\200\224  
Administrative  
Manager

UR NATION-

AL CONFER-  
ENCE is held  
every 18 months  
â\200\224 and we have already had enquiries  
from members concerning the next  
conference.

But this time we would like to ask  
YOU what topics you find appealing,  
what workshops you think pertinent and  
what discussions you would like to  
attend.

Conferences have to be planned  
months in advance, so please let us have  
your suggestions by February 1993 at  
the latest: it takes months to secure  
speakers and the equipment they may  
need.

Perhaps you would also like to tell us  
in which centre you want to attend a  
conference!

Please send your suggestions to :

Women'â\200\231s Bureau of SA  
P.O.Box 705  
PRETORIA

0001

HE WOMENâ\200\231S BUREAU PAYS

TRIBUTE TO Professor Anna  
INISYSYd o] TaTo Bl adel ol e [} =T Mol VAN T EE TN  
theatre and a firm supporter of the  
Women'â\200\231s Bureau who died at the  
age of 85.

Our Afrikana library boasts four  
signed copies of her books which she  
personally presented to us. They are  
EAVZYô [Vl =1 'S (5 YA (o UTe MM YAV 4 7AVAV  
o [T VAV S ToTe [ o YT R AW/ RVAV IR L EE TR Y  
translations of Shakespeareâ\200\231s  
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## GENDER RELATIONS

'I"HOSE COMMITTED TO changing gender relations in South Africa will find plenty to interest them in â\200\234Putting Women on the Agendaâ\200\235, the latest Raven Press publication into the Womenâ\200\231s Bureau library.

Edited by Susan Bazilli it contains a challenging collection of essays based on papers presented at a conference entitled â\200\234Putting Women on the Agendaâ\200\235 organised by Lawyers for Human Rights at the University of the Witwatersrand in 1990.

Contributors offer suggestions to South Africaâ\200\231s future policy makers on customary and traditional law and the family suggest recommendations for legal rape reform, and examine sexual harassment in the workplace, contraception and abortion within the framework of reproductive rights.

Finally the experiences of women in other countries â\200\224 Zimbabwe, Namibia, Botswana and Canada provide important lessons for those committed to changing general relations in South Africa â\200\234Putting Women on the Agendaâ\200\235 is one of a number of new additions to the Womenâ\200\231s Bureau library for use of our members. Others are

â\200\234Human Rights for Allâ\200\235 McQuoid-Mason et al  
â\200\234Protecting Human Rights in a New South Africaâ\200\235 Sachs A

â\200\234Living Togetherâ\200\235 Husemeyer L

â\200\234Street Lawâ\200\235 McQuoid-Mason D

OMEN'S BUREAU MEMBERS who

are Old Girls, will welcome â\200\234We Work in Hopeâ\200\235 a history of Pretoria High School for Girls. It has been written by two old girls to mark this well known schoolâ\200\231s 90th anniversary. They are Laurel Manley Becker, a chairman of the Old Girls Association, and Sonja Vos van Putten. The book is well researched and well illustrated.

Pretoria Girls High had outstanding headmistresses, not the least our Womenâ\200\231s Bureau member Miss Beryl Mullins who was associated with the school for 37 years.

SIBLE! - HA BASADI BA KOPANYA MATSOH(

HO KA(

3. Consumer law
4. Family law

â\200\234Helen Suzman'â\200\231s Solo Yearsâ\200\235 Lewsen P  
â\200\234Thereâ\200\231s Lipstick in my Briefcaseâ\200\235 Kaplan C  
â\200\234The Job Sharing Handbookâ\200\235 Olmsted B et al  
â\200\234Buy Rightâ\200\235 SANCU

â\200\234The Green Pages 91/92" Geach et al  
â\200\234Once is not Enoughâ\200\235 Wildlife Society  
â\200\234Guide for Household Helpersâ\200\235 DWA  
â\200\234Population growth â\200\224 our time bombâ\200\235  
Jordaan | et al

â\200\234Coming of Ageâ\200\235 Hobman D

â\200\234Sex and the SA Woman" Olivier L  
â\200\234The Help Directoryâ\200\235 Barton et al  
â\200\234When does Life Beginâ\200\235 Ankerberg et al  
â\200\234We have done with Pleadingâ\200\235 Wells |  
â\200\234Sibambeneâ\200\235 Griesel et al

â\200\234South Africaâ\200\231s Silent Revolutionâ\200\235

Kane Berman |

â\200\234Thula Babaâ\200\235 Ravan

â\200\234Elites & Democratizationâ\200\235 Kotze  
â\200\234Lost Generation Foundâ\200\235 Moller V  
â\200\234Back to Learningâ\200\235 Ravan

â\200\234The Classroom Crisis: Black

Demands & White Responsesâ\200\235 Bot el al  
â\200\234Women in Southern Africa:

a Bibliographyâ\200\235 Torr et al

â\200\234The Worldâ\200\231s Womenâ\200\235 United Nations  
â\200\234Dimension of Equalityâ\200\235 Status of Women  
Canada

â\200\234Women in the labour forceâ\200\235 Womenâ\200\231s  
Bureau. Canada

â\200\234Building the Futureâ\200\235 Womenâ\200\231s Bureau.  
Canada

â\200\234Occupational Safety and Health  
Concerns of Canadian Womenâ\200\235  
Women'â\200\231s Bureau Canada

For more information consult Barbara  
Wegg head of our Resource Centre:  
01247 6176.

From left to right: Laurel Becker (co-author),  
Anne van Zyl (Principal of Pretoria High School  
for Girls), Beryl Mullins (Past Principal), Sonya  
van Putten (co-author)

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ANA V

ANA ~ HINKWASWO SWA KOTEKA!

i N EIN LS

SUPPORT GROUP  
UNEMPLOYMENT

. o

et

Janic Frame

COMPUTER GRAPHIC draughtsman,

out of work for three months, is  
starting a country wide support group  
for women in the same position. She is  
Jan Frame (phone 012 344 3009) a  
member of the Women's Bureau who  
believes women could help one another

ALL ABOUT MEN

EN. WE LOVE THEM. We hate

them. We want them to be strong  
and powerful, yet sensitive and emo-  
tionally expressive. We want them to  
understand us. We try to understand  
them. Is it possible? Many of us have  
become seasoned veterans of the war  
between the sexes. We long for con-  
nectedness and intimacy, yet anger, dis-  
appointment and misunderstandings  
haunt our most precious relationships.

In business a 2 - 3% failure rate is  
acceptable. Yet why have we come to  
accept a 60% failure in marriage as the  
norm?

What's it like to be a man today - a  
friend, lover, husband, father, son,  
provider - in a society where everything,  
including relationships, seems to be

changing?

That's what the Johannesburg branch of the Women's Bureau tried to discover in a day long workshop, 'ALL ABOUT MEN: Understanding and

AS VROUE

SAAMSTAA

by giving their support and sharing their ideas on how to cope.

Jan sent us this report:

'You go for job interview after job interview and it's the same story every time, instead of just one or two there are eight to nine people ahead of you.

After the interview they promise to get back to you but they never do. You spend the next few days hovering around the telephone debating whether or not you should call them. You phone the agencies daily and there is just one word that seems to resound endlessly in your ears and that is 'NO'.

'No, I'm sorry the position has been filled'.

'No, I'm sorry there are no vacancies in your line'.

No, no, no, no. How does one cope with all the rejections on a daily basis ? How does one cope with the inevitable onset of depression?

It is only human to feel down when you have no income and you are trying your best to keep food on the table, a

Restoring Our Relationships with Them. Held in early August an enlightened, courageous group of men addressed a very enthusiastic and capacity female audience.

Topics covered were why women and men perceive the same thing differently, lost father-son relationships, how the male dominated system wounds everyone, power and organisational politics and issues of male intimacy and sexuality.

The event was facilitated by Kristine Pearson, a consultant for Nedcor and an ex-co member of the Johannesburg Women's Bureau. Speakers included Dr David Malopo, Brian Eyre, Steven Barak, Guy Charlton, Brian Wegerle and Dr Bernard Levinson. M

JEWISH INTERNATIONAL  
CONVENTION



NE OF INTERNATIONAL Jewryâ\200\231s  
top women, is expected to attend

N â\200\224 IS ALLE DINGE MOONTLIK! - XA AMAKHOSKAZ

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roof overhead and pay the bills. The situation is hard and we lie awake at night wondering if it is all worth it. What is of vital importance is not the problem but our attitude towards the problem. Our attitude can either get us through to a brighter tomorrow or drag us down into the mire of despair. The most wonderful thing is that we ourselves have a choice in the matter. Itâ\200\231s up to us.

The shipâ\200\231s name is â\200\234THE RECESSIONâ\200\231 and every one of us is well and truly on board her. As we sail further into our battered economy the seas are going to get a lot rougher before they get any calmer. We all need an anchor and some of us even need a life boat. It is comforting to know there are others in the same boat, that they care and understand.

We are forming a support group for all unemployed people. Believe me there are many of us out there. If you would like to come along, to maybe help steer you through the storm, please feel free to contact us. M

the 16th triennial convention of the International Council of Jewish Women when it meets for the first time in South Africa in May next year. She is Mrs Karmela Belinki, the Finnish journalist, writer university lecturer, United Nations authority and past president of WIZO Finland.

The convention is being hosted by the South African Union of Jewish Women, whose president Mrs Miriam Stein, represents them on the National Advisory Council of the Women'â\200\231s Bureau. Mrs Stein says they have received an overwhelming response and expect at least 300 delegates representing over a million and a half women from 37 countries.

Judith Harrisberg, convener of the convention tells Focus no effort is being spared to ensure that the five day convention will be stimulating for local and overseas delegates with topics covering relevant aspect of life affecting Jewish women throughout the diaspora. Â®

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ntly Mr Women s Bureau is  
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16 WHEN WOMEN JOIN HAND

WOMEN - BOXING AND  
WRESTLING

OLLOWING REQUESTS FROM the

Department of Justice for the reaction  
to the possible repeal of the law which  
prohibits women from taking part in  
boxing bouts and wrestling matches,  
the Womenâ\200\231s Bureau made these  
points:-

Although some of our members are  
against a repeal, the overall response is  
that women need to take responsibility  
for their own decisions and that this law  
should be repealed leaving freedom of  
choice to the individual, except where a  
woman is not in a position to make a  
rational decision for herself in such cases  
as mental incompetence.

However it is our considered opinion  
that there should be a prohibition  
against any female under the age of 18  
(21) taking part in boxing bouts and  
wrestling matches and there should be  
strict and heavy penalties for any one  
employing, using, forcing or coaxing  
any female under this age limit to take  
part in such activities. In accordance  
with international concern we believe  
the girl-child needs to be protected. |

ARE WE FAR BEHIND?

RADITIONAL VALUES ARE flourishing

in the USA. The family is becoming  
â\200\234much strongerâ\200\235, working mothers are  
optimistic, more confident, more in  
control of their own lives â\200\224 and they are  
better prepared for life than their moth-  
ers ever were. Despite the pessimistic  
prediction of other studies, she believes  
she can help provide her family with a  
higher standard of living than that of  
her parents.

These are a few highlights in the

findings of a major nationwide study commissioned by the magazine GOOD HOUSEKEEPING. It reveals a woman not only dedicated to the same basic family values as her mother but who also possesses a "can-do pioneer spirit" open to new ideas, willing to face the challenges of this decade.

Despite the deluge of daily demands of work and family she has a new "take charge" attitude that lets her handle stress, be happy in her job and be "better friends" with her children. She is more involved in the world around her - especially the environment and her children's school "than her mother was. She expects support from her family and husband and increasingly, she is generally satisfied with their efforts. B

#### SHADES OF THOSE SUFFRAGETTES

ANY PEOPLE KNOW that it was an

English woman Georgina Solomon who founded the Vrouefederasie after the Anglo-Boer War. It took the Argus newspaper to remind us that she had been in goal in Britain for her Suffragette activities before coming to South Africa to be principal of the Good Hope Seminary.

Congratulations to the Argus for reprinting her vivid report of her experience. Georgina married Saul, founder of the Argus Printing and Publishing Company. And our Cape Town member Hilda Powell, who heads our working group on "Women as Widows", adds to the story. Georgina she says decided to return to England but her husband did not want to go. "So you know what Georgina did ? She got a porter to carry him on board against his will. He was shorter than usual as he had stunted legs due to rheumatic fever and could easily be overpowered. For some reason the law could not intervene on his behalf." W

#### ARE YOU A GLUTEN-FREE EATER ?

FTER CAMPAIGNING FOR a couple

of decades for the greater availability of gluten free food, Women's Bureau member Carole Smollan believes it is time to form an association of gluten free eaters.

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Members who suffer from a Gluten Allergy are invited to contact her at 011 788 6822. Carole started her campaign when her first child was diagnosed as suffering from gluten intolerance (coeliac disease). Her book 'Gluten-free guide for Southern Africa' is now in its third edition. The association will campaign for improved food labelling, for a cut in the surcharge on gluten-free imports, for a tax rebate on these products and for medical aid to pay for them. H

#### CALLING ALL WOMEN IN MIDDLE AND TOP MANAGEMENT

AM UNDERTAKING a Ph.D. on the challenges and stresses of women managers and the strategies that they use to cope. I would like to interview managers from all racial groups in the social work field and from industry.

As the study will be a national one, I would appreciate hearing from women in middle and top management positions who would spare an hour to contribute to this valuable study.

My experience as a manager has been in England in the Social Work field and in other public organisations. I am currently employed as a Lecturer at the University of Durban Westville where I teach management and social work. I would view the chance of talking with people as an exciting opportunity to exchange information.

I look forward to hearing from many people and I can be contacted either at the University of Durban Westville on (031) 820 2531 or by mail at 14 Milton Road, Westville, 3630 Durban. H

LINDA BAILEY

PETTICOAT PROTESTERS

ARCHING ON THE Union Buildings in Pretoria is not new. Women did it 52

years ago. A vroue-optog (women's procession) numbering some 7 000 women sombrely dressed in the kappies and heavy skirts of the Voortrekker era assembled on Church Square and after public prayers converged and walked in silence to the Union Buildings on Saturday 22 June 1940 monitored by 500 policemen.

Their purpose was to protest against South Africa's participation in the Second World War. The marchers halted on the lawns outside the Union Buildings and three women went inside. The Prime Minister General Smuts was not there but Finance Minister J. H. Hofmeyer received their petition

History says he offered them tea but they refused and after more prayers delivered from an oxwagon they dispersed. Nationalists applauded the women's stand but letters in Johannesburg newspapers reflected the anger and contempt of many readers. 'Surely government has the power to stop these subversive activities' was one comment.

A much earlier women's march on Parliament in Cape Town demanding votes for women was led by a Highland piper and the Defence Force Band. That time General Smuts received a deputation and a petition bearing 55 000 signatures. M

#### INTERNATIONAL CONVENTION OF PORCELAIN PAINTERS

THE PORCELAIN PAINTERS Association of

Southern Africa 'PRASA has gained tremendous momentum since its inception four years ago with five members who all joined the Women's Bureau. Since then and through various exhibitions of which the last one was their first National exhibition opened by Mrs Margaret Lessing at the Total Gallery in Braamfontein in March this year, they can now boast over 90 members.

To further their aim of getting more people interested in their fascinating and relaxing art form, they are going to host an International Convention in 1993 which will take place at the Braamfontein Hotel in Johannesburg from the 18th to 22nd of February.

As their main artist and demonstrator well known Monsieur George Miserez-Schirra from Lausanne has already accepted to come. For further details contact Ann Harris phone 011 787 7065, 25a Douglas Street, CRAIGHALL, 2196. &

The founder members: Cany,  
Carmen Bernard, Ann Harris,  
Cremilda Cardoso and Shancy  
Henriques

#### KONTAK'S NEW PRESIDENT

RS PAULINE MKALIPE, specialist in People's Participating at the Development Bank of Southern Africa and a member of the Women's Bureau, has been

elected president of Kontak, one of the first organisations formed in South Africa to bring women of all cultures together. She followed Mrs Hildegard van Zyl.

Women and change, women and development and gender issues are some of the challenges that will be addressed by Kontak during my term of office she said after her election at Kontak's fifteenth annual general meeting.

Born in Alexandra, Mrs Mkalipe matriculated at the Holy Cross Mission School, furthered her studies at St Francis College in Natal and a Catholic University in Milan where she obtained a degree in sociology and thereafter at UNISA where she obtained her MA in Sociology. She will represent Kontak on the Women's Bureau National Advisory Council.

Mrs Pauline Mkalipe



DR A N @) TSRS

IMBERLEY has lost its long standing

chairman Adv Linda Pienaar who has transferred to Pretoria with the rank of colonel in the legal department of the S.A.P. Val Irons is standing in for her until their new chairman is appointed.

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28

AST RAND brought past and present

mayoresses in their area to discuss with Margaret Lessing their role in supporting the Women's Bureau. The event was organised by their chairman Ela Till, herself a former Mayor of Benoni and all committed themselves to supporting future functions.

OTTENTOTS HOLLAND inspanned

Haneli Bendeman of the Manpower Commission and chairman of our Working Group on Women and Employment Conditions for a seminar on the extension of labour legislation including domestic workers and what was involved. This revitalised branch has published its first news letter and is extending its activities to include Stellenbosch, the Strand and Gordon's Bay

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URBAN tackled Attitudes in

Education at a successful seminar which attracted much interest. Mr John Dickson, public affairs officer of the American consulate in Durban spoke on cultural diversity in schools and integration methods that were tried in the USA.

Aiming to make women more aware of the environment they joined forces with ESCOM at a lunch and environmental talks on World Environment Day. Guests were told that by conserving electricity consumers were not only

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reducing their monthly electricity bills. They would be conserving the earth's rapidly depleting natural resources.

As we go to press Durban branch is

involved in the Small Business Week,  
World Food Day, Aids Day and  
International Children's Day.

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PPER SOUTH COAST has its first

chairman back. Gwen Leisegang has  
taken over from Beth McGregor whose  
sterling work during Gwen's absence  
was much appreciated. Beth is still there  
on the committee.

Their AGM featured a workshop on  
Widowhood and what every wife should  
know. Mr Bruce Hoskin of Deloitte  
Touche spoke on estate planning and  
there was lively discussion in which  
many of the 60 present took part. They  
are planning to issue a booklet on the  
practicalities of widowhood.

RETORIA joined forces

with Kontak to launch  
our campaign on chang-  
ing attitudes. Former  
Mayoress Christa Zylstra  
lent her home for the  
occasion. Dr Antonie  
Gildenhuis, chairman of  
the National Peace  
Secretariat, detailed the  
work the Secretariate was |  
doing, its achievements  
and its difficulties.

Mrs Qedisisi Buthelezi,  
representing the ANC's  
language desk, spoke on  
culture and language  
issues in the new South f  
Africa, and after tea and B st

lively discussions the delegates went

back to their areas determined to work  
towards making changes. Pretoria is  
planning its AGM in November.

Pretoria Branch Function and 26 May 1992

LOEMFONTEIN invited Adv Francis

Bosman, chief Family Advocate and  
Women's Bureau director, to a seminar  
to discuss the role of the family advo-  
cate. Advocate Bosman stressed the  
need to educate and to prepare those  
planning to marry. Married couples are  
giving up too easily these days she  
said.

In complete contrast Bloemfontein

held a motor car rally on Environment Day with the Directorate of Nature and Environment Conservation. Its aim was to make the participants more aware of their immediate environment and all had fun doing it.

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#### CHAIRMEN OF THE BRANCHES

Bloemfontein Dr Elizabeth Luttig  
Cape Town Prof Jennifer Thomson  
Durban Shireen Lowe  
East London Patti Graham  
East Rand Ela Till  
Hottentots Holland Rene Stuart-Solomon  
Johannesburg Gill Noero  
Kwa Newlands Denise Walker  
Lower South Coast Jean Westerman  
Port Elizabeth Pam Lewis  
Pretoria Clinia van Wijk  
Upper South Coast Gwen Leisegang

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283

Changing Attitudes

From left to right: Mrs Christa Zylstra, Dr  
Antonie Gildenhuys, Mrs Cilna van Wijk,  
(Chairman) and Nooroo Ismail

18 WHEN WOMEN JOIN HANDS ALL THINGS ARE POSSIBLE! - HA BASADI BA KOPANYA MATSOHO  
NTHO KAOFELA DI A KHONAHALA! - LOKO VAMANANA VAL  
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OHANNESBURG executive committee

member Kristine Pearson organised a successful workshop entitled â\200\234All About Menâ\200\235 â\200\224 understanding and restoring relationships with them. More than 100 women attended, listened and interacted with the male panel of speakers in a friendly, relaxed atmosphere, thereby bringing about better awareness and understanding. There was much networking over lunch and teas.

Branch chairman Gill Noero is one of a group of six Women invited by the African-American Institution in association with Unicef who met our representatives in New York and Washington to discuss the current status and involvement of South African Women.

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APE TOWN Women'â\200\231s Bureau is

deeply involved in its plans for its annual Women Achiever Award as we go to press. Since our last report its members have organised successful seminars and workshops â\200\224 Taking Charge of your Life, an image projection in conjunction with Women 2000, on self protection and on the role of women in the new South Africa.

Chairman Professor Jennifer Thomson reports their management committee is highly motivated and active. They have adapted magnificently

â\200\234to the loss of Old Mutualâ\200\231s sponsored

liaison officer Anitra Pietersen who continues to take an interest in their activities from her head office and remains on the committee. Vice- chairman Dorothy Reid drew up portfolio descriptions which helped define their individual roles, Secretary Claire Bateman brought

her wide experience in managing volunteer organisations to smooth the transition. Seminar coordinator Min McLoughlin is ideally suited to her portfolio being the director of a training consultancy.

They conducted a survey to determine what topics members would like covered in future seminars and used the results to plan the rest of the year. For the guidance of other branches most popular include personal growth and confidence, time management, motivation and team building, leadership, image, socio-economic issue, small busi-

"NA â\200\224 HINKWASWO SWA KOTEKA! - AS VROUE SAAMSTAAN -

ness, strategic planning and counselling skills.

â\200\234With the skills we have learned the Cape Town branch feels excited about facing the challenges that lie aheadâ\200\235 says Professor Thomson.

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ORT ELIZABETH held two successful

seminars. The first â\200\234The Road to Wealth is Healthâ\200\235 showed their concern for primary health care and was arranged in conjunction with the Department of National Health and Population Development. The Second â\200\234Battered but not Beatenâ\200\235 in association with FAMSA demonstrated their support for â\200\234Yokoselo Havenâ\200\235, a refuge for battered women which they helped to establish in 1989. Attitudes featured, with everyone present being urged to become involved by helping to change legislation, by educating and by organising community care.

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CONTACT TELEPHONE  
NUMBERS FOR BRANCHES

Bloemfontein (051) 47-7255 (W)

(051) 31-4742 (H)

(021) 650-3269 (W)  
(031) 322-881 (H)

(0431) 47-1629 (H)  
(0431) 43-7267 (W)

Cape Town  
Durban  
East London

East Rand (011) 54-6274 (H)  
Hottentots Holland (024) 22-2265 (H)  
Johannesburg (011) 486-1276 (W)

(011) 646-9062 (H)  
(031) 309-1271 (W)  
(03931) 51-784 (H)

(0471) 55-1325 (W)  
(041) 31-3462 (H)

(012) 466-713 (H)  
Upper South Coast (03231) 20930 (W)

Die Bors i Beter.... ;  
En Begte.

Kwa Newlands  
Lower South Coast  
Port Elizabeth

Pretoria

IS ALLE DINGE MOONTLIK!

XA AMAKHOSKAZE EDIBANISA ISANDLA ZONKE IZINTO ZHENYEKA! 19

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NG T e RN AT r oA - L A

SA President Elect Bill Clinton invited Margaret Lessing, Executive

â\200\234They told me then that he was a probable future president of the United

Director of the Women'â\200\231s Bureau, to Arkansas, Historic State Capital at Little Rock when as governor, he held his first award ceremony for the Stateâ\200\231s social workers nine years ago. :

The purpose of the awards was to encourage social workers in Arkansas campaign to empower disadvantaged women, to teach them skills, find them jobs and get them off welfare.

Bill Clinton was proud of the results. â\200\234This is only

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personal support. Margaret Lessing was on a visit to

a beginning but it is encouragingâ\200\235 he said, showing his concern for the underprivileged and his appreciation of the achievements of his social workers.

HELENA SHISKINA FROM the Association of Sister Cities and a graduate in International Law from Moscow University addressed a meeting in Pretoria on the status on women in Russia. With her came Valerie Karpovich, wife of the Russian ambassador.

ives of heads of missions from

Finland, Israel, Germany, Malawi, Poland, Denmark, Netherlands and

Hungary attended a meeting at head office after they had expressed a wish to know more about the Women's Bureau. All showed great interest in the progress of the Women's Bureau and offered assistance and information regarding women's organisations and the status of women in their countries.

20 WHEN WOMEN JOIN HANDS ALL THINGS ARE POSSIBLE! -

Margaret Lessing with Bill Clinton (State Governor for Arkansas, 1982)

States Margaret recalls. Certainly he had the charisma of John F. Kennedy, the charm of Ronald Reagan and strong

our enterprising entrepreneurs from

Malawi, representatives from the CCAM (CHITUKUKO CHAI-AMAI MALAWI) visited the Women's Bureau head office, discussing women's status in Malawi and reporting on various upliftment schemes taking place there.

A group of visitors from Italy from the House of Delegates in Rome arrived in SA on a fact finding tour and were interested to meet the executive director and various members of the Women's Bureau over lunch at head office. They enthusiastically joined the Women's Bureau as members (including the male visitors!) and took the message of the Women's Bureau back to Italy.

hilomena Murnaghan from the

Department of Foreign Affairs in Dublin, Ireland spent an afternoon at the WB head office getting acquainted with the work the Women's Bureau does and offering help and information whenever possible.

another Russian visitor Natalia Sergeevna Chaplina, editor in Chief

HA BASADI BA KOPANYA MATSOHO NTHO KAOFELE DI A KHONAHALA!

the USA programmed by the US Information Service. She had asked to visit Little Rock because of the earlier problems there.

The United States listed the Women's Bureau as a Human Rights organisation not long after the bureau was established. After the United Nations End of the Decade for Women conference in Nairobi in 1985 their embassy in South Africa presented the Bureau with a collection of 90 books about US women



which had been there on  
display. Today this collec-

tion forms part of the Bureau's  
Resource Centre at our Head Offices in  
Pretoria. H

of the St Petersburg weekly Tshas Peak,  
with a great interest in the media, cul-  
tural affairs and human rights discussed  
these topics with Barbara Ross and  
Delisiwe Dlodlu.

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Ayako Sono, novelist and short story writer from  
Japan met Stella Job, a director of the Women's  
Bureau, Delisiwe Dlodlu, chairman of the work-  
ing group Women and Equal Opportunities,  
Mavis Thornton from the Catholic Women's  
League and Lily Gerdes, chairman of Women &  
Psychology during a lunch held at the Women's  
Bureau head office.

LOKO VAMANANA

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