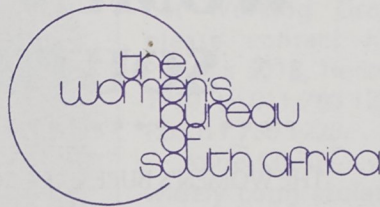


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VOLUME 20
NOVEMBER 1992



"Margaret Lessing looking ahead – Forging links for the future"



1993

WOMEN'S 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.

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APPLICATION FOR MEMBERSHIP OF THE WOMEN'S BUREAU

If you enjoyed this issue of FOCUS, why
not join the Women's Bureau?
Membership is free of charge and it
enables you to participate in all our
activities. Complete this form and return
it to:

The Women's Bureau
PO Box 705
Pretoria 0001

Name

Address

Date of birth

Telephone

Occupation

Language preference

Against a background of Codesa, the Women's Coalition, the Women's Alliances, the Women's Lobby and Government's decision to endorse the four United Nations Conventions on discrimination 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 culture 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 attitudes 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 challenges 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 experiment. It doubles our readership. We hope it will lead to a great exchange of ideas, that you will let us know how we can better serve you, remembering that a women's bureau is not "just another women's organisation" 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 women's 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.

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 – 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.

NEEDS OF CHILDREN

THE NEED OF children in divorce is the focus of the Women's Bureau Working Group on Single Parenthood.

Headed by Anne-Marie Wentzel, this working group has concentrated on creating an awareness of the issues relating to single parenthood by offering seminars and workshops and disseminating information 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 children through the turmoil of divorce. She has prepared a workbook for children 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 information centre on divorce can be run obtaining local press coverage for the regional committee and establishing a link with other local service organisations in the field.

All Women's Bureau regions interest-



Anne-Marie Wentzel

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 international 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:

"DIMINISHED PARENTING AT THE TIME OF DIVORCE"

✱

"AN 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 DIVORCE"

✱

"LACK OF KNOWLEDGE ABOUT THE BASIC LEGAL AND PARENTING CONCEPTS, CUSTODY, GUARDIANSHIP, ACCESS, BASIC RIGHTS OF CHILDREN"

✱

"ESCALATING VIOLENCE AND OR CONFLICT AT THE TIME OF DIVORCE WITHOUT PARENTS REALISING THE INFLUENCE OF BOTH THESE ON THEIR CHILDREN. ■

CHILD UNFRIENDLY

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

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.

This is where our branches can help. Says Anne-Marie "Please adopt the Family Advocates wherever you can find them – Pretoria, Johannesburg, Cape Town, Durban, Bloemfontein, Kimberley, Port Elizabeth, Grahamstown and East London."

The campaign has been christened "A toy for a girl and a toy for a boy."

Branches able to help should liaise with Anne-Marie who will coordinate this project on a national basis. ■

AN INVITATION

.....

INDIGENOUS AFRICAN LAW

ONE STUMBLING BLOCK that separates 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. ■

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."

The issue 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.

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. – 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 "rights". This category is said to include the "right" to peace, the "right" to self-determination, the "right" of control over natural resources, the "right" to development and the "right" 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. ■

S.A.AHEAD?

SOUTH 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,

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. ■

NO CHANGE!

THE 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. ■



From: Mistress and Maid

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.

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, stereotypical perceptions of careers, attitudes of parents and teachers and silence on the subject in the media.

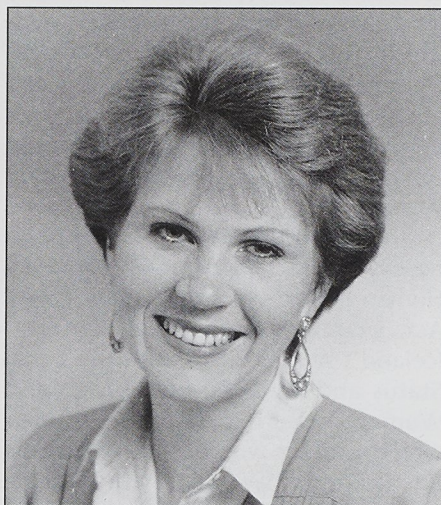
These are some of the findings of a research project by Janet Lopez on behalf

of the Committee for Artisan Training of the National Training Board. This research focussed on the entry of young women to technical apprenticeship 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.

TOTAL NUMBER OF FEMALE APPRENTICES

Building	760	1
ESCOM	650	0
Furniture	150	0
Local authorities	790	0
Motor	4950	4
Transnet	1970	5
Sugar	140	0
Mining	6200	8
Metal	12000	14
	27620	32



HANNELI IS THE NEW CHAIRMAN OF THE WOMEN'S BUREAU WORKING GROUP ON "WOMEN AND EMPLOYMENT".

has furthermore been commented by several writers on education that the education of South African females is superior to that of males which is in contrast to the experience in most 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.

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 facilities, work environment, male attitudes, night shifts, pregnancies and call outs.

No specific differences between males and females had been identified in aptitude testing but higher motivation among females was reported. No differences in drop-out rates or problems with negative male attitudes towards female apprenticeships were reported. Of the 42 respondents, only 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, jig and diemaker and instrument mechanic were regarded as of most interest to young women in technical careers. The obstacles preventing

WHY IS THE ENTRY OF WOMEN TO APPRENTICESHIP AN ISSUE?

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

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.

RECOMMENDATIONS

The 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.

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.



Minkie Seromo

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:

- six women doing electrical engineering at East London Technical college
- 10 women doing electrical work and one doing building carpentry at the Border Technical College.
- One doing panel beating at Themba Mdantsane while in recent years there have been women on the following courses – carpentry, bricklaying and refrigeration and air conditioning.
- Seven girls at Port Rex Technical High School
- 2 Std 9 – Woodwork
- 3 Std 8 -1 Doing Technica (Electrical)
1 Technica (Fitting and Turning)
1 Technica (Motor Mechanics)
2 Std 7 – do all "Technical" subjects at this level.

- Alphenale Technical School has 114 girls in Std 6, 87 in Std 7, 81 in Std 8 and 16 in Std 9 – Involved in the following subjects:
Welding/ Metalworking
Electrical Engineering
Mechanical Engineering
Basic Workshop
- Ciskei 12 girls at Buchule Technical School

Pam Lewis, chairman of the Women's Bureau's Port Elizabeth branch:

- Port Elizabeth Technical College – one woman electrical
- P.E. Technical High School – none
- Bethelsdorp Technical School – one woman electrical
- Kwarabuckle Tech Uitenhage – "some"
- Itcayi Tech – 20 to 30 each semester women electrical 1 or 2 carpentry

Can anyone beat these records?

SHARING CULTURAL VALUES

THE WOMEN'S BUREAU cooperated with Womanpower Pretoria and the Women's Group of the Black Management Forum Pretoria to present a career network workshop on Training and Networking for Career Success (opleiding and netwerk vir beroepsukses). Its theme was "Unlocking People - sharing cultural values".

The aim was to give women from various cultural backgrounds the opportunity to share insights into their cultures and values, and to develop practical communication skills that promote mutual understanding, appreciation and trust.



Three Women's Bureau members (l to r) Delisiwe Dlodlu, Truida Prekel and Constance Koza were the workshop leaders.

WHO'S THE BREADWINNER ?

WHEN WILL EMPLOYING AUTHORITIES GET THE MESSAGE

WE 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 it's 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. ■

SOUTH AFRICA IS out of step with virtually 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.

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. ■

WOMEN'S BUREAU & NATIONAL MANPOWER COMMISSION

MORE 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 manpower 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-

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 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.



Professor Ronel Erwee

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 Minister's initiative to alter the balance of power in the NMC by including an equal number of representatives from the broader labour community. As women constitute 41% of economically active people, they should be represented by independent experts on the NMC. Representatives of organised 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, domestic workers, and disabled women.

The Bureau also welcomes the Minister's 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 organisations, 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 affiliations. 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 conditions in South Africa. ■

GREMLINS — WHOOPS!

FOR YOUR RECORDS — and with our apologies — please note that gremlins crept into our last issue. Francis Bosman's photograph appeared over a caption saying "Linda Jarvis" on page 13: the caption saying "Francis Bosman" over a photograph of Linda Jarvis on p 11. Linda Jarvis wrote the article "Women in Accounting". Francis Bosman commented on the Family Advocate.

On page 18 Heather Tracey's name appeared instead of Jenny Maharaj. ■

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.



EDUCATION:

CRESCENDO OF CRISES OR OPEN OPPORTUNITIES

BY SALLY-ANN HURLIN

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

A COLLEAGUE 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

This 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.

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

whether education should be geared solely to meet the economic needs of the state, or whether it should be non-instrumental. I 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

Africa's economic predicament is partly attributable to our over-supply of academics and undersupply of skilled workers. Let's not glorify the former and create false expectations and bitter disappointment.

CONCLUSION

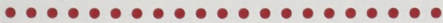
FOR TOO LONG WOMEN, ESPECIALLY MOTHERS AND TEACHERS, HAVE ACCEPTED THE ROLE OF NON-PARTICIPATION IN EDUCATIONAL POLICY – AND DECISION- MAKING. WE CAN MAKE A CHANGE IF WE CHOOSE TO MAKE A CHANGE, IF WE ESTABLISH SPECIFIC EDUCATIONAL AIMS AND INSIST ON THEIR IMPLEMENTATION. WE CAN BE THE BOLD CONSCIENCES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

IS EDUCATION A ROUTE TO GENDER EQUALITY?

YES 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 choices 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-

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

Since 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

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

The 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. ■

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.

COST OF EDUCATION

You 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.



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

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 – split R75 endowment and R75 unit trust – 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

You 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

FlexiEducation 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. ■

I would like to know more about FlexiEducation Plan. Please be so kind as to send me a brochure.

Name _____
Address _____
Code _____
Date of birth _____
Occupation _____
Tel (H) _____ (O) _____

Are you already an Old Mutual FlexiEducation Plan, Freeport CT 316, Cape Town 8000 or call Toll Free 0800 222 100

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

These were points that emerged when four South African women executives gave an insight into their careers at a managerial careers seminar organised by Professor Ronel Erwee, associate 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 backgrounds were: what influenced them as

BELIEVE IN YOURSELF, SET GOALS FOR YOURSELF. IDENTIFY SUITABLE MENTORS AND THEN RELY ON A MEASURE OF LUCK FOR SUCCESS.

young people: how women relate to each other in the work place and how they handle business life vs private life. The research group was multiracial on the grounds that women of different cultures have different perspectives.

The Americans described their questioning as life journeys from early childhood to the present. Their findings which have not yet been published include:

- Women don't often set goals for themselves. They tend to take one step at a time.
- 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 "quality of life" was more important to them than success
- Success stories came from women whose parents impressed upon them that they could be anyone/thing they wanted to be.
- 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:

- executive men are paid much more than executive women
- studies in the USA look past colour
- 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.
- 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 "managing diversity". ■

MORE OPPORTUNITIES FOR INDIAN GIRLS

EDUCATION TODAY HAS a tremendous 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. ■



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.

E.V.E.N.T.S

WOMEN'S BUREAU CONFERENCE 1993! GIVE US YOUR IDEAS

Gabrielle van der
Westhuizen –
Administrative
Manager



OUR NATIONAL CONFERENCE is held every 18 months – 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's Bureau of SA
P.O.Box 705
PRETORIA
0001

THE WOMEN'S BUREAU PAYS TRIBUTE TO Professor Anna Neethling-Pohl, doyen of Afrikaans theatre and a firm supporter of the Women's Bureau who died at the age of 85.

Our Afrikaans library boasts four signed copies of her books which she personally presented to us. They are "Vader Ek Kry Koud", "DANKBAAR die UWE" and her two Afrikaans translations of Shakespeare's "Othello" and "Julius Caesar."

GENDER RELATIONS

THOSE COMMITTED TO changing gender relations in South Africa will find plenty to interest them in "Putting Women on the Agenda", the latest Raven Press publication into the Women's Bureau library.

Edited by Susan Bazilli it contains a challenging collection of essays based on papers presented at a conference entitled "Putting Women on the Agenda" organised by Lawyers for Human Rights at the University of the Witwatersrand in 1990.

Contributors offer suggestions to South Africa's 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 – Zimbabwe, Namibia, Botswana and Canada provide important lessons for those committed to changing general relations in South Africa "Putting Women on the Agenda" is one of a number of new additions to the Women's Bureau library for use of our members. Others are

"Human Rights for All" McQuoid-Mason et al
"Protecting Human Rights in a New South Africa" Sachs A
"Living Together" Husemeyer L
"Street Law" McQuoid-Mason D

3. Consumer law
4. Family law

"Helen Suzman's Solo Years" Lewsen P
"There's Lipstick in my Briefcase" Kaplan C
"The Job Sharing Handbook" Olmsted B et al
"Buy Right" SANCU
"The Green Pages 91/92" Geach et al
"Once is not Enough" Wildlife Society
"Guide for Household Helpers" DWA
"Population growth – our time bomb" Jordaan J et al
"Coming of Age" Hobman D
"Sex and the SA Woman" Olivier L
"The Help Directory" Barton et al
"When does Life Begin" Ankerberg et al
"We have done with Pleading" Wells J
"Sibambene" Griesel et al
"South Africa's Silent Revolution" Kane Berman J
"Thula Baba" Ravan
"Elites & Democratization" Kotze
"Lost Generation Found" Moller V
"Back to Learning" Ravan
"The Classroom Crisis: Black Demands & White Responses" Bot et al
"Women in Southern Africa: a Bibliography" Torr et al
"The World's Women" United Nations
"Dimension of Equality" Status of Women Canada
"Women in the labour force" Women's Bureau. Canada
"Building the Future" Women's Bureau. Canada
"Occupational Safety and Health Concerns of Canadian Women" Women's Bureau Canada

For more information consult Barbara Wegg head of our Resource Centre: 012 47 6176.

WOMEN'S BUREAU MEMBERS who are Old Girls, will welcome "We Work in Hope" a history of Pretoria High School for Girls. It has been written by two old girls to mark this well known school's 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 Women's Bureau member Miss Beryl Mullins who was associated with the school for 37 years.



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)

E.V.E.N.T.S

SUPPORT GROUP UNEMPLOYMENT



Janic Frame

A 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

MEN. WE LOVE THEM. We hate them. We want them to be strong and powerful, yet sensitive and emotionally 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 connectedness and intimacy, yet anger, disappointment 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

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

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. It's up to us.

The ship's name is "THE RECESSION" 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. ■

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. ■

JEWISH INTERNATIONAL CONVENTION

ONE OF INTERNATIONAL Jewry's top women, is expected to attend

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's 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. ■

N.E.W.S & V.I.E.W.S

G.i.g.g.l.e.s

Great news: we have just received an important information – and we quote: “Important: only 15 out of every 100 people in the country were considered for this invitation to enter the Sweep-stakes. And among the lucky people to be selected was

MR WOMEN’S BUREAU OF SOUTH AFRICA!”

(Apparently Mr Women’s Bureau is in with a chance for R400 000,00. We are all hoping he’ll share with us).

Our secretary is used to patiently dialling numbers and endlessly waiting for a reply. Listening to silence on the other side for the umpteenth time and solicitously informing a colleague that her dress needed cleaning she was startled to hear a plaintive voice on the other side saying: “Hey, there is this funny woman on the phone telling me I got fluff on my bum”.

One wonders about the typist of the following telephone message which landed on Margaret Lessing’s desk “Please phone the Medical Association regarding a code of condoms for doctors”.

Due to the vagaries of Telkom we frequently get calls meant for the local supermarket – but our receptionist was still taken aback when asked by a male caller how much her hindquarter was.

It’s blood, sweat and tears at the Women’s Bureau – witness two recent Freudian typing errors: “We have pleasure in putting you on our mauling list” and “with war wishes”. ■

WOMEN – BOXING AND WRESTLING

FOLLOWING 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 Women’s 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?

TRADITIONAL VALUES ARE flourishing in the USA. The family is becoming “much stronger”, working mothers are optimistic, more confident, more in control of their own lives – and they are better prepared for life than their mothers 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. ■

SHADES OF THOSE SUFFRAGETTES

MANY 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.” ■

ARE YOU A GLUTEN-FREE EATER?

AFTER 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.

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. ■

CALLING ALL WOMEN IN MIDDLE AND TOP MANAGEMENT

I 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. ■

LINDA BAILEY



PETTICOAT PROTESTERS

MARCHING 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 policeman.

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 oxcart 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. ■

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

MRS 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

B.R.A.N.C.H.E.S

Reporting

KIMBERLEY 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.



EAST 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.



HOTTENTOTS 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



DURBAN 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

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.



UPPER 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 - 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.



PRETORIA joined forces with Kontak to launch our campaign on changing 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 Africa, and after tea and lively discussions the delegates went back to their areas determined to work towards making changes. Pretoria is planning its AGM in November.

BLOEMFONTEIN invited Adv Francis Bosman, chief Family Advocate and Women's Bureau director, to a seminar to discuss the role of the family advocate. 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.



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



Pretoria Branch Function - 26 May 1992
"Changing Attitudes"
From left to right: Mrs Christa Zylstra, Dr Antonie Gildenhuys, Mrs Cilna van Wijk, (Chairman) and Nooroo Ismail

JOHANNESBURG executive committee member Kristine Pearson organised a successful workshop entitled "All About Men" – 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.



CAPE TOWN Women's 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 – 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 to the loss of Old Mutual's 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.

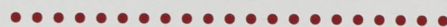
They conducted a survey to determine what topics members would like covered in future seminars and used the results to plan the rest of the year. For the guidance of other branches most popular include personal growth and confidence, time management, motivation and team building, leadership, image, socio-economic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

ness, strategic planning and counselling skills.

"With the skills we have learned the Cape Town branch feels excited about facing the challenges that lie ahead" says Professor Thomson.

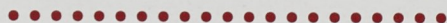


PORT ELIZABETH held two successful seminars. The first "The Road to Wealth is Health" showed their concern for primary health care and was arranged in conjunction with the Department of National Health and Population Development. The Second "Battered but not Beaten" in association with FAMSA demonstrated their support for "Yokoselo Haven", 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.



CONTACT TELEPHONE NUMBERS FOR BRANCHES

Bloemfontein	(051) 47-7255 (W) (051) 31-4742 (H)
Cape Town	(021) 650-3269 (W)
Durban	(031) 322-881 (H)
East London	(0431) 47-1629 (H) (0431) 43-7267 (W)
East Rand	(011) 54-6274 (H)
Hottentots Holland	(024) 22-2265 (H)
Johannesburg	(011) 486-1276 (W) (011) 646-9062 (H)
Kwa Newlands	(031) 309-1271 (W)
Lower South Coast	(03931) 51-784 (H)
Port Elizabeth	(041) 55-1325 (W) (041) 31-3462 (H)
Pretoria	(012) 466-713 (H)
Upper South Coast	(03231) 20930 (W)



Port Elizabeth function



I·N·T·E·R·N·A·T·I·O·N·A·L L·i·N·k·s

USA President Elect Bill Clinton invited Margaret Lessing, Executive Director of the Women's Bureau, to Arkansas, Historic State Capital at Little Rock when as governor, he held his first award ceremony for the State's 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. "This is only a beginning but it is encouraging" he said, showing his concern for the under-privileged and his appreciation of the achievements of his social workers.

"They told me then that he was a probable future president of the United

personal support.

Margaret Lessing was on a visit to 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 collection forms part of the Bureau's

Resource Centre at our Head Offices in Pretoria. ■



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



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.

Wives 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.

Four enterprising entrepreneurs from Malawi, representatives from the CCAM (CHITUKUKO CHAI-AMAI M' 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.

Philomena 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

of the St Petersburg weekly Tchas Peak, with a great interest in the media, cultural affairs and human rights discussed these topics with Barbara Ross and Delisiwe Dlodlu. ■



Ayako Sono, novelist and short story writer from Japan met Stella Job, a director of the Women's Bureau, Delisiwe Dlodlu, chairman of the working 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.