

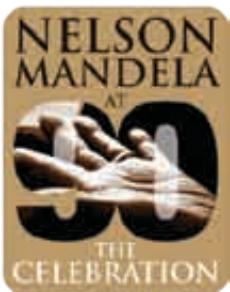


| DIALOGUE |  
FOR JUSTICE



malibongwe  
praise be  
igama  
to women  
lamakhosikazi

THE SECOND DIALOGUE IN THE MALIBONGWE SERIES





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*Special thanks to the organising committee of the Malibongwe Dialogue: Fungi Rakoena (DAC), Phola Mabizela (DAC), Yoliswa Makhasi (NYC), Palesa Notsi (NYC), Mothomang Diaho (NMF), Molly Loate (NMF), Yase Godlo (NMF), Lee Davies (NMF), Sekete Khanye (NMF) and Naomi Warren (NMF).*

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*The cultural programme at the dialogue was presented by Busiswa Gqulu, the Ipelegene Community Dancers from Soweto and Tu Nokwe.*



# INTRODUCTION MOTHOMANG DIAHO

Head: Dialogue for Justice Programme – Nelson Mandela Centre of Memory and Dialogue

**T**he Centre of Memory and Dialogue aims to develop and sustain dialogue around Nelson Mandela’s legacy. It is committed to utilising the history, experience, values, vision and leadership of its Founder to provide a non-partisan platform for public discourse



on critical social issues. The Centre promotes dialogue as a democratic practice.

The unique mandate and inheritance of the Nelson Mandela Foundation is to be used to strengthen existing initiatives, including the Malibongwe Dialogue Series, contribute to improved co-ordination and networking, and, most importantly, provide true leadership and act as an institutional “hub” of dialogue to bridge the gaps. We would agree, for the purpose of this series, with the definition put forward by Hal Saunders of the International Institute for Sustainable Dialogue:

“Dialogue is a process of genuine interaction through which human beings listen to each other deeply enough to be changed by what they learn. Each makes a serious effort to take others’ concerns into her or his own picture.”

The Founder of the Nelson Mandela Foundation and the then president of South Africa, Nelson Mandela, stated in a speech delivered in Pretoria on Women’s Day, August 9, 1996, that “the challenge now, for government, for women, and for men is to seize the opportunities provided by these new formal instruments, so that women can indeed play their rightful role in transforming our society, in generating sustained economic growth, in reconstruction and development. Violence against women is a serious and escalating evil in our society. It is both a part of the subordination of women and consequence of that inequality.”

The first objective in bringing together this group of participants was to celebrate the legacy of Nelson Mandela’s 90 years, a foundational legacy of freedom, justice and development not only for non-racialism but for gender equality and economic prosperity.

These last two points lead to the second objective To chart a way forward for the participation of women in the economy. Within the broad



spectrum of the liberation struggle in the history of the country, women’s contribution is more than sufficient to evolve a systematic engagement and programmatic projection of how and when women will enhance and advance their economic empowerment, independence and contribution.

Twelve years since the speech, a lot has changed but much remains to be done. To that extent, the Nelson Mandela Foundation and its partners, the Department of Arts and Culture and the National Youth Commission, agreed to convene a second dialogue in this series to sustain the momentum that was created to address these glaring inequalities.

These two different realities are captured by the statement of the President of Liberia, Ellen Johnson-Sirleaf, at the women’s breakfast of July 11, 2008 organised by the Foundation. She praised the fact that South Africa had so many women in government, saying that Liberia could not compete with this record. However, suggesting a lesson for South Africa, she said: “What we did do was say we’ll put women in charge at strategic places – we’ll put them in charge of the money.”

The second Malibongwe Dialogue focused on just that – on discussing ways that women can empower themselves and others economically. We will continue with the conversations in the upcoming series by going into the bellies of communities across the nation. We hope you will enjoy reading and reflecting in more detail on those issues as you read this booklet. *Malibongwe igama lamakhosikazi!*





THEME 1

# BUSINESS UNUSUAL

Speeding Up Economic Empowerment For Women

**The session on Business Unusual looked at the economic challenges women currently face in South Africa and finding ways of overcoming these challenges.**

## ANGIE MAKWETLA

*Moderator*

**I**'d like to start off by introducing myself. My name is Angie Makwetla. I am in the seventh decade of my life and I am a very proud South African woman. I am privileged to be living here in this country at this time – standing on the shoulders of giants that have gone before me.

I look in this room and I see leaders: so let me start off by acknowledging Mrs Graça Machel, Deputy Minister of Arts and Culture Ntombazana Botha, Madam Frene Ginwala, Mothomang Diaho, members of the Nelson Mandela Foundation board and all ministers and deputies, director generals and most of all you women leaders in this room. I believe we are here because we are leaders and change agents.

We are here because we are concerned about the future of this country; about the plight of thousands of women out there who look up to us.

I would like to call onto stage Deputy Minister Ntombazana Botha. I know that she complains about being tired, but tiredness, DM, is part of the game – you and I know that. We have to keep going until we are satisfied that we have made a difference.

I was talking to Frene Ginwala earlier about retirement. What do you do when you are retired at home and you see the needs around you? So DM, the young

dancers energised us, as did our young poet, Busiswa Gqulu, who made us very proud, and Tu Nokwe.

Let's think about why it's important that we are all here today. We are here to honour the legacy of Tata, our own home-grown, global legend, and we should be very proud to have him as one of our foremost leaders. We are also here to ensure that we carry on his vision of building a people-centred society.

*We have to continue to work hard to realise a better life for all the people of South Africa.*

Last week I attended the SADC women's dialogue organised by Zanele Mbeki, and as we were discussing and deliberating where the responsibility lies, the consensus was that it came back to the individual.

What are you doing as a person? What are you doing in your small circle of influence to make a difference? Are you doing enough?

I'm also not sure if I am a business woman or a social entrepreneur: some people get irritated with me when we are sitting in meetings and I say, "let us not forget about the women of this country".

It has to come to that point where we must always

building a  
people-centred  
society





think back to where we came from. I don't want to use the word "grassroots" because when we refer to our people as "grassroots" we end up wanting to give them grass to eat.

We come from those communities – so we have to keep, first and foremost, our responsibilities to where we came from. I am happy that every time the DM appears she is surrounded by powerful women such as Fungi Rakoena, Nsebo Mangope, Phola Mabizela: those are the women who note what we say and make sure that it happens.

*My humble request today is that next year's dialogue should be about reporting back. We must each come back here and say: "this is what we have done".*

We are also here because we are celebrating Women's Month. We have to find ways in which we can jointly start implementing all the wonderful strategies and action plans that we are so good at developing. We have developed strategies, some of them have been implemented and some of them are gathering dust – our people are still starving. When there is an uprising we come up with all sorts of strategies and terminologies to describe what is happening, but people are still hungry.

Thank you.

*Business woman Angie Makwetla is the former CEO of the Business Women's Association as well as the founder and CEO of Makwetla and Associates. Makwetla sits on the Market Theatre Foundation board and was a founding member of the Concerned Professional Women's Forum.*

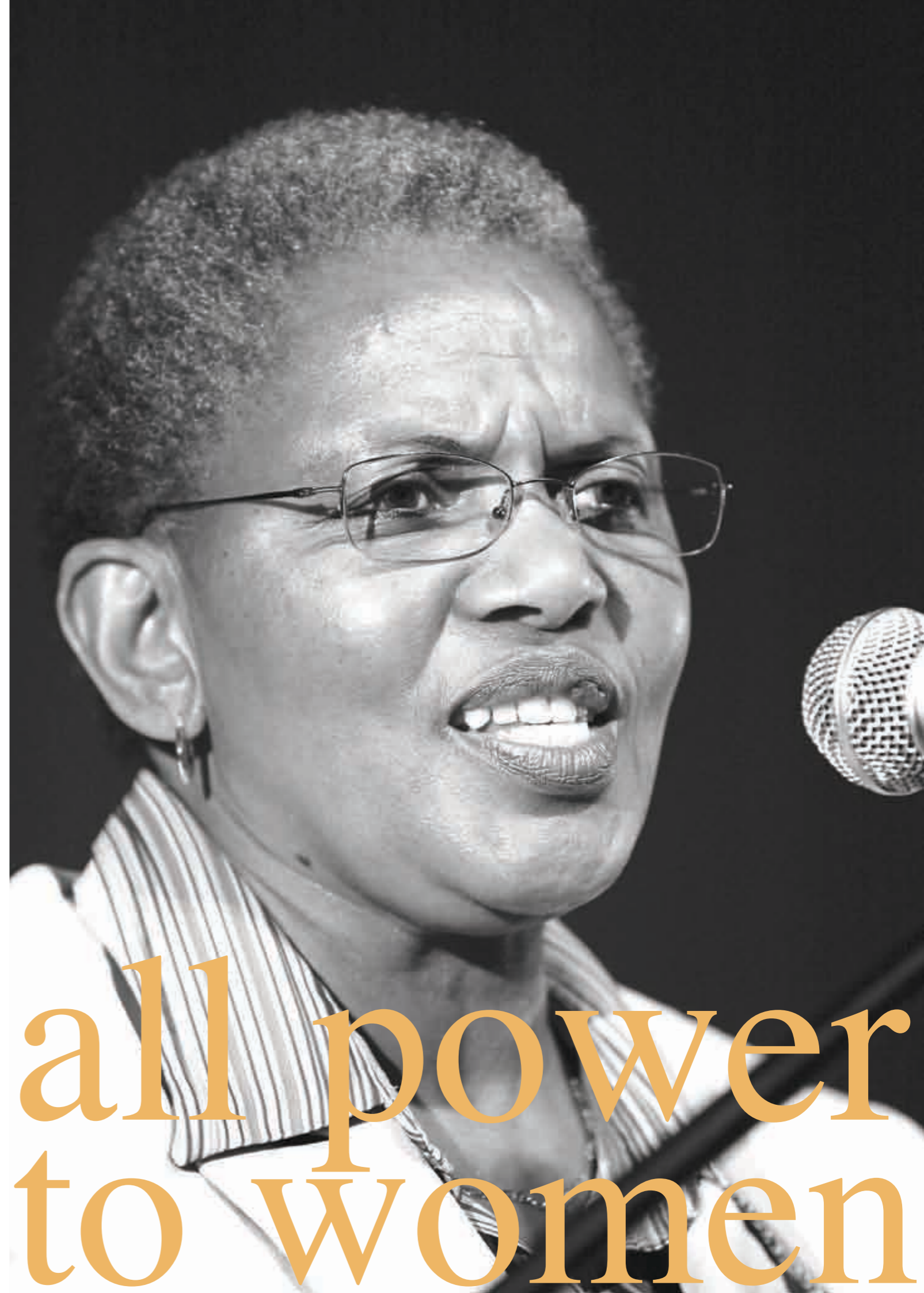
# NTOMBAZANA BOTHHA

*Deputy Minister of Arts and Culture*

**T**hank you Sis' Angie, let me also recognise and greet the gracious lady Graça Machel, my former Speaker of the National Assembly, Frene Ginwala, and all you gracious veterans of our struggle: sisters, women leaders – and all of you are leaders in this room – distinguished guests, my brothers present here today, good morning everybody.

Perhaps I should just say *malibongwe igama lamakhosikazi* (all praise to women)! It's a privilege

and pleasure for me to welcome you this morning to this dialogue session in partnership with the DAC. This year we are celebrating the 90th birthday of one of our greatest, most well-renowned icons of the century, Tata Mandela. It's therefore commendable that the NMF organised a series of events to celebrate the life of a truly remarkable person. A father of our nation, a son of our beloved country and indeed a statesman who is loved and revered all over the world.



all power  
to women



I want you to join me in wishing Tata Mandela a very happy birthday year. Good health and happiness and I am hoping that the gracious lady will convey that message to Tata.

The issues that we will be discussing here today in this dialogue session are some of the important issues which Tata Madiba placed before the nation when he took office as the first president of a democratic South Africa.

*In his first state of the nation address he said, "It is vitally important that all structures of government, including the president himself, should understand this fully: that freedom cannot be achieved unless the women have been emancipated from all forms of oppression.*

*All of us must take this on board: that the objectives of the Reconstruction and Development Programme will not have been realised unless we see, in visible and practical terms, that the condition of the women of our country has radically changed for the better and that they have been empowered to intervene in all aspects of life as equals with any other member of society."*

It's now 14 years and a bit since Tata Madiba said these words, and in this month of August we take this opportunity to look back with pride at what has been accomplished in response to Tata Madiba's call.

*As we celebrate Women's Month we should also be paying tribute to a phenomenal woman who gave birth to this unique gift of the world: Tata Madiba's mother, Mam' Nosekeni.*

His inherent strength, his wisdom, his caring nature and his visionary leadership are qualities which I believe Tata Madiba acquired in his mother's womb. *Waza waphinda wayincanca emabeleni ka Mama wakhe uMam' uNosekeni* (he took in wisdom from the breast of his mother, Nosekeni), the woman who raised him, who nurtured him and instilled in him the values of *ubuntu* – of love, care and compassion.

We are deeply indebted to Mam' Nosekeni for the sacrifice she made offering her son for the liberation of the nation. We will therefore, year after year,

continue to pay tribute and salute all our unsung heroes, like Mam' Nosekeni, who led by example and left us a legacy of the true meaning of courage, sacrifice and determination in pursuit of the noble goal of equality, freedom and justice for all.

Every year, the month of August presents us, the women of South Africa, with an opportunity to renew our pledge, to join hands and together build a prosperous nation free from all forms of discrimination, injustice, social exclusion and inequality.

*We are spurred on by the deep understanding that as long as women are bound by poverty, and as long as they are looked down upon, the ideals that Tata Madiba stands for will take a long while to be realised.*

As long as patriarchal tendencies prevent women from making a meaningful contribution to society, progress will be slow.

As long as the nation refuses to acknowledge the important role women are playing in society, as leaders and as peacemakers, then, I dare say, we are pursuing a lost cause.

Our theme for Women's Month last year was Emancipation, Equality, and Empowerment of



Women for Poverty Eradication. This year's theme is: Business Unusual.

**All power to women.**

In a democratic South Africa, for which Nosekeni's son fought for many decades, we recognise the power that women possess and that it is because of women's involvement in the struggle spanning many years that today's women are playing a central role in the process of transformation of our country.

Today I wish to single out Mam' Nosekeni and place her in the realm of those who, throughout the long years of struggle, demonstrated fortitude in confronting the most difficult conditions. It is essential that we build on the tradition established by these heroic women, who contributed to our liberation, to ensure that women today continue to be social and political activists and fighters for their own emancipation and empowerment, and contribute to the achievement of the goal of a better life for all by eradicating poverty and all forms of inequality.

Furthermore, it behoves us to strengthen our resolve to accelerate the process of transforming South Africa to become a truly non-racial, non-sexist, democratic and peaceful society. We need to ensure that our government creates an enabling environment for the empowerment of all women by providing the necessary integrated services and resources to improve the quality of their lives.

What is required is unfailing commitment to work together in all sectors – including the private, public and religious sectors – to ensure proper representation of women at all levels of decision-making. We should work closely with our compatriots in business, so that together we can move away from the "old boys' club" mentality that results in the exclusion of women from positions in top and senior management, and give the women of this country the opportunity to demonstrate their capabilities and utilise their God-given talents and expertise to contribute to economic growth.

As we deliberate today, let us also reflect on how best to include those women in our communities who are still marginalised; those women who are still trapped in the cycle of poverty in the rural areas and in the informal settlements. The door-to-door visits to destitute families, which support the war-on-poverty campaign, force us to stare at poverty straight in the face and to come up with solutions to bring about change.

This is a challenge to all of us present here today. Some of us are involved in successful businesses, some are professionals and some are experts in their field of work. All of us together have the potential to



make a difference in the lives of our less privileged sisters and brothers.

*Our national theme for this year is Business Unusual: all hands on deck to speed up change.*

Let us take this opportunity to thank our dear father and leader, Tata Madiba, for foregrounding women's emancipation and also to thank President Thabo Mbeki for promoting the participation of women at various levels of decision-making in government.

Once again, welcome to this second Malibongwe Dialogue. Our panellists will have much more to share with us and I hope that all of us will participate in the discussions.

I have no doubt that this dialogue, and subsequent dialogues, will benefit all of us and help us chart the way forward to accelerate the process of transformation for a better life for all the people of our country. *Malibongwe igama lamakhosikazi*, I thank you.

*Born in East London, Deputy Minister of Arts and Culture Ntombazana Botha is still heavily involved in projects in the area, working as the coordinator of the Choral Music Festival, and she is a member of the Gender Working Group. Botha is passionate about women and gender issues, and the improvement of the status of women in all aspects of life.*



# BASETSANA KUMALO

*Panellist*

**I**would like to acknowledge all the phenomenal women here and honour them for the contribution that they have made in my life. It's always such a privilege to be around such esteemed women.

*I am a product of mentorship, and I continue to grow under the mentorship of strong and phenomenal women.*

This morning I would like to honour and salute you for having made a great contribution to the woman that I am today. I honour you with humility, love and much respect. And good morning to my fellow panellists here.

I am a Makgalemele who married into the Kumalo family. I am a child of the 1970s; I come from a generation of young people who were termed the "lost generation" by the system of apartheid.

We were told that we would never amount to anything, so I guess the rebel in me dispelled that and I became a rebel with a cause and rebelled against the system of the past that called me a part of the lost generation.

And in essence this is who I am. I am an entrepreneur and a child of this beautiful country.

I am blessed to have been born on this continent, particularly in this country.

I was tasked to head up the Business Women's Association in South Africa. We are known as the largest women's organisation in the country and there are a number of things we do as an organisation to empower women: we serve as a voice for the women of South Africa; we challenge the *status quo*; we do a census project (a project that I'm passionate about) every month – what this census aims to achieve is to help us track the employability of women in corporate South Africa – we look at JSE-listed companies and

measure the representation of women in top positions.

The results were alarming to say the least. Women make up 51% of the total population and about 42% of the working population. We have 13 women CEOs in corporate South Africa [in the listed companies].

It's quite alarming when you look at executive management level: we are sitting with a representation of about 19%. Those statistics are seriously alarming.

On the government side, for the first time this year we included the government sector because it was important for us to gauge what government was doing with regard to women representation. Those findings have been quite encouraging.

Government should be applauded and commended for putting the empowerment of women on top of their agenda. Even the president made mention of this in his address to the nation on Women's Day. Women represent 49% of the cabinet and four out of nine premiers are women.

It's evident that South Africa is championing the empowerment of women politically, but, in terms of emancipating women economically, we still have a long way to go. That is the huge challenge that we face as women in this country and I think we have a collective responsibility to lift while we rise.

I love the work of Ntate Don Mattera, who once recited a poem and said: "When you are about to embark on a race, you say on your marks, get set and before you go you actually have to look back, see whose hand you are going to take and then go."

I think that's what we need to do as women of South Africa: we must continue to take a hand and charge forward so that we can create a better country, economy and life for the girl child and ultimately for this continent. Thank you very much.

*Former Miss South Africa Basetsana Kumalo is the president of the Business Women's Association as well as Executive Chairperson, Tswelopele Productions and Director of Union Alliance Media.*

a child of this  
beautiful country



# NALEDI KEKANA

Panellist

**I**would like to thank the Nelson Mandela Foundation and the National Youth Commission for inviting me to be a panellist here. It is such an honour to be among women who have inspired me all my life.

I am involved in a number of projects that deal with the lot of young women. I've participated extensively in the Young Women of South Africa Dialogue platforms.

*The Young South African Women in Dialogue (YSAWID) is an offshoot of the inter-generational annual dialogue of South African Women in Dialogue (SAWID), a platform committed to improving the status of women in society. The YSAWID programme addresses the specific concerns of young women in personal development and economic participation.*

It's been an empowering experience. You get to share each other's challenges and I think it gives you a better understanding, as a young person, of the challenges we face and lets you know that you are not alone with your own particular struggle.

I think South African women in general, in all facets of life, have made significant strides since 1994. However, with that said, I think we still have a lot of challenges.

*I come here today not because I'm cynical, I come here because I have certain frustrations as a young person about our progress and frustrations about the*

*whole women's movement, and that is what I would like to speak to today.*

I think the first issue is economic policies. South Africa has experienced economic growth, but that economic growth hasn't increased the skills and capacities of women and hasn't bridged the inequalities that we have.

The poorest of the poor still remain vulnerable, especially the women. I think it's primarily due to the lack of synergy between the economic and social policies that we have, though the macro-economic framework that is currently ruling our world also plays a significant role.

I believe that the current macro-economic framework is not really inclusive, and excludes a lot of people from the economic mainstream.

I think that in order for this country to advance, especially the women of this country, there needs to be a paradigm shift for a fairer world.

I believe the issue is not poverty *per se*, but the distribution of wealth. It's important for us to create efficient structures and provide the necessary funds and resources to resolve these problems.

I grew up in Tembisa township, and what is heartbreaking is that when I go back to the township I am very different compared to the friends I grew up with – not because of our individual personalities, but because of our experiences in life.

I am the only one who is at university and supposedly being empowered. A lot of them have struggled to make ends meet. You look at townships and rural areas and you realise that they are not conducive environments for the development of young women. I think that those are the places that we need to focus on to try and find economic policies to address the injustices within our own communities.

Another issue I am grappling with is that of women leadership.

Carol Spenard Larusso [author of *The Wisdom of Women*] has this long quote, but in essence what she is trying to say is that the world has been dominated by patriarchy and hierarchy. Now the world is beginning to transform.

She [Larusso] believes that women should be introduced to leadership positions, which she feels is going to bring about significant change in our society. She talks about how patriarchy has created unyielding principles of organisations and I believe that these so-called unyielding principles of organisations are not toppling at the desired rate in South Africa.

As much as we have made significant strides in increasing women's representation in public policy, in other areas and institutions in our society, I believe that a lot of women in these positions have become swallowed by the mechanisms that they are trying to change.

I think, besides creating equality within our leadership structures, as women we need to advocate for more women's participation in these structures in order for them to be transformed in the way they approach issues.

As women we have never been satisfied by the status of the world and the challenges that we face. All we wanted to bring to the table was a different type of leadership: bringing forth a more progressive agenda, and also the nurture and care that as women we bring to a reproductive role in society.

As sappy as that may sound I really feel that this is who we are as women, and it's something that we should really embrace. With this said I pose the question: have we seen this different type of approach from women leadership in our country? Or has it been the same approach with different faces? I am not trying to criticise anyone, but I am thinking that this is a challenge we need to face.

I was thinking about how sometimes you are in a meeting and you are made to feel bad when you say "let's not forget the women of this country".

At times, as women, we do get tired of fighting all the time and we get swallowed in the system and carry on with things and forget the fact that beyond trying to create equity and leadership we have to transform that particular institution.

The other issue that I think is such a challenge is the protection of women in our society. You can be the most empowered woman but you are not immune from getting a black eye or being raped.

*In our society the protection of women is no longer the responsibility of the women in society as a whole, it has become the responsibility of the individual.*

As a young woman I think twice about going to downtown Johannesburg to do shopping for whatever I need. Not because I fear being mugged but because I fear being held in a corner and raped or harassed or something like that. It's a reality in our society and we spend so much time trying to avoid these adversities because we know that if it happens sometimes the system doesn't provide justice.

We know that we have a really low conviction rate of rape in this country and my point here is that I found that among my circles, with a lot of young men that I relate with, they are very good at talking the talk about women's issues. However, behind closed doors and in practice they are not very good at walking the talk. This is a great challenge because the way in which our male counterparts view us plays a very important role in our development as women.

Men who treat women as equal partners, and respect us, make it so much easier to grow within our particular roles and it plays a significant role in the enhancement of a general women's movement.

I think what we have to look at is to create inter-gender dialogues and safe environments that will enable us to discuss these gender-related issues in the hope of reducing this and getting men on board





# as women we have never been satisfied by the status of the world

as ambassadors of women empowerment. It's about men getting together and addressing issues; creating partnerships and having these dialogues which are really important.

The last issue is so important to me right now. It's the issue of bridging the gap in mentorship.

We speak of bridging the gap between the older and younger generation and I keep asking myself, what is this particular gap that we are bridging? I think that the gap between the older generation of women and the younger generation of women is the misconceptions that we have about each other. Older people have the perception that younger people are X, Y and Z. These misconceptions have created a hostile environment where fruitful and meaningful dialogues have not been able to happen. I'm not saying that inter-generational dialogues haven't been happening in our society; they have happened – I have been part of them. However, I believe they are not happening enough.

I am not talking only in institutions and organisations: it's in our homes, churches and all structures of society. As much as we are all similar and have similar challenges we are also very different – mainly because we come from different backgrounds. We believe in different things and sometimes we do things differently.

We need to embrace this difference and make a greater effort to get together and inform each other about our different worlds.

In this struggle of women empowerment and emancipation, we need each other. A women's organisation that doesn't involve young people in its structures and in its leadership will become irrelevant very quickly, and a young women's movement which doesn't involve older women within its structures will crumble because it doesn't have a backbone or a solid foundation.

I think one of the strengths in trying to bridge the gap is that it creates a brilliant opportunity for mentorship. Mentorship is one thing I believe is not happening enough in this country and it's so important because it provides an opportunity for the elders to actively impart knowledge to our young.

I have been privileged enough to have had the opportunity to be mentored in different aspects by different women. It's very empowering because you have these women who will take you by the hand and tell you to attend events even though you tell them that you aren't strong enough.

They put you on the spot because they want to groom you and bring you up. I feel that as women we are each other's keepers and I think in mentorship it is about protecting and looking out for each other. Looking after each other and being able to grow together. From my own experience I think I have pillars around me and because of those pillars – women who played an active role in trying to mentor and support me – I somehow feel I have the world in my hands.

*In closing, I think mentorship is really important and essential and there is no more reliable place to store and safeguard the lessons learnt of the women's movement and struggle than young women's minds, because at the end of the day they are custodians of this movement and we should mentor them. As they say, the future is not in the future, the future is now. Thank you.*

*Naledi Kekana, a trained dancer who is studying for a commerce degree, represented South Africa at the Goldman Sachs Global Leader Institute in 2007. She has participated in the Young Women's Knowledge and Leadership Institute in Dakar and is a member of the Young South African Women in Dialogue forum, as well as being a volunteer for various other organisations.*



# mentorship is essential



# THANDI ORLEYN

*Panellist*

**M**y name is Thandi Orleyn, and I never thought that I would be sitting here today talking about business. If you had asked me this question 20 years ago I would have said I can talk about anything other than business, but I'm proud to sit here and say that we as women are in a position to do just that – we can engage in a meaningful way about business.

I am with Peotona Group Holdings, a women's company that was set up about three years ago. I am proud to say that two of my partners are here and we are hoping that we are doing business unusual and hopefully we can share some of the experiences we have shared.

It's so important that the Youth Commission, the Nelson Mandela Foundation and the Department of Arts and Culture continue with these dialogues in order to remove the myths between the generations.

We are supposed to be dealing with it at home but it's different when you talk to your children at home than when you talk to young people in their own space and in their own sphere.

I reflected on business unusual and women empowerment, and I completely identify with the first one, which is business unusual.

*I believe that my whole ethos and philosophy has always been, and will continue to be, business unusual.*

Why do you have to subscribe to a certain approach or rules? We are born different, we are socialised differently, so why must we be expected to do things in the same way? But there comes a time when we are expected to do things in a similar way and I completely identify with that.

I come to the second part, which is women empowerment, and these terms "black empowerment", "women empowerment", are bandied around in our country and the question I have been asking myself is: who is empowering who? What is our expectation as women? Who do we expect to empower us? What is the context of that empowerment? What are we supposed to do as women as we are being empowered?

Women empowerment denotes being the recipient, whether good or bad, and it is so important for us to reflect on that issue. Having reflected on that I had to look at my experiences and put my experiences in the context of where we are in South Africa at this stage.

It's like a coin with heads and tails: we can argue convincingly that 14 years is a long or a short time so it's very important for us to look at the balance and realise that we are impatient, anxious and wanting to be there. We have got to remember that this is a journey.

It's a journey for the nation, for all of us individually, and like any other journey you get onto the train at different stations. For example, if you board a train from Johannesburg to Cape Town via Bloemfontein you'll have a different perspective to the person who catches the train from Cape Town or Bloemfontein.

So it's very important to know that as we reflect on ourselves individually we reflect where people are and where the country is.

I have a 23-year-old, a 17-year-old and a 20-year-old and we always engage on how they feel and how I feel about the country.

I talk about our struggle and they remind me that they haven't struggled. So it's important to understand that my journey starts from the struggle and my daughters' journey starts from the release of Nelson Mandela, so it's important even in this context of economic empowerment to look at it.

I've always admired people like Sis' Angie because they have always been in business, they

who do we  
expect to  
empower us?





have struggled there and so when I came into business I had to say to myself “there are women who have struggled, some of them have succeeded and some of them haven’t”.

Hundreds of women you started with have passed away, some are back in the squatter camps, some are struggling with blue

eyes and they don’t want to say where they got them. So there’s a whole host of things that we have to reflect on. We can’t isolate the economy from the whole social fabric of our society.

One of the things that I have been reflecting on is that we have huge green fields and huge patches of brown fields in the economic plateau of South Africa. The important thing that we need to learn is how to navigate the green fields and let’s plough the brown fields and manage the brown fields.

We have a country with infrastructure that is an envy of the whole of Africa and the questions are: how do we exploit that infrastructure to our advantage? How do we make sure that generations to come will be able to harvest from that? Since 1994, how much have we done about the roads to anticipate the cars that we were going to have in 2008?

Coming back to the issue of the journey, if you are going to go to Durban on holiday, you plan. You plan what you have to take, how you are going to get there and what you need, but the moment people reach a level where they have got to take responsibility for themselves and their lives they then abdicate that responsibility to the state. I am finding that post-1994 we are increasingly abdicating our responsibilities to the state. We have to plan our destination.

I had a mentor who unfortunately left and went overseas, an African American who stayed in South Africa for 15 years and decided to go back. One of the things he said to me, which shocked me, was: “Thandi, have you planned your death?”

I was shocked, but I realised that planning is realistic. He said if you are able to pray to God now and tell him what you want to do with your life, what makes you think that God is not going to give you that time? So we have got to really reflect on those issues and reflect on our economic development and

say we want it now.

What do we have to do to get it now? Is it realistic for us to want it now? If we say we want it in five years, what are we going to do between now and year five in order to get it? For me that is more realistic planning than shouting on platforms saying we want to be empowered when we don’t say when we want to be empowered. What is the extent of the empowerment that we want and how do we want to do that?

The second point I want to raise is the issue of the human bank. These days we call it networking. We share cards and then when we get to the office we put the cards away and never contact that person. That isn’t networking. You’ve got to think of it as a human bank: if you put money in your bank you don’t sit and watch it. You either withdraw it, or you change something and manage it.

Manage your networks the same way that you would manage your bank. I started developing my human bank when I was in high school and I can tell you I have drawn so much from it.

When you look back, you will see who you can help and who can help you and that’s how you manage your debits and credits. So I find it very important to know when I network to what end I am networking and how that will help me and how I am going to help those people.

I see mentoring as a part of networking. As a result I have more younger friends than older friends, because I plan to be here for quite some time. So those are the people who are going to be my friends 20 years from now. That’s my human bank that I will use at that time.

Lastly it’s important to look at our strengths and weaknesses; let’s work on our strengths and not stress about our weaknesses.

If you are applying for a job, don’t tell them about your weaknesses, tell them what you can offer the company – what you do best.

Thank you.

*Thandi Orleyn is a director of the women’s empowerment group Peotona Holdings and a non-executive director of five other JSE-listed companies. She also sits on the board of the South African Reserve Bank. She was previously a partner of Routledge Modise Moss Morris Attorneys, national director of the Independent Mediation Services of South Africa, regional director of the Legal Resources Centre and director of the Commission for Conciliation, Mediation and Arbitration.*

## BUSINESS UNUSUAL: SPEEDING UP ECONOMIC EMPOWERMENT FOR WOMEN

# TABLE OUTPUTS

**A**t the end of the first session, participants at the Malibongwe Dialogue were asked to consider the following questions in their discussions surrounding the preceding panellists’ remarks:

1. What is my personal involvement and/or experience in the empowerment of women in South Africa, regionally and in the rest of the continent (given the recent SADC resolution)?
2. What are my views on institutional involvement in the empowering of women and improving collaboration in all current activities?
3. What is our role in facilitating/accelerating the empowerment of the women in the global environment?



Discussions at the tables around the topic of Business Unusual: Speeding up Economic Empowerment for Women, within the framework of the questions, can be grouped under common themes:

### Taking responsibility

- There is an individual responsibility to create opportunities and also to create support structures, particularly as the current structures are not adequate. Women should be asking themselves: “what are we doing to help, to empower women?”
- We need to ask how in our own individual areas we are able to make a difference.

*Women need to stop abdicating all responsibility to the state and assume a certain level of responsibility for the socio-economic injustices and problems women face in this country.*

### Mentorship

- For the current climate to change, in which women still struggle to be economically empowered, there needs to be a strong mentorship structure in both the political and economic spheres.
- Women in positions of power have a duty to help others rather than to lord it over those who are still struggling. It is easy to be in office but not in power.
- To ensure that mentoring is an efficient method of economically empowering women, there is a need to exchange mentoring best practice.
- Mentoring needs to start at a school level.
- Respecting one another is key to facilitating economic empowerment of women.

### Working together

- The struggle to economically empower women in South Africa shouldn’t be seen as an isolated movement. The struggle should be seen as a global movement with organisations from all around the world working together.
- Women’s organisations must find a way of working together so that they can use their collective power to bring change.
- Gender is not just about women, it is also about men. The power relations between men and



women need to be addressed. The societal paradigm requires that women engage with men to gain empowerment for women.

- Men must acknowledge the importance of women's empowerment. Men need to learn and engage in an equal society.

#### Creating opportunities

- There need to be systematic programmes, with definable aims, goals and deadlines, to help us empower women in this country.
- There is a need to create opportunities for women and girls as early as possible.
- We need to redefine the environment in which women empowerment takes place. We need to focus on creating an environment in which this agenda is supported so that women empowerment is not dependent on the individual. Instead, every individual who walks into a role understands that it is part of her responsibility to promote women's empowerment.

#### Looking at the youth

- There is a need for strong female role models. Children nowadays have nothing to look up to.
- We need to ask how we are socialising our children in the home lest we are perpetuating a paradigm under which our boy children feel superior and our girl children inferior.

#### Media's role

- The media must be an integral part of the discussions on the empowerment of women: they must not just come to these discussions to write about the happenings of the day; instead they should play an integral role in the

empowerment of women.

- Use the media to ensure that women's development issues are taken seriously far beyond current status.

#### Planning the way forward

- Succession planning is important for political stability as well as economic development. In order to think of women's empowerment and stability there is also a need to think of succession. Challenges arise when there has been no succession planning. Current political challenges have arisen out of the fact that there was no succession planning. A key component for succession planning is to ensure that women currently in positions of power are comfortable reaching out to those who can take over from them – people are often threatened by the people they are supposed to be empowering.
- There is a need for platforms at a community level to help women become economically empowered.
- There needs to be a push towards individuality.
- Budgeting for women's programmes needs to be developed in a much more sustainable manner. Thus, empowerment can be done in a continuous and consistent manner.
- Policies are formulated but implementation is poor.

#### Celebrating individuality

- Young women should be at peace with who they are, and not feel they need to copy others.
- It's not about the beauty, the glamour or popularity: it's about inner beauty and authenticity.

#### THEME 2

# HARVESTING

## From Each Other

**The Harvesting From Each Other session of the Malibongwe Dialogue looked at how women should learn to use each other as a knowledge resource as well as how the struggles of the past can inform the way forward.**

# CHERYL CAROLUS

Moderator

**I**'m going to start, and you are just going to have to put up with me, and sing *Malibongwe igama lamakhosikazi*. I'm happy to see that so many young women, the generation of now, the generation of the future, know the words.

I want to welcome you back and I trust you have had a good set of discussions at your tables. The theme of this closing part of our morning together is Harvesting From Each Other.

We are here today at this point in the history of our country because giants have walked before us and we are blessed to have some of them with us here this morning. Many people in this room and many people who are not in this room have paid the ultimate price to bring us here today.

Some have given their sons and some of them have seen the lives of those close to them being taken away. Their blood has watered the tree that has brought us here today to talk about harvesting. Some of us have lost children that we have given birth to and some of us have lost those we have been in the trenches with. What this session is really about is to say to those who have gone before

us – those who have prepared the soil, found the seeds and planted those seeds, nurtured them and cared for them with their blood, sweat and tears – today we are free, free to choose what the nature of the path is that we will walk.

We know the road is still long and hard. I think in our earlier session, people constantly referred to the challenges we are still grappling with and in some ways they are tougher than the ones we have overcome thus far. We know where we have come from and we know that we did it and sometimes we forget just where we come from. That's why it's important to remind ourselves, because it was a tough, hard place.

We managed to overcome those challenges, but that's why we can't afford to lose our way in our journey towards full freedom in this country: where will not have the indignity of poverty, rape, a mother who cannot feed her child, where people die of AIDS.

If we do not continue our journey with care and courage we will trample on the sacrifices of everyone who has gone before us, including ourselves, and we will trample on our victories.







own your power

Currently in South Africa people are going through a lot of trauma and people are panicking. We are confused and anxious – and often these anxieties include many body parts. There is weeping, wailing, gnashing of teeth, navel-gazing and all kinds of other things that we do.

My view is a different one, actually. As young people would say, “just breathe and chill”. So today we are going to breathe and chill and we are going to focus on how we will harvest the fruits of our labours and the labours of the giants who went before us. We will focus on how to continue to fertilise our soil, plant new seeds as an ongoing cycle, because the huge responsibility on our shoulders – for those of us who have lived to see freedom, to taste freedom and harvest from that freedom – is that there is no free lunch.

Our responsibility is to look at the challenges we face as we did with the challenges of the struggle: we need to look at not what we are against but at what we are for. It’s a different journey and we are a generation to have known the beast of discrimination. Some of us are old enough to carry a badge of honour. Scars on our backs are a badge of honour to say: “I walk with my head held high because I helped to kill the beast.”

*We are also lucky because we are young enough to be part of building a different future and that’s what today is about.*

We are not just people who will sow seeds and not know whether a bird will swoop to steal those seeds, we are a generation who are harvesting and we now need to harvest some of the seeds from the plants that we sowed: to rework our soil, re-fertilise it and grow new seeds.

So let us stop for a moment. For this session let’s look at where we come from, the challenges, how we harvest wisely and how we replant. Every one of us in this room has power, so let’s stop behaving like girls – we are women and we have power. We are often coy because we think power is a bad thing. And we are so not there.

*Own your power, embrace it.*

This session is about how we use our power wisely. Thank you.

*Business woman Cheryl Carolus, founder and Executive Chair of Peotona Group Holdings, began her professional career as a secondary school teacher in 1979 before taking up a full-time post of Provincial Secretary of the UDF Western Cape. In 1994 she was elected as the Deputy Secretary General of the ANC before becoming the Acting Secretary General of the ANC in 1997. From 2001-2004, she served as the Chief Executive Officer of South African Tourism.*

every  
one of  
us in this  
room has  
power





# MBUYISELO BOTH A

Panellist

**T**hank you Cheryl, my fellow panellists, Graça Machel. My name is Mbuyiselo Botha and I come from the Men's Forum.

I think Dr Bongani Khumalo is here and I would like to honour him and say thank you so much. I am merely a foot soldier – here is a man who thought that we can't enjoy the fruits of our liberation when women aren't able to walk freely, when they constantly have to look over their shoulders. I would like to say to him I've been privileged for what he has done in my life and for the concept that has liberated me personally.

I want to reflect on what it is that the icon Tata Mandela has given us in this country:

*for us to enjoy this freedom it's important to acknowledge the role that women have and continue to play in that freedom, but also to say that we are not able to say we are free when the majority of the people in this country are not free.*

One of the ways that we should be harvesting from the past leadership is to break the back of the patriarchal mode of the ANC as the largest party in this country. It has always bothered me why it is that since 1912 the ANC (by the way, the ANC is the oldest liberation movement in the continent, I think I can safely say in the world as well) has never had women as leaders, women who would decide and

determine the ANC's destiny, and I wonder why.

Polokwane events gave the ANC the chance to say, as the last (ironically) organisation that has freed the African continent, that it is time to walk the talk and ensure that we have the first woman president in this country. But I worry that we have missed that opportunity. You find the various women's movements quarrelling about which man to support.

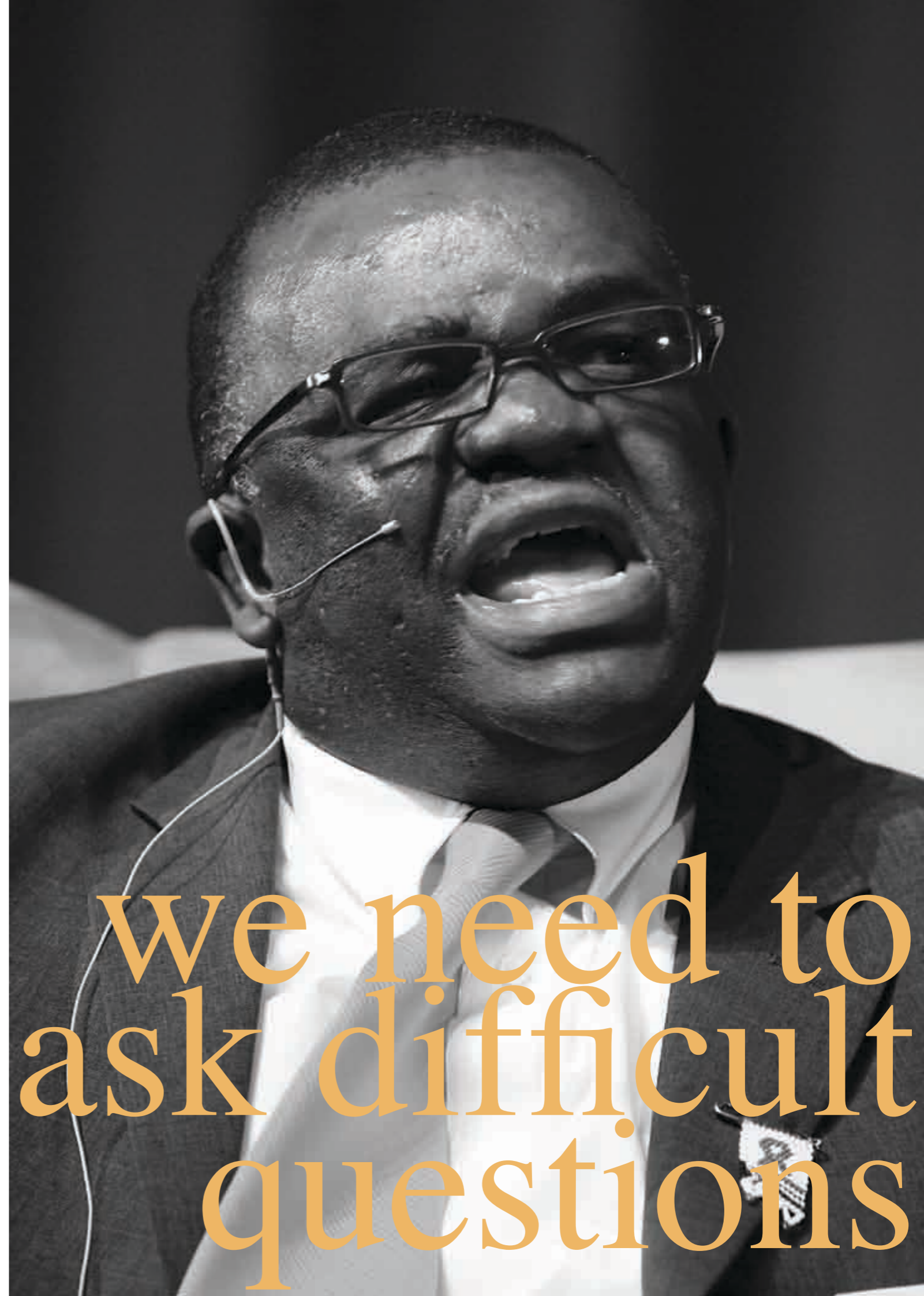
I think that as we begin to start this process of harvesting, we need to ask difficult questions, uncomfortable questions.

I listen to my two daughters when they ask me: why don't we have women leaders in substantive, important positions in this country? What do I say to my kids? Do I say it's not yet time? That women aren't good enough in the boardroom – they are only good in the bedroom?

I don't have answers, but I think that what this country needs is to vigorously begin a process of questioning ourselves, especially the men that are here. It is time to acknowledge that we have had lots and lots of time to be leaders, to acknowledge that there are women who are good, who have paid the ultimate price in this country. I think we must raise these difficult questions, so that we begin to see what we can learn.

What we should be doing as a country is to say the patriarchal mode has failed us because it has failed to send a clear message to the girl child out there to say these things are possible.

*Mbuyiselo Botha was a founder member of the South African Men's Forum and is currently its secretary general. He is also a member of the national steering committee that plans the annual activities for the 16 Days of Activism Against Violence Against Women and Children campaign. Botha joined Sonke Gender Justice in July 2008 as a One Man Can Co-ordinator. He writes a weekly column called Man to Man Talk for the Sunday Sun.*



we need to  
ask difficult  
questions



# PREGS GOVENDER

*Panellist*

**I**wrote a book last year called *Love and Courage: A Story of Insubordination*, which is a personal exploration of the power of hate, love, greed and fear, which I think is the dominant power that has caused wars. We need to examine how it has defined power and leadership.

I want to agree with you, Mbuyiselo, about what you have just said in relation to leadership. I want to raise the issue that I think is about the harvest and what the harvest is.

I think that every single one of us is a leader and leadership is not just about talking and having one's voice heard, it's about listening, and the act of listening is a very powerful act. When we listen to a child, a young man or a woman, we acknowledge and respect their power and what that means in terms of what it is that we do right now.

I think, like Cheryl, when she introduced this dialogue, that every one of us has influence within and outside the structures that we live and work in and it is time to use that power, both individually and collectively. I think that the collectives that we form are as strong as each of us individually.

I think that authoritarian systems of politics, religion and economics have affected us deeply.

We have each of us deeply internalised the values of those authoritarian systems, those principles.

I would like to share something which I quote in the book, and it's from a letter that Mr Mandela wrote while in prison at Robben Island. He said:

*“Never forget that a saint is a sinner who keeps on trying.”*

In his letter Madiba doesn't mention God or religion and it resonated with me because I have no belief in God and I have brought my children up outside any religion but with the deep belief in the power of love within ourselves and each other.

In his letter Mr Mandela shares a practice that he developed in prison to keep his heart and soul intact. He says he takes 10 to 20 minutes every day in which

he learns to know himself and the importance in personal growth of nurturing human qualities.

I believe that those qualities are the qualities of love. So that by facing oneself – being the mirror to oneself – one is able to powerfully connect deeply with everyone else.

Masechaba [Moshoeshoe] from Kaya FM, at a recent discussion about the book, said when she read it she felt that this was her story and that's what is very important right now: each one of us claiming our stories, sharing those stories, finding our own voices.

The power to use that collectively is as great as it was in the time of the first National Coalition, which Frene Ginwala was convener of. It is as powerful now as it was at the time of the trade union movement.

I think it's time to use that power again. I want to

*The Traditional Courts Bill “aims to affirm the recognition of the traditional justice system and its values ... to provide for the structure and functioning of traditional courts in line with constitutional imperatives and values; [and] to enhance customary law and the customs of communities observing a system of customary law...”. Department of Justice and Constitutional Development*

give one specific example of how that power could be used. Right now in parliament there is a bill that will be passed called the Traditional Courts Bill and that bill is going to be devastating for the rural women of this country. I think it's time that women in this room find out how to mobilise and stand together against that bill.

I think there are many other issues that will be identified in the course of our discussion. Thank you.

*Pregs Govender served as an activist, teacher and trade unionist and, later as an MP, she took responsibility for women's legislative priorities, reported on HIV/AIDS and registered opposition to the arms deal. She chairs the independent panel reviewing Parliament and is a member of the Panel of Eminent Persons tasked with developing a global human rights agenda by December 2008.*

I think that every single one of us is a leader



# ANTOINETTE SITHOLE

Panellist

**I** always look at the flowers and ask myself “why is it that we have different-coloured flowers on each table, why can’t we arrange one kind of flower?” But as you look at those flowers you realise that they are different for a purpose.

It’s the same with people: we may be white, pink, purple or black, but that doesn’t matter to me because when you combine those colours they become flowers, that’s what we are as human beings.

Harvesting from each other ... Most, if not all, inhabitants of this country have acquired diverse and important knowledge to be shared for the benefit of all and sundry.

Indigenous knowledge systems teach us to pass understanding on to the next generation, thus the younger generation are invited to harvest from their predecessors.

In my daily work at the museum, named after my brother, I meet and speak to many people from all walks of life. The conversations that I engage in have enhanced my understanding of issues far beyond the boundaries of our country.



For many years to come I will treasure the harvest. I have benefited from many people visiting the Hector Pieterse Museum.

At the museum we are immensely advantaged by the presence of the June 16, 1976 office, which is housed within the establishment. The foundation, of which I am also a member, was founded by the students who stood against bantu education. Being a June 16 Foundation member, harvesting from each other through either memories of those fateful days or reflecting on the present and the future of our democratic dispensation is a heartening experience.

*According to the Foundation’s website, The June 16 1976 Foundation aims to deliver “purposeful and deliberate intervention to address the needs of the youth; [provide] a catalyst for the upliftment and development of individuals and their communities; [build] a widespread network of skills, capital and social (and business) support; and [ensure] sustainability of the Foundation’s work through partnerships with the beneficiaries of the Foundation’s work and other stakeholders”.*

It’s our view that xenophobia is an abhorrent act of those who fail to appreciate that we should harvest from the experiences of our fellow African brothers. History will judge us harshly for our repulsive deeds and attitudes against the sons and daughters of this country. We have to defend the gains and ensure that there’s no oppression of man against man.

*Motho ke motho ka batho. Umuntu ngumuntu ngabantu* (I am through other people). Thank you.

*Antoinette Sithole is a board member of the June 16 1976 Foundation and a guide at the Hector Pieterse Memorial and Museum and has given talks locally and internationally about the events of June 16, 1976, when her brother Hector Pieterse was shot and killed in the student protests.*



harvesting  
from each  
other



# ZANDILE MDHLADHLA

*Panellist*

**I**would first like to greet Graça Machel, Deputy Minister Ntombazana Botha (my boss), and all women leaders. When I was asked today to look at harvesting from each other at this time, for me it was very relevant. We are gathered to celebrate the birthday of Tata Nelson Mandela: a legacy of freedom, justice and development.

We thank him for the inspiration that he has been to us and for the examples he has set for us: love, compassion, forgiveness and selflessness among others. *Ngicela umtshela mama ukuthi* (please convey our message to him), we are saying that to him.

Our theme for the dialogue is Harvesting From Each Other and when I think of harvesting what comes to mind are people in the fields: relieved and happy to be reaping the benefits of their labour – what they have toiled for, cared for and nurtured for many days in the sweltering heat, in the rain and on those bitterly cold, windy days.

Harvesting from each other suggests taking the best from one another from our rich cultural, economic, educational and even ideological backgrounds, and harnessing our collective strength and power to forge a strong nation rich in diversity and, therefore, rich in experiences.

Our many languages are full of idioms and expressions that speak of our interdependence and reliance on one another to build stronger families, communities, societies and nations. “No man is an island”, “*motho ke motho ka batho*”, “*izandla ziyagezana*” (the hands wash each other) and “it takes a village to raise a child”: these are just a handful of examples that we should think about when we are harvesting.

After 1994, South Africa had to redefine itself and build a new and inclusive nation founded on shared values and common understanding of what it means to be a South African. I think this is a reflection of what it means to be a South African – that’s why we are all gathered here.

The building block of any nation is the family. What we learn at home we put into practice within

the community, which provides lessons on how to live among others who might be different from us.

The Moral Regeneration Movement owes its existence to former President Nelson Mandela who, upon taking the reins as the president of the new South Africa, called for the “RDP of the soul” to address the issue of moral regeneration. We are pleased that we have adopted the charter and we were able to present it to our former president this year on July 25, which was adopted by our honourable Deputy President Phumzile Mlambo-Ngcuka.

That’s why I am inviting all of you as women to look at the values that put us together, for us to go forward. We have seen so many incidents in our communities and the question is, where are we? Are we in those communities? So I’m asking all of you to be ambassadors of these values.

I choose to uphold honesty, integrity and loyalty, show harmony in culture, belief and conscience. We are all aware of the exclusionary policies that resulted in the impoverishment of the majority of our people and in anger and mistrust.

Most of us will remember how marginalised and belittled we felt having our belief system deliberately trampled upon, undermined and misunderstood. We all know that when dishonesty and disloyalty abound mistrust is not far behind and chaos subsequently prevails. The mistakes of the past should not be repeated. Nobody should ever feel that they are left in the cold.

*We are harvesting from Madiba’s legacy and let’s walk the talk. Thank you.*

*Zandile Mdladhlala is CEO of the Moral Regeneration Movement, which strives to build an ethical and moral community and promote positive values. She is also a director of several women’s investment companies and a board member of the Independent Development Trust.*



harvesting from  
Madiba’s legacy



# NOMI NKONDLO

*Panellist*

**I**gama lam ndingu Nomi Nkondlo, ifani ndingu Mamqoco, ndiphuma pha e lokshini e Gugulethu. (My name is Nomi Nkondlo, I come from the Mqocwa clan, I grew up in the township of Gugulethu, Cape Town.)

Today we have a dialogue that has been put together for us women so that we can harvest from each other. One of the first things I did was to go out and find out what harvesting really means.

Harvesting is the act of removing a crop from its growing place and moving it to a secure place to process, store or consume it.

*One of the most important things for me was that there is a social implication of harvesting and it's one of the most important times in the agricultural calendar, since it marks the fact that the crops have survived natural disasters and are ready to be gathered in.*

So we harvest crops that have survived natural disasters; that's why we say *amava akagugelwa kubetheka* (one is never too old to learn).

When we harvest we must make sure that we harvest crops that have really gone through the process of growing so that we can reap the benefits quantitatively.

One of the most important moments is the social

impact of harvesting because when we harvest not only one person benefits, but a lot of people.

*We still celebrate the harvest of the 1956 women. We still harvest from the women and the youth of 1976.*

Now it's not only about those who were part of the happenings at that time, but it's for us to continue and celebrate those particular benefits. I am reminded of this and today it is time for us to celebrate those benefits.

When I heard about this theme I was reminded



amava  
akagugelwa  
kubetheka



# harvesting is something that must happen for community benefit

of home. I come from the Western Cape and we all know that there are a lot of wine farms there. As a person who comes from Gugulethu I was always puzzled at the excitement of people from Mbekweni, Worcester and all those communities. When we are celebrating the festive season they are celebrating that there is harvesting and by virtue of that there will be jobs. They know that when January comes they will have some money, so that's what harvesting means to me.

So harvesting is something that must happen for community benefit.

It's something that must be able to live on beyond the moment and I think we are sitting here harvesting from women who, at a particular point in time, had someone invest in them, sow the seed. Today we are reaping the benefits.

An earlier harvest date may avoid damaging conditions but result in poor yield and quality. I think it's something we must also think about: delaying the harvest may result in a better harvest but increase the risk of weather problems, so timing is also a game that you must balance when you talk about harvesting.

When we sow the seeds, we must give them time. Sometimes we harvest early as we go into leadership; sometimes we think leadership is about acquiring positions – the status of the position – and so we rush (harvest early). We go there and take up these different positions forgetting that there's a responsibility, that these people must harvest from you.

If you harvest too early then you create problems for people. One of the things we are seeing today is that the urban population is becoming disconnected from the actual growing of crops. If we are disconnected from growing the crops, what are we going to harvest?

I think that it's important for the women here today to ask ourselves the question: we have reaped and harvested; are we, therefore, really growing the crops? Thank you.

*Nomi Nkondlo is chairperson of the National Youth Commission and is involved in establishing a strong movement of young women through Young South African Women in Dialogue. She has been an activist and leader in youth formations since her primary school days.*

## HARVESTING FROM EACH OTHER TABLE OUTPUTS

**A**t the end of the second session, participants at the Malibongwe Dialogue were asked to consider the following questions in their discussions surrounding the preceding panellists' remarks:

1. What is my personal involvement and/or experience in the lessons that the struggle provides for the next generation?
2. What are my views on how we can focus and revisit the values and lessons from the past for today's environment to strengthen families and society?

Discussions at the tables around the topic of Harvesting From Each Other can be harvested under the following themes:

### Effective communication

- There is a need to understand people's thinking in this country in order to influence or empower women.
- The interpretation of struggle has been perverted, which has led to different problems and allows the segregation of women to continue.
- Women have to learn how to communicate with the self.
- It is important for information on empowerment to be easily accessible. This is particularly important within the workplace.

*Women need to learn from each other, especially from elders, from older women and their experiences. We need nationwide conversations on topical issues*



### Finding ways forward

- The struggles of the past have created a society where women do not have confidence to empower themselves with freedom. In order to overcome these challenges, it's important to think creatively: encourage initiatives like Take a Girl Child to Work Day.
- Women need to create environments for women to spread their wings: centres of influence which have a strong focus on political mentorship: these centres have an obligation to advance the women's agenda.
- While having a mentor is extremely important, it is the values of that mentor that will be the most important aspect.
- There is a need to reach out to the women in the rural areas.
- There is a need to anticipate knowledge at a community level.
- We need to train teachers in teaching colleges to promote values in their leading. Dialogue also helps to learn and gain respect for cultural diversity.

### Taking responsibility

- Women fail one another.
- Women need to use their passion and their strengths, and impart this knowledge to those less advantaged as a way of empowering them and the youth. This requires that everyone understand that they are working towards the same goal.





- There is a real responsibility to teach.
- There is a need to provide support to young women: to uplift one another and to reach out to those that are struggling to get up. How do we as women help the women who clean our houses (for example)?
- Women need to engage the youth in developing values that will enable the nation to thrive. It is important not to patronise the youth but rather to engage them so that they have ownership over the values they are taught.
- Imparting information and history to the youth begins at home. Parents must take responsibility for the values that are taught at home and responsibility for how children are raised.
- Women need to break the barriers that exist between women on the basis of class, generation or power so that they can harvest from each other.



We need to get rid of the notion that we are separate and better than or less than each other.

#### Learning from the past

- Women need to look into the past to inform the future.
- We need to introduce the history of liberation into the school curriculum and inform young people of the values embedded in the Constitution – including gender equality. A nation without a past is a nation without a future.
- South Africa functions on Western values and rules. This is out of alignment with the structure of society. South Africans need to go back so that we own our own values of *ubuntu* and believe in them.

#### Harnessing technology

- There is a need to use modern platforms to relay information and history to the youth.
- We need to use the media to further document the current socio-politico-economic situation in the country.
- Exposure is critical for people in impoverished communities to have hope. There is a need to play a role in giving others the exposure they need in order to see what is possible in the future.

#### Respecting yourself

- Empowerment begins with the individual. Only once you have been empowered can you consider empowering others.
- If women do not respect themselves, men will not respect them.



# ELIZABETH THABETHE

Deputy Minister of Trade and Industry



**T**he list of speakers I have to thank starts with acknowledging our Deputy Minister, my colleague, Sisi Ntombazana Botha.

Also to acknowledge Mrs Graça Machel, who is also one of the leaders we really cherish and who we hope will continue to support the struggles of women and children. Dr Frene Ginwala, former Speaker of the national parliament; we will forever cherish your leadership during that time as speaker of parliament.

Also thanks to Vesta Smith, for what she did for the women of this country and the struggle as a whole. [Thanks to] Rica Hodgson and Bongki Mkhabela –she is also one of the victims of the 1976 youth struggle. Sis' Angie Makwetla, who is the veteran of women in business and also a mother of transformation.

Another moderator, Cheryl Carolus: she was spearheading the United Democratic Front and you look at her today and say how has she survived and how is she able to balance family life and the struggle? Once High Commissioner and now in business and chair of the National Parks, she's one of the role models that the young women look to, to say it's possible.

Also to acknowledge the presence of Dr Bongani Khumalo, CE of Gidani, the lottery. Lastly, Andile Mbeki. He's graduated from being a youth but he's still a guru on youth economic empowerment.

Every year government also celebrates themes; this year the theme for Women's Month was Business Unusual: All Power to Women.

We hope that next year we'll come with report-backs. We want practical experience and reports out of this: how the mentoring and the networking is taking place. We believe that if you empower women economically, most of them will stay out of abusive relationships and be able to make a difference in many ways. Poverty has the face of a woman. Underdevelopment: the face of a woman. People in the second economy: women are in the majority.

I started this morning at Wits University. One of the students was doing PhD research on the contribution and mobilisation of the women in trade unions prior to 1994. The interviews happened around 2003/4. But to see what emerged out of that research and where those women are today: some of them are in government and some are in the private sector. But this is the history that South Africans don't know. They know the faces of the males who head trade unions and not the females.

The administration must make sure we have 50-50, because women fought for this on many fronts.

*Mahatma Gandhi's quotation is good here: be the change that you want to see in the world. Thank you.*

*Elizabeth Thabethe is the Deputy Minister of Trade and Industry and a member of Parliament, former Deputy Chairperson of the African National Congress Womens' League, Gauteng Province and current member of the African National Congress National Parliamentary Caucus.*



# BUSISWA GQULU I AM A WOMAN

by Busiswa Gqulu



**I am a woman and I'm proud to say it!**

My body belongs to my family, which tells me where to go and when.  
My body belongs to the troubles that led me into sin.  
My body belongs to the God I serve, because I want to go to heaven.  
Because someone told me Jesus died and for my sins was given.  
A wise man said I should read my Bible now, take advice from my Saviour Christ, He was sacrificed to save our lives.

All I really want to do is live my life and let it mystify before I die.  
Not spend my years asking why, but just go out there and try.  
But because I belong to friends and relations,  
Who even determine my determinations,  
Who try to dictate my realisations,  
Just to create their idealisations,  
I cannot do that, I cannot grow like a free stem  
Because I am not me, you see, my body belongs to them.

I want to make an impact, njengendlovukazi!  
When I walk into a room, kuphele konk'ukwazi!  
But I cannot do that if I have been deprived of my right to "freedomation".  
I cannot rise to every challenging occasion,  
I cannot truly help to develop this nation.

But what I can do is impart my strength to those whom I care to.  
Those whom I gave birth to.  
Those whom I gave myself to for better or for worse.  
My sisters of better times, who now curse this woman behind her back!  
They say I deservedly drown in deep troubles for what is life without them?  
I understand them, the troubles, but I cannot stand under them.  
They cannot break the spirit of this rock!

In fact, I am a rock and beyond.  
Rocks get sanded by troubled waters in a moving pond.  
I face my troubles and respond with unmovable firmness.  
Rocks tend to tumble down hills,  
Yet I climb up the steepest emotional mountains and overcome them.  
Rocks crumble to pieces when the climate is harsh,  
Yet in the harshest of times I become the strength of those around me.  
And lastly, rocks can never endure the pains of childbirth...  
Therefore I am more than a rock. I am a woman.

**Chorus: I am a woman and I'm proud to say!**

I am quite a young lady and in my short life I've seen  
That life can be a ruthless predator.  
It eats away at your joy and makes happiness a brief visitor.  
But through all this I've also seen that one person remains standing always:  
I call her woman.

I call her woman because she holds the keys to transformation.  
You see, when you educate a woman, you educate a nation  
And this education holds the key to transformation.  
Transformation which is not merely about filling a man's position,  
But about changing mindsets from their stagnant positions.

I call her woman because she heeds the call to action.  
No matter where she is people feel her passion,  
For it is reflected in her work.  
I call her woman because she understands that actions speak louder than all the speeches we've heard, they tell a better story than a thousand words, so she keeps silent and lets her actions get heard.

I call her woman because she knows her worth,  
As a caregiver, a nurturer.  
I call her woman. Yes,  
I call her W-O Man  
I call her Well-Organised Man!  
I call her "WHOA-MAN" because she is truly phenomenal.  
I call her woman because she understands who and what she is  
And she is proud to say...

Ngingumfazi,  
Umuntu wabantu,  
Umuntu ongumuntu ngabantu.  
Umuntu ongabantu,  
Onabantu ababheka yena uma bedinga uthando nempatho.  
Umlando womfazi ukhombisa  
Ukubanamandla, nesineke, nempumelelo.  
Ekuthuthukiseni isizwe uye waba nogalelo.  
Yebo, uyena ke owesifazane loyo.

Ngingumfazi,  
Umfazi yena ufa azi  
Ngingumama nonkosikazi.  
Ngiyindoni yamanzi, nginogazi.  
Ngingumfula wothando nolwazi.  
Nabangaziyo bayazi ukuthi ngibona kabanzi.  
Niyisibusiso sabaphansi,  
Ekwathiwa "thathani, nasi!"  
Esicwebezela singenabo ubukhazikhazi,  
Kuphela ubuhle bangaphakathi.  
Ukithi, Uyithi, Unathi.  
Lo engikhuluma ngaye, ngumfazi.

**I am a woman and I'm proud to say.**

# REFLECTIONS



*We need to learn to participate as women. It's about time we changed the agenda of business, communication and so many things we do to fit in with who we are as women. The time is now!*

**- CRISELDA KANANDA, METRO FM**



*This dialogue was on another level. We have been challenged today. It's quite clear that the invites next year for the Malibongwe Dialogue will be based on bringing people back to report on what they've achieved.*

**- MOTHOMANG DIAHO, NELSON MANDELA FOUNDATION**



*It was wonderful. I'm leaving here today with the thought that there is no such thing as a fully empowered woman – every woman is at a level, but still has something to learn. Empowerment for women is a constant journey, it's not a destination.*

**- WANDA MKUTSHULWA, SOUTH AFRICAN NATIONAL PARKS**



*Next year these dialogues must be taken to all nine provinces so that women in the rural areas, who can't interact with these business women and members of parliament, can benefit, learn and share experiences.*

**- FUNGI RAKOENA, DEPARTMENT OF ARTS AND CULTURE**



*If we continue with these dialogues we will be able to deal with challenges and in turn empower women. The audience was remarkable – there were different people from different spheres of life. The legacy of our living legend, Nelson Mandela, will forever guide us.*

**- ELIZABETH THABETHE, DEPUTY MINISTER, TRADE AND INDUSTRY**



*It was very empowering: I learnt a lot and the feedback that I got from the audience gave me goose bumps. The harvest theme was a very powerful one. We need to grow crops and give them time to mature before harvesting them so that we can reap a good harvest. I hope that young women were inspired so that we can pass the baton to them.*

**- NOMI NKONDLO, NATIONAL YOUTH COMMISSION**



*This dialogue was very inspiring, especially for me as a man. It encouraged me to look at ways to support women and to ensure that girl children find a way to business. It also means that we must close the generation gap by empowering the youth. I will not be happy with myself if I miss the next session of this nature.*

**- VINCENT KGOMO, NELSON MANDELA CHILDREN'S FUND**



*We need to afford women spaces for healing because they are abused, beaten and trampled on and they can't look for jobs if their self-esteem is low. We need to take care of the wellbeing of women.*

**- ANDILE GAELESIWE, TV PERSONALITY (OPEN DISCLOSURE)**



*The main theme [at my table] was that there are resources and structures to provide for the poor, but there is a lack of communication from government to the people. The other theme was that empowerment is a great-sounding word, but does it mean giving people money and things or rather "teaching a person how to fish"?*

**- JOAN JOFFE, BUSINESS WOMAN**



*A dialogue like this one is critical in inter-generational experience sharing. It is critical that the youth appreciate the value of our freedom, that they appreciate what had to be done to get here. We need to balance our own way of doing things with a modern Western influence. Something like this should carry on forever.*

**- MARGARET CANCA, 46664**



# ABOUT

## **Nelson Mandela Foundation Centre of Memory and Dialogue**

The Nelson Mandela Foundation is a not-for-profit organisation established in 1999 to support its Founder's ongoing engagement in worthy causes on his retirement as President of South Africa. The Foundation is registered as a trust, with its board of trustees comprising prominent South Africans selected by the Founder.

The Nelson Mandela Centre of Memory and Dialogue was inaugurated by Nelson Mandela on 21 September 2004, and endorsed as the core work of the Foundation in 2006. The Nelson Mandela Foundation, through its Nelson Mandela Centre of Memory and Dialogue, contributes to the making of a just society by promoting the vision and work of its Founder and convening dialogue around critical social issues.

*The Centre aims to perpetuate and re-invigorate the culture of engagement using the examples set by Mr Mandela of inclusive and open dialogue that South Africa is famous for.*

## **Department of Arts and Culture**

The Department of Arts and Culture is tasked to create an environment conducive to the growth, development and flowering of South Africa's arts, culture and heritage landscape. Among its key objectives are the improvement, re-orientation and expansion of the arts and culture sector to serve South Africa's cultural needs.

Speaking during his "State of the Nation" address to a joint sitting of Parliament, President Thabo Mbeki proclaimed that this country is experiencing an "age of hope". The Department will focus on interventions in the field of Arts and Culture to fulfil

and satisfy the aspirations of the people.

Our flagship projects shall celebrate and commemorate a number of significant dates and events that mark milestones in South Africa's march to freedom.

*Related to the theme of an "Age of Hope" is our sub-theme, "through struggle to freedom".*

South Africa will also be hosting a number of international conferences and events in which the Department will be integrally involved.

## **National Youth Commission**

The National Youth Commission (NYC) was established on 16 June 1996 with the aim of advising and co-ordinating youth development. It is a statutory body established through the National Youth Commission Act (Act 19 of 1996) as amended in 2000, and is politically accountable to the Minister in the Presidency.

*The NYC's mission is to co-ordinate, promote and monitor youth development through the implementation of an integrated youth development framework.*

Current programmes of the NYC include:

- National Youth Service Programme
- National Youth Economic Participation
- Youth Development Forum (YDF)
- Local Government Programme
- Young Women's Programme
- National Youth Policy
- Ke Moja – "I'm fine without drugs" campaign







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**arts and culture**

Department:  
Arts and Culture  
REPUBLIC OF SOUTH AFRICA

