

Transforming the public mindset on women leadership



*Writers: Bafana Khumalo and Mbuyiselo Botha**

The United Nations Development Programme (UNDP) defines gender mainstreaming as: "Taking account of gender equity concerns in all policy, programme, administrative and financial activities, and in organisational procedures, thereby contributing to a profound organisational transformation."

The UNDP explains this as follows:

"Women and men have different positions, roles and responsibilities, but also different asset bases and opportunities at home and in society. Gender analysis brings to light many of the gaps and challenges, as well as the strategies for possible action. Even the achievement of a single target, 'girls education', depends on access to water and fuel, transport and sanitation facilities, income, legal rights and traditions. 'Girls education' is hampered by many competing priorities. And yet, investing in poor women is the right thing to do and also the smart thing to do because educated girls and empowered women are untapped resources for economic growth and key change agents for poverty reduction."

Gender mainstreaming involves internal transformation (where women and men are located, and in what roles within institutions) as well as the integration of gender considerations

into key governance tools: laws, policies and service delivery. At implementation level, gender mainstreaming involves taking gender into account in design, training and capacity-building, monitoring and evaluation as well as resource allocations for programmes and projects.

Are women represented in traditional leadership structures?

According to the *White Paper on Traditional Leadership and Governance*, Notice 2336 of 2003, of the Department of Co-operative Governance and Traditional Affairs: "these (traditional) councils must also allow for the representation and participation of women in their own right. At the least, one third of the members should be women", and "each provincial house must ensure that at least one third of its membership is drawn from women."

While this is an encouraging trend, certain traditional councils are opposed to women as traditional leaders and thus women are often assigned positions on the Traditional Council in the capacity of a community member or family member of a traditional leader, or they are assigned an acting position, rather than fully fledged membership. There are no channels to prevent this or penalise this type of action.

The South African Constitution espouses important values that affirm women's rights as human rights. Non-sexism and equality are, among other things, key values that seek to advance the course of gender transformation. South Africa's report card for the first 17 years is favourable in terms of the gender transformation agenda but more work still needs to be done. Rwanda, for instance, has a better record with regard to representivity, at least in the public space.

Women in South Africa are in the majority according to Statistics South Africa and yet they remain underrepresented in the public and private spaces. The situation has improved significantly since 1994 in terms of female representation in Parliament and the South African body politic generally. The numbers have been steadily increasing in the National Assembly mainly due to the commitment of the ruling party on the 50/50 representation. In Cabinet, the figures are even more impressive with over 40% female representation. But when one looks at the Public Service generally and especially at key strategic positions, we still have a long way to go in achieving equal representation.

In the private sector, the situation is even gloomier. The Commission for Gender Equality has just released a report reviewing female representation in the boardroom and leadership of organisations and the picture is worrying. More advocacy is required to change the situation for the better.

In order for the public mindset to be changed regarding women in leadership, it requires us to work towards a transformation of attitude at a societal level and to confront sexism and patriarchy. This is critical for the holistic development of our society. In this competitive global economic environment, we need to deploy all available resources to strengthen our economy. Rethabile Mohloli, of Development Peace for Education, sums it up like this:

"Women's representation in the various levels of governance is crucial for development, particularly in the least developed countries where, outside of legal provisions, culture and socialisation put women at the periphery of decision-making yet at the centre of the real work and development." (2006)

The following institutions require commitment to the transformation agenda so that they can contribute to the development of female leadership:

Traditional leadership

There is a need to change the ways in which men and boys are socialised to believe certain things about women and their leadership, especially the sayings and idioms in various languages that teach boys

and men that women should not be leaders. For example: in Setswana there's a saying, "Ya etellwa ke e tshedi, ya wela lengopeng", that if loosely translated says: "if any society is led by a woman it is a sign of a bad omen or luck". It suggests that the community is cursed. Similarly, such socialisation also teaches girls and women that they should not be leaders, but instead be subservient to men. It implies that women are not adequately capacitated to lead.

In the 17 years of our democracy, this myth has been disproved. We have seen a steady rise of female leaders who are performing exceptionally and setting a good example for younger generations.

The religious sector

Many religions are premised on how girls and women should be subservient to men's leadership. Women are seen as created to serve men in all forms. Women cannot be ordained as priests in many religious denominations or as bishops – what message does this send? This is strange since the majority of followers are women and yet they are conspicuous by their absence in the echelons of leadership.

Educational institutions

We need to review what it is that we teach young boys and girls about women and leadership. What does the structure of many educational institutions, especially universities, demonstrate to society about women and leadership?

How does the curriculum challenge gender norms to deconstruct our ideas about women and leadership? How are women portrayed and represented in the curriculum? This review is critical to help change the mindset of learners and educators.

Political parties

The Independent Electoral Commission reports that the majority of voters on the roll are women. Research also indicates that more women than men participate in the electoral process. But strangely, the number of women who are candidates is far less. Political parties' manifestos should reflect a women's leadership imperative and focus on issues that affect women's lives.

Clearly, with targeted interventions, our society can be transformed sufficiently to reflect the values in our Constitution. It is possible. All that is required is leadership at various levels to champion the cause for gender equality and we will see positive results.

***Bafana Khumalo is a Director at EngenderHealth and Mbuyiselo Botha is a Media and Government Relations Manager at Sonke Gender Justice Network.**

Feisty Soty

u fights for safety

Writer: Xoliswa Zulu

It is a chilly Wednesday afternoon and I am in the office of the Deputy Minister of Police, Maggie Soty. A dark blue carpet, with shades of yellow, lines her office, reminding one of the uniforms worn by South Africa's policemen and women.

When I finally sit down with the petite Soty, one understands why she has been described as gutsy, fearless and independent. The saying that "dynamite comes in small packages" definitely rings true in her case. She's passionate, ambitious and oozes confidence – characteristics a woman in her position definitely needs.

She was appointed last November and in her nine months on the job, she has more than illustrated that women can do whatever they put their minds to.

The world of politics was the obvious choice for the feisty Soty and while her family was not exactly pleased with her choice of career, she has left an indelible mark.

"I got into politics over 30 years ago," she reminisces. "It was an obvious choice because of the imbalances that we received as black people from the previous Government."

"I came from a very poor family – a Christian family – who believed that if you were a girl, you needed to be educated, and once you were educated, you got married and had children. I didn't believe in that. I wanted to get into politics," she smiles.

That is exactly what she did. Years later, she chaired both the Safety and Security Portfolio Committee and the Peace and Stability Cluster in Parliament and was later appointed chairperson of the Water and Environmental Affairs Committee and the Social Transformation Cluster.

"I was the first woman to chair the male-dominated Safety and Security Committee," she says. "I was very passionate about issues of safety and security. There was a lot that I gained while in that position that I am able to use now as Deputy Minister of Police.

"Some of the Acts that we have now went through myself as chair such as the Firearms Control Act, the Domestic Violence Act, the South African Police Service



Act and many others. I am proud to have made a contribution to those pieces of legislation.

"But after five or six years of being chair of the Safety and Security Committee, I was taken into another field. To go from safety and security to water and environmental affairs was quite interesting, but I must say that I gained a lot from that experience."

Being a woman in the security sector has never been easy, but Soty has taken it in her stride.



"When the President appointed me in this position, he looked at what I had been doing in Parliament. He knew that I was more than capable of doing the job," she says. "Minister (Nathi) Mthethwa and General (Bheki) Cele acknowledge the fact that I've been in the security sector for years. I'm working with people who understand and know me; my strengths and weaknesses. I must say that I am comfortable with what I'm doing because of the working relationship that we have," she explains.

The safety and security sector has always been seen as a male-dominated profession, but for Soty, it's all about how hard one works. For women to be recognised in any industry, she believes that all it takes is hard work and determination.

"We must empower women," she says. "Within the police there is a lot that has been done. Women are occupying senior positions. But I believe that when a woman is promoted to a senior position, she must make sure that she also creates leaders out of other women," she adds.

"When I was taken from the Safety and Security Committee to the Water and Environmental Affairs Committee, I came across something very new. When you're a woman and you are given a challenge, you want to prove beyond doubt that you can do anything. Don't sit around and wait for someone to tell you what to do.

"You must stand up; you must read; you must research and you must do everything in your power to equip yourself to do exactly what is expected of you. Know your country; know your continent and you'll never be wrong. You must empower yourself because nobody else is going to empower you," she encourages.

While she has also experienced her fair share of discrimination on the job, she has never let that stop her from fulfilling her duties.

"I've been to various countries where I felt I was undermined because I am a woman. But before I left those countries, they believed in me, they believed in the country that sent me. I made sure that whatever a male person did, I exceeded that," she smiles.

As women all over the country celebrate Women's Day and the milestones they have achieved on 9 August, the Ministry of Police will be honouring the life of Constable Francis Rasuge who was killed in 2004 by her partner, William Nkuna. Nkuna was convicted in 2005 of murdering Rasuge even though her remains were never found.

"We lack the words to explain what happened to Constable Rasuge. She was based at the Temba Police Station before her disappearance. So, we have taken a decision, in consultation with her family, to rename the police station where she was based, the Constable Francis Rasuge Police Station.

"We want to use her rank so that even the younger generation is curious about who Constable Francis Rasuge was," she explains.

The police will use the month of August to raise awareness about policemen and women who have been killed on and off duty.

The Ministry of Police Ministry also has an organisation called the Women's Network, which looks at issues affecting women within the organisation.

While her schedule has kept her busy and on her toes over the years, she has managed to complete an Advanced Diploma in Economics through the University of the Western Cape – one of her proudest achievements.

How does this single mother of two juggle motherhood and her hectic work schedule? "Free time does not exist in my vocabulary ... but I always make time for my family. I live for my daughters and grandchildren. Home, where my kids are, is where my life is," she smiles broadly.

The hope that she has for the women of South Africa leaves one with a warm feeling for the future: "We need to be united as women and we need to support each other as women. We must be united because if we are united, we can do anything."

They have **what it takes**



Lt. Laura Ilunga

In what can be described as an exception to the norm, a group of young women are making a name for themselves in the South African Air Force (SAAF), writes **Mbulelo Baloyi**.

Respected worldwide as one of the oldest air forces in the world, the SAAF is widely acclaimed for the rescue missions it conducted during the massive flooding in neighbouring Mozambique in 2000.

At its Durban 15 Squadron Air Force Base, there is an all-female helicopter crew of three pilots and a flight engineer – the only female flight engineer in the SAAF.

Between the four, they have been involved in search-and-rescue missions as well as other day-to-day duties.

Some of these duties include flying members of the Executive, including the President and Deputy President.

Among the three female pilots who operate the Oryx utility medium-transport helicopter is 26-year-old Lieutenant Laura Ilunga, originally from Waterkloof in Pretoria.

"I have always wanted to be a pilot, not necessarily an air force pilot specifically, but a career in aviation. I heard that the Air Force provides training for free and that is how I got to become an air force pilot. The whole (helicopter training) programme is free but you pay it back with your years of service," says Ilunga.

She adds that the Air Force offers the best training, hence many Air Force pilots are hired easily in the private or commercial sector.

According to Ilunga, it takes about three years to be a pilot in the SAAF. Trainee pilots have to undergo basic military training followed by a four-month officer course within the Air Force since one has to be an officer before qualifying as a pilot.

This is followed by a one-year course in Aeronautical Science at the Defence Force's Military Academy. This certificate course is accredited by the University of Stellenbosch. Thereafter, trainee pilots have to do a one-year flying course at the SAAF's School of Flying in the Western Cape.

She says on completion of the one-year course at the School of Flying, the trainee pilots follow their career paths in terms of wanting to pursue a career as a combat fighter-jet pilot, a fixed-wing plane pilot or a helicopter pilot.

Those who want to be helicopter pilots then do a three-month training programme at flight schools approved by the Air Force before doing the rest of their practical training at the SAAF 87 Helicopter Flying School in Bloemfontein.

Ilunga says being a woman in the Air Force requires females to work twice as hard as their male counterparts.

"As a woman, you have to prove yourself since this is a male-dominated sector. We do acknowledge that we will never be one of the guys but yet we have to put in more work as women to

show the men that we can do it. We know

as women that physically we are not as strong as men. You have to put in much more work, as men expect more from you," says Ilunga assertively.

Although she expects to complete her contract in the SAAF, Ilunga sees herself in future working in the commercial aviation sector piloting long-haul commercial aircraft such as the Airbus.



From Left to Right
Lt. Laura Ilunga, Lt. Zanele Shabangu,
Lt. Olwetu Soga.

DISCOVER THE HISTORY OF SOUTH AFRICA AT CONSTITUTION HILL



Isolation Cells - Old Fort



Constitutional Court



Prisoner in the Garden Exhibition— Nelson Mandela Courtyard

Nowhere can the story of South Africa's turbulent past and its extraordinary transition to democracy be told as it is at Constitution Hill. This National Heritage site has witnessed over a century of South Africa's history. From British soldiers who fought with the Boers at the turn of the century, the youths caught up in the Soweto Uprising, to the dawn of democracy and the building of South Africa's Constitutional Court, Constitution Hill has witnessed it all. Visit Constitution Hill and learn about the injustices of South Africa's past while observing the process by which freedom was won and is now protected. Exhibitions and guided tours have been designed as an interactive experience, offering visitors the opportunity to participate in the building of Constitution Hill.

The precinct boasts the following museums:

Women's Jail

The Women's Jail at Constitution Hill is the first museum in the country that is devoted to telling the story of the prison experiences of women during the colonial and apartheid era. The likes of Winnie Madikizela-Mandela and other political activists as well as the notorious Daisy de Melker were incarcerated here.

The Old Fort

Its oppressive solitary confinement cells are the focal point of the former jail. It is now a museum, with a permanent exhibition on Nelson Mandela, but also a place of renewal, where exhibitions, functions and conferences are held. View a film documenting Mandela's time at the Old Fort, and his emotional return to Constitution Hill some 40 years later at the Mandela Cell.

Number Four

Infamous for its brutal treatment of inmates, many of whom were political prisoners fighting against racial inequality in South Africa; today, the former prison is a museum devoted to human rights.

Visiting hours:

Monday to Friday: 09h00-17h00

Saturday: 10h00-15h00

Sunday closed

Visit www.constitutionhill.org.za to learn more about the Public and Educational programmes hosted at Constitution Hill!



Scholars on tour at Constitution Hill



Life in a Cell Exhibition



Mahatma Gandhi Exhibition

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CONSTITUTION HILL

Flying high

She boasts the enviable title of being the only female flight engineer in the South African Air Force (SAAF), yet Olwetu Soga's lifelong dream is to become the first non-pilot chief of the SAAF, writes **Mbulelo Baloyi**.



Lt. Olwetu Soga

As a flight engineer, the 27-year-old Lieutenant Olwetu Soga is an important cog in the flight team that makes up the four crew members of the Oryx helicopter. She is the eyes and the ears of the pilot and the co-pilot during search-and-rescue missions or when they have to land the massive Oryx medium-transport helicopter in unfamiliar territory.

"I do the monitoring of engines, systems and instruments, depending on the nature of the flight. When making a landing in built-up areas, I am the one who guides the pilots as to which direction they must steer the helicopter to avoid hitting overhead power lines or any other obstacles," says Soga.

During search-and-rescue missions, she operates the hoist to lower the stretcher and secure the rescued person.

"In addition to this, I do pre- and post-flight inspections, providing feedback on whatever we might have picked up during the flight."

Soga's brush with the world of aviation happened by chance while doing her first-year Mechanical Engineering course at East London Technikon in the Eastern Cape.

Soga, who is originally from Butterworth in the Eastern Cape, had to quit the course after doing just one semester.

"The Defence Force recruitment personnel came to our institution to tell us about career opportunities in the Defence Force through the Military Skills Development System. I applied and got admitted to a Mechanical Engineering course in the Air Force," says Soga.

It was while doing this course that Soga switched courses and pursued a career in flight engineering.

Soga says being a female in the SAAF requires a person who is clear on his/her goals.

"You have to be emotionally, spiritually and mentally prepared. The environment can also be very harsh and if you are not mentally prepared, you won't finish the course".

"The challenges you face as a woman are far greater than any other challenges any man can face," remarks Soga.

She says growth is important in everybody's life and career growth in the Air Force depends on one's inputs. Soga says a lot remains to be done in terms of attracting more women to the Air Force.

"We don't have the numbers, the 15 Squadron only has four uniformed officers – I am the only female flight engineer in the whole of the SAAF. One thing that I want to accomplish during my lifetime in the Air Force is to become the first non-pilot Air Force Chief coming from the ranks of flight engineers. All the Air Force chiefs have been former pilots in general and fighter-jet pilots in particular."

Living her dream

Her first love has always been to save lives as a medical doctor but now Zanele Shabangu is doing just that during search-and-rescue missions in an Oryx helicopter, writes **Mbulelo Baloyi**.

Being an Air Force pilot was a second choice for Lieutenant Zanele Shabangu. While in high school, she enquired at South African Airways about its pilot training programme.

"It was out of sheer interest and I went there on my own to get information on how one went about to become a commercial pilot. I did not even know about the Air Force then," says the 26-year-old who grew up in Temba township in Hammanskraal, north of Pretoria.

On completion of her high-school education, Shabangu joined the Department of Defence's Youth Foundation Programme to pursue a career in medicine within the South African Military Health Service arm of the Defence Force.

"There were a lot of us and they told some of us to go for our second choice and that is when I went for piloting."

Shabangu says she initially found the Air Force environment tough, particularly as a woman. She said there was tremendous pressure on her as a woman to work harder as there was anticipation that she would wither away but she persevered. She sees herself being a flight commander at senior level. "One thing that I would like to accomplish while I am still in the Air Force is to add to the number of female commanders of helicopter pilots. Presently, there is one female commander based in Pretoria and a colleague of ours here at the base is undergoing training to become a commander."

During a helicopter flight, there is a pilot, co-pilot and a flight engineer. Shabangu says a flight commander is in charge of the entire flight in terms of decisions that are being made. The final decision during the flight, she adds, rests with the commander.

"Usually a commander would be someone who has more experience among the three crew members. You could be at the same rank but because of experience in terms of helicopter flying, that pilot would be the automatic choice of being a commander."

While the Air Force does have prospects for growth, Shabangu believes that the nature of the environment is proving challenging for female pilots to advance their careers without having to make sacrifices.

"Here, I am talking about things like starting a family. When I think about having a baby, I have to think about my career as well. I have to weigh the option of having a baby and my career because I have to go away for a few months. By the time I come back from maternity leave, I would be behind in terms of flying hours required of pilots."

"To survive one has to be tough. Sometimes, you inadvertently take that toughness home and your partner has to remind you to calm down. You must have a very understanding partner," remarks Shabangu.

However, Shabangu admits that by virtue of being in the armed forces she knows that it all comes with the territory.



Lt. Zanele Shabangu

Centre : Major Cathrine Labuschagne
Photo: S Sgt Lebogang Tlhaole

Writer: Corporal Itumeleng Makhubela

Siren - a world first

Determination, bravery and dedication are just some of the words that describe Major Catherine Labuschagne, the world's only female pilot of frontline fighter aircraft.

The South African Air Force (SAAF) can boast having produced the first female Gripen fighter jet pilot in the world in Labuschagne.

With over 12 years of service in the SAAF, Labuschagne has approximately 1 900 flying hours to her credit of which 1 000 are in military jets.

Labuschagne, code-named Siren, previously flew an Impala and the Hawk lead-in fighter in preparation for the transition to South Africa's frontline fighter.

She admits the training was "tough", but worth all the effort. "It was quite a big thing for me because it made history. It was also rewarding because I have been in the frontline since 2003. It's been a long road."

Flying a Gripen requires a high level of mental and physical fitness because of the speed at which the aircraft travels, a maximum of Mach 2 – twice the speed of sound, or about 2 400 km/h.

Pilots are also required to accumulate about 430 hours on the Hawk and pass several courses before they are allowed even to sit behind the controls of a Gripen.

"This is fantastic for me; and I am excited," remarks Labuschagne. "It's amazing what you can do with the aircraft, but you need to be persistent and work hard."

In 2004, after joining 85 Combat Flying School in Hoedspruit, the 31-year old Labuschagne had an opportunity to become the first female fighter pilot in the world to fly in the back seat of the Swedish-built Gripen fighter jet at the opening of the African Aerospace and Defence Exhibition.

In 2010, she did her first solo flight in a Gripen. Together with

Labuschagne, three male Gripen fighter pilots qualified at Air Force Base (AFB) Makhado. The four of them completed their Operational Conversion Course after which the four pilots flew solo in Gripens in October 2010.

Labuschagne, Major Lance Mathebula, Lieutenant Kevin Chetty and Lieutenant Colonel Gys van der Walt will form a pool of fighter pilots. They have paved the way for up-and-coming talents.

The Operations Officer of 2 Squadron, Lieutenant Colonel Musa Mbhokota, indicated during a briefing that their objective was to define excellence in multirole air-combat operations by the way they conducted themselves. The squadron has proved its capability, judging by its performance during World War II in Europe and Africa, and later in Korea.

Gripen training comprises an integrated training system that includes classroom attendance, computer training systems and actual flying.

The unit has built a Gripen simulation training centre that allows the students to have a virtual experience of a flight. Gripen courses include the Flight Leader Course, Operational Conversion Course and the Flight-Attack Course.

The Officer Commanding of AFB Makhado, Brigadier General Chris Delpont, says the unit is responsible for managing fighter aircraft. The fleet of 15 Gripens (nine with dual seats and six with single seats) are used for specialised combat operations and exercises.

Brig Gen Delpont points out that Labuschagne being a Gripen pilot is a major achievement.

***Corporal Itumeleng Makhubela is a journalist at the SA Soldier and the article was first published in the SA Soldier November 2010 edition and Mail & Guardian's Top 200 Young South Africans in June 2011.**

The sky is no limit



WOMEN IN AVIATION

Captain Refilwe Ledwaba

Writers: Xoliswa Zulu and Mbulelo Baloyi

When South African Police Service (SAPS) Air Wing helicopter pilot, Captain Refilwe Ledwaba, boarded her first British Airways/Comair flight to Cape Town in 1996 to pursue a Bachelor of Science Degree in Biochemistry and Microbiology, her love for flying took off.

"I heard on the public address system that one of the pilots was female. And that ignited my initial interest in aviation," says Ledwaba, who is based at the KwaZulu-Natal Air Wing division. Like most young girls growing up in Lenyenye township outside Tzaneen in Limpopo in the late 1980s, Ledwaba believed her career options were somewhat limited. "Teachers, nurses or doctors were all we were really exposed to," she says. Aviation was certainly way off the radar and hence she went for a more traditional approach when choosing a career.

She never thought that one day she would be charting new territory in aviation and become a pilot. Today, she provides air support for law-enforcement missions, which include, among other things, crime prevention, investigation operations, rapid response to crime call-outs, anti-narcotic operations, border patrols and search-and-rescue operations.

"When I completed my science degree and did not have enough money to go to medical school as per the wish of my parents, I saw that as an opportunity to explore my interest in aviation. I joined Comair and later SAA as a cabin attendant and used the money to kick-start my flying career. I was also fortunate to be selected as the first group of the SAPS' cadets to be trained as pilots," she says.

Being in a male-dominated industry has never been easy, but Ledwaba has taken it in her stride. Her motto, "Let my flying speak for me", has helped her tackle various obstacles that she has been faced with. "When I initially joined the SAPS, it was challenging due to gender stereotyping," she says.

"However, there were positive people to pull me through. I also learned early in my career that it is a waste of time to try and change people's minds about my abilities," she says.

In 2009, after attending a few international aviation conferences and being invited as one of the panelists in the International Women Fly Programme in the United States of America, Ledwaba (together with a dynamic team of aviators, professionals and aviation enthusiasts) founded a non-profit organisation, Southern African Women in Aviation and Aerospace Industry (SAWIA).

SAWIA is dedicated to the empowerment of women in the aviation and aerospace industry in the Southern African Development Community region and the rest of Africa. Its vision is "to make aviation a viable and accessible career choice for women".

Through the organisation, some scholarships have been established. SAWIA also initiated the Girl Fly Programme in Africa – an educational and information programme for school students who have an interest in aviation and aerospace industries.

The programme is designed to expose young women to a world of opportunities while highlighting the achievement of women in aviation. The programme also focuses on community outreach programmes, skills development, Mathematics and Science support programmes, career guidance in aviation and aerospace and mentorship.

Ledwaba has also completed a post-graduate degree in Business Administration at the University of Cape Town's Graduate School of Business and is currently busy with her Master's in Development Management and Public Policy at Wits University's Graduate School of Public and Development Management.

Ledwaba hopes that the skills she is learning will assist her and her team in establishing a firm foundation for SAWIA, to become an organisation that makes a valuable contribution to the transformation of aviation in Africa.

For Ledwaba, being a pilot is not just a career, but a lifestyle. She stresses that if women want to get into the industry, they need to be passionate about it. "Flying helicopters for the police is the best flying you can ever find. It is varied and wearing a helmet and flying suit is cool," she laughs.

Having the title of being the first African person to fly helicopters in the SAPS and the first black female to pilot and command helicopters in the police service would be daunting for many, but for Ledwaba, the sky's the limit.

"Working in the SAPS, I am able to do what I love most: my passion for flying and serving the community," she says. "I am not able to articulate the feeling one gets when a suspect is arrested or when we recover a vehicle or rescue people in some remote area. The feeling is priceless. It is truly an amazing job and I feel privileged and proud to belong to the family of men and women in blue."

Top office needs more top women

Writer: Mbulelo Baloyi

Despite some strides having been made to populate the nerve centre of government with more women within its top management echelons, more work needs to be done to realise the full potential of female leaders within The Presidency, according to Doreen Kosi, Chief Director: Strategy and Special Projects in the Office of the Deputy President.

She has served no less than four deputy presidents in different capacities. Two were female, so Kosi knows what informs her opinion about the advancement of women in the highest office in the land.

Having joined The Presidency in 1999 and working mostly in the Private Office, Kosi is a walking repository on some of the functions located in the Private Office of the Deputy President.

It has been a long road from the day when she joined The Presidency 12 years ago as a private secretary at Deputy Director level.

"I find The Presidency to be one of the most dynamic institutions of learning. The Presidency is a skills hub in nature, and it provides great exposure. This is evidenced by the amount of information The Presidency interacts with on a daily basis and that which it is able to generate under very dynamic conditions, some of which are conducive while others are not so desirable," says Kosi.

**Strategy and Special Projects Head
Doreen Kosi**

Between 1999 and 2002, Kosi attended many training and bursary courses. Among those courses were Public Relations, Community Relations, Labour Relations and a Management Advancement Programme, to mention a few.

Coupled with hard work, focus and attention to detail, given the sensitive nature of the office she worked in, Kosi did not relent in executing the tasks at hand with the dedication that it required.

This saw her being promoted to Director in 2002, in charge of Personnel Support Services and Administration. Two years later, she became Chief Director in the same unit.

Kosi says she and other women managers in The Presidency have always been encouraged by the amount of responsibility and trust that the various principals place in them.

"The way they believe that we will enable them to do what they are entrusted to do, I am sure I represent most of my colleagues when I say that by being part of The Presidency, we feel we contribute, in a small way, to striving towards the ideal of a better life for all in this country."

In 2009, when the present administration took office, Kosi took up her present position of heading the Strategy and Special Projects Unit in the Office of the Deputy President.

"This is the unit that serves as an engine or nerve centre of the Deputy President's Office. We coordinate and facilitate his delegated responsibilities," says Kosi.

Currently, Deputy President Kgalema Motlanthe is the Official Leader of Government Business as well as convener of the South African National AIDS Council.

In addition to this, the Deputy President also champions, together with the Minister of Arts and Culture, the Moral Regeneration Movement and oversees the War on Poverty Programme in collaboration with the Department of Rural Development and Land Reform.

Through financial assistance and support from the Office of the Deputy President, Kosi today boasts a Master's Degree and she remains eternally grateful to The Presidency.

"I would have not done this without the support from colleagues in The Presidency. This is an illustration of the exposure and opportunities that I am talking about," says Kosi.

Despite her personal achievement with the apt assistance and support from The Presidency, Kosi is of the firm belief that particular attention needs to be paid to the promotion of gender transformation and the increase of women representation at senior management level within The Presidency.

At the recent launch of The Presidency's Inaugural Gender Dialogue at the Presidential Guest House in Pretoria, Kosi said: "The Presidency has to be a catalyst for women emancipation and gen-

der balance in this country. We need to do better and this will take all of us rolling up our sleeves and working hard to make it happen." Among those who attended the Inaugural Gender Dialogue were Deputy President Motlanthe, the Minister for Women, Children and People with Disabilities, Ms Lulu Xingwana, and Director-General in The Presidency and Cabinet Secretary, Dr Cassius Lubisi.

Kosi hopes that the Gender Dialogue will help to speed up the process of transformation and empowerment of more women at senior management level in The Presidency.

"The Departmental Draft Employment Equity Plan has identified gender transformation in The Presidency as lagging behind. Affirmative action measures have been developed to identify suitable black women with potential and skills and to formulate relevant training programmes, among others," says Kosi.

She adds that an Eight Principle Action Plan has been developed in The Presidency to deal with the promotion of female empowerment and gender equality.

She says that there are many highly qualified and skilled colleagues within The Presidency who become demoralised because they spend years in the same positions, whereas there is sometimes scope for growth within the organisation.

"We need to strive to become the "employer of choice", not just within the Public Service, but in the country as a whole. This is the highest office in the land. Therefore, it must exude that authority and stature, not just by having the "best brains" in the country, but by creating the best work culture and work ethic in the country. We need to, indeed, create an enabling and caring environment, especially towards women."

In addition to this, Kosi believes that here needs to be some recognition of longevity of service. She says this will not just ensure that The Presidency preserves institutional memory and retains staff, but will also enhance loyalty to this institution.

"It is true that we work in a highly political environment, and therefore, the environment demands a lot of maturity from all of us. Personally, I have worked for four deputy presidents since 1999, and I can assure you, it has not been a walk in the park."

Not losing sight of the fact that work has brought her to The Presidency, Kosi says this has helped her to remain focused as she continues to work hard and remain the dedicated public servant that she is.

"Let me indicate though that I would not have achieved this without the political maturity and emotional intelligence of the leadership in The Presidency, both political and administrative. This indeed is true most of the women in The Presidency."



Bridging the gap between science and society

Beverley Damonse

Writer: Ongezwa Manyathi

For a long time, science has been perceived as a domain for the privileged few. It is a subject that many feel intimidated by. Science is not topical; there are very few public engagements and debates around the subject. The general approach is to let the scientists talk about science among themselves, with the public usually only entering this dialogue when there is a crisis. But imagine if complicated scientific data could be simplified into plain language that the public could understand and feel comfortable talking about? Not only would this stimulate more knowledge, but more importantly, it could create generations of young people who pursue careers in this field and become active contributors to the development of the country as a whole.

The role of the South African Agency for Science and Technology Advancement's (Saasta), a division within the National Research Foundation (NRF), is to change public perception and education on science, technology and engineering. At the helm of this agency is a dynamic and passionate woman, Beverley Damonse. As Executive Director, she has seen the eight-year-old agency through the teething phases to where it is now – able to stand on its own two feet, fully functional as a public engagement agency.

"Saasta is about public communication of science engagement, but we are also playing a big role in science education and outreach," says Damonse. The NRF, as part of its outreach capacity, is trying to increase the number of doctoral students in South Africa in an effort to boost the country's developmental capacity. This is not achiev-

Procedures to be followed when importing plants and plant products into South Africa



Before importing into South Africa, an importer should:

1. Find out the phytosanitary import conditions that apply to the commodity to be imported by consulting the Agricultural Pests Act, 1983 (Act No. 36 of 1983) or the National Plant Protection Organisation of South Africa (NPPOZA) within the Department of Agriculture, Forestry and Fisheries (DAFF).
2. Apply for an import permit from the DAFF if the commodity to be imported is not exempted from an import permit in terms of the Act referred to above. If the commodity to be imported is exempted from an import permit, ensure compliance with phytosanitary measures for such exemption.
3. When applying for an import permit, submit the completed application form together with proof of payment. The tariff information with regard to the issuance of import permits and the application form are available on the departmental website (www.daff.gov.za » Divisions » Plant health » Importing into South Africa).
4. Forward a copy of the import permit to the exporter or supplier in the exporting country to ensure that the consignment to be exported meets the phytosanitary import requirements of South Africa.
5. Ensure that the exporter or supplier presents the commodity to be imported to the National Plant Protection Organisation (NPPO) of the exporting country for phytosanitary inspection and certification where necessary in terms of the permit and/or exemption requirements.
6. Inform the exporter or supplier to send the original phytosanitary certificate with the consignment to South Africa (if a phytosanitary certificate is required).

Procedures to be followed when imported commodities arrive at the port of entry in South Africa:

1. South African Revenue Services (SARS) will detain the commodities for inspection.
2. DAFF inspector/s from NPPOZA will inspect the consignment together with the accompanying documents.
3. The following may happen following inspection of the imported commodities.
 - (a) If the consignment meets the import requirements, it will be released by the DAFF inspector/s.
 - (b) If the consignment does not meet the import requirements, risk management measures will be recommended whereafter a consignment may either be treated and released, sent back to the country of origin or destroyed. Once the consignment has been released by the DAFF inspector/s, the importer or his/ her agent must take the import documents to SARS for final release.

Postal address: National Plant Protection Organisation of South Africa (NPPOZA) * Department of Agriculture, Forestry and Fisheries * Directorate: Plant Health * Import Permit Office * Private Bag X14 * Gezina * 0031

Contact numbers: Tel +27 12 319 6102/ 6396/ 6130/ 6383 * Fax +27 12 319 6370 * E-mail JeremiahMA@daff.gov.za or AnitaSN@daff.gov.za or ShashikaM@daff.gov.za or BenJK@daff.gov.za

Physical address: 542 or 543 Harvest House * 30 Hamilton Street * Arcadia * Pretoria



agriculture,
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REPUBLIC OF SOUTH AFRICA



I truly believe that the real problems of the world can be solved by the generation that is in school right now.

able without the sustainable development of human capital. "We need young blood coming into the system – youth that are thinking about science, that are exposed to good role models in science and thinking technologically about solutions to the problems that we face as a country," she points out.

This emphasises the important role played by Saasta in changing the relationship between science and society. One way, is through its work with the youth and educators by exposing them to science and providing them with educational support. For instance, the National Science Olympiad is a 45-year-old national science competition managed by Saasta for Grade 10 to 12 learners across the country. Through the competition, annually some 120 learners are exposed to different cultures, science, technology and professionals in science who are able to give them career advice. This is something the learners would not get in a classroom.

The agency also runs the Saasta Schools Debate. High-school learners debate in teams of four on issues such as technology, biotechnology, energy and so on. "These are very topical subjects and that's the kind of science we're trying to bring into the youth environment. It's about opening young people's minds to possibilities that are out there," she says. The debate forces learners to go out and do the research with the help of their educators and then get together in an informed dialogue on these topics. The finals will be held this month.

The participation of girls in science from an early age is necessary if the country wants to increase the number of female scientists. As it stands, at university level there are more women participating in science-related fields but it is in the levels after university where women are lacking. There aren't enough top women researchers or women heading up science institutions. "Girls need to be exposed to role models – female scientists from their communities. If girls see successful people from their environment, they will start believing that it is possible," says Damonse. "I truly believe that the real problems of

the world can be solved by the generation that is in school right now." She adds that it is important for South Africa to develop the thinking that says we have our own scientists here in the country, so we must stop waiting for the rest of the world to solve problems.

Damonse did not end up in science by mistake. She grew up in KwaDukuza, in KwaZulu-Natal. She says her father, whom she counts as an important mentor and male figure in her life, made her believe that she could do anything. "It was through him that I was exposed to science from a very early age. My father worked at a sugar mill and although he did not have the formal title of an engineer because of education, he did complicated work. He introduced me to concepts which I now understand to be engineering concepts." She believes that it's important to instil self-belief in young professionals today – particularly women. "They need to know that they can do anything as long as they are strong in understanding who they are and stand firm in their principles."

Damonse, who holds a Bachelor of Science in Microbiology and Plant Pathology, and an Honours and Master's Degree in Education from the University of Natal, is due to hand in her Doctor of Philosophy thesis this year through the University of Pretoria. She is constantly developing and growing herself as a person and as a leader. "My own growth has been interesting. As a leader, you keep growing and developing and you keep discovering your growth and different aspects of your leadership style," she adds.

To remain grounded, Damonse spends time with her two young adult daughters. She recently participated in the Two Oceans Marathon with one of her daughters, something they both enjoyed. She doesn't only challenge herself in the work environment but also participates in fun-challenging activities in her free time. In 2009, she summited Mount Kilimanjaro, something she describes as an amazing experience. In 2010, she bungee jumped off the Bloukrans Bridge. "I enjoyed the experience, it was a good learning curve for me but I wouldn't do it again," she adds with an infectious laugh.

Going forward, the goal is to have many more youth exposed to conversations with scientists, and to visit corporate industries. "We have Women's Day and Take a Girl Child to Work Day once a year and then it's gone. We need to find a more sustainable way of getting the message out that the future of our country is in our youth's hands."

Damonse says that her vision for Saasta into the future is that it becomes an agency that coordinates science advancement for the country and that it becomes a driver of a national conversation about science in the public.

"I'd like to continue to see us making a difference. My staff and I have a motto that drives us, which says: 'we make a difference in lives'. We are driven by the small changes that we make in young people's lives."



Writer: Xoliswa Zulu

You've got to have Faith

She's established a victim empowerment centre, assisted in the capture of a serial rapist and played a significant role in stopping taxi violence and xenophobic attacks. These may sound like intimidating tasks, but it's "all in a day's work" for feisty 35-year-old police constable Faith Ntuli.

Ntuli was last year's overall winner at the 2010 Prestige Awards for Women in the South African Police Service (SAPS) – she won the award for going beyond the call of duty to uplift her community. "I never thought that constables could win such awards," she smiles broadly. "That inspired me a lot because I realised that management does appreciate the work that I do and acknowledges what I'm doing for my community. I also realised that nothing is impossible," she says.

She is stationed at the Brakpan Police Station's Social Crime Prevention Unit on the East Rand.

It is a position she holds close to her heart, because as she puts it, she "gets to play the role of social worker, teacher and parent". While she did not receive any formal training in any of these fields, she has learnt a great deal from interacting with her community.

"I have a love for people and while it's challenging to do what I do, it's my community that comes first," she says.

Her journey into the police service was an unusual one. Her siblings would always tease her about her height.

"When I was growing up, my brothers and sisters would always tease me about how tall I was and because I was so tall, they would always say that when I grow up, I should either be a police officer or a soldier, which I thought was strange at the time," she explains.

"When I worked at African Bank, there were four burglaries at my home – four in one year. It was then that I told myself that I needed to do something for my community. Not only to arrest criminals, but also to help those who have difficulties and are underprivileged," she says.

Ntuli has more than paid her dues. Seven years later, she has established a victim empowerment centre, started vegetable gardens for the poor in various informal settlements and talks to teens about the dangers of abusing drugs, theft, domestic abuse and other social ills that affect the youth of today.

"When I joined the police service, I worked at the Client Service Centre and we received lots of complaints, such as abuse and



rape; some people didn't even have places to stay, some were hungry. It was a challenging environment," she muses.

"That's when I decided to establish the victim empowerment centre. I felt a sense of sadness for victims of sexual assault, domestic violence, abuse and all sorts of crimes. They were interviewed about their ordeal in front of everyone at the police station and did not have any privacy to get the necessary counselling," she says.

"My mother used to tell me that no-one is an island, we all need each other. If you help someone, one day that person will help you, one way or the other, and if you want something good you have to do it yourself."

Ntuli also visits schools to counsel pupils. "The child is stealing, smoking dagga, going through difficulties at home or with friends; I feel that I have to be there to help, no matter what. I have to be at schools because I want to help the community."

All her hard work has paid off. She was also recently recognised at the fourth Annual Leadership for Women in Law Enforcement Conference for the role she has played in her community.

"I also started a community garden for an informal settlement – the community is unemployed and most people did not do anything during the day. The garden is there to keep them busy and to help them produce vegetables. I'm trying to do my best

and I'm still prepared to work hard," she smiles.

The police service has always been seen as a male-dominated profession, but for Ntuli, it's all about how hard one works.

For women to be recognised, she believes, all it takes is hard work, perseverance and determination.

"If you want to do something, do it," she advises. "More needs to be done to ensure that women are at senior levels in the police force, but while that's still happening, senior female officers, who are already up there, must mentor younger officers, improve their morale and help them to work hard.

"Nothing is impossible. Women must join the SAPS. We need more women. Government also wants to recognise women, they just need to prove the point that they can do it and go for it. Nothing can stop them," she encourages.

And what does the future hold for this ambitious woman from Nquthu in KwaZulu-Natal? "I see myself being a Captain in five years' time. And I'm still prepared to work harder than before.

"I would also want to mentor junior members, especially female officers, as we know that if you develop a woman, you develop a nation," she says.

But balance is also important to Ntuli. Her life is completely consumed by her other roles as mother to her four-year-old daughter, sister to nine siblings and a daughter herself. But those roles, she says, are fairly easy compared to her daily duties.



Striking a Rock

Writer: Ongezwa Manyathi

Some 55 years ago, women from all walks of life came together to speak in one voice against what they felt was an unjust pass law. The issuing of permits began in the Western Cape, which the Government had designated a “coloured preference area”. Within the boundaries established by the Government, no African workers could be hired unless the Department of Labour determined that coloured workers were not available. Soon after permits were issued to women in the Western Cape, local officials began to enforce the regulations throughout the Union. Reaction to the new system was swift and hostile.

On 9 August 1956, some 20 000 women from all races – many of them dressed in colourful traditional attire, many with babies on their backs, and some who were domestic workers who brought their white employers’ children along with them

– took part in a march organised by the Federation of South African Women (FEDSAW). The successful march was recorded as one of the largest demonstrations staged in South Africa’s history. This day is today celebrated as a reminder of the contribution made by women to society, the achievements that have been made for women’s rights and to acknowledge the difficulties and prejudices many women still face.

Women from all over South Africa descended on Pretoria and made their way to the Union Buildings in a determined yet orderly manner. The thousands of women filled the entire Amphitheatre of the graceful Herbert Baker building. It was reported that the women remained composed and displayed discipline and dignity throughout the demonstration. Unfortunately for the women, the leaders they had hoped to see in the form of the Prime Minister (or his senior staff) were not there.

“We, the women of South Africa, have come here today. We represent and we speak on behalf of hundreds of thousands of women who could not be with us. But all over the country, at this moment, women are watching and thinking of us. Their hearts are with us. We are women from every part of South Africa. We are women of every race; we come from the cities and the towns, from the reserves and the villages. We come as women united in our purpose to save the African women from the degradation of passes.”

Taken from the Petition presented to Prime Minister JG Strijdom, Pretoria, 9 August 1956



This did not deter the women – they sent a public message that women would not be intimidated nor would they be silenced by unjust laws. The Prime Minister's secretary received the petitions as the women sang: *Within' abase*. The phrase *Wathint'Abafazi, Wathint'Imbokodo* (You Strike a Woman, you Strike a Rock) has since become synonymous with a woman's courage and strength, for it was on that day that women bravely fought for their freedom.

The petitions were removed without Prime Minister Strijdom seeing them. Lillian Ngoyi, who helped launch the FEDSAW, suggested the crowd stand in absolute silence for a full half hour. Before leaving the Union Buildings, the women sang *Nkosi Sikelel' iAfrika*. It was widely reported that the women who participated in the march, described it as a moving and emotional experience.

The significance of the march of 9 August 1956 displayed the power of a woman. It showed that women had a lot more to offer the world. Part of the reason why the FEDSAW organised the strike was to challenge the notion that a women's place was in the kitchen. They declared that a women's place was in fact everywhere.

Women have since become champions in their different fields. This edition of *Public Sector Manager* has profiled only a few of the women who have and are making a name for themselves.

Of course, women are still not fully represented in key leadership positions, but a lot more is being done for women today than 55

years ago. The resilience showed by these and many other women prove that women can do anything.

Did you know?

South Africa celebrated its first Women's Day on 9 August 1995 after the advent of democracy. This occurred 39 years after 20 000 women across the colour line marched to the Union Buildings, Pretoria, to hand a petition against the pass laws to Prime Minister JG Strijdom. It was declared a public holiday in 1994. The month of August has since been declared National Women's Month.

The theme for Women's Month this year is: "Working together to Enhance Women's Opportunities to Economic Empowerment". The day will be commemorated with a special event at Peter Mokaba Stadium in Polokwane, Limpopo, on 9 August 2011. President Jacob Zuma is expected to address the nation on this day, following speeches by the Minister for Women, Children and People with Disabilities and the Premier of Limpopo.

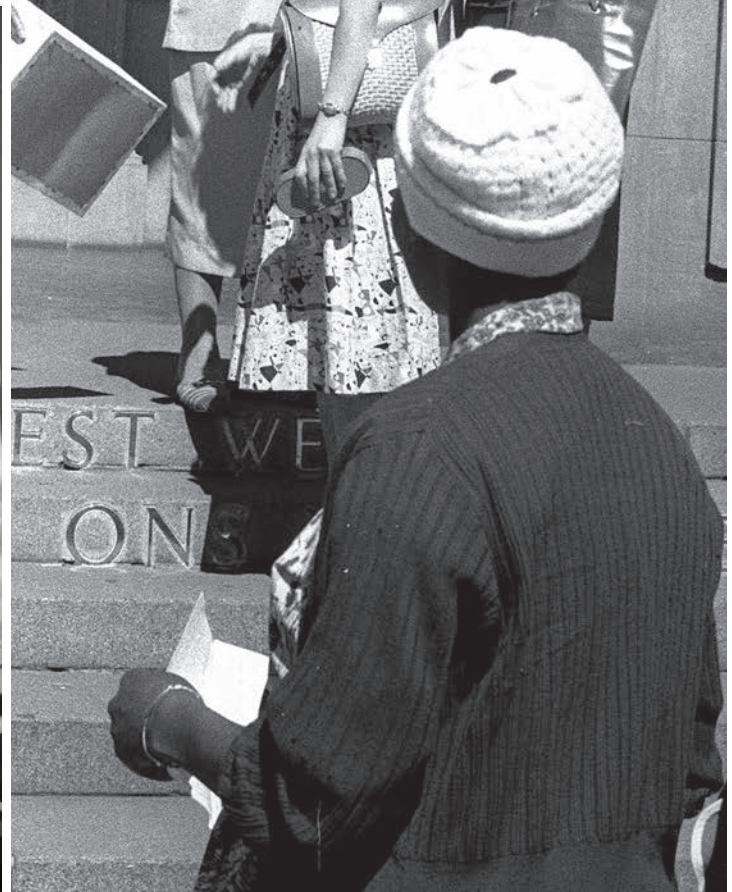


THIS MONTH IN HISTORY

United we stand

Fifty-five years ago, on 9 August 1956, a multicultural group of 20 000 women from different parts of South Africa marched to the Union Buildings in Pretoria. Four brave women, Helen Joseph, Rahima Moosa, Sophie Williams and Lilian Ngoyi, led the march to petition against the pass laws that would restrict their movements. The leaders delivered petitions to Prime Minister JG Strijdom's office which had names from women across South Africa who voiced their anger and frustration at having their freedom restricted. 9 August will always be remembered as the day when women showed phenomenal courage and strength.





Shifting SA from secrecy to openness



Dennis Dlomo

Writer: Bathandwa Mbola

Politicians, including former Cabinet ministers, business leaders, media owners, editors, journalists and ordinary South Africans have banded together in an effort to have their voices heard against the proposed Protection of Information Bill.

A lot has been said about the "Secrecy Bill", with some groups calling on government to scrap and stop attempts to amend current legislation.

They have labelled the Bill as "unconstitutional" and fear that potential whistle-blowers will be silenced, the megaphone of the media crippled and the public at large will suffer because a blanket of secrecy looms, underpinned by harsh sanctions.

Proponents of the Bill have posed what they regard as fundamental dichotomies with some citing personal dignity versus the unfettered flow of information and the broad national interest versus the right to know, as enshrined in the Constitution.

State secrecy is a highly sensitive matter worldwide, precisely because of its susceptibility to abuse.

In South Africa, with its past history and recent experiences of the abuse of state institutions for political ends, it's even more sensitive and concerns raised deserve respectful and deliberate attention.

Public Sector Manager sat down with Dennis Dlomo, special adviser to the Minister of State Security, Siyabonga Cwele, and the man close to the legislation process, to discuss the criticism

that has been raised about the Bill.

But firstly, what is this Protection of Information Bill and why is government determined to forge ahead with it – despite such criticism? Dlomo is clear: the Bill will repeal the Protection of Information Act, 1982, which is the draconian apartheid-era secrecy legislation that has remained on the statute books, which he says is constitutionally unsound, too broad and covers areas that under normal circumstances would not be covered by security law and which would be in conformity with our Constitution.

He explains that the proposed Bill is primarily aimed at:

- regulating the Government's powers to classify certain information
- determining the manner in which classified information must be dealt with
- creating certain offences in relation to classified information.

The Bill sets out a classification regime in terms of which information can be classified as either, "confidential", "secret" or "top secret".

It also sets out principles and procedures that guide classification decisions, declassification and the manner in which classified information must be dealt with by the courts.

"In principle," says Dlomo, "there is a need for a law of this

nature because it seeks to introduce proper regulation into the Government's classification regime, which is currently based on the Minimum Information Security Standards, a Cabinet policy that in several respects is even more problematic than the Bill.

He explains that a number of departments and organs of state are not keeping information of South Africans authentic and that this Bill seeks to ensure that the information kept is valuable.

But some have proclaimed the Protection of Information Bill "unconstitutional". What then is unconstitutional about a proposal to regulate the flow of selected information?

Lobby groups and political parties argue the Bill is vague, irrational, overbroad, opens the path to inconsistency, opens a wide opportunity to classify material that could be politically embarrassing to the Government of the day and even to classify that which is false and, ultimately, to withhold facts from the public which it is entitled to have access to.

Those opposing the bill argue that people could be found guilty by a court for disclosing classified information and sent to prison for many years based on a classification which is not in accordance with the basic values on which our Constitution is based – the rule of law, transparency and equal justice.

Dlomo is adamant that the Bill won't interfere with the people's right to know.

He says government is committed to doing everything in keeping with the provisions of the Constitution, driven by the spirit of unity. He also assures that government has not moved from the premise that information is the life and blood of democracy.

But, he argues that the information must be authentic - it may not have been altered. For example, leaked documents could be false, and without the proper checks, incorrect information would have filtered through to the public. Therefore, the correct channels should be used to acquire authentic documents.

"Classification does not mean that the information must not be used, it simply means that it must be used in a secure manner and must not be disclosed to parties

that do not have a need for that information.

"But for those who need to use the information - it must flow and it must inform decision-making, it must inform planning, it must inform service delivery," elaborates Dlomo.

On statements that the Bill is unconstitutional, Dlomo stands by his defence – that the Bill was certified to be constitutionally sound by state law advisers before it was even tabled in Parliament.

He says opinions are being sought from a range of legal experts to ensure that the final Bill will be constitutionally sound.

Since the Bill has been tabled, several changes, including the seven legitimate demands raised by the Right to Know Campaign, have been attended to.

The campaign, among other things, demands that the Bill should apply only to core state bodies in the security sector such as the police, defence and intelligence agencies.

It also demands that the Bill's powers be limited to strictly-defined national security matters and no more, saying officials must give reasons for making information secret.

It demands that government does not apply penalties for unauthorised disclosure to society at large, not to criminalise whistle-blowers and journalists and that an independent body appointed by Parliament, and not the Minister of State Security, should be able to review decisions about what may be made secret.

But how much of the public recommendations are incorporated into the new version?

Dlomo says all the concerns raised by the Right to Know Campaign and the general public have been attended to.

He says they are considering a number of possibilities, such as an independent classification review panel to respond to the classification status of information and a system in which things can be reviewed.

For example, with the handling of appeals, a retired judge can be appointed to review the appeals that come from members of the public.

Although the details have not been finalised, Dlomo says the head of an organ of state will have the power to classify and declassify information.



So, if there is information that is being questioned, it can then be reviewed by the independent review panel whose decisions would then be taken on appeal to the judge.

Should someone be unhappy with the outcome of the appeal to the judge, they can then take those decisions to court for a final review.

Dlomo says this can work because it creates a system of checks and balances in that no individual structure will have the final say on access to information without the right to review.

The Bill also makes way for provisions to criminalise heads of departments who wrongly classify documents and may have ulterior motives.

"This," he says, "will be the job of the classification review panel." "Like the Auditor-General, the panel will take samples of classified material, check if it has been classified correctly and use that as the basis for determining whether there is abuse of the levels of classification that are created by the Bill," he says, adding that there is a pyramid of penalties.

"The idea is to change the culture of secrecy to a culture of openness, accountability and responsibility.

"Before you get to the punitive stage, there are a lot of things to be done. There is training that people will be subjected to in order for them to be able to classify and declassify.

"Secondly, there will be regulations, policies, procedures and manuals that will help guide the people who have to do the classification. And once all of these steps have been taken – and followed – obviously there might be a minor violation, there might be a warning, internal discipline, before it goes to criminal sanctions."

This sounds clear but why is there still such opposition to the Bill?

"The Bill was wrongly perceived as primarily an attack on media freedom," admits Dlomo, "when in fact the authors' motivation was to expand the power of the Security Cluster

in government to manage information that belongs to all government departments."

"The Bill is not about the media," he says, adding that if one reads it, there is no single reference to the media perse, because this is not a media Bill.

He adds that the Bill is also not about government abusing classification to hide corruption, because the abuse of classification is a crime and information which relates to corruption, serious misconduct and maladministration in terms of the Bill can be disclosed without anybody who is disclosing that information being seen to be violating the law.

"Anybody who exposes corruption will be protected in terms of this Bill. So, it is not about hiding corruption, hiding incompetence or hiding embarrassing information by the Government. It is not about the hiding of serious misconduct in government. It's about the contrary," says Dlomo.

Over and above this, the Bill provides that the Promotion of Access to Information Act, 2000, which creates the basis for public interest, only overrides it if somebody has information in the public interest. They can follow those procedures to make that information available and action could be taken against those individuals who try to hide corruption and other unlawful activities.

Really? Can the media and the public take government's word that they will be protected?

Dlomo says they have already agreed in the Ad Hoc Committee that is processing the information that the Bill will be applied with provision of the Protected Disclosures Act, 2000, which protects whistle-blowers. It will also be harmonised with the Companies Act, 2008, which

was amended specifically to protect whistle-blowers.

Over and above this, the Bill provides that the Promotion of Access to Information Act, 2000, which creates the basis for public interest, only overrides it if somebody has information in the public interest. They can follow those procedures to make that information available and action could be taken against those individuals who try to hide corruption and other unlawful activities.

The Ad Hoc Committee was set to meet between 25 and 30 July to further engage on the Bill, before the extended deadline to complete the processing of the Bill, which is 23 September.



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uFiling can be utilised by all Employers SARS Paying and Non- SARS paying

The Unemployment Insurance Contributions Act, 2002 requires every employer to contribute 2 percent remuneration in respect of each employee. This means that a worker should contribute 1% of his/her monthly remuneration. In addition to the 1% that is paid by the worker, the employer also contributes 1% in respect of each worker in his/her employment. The total contribution that is paid to the Fund is therefore 2%.

Employers are compelled to ensure that all employees are registered with the Unemployment Insurance Fund.

The Unemployment Insurance Fund (UIF) has introduced an online system called uFiling.

uFiling is a convenient and easy way for employers to declare and pay contributions online.

uFiling facilitates a secured online service for:

- Declarations
- Amendments to declarations
- Contributions
- Activating a receipt for payment of contributions.

The benefits of uFiling to employers/agents are the following:

- Improved service delivery
- A secure and convenient online service
- Instant update and access to uFiling data
- Reduced data errors

NB: An employer needs to be registered with the UIF and have a valid UIF reference number prior to activating their profile on uFiling.

How to use uFiling

Go to: www.ufiling.co.za

Activation as a uFiler:

Your existing UIF reference number is the key to your Activation on uFiling. www.ufiling.co.za

Click on Activate my uFiling account and select your applicable activation option. The system will guide you through the activation process.

Once activation is completed, you will receive a summary page confirming your login name.

The activation process is immediate and confirmation will be sent to you by email.

Declaration:

Go to www.ufiling.co.za and click on Login. Enter your Login name and password. The system will take you to your home page where you must click on the declaration option

If you are activated as an agent and are acting on behalf of other individuals, select the applicable option from the drop down list on the right hand side of the screen next to the Logoff, then click on the Declaration option.

at a click of a button

Add/Amend an Employee's details:

Login to the uFiling system using your unique login name and password.

To add an Employee:

Go to Declarations (UI19) and capture all the relevant details of the employee.

To amend an employee:

Go to View/Amend Employee Declaration and select the relevant employee from the list then continue.

How to set up banking details:

Login into the uFiling system and go to the Employer menu

Select Banking details under your relevant user and capture your banking details.

Once you have entered your banking details, click on Save.

Payments:

Payment can be made once you are activated on uFiling and submitted a Declaration.

Your banking details also need to be updated.

To submit your payment, go to UIF returns (UI7). Your return and status will appear as submitted. Click Pay my return. Follow the prompts until the payment is confirmed.

Print the payment confirmation and retain as proof of payment.

The Unemployment Insurance Fund provides five types of benefits:

- Unemployment benefits
- Illness benefits
- Maternity benefits
- Adoption benefits
- Dependants benefits

Employers' obligations

All employers, who employ any person for 24 hours per month or more and in return, provide them with remuneration in either cash or in kind, must register with the Fund as soon as they commence activities as an employer,

It is the responsibility of the employer to register the business with the UIF and make the necessary deductions from the remuneration of the workers. Late payments attract penalties and interest.

Non-compliance constitutes an offence which may be punishable by a fine or imprisonment or both.

For assistance on using uFiling contact the uFiling call centre on (012) 337-1680 (Select option 3) or 0860345 464

Alternatively Send an email to: ufilesupport@uif.gov.za

For any other UIF related queries, please contact the UIF call centre on (012) 337-1680 Or visit: www.labour.gov.za

