

The Annual Journal of

SOUTH AFRICAN ASSOCIATION

of

WOMEN GRADUATES

(formerly THE BLUESTOCKING)

2011

In this issue SAAWG focuses on:

EDUCATION

MENTORING

HUMAN RIGHTS

2011 JOURNAL OF THE SOUTH AFRICAN ASSOCIATION OF WOMEN GRADUATES

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SAAWG is a non-profit organisation working to improve the status of women and girls, to promote lifelong education, and to enable graduate women to use their expertise to effect change. It is affiliated to IFUW which promotes international co-operation and friendship.

The views and opinions expressed by contributors do not necessarily reflect those of the Association, the Editor or her Board.

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EDITORIAL

We have evolved from a time when departmental fund allocation varied from school to school, leaving us with certain sectors being sorely disadvantaged, to the present when funds should be equally allocated, with the proviso that appropriate upliftment should be accommodated.



However, some schools remain “disadvantaged”. Why?

Consider - Misappropriation of funds; inappropriate use of funds; poor leadership; inadequately trained teachers; soaring pupil-teacher ratios; the shocking condition of some of our schools and the poor facilities available. There are pupils who are the victims of deprivation. They come from homes that do not offer them the best opportunities for advancement. After all, who can work when the stomach is empty?

All schools have to deal with insubordination whether it stems from the attitude and training of staff and pupils alike. In too many homes parents have abdicated their role as initial teachers, especially as regards good manners, discipline, a work ethic and a desire to learn. The teacher is expected to fill the gap. Thus an added burden is placed on the shoulders of the teacher in the classroom who should, through teaching and learning, be accompanying the child to adulthood. Teaching, after all, should be to “instruct and delight” and we should remember that we are all teachers.

Considering just these aspects, we can appreciate the desperate need for MENTORSHIP at all levels.

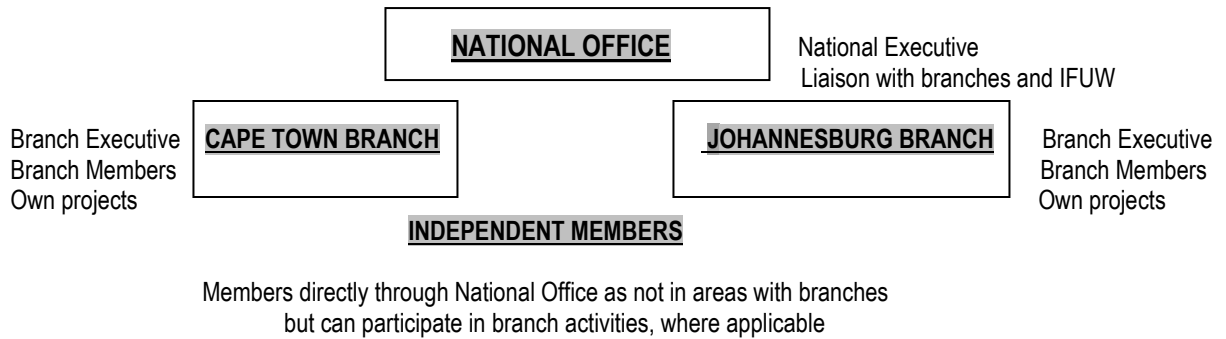
SAAWG is committed to playing its part in this process.

We need to “grow people” so that all will reach a happy, fulfilling destination in life.

Our Association acknowledges the part played by a woman of our time – the late, great Wangari Maathi. As a Kenyan activist, she was the first African woman to be awarded the Nobel Peace Prize. She was also the first woman in East and Central Africa to earn a doctorate. What an example she set for the women of this Africa of ours!

SAAWG extends its condolences to the family of Albertina Sisulu. She was a stalwart of the struggle in our country, a woman greatly admired by all. We mourn the loss of this wonderful role model and her inspiration – she showed us what a woman can achieve.

INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN (IFUW)
SAAWG Affiliated since 1923
(National Associations & Federations (NFAs))
SOUTH AFRICAN ASSOCIATION OF WOMEN GRADUATES (SAAWG)



Brief History of SAAWG

The South African Association of Women Graduates was established only 3 years after the formation of IFUW and ours was the 13th country to join the International Federation. Dr Bertha Stoneman, a pioneer of women's education and President of the Huguenot Seminary - later the Huguenot University College in Wellington – convened a meeting of fellow enthusiasts on 30 May 1923. This led to the formation of our Association. Later other branches were opened in Port Elizabeth, Stellenbosch, Grahamstown, Bloemfontein, George, East London, Alice and Districts and, finally, Umtata. Some branches have closed in recent times or are in recess.

In July 1924. SAAUW (later known as SAAWG) was represented at the International Conference in Christiana (now Oslo). Since then delegates have regularly attended Councils and Conferences overseas. However, there were years of "isolation" imposed on our Association by various governments of NFAs because of the apartheid policy of the South African government. The events of 1990, notably the unbanning of the ANC and the historic release of Nelson Mandela, finally allowed our delegates to again have full participation.

Annual Journal – Launched as early as the early thirties to keep members in touch with Branch activities and it included articles of interest. Initially it was known as *The Bluestocking*. Apart from the period 1932 to 1934, it has been produced by the Cape Town Branch.

Fellowships and Grants - Our Association has been committed to giving financial assistance to young women in our country. As early as 1932, the South African Fellowship Fund was established to enable a SA graduate to carry out research overseas. In 1948, the Isie Smuts Fellowship was launched to provide a grant for a research project. 1943 saw the launch of the Bertha Stoneman Award for botanical research. One of our most important undertakings promoting the educational advancement of women has been the Student Aid Fund – the first award made in 1965. Other bursaries and scholarships have been named after members who provided initial funding for these awards.

Advancing the status of women - Initially women had not yet won the franchise and suffered the injustice of unequal pay and strictures on the work they could do. These matters have concerned our members and have been addressed through direct representations to Cabinet Ministers, through the submission of memoranda, by serving on committees and resolutions passed. In 1930 the vote was given to white women but legal discrimination prevailed. Members like Dr Margaret Ballinger and Leila Reitz drew attention in Parliament to the legal disabilities of women and in 1943 Advocate Bertha Solomon introduced a Bill on the Equal Guardianship of Children. This became known as "Bertha's Bill" and was passed as the Matrimonial Affairs Act No 37 of 1953. In more recent times, comments have been submitted to various committees e.g. those concerned with women as full marriage partners, the protection of domestic workers, and the treatment of rape victims.

Educational Concerns - This has remained a priority concern. One has only to consider some of the instances when SAAWG made an impact : Academic freedom, the promotion of bilingualism, vocational guidance, and environmental concerns. In 2001 awards were presented to 26 women for their contribution to research in SA. A National project on *Being Female in SA* was presented at an IFUW Conference. It is gratifying to realise how much progress our Association has made in its fight for women's rights and equal opportunities, and in its support through the provision of grants, and mentoring as in the Johannesburg *Aurora Project*.

We all need to remember these words:

Our objective must not be large and ineffective membership. Small organisations are personal. They are close. Let numbers not be our concern. Let it be quality. Let us do a good job well. Let us remember we are an international organization. Let us keep open doors. Let us keep in touch with the outside world. We must let women the world over know what women graduates of all colours, creeds and languages in South Africa are doing. We must make our communities realize that an active intellectual women's group exists in their midst.

Thelma Henderson and Margaret Marker

Read about our members: *A Tinge of Blue 80 Years of Excellence* Published 2003

MESSAGES FROM Incoming National President 2011

Hazel Bowen



Welcome to the 2011 issue of SAAWG Journal. This year sees the changeover of National office which will be based in Cape Town for this new triennium.

We have some exciting plans, starting with a Colloquium on “Overcoming Barriers to Female Leadership in Higher Education” which will be part of an IFUW research project and publication. This is still in the planning stages but will possibly take place in April/May 2012 in Cape Town. We will keep members informed.

We must also, of course, plan something celebratory for our 90th Anniversary in 2013! On top of this, we have the next IFUW Conference taking place in Istanbul, Turkey in August 2013.

I am hoping that we will develop the existing Johannesburg and the new Cape Town Mentorship programmes which are designed to prepare young girls more effectively for their move from school to tertiary studies. This should be a major focus of our Association, while we still provide social and developmental activities for our members.

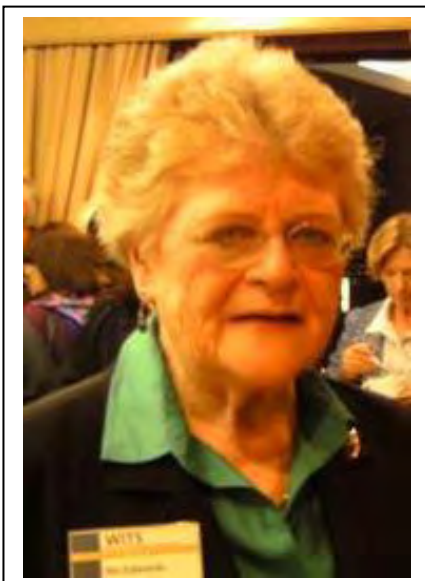
You might be interested in looking at the website of *The Organisation for Economic Co-operation and Development (OECD)* which published its 2011 edition of *Education at a Glance* in September 2011. Page .. shows one of the charts they provided – South Africa still has a way to go in producing citizens with tertiary education! On the same page a chart is provided, illustrating the gender balance within various fields of study – this is very encouraging but certain disciplines still need more gender parity.

We, the members of SAAWG, as part of that small percentage (0.4%, 2007 figure), should do all we can to make good use of our education for the betterment of our society.

Please join us in these pursuits!

Outgoing National President

Margaret Edwards



TRIENNIAL REPORT

For the South African Association of Women Graduates the triennium 2008-2011 did not see any great strides in what was achieved by the National Office in Johannesburg. It was rather a period of reflection during which the National Executive worked towards consolidation and best use of the capacity within the association to run projects.

Noteworthy is that, in spite of the small membership of SAAWG, we have had two members involved at IFUW level. Catherine Bell, of the Johannesburg Branch, is now in her second term of office as IFUW Treasurer and Hazel Bowen, of the Cape Town Branch and now National President for the third time, is, also for her second term, the Convenor of the IFUW Membership Committee. This close involvement with IFUW means that we are kept up to date with changes and action at international level.

As have many women's organisations, SAAWG has been concerned by the falling numbers of members and the commitment of those members remaining to the causes and vision espoused by the association. The question arises every so often: Are we still relevant in this day and age? Or should we just silently fade away? The immediate reaction to this is one of horror. Rightly so, for the goals of IFUW and thus SAAWG are as relevant now as when the South African Association started in 1923 and as is set out in our Mission and Aims.

Granted we no longer have to fight for the right of women to vote – that is enshrined in the splendid constitution of South Africa (notably, a member of SAAWG, Umila Bhoola, was very involved in the development of this constitution). However, it is necessary to educate all women so that they can understand and use wisely their right to vote. We also still need to improve the status of women and girls within our country and help to build their self-esteem.

In the last seventeen years South Africa has made great progress in enabling children to attend school, with enrolment of girls in South African schools being much better than that found in other regions on the African continent. Education is one of the highest national priorities, and the government invests huge resources in the sector. Early childhood development has attracted its share of total government expenditure during recent years, and consequently children's access to basic education is now extensive in South Africa, with most children staying in school at least to the end of the primary cycle. Girls and boys are enrolled in school in almost equal numbers; this is one of the main achievements of the post-apartheid education system.

However, while South Africa is very close to attaining the Millennium Development Goal of universal primary education and gender equality in education, **the system struggles to deliver quality education**. It is disturbing to see how low South African levels of education are in comparison with those in other African countries. According to Finance Minister Pravin Gordhan, in his 2010-2011 Budget speech, state education has continued to receive the lion's share of South Africa's budget, and he announced an allocation of R165 billion to the Basic Education and Higher Education departments for 2010-2011 – an increase of more than R17 billion compared to the previous year. A further R2.7 billion was made available to help the Department of Basic Education to tackle serious challenges in South Africa's schooling system, including unacceptably low numeracy and literacy levels, inadequately trained teachers, poor management, and a lack of basic resources in poor schools. Spending on education remains high in South Africa's priorities, the allocation of more than R189 billion made to the sector for 2011/2012 being up by 9.7% from that for 2010/2011. Nevertheless, ensuring the **quality** of education is a thorny issue yet to be rigorously addressed by the government.

Many children experience a broken journey through school, interrupted by irregular attendance, absent teachers, teenage pregnancy, and school-related abuse and violence. South Africa's high levels of poverty continue to deny thousands of children access to quality education. Around 27% of public schools do not have running water, 78% are without libraries and 78% do not have

computers. There is limited provision for pre-school and special education.

How does this concern SAAWG? It is a task far beyond our capacity when even the Department of Basic Education is failing to find a solution. However, it is not helpful just to sit back and bewail the situation. We need to discover what we as members of SAAWG can do with our limited resources – both human and financial. By way of awards and bursaries SAAWG is doing something towards assisting women to complete their tertiary education, but what more can we do? To this end it was decided to invite Dr Felicity Coughlin, a consummate facilitator in strategic planning, to spend a day with members at the National Conference in 2009. This was a fruitful discussion and the consensus was that we should use our capacity in a mentorship programme. It is very exciting to note that the new National Executive has adopted this as the National Project for the triennium 2011-2014.

We have also tried to focus our efforts into using the electronic media to bring our association really into the 21st century. A day of discussions on the pros and cons of "Tradition vs Technology" at the 2011 conference, ably led by Catherine Bell, did help to widen horizons for some, and the conversations were wide-ranging. Topics covered were communications, marketing and meetings. It is not always easy to bring the diehard traditionalists into the paperless era but this was achieved to some extent. It was acknowledged that, if we are to make ourselves more accessible and more attractive to prospective members we will have to learn to Google, Twitter, tweet, blog and interact on Facebook and all the other means of social networking that seem to grow by the day. These are powerful tools for good, but there are negative aspects as well, such as the ills of cyber bullying which are becoming more obvious and disturbing, particularly among young people.

The newly developed SAAWG website has taken us a long way along the electronic road and there are thoughts of having virtual Annual General Meetings during a triennium; these are cost-cutting and exciting ventures.

At some stage of his illustrious career Winston Churchill wrote:

"We make a living by what we get. We make a life by what we give."

So it is with those who have been involved with SAAWG over the years – we have gained so much by what we have given."

The new National Executive has started their triennium with great enthusiasm, and we wish them well as they take forward the message of SAAWG.

(Acknowledgements: Google, UNICEF Reports and Buwa News)

NATIONAL AGM REPORTS

14 and 15 MAY 2011



**Discussion on communication methods;
participants included members of the National Council of Women**

MAIN POINTS FROM THE MINUTES OF THE 87TH ANNUAL GENERAL MEETING OF SAAWG

KINGSMEAD COLLEGE, TOTTENHAM AVENUE, MELROSE, JOHANNESBURG
14 AND 15 MAY 2011

PRESENT and APOLOGIES: As per register
NOTICE CONVENING THE MEETING: Taken as read and accepted.
RULES OF PROCEDURE: Adopted
AGENDA: Approved
PROXIES: None
VOTING STRENGTH: Confirmed

WELCOME

The National President, Margaret Edwards, welcomed all present, especially Hazel Bowen and Tumi Kgosimbele from Cape Town.

OBITUARIES: None

MINUTES OF 86TH ANNUAL GENERAL MEETING HELD ON 15 MAY 2010: Approved

MATTERS ARISING:

13.1 – Committee Portfolios – Scotland had sent on some portfolio suggestions, which Hazel Bowen will forward on to the Johannesburg Branch.

NATIONAL EXECUTIVE REPORTS

National Secretary's Report

The National Secretary, Catherine Bell, read her report which was accepted.

Issues arising from the report:

- Membership - there are over 200 people on the database, but very few are still active. It was decided that invoices should be sent out to independent members asking them to contact SAAWG by the end of August or they would be removed from the database.
- Hazel Bowen mentioned that there was a report on the FUWA meeting in Nigeria on the FUWA website, but that it had never been circulated. She further noted that Clara Ikekeonwu had produced a booklet of the FUWA meeting, but under her own banner, and not as a FUWA initiative.
- Hazel also reported that a FUWA meeting had taken place in Mexico, where she had raised the concerns agreed during the 2010 SAAWG AGM.

Carol Arinze from Nigeria was the new FUWA President.

National Treasurer's Report

The National Treasurer, Catherine Bell, read her report, and highlighted aspects on the financial statements. She had made changes to the format to divide the Income Statement between general operating costs and Student Aid and other bursary fund costs. The Treasurer agreed to have the 2008 and 2009 accounts restated in the new format. The income from members for the donation to Pencils for Pakistan had not been explicitly stated on the financials.

While the final version of the accounts was not available from the auditor, it was agreed that after some changes had been made to the descriptions, the accounts for 2010 should be accepted.

The membership fees were not changed for 2012 and remain at:

| | |
|------------------|--|
| Ordinary Members | R210 |
| Senior Members | R150 (with R60 to come from Life Membership) |
| Student Members | R 65 |

The President thanked Catherine Bell for her work as National Treasurer.

Gender Report

Doris Ravenhill's Gender report was tabled and read. Hazel Bowen noted that the issue of corrective rape is very serious and is not being addressed as it should be in South Africa.

Margaret Edwards thanked Doris Ravenhill in her absence and noted that she had fought the fight for gender equality in South Africa long and hard.

BRANCH/AREA REPORTS

Cape Town

Tumi Kgosimbele read the Cape Town report. Key points noted were:

- A Department at the University of Cape Town had queried the suitability of the Marie Grant Award

being offered only to women when they formed the majority of students within that department. However, the branch executive had taken up this matter with the University which had confirmed **that there was no restriction on "women only"** awards.

- o Cape Town was hoping to start a mentorship programme which would be something like the **Johannesburg branch's Aurora Project.**
- o Hazel Bowen presented the Cape Town financials to the National Executive.

Margaret Edwards wished Tumi Kgosimeme well in her new position as Cape Town President.

Johannesburg

Ida Mulenga read the Johannesburg Branch report. A discussion on the Essay Competition and the need for sponsors arose. Suggestions included:

- o The Girl Guides could be asked to assist with the dissemination of competition information
- o Girls from orphanages could be targeted to receive the competition entry form
- o The right sponsors needed to be approached as different companies and funds had different areas which they targeted for sponsorship
- o Lotto should be considered for a sponsorship application
- o The sponsorship request should be for 5 years, and not for a year at a time

Margaret Edwards thanked the branches for their valuable input over the years.

It was suggested that a prize should be given for the member who brings in the most new members. This could be a floating trophy.

AREAS

Durban – No contact had been made with anyone in Durban.

Grahamstown – Beverley Wilson remains as the contact member; she does contact the National Executive from time to time as well as send on enquiries.

Independent members - There were three paid up independent members in 2010.

BURSARIES AND SCHOLARSHIPS Fellowship Secretariat

Hazel Bowen spoke to the details of the awards made by SAAWG in 2011, and presented a document for discussion. Key points raised and discussed were:

- o Awards were made in all relevant categories in 2011. The International Award is made every two years and 2011 is not a year in which this award is made.
- o SAAWG pays The Bursary Register to advertise its bursaries. SAAWG should put a link to them on the website. The Bursary Register sells copies of its booklet, and the link would help people to find the booklet.
- o It was confirmed that applicants do not have to be members of SAAWG to receive an SAAWG award. However one year free membership was being provided by SAAWG to awardees.
- o Hazel Bowen raised the issue that Honours students are not eligible for awards, as they are not undergraduates nor considered postgraduate. It was agreed that Honours students should be considered as undergraduates for the purpose of making awards.
- o The issue of people applying for awards for a second first degree was also raised. It was decided that the Fellowship Secretariat should view such applications on a case by case basis, and should ask for a second opinion, if in doubt.
- o Some of the funds were generating more income than SAAWG was paying out. After discussion the following amounts were agreed for the awards:

| | |
|----------------------|---------------------|
| Student Aid | R 3'500 |
| Bertha Stoneman | R 1'500 |
| Friendship | R 2'000 |
| Fay Henley bursaries | R 1'250 each |
| Edna Mechanick | R 2'000 each |

– two awards were agreed

Additional Student Aid - **R 1'500 (2-4 awards)**

- o Hazel suggested that SAAWG needed to raise funds for bursaries. It was agreed that if this were to be done, it should be focused on a particular award or funds for a particular field of study.
- o It was agreed that SAAWG should publicise the awards that are given out. The website was a primary vehicle for this. Catherine Bell noted that IFUW wanted to do more work on publicising how much money is given out collectively by IFUW and its NFAs, so **publicising SAAWG's awards would feed into this.**

Student Aid Fund

Hazel Bowen spoke to the details of the Student Aid grants made in 2010

Margaret Edwards thanked Hazel for the enormous amount of work she put into administering the awards of the Student Aid Fund and the Fellowship bursaries.

Hansi Pollak Fellowship

The Hansi Pollak financial statements were tabled. There was no report as no award had been given.

- Catherine Bell noted that while there was income, it would not be sufficient to maintain 2 annual **awards of R3'000 every three years.** It was suggested that the capital would have to be used and the award eventually wound down.
- Hazel Bowen suggested that the Hansi Pollak change its closing date to be the same as for the other SAAWG awards. This was agreed.
- The names of the Scholarship winners should be put on the website, together with the topics of their research.

ANNUAL JOURNAL REPORT

Hazel Bowen read the Annual Journal Report as Peggy Impson could not attend as she was away. It was agreed that printed material was required for use by SAAWG.

Margaret Edwards thanked Peggy Impson and the Editorial Board for their hard work on the Journal which continued to maintain its professional quality.

WEBSITE

There was no report as Norma Glocer had unexpectedly been taken ill. However, it was noted that she was happy to continue as the web mistress if the incoming National Executive wished. This was confirmed by Cape Town. Tumi Kgosimmele noted that the front page of the website was crisp and clean. She had website experience and was willing to help where necessary.

Margaret Edwards thanked Norma Glocer for her hard work, including the changes she had had to make as a result of the discussion at the 2010 AGM.

MOTIONS FOR RESOLUTION –

The National Executive raised a late resolution to make **Helen Laburn an Honorary Member** of SAAWG based on her appointment as Deputy Vice-Chancellor of the University of the Witwatersrand, but also for the help and support she had given to the SAAWG Johannesburg Branch. This was seconded by the Johannesburg Branch, and confirmed by the meeting.

IFUW

The International Treasurer, who is also the National Treasurer, gave some insights into IFUW and the IFUW Conference in Mexico in August 2010. Key points were:

- The IFUW Treasurer was delighted that the proposed budget, which included provision for the expenditure on as yet undetermined projects, had been approved.
- The new IFUW President would be good for IFUW, particularly as she had a good understanding of the UN and had already shown how to work the UN system, with some high profile representations for IFUW at UN meetings, including a panel discussion at the government section of the Commission on the Status of Women (CSW).
- A Strategic Planning session had been held during the November Board and Committee meetings, with Felicity Coughlin as facilitator. It had resulted **in the Four Pillars or key “themes” that, it was hoped, would not be changed and would be used on an on-going basis by IFUW.**
- The next IFUW Conference would be held in Turkey, in Istanbul, in 2013.
- Hazel Bowen, Convenor of the IFUW Membership Committee, noted that co-ordinating communications with the Board and other committees was difficult. One of the key initiatives that the Membership Committee was working on was twinning. A pilot workshop on twinning would be held at the University Women of Europe (UWE) meeting in Antalya, Turkey in June 2011.

DISCUSSION REPORT BACK

The discussion on virtual meetings and other modern forms of communication would be written up and circulated.

ANNOUNCEMENT OF THE PRESIDENT FOR THE 2011 TO 2014 TRIENNIUM

Due to unavoidable circumstances Fatima Slemming was unable to take up the position of National President; Hazel Bowen would therefore take over as National President. The National Executive was not yet finalised, but members of the National Executive would include Dr Shirley Churms and Lelemba Phiri.

OTHER BUSINESS

The incoming National President, Hazel Bowen, suggested that SAAWG should fundraise to send a young member to the next IFUW Conference in Turkey.

CLOSURE AND THANKS

The President thanked Hazel Bowen and Tumi Kgosimmele for coming up from Cape Town to attend the National AGM, and she wished them well for the

new triennium. She also thanked the Johannesburg Branch for all their support over the triennium.

The President thanked Kingsmead College for the use of their facilities for the two days, and the Kingsmead College Service staff for all they had done to make the weekend such a success; She thanked Debbie Kruger and *Nico se Kombuis* for the catering.

Finally, the President thanked the National Executive Committee

REPORTS

NATIONAL EXECUTIVE

NATIONAL SECRETARY

The year under review has been a difficult one, as the Treasurer has spent a great deal of time out of the country, so meetings have had to be arranged around her work travel. Nevertheless, the National Executive has met on a regular basis throughout the year. Sadly, with so few active members, simply keeping the organisation running takes up most of the Executive's time, and there is little time or energy to go out and do the things that need to be done to get this organisation up and going again, namely recruiting, lobbying and defining ourselves for relevance in the twenty-first century.

Outstanding Issues

Women power constraints within the National Executive meant that the ideas emanating from the Strategic Planning session conducted by Dr Felicity Coughlan two years ago, have been discussed, but nothing has been put into effect. The National Executive does believe that its implementation will positively affect the image of the South African Association of Women Graduates and may lead to membership growth.

It was the intention of the current National Executive to document the financial policies and procedures based on the decisions of the National Executive Committees and the AGMs for the past 10 to 15 years. Unfortunately, this has not been done, but without the minute books of the National Executive Committee meetings, it is a matter of documenting as we go along and learning the "lore" of past Executives. In the process of discussing the accounts over the past few years, some of these items of "lore" have come to light, and have been implemented, but it remains for them to be documented. Perhaps a new Treasurer could take this task on. Submissions to the NPO body have not been done since 2004, but this will have to be followed up on and done when the audited accounts are in an agreed, suitable state.

Membership

Membership was a key topic at the 2010 IFUW Conference. It is a problem at local, national and international level and, although the problems may differ, depending on circumstances - such as age of association, location and level of development of a country - the end result is the same. .

If the numbers of members cannot be increased within the next few years, SAAWG should seriously consider the viability of continuing. It is not that the work we do is not relevant or needed, but it is becoming increasingly difficult for a smaller and smaller band of valiant women to shoulder the same demanding load. IFUW has decided to do some small but visible projects that, it is hoped, will raise the profile of IFUW and thereby the National Federations and Associations such as ours. Note that this is not a problem unique to South Africa, but it is an issue that has to be faced.

Journal

The Journal was again produced in 2010 by Peggy Impson, for which we thank her and her editorial board. The outgoing National Executive has questioned the value of the Journal and this use of resources, both human and financial. However, it was agreed at the discussion the previous day that printed material was a necessity for ongoing public relations and interaction with members.

Website

The website continues to go from strength to strength. The web mistress revamped the look and feel based on the feedback from the last National AGM, and the site as it currently stands is clean and professional, as behoves an organisation such as ours. What remains is to provide sufficient content for the website.

The issue of making the website mobile ready (that is, for easy reading on mobile phones) was raised by Hazel Bowen recently. It is outside of the current remit of the web mistress, and to do it properly will take a complete rework, which is not possible at this time. The National Executive thanked Norma Glocer for all her work and advice on the website.

Fellowships

At the end of her term as National President, Hazel Bowen offered to continue as the Fellowship Secretary. We thank her for her ongoing work on this demanding portfolio. 64 Student Aid awards were made for the 2010 financial year, including three direct awards, for a total expenditure of R202 00 (time being provided free of charge). Awards were made in all the Association's other award categories, (excluding the Hansi Pollak scholarship). At the 2010 National AGM it was agreed that the Student Aid Grants should be increased to R3 500 per annum per grant. At the time that the original recommendation was made the income from investments was higher than at present, since the interest rate was much higher, and the effects of the financial meltdown had not all

been assessed. In 2010 the income from the Student Aid Portfolio, without share sales (as a result of company buy backs) and other inconsistent income was R174 077. This is not sufficient to cover the total Student Aid Grants being distributed. However, the National Executive believes that the amount being given out should not be decreased as there is great need, and the sundry transactions on the Student Aid account more than covered the difference.

The National Executive has had a request from St Augustine's College of South Africa to be considered for Student Aid Grants. It is now a fully fledged university, registered with the Department of Education as a Private Higher Education Institution, offering undergraduate degrees in the Arts, Commerce, Education and Theology. It is hoped that this request will be further investigated. We commend Hazel Bowen for her continued work with the Fellowships portfolio.

National Project

None.

Constitution

The outgoing National Executive would like to propose a trial of a virtual AGM. This is a successful approach used by the Pacific Graduate Women's Network (PGWNet). The National Executive has approached PGWNet and have been assured that they did not change their constitution to adopt such an approach to AGMs, so the National Executive has made no attempt to investigate changes to the constitution in light of this proposal.

Federation of University Women of Africa (FUWA)

Nothing to report.

International Federation of University Women)

The 30th IFUW Conference was held in Mexico City from 5 – 9 August 2010. There were around 200 international IFUW participants, and at times about 100 Mexican participants. The Conference was opened with a very successful panel of esteemed guests, including the Deputy High Commissioner for Human Rights, Kyung-wha Kang, who is a member of the Korean Federation. In general, the Conference was a success, including using the input of members before and during the Conference to provide the basis for developing the Programme for Action (PFA). Great fun was had by all!

The incoming IFUW Board decided to hold the first Board and Committee meetings early, so that impetus was not lost and committees could get to work. In November the Board and all but the Finance and Projects committees, met in Geneva for a two day strategic planning session, run by our own Dr Felicity Coughlin, and then met for a further few days to plan for the triennium.

The Status of Women Committee (SWC) had arrived with the basis for the PFA, and it was pointed out that the four main themes, or pillars, have remained constant over a long period, with only the emphasis changing slightly triennium by triennium. It was decided

that the pillars should remain indefinitely, but that an overarching theme should be chosen each triennium.

At the meeting of the Finance and Projects committees in March, it was decided that IFUW should concentrate its efforts on collecting data on awardees, grantees, and fellowship winners of IFUW and National Federations and Associations (NFAs) to raise awareness of IFUW, and by association its NFAs, and the input given to the education of women. This is a small, but manageable start, and something which we can all use to advertise our work in the world.

The National Executive continues to receive sendouts from IFUW which are passed on to the members.

Catherine Bell and Hazel Bowen were nominated and re-elected unopposed as International Treasurer and Membership Convenor respectively for the next triennium. Congratulations to both of them.

Other Organisations

SAAWG was invited to the National Women of the Year Awards.

Conclusion

In closing I would like to thank the National Executive and the members of the Johannesburg and Cape Branch committees for their hard work during the year. Everyone has worked hard to keep this organisation alive. Well done and thank you. Let us hope that a spark will be lit that becomes a flame to ignite people's interest in the worthy work we do.

We wish the incoming National Executive well in their endeavours over the coming triennium.

Catherine A. Bell
NATIONAL SECRETARY

NATIONAL TREASURER

Last year I explained that when I took over the finances of SAAWG, I wanted to change the way that the accounts were presented. I regret that I have been unable to achieve this in the past triennium. This was, in the main, affected by the fact that the auditor who had been recommended to me had not worked on books such as ours before, and struggled to come to grips with our non-standard incomes and expenditures.

The 2007 audited accounts overstated the investments in the Investec Student Aid account. I fully understand how this happened and have spent much time trying to rectify accounts by making the necessary adjustments.

I was unable to create a set of balanced audited accounts in a format suitable to SAAWG's requirements. Hence the very basic

accounts format presented last year. I have taken the plunge this year, and put in a journal entry for the misstatement. In addition, the auditor had pointed out that the presentation of the fund accounts was not properly done since the double entry system had not been maintained. It was on the income and expenditure miscellaneous transfer section, but not on the funds spreadsheet. I have rectified this, and made explicit the amount of SAAWG funds, as opposed to Student Aid Grant and other Award Funds in each of the bank, savings and other accounts. In order to do this I allocated Award Funds to each of the Nedbank Prime Linked accounts, according to the stated amounts as at the end of 2007, and allocated the rest of the amount in each account to SAAWG Funds.

The accounts are currently with the auditor in the format presented, but the partners who have been generous in giving of their time to ensure that our books are audited on an almost pro bono basis, are unavailable to sign them off until the middle of June, at which time I have an appointment with them.

The overstatement of the assets required a reduction of assets by writing back the amount into the income statement. This has resulted in a huge profit for the 2010 year. Since the auditor has not agreed to this approach, this may change, but I would prefer that the accounts were rectified before we move on.

In real terms, the operating income of the organisation was R18'385 and the expenditure was R21'581, resulting in a small operating loss of R3'196. Without the write-back, the overall income was R302'283, and the expenditure was R258'805, resulting in a profit of R43'478. This result confirms the National Executive report recommendation that the increased amount of R3'500 per Student Aid bursary should be maintained. . The value of the share portfolio as at the end of December 2010 was R5.56m and the total value was R5.85m. (The rapid rise in the market this year means that the total value at the end of April 2011 was R6.1m.) The income from the portfolio, including dividends, interest, share sales and other income transactions was R254'317, including the R31'752 interest income from the Nedcor fixed investment. It should be noted that there were some unusual company buy-back transactions in 2010, which resulted in a higher than expected income. We should not expect these unusual transactions to be repeated and hence as high an income in 2011.

The National Executive decided to donate R1000 to the IFUW Pencils for Pakistan initiative. This money was supplemented by donations from individual branch members.

At the Mexico Conference the IFUW Board proposed a modification to the Dues Model. This proposal was accepted. The modification involves applying the Human Development Index to the dues formula. The result for South Africa is a very positive one, namely that our dues commitment to IFUW will decrease almost by half. This reduced payment amount will come into effect next year.

In 2009, when the Rand was at its lowest against the Swiss franc, we increased our dues to allow for a payment of R180 per member to IFUW, which equated to CHF18 per member. At the current

exchange rate we are paying roughly R150 per member to IFUW, so we have almost R30 more per member in the national budget than we bargained on.

As the International Treasurer of IFUW, and as a committed member of IFUW and by extension of this NFA, I appeal to you to consider retaining the current payment amount since our dues and our income allow for it. Without income IFUW will not survive, and without IFUW, as we currently stand and operate, we would have little to offer and to attract people from outside.

I have not been able to produce audited accounts in time for the National AGM, and this year is no exception, but I have grappled with the problems stated earlier. However, I leave this position happy that the accounts, when finally audited, will have been rectified.

Catherine A. Bell

NATIONAL TREASURER

(Financial Accounts are available on website for members).

JOURNAL OF SAAWG **(formerly The Bluestocking)**

The 2010 Journal which consisted of 60 pages and was produced at a cost of R8867 75 (400 copies), again brought to the attention of our members information regarding the activities of our branches during the year under review. Thus members and other readers were kept abreast of the input of SAAWG in affairs concerning, essentially, the female members of our South African society and abroad.

Reports by convenors of the various portfolios and by branch presidents reaffirm SAAWG's ongoing efforts to further the development of education. The coverage of grants made to young women engaged in study certainly indicated to one and all the advancement opportunities provided by our Association.

Student Aid awards were made to 61 students at 20 institutions, assisting them with an amount of R3000 each (total R183 000). Fellowship bursaries were awarded to an amount of R13 750. The editor was pleased to include letters of appreciation received from some recipients of these awards. Further awards made by branches included the Marie Grant Award, two awards made to Top Graduates in the Science Faculty at UCT and the Jubilee Book Award. The Essay Competition run by Johannesburg Branch promotes and recognises the writing skills of High School pupils.

The editor deemed it fit to give coverage of the ongoing contribution to education by way of the Aurora Project which has been run by the Johannesburg Branch for the past 15 years – an admirable achievement. It gives support to adolescent girls and schoolteachers to help them achieve their full potential. SAAWG thus fulfils a real need, and is ably assisted in this by Soroptimists International Johannesburg, Kingsmead College and the speakers who give their services without giving a thought to remuneration. It has been said that a picture says a thousand words. Those

forwarded to the editorial board for inclusion allowed all to enjoy the sight of these girls at work and at play.

The Cape Town Branch which over the past years had focussed on aspects of mentoring, determined that its continued involvement necessitated an in-depth examination into areas in which the branch should be involved, further research on the topic and the development of course material. Contact was, therefore, made with other organisations pursuing similar goals, eg UCT CHED (Centre for Higher Education Development), the UCT Pre-admissions Department and SHAWCO.

Lifelong learning was also a factor that received due attention. Speakers were invited to meetings of the Johannesburg Branch and they examined such topics as *The Teacher Supply and Demand- Is there a Crisis?* and the purpose of the GETC. The wider aspect of mentoring our own members and other interested parties led the Cape Town Branch to provide the Financial Fitness Workshop.

Featured articles considered of interest to our readers were included. The Margaret Lindsay Memorial Lecture, organised by the Cape Town branch, was presented by Prof Lena Green of the Faculty of Education, UWC. She outlined an initiative in the Western Cape to set up and support "THINKING SCHOOLS". At the National Seminar held in May 2010, talks were given by Anneke Meerkotter (Tshwaranag – Legal Advocacy Centre to End Violence against Women) and Gillian Wilkinson (Director of Community Services at Kingsmead). These were reported in our journal.

It gave us great pleasure to feature an article by Mariam Mapila, a Malawian National pursuing a PhD Agricultural Economics at the University of Pretoria and recipient of the SAAWG International Fellowship Award for 2010. She provided information regarding *Agricultural innovation and the empowerment of female-headed Households in Malawi*. So we looked beyond our borders.

Coverage of the IFUW Conference held in Mexico gave our members some insight into their deliberations. These were made even more pertinent as we received reports from two SAAWG members: Catherine Bell (IFUW Treasurer) and Hazel Bowen (IFUW Membership Committee Convenor). Here too the topic of sustainability was considered important – it had also been discussed online before conference. Back home the dialogue between Catherine and Doris Ravenhill examined the topic *Taking IFUW into the Future*. We were also taken on a "tour" around Mexico and given a glimpse into the way of life and the places to go – what wonderful pictures were available to enhance this experience. Catherine had certainly gone there prepared to share the festivities of the World Cup held in South Africa and the editor feels sure those assembled there revelled in their exposure to the makaraba and the vuvuzela!

Information on the UN featured a letter to the UN Secretary-General and his reply, and that on FUWA provided members with an update on its activities.

SAAWG has paid attention to modern methods of communication. Norma Glocer had, on behalf of the National Executive, focussed on the development of its website, Audrey Ayivor had set up the Cape Town Branch on Facebook and Hazel Bowen (Cape Town President) had completed the computerisation of National Resolutions.

Since 1999, the journal has reflected many changes in, for example, its size, format, quality of paper, and cover design. The cover has been made more functional – giving a review of contents (*In this Issue*), using colour and pictorial material to draw in the attention of potential readers. The mission of SAAWG and its aims now appear on the front inside cover and on the inside back cover there is information regarding various awards and national fellowships while the outer back cover informs readers about forthcoming SAAWG or IFUW events or furnishes pictures of members like the founder of SAAWG or incoming executive members, and relevant events held here or abroad. But, of course, the reports and contributions have been limited to the two surviving branches whereas it had previously extended to other branches functioning at the time. Nevertheless, wider coverage has been given to articles, and the activities of the wider community - IFUW, UN and FUWA.

Perhaps, as suggested by some, further refining that could be considered is the placement of the balance sheets at the end of the journal. These appear to be included essentially for the SAAWG readership and would hold limited interest as far as our greater readership is concerned. This is something to be considered.

The editor extends her thanks to all contributors, to Catherine Bell for the inclusion of the 2009 and 2010 financial records, and especially to the Editorial Board – Hazel Bowen who also disseminates all copies to the relevant parties, and Shirley Churms who brings her usual precision to the editing process.

Finally, as the editor and a member of this remarkable association, I found these words thought-provoking:

"I see us as a mini all-female UN. We have a great forum for airing problems and finding solutions jointly. We enrich this debate and learn to understand one another by an exposure to many points of view."

Canadian member at IFUW conference

Peggy Impson
EDITOR: SAAWG JOURNAL

GENDER REPORT

Educated South African women are exercising their rights to gender equality, which they fought to have established as one of the three core principles of the country's first democratic Constitution: freedom, dignity, equality.

Gender equality awareness, however, remains tragically absent among uneducated, undereducated and mis-educated women and men. Lesbians suffer gross abuse from the still tribal-thinking African men who exercise "corrective rape", in their ignorance believing that such abuse can change a genetic disposition such as gender orientation. Support groups report corrective rape is on the rise in South African townships.

According to Action Aid, an international non-governmental group – backed by the SA Human Rights Commission – "South Africa is witnessing a backlash of crimes targeted specifically at lesbian women, who are perceived as representing a direct threat to a male dominated society". The most notable of these crimes is corrective rape. *

Splendid work is being done among men and boys to address lack of equality awareness, by men's groups such as Sonke Gender Justice Network and by Men Engage (which is led by the admirable "Mr Botha" who addressed us at an annual general conference some years ago).

As part of a singular global women's group – the International Federation of University Women - with a mission to educate the world's women, it is axiomatic that SAAWG's current gender rights focus should include campaigning against the malicious practice of corrective rape.

We should be emphasising on every platform available to us that women's rights are human rights, intrinsic to social justice and democracy – irrespective of sexual or any other orientation.

Reference: Polity (Policy, Law, Economics, Politics)
Newsletter 11.5.11

Doris Ravenhill
GENDER DESK

STUDENT AID REPORT and FELLOWSHIP REPORT

Further Points of discussion are recorded in the Minutes

Some key points from the discussion document presented by the Fellowship Secretariat regarding the Student Aid awards include:

- Awards were made at R3500 as had been agreed, despite the financial crisis and the decrease in income in the Student Aid Fund.
- **St Augustine's College would be considered**, but as they had very low student numbers would only qualify for one Student Aid Bursary.
- The University of Zululand would be included as it was a separate university.
- Hazel Bowen had created a template for the institutions as ascertaining all relevant information was often quite a difficult task.

The criteria for awarding a Student Aid Grant was that the student should be registered for second-year subjects and should have completed all the requirements for completion of the first year. Because many courses could now be done over two years, this had made tracking criteria very much more difficult.

Hazel also raised the issue that Honours students are not eligible for awards, as they are not undergraduates nor considered postgraduate. It was agreed that Honours students should be considered as undergraduates for the purpose of making awards

Tables of awards follow.

Hazel Bowen

ADMINISTRATOR: STUDENT AID AWARDS AND FELLOWSHIP AWARDS

Just two notes as an example of the appreciation shown by recipients:

Student Aid Bursary 2010 for Liesel Botes, Stellenbosch University

*I want to sincerely thank you for the bursary I received. This bursary lightens my burden of study debt, I am very grateful that I was chosen. Thank you and may God bless you this festive season
Liesel*

Student Aid Bursary 2010 for Janandri Govender, University of KwaZulu Natal

*Hi mam, How are you? I am currently studying BCom Accounting 3rd year and I want to thank you so much for your help and assistance. I have financial problems which really present a lot of difficulty for my studies and any help really means a lot. Thanks once again, your assistance is highly appreciated.
Yours sincerely
Janandri*

Fellowships Secretariat

The following awards were made:

UNDERGRADUATE

| SAAWG FELLOWSHIP AWARDS - FEBRUARY 2011 | | | | | | |
|---|--------------------------------|-------------|------------------------|--------------------------------------|------------|----------------|
| 8 Undergraduate and 3 Postgraduate Bursaries were awarded for a total of R12 000-00 | | | | | | |
| UNDERGRADUATE | | | | | | |
| AWARD | NAME | NATIONALITY | INSTITUTION | COURSE | LEVEL | AMOUNT |
| Audrey Warton Henley | STEINMANN, MIONÉ | SA | Uni Free State | BA Human Movement Sciences | 3rd yr | R 1 000 |
| Loris P Martin | OOSTHUIZEN, MEGAN | SA | Uni Free State | B.Occ Therapy | 2nd yr | R 1 000 |
| Edna Machanick | QALAZIVE, NWABISA | SA | HealthNicon, Cape Town | Nurse:General Nursing Care | 2nd/3rd yr | R 1 500 |
| SAAWG Friendship | DUNCAN, JANE | SA | Uni Free State | MBChB | 2nd | R 1 500 |
| Student Aid | STEENKAMP, NATALIE | SA | Uni Free State | LLB | 3rd yr | R 1 000 |
| Student Aid | SITHOLE, PHUMZILE | SA | Uni Zululand | LLB | 3rd yr | R 1 000 |
| Student Aid | MAVHUNGA, MULANGA | SA | Uni Joburg | BCur Nursing | 3rd yr | R 1 000 |
| Student Aid | THERON, LEANA | SA | Uni Free State | BAcc | 3rd yr | R 1 000 |
| | | | | | | |
| | | | | | | R 9 000 |
| POSTGRADUATE | | | | | | |
| Mary A Pocock | KRIEL, LYDIA | SA | Wits Uni | MSc (Ecology, Enviro & Conservation) | 1st year | R 1 000 |
| Bertha Stoneman | MUNA, NATASHIA | SA | UCT | PhD (Molecular & Cell Biol) | 3rd yr | R 1 000 |
| Isie Smuts | PERES, JADE PEREIRA DE ANDRADE | SA | UCT | PhD (Cell Biology) Cancer Research | 2nd yr | R 1 000 |
| SAAWG International | Not Applicable 2011 | | | | | - |
| | | | | | | |
| | | | | | | R 3 000 |
| | | | | | | |

HANSI POLLAK SCHOLARSHIP

There was no report as no award had been given

Jocelyn A. Bell
HANSI POLLAK FELLOWSHIP SECRETARY

BRANCH REPORTS

CAPE TOWN

and

JOHANNESBURG

BRANCH REPORTS

CAPE TOWN

During 2010 the branch operated with an Executive comprising Hazel Bowen (President/Secretary), Shirley Churms (Treasurer/Membership), Fatima Slemming and Shirley Kellner but extended this with our Mentoring sub committee members, Lelemba Phiri and Chao Mulenga. Towards the end of the year we welcomed Tumi Kgosimme on to the Executive.

MEMBERSHIP

Our official paid-up numbers to December 2010 were 13 Full members; 5 Senior members and 5 Students.

Much discussion has taken place regarding ways to attract more members, and how to make members more active. This is still a project in progress! However, we would like to acknowledge the members of longstanding as their loyalty and commitment is extremely important to us. We equally welcome and appreciate the new members who have "come on board". We trust the future will be exciting and inspiring with the new ideas and assistance we received in the past few years and which we anticipate receiving in the coming years.

Some of our members have completed their studies in Cape Town and have returned to their home towns – or even countries. This is sad for our branch but we are hoping that what they have gained from their membership here will assist them back home (all part of our mentorship!).

Leadus Madzima,, from Zimbabwe, obtained a bursary from SAAWG a few years ago, and graduated in December last year. She is hoping to find work in Cape Town and we wish her well in this. She actually graduated on the day we made our Marie Grant presentation at University of Cape Town so we were immediately on hand to congratulate her and briefly meet her son who had travelled here for the occasion.

Phuti Mogase, a past Branch President and someone who has attended two IFUW conferences, has since January 2011 moved back up north; this is a sad loss to the branch as we had hoped she would again find time to become involved in branch activities. We do hope she will become active in the Gauteng region.

Marie-Lou Roux has continued to keep the branch informed on environmental matters. We also offer our condolences to

her on the untimely death of her son, who, as a lawyer, assisted her greatly in her advocacy work.

After the natural disaster in Pakistan, IFUW and Pakistan set up the "Pencils for Pakistan" project . We thank the branch members who contributed to this. IFUW and SAAWG also offer messages of support when disasters occur – as has happened recently in New Zealand and Japan.

ACTIVITIES

We held our usual annual events such as:

National AGM and Seminar 15 and 16 May in Johannesburg

A reportback on this meeting was held on 12 June.

Luncheon: Saturday, 5 June 2010

Ms Gosia Lipinski, of the organisation Run Like a Girl, provided information on the various workshops and expeditions that her organisation offers to schools and to adult women. The background philosophy is:

"The world can take care of itself for a few days. Whether you are looking to meet new people, hone competitive skills, or simply want a fun holiday to build confidence outdoors, the workshop series provides a range of activities no matter what the season. Pick a new sport or push your current one to unexpected heights. Understanding instructors give you the experience and skills needed to break away from the guys and do the things you love – do something designed for YOU."

Margaret Lindsay Lecture: 16 July 2010

The address this year was presented by one of our Cape Town members, Professor Lena Green of the Faculty of Education at the University of Western Cape. Professor Green is an educational psychologist with a deep interest in the extent to which children and young people can **acquire** the thinking skills, dispositions and habits that underpin successful learning and development. A number of postgraduate education students attended. Good publicity in a community newspaper was also obtained.

The year was "interrupted" by the President attending the **IFUW Conference in Mexico in August**. She was returned unopposed as IFUW Membership Committee convenor (the

last year she will be eligible). She wrote of her experiences at the conference for the 2010 SAAWG Journal.

Year End Function

This was combined with a report tback and photographic presentation, by the IFUW Membership Convenor /Branch President on her visit to Mexico and the IFUW Conference.

OTHER ACTIVITIES included

Women Who Lead breakfasts were hosted by Shoprite and ABSA on 26 May and 12 August 2010. A number of Branch executive members attended these presentations.

A day's event called "Time for Me": 16 October 2010

This was an exciting day of information sharing and relaxation. A number of speakers/presenters gave freely of their time. We do need more participation by members; however, we do thank Lelemba Phiri (member) for her session on budgeting.

People To People International: Women In Higher Education 18 October 2010

The Branch met with this delegation at UWC. Other relevant organisations were invited and we were joined by Sabie Surtee, representing HERS-SA.

Hegg Hoffet Fund for Refugee graduate women. This fund is an IFUW project. The Cape Town branch has been asked to meet with and assist two women in recent years; one is currently being assisted. The Branch President was asked to make a short presentation at the IFUW Conference regarding aspects of the interaction with the first woman.

AWARDS

Marie Grant Book Awards (Education) :

The Universities of Western Cape and Stellenbosch decided they would prefer the awards to be made earlier in the year. At UWC we participated in the Dean's Awards evening and in Stellenbosch we made the award while the students were present after a lecture. The recipients were Liesl Robinson PGCE (UWC) and Cindy de Paiva (completing her 4th year BEd at Stellenbosch) (2010 recipients). In April 2011 we presented the award to Sino Stofile at UWC.

The University of Cape Town award was made on 18 December 2010 after the graduation ceremony for the Education Department. This year there were two recipients of the Marie Grant Award: Jodene Weir and Joanne O'Carroll (both PGCE graduates).

At this function, the School of Education formally said farewell to Crain Soudien who has become Deputy Vice Chancellor (he had been very supportive of the SAAWG activities and Marie Grant Award).

The Branch Executive held meetings with Professor Paula Ensor about the future presentations of this award. Some at UCT have queried whether the dedication of only woman students should be celebrated. The majority of the students in that department are female. They are trying to encourage men to become teachers. This discussion will continue.



UCT: Jodene Weir with Shirley Churms and Hazel Bowen



UWC: Sino Stofile (having completed her PGCE is now teaching)

MENTORSHIP

Meetings have been held with:

SHAWCO and branch members were contacted by e-mail on 26 April 2010 inviting them to express their interest in participating in such a collaboration.

The Branch President attended, in January, 2011, the launch of a DVD produced by Symposia, entitled **Art of Possibility**. This DVD costs R900 but could be invaluable when used with students to enhance their self-concept and the positive attitude, communication style and vision needed for a "can-do" frame of mind.

The following information was obtained from the Turkish Association regarding one of their projects:

Friendship Bridge Project aims to support female university students financially and morally. Its 21 branches have been supporting 700 students to date. Besides a small amount of monthly payment, it tries to build a "Friendship Bridge" between donors and chosen students, based on the professions of the donors and the study area/major selected by the student. For example, a lawyer may be the supporter of a law student, providing the student not only with financial support but also study and career guidance. The donors make their contribution into the Association's Scholarship Bank Account. A committee from the Association chooses candidates based on their academic success and level of need.

The first Saturday of each month members invite the students to their offices and, while payments are made, invited guests or members talk with the students. The graduated young women are invited to become members of TUKD, without paying an entrance fee. Each member is encouraged to contribute and/or introduce at least one donor to the project. The goal is to give a hand to female university students with the hope of seeing them in future decision-making positions.

Is this a project the Cape Town branch could implement?

Mentoring Colloquium : Discussions around Peer Mentoring to the Transformation of Academic Success in Higher Education took place. The Branch President, with a few members and the Hegg Hoffet applicant, attended this colloquium at UWC on 25 February 2011.

Daleen Christiaans (Curriculum Adviser: Life Orientation, WC Dept of Education, 021 467 2589 or Dchristi@pgwc.gov.za.) The Branch President met with Daleen on 28 March 2011.

VISITORS

We have often made contact with IFUW members and others who are visiting Cape Town. Many times arrangements have to be set up at short notice. If any member would particularly

like to know when these happen, please advise the branch executive so that we have contact details at hand.

MARKETING/PUBLICITY

The Branch President held meetings with Martina Naidoo and Rudy Hassiem who both run their own Public Relations businesses. The purpose was to gain further insight into what SAAWG and IFUW could do to become more visible.

The SAAWG website (saawg.org) is up but still needs further development. However, the branch has provided information to be put on to the page provided for our branch.

On 10 November 2010 the Branch President was interviewed on SAfm on the programme *Otherwise*. This was mainly to focus on awards and bursaries being offered to female students.

The whole question of what publicity material should be produced for the organisation as a whole still needs to be clarified and implemented.

COMMUNICATION WITHIN BRANCH

E-mail continues to be the main method of communication, with telephone calls when applicable especially regarding functions. Electronic newsletters were sent out in September 2010 and in March 2011.

ACTIVITIES UNDERTAKEN FOR NATIONAL

SAAWG JOURNAL

As our Journal remains the main publicity vehicle, we continued with the 2010 production. The Cape Town branch, certainly, finds it very useful to hand out at functions and to prospective members. Existing members, too, say they find it a good source of information. The editorial board and business management are mainly comprised of Cape Town members, as has been the case for many years. We would like to revert to finding advertisers to reduce costs as a means of continuing the Journal. Peggy Impson as editor and Shirley Churms as editorial board committee member have put many long and creative hours into the work. Hazel Bowen has also been on the editorial board as well as arranging the business aspects of the publication.

FELLOWSHIPS, including STUDENT AID AWARDS

The Student Aid Awards was a project started by the Cape Town branch, which asked for it to become national. However, funding for the awards, in the main, came from Cape Town. This fund was augmented handsomely through a bequest from an ex-Cape Town member who had returned

to live in England. The Branch has for many years administered these awards. In recent years, with the death of Fay Henley from Grahamstown who had administered the Fellowship Awards for many years on behalf of national office, the Cape Town branch added this administration to the work done for the Student Aid Awards.

THANKS

I, personally, would like to thank all committee and sub-committee members for their input and assistance. A very big “thank you” must go to Shirley Churms who usually arranges venues, shops for the refreshments, keeps records of our members and assists in a variety of ways. This is in addition to her duties as the branch treasurer.

I am sure that the newer members coming on to the Branch executive will take SAAWG confidently into the future. Exciting times are ahead – and I do ask that all members participate in some way and interact with the committee so that we can become more “visible” as an organisation and achieve important work. They will, of course, have the support of the “old hands” who will be assisting at both levels of branch and national office.

HAZEL BOWEN

on behalf of **CAPE TOWN BRANCH EXECUTIVE**

INCOMING CAPE TOWN BRANCH PRESIDENT 2011



A UWC graduate, Tumelo is a human rights scholar and defender. She is an advocate for justice and an advocate for mediation as opposed to adversarial litigation and hence a member of the International Network of Therapeutic Jurisprudence, an international network of Judges, Magistrates, Social workers, Attorneys, Legal Advocates, non-Legal advocates, and other practitioners who promote the role of the law as a therapeutic agent.

Tumelo Kgosimeme is a researcher for the Community Law Centre's Parliamentary Programme and is completing her postgraduate studies at the School of Government (UWC). She is a candidate to the International Human Rights Academy.

She is a member of the US-based Social Work Advocates, and also a member of the Christian Lawyers Association, and the South African Institute of International Affairs (SAIIA). Tumelo has conducted research for academic, government and civil society organisations.

JOHANNESBURG

ACTIVITIES IN 2010

Meetings

EXECUTIVE COMMITTEE:

The Executive Committee met on a monthly basis where possible throughout the year.

BRANCH MEETINGS:

The Branch aims to hold regular luncheon meetings on the second Tuesday of each month, at Hofmeyr House at the University of the Witwatersrand. This is a pleasant venue, the staff are always friendly and helpful, the menu is excellent and reasonably priced, and there is safe parking.

Although we did not meet every month in 2010 we had a very varied programme during the year, as follows:

February 13th: Branch AGM 2010

We thank Jocelyn Bell for the use of her home on this occasion and Mrs Monama for her excellent catering. The Executive Committee was thanked on the day, but we record here the thanks of the Branch to Jocelyn Bell, Catherine Bell, Margaret Edwards, Norma Glocer, Ida Malenga, Doris Ravenhill and Sylvia Shapshak for their hard work during 2009.

April 13th: Gillian Wilkinson, SAAWG member and Head of Social Responsibility at Kingsmead College, who has for many years been involved in outreach programmes in Soweto, gave us a personal overview on the state of education in Soweto.

May 15th and 16th: National AGM and Saturday morning discussion on Women and Education

Also in May, Margaret Edwards and Catherine Bell attended graduation ceremonies at the University of the Witwatersrand to present awards to some top women graduates. It is always pleasing to give such publicity to SAAWG.

July 13th: Toby Shapshak, IT specialist, was due to speak on 'Phishing! What is this all about?' Unfortunately Toby was ill and not able to speak, but we did enjoy a convivial lunch. We still hope to arrange a talk on this topic in the future.

September 14th: Catherine Bell, the newly re-elected Treasurer of IFUW, gave us an account of the IFUW Triennial Conference and Council meetings she had recently attended. She also gave an interesting talk on her trip to Cancun and environs.

October 9th: Judith Taylor, conservation activist, in a talk entitled 'Water, water everywhere without a drop to drink', discussed the alarming media reports about rising acid water in the disused mines, which is purported to be threatening the safety of Johannesburg in various ways. She outlined the very real problem this is presenting and the efforts being made to rouse official reaction to deal with the situation.

November 9th: Freedom of the Press

This topic was introduced by Margaret Edwards, with the mooted Protection of Information Bill as the central focus of the discussion. It seemed ironic that this type of legislation, which was deemed in the national interest by the apartheid government, was being seriously considered by the ANC in spite of its obvious constitutional implications. A lively discussion took place on what stand SAAWG should take on this issue and what action, if any, the Johannesburg Branch should ask the National Executive to take.

PROJECTS

Awards and Bursaries

Awards for 2009 made at the University of the Witwatersrand graduation ceremony in May 2010 were as follows.

Best women graduands:

Faculty of Natural Sciences -

Ms Sonja Offwood

Faculty of Human Sciences -

Ms Tamar Shamroth

Jubilee Book Prize for the best first-year woman student in a selected faculty: Faculty of Science –

Ms Fatima Ragie

The debate about awarding a bursary to a good but disadvantaged woman student in Science or Mathematics at

the Wits School of Education continues, mainly because of financial constraints.

Aurora Project

This project has gone from strength to strength, with three seminars in 2010. One seminar had to be cancelled as no suitable date could be found, mainly as a result of the impact of the Soccer World Cup on the school holidays. We thank all members who have been involved over the last year.

Essay Competition

There was no essay competition in 2010, due to lack of interest. It is always difficult to know whether this is because teachers do not give the girls the opportunity to enter or whether fewer girls wish to enter the competition. The prizes, in addition to R500 for the winning school, are awards of R2000, R1000 and R500 for tertiary education, which could make a difference to a girl's future. The question arises as to whether this competition should be advertised elsewhere, rather than by sending the invitation to the schools, at great expense.

MEMBERSHIP AND RECRUITMENT

The membership numbers of the Branch remain an area of concern. In 2010 we gained some members but lost some, and there were only 20 paid-up members at the end of the year. It is essential that we try to build up our numbers. This matter will be dealt with more vigorously in 2011, when the Branch no longer has the responsibility of the National Office. We would like to set a target of 30-40 by the end of 2011.

We thank Catherine Bell for maintaining the database of the Johannesburg Branch and also nationally.

FUNDS AND FUNDRAISING

Funding and membership are closely linked. It costs much the same to run the Branch for 25 members as it does for 50, but the percentage of funds allocated to capitation fees is greater if we have lower numbers. This matter too will be approached with more vigour in 2011.

Funds

Catherine Bell has worked tirelessly to ensure that we work prudently within the budget, diligently sending out invoices and reminders and generally keeping the Branch in good order financially.

Fundraising

We need to fundraise for various projects, such as bursaries, travel fund and essay competition. At present we do not have the capacity or facilities to run jumble sales or book sales. A bridge drive is still high on the list but a convenor is needed; we have a venue. A joint venture with Soroptimists and/or NCW might work.

NEWSLETTER

No formal newsletter was sent out but we try to keep members in contact by forwarding information from IFUW and other organisations with interesting agendas and newsletters.

2010 EXECUTIVE COMMITTEE

The 2010 Executive Committee worked very hard to present a varied programme for the members and their guests and to promote the interests of SAAWG. We thank them most sincerely:

Catherine Bell who, in spite of great demands on her time from her work and as IFUW Treasurer, has continued to give generously of her time and energy as Treasurer and in many other capacities;

Doris Ravenhill, who despite ill-health and a move has kept the Branch informed on issues pertinent to the Gender Desk;

Jocelyn Bell for her input on the Aurora Project;

Norma Glocer, who has continued to work hard on the new website, which is open and developing in exciting ways;

Ida Malenga, who has been an enthusiastic member of the committee, with her special portfolio being the Youth Desk; her interest has grown as she absorbed more information about the workings of SAAWG and IFUW.

Co-opted member Margaret Edwards has continued to co-ordinate the Aurora seminars and organise the speakers' roster for the year.

May 2011 brings to an end the Johannesburg Branch responsibility for the National Office for the triennium 2008-2011. We thank the Johannesburg members who have held National office for the last three years, for all the work they have done in this capacity. We wish the Cape Town Branch every success as they take over responsibility for the triennium 2011-2014.

We also thank all members of the Branch who have given their support during the year, at meetings, lunches and other functions.

WAY FORWARD

In 2011 we must follow rigorously the suggestions made at the Strategic Planning Workshop in 2009 if we are to make progress. A possible mentoring programme is being investigated with the University of the Witwatersrand.

The new IFUW Programme for Action has just been unveiled: 'The Power of Education in Effecting Change'. During 2011 we hope to have a varied programme on this basis, which will encourage members to attend meetings and perhaps bring guests. We need members to be part of the decision-making in what we do.

We hope that, with the members' input, we can encourage more women to join our ranks this year and that, through our activities, we can make a difference to the lives of women and girls in South Africa.

SYLVIA SHAPSHAK

PRESIDENT AND RECRUITMENT SECRETARY

FOCUS

SEE : www.che.ac.za *Higher Education Monitor October 2009*

Although women have reached or bettered parity in some fields, it is disturbing to note that in the fields of Science, Engineering & Technology and to a lesser extent Business, Commerce & Management they still lag behind. It must also be noted that within the field of SE & T, women do outnumber men in certain sub-fields but, again, important areas still show the need for improvement

ON

SEE: An interesting report on *Postgraduate Studies in South Africa, A Statistical Profile* is also available on the Council on Higher Education website, www.che.ac.za

EDUCATION

The MARGARET LINDSAY MEMORIAL LECTURE CAPE TOWN BRANCH

Rondebosch United Church Hall, Rondebosch, Cape town
19 August 2011

TALK PRESENTED BY : THE PREMIER OF THE WESTERN CAPE, HELEN ZILLE

PROVINCIAL SKILLS DEVELOPMENT FORUM

Premier Helen Zille, who began her career as a political correspondent, has been extremely involved in NGOs and activist organisations.

The holder of a Bachelor of Arts degree from the University of Witwatersrand, she joined the former Democratic Party in the mid-1990s, when she was asked to reformulate the party's education policy and stand as a candidate on its election list for the Western Cape legislature. She also acted as Technical Adviser to the party at CODESA in the early 1990s. Helen was elected to the provincial parliament in the 1999 general election under the banner of the Democratic Alliance. From 1999 to 2001, she served as Minister of Education in the Western Cape Province and campaigned to encourage discipline among teachers and improve teaching conditions. On 15 March 2006, she was elected as Mayor of Cape Town and resigned from parliament. Two years later, in 2008, she was voted World Mayor in a poll of over 800 cities around the world conducted by global think tank World Mayors.



Photograph from Premier's website

On 6 May 2007 she was elected as the Leader of the Democratic Alliance at the party's Federal Congress in Johannesburg and, in May 2009, she became Premier of the Western Cape Province following the April 2009 National and Provincial Government elections.

SUMMARY of talk by Hazel Bowen and Shirley Churms

Helen Zille started off by highlighting that, after 17 years of democracy, education and skills development seem to have deteriorated in that there is a very high number of people unemployed and unemployable (especially because of the mismatch of skills acquired). She also mentioned that the Provincial Government has much power to impact on education and improve on the human development within the province. This corresponds with the electoral mandate provided. The approach to the problem has been formulated into a plan of action, which has taken two years since her assumption of office but is now to be implemented. Although implementation may be difficult it is essential that measurable outcomes be achieved. What is required are these relevant plans, aligned with a sufficient budget, and officials with political will to ensure that those who must implement the policies are held accountable.

Essentially, the economy has to grow which, in turn, should grow jobs in a sustainable way. The reality is that the high number of social grants provided to people (15 million) in South Africa will not get them out of poverty. Another reality is that there is only a small base of people (5 million) who are registered as tax payers.

The Premier stated that addressing the education crisis was her top priority. It was necessary to create conditions under which businesses would be willing to invest capital for this purpose.

What are some of the elements which create the crisis in education?

- In political surveys parents very seldom mention education as a concern – the thinking seems to be that “my children attend school every day so they are being sufficiently educated”.
- Issues around time management : both teachers and pupils not arriving at school nor staying at school until the end of lessons. As a result of this the syllabus is not completed.
- Issues around the performance of teachers and the barriers created by Trade Unions.

What are some of the proposed solutions?

- Age-appropriate benchmarks on literacy and numeracy are to be set and pupils tested against these in Grades 3, 6 and 9. Parents will be sent reports on the test results so that they are aware of how their children are coping (or not) and schools will be set targets.
- Performance contracts will have to be signed by principals and deputy principals. It was noted that this proposal is being strongly opposed by the South African Democratic Teachers' Union.
- In primary school, each child will have his/her own mathematics text book, possibly downloaded from the Internet. Texts covering other subjects will also be made available, either electronically or in hard copy.
- Reading, writing and calculating still remain essential skills.
- Vocational skills should be developed.
- People involved in marking matric examination papers will be required to undergo competency tests; this too is being strongly resisted by SADTU.
- Certain, well-run schools will run a “second campus” (for example, Westerford High and Claremont High) where the subjects of Mathematics and Science are especially targeted for those pupils who show potential in these subjects. In this way the number of promising children that can be exposed to quality education can be increased.

Unfortunately, the National Government has taken the Further Education & Training Colleges (FETs) away from Provincial control, but the Premier felt it was essential that the basics were made right (at the school level). This would have a positive impact on further education.

Focusing now on the aspect of further training and the workplace, the Premier remarked that the SETAs were not achieving the skills development which was required. She mentioned the fact that Medicare was importing trained nurses from India for their ICU clinics. She was researching why South African specialist nurses could not be trained. Another example is where banks were importing business analysis experts. This year the Province had secured a partnership between financial institutions and universities to ensure that these particular skills were acquired within South Africa; to this end some universities had started conversion courses, which were proving successful. A third example was that of addiction management, a very specialized field which is not being addressed within the studies in social work. However, addiction is a very serious concern within the province: a recent survey of pupils in the final grade of primary school had shown that in some schools over 50% had tested positive for drug use.

This lack of skilled personnel must be addressed as a matter of urgency so that youngsters can be tested early when they are merely experimenting and before they become addicted. Again, a partnership with universities has been established at both postgraduate and some undergraduate levels at University of Cape Town, University of the Western Cape and Stellenbosch University. The first cohort of these students is due to graduate this year.

What are the challenges?

Skills development initiatives are not aligned to the economy.

- Youth unemployment is high, particularly amongst young people who have no education, complete only GET (general education and training – to Gr 9) or have not completed FET; (an estimated 75% of job losses during the recession were suffered by people under the age of 35).
- The working population is increasing faster than the number of jobs being created.
- There is a mismatch between the supply and demands of skills (quality vs quantity).
- Employment is becoming increasingly skills-intensive across most sectors.

The Provincial Skills Development Forum was launched on 6 June 2011, when a technical group was established. This group was divided into three working groups to research the current situation regarding the misalignment of skills being provided by tertiary institutions and the skills required by commerce and industry within the Western Cape – and which industries have the potential for growth. The province needs certain skills according to current developments in its economy. For example, tourism is becoming increasingly important, as are the oil and gas industry following a significant oil find off the coast of Namibia. Shipbuilding and port management are crucial to the development of the coastal regions: it was noted that only three oil rigs had docked for repairs in South African ports during the past year, because the ports were so badly managed. Such repairs can bring in revenue of the order of R300 million, which is currently being lost to this country.

The first plenary meeting of the Skills Development Forum was scheduled for 30 August 2011. The purpose of this Forum is to take steps to overcome misalignments such as those cited above and any other gaps which are highlighted, by working with all stakeholders and creating partnerships in order to match supply to demand. Implementation of these practical interventions is to start by mid-October.

The Premier pointed out that a stable government in the province and a supply of the right skills available would inspire capital confidence and therefore grow the economy.

She also stressed that voters needed to hold government to account so that they obtain the standard of education they want.

RESPONSE BY SAAWG TO PREVAILING EDUCATIONAL CRISIS

Hazel Bowen
National President 2011 - 2014

The mission of SAAWG is to improve the status of women and girls. Our main focus, currently, is on the education of girls (including literacy development), lifelong learning and women achieving decision-making positions.

Some of our past projects have been around career development for high school girls, science literacy, community reading rooms, academic (both undergraduate and postgraduate) writing workshops, developing mentors in outlying areas to assist learners, and research into what it means to be female in South Africa.

Currently, the Johannesburg Branch runs the **Aurora Project** providing lifeskills training in “Life after Matric”, “Balancing my life” and “Leadership and Management through Technology” (Grades 10 -12). The schools concerned have also asked for a module for Gr 8 learners as an intervention for the growing numbers of teenage pregnancies.

The Cape Town Branch has been researching the needs within Cape Town – it has decided that although the drop-out rate for undergraduates as well as the low number of successful female postgraduates is a concern (and will be looked into) the crisis in education stems from a poor foundation being achieved by large numbers of learners at school leaving level.

Modules covered should include: English, Reading sessions (and DVDs?), Entrepreneurship, Thinking Skills, Financial Literacy, Citizenship/Civic Responsibility, Environment, Gender Sensitization, Self-defence/Dance/Personal wellbeing, Project Planning, Self-Image, (self knowledge and self belief)/Goal setting/ Decision Making/ Problem Solving, Communication, Internet search (and comprehension), Career Development/interview skills/career role models.

What is this crisis?

We know that much intervention is being applied, especially to improve the standards in maths, science and technology. We also know that a large proportion of the Government National Budget goes towards education. (eg SA 5%, Australia 5.2%, Brazil 5%, Germany 4.4%). We are also very

aware that throwing money at a problem very often is not a sufficient solution.

I recently attended a colloquium at University of Western Cape where the Vice-Chancellor, Prof Brian O'Connor, gave a welcoming address (as he did at the Dean of Education's Award evening when SAAWG Cape Town presented the Marie Grant award to the UWC recipient). I also attended an address by Dr Stuart Saunders (ex-Vice Chancellor of University of Cape Town and the outgoing Chair of Council).

Both these leading academics focused their attention on the crisis of education in the schools. Obviously all the programmes and other assistance provided by tertiary institutions over the past number of years (from the early '80's onward) are not proving sufficient in the light of the ongoing deficiencies within the schooling system.

Prof O'Connor mentioned the following to the Parliamentary Portfolio Committee on 2 June 2010:

The universities, with the permission of government, decided to have a national survey to measure academic literacy. A sample of 12 000 students from six universities took part. The universities were UWC, US, Wits, UP, Rhodes University, UCT and the University of KwaZulu-Natal. There were four traditionally white and two traditionally black universities. It showed that 851 students had very basic academic literacy, 5571 were intermediate and 5780 were proficient.. It also revealed that, at UWC, out of 283 students admitted to the science faculty, only 59 were proficient.

If every child went to school and studied and every parent joined an organisation to make sure that children did go to school and learn, the country would change dramatically.

He also highlighted that the reason for the very low postgraduate enrolment was that, until very recently, Honours programmes were not funded in South Africa.. Masters and Doctorates were funded in limited amounts. Bright young students would achieve their first degree, but if the university asked them to stay on, there would be no money in the system for them. There had to be targets set to which to work to. Say, for instance, the target was to produce 6000 PhDs a year; at least 1000-2000 highly qualified advisors would be required to supervise them, a number

which did not exist. The universities could not hold on to talented black students, because there were no resources for them, but there were Black Economic Empowerment (BEE) opportunities where the student could make huge amounts of money and so they would be lost to the academic world. Also, **Government tended to think of education as a product.** There were certain inputs to make and there were outcomes to be expected ; but education was reciprocity.

It was an engagement process between teacher and student. It did not matter how well the teacher taught, if the student refused to learn, nothing could be achieved. If the student thought that the engagement only required him to study two hours a day, then very little was achieved. In the current situation, children could behave as they pleased, and the teachers had no leverage to deal with it. If the school wanted to expel the child, the Department of Education called the school to say that it was against the law to expel the child. The child walked back into the class, a hero.

Stuart Saunders' address was presented at a number of Alumni events around the country and recently reported on in the *Mail and Guardian* (1 – 7 July 2011). He asserts that the aims of education should be that everyone should leave school able to read and write, be sufficiently numerate, have sufficient mastery of at least one language allowing for reasoning and thinking skills, and sufficient skills to continue in his/her life and career (here he also includes science, history, geography and good communication). A further important component is that of ethical values to strengthen their role as good citizens.

Besides continuing to gain skills which will allow them to become marketable, they need to learn to be adaptable to change – to face the need for ongoing education and changing circumstances (including technology).

Grade 9 is the end of compulsory education but this, in itself, presents further difficulties.

Do the learners have a sufficient foundation to take them further in whatever direction they may wish to proceed? Dr Saunders highlights the fact that there is no “national school leaving certificate” to be able to assess this although more than half the learners leave school at this point, with just a school report, and there are no published results for grade 9.

What opportunities are there for this learner? The FETs (Further Education and Training Colleges) have been reworked to fill this gap – but is this being realized at the

moment? What job opportunities await them? The SETAs (Skills and Education Training Authorities) have been set up, and much money has been spend on developing skills training programmes which can be offered to those in a job but requiring further skills as well as the learnerships for the unemployed. Again, the question is how successful has this been, has the money obtained through levies from companies been adequately spent? There have been a number of calls to return to a version of the old “apprenticeship” system.

Those who continue to Gr 12 are not faring much better. Dr Saunders mentions that of those who wrote matric in 2010 67.8% passed – but this also then highlights the fact that only 364 513 of the approximately 1.1 million who start school, actually leave school with some qualification.

When I attended Dr Saunders' presentation, **Dr Wallace Mgoqi**, from the audience, remarked that, in his day, school leaving certificates were provided and he remembers how proud he was of this achievement. This gave him the confidence to continue with his studies. Dr Saunders and I discussed this point after the presentation when we agreed that the matric certificate was not providing this sort of acclamation – many students realized they had not been exposed to sufficient foundational skills and were, therefore, lacking in confidence.

As highlighted in our Annual Journal last year many of the existing problems stem from the legacy of Bantu Education. However, we are also not adequately addressing the problems by requiring as minimum requirements for a higher certificate those as provided in the following chart. (Data from <http://www.monash.ac.za>)

| Minimum requirements for an NSC |
|--|
| 4 Compulsory subjects: <ul style="list-style-type: none">• 2 Languages• English and Other language plus• Mathematics or Math Literacy plus• Life Orientation |
| 3 Elective subjects (Chosen from the designated subjects list) |

Minimum requirements for entry into a degree

- Obtain at least 40% in the required official home language.
 - Obtain at least 30% in the other required language at 1st additional level.
 - Obtain at least 30% for achievement rating of either Mathematics or Math Literacy
 - Obtain at least 40% for Life Orientation
 - Certain subjects from the designated list may be prerequisites for entry into certain degree programmes.
- Obtain at least 40% in one of the subjects and at least 30% in other two subjects

- To obtain university entrance for degree purposes Higher Education South Africa (HESA) requires a NSC certified by Umalusi with a minimum score of 4 (50-59%) in four designated NSC subjects.

Additional requirements may be set by individual universities and faculties.

To study for a diploma - a minimum of 30% in the language of learning and teaching and 40% in 4 other subjects is required.

To study for a bachelor's degree - the learner must achieve a minimum of 30% in the language of learning and teaching and 50% in 4 subjects.

Prof Nan Yeld of UCT has highlighted that the data released by quality assurance body, Umalusi, reveals that, in the 2010 matric exam, the raw mean (before standardization) for accounting was 27.8% and for maths 23.7%.

SAAWG and its current response

HERS-SA is a registered voluntary association formed to address the critical shortage of **women in senior positions in the Higher Education (HE) sector** in South Africa.

SAWise works at strengthening the role of women in **science and engineering** in South Africa.

There are numerous organizations working at improving education in South Africa. However, SAAWG does have a

unique opportunity to address many of the needs mentioned above – and more – in line with our own mission.

The Aurora programme could be extended and supplemented. The Cape Town Branch will introduce a number of modules not addressed by Johannesburg and certainly not adequately addressed within the schools, even though Life Orientation classes should be taking place with paid service providers. A very large need is around the issue of Academic Literacy.

It is time to “think big”. We should establish our own “academy”, put together a sound funding proposal to bring in the necessary finance. This will certainly then mean we could assist with transport where needed, provide meals/refreshments and arrange outings. We need to actively be broadening the horizons of these learners so that they can truly fulfill their potential and move into the world confident of their abilities, with a good measure of self-discipline, motivation and determination.

VALUE IN THE CLASSROOM

The Centre for Development and Enterprise (CDE) released a Report, *Value in the Classroom - Quantity and Quality of South Africa's Teachers* - on Wednesday, 21 September 2011, based on research dating back from 2005.

This report is based on three background research reports written for CDE. The details of the reports and their authors are listed in the text.

MENTORING

NATIONAL OFFICE PROGRAMME

As mentioned above the National office would like to see the mentoring programmes run by both branches being extended. It would be good if schools in peri-urban and rural areas could also be mentored. Fundraising will be a priority as well as involving more members – and others – to participate in the provision of such mentorship.

Below is more detail on the two branch programmes:

CAPE TOWN BRANCH PROGRAMME

The Cape Town Branch has concluded the preliminary discussions and meetings regarding what sort of Mentorship programme it should take on as a branch activity and the following has been decided upon :

The Programme

The programme would be offered to Grade 10 female learners and would follow through with them to Grade 12. Besides the modules offered learners would be entitled to have a mentor assigned to them for one-on-one sessions. These sessions would be arranged between the two parties but with a periodic feedback report to SAAWG Cape Town. This one-on-one mentoring should not impinge on the modules presented but should be a support to the learner and to reinforce the learning, as discussed between the two parties.

The programme will begin in 2012. The timing and dates are still to be finalized once contact has been made with Principals. Selection of a maximum of 20 learners will be done by the teachers, who should identify girls with the subjects and the potential to move into tertiary studies. It was emphasized that the branch wishes to work within schools that need extra support to their life orientation curriculum but which schools are not totally dysfunctional.

In 2012 and 2013 the Career Development component should be made available to the current Grade 12 learners. Other components may also be offered, if feasible, and especially to enrich career development – for example, academic literacy. As the programme develops and the branch gains more facilitators we could extend these modules to greater numbers of learners.

Teachers would be invited to participate in whatever module they wish. The thinking skills tools would be essential to

share with them, for example. Facilitators for the branch programme have begun in September 2011 a training session on thinking skills tools which is being presented by a member, Prof Lena Green.

Venue

It was suggested that it is better to remove the learners from their school environment but the venue must be close to public transport.

Budget

Transport may be required. Refreshments and notes will need to be provided. Most facilitation should be done by volunteers. Some “seed” money could be obtained from the branch finances. Once the details of the programme were finalized a strong funding proposal would be required. Hazel Bowen, National President, mentioned that the National office was looking at the mentorship programme as a national activity and that it would also be looking for funding.

Modules

Essential modules linked with the life orientation component of the high school curriculum and within the expertise of our members. These would include:

GOAL SETTING THE 'SMART' WAY
PLANNING / STUDY PLAN
DECISION-MAKING / PROBLEM-SOLVING PROCESS
CAREER OPTIONS – Career pathing and role models
ENTREPRENEURSHIP
FINANCIAL LITERACY (including SITE/PAYE etc)
ACADEMIC LITERACY
CITIZENSHIP / CONSTITUTIONAL VALUES
GENDER AWARENESS

Academic Literacy would comprise the development of English through reading for understanding (recognition of salient points), summarising, writing in own words and integration of ideas. **Internet search** should be part of the **Career Development** component. **Gender awareness/sensitization** should also be incorporated into the modules. **Role-models** around certain career and subject choices would be introduced as well as **visits** to places such as Parliament. However, the actual modules per school would depend on the need.

The use of the **cellphone** for follow-up work is to be further explored. Provision of "space" for discussion of their own views and opinions should be provided to the learners.

From mid December 2011 to mid January 2012 a volunteer from Hawaii has offered to assist with the programme development.

Mentorship Committee Cape Town

JOHANNESBURG BRANCH PROGRAMME

AURORA PROJECT

Aim and Mission Statement

The Aurora Project started in 1996 to support South African adolescent girls and school teachers from Soweto, with the objective of motivating them to enhance their self-esteem, and enabling them to lead fulfilled lives as persons in their own right, as well as in their roles as wives and mothers.

The Aurora Project, which has been successfully running for 15 years, is a collaborative project of the South African Association of Women Graduates, Soroptimists International of Johannesburg and Kingsmead College, Melrose, Johannesburg. The assistance of Kingsmead girls at each of the seminars over the years has been greatly appreciated

In the year under review there were three seminars. The speakers (many are SAAWG members) all give their services without asking for remuneration, and the committee worked very hard to see that all the seminars fulfilled their purpose and made a contribution to motivating participants.

Seminars in 2010

Three very successful seminars were held:

- Term 1 - "Life After Matric" - Grade 12 - 65 girls
- Term 2 - "Balancing My Life" - Grade 11 - 69 girls
- Term 4 - "Leadership and Management Through Technology" - Grade 10 - 102 girls.

Many girls attend all seminars over their last three years of schooling.

Unfortunately the seminar planned for Term 3 "Survival Strategies in Life" for Grade 11 girls did not take place because of the strike action of the teachers and the difficulty of finding a suitable date.

Attendance

There is usually a total of 100 girls from five schools in Soweto at each seminar; however the numbers do fluctuate. In 2010 the fact that the girls, particularly from Grade 12, had to attend Saturday school for revision purposes meant that there was not the usual high attendance.

Sadly the co-ordinating teacher at George Khosa H.S. was not at school for two terms because of a family tragedy and no replacement was appointed. The girls from GKHS thus did not attend the seminars and the attendance from Veritas HS continues to be sporadic.

Certificates of Attendance

Attractive certificates are produced for each seminar. Each attendee is presented with her certificate, on which her name is inscribed, at her own school assembly during the following week. The certificates appear to be prized by the girls.

Assessment Questionnaires

Simple assessment questionnaires have been drawn up and the girls are asked to complete them before receiving their certificates.

Seminar Evaluation Opinion Surveys
Self-Evaluation Opinion Survey

Information from the Opinion Surveys does assist the committee with the planning of future seminars. Gillian Wilkinson and Margaret Edwards also held a brief discussion with the attendees to ascertain the commitment of the schools to the project. They were unanimous in their support for the project continuing

Future of the Project

However successful the project is, we do realise that we are assisting only a very small number of the girls to realise their full potential. We need to decide how the programme could be expanded.

Grade 8 Project

As a result of the growing concern of the participating schools at the increasing number of pregnancies in the schools the teachers have asked that the Aurora Project be extended as an intervention programme for the Grade Eight pupils in the schools. Working with the teachers a programme has been drawn up and permission has been granted by the Principals to run the programme. The plan is to work with boys and girls from the five schools. These seminars would be held at the respective schools. A facilitator is being sought. Money has been set aside from a Soroptimists' fundraiser for the project, mainly donated by a firm through a Kingsmead Old Girl.

Unfortunately the present Committee does not have the capacity to undertake

such a project, which would entail 10 weekday morning seminars (2 at each school) .

Finance

The financial position is sound but further resources are always sought.

At the request of the Heads of the schools there is a charge of R25-00 for each participant with the proviso that any girl who cannot afford this is not excluded. This helps to pay for the buses twice a year and Soroptimists pay for the buses for the other 2 seminars. Kingsmead is paid for one seminar per year – the other three are paid for from the Kingsmead Social Responsibility budget for which we are most grateful.

- Aurora Co-ordinating Committee



ARTICLES BY MEMBERS

CAREER DEVELOPMENT

MY PATH TO MEMBERSHIP OF SAAWG

My first contact with South Africa occurred in 2007. I had just finished my Bachelor degree, specializing in Medieval History as a part of a Major in Language and Culture Studies, at the University of Utrecht in the Netherlands. Since I wasn't too sure at that time whether or not to continue studying for a Masters Degree, I decided to work, save some money and travel before getting entangled in any further working life or studies.

The decision I took that year would change my life. Not only did I experience and was confronted with a different type of lifestyle, virtually unknown to me besides what I had seen via the media, but I also met the leading man in my life. When I returned home, after three months of travelling, I decided to start a 1-year Masters Degree in Medieval History at the University of Amsterdam. During my study for my Masters Degree, I frequently revisited South Africa and, in particular, Cape Town. In October 2009, I graduated and left a couple of days later to join Francois in Cape Town and start a new life.

It took me a while to build a meaningful work environment but through the ever-great networking system in Cape Town, I was offered a job as a Researcher at a Project Management Agency and also held a tutor position in the History Department at the University of Cape Town. Two years later, I'm still enjoying both jobs.

It has always been my aim to align my passion with my work. Interacting with students, sharing my vision of history and being amongst old books in libraries, promoted that feeling. A couple of months ago, I decided to focus on becoming a lecturer at UCT. One has to hold a PhD degree in order to get to this position, so I enrolled once more in a study programme. However, since my financial situation did not permit me to start without additional support, I had to apply for funding so, here in October 2011, I'm awaiting the result as to whether or not I will receive a UCT bursary. Soon I will learn if I can realize my dream.

It is my honour and pleasure to be part of the SA Association of Women Graduates. Our members are working hard to set up a mentorship program for Grade 10-12 girls, so we can inspire them to strive for the best as they can achieve in their lives.

Leontine Hulzink

Cape Town Branch member



BEING A VETERINARIAN

I qualified as a veterinarian in 2004 from the University of Zambia. As this article is about career change, I feel that veterinary practice is a fitting profession to discuss as it is a very dynamic profession that not only accommodates change within the profession but also facilitates transition into other related health sciences, such as microbiology or human public health, among others.

Most people have the mistaken impression that a veterinarian treats all animals. Very few understand that, even though the basic training covers all animal species, in practice one usually concentrates on a certain aspect of the profession. Small-animal veterinarians generally treat dogs and cats; large-animal practitioners concentrate on farm animals, namely cattle, sheep, goats and pigs. There are also exotic veterinarians who treat unusual pets such as snakes, lizards, monkeys or turtles, and those who deal with wildlife animals. Some veterinarians will run mixed practices that combine the different disciplines or types of animals while others will strictly focus on those with which they feel comfortable. Academia and research are other routes that some veterinary professionals undertake.

Beyond this basic division into different aspects of the profession there are specialists in each area who study further and serve as referral veterinarians for complicated cases that a general practitioner cannot treat effectively. For example, I would refer a spinal problem that I am not capable of treating to a specialist for treatment and surgery, in the same way as human patients are referred by a GP. The fields of expertise available to veterinarians are very wide, because of the large number of species that we treat.

While I was studying, my intention was to go into wildlife practice as it seemed very exciting at the time. However, an eight-week stint at a dairy farm during my third year of study made it very clear to me that the outdoor life, the dust and the hot African sun were definitely not for me. At that stage I was not very keen on small-animal practice as I found the surgery challenging and there was also the emotional challenge of dealing with owners when their pets are sick. I decided, therefore, that public health might be the way for me. After completing my degree I was unemployed, and decided to go to Cape Town on an internship visa to work for the Animal Rescue Organisation while looking for a scholarship to enable me to study further. I also planned to write the Board examinations while I

was in South Africa so that I would be able to practise there; I therefore applied to write the 2005

examinations. In the meantime my work at the ARO exposed me to the joys and fulfilment of small-animal practice and increased my confidence in my basic surgical skills. After about eight months at the ARO an opportunity to work in one of the best private practices in Zambia opened up, so that I returned home and worked in small-animal practice for a full year. That consolidated my newfound love for dog and cat medicine and surgery. I finally wrote my Board examinations with the veterinary school in Pretoria and passed. I then managed to find a job at a 24-hour emergency clinic in Johannesburg and soon relocated there. I have been working at this practice since January 2007 and so far have loved the work.

Last year I decided to study part time towards a Masters degree in Epidemiology and Biostatistics. This field encompasses the study of disease and disease patterns in a population and the subsequent analysis and interpretation of data, exploring the underlying factors that predispose one population or species to a certain disease, also the causes and patterns of the disease. This is an applied science and one can work in the human sphere as well as in the veterinary sphere. I currently have no major intentions of a complete career overhaul, but rather look at acquiring this qualification as a way of not only complementing but also diversifying my qualification portfolio.

I feel that this is one of the advantages of pursuing a career in this modern world. Gone are the days when one was expected to find a job in one's profession of qualification and stay in that job for the next 30 to 40 years. Nowadays careers are malleable and can be shaped to suit one's needs professionally and personally. At present my plans are to continue in small-animal practice and, as I currently have two free days during the week, slowly incorporate my new qualification into my career.

If a worthwhile opportunity should entice me to pursue epidemiology full time, I will take time off from small-animal practice in order to explore it. I am now comfortable and confident enough in my small-animal experience to feel that I can interrupt it to venture into other professional avenues to see where they lead. If they turn out to be less than fulfilling, or if I miss my current job too much, I can always return.

Another major advantage of small-animal veterinary practice is that I do not need to leave the field completely while exploring other options, as I can always work part time or as a locum to keep my finger on the pulse and stay abreast of any new developments in the field.

My experience so far has taught me to keep my options flexible and be open to what life has to

offer professionally. My advice to others is to think of your degree or career base as the trunk of a tree that is capable of branching out in different directions you never thought possible. Do not pigeonhole your profession, because it is only as dynamic as you allow it to be.

IDA MULENGA

Johannesburg Branch member



SAAWG DRAWS YOUR ATTENTION TO

UNVEILING THE MIND ***THE LEGAL POSITION OF WOMEN IN ISLAM***

Author: **NAJMA MOOSA (Prof)**

BA LLB LLM LLD (UWC)
Snr Prof of Law, University of Western Cape
Advocate of High Court of South Africa
Member of SA Law Reform Commission
Project on Islamic Marriages

Long Standing member of SAAWG

Book available Juta & Co
1st published 2004 and recently updated
email cserve@juta.co.za

INTERNATIONAL NEWS

IFUW

FUWA

UNITED NATIONS

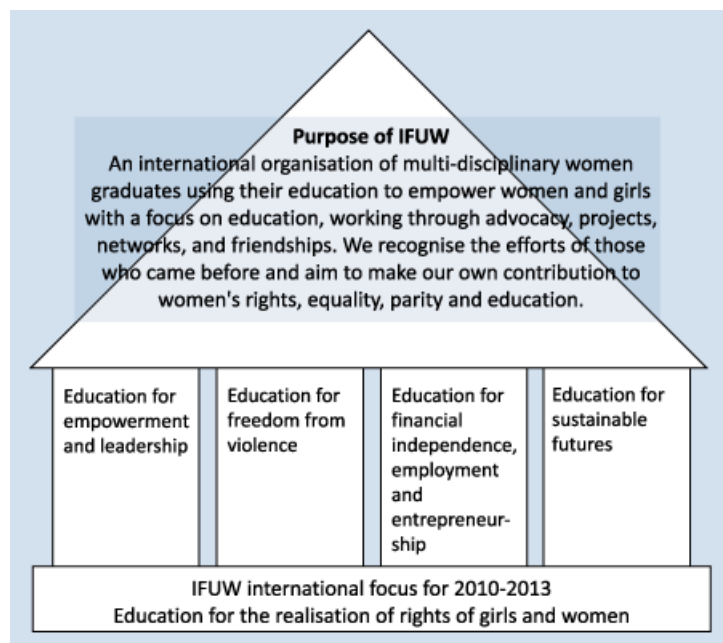
ETC

IFUW USE OF INTERNET TO UPDATE AFFILIATES ON RECENT ACTION AND CONCERNS

Open to all members – please contact national office if you wish to learn how to register

Examples: **May 2010 Women & Health; September 2010 Gender, Science & Technology; April, 2011 Empowering Women for Sustainable Development; June 2011 Secondary Education for Children; October 2011 Maternal Health, Paternal Leave and Childcare**

International Federation of University Women



IFUW PROGRAMME OF ACTION

Education for Empowerment and Leadership

Raise awareness and understanding and create opportunities through ongoing formal and informal education for women and girls to become literate, knowledgeable and independent and take an equal role in leadership and decision-making in both individual and public life.

Education for Freedom from Violence

Raise awareness and understanding of what constitutes violence and how to take action to create environments in which nations, communities and individuals can prosper free from physical, psychological, economic, social and cultural violence.

Education for Financial Independence, Employment & Entrepreneurship

Raise awareness and understanding for women and girls to become financially literate and learn to understand how to obtain and manage finances and other resources, matters essential for women's autonomy. And by doing this, create opportunities for women to become employed, self-employed and / or entrepreneurs.

Education for Sustainable Futures

Raise awareness and create opportunities through ongoing formal and informal education on how to live in a way that sustains environmental, social and economic processes and ensures a just distribution of resources.

IFUW logo – The Lamp of Learning

The lamp logo was designed by members of the Norwegian Federation for the Third Conference in Oslo in 1924. The delegates at that meeting adopted it as the permanent badge of IFUW. The original showed an antique lamp representing the **light of learning** on a blue background broken with the letters of IFUW. Around the central disc was an interlinked chain symbolizing the bonds of friendship linking IFUW members throughout the world. Eventually the lamp came to be known as the **lamp of friendship**. It was later modernized and the chain was dropped.

HUMAN RIGHTS

IFUW ADVOCACY NEWS 18TH SESSION OF THE UN HUMAN RIGHTS COUNCIL

IFUW was represented at the 18th Session of the Human Rights Council, which took place in Geneva from 12th to 30th September 2010. Speaking at the opening ceremony, Navanethem Pillay, the United Nations High Commissioner for Human Rights, stressed the impact on humanity of recent tragic developments in the world. She highlighted especially the food crisis in the Horn of Africa and the worldwide economic crisis. These adverse conditions have resulted in a wave of drastic cuts in the budgeting of many member states, with potential retrogressions in the level of achievement of economic, social and cultural rights. In such a situation, she noted, there is a great risk that the most vulnerable, including women, children, people with disabilities, minorities and indigenous peoples, will not receive the protection they need during the emergency, and even later. She was also concerned about the effect of the economic situation on the future of young people, and stressed that cognisance should be taken of this fact in order to permit their full enjoyment of all human rights, especially the right to work.

In summary, the UN High Commissioner emphasized that issues of human rights, such as education, employment and the opportunity of a life with dignity, must be considered in addressing the impact of the economic situation.

The main outcomes of the 18th Session of the HRC are summarised below. All decisions taken addressed various aspects of human rights, with some specifically related to women's rights.

- **Maternal mortality and morbidity**

The HRC requested the Office of the High Commissioner for Human Rights (OHCHR) to convene an expert workshop to prepare concise technical guidance on the application of an approach, based on human rights, to the implementation of policies and programmes to reduce preventable maternal mortality and morbidity.

- **Migrant workers**

The HRC called upon States that have not yet ratified the International Convention on the Protection of the Rights of Migrant Workers and Members of Their Families to consider doing so, as an urgent priority. It also called upon States to strengthen measures to protect the human rights of migrant workers in times of humanitarian crisis.

In addition, the Special Rapporteur on the Rights of Migrants was asked to promote and support the building of greater synergies between States in order to strengthen co-operation for the protection of human rights of all migrant workers and their families.

- **Climate change**

The OHCHR was asked to convene a seminar on addressing the adverse impacts of climate change on the full enjoyment of human rights and to invite States and other relevant stakeholders, including academic and other experts, civil society organisations and representatives of the most vulnerable to participate. This is to be held before the 19th Session of the HRC (March 2012).

- **Internet protection**

The HRC decided to convene at its 19th Session a panel discussion on the promotion and protection of freedom of expression on the Internet, with particular focus on ways and means to improve protection of this freedom in accordance with international human rights law.

Hillevi Perraudi
Coordinator, IFUW UN Representatives in Geneva

NEW IFUW PROJECT: TWINNING PARTNERSHIPS



The opportunity to meet and perhaps work with other women graduates of different nationalities is one of the main benefits of IFUW membership. To this end, individual National Federations and Associations (NFAs) and local branches/clubs have, over the years, formed special one-to-one partnerships with NFAs or local branches/clubs in other countries. These twinning experiences have ranged from individual correspondence between members, through friendship/exchange visits of individuals or groups of members, to joint projects. The international friendship opportunities arising from such twinning promote understanding and peace, aspects of IFUW membership that are recognised as important.

At this time, when both IFUW and NFAs are exploring ways to increase the benefits for members in order to stimulate interest, the concept of twinning could become a major factor. Therefore, the IFUW Membership Committee encourages NFAs to consider becoming involved in a twinning relationship to whatever extent and for whatever purpose is relevant to each NFA.

The IFUW Membership Committee has prepared guidelines (provided below) which further elaborate on the concept. These guidelines were introduced by Nezihe Bilhan (Turkish Association, IFUW Membership Committee member) and Willemijn van der Meer (IFUW Vice-President, Board liaison member to the Membership Committee) during a special workshop at the University Women of Europe (UWE) Conference held at Antalya, Turkey in June 2011. Twelve participants from seven NFAs (Finland, France, Germany, Netherlands, Switzerland, Turkey and UK) attended this special workshop. The attendees were enthusiastic about the twinning concept and held fruitful discussions on possible activities and benefits. The group thought that twinning would be a practical way to engage NFAs that were not able to send representatives to conferences or to be strongly involved at IFUW level. As a starting point, a “buddy system” was proposed where participants at the workshop would report to those UWE NFAs that had not attended the Antalya Conference.

The twinning concept is an exciting chance to develop closer links with other members within IFUW and to achieve successes within partnerships. A point to remember is that certain funding agencies welcome proposals from partnerships – an excellent reason to consider finding a twin!

IFUW GUIDELINES FOR TWINNING WITH OTHER NFAS

Definition

Twinning is a special linking or partnership between two IFUW national federations or associations (NFAs) to share common interests and activities and to promote international friendship. Twinning is also possible between local groups or branches of different NFAs.

Benefits

Twinning offers mentoring opportunities, either to gain or to share experience. This dual relationship also offers opportunities to exchange ideas and share strategies on common problems, which can enhance advocacy, research and other projects. This is especially true of twinning within regions.

Twinning can be a good selling point for attracting new members and increasing the benefits available to the membership. It provides members with more direct networking and exposure to other cultures. It can also encourage members to gain foreign language skills, as well as contacts they might find useful in both their professional/academic and personal lives. This may facilitate preparation for the next IFUW conference.

Twinning can also be a way of showing solidarity to NFAs in developing countries, through assistance with projects or paying dues.

Twinning should provide an opportunity for mutual and equal engagement, support and learning.

Purpose

- To exchange and develop capacity within NFAs and branches;
- International friendship;
- Opportunities to volunteer or to help others;
- Development of one-to-one relationships between individual members.

Possible Twinning Activities

Friendship Activities

- Hold a joint meeting with your twinning partner.
- Organise a friendship visit to your country for your twinning partner.
- Facilitate holiday or friendship exchanges for individual members of both groups.
- Help to link e-mail "pen pals".
- Before a trip arrange for a basic language course, preferably given by somebody from the twinning country.
- Organise a cultural exchange evening featuring recipes from the twinning country or books by writers from or about the country. Try to get in contact with women from your twinning country in your own town/area.
- Assist with the finding of a suitable twinning NFA for volunteers who wish to travel to another country to work on a worthwhile project.

JOINT PROJECTS/PROGRAMMES

- Start a joint project with your twinning partner; it is often easier to get outside funding when more than one country is involved in a project or when a project targets a specific region or topic.
- Offer opportunities of scholarships to students in your twin country.
- Link to develop exchange programmes – study and work.
- Help your twin with a project on, for example, "How to grow membership"; "How to become sustainable".
- Encourage and assist with relevant advocacy.
- Advocate, where applicable, for your twin.

TWINNING OPPORTUNITIES AT IFUW CONFERENCES

- Invite your twinning partner to co-write papers or co-organise workshops for IFUW conferences or local/regional conferences.
- Correspond with your twinning partner in the months preceding the conference and then meet at the conference to share experiences.
- Undertake combined mini-research at the conference,
- Arrange a special meal or outing for members of both groups.

FUNDING ASSISTANCE

- Help a member or members of your twin group to attend the IFUW conference.
- Assist with your partner's annual IFUW dues.
- Provide support for your partner's projects.

The SAAWG National Executive would welcome any comments, suggestions or offers from our members. We encourage you (as an individual member and/or as part of a branch) to take advantage of this exciting opportunity.

What projects or activities should we initiate as part of the twinning concept?

Hazel Bowen

National President, SAAWG and Convenor, IFUW Membership Committee

Afghan Women Ask for Urgent Help



Jalal Foundation delegation meeting with Marianne Haslegrave at IFUW Office

On 5 December 2011 the international community will meet in Germany for the Bonn II Conference to discuss the future of Afghanistan. Late October 2011, a delegation of four Afghan women met with Marianne Haslegrave, IFUW President, and other IFUW representatives to ask for IFUW's help in ensuring that Afghan women have a strong voice in these negotiations. On 29 October Hazel Bowen, National President, wrote to President Jacob Zuma on behalf of SAAWG, requesting that the South African government do everything in its power to ensure that there is a strong Afghan women's representation at these discussions.

FUWA

Federation of University Women of Africa

We are pleased to record that in October 2011, IFUW Council voted to readmit the **Zambian Association of University Women (ZAUW)** as a member

MEET ZAMBIA'S FEMALE PROFESSORS - INTERNATIONAL WOMEN'S DAY 2011



The Five Professors -from left: Anne, Sikwibele, Mary Peggy Shilalukey, Enala Mwase Tembo, Mubiana Macang'i, Nkandu Luo

On 8th March 2011, a highly successful "Meet Zambia's Female Professors" event was held by ZAUW at the Pamodzi Hotel, Lusaka, Zambia. Zambia has a total of 8 female professors. This was done to profile women who have excelled in their education but who generally do not get much recognition.

IN

MEMORIAM

IN MEMORIAM

CONCHITA PONCINI

Conchita Poncini, Coordinator of IFUW's Representatives to the United Nations in Geneva, died on Friday 13 May 2011 after a long struggle against cancer.

Conchita was born in the Philippines to parents who modelled the relationship of equality between man and woman, which was to have a profound effect on her future. Having won a Fulbright Scholarship and a Smithland International Fellowship, Conchita studied Business Administration, Personnel Management and Industrial Relations in the USA and went to work for the International Labour Organisation (1964 – 1994) which took her to Geneva. After her retirement she began her active work within the NGO field, especially for IFUW where she was a leader in the campaign to have women's rights recognized as human rights. Her mantra was "equality not merely equity". She took on many leadership roles on behalf of IFUW such as President of the Geneva NGO Committee on the Status of Women, Convenor of the CONGO (a coalition of over 65 international NGOs) Working Group on Employment and Economic Development and as IFUW's lead representative at the Human Rights Council. She interacted strongly with the other IFUW representatives far beyond Geneva. She won international awards for her human rights work.

I came to know Conchita through the IFUW conferences but more especially through my visits to Geneva to attend IFUW Board and Committee meetings. In fact she invited me to stay with her on at least three or four occasions. She was divorced and her children were married and living in their own homes – so often I was not the only IFUW person staying



with her. She always introduced us to special aspects of life in Geneva and surrounding areas. She did enjoy having fun! I also accompanied her on a few occasions to the United Nations Building and to committee meetings linked with CONGO or the Human Rights Commission. These were very special as I gained a deeper understanding of the work being done in these areas. Conchita was also very open to discussing issues which she was working on and welcomed sharing ideas and thoughts.

What remains as most memorable about Conchita was the hard work and long hours she put into this voluntary work. I would frequently go off to bed (not that early!) and she would go downstairs to her office to continue working on yet another Paper which was to be presented at the United Nations or for some committee.

Although a strong and determined woman, Conchita believed in teamwork; we do, therefore, have a legacy of a fitting leader to take over the reigns of the team in Geneva. Conchita was a very inspiring woman and Geneva will not seem quite the same to me in future.

HAZEL BOWEN
National President
IFUW Membership Committee Convenor

The IFUW Board of Officers is pleased to announce that the **Conchita Poncini Jimenez International Human Rights Fellowship** will be offered in 2012 for advanced research, an internship or project to be carried out with an appropriate international or national human rights organisation, or study for an academic qualification (**Master's or doctorate**) for those with substantial experience in the field but no higher degree. Proposals must relate to the use of human rights instruments and agreements for the advancement of women (eg CEDAW). Those eligible will include women human rights activists, scholars, journalists, writers, or social scientists with a demonstrated commitment to the advancement of the human rights of women and girls. Preference will be given to applicants with at least five years of proven activism or research experience in the field. The Board has set a goal of raising 20'000 CHF for this distinguished award. The application form will be available on the IFUW website from 1 January 2012.

ALBERTINA SISULU



JOHANNESBURG: On 2 June 2011 Albertina Nontsikelelo Thethiwe Sisulu, often referred to as “the mother of the nation” died at her home aged 92 years. Ma Sisulu had been at the forefront of the resistance against Apartheid, being the only woman to attend the first conference of the African National Congress (ANC) Youth League’s conference and a leading light within the ANC Women’s League from its inception in 1948. Over the years she suffered repeated jail terms, was banned from travel (until 1983) and from speaking in public. She raised her five children alone whilst her husband, Walter, was imprisoned on Robben Island. In 1983 she was active in the establishment of the United Democratic Front and, in 1994, she took up a seat in the first democratic Parliament, which she held for four years. She won numerous humanitarian awards. Her children have continued in their parents’ footsteps, playing leading roles within South Africa.

SAAWG pays tribute to such a doyen of the struggle in South Africa and a champion for women’s rights. She epitomised a key tenet of SAAWG and IFUW policy regarding the necessity for women to be in decision-making positions to influence society.

A letter of condolence was sent by SAAWG to her family in June 2011.
(information and photograph: www.sahistory.org.za)

WANGARI MAATHI

NAIROBI — On 25 September 2011 the Kenyan environmental activist Wangari Maathai, aged 71, died in the Nairobi hospital after a prolonged struggle with cancer.

Prof Maathi won the 2004 Nobel Peace Prize for her reforestation work in her native Kenya -- the first African woman, the first Kenyan and the first environmentalist to receive this honour. She was, also, the first woman in east and central Africa to earn a doctorate

Maathai became a key figure in Kenya since founding the movement in 1977, staunchly campaigning for environmental conservation and good governance.

The Green Belt movement, founded in by her in 1977, has planted some 40 million trees across Africa. Maathai also headed the Kenya Red Cross in the 1970s.

For more than a decade from the 1980s, her movement joined the struggle against the dictatorial regime of Kenya’s former president Daniel Arap Moi, with Maathai repeatedly being teargassed and beaten by police.

During the time, she actively campaigned against the construction of a high-rise building at a park in central Nairobi, stopping the destruction of a forest outside the city, and she successfully pressed for the release of 51 political prisoners. Outside Kenya,

Maathai was involved in efforts to save central Africa’s Congo basin forest, the world’s second largest tropical forest.

The award-winning Maathai, in recent years, founded green groups and launched several campaigns against climate change and for environmental protection.

Professor Maathi was elected an MP in 2002 and held the post as the Environ Assistant Minister from 2003 to 2005.

Maathai, who was divorced, leaves behind three children and a granddaughter.



Adapted from information given on Google Homepage
Picture supplied on website

SAAWG pays tribute to the women of Africa who have been awarded the NOBEL PEACE PRIZE

Nobel Peace Prize 2004 Wangaari Maathi Kenya See obituary above

Nobel Peace Prize 2011 was awarded jointly to **Ellen Johnson Sirleaf, Leymah Gbowee and Tawakkul Karman** "*for their non-violent struggle for the safety of women and for women's rights to full participation in peace-building work*".

Details taken from BBC News Online October 2011....



Ellen Johnson Sirleaf: Liberia

President of Liberia: elected 2005 - Ellen Johnson Sirleaf, Africa's first elected female head of state, is known as the "Iron Lady" by her supporters. Mrs Sirleaf has held a string of international financial positions, from minister of finance in the late 1970s to Africa director at the United Nations Development Programme. Thus many people felt she was well placed to rebuild Liberia's shattered economy.



Leymah Gbowee: Liberia

The Nobel Committee declared that Leymah Gbowee "mobilised and organised women across ethnic and religious dividing lines to bring an end to the long war in Liberia, and to ensure women's participation in elections. She has since worked to enhance the influence of women in West Africa during and after war".

She is credited with organising a group of Liberian woman in 2002 to put pressure on then-President Charles Taylor to end the country's brutal civil war. They were the mothers, wives and sisters of the men doing the fighting and their victims. In 2006, she co-founded the Women Peace and Security Network Africa, based in Accra, Ghana. It works with women in West African countries with a history of conflict.



Tawakkul Karman: Yemen

The 32-year-old mother of three founded Women Journalists Without Chains in 2005. She has been a prominent activist and advocate of human rights and freedom of expression for the last five years. She has led regular protests and sit-ins calling for the release of political prisoners. Ms Karman has led rallies in the continuing protests against the rule of President Ali-Abdullah Saleh. She is a member of Yemen's leading Islamist opposition party, the Islah - a conservative, religious movement that calls for reform in accordance with Islamic principles. She has campaigned to raise the minimum age at which women can marry in Yemen. She has been jailed several times for her activism, pilloried in the official media and attacked. Unusually for a woman in Yemen, Ms Kamran wears a headscarf, not a full veil.



2013 in Istanbul

**The IFUW Conference is going to be held in Istanbul
from 16 to 21 August 2013.**

With an exciting new conference approach, a provocative topic and time to explore this marvellous city where East meets West, this conference promises to be one of the best ever. Mark your calendar now. It is an opportunity you will not want to miss.

More details coming soon.

JOIN US
