

NEMISA NEWS

August 2020

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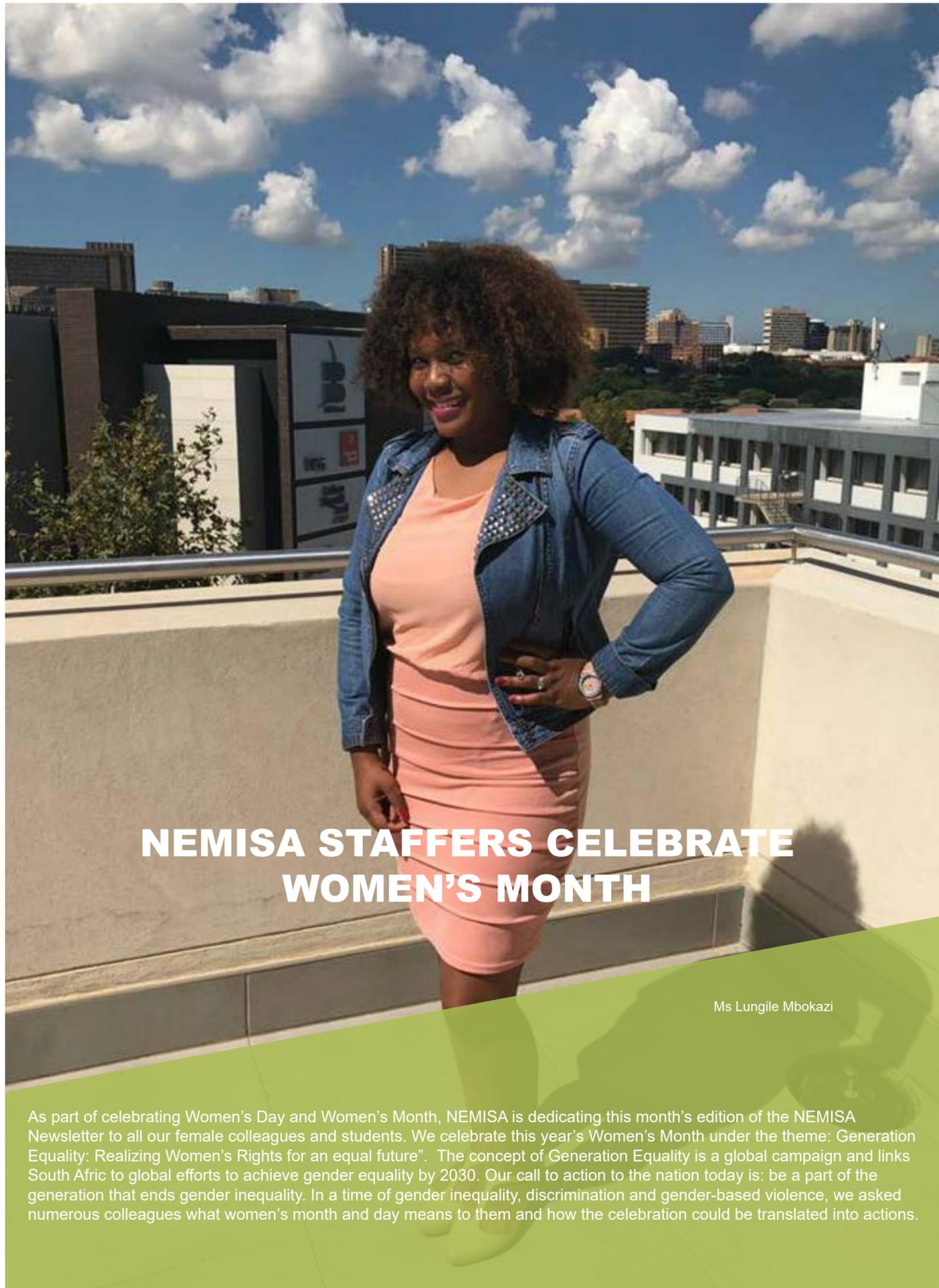
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NEMISA STAFFERS CELEBRATE WOMEN'S MONTH

Ms Lungile Mbokazi

As part of celebrating Women's Day and Women's Month, NEMISA is dedicating this month's edition of the NEMISA Newsletter to all our female colleagues and students. We celebrate this year's Women's Month under the theme: Generation Equality: Realizing Women's Rights for an equal future". The concept of Generation Equality is a global campaign and links South Africa to global efforts to achieve gender equality by 2030. Our call to action to the nation today is: be a part of the generation that ends gender inequality. In a time of gender inequality, discrimination and gender-based violence, we asked numerous colleagues what women's month and day means to them and how the celebration could be translated into actions.

Ms Lungile Mbokazi

1. What does Women's Month and Day mean to you?

Woman's month means; celebrating each women's achievements, courage, strength, efforts done to be where we are. Having the freedom to express our intelligence, confidence, the power to follow your dreams even if you have to fight hard to achieve them and finally having a voice. Woman's day for me means that I am a creator, I am the woman that brings life into existence. This day is very dear to me cause not only am I celebrating Woman's Day I am also celebrating my 8 years old son Njabulo's birthday. And I would like to wish him a blessed birthday may the Lord grant him all his heart's desires, Mommy loves you.

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?

That is a difficult one, this year started with a bad note regarding women abuse. We've seen many cases of abuse, rape and violent crimes against women. Which makes it hard to celebrate women's month/day without asking yourself what's there to celebrate as we are not that important or valued in the country.

I mean what are we celebrating? It hurts that women cannot enjoy this month freely, but we as women must stand together and fight. Show these criminals that we are IZIMBOKODO and we are unbreakable.

3. What else do you think can be done, which will be more effective in promoting Women's rights and aspirations, rather than only commemorating this day as a formality?

There is little to be done at this moment without the help from the government, without strict laws in place to protect women and children from perpetrators we can't celebrate woman's month.

We need legislations that work in favour of the victim and not the culprit. And I think if police officers change the narrative and the stigma attached to reporting a crime of rape or violent activity to victims then we will be taking a step forward in the right direction.

4. What is NEMISA doing to make sure that it has a conducive working environment that is not sexist and has undertones of patriarchy?

Well, I think management needs to understand who their employees are, which might give them more insight into their needs. The company needs to have team building activities to help improve internal communication, production, innovation and boost staff morale.

They also need to establish relationships with Mentors, and female leaders like CEO's and Directors. To help the women in the company learn more, get experience in their respective roles and give opportunities that will help build their careers. IZIMBOKODO lets keep our heels, heads, standards high and lead without fear or favour.

I will leave you with a message from Gloria Steinem; "The story of a woman's struggle for equality belongs to no single feminist nor to any organization, but to the collective efforts of all who

"We as women must stand together and fight. Show these criminals that we are IZIMBOKODO and we are unbreakable"

Lungile Mbokazi

Ms Annah Motloug

1. What does Women's Month and Day mean to you?

Women's month is an opportunity to celebrate and reflect on women's achievements, as well as the problems they have faced in the past struggle in order to have the freedom and celebrate the important role they continue to play in society.

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?

Yes, it is still relevant to celebrate women's day and month since it draws attention to significant issues women still face, such as parenting, domestic violence, sexual harassment in the workplace, etc decision-making processes, as often decisions are made for them by the men in their lives. Therefore, sexism is still a reality for most women and a concerted effort in dealing with the biases is imperative to the creation of an enabling environment for women to thrive. This is especially critical now amid the disruption stemming from the 4th Industrial Revolution and the opportunities that women could co-create if they are included and encouraged to make a difference. **Continues next p.g**



Ms Annah Motloug

3. What else do you think can be done, which will be more effective in promoting Women's rights and aspirations, rather than only commemorating this day as a formality?
 i. More Fund-raising and grant-making initiatives
 ii. More involvement of political, religious and community leaders to ensure the success of programme to promote women's rights
 iii. Introduction of more training and awareness campaigns to effectively support women's rights
 iv. Given their important role in the different organisations and companies, women must be allowed to participate in decision-making processes, and be provided with access to physical and capital resources.

4. What is NEMISA doing to make sure that it has a conducive working environment that is not sexist and has undertones of patriarchy?
 i. Appoint women as part of the interviews panel
 ii. Appoint women at management level
 iii. Provide equal training opportunities and salary packages to all employees

5. Do you think there are enough women in the HR space in the working environment?
 Yes, there are enough women in the working environment.

"Women's month is an opportunity to celebrate and reflect on women's achievements"
Annah Motloung



"We need to educate the young ones especially, the youth about the worth of another human being"
Thembi Sibeko

1. What does Women's Month and Day mean to you?
 It means celebrating equality. That all lives matter, whether male or female and that we are all created equally. This reminds all that women are also valuable beings.

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?
 I believe it is even more important because of these crimes. Yes, we have a nation who still do not know how to treat women well. Education is still needed to change the terrible mindset and bad traditions.

3. What else do you think can be done, which will be more effective in promoting Women's rights and aspirations, rather than only commemorating this day as a formality?
 We need to educate the young ones especially, the youth about the worth of another human being.

4. What do you think NEMISA can do to make sure that it has a conducive working environment that is not sexist and has undertones of patriarchy?
 NEMISA needs to ensure that women are protected from such people by creating a safe platform for such victims not to be victimised further by protecting their identities, dealing with the perpetrators with serious disciplinary actions and supporting such victims.

Ms Thembi Sibeko



Ms Antoinette Young

"I honestly don't think one month of celebration is enough to change attitudes"
Antoinette Young

1. What does Women's Month and Day mean to you?
 Women's Month is a nice idea, but I wonder why we need a special month to be a women's month, what does it mean the rest of the year is? Not women's month?

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?
 If you look at the violence that is perpetrated against women and children, I honestly do not think one month of celebration is enough to change attitudes.

3. What else do you think can be done, which will be more effective in promoting Women's rights and aspirations, rather than only commemorating this day as a formality?
 Women need to be respected and empowered but this respect and empowerment begins with children. Little girls need to be told they are special, they are worthy, and they are strong, little boys need to be taught to respect their mothers and protect their sisters. Fathers need to take responsibility for their children to teach them through their actions.

4. What do you think NEMISA can do to make sure that it has a conducive working environment that is not sexist and has undertones of patriarchy?
 I honestly do not have issues with the working environment at NEMISA, I have never felt the atmosphere to be sexist.

**Generation Equality:
 Realising Women's Rights for an Equal Future**
 #IAmGenerationEquality



Wanthint' Abafazi, Wathint' Imbokodo

Kgalalelo Sennano, Botshedile Pheko, Nthabisemd Mkwazazi, and Portia Keameditse



NEMISA BOARD CHAIR
Ms Molebogeng Leshabane

1. What does Women's Month and Day mean to you?

Women's Month and Day means the country is focused on recognizing women's needs that remain unmet and a reassessment of whether we are investing enough effort and resources in ensuring gender equality. It is also a period for everyone to introspect their participation in uplifting women in all their Maslow hierarchy of needs.

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?

It is even more relevant because as much as there is some improvement in the recognition of women as highly capable human beings, the majority of women remain marginalized, undermined and excluded from the economic opportunities that are material in nature. Furthermore, in society and family environments and at home, most women do not partake in decision-making processes, as often decisions are made for them by the men in their lives. Therefore, sexism is still a reality for most women and a concerted effort in dealing with the biases is imperative to the creation of an enabling environment for women to thrive. This is especially critical now amid the disruption stemming from the 4th Industrial Revolution and the opportunities that women could co-create if they are included and encouraged to make a difference.

3. What else do you think can be done, which will be more effective in promoting Women's rights and aspirations, rather than only commemorating this day as a formality?

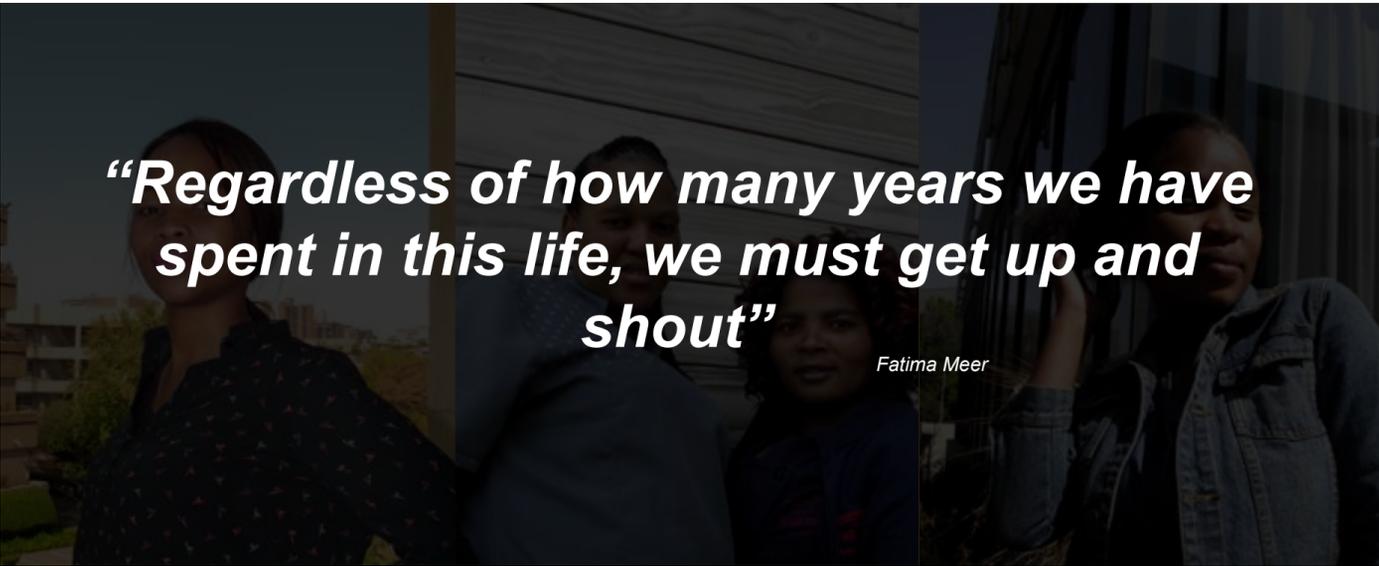
I believe what could also make an impact in the upliftment of women, is using this day to recognise efforts made by various private and public sector stakeholders in their participation towards the course and publicising opportunities developed for women in various spheres of life such as; education, coaching, counselling, skills development, jobs and entrepreneurship. Access to information for women is a challenge that can be addressed by using media platforms that are popular amongst the targeted groups.

4. What is NEMISA doing to make sure that it has a conducive working environment that is not sexist and has undertones of patriarchy?

NEMISA promotes a culture of gender equality through our values, transparency in our work methods and policies underpinned by principles of fairness and equal recognition. Our skills development programmes are predominantly targeted at disadvantaged women in rural and urban areas, offering them access to various creative media and 4IR skills development opportunities. This would ensure that women from all backgrounds are empowered with skills to meaningfully participate in the global digital transformation and make an impact!

"NEMISA promotes a culture of gender equality through our values"

Molebogeng Leshabane



"Regardless of how many years we have spent in this life, we must get up and shout"

Fatima Meer

1. What does Women's Month and Day mean to you?

Women's Day and Month to me means emphasizing the importance of women, without sounding Sexist (Laughing out Loud) I mean, even the word "WOMEN" has "MEN" in it. Women are so important as everyone is birthed by a woman, the day and month mean celebrating women and acknowledging them no matter how big or small the platform is.

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?

Celebrating the day and month is now more relevant and important than ever not only because of the scourge in violent crimes against women but also because it is time society is reminded who women are and the major roles they play in society and at home.

3. What else do you think can be done, which will be more effective in promoting Women's rights and aspirations, rather than only commemorating this day as a formality?

More programmes on different platforms focusing on women should be put in place in effectively promoting women's rights and aspirations. Although a lot of movements and support systems are already in place they are just not enough and we need to think bigger for example; instant help apps for GBV, more help and support centre's in rural areas because honestly there are a lot of women who still have no clue where they will begin or go should they leave abusive relationships or marriages.

4. As a female student what do you think can be done to reduce levels of patriarchy in our society?

Patriarchy can be reduced in our society by giving a person a chance based on merit and their abilities not based on their gender.



"We need to think bigger for example; instant help apps for GBV more help and support centre's in rural areas"

Palesa Mokoena

“Women’s month is needed more now than ever before”

Ferial Kaylas

1. What does Women’s Month and Day mean to you?

To me, Women’s month is a celebration of the liberation of women and the power and strength we hold. Women’s Day to me was one of the exciting days with DCDT and other shareholders, celebrating with our Honourable Minister and motivational speakers. As a woman, I was motivated to become a motivational speaker and did so at one of these functions where I represent NEMISA.

2. Do you think that celebrating the Day and Month is still relevant today; taking into consideration the scourge in violent crimes against women?

I certainly do think it is still relevant especially amid the recent violent crimes. It is important that we still celebrate the month and shed more awareness of the issues women face daily. Women’s month is needed more now than ever before.

3. What else do you think can be done, which will be more effective in promoting Women’s rights and aspirations, rather than only commemorating this day as a formality?

We must do not allow the rights of women and girls to regress. Women are nurturers and multitaskers by nature and if given an opportunity, they can excel in all spheres while maintaining a fair balance. With the digital revolution changing the way the world operates, a plethora of opportunities is opening up across various sectors. We as women should not look down on another when lending a helping hand. We need to practise kindness daily towards one another as mothers, sisters, grandmothers and as wives.

4. What do you think NEMISA can do to make sure that it has a conducive working environment that is not sexist and has undertones of patriarchy?

Firstly, I would recommend an Employee Wellness day at NEMISA to specifically discuss this matter, which should also be more of teambuilding amongst women of the organisation. Rewards and bonuses can boost workforce morale and enliven everyone’s spirits. Employees see incentives not just for its cash value, but also as validation that they have done something right. NEMISA should allow equal opportunities and pay to both males and females. Also the organisation should have more female representatives at management and executive level. Motivate and promote junior females into Management positions instead of recruiting from outside. Men at NEMISA should have awareness sessions now and then on how to treat women, not only in person but digitally as well.



Ms Ferial Kaylas

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