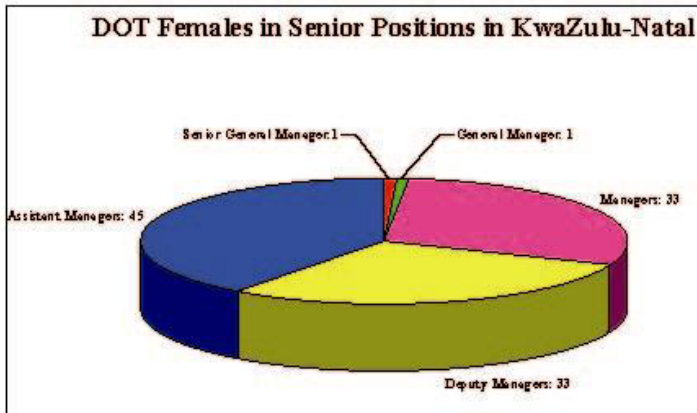


## TRANSPORT DEPARTMENT ACHIEVING GENDER EQUITY IN SENIOR POSITIONS

Government policy requires that fifty percent of senior positions be occupied by women. The Department continues to strive towards gender equity in senior positions, and this is evidenced by the recent appointments of women in the senior positions of General Manager: Strategic Planning, Glen Xaba, Manager: Legal Services, Simanga Ngubo and Manager: Media Liaison and Public Relations, Nonkululeko Mbatha.



Management positions held by women in the Department are made up of 45 Assistant Managers, 33 Deputy Managers, 33 Managers, 1 General Manager and 1 Senior General Manager. Even so KZN MEC for Transport, Community Safety & Liaison, Bheki Cele, is of the opinion that the Department needs to move faster with achieving the 50% target set by government. He was recently interviewed for Igalelo, the Department's external newsletter, and had the following to say:

"The Department of Transport needs to move faster with that policy because, by September last year, we had only achieved 30% of that target. Even so, we believe it's not only about quantity, but the quality of our employees is also very important. Unfortunately, there is this lingering perception that women are prone to incompetence. To the contrary, I have found the opposite to be true. In my personal experience, for instance, my office only has female staff members and they are highly efficient."

"However, I wish to acknowledge a lot still needs to be done to ensure that women are represented in such fields as engineering and this is to be achieved by offering more bursaries and internships to women to pursue careers in this particular field, including science and mathematics."

On the department's flagship poverty alleviation and job creation programme, Cele said he was proud of the Zibambeke projects. "Women are a major part of the project and as a result are able to put food on the table. The Zibambeke projects involve women who would not have been employed, they represent some of the greatest achievements of the department."

Cele called for men not to resist broader women emancipation. "I appeal to men to be a part of its speedy realisation because empowering women has positive spinoffs for the well-being of many families. Recognising women are here to compliment men makes things easier, and so we need men who are open to new ideas and who will not work against women empowerment."

Cele said government was recognising women. "You will remember in 1956 about 20 000 women marched to the Union buildings protesting against carrying passes around their necks. Since then the new government has recognized the strength of women. August 9 has been acknowledged as Women's Day, and it is upon us. "However, we continue to see a lot of abuse of women and children in KwaZulu-Natal and South Africa at large. I believe this is due to the wrong mentality which exists in some men who think women are owned by them and in order for women to understand and behave they need to be punished. Men should stop abusing women emotionally and physically, unfortunately it always begins with a slap. Women should not allow themselves to be abused without reporting it to anyone, be it family members or the authorities. They should simply say I refuse to be abused."

**WOMEN'S DAY MESSAGE FROM THE MEC FOR TRANSPORT, COMMUNITY SAFETY AND LIAISON, MR  
BHEKI CELE**

As South Africa commemorates the role of women in our society during the month of August and beyond - it is therefore important that we intensify the struggle for the emancipation of women and completely eradicate remnants of sexism that still exist in our society.

Femicide is a serious challenge in our province that needs a collective approach by all citizens. Domestic violence impacts negatively to families, to communities and to the greater society. Let us promote family values, stop violence against women and children and provide a support base for all in our quest to defend the weak.

**May we all bring hope, peace and make a difference as we celebrate  
Women's Day 2007!**