

**PROGRAM DATE: 2014-06-26**

**PROGRAM NAME: WOMANITY – WOMEN IN UNITY**

**GUEST NAME: MRS KILE-KWINANE – SOUTH AFRICAN WOMEN IN CONSTRUCTION; MRS NORA FAKUDE – BUSCOR - (PART ONE)**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA	Today's discussion concerns women operating in sectors of business which one would typically characterise as being male orientated industries. We will address the progress and challenges that women experience and what is being done to overcome these issues.
DR. MALKA	Joining us in studio is Mrs. Kile-Kwinane from The South African Women in Construction and Mrs. Nora Fakude and I will give a brief introduction to you. Mrs. Kile-Kwinane is an entrepreneur; she previously worked with SAA in the corporate world and after leaving SAA she founded Ntando-Thando General Trading and Services in 2006 which is a company that she owns and manages and over the years this has been evolved to a fully-fledged construction and consulting company whose core services are in general building, civil works, renovations, maintenance and project management services. Additionally she is the CEO of Kudu Technologies and Lekile Consulting. She is the Chairperson of South African Women in Construction for the Gauteng Province and a board member and Interim National President of South African Women in Construction where she spends her time mentoring other women and youth in the business. She has also served as a member of the Working Committee which was instrumental in the re-launching of the Black Business Council and currently continues to serve in the Infrastructure and Economic Transformation sub-committees. She is also Treasurer General in the Black Business Council in Built environment and in her spare time she enjoys spending time with her family and friends reading, playing golf and jogging. Very industrious.
DR. MALKA	Mrs. Nora Fakude is a mother of four girls and I think that is a particularly significant element given the topic of our conversation today. She is a teacher by profession and she started Bohlabela Wheels, a company which does manufacturing, refurbishing and maintenance of the military fleet in 1997. She was appointed to Middleburg and Phalaborwa and also does tenders. She came into Buscor in 1998 as a director and minor shareholder where she began to aggressively start training female bus drivers and to date 10% of trained bus drivers are women. Additionally she decided to rebuild the five years ago and building completed in 2014, May, and interestingly as the agreement that she had with her contractor that 40% of the workers who were doing the work there were women, which I think is another significant accomplishment. Welcome to the show, it's wonderful to have you here.
<b>MRS KILE-KWINANE</b>	<b>Thank you so much Doctor Goneous-Malka, it is a pleasure to be here.</b>
<b>MRS. FAKUDE</b>	<b>Thank you, it's a pleasure to be part of your show.</b>
DR. MALKA	And Mrs. Fakude I must just say to you that I first saw you when I did a panel interview on Women's Day in 2013 and I thought you were an exceptional inspiration and really remarkable in terms of the work that you've done on a rural level for women's empowerment, so welcome to the show; it's great to have you here.

<b>MRS. FAKUDE</b>	<b>Thank you I'm pleased to be part of your show and greetings to the listeners.</b>
<b>DR. MALKA</b>	To start off with, construction as well as the transport sectors of industry, are generally regarded as male-dominated industries but they account for a significant level of our GDP and output; I believe according to the latest statistics in South Africa construction accounts for 3% of annual GDP and transport, storage and communication account for 9.1% of GDP. However, if we start to look at the dynamics of women employed in those various sectors I noted in the construction sector only 11% of the people employed in that industry are women and likewise in the transportation sector, it's also exceptionally low at only 20%. If you could please expand on what your thoughts are on the business Mrs. Kwinane?
<b>MRS. KWINANE</b>	<b>Actually it's a very, very sad part of a good story to tell because by the look of things, looking at our country and where we're coming from 20 years down the line after our democracy, 11% of women being only the percentage that has been employed in the construction industry that has got a budget of over a trillion rands that needs to be spent for infrastructure development...</b>
<b>DR. MALKA</b>	...on an annual basis?
<b>MRS. KWINANE</b>	<b>...no it was done over a period of three years, I think, and now we are on our second year, if not our third year already. It's a very, very sad state of affairs if one may put it that way but there's a lot of factors that have got to do with that you know, because now when we're talking employment I'm not too sure whether we're talking employment in terms of people that have got jobs or are we talking employment and the business opportunities as well, because those are two different. If we're looking at your CIPC registration in fact there's a lot of companies that have been registered on their database as trading in construction. If you're looking at the Construction Industry Development Board for the contractor's database you'll find that there's more than ten thousand registrations that are there and about 80% of those are women owned entities. However, if you now zoom further down to see the impact of these women owned companies <b>within the economy itself, then it's a different ballgame altogether.</b></b>
<b>DR. MALKA</b>	So we've got a difference between merely registering and actual implementation and being participants in the work environment.
<b>MRS. KWINANE</b>	<b>Definitely, registration will give you all those big numbers that will tell you that you know what, women have been given an opportunity now to register, but however, if you're talking at now the rands and cents of how much money or how much of the revenue goes to those women, it's a different ballgame altogether.</b>
<b>DR. MALKA</b>	And Mrs. Fakude, in your experience in the transport section, do you see a similar picture emerging?
<b>MRS. FAKUDE</b>	<b>A similar picture is emerging but I operate in a slightly different environment where it's mainly the service that was rendered by men and there are no statistics because you have to empower the women that are close to you, purely because I am from a rural area and I just focused especially on rural women, understanding the environment behind, hence I take rural girls, raw as they are, train them only as service providers, drivers, mechanics, because that's all I can offer and as you rightly said, 10% of our drivers now are women, which .....women who nobody ever thought that a woman can drive a train bus and one with a training that we brought in the mechanics as well as electricians. However, some have come and gone out and are participating in the trucking industry where you buy a truck and bring it in and operate as a business person. However, it's not</b>

	<b>much business, independent business entrepreneurs that one has create, no.</b>
DR. MALKA	You're finding that you have almost become a training ground because you are contributing, you're empowering young rural women to become bus drivers or mechanics and going into industries which they possibly hadn't considered when they were growing up and are you finding that your staff are moving on to other organisations nationally and moving away from their roots?
MRS. FAKUDE	<b>Oh absolutely yes because you know Buscor became an eye-opener for other bus operators as well as truck owners that women can drive and they drive better. The ....</b>
DR. MALKA	...so women are better drivers....
MRS. FAKUDE	<b>They are much better drivers, very responsible and it's people you can trust because they're not moving around a lot and as well they do their work with dedication and commitment because they've got families to take care of, especially the ones from the rural areas, they appreciate the fact that they've got a job and they can go out and look. But other companies have now realised that women are better drivers and better.....workers. I train.....still at some point I had about 150 women trainee drivers but the numbers are dwindling because it's now in ground that people know they can.....and I wanted to say that we don't just train them to be drivers, we train them to be professional drivers as well and I must say from the pool of 200 professional drivers that I have, 31 are female so we are getting there, even though they get stolen by other companies and I am happy for that because they recruit them at a price, at a premium, pay them slightly more for them to leave Buscor in order to be part of their staff and I'm happy about that.</b>
DR. MALKA	But Buscor stays at the core of their roots....
MRS. FAKUDE	...yes....
DR. MALKA	...and I'm sure that the memory of their time with you will be something which is etched with them for the rest of their careers.
MRS. FAKUDE	<b>Oh absolutely, some I meet and I can't even remember their faces. Some ...there's two ladies who are now training drivers and they trained driving at Buscor and from driving trucks and they are moving up the ladder.</b>
DR. MALKA	I think it's an incredible legacy.
DR. MALKA	We'll be right back after this.
	<b>AD BREAK</b>
DR. MALKA	If you have just tuned in, we're talking about women in the construction and transport industries with Mrs. Fakude from Buscor and Mrs. Kwinane from South African Women in Construction. We would love to receive your comments on Twitter: @WommanityTalk.
DR. MALKA	Ms Kwinane, you're on a different side but we're still looking at things as a gender point of view; what made you go into the construction sector?
MRS. KWINANE	<b>The first time I decided into go into the construction sector it was from the basis of me wanting to participate in the property space. That dream, you know, I was still quite young at that time, was to own buildings, you know, and rent them out or buy them and sell them but then unfortunately that particular time I didn't have enough money or capital to be able to do that and....</b>
DR. MALKA	...yes, it's a considerable investment...
MRS. KWINANE	<b>...yes, yes, definitely, so a friend of mine actually advised me to look into construction first would make business sense because on the other hand if you are going to be trading in that space you need to understand the building for that matter. So construction was going to provide me with that basis of understanding, what a good building looks like, what a building that is worth the investment looks like and that's how I decided to</b>

	<b>go into construction, however,....</b>
DR. MALKA	...and were you on sort of retail, consumer, housing, or are we talking about shopping centres and high-rise buildings?
MRS. KWINANE	<b>No at that time I was not in the space at all so I didn't even know that there's a difference between your retail, your shopping, your office park and whatever, I just wanted to buy a building and own it and make money out of it, that was the whole intention. But given the challenges that are there, remember firstly the construction industry is not your sexy type kind of an industry, it's not very girlish if I may put it that way because even today with my two daughters, they will tell me Ma, you have got to have lost your mind, there is no way that they're going to go into construction.....</b>
DR. MALKA	...so they're not going into the family business....
MRS. KWINANE	<b>...they say they're not going to go but they have to go there because this is a legacy that I'm building for them, you know, however there are other professionals that are there within the construction industry, it's just that they don't look at the actual being a contractor as a kind of a job that is sexy because that means you need to put on your PP, which is your overalls, and sometimes you come back home, you are full of mud because you've been working on site, so which is not very, very appealing to the young girls.</b>
DR. MALKA	...not glamorous...
MRS. KWINANE	<b>...not at all, but to get back to your question again, when I was a student in the 80's it was during that time when girls were told what studies to go for, you know, even beyond your matric and I was disheartened by unfortunately the circumstances that one grew up under where my dad could not afford to pay for me to become a medical doctor because that was my aspiration. So sitting there, not having money to go to school and holding an exemption in my hand and I had to work very hard for it, I was very disheartened because the boys that got even lesser or bad symbols that what I got managed to get their apprentices with companies like your Iscor and all of that, where they are going to be trained as artisans, but I could not get through because I was a girl, so...</b>
DR. MALKA	...so purely on gender....
MRS. KWINANE	<b>...purely on gender....</b>
DR. MALKA	...nothing about your competency....
	<b>....nothing about competency...</b>
DR. MALKA	...it was just gender...
MRS. KWINANE	<b>...nothing about my grades, just purely because I was a girl child I could not go so when the opportunity for construction came through I thought this is my time now to settle the score and prove to myself and to the world that I can do anything and everything, not just because I'm a woman I am limited.</b>
DR. MALKA	I think that's a wonderful story, very passionate.
MRS. KWINANE	<b>Thank you and I've never looked back hey, I'm enjoying myself every day in this industry, with all the challenges that are there that I'm going to go through I hope later in the show, but also to mention that there is a very good story to tell when it comes to the participation of women in the construction industry. The willingness of the government, you know, to make sure that they recognise the fact that women had been biasedly excluded in the old system than we are now, so there's a lot of policies that have been developed in terms of transformation like for instance we've got our triple BEE and then we have got our gender policies as well. The constitution of the country is also in support of making sure that people are</b>

	<p>participating equally in the economy of the country without necessarily being excluded because of their gender and race. The willingness of also some of the officials within the public sector and the state owned enterprises, like for instance you've got companies like PRASA that have got a programme that's dedicated to women, you know, PRASA has put aside about one billion rands for the next five years to make sure that women are not only going into classes for training to develop their businesses, but they are also getting an opportunity to participate in your rail industry, you know, from your rail engineering to the construction and property management to ICT as well, which is a very, very good investment and a deliberate effort that has been done by government on that note.</p>
DR. MALKA	<p>Could you just clarify the acronym for PRASA?</p>
MRS. KWINANE	<p>PRASA is P-R-A-S-A is Passenger Rail something something of South Africa, but it's responsible for your Metrorails, your Autopax, Shosholozameyl and I don't know which other subsidiary that they have...Intersite? Yes, it's Intersite.</p>
DR. MALKA	<p>Okay, it's the transport area.</p>
MRS. KWINANE	<p>Yes.</p>
DR. MALKA	<p>And Mrs. Fakude if you could come in at this point and just elaborate on how you came into the transport industry; what your experiences were?</p>
MRS. FAKUDE	<p>When I came into Buscor it was in 1998 but before Buscor I started a company Bohlabela Wheels which manufacturers and refurbishes military vehicles and initially I was manufacturing washers when applying for accreditation by Armscor and BAE Systems and it was male...white male dominated industry and I was written off even before I started, my opponent in Nelspruit gave me three months to survive in the industry. A lot of things happened to pull me down but I stuck by my commitment to enter the military industry and that's when I was granted a small contract to build new bodies for military trucks and I never looked back because thereafter I tendered for big contracts like the Gun Tractor, got it and finished it in time, that's when I started going, I was appointed to support Middleburg, .....Phalaborwa, .....as well as special forces.</p>
DR. MALKA	<p>At the beginning, making your mark of proving your worth, showing that you could do it and having examples that were tangible and then that has been sort of the catalyst that has grown the rest of your business ventures.</p>
MRS. FAKUDE	<p>Absolutely, absolutely and I didn't stop there because I felt I was looked down upon because I'm a woman and I started training the ladies that came in as secretaries to be in charge, go under a truck, look at the faults and look at what the men are doing on those trucks and submit a good product and they succeeded in that, they are running the two plants right now and then I was appointed Director at Buscor with a small shareholding of 24%. I grew the company and today I am at the helm of the company, the 44.5% shareholding, this is the first bus company in South Africa to be RTMS accredited which is...RTMS is equivalent to Bureau of Standards and this is Buscor and we are a leader in our industry. I think the average age of our fleet is four and a half, you can't get that in Africa and it's because safety is my priority and we are....and our passengers are mainly rural and it is my commitment that rural people also deserve the best and it is the best that I'm giving them.</p>
DR. MALKA	<p>Congratulations on your work, I think you're doing an astounding effort for society. Thank you for talking about your personal experiences as you started in your respective industries and I think reflecting back now we can see how much transformation has happened within South African society and also, in</p>

	particular, for women.
DR. MALKA	We'll be right back after this.
	<b>AD BREAK</b>
DR. MALKA	If you have just tuned in, we're talking about women in the construction and transport industries with Mrs. Fakude from Buscor and Mrs. Kwinane from South African Women in Construction.
DR. MALKA	I'd like us to talk more now about the challenges that women still experience; Mrs. Kwinane if you could highlight some of those areas that you've encountered?
<b>MRS. KWINANE</b>	<b>Unfortunately you'll find that there's a lot of commonality between what Mrs. Fakude has noted and what we are going through because the issue here is the gender stereotypes. Before you can even be assessed on your capacity and your ability and your competence, the fact that you're showing up as a woman is a problem and I still have men, even today, that will still say women, construction, what is all that about, you know, so you've got to prove yourself triple times and remembering that first, especially as a black women in this case, I need to catch up with the black men before I can even catch up with the white counterparts that are already established.</b>
DR. MALKA	So we've got patriarchy and cultural influences...
<b>MRS. KWINANE</b>	<b>...definitely...</b>
DR. MALKA	...that you deal with those complexities as well....
<b>MRS. KWINANE</b>	<b>...definitely, you've got to deal with those first and then secondly you go to say okay fine, now I'm supposed to be functioning under an environment that is conducive and enabling, you know, because we've got the policies that I've mentioned earlier on, then you get to know the people that are supposed to be implementing and there is hiccups again at the end of the day. So every single time you've got to know your story, you've got to know your policies so that when you go and you approach your government officials for opportunities, in my case especially because I'm sitting at the helm of the South African Women in Construction which is an organisation that has been put together by women, to say guys I cannot do it on my own but we need to have a voice out there as women that are in construction in terms of the capacity needs that we have because obviously, given the history, there is no way that we can say we are on the same playing field with our male counterparts, therefore we need an extra kind of capacity building to be forwarded or afforded to the women, so hence the formation of South African Women in Construction. But you will find that when you go and approach people to say okay you guys have put aside in your budget, or you've announced that you've got 30% as part of your policy in terms of your expenditure that is set aside for women, which women have you empowered or what is your game plan?</b>
DR. MALKA	Is this the budget where you were talking about the trillion rand over three years awarded to construction and there is a specific portion of that that should go towards women?
<b>MRS. KWINANE</b>	<b>The government policies speak to the upping of women to become a 50/50 basis,...</b>
DR. MALKA	...yes...
<b>MRS. KWINANE</b>	<b>...you know, but this is now on the Employment Equity, but now when talking about the business opportunities now, at least we are in agreement with government that at least we'll start off by 30% and begin to increase it. So it is a policy that is there within government that 30% of their annual expenditure on every department has got to be set aside for women owned</b>

	<p>entities. Now, you find that in most cases, this entire budget is put aside but spent on your soft skills, like for instance they will tell you no our report says we have met our target and then we've had 50 women that are in catering and some of them have provided us with flowers and blah, blah, blah, but when we come to the core of issues now of saying in construction, how much of these women have been given opportunities then you find that that is where the gap is.</p>
DR. MALKA	So they're trying to meet their targets any way that they can....
MRS. KWINANE	...exactly....
	...and trying to fill the easier positions; those low skilled environments...
MRS. KWINANE	...exactly...
DR. MALKA	...as opposed to the core function...
MRS. KWINANE	<p>...because there isn't that much good confidence but I must still say on the same breath that there are certain individuals that have been transformed in their minds and that have learnt to accept the fact that women are actually even better builders than men, because if you're looking at the housing sector, I'm sure you've seen in the past few years where houses had to be ratified and if you're looking at the list of contractors there, they are mostly men. But up to today if you go to any house that has been built by a woman you will find that that house standing, because with women it's not just about building a structure. When you're putting up that structure you are thinking there is going to be a woman staying in this house with her kids, so if it's cold you've not put that roof properly, this woman's going to be experiencing cold, if it rains, if that roof is leaking it is this woman that is going to suffer. So at the end of the day whatever structure that you put you put with that at the back of your mind and making sure that because of the femininity in us as well the houses that have been built by women have got that final finesse in terms of we call it the lipstick and makeup that makes the house to become beautiful because you can finish it with painting even if painting was not catered for in your bill of quantities. You put curtains because you're thinking if this person cannot afford to have curtains and this is the house that I've built for them, I might as well just buy them curtains. So I think there is some paradigm shift based on the experience but it has taken 20 years too long.</p>
DR. MALKA	And I think what you're mentioning here is another element that Mrs. Fakude raised in terms of the dynamic that women bring into their work, the care that they bring, the social components, because they're a woman, they're a mother, they care about their children....
MRS. KWINANE	<p>And they care about the community, remember, the saying that goes "if you empower a woman you empower the nation" it's not just a saying, it comes from somewhere. I'll tell you now because we've got a project that we're doing as South African Women in Construction in Bronkhorstspuit and the proposal that we have put forward to government was not only speaking to the empowerment of the women that are in South African Women in Construction, but it was also speaking about the local economic development because if you go to those rural areas, in this case it's even a peri-urban area because within the Gauteng province, you will find that there is so much poverty, you know, your girl children are there as single...as parents for that matter, as early as 15 years of age. Why? Because the parents have died of your HIV related diseases so these kids end up with your child headed kind of families and that's the end of the future for the girl child there. So we are trying to make sure that those</p>

	<p>girls are involved within the construction sector so that they can be able to not only develop their skills and get an opportunity to go to varsity so that they can get formal training and formal qualifications in the construction space. Some of these children are so brilliant, you know, you sit there, you cry yourself to tears and you think to yourself oh God, not 20 years after our democracy, only if we could come to these places and make sure that we do things properly. You find that within the same proposal you get to be contracted for one thing, like for instance in our case we're supposed to be doing the pit toilets and the houses, but already we are thinking ahead as women, we're thinking no,no,no, no, let us think of bulk infrastructure. So we're currently communicating with government to make sure that there's bulk infrastructure. After we've built these houses, these people can be able to have a toilet that flushes; they can be able to get water as closer...</p>
DR. MALKA	So you have a long term perspective and a strategy which will empower people...
MRS. KWINANE	...that encompasses all...
DR. MALKA	...down the line...
MRS. KWINANE	...exactly...
DR. MALKA	...and it's not a short-fix situation....
MRS. KWINANE	...no...no....
DR. MALKA	We'll be right back after this.
<b>AD BREAK</b>	
DR. MALKA	If you have just tuned in, we're talking about women in the construction and transport industries with Mrs. Fakude from Buscor and Mrs. Kwinane from South African Women in Construction.
DR. MALKA	Mrs. Fakude, I was wondering, we've got South African Women in Construction as a body which lobbies for women within the construction sector, is there a similar institution for transport; women in transport?
MRS. FAKUDE	<p>There is a similar institution even though you know in the bus industry especially is a difficult area to enter. They are trying to come in but because of the capital that is needed the penetration is a bit slow, but the industry bus...women in bus corporations are there, they're part of SABOA. You were addressing the question of difficulties that we encounter as women, you know I was a teacher by mistake because my parents wanted me to be a teacher and when I left teaching to go and teach people to do...to better their handwork in order to have a market my parents were very angry with me and secondly when I wanted to buy Dayizenza because I needed to take care of the people that were depending on Dayizenza, my husband divorced me, left me with three small children and I carried on because I wanted to make a success, I was beginning to be afraid to fail and when I entered the bus corporation I think then I was the only woman in the industry and you get people saying we're not even recognising that you are part of this company, even those days when I was still running the place you would get a person looking for the boss, the owner of the place, when you say it's me they said we wanted to owner not the cleaner or the ..... So those were some of the challenges that I had but when I entered the military industry, that was worse, because even articles were flying to just discredit you, discourage you from continuing and that's when I really got focused. But with me my focus was to make sure that the rural woman is not remaining as a rural woman without a job waiting for their husband who is in Johannesburg to send food, hence I</p>

	was....
DR. MALKA	...rural women, so often she is ignored and yet she accounts for I think approximately 50% of the South African population...
MRS. KWINANE	...very true....
MRS. FAKUDE	...absolutely and she takes care of the children, takes care of the family, this man comes once a year, hence you heard that I built the centre at Dayizenza because I still have those rural women at heart; even the pensioners now don't have to travel to go and get their pensions, the centre is now serving them. I brought the shopping centre closer to them instead of them travelling to towns to look for help, so even when I started .....with the land and all sorts of things, that's why it took me five years to get the approval, but I decided I was going to do it and I laughed it at myself when I said on opening the centre the traders, the tenants were making money and I wasn't making any penny because I don't have a shop but for the main fact that our people have shops close to them and have got jobs, I am happy.
DR. MALKA	It's so important for the social aspect. I think from what both of you have said, that women have to work three times as hard, they have to have more ambition, they have to have a tenacity and perseverance to defy the odds.
MRS. KWINANE	If I may Doctor, another burning issue, or one of the things that .....is the issue of funding. If you heard Ms. Fakude, she mentioned how difficult it is, so imagine if you're supposed to start a contract, awarded a contract and you go to your bank and your bank will be requiring this then they can only approve you after 48...not even 48 months if you are lucky, depending on size of the project. You find that you are getting sent from pillar to post, you know, at the end of the day. The project has started, you've got your letter of award, you're supposed to start working on site and then they tell you no bring this, you bring this, bring that, you bring that and worse now is when they want collateral. Especially in the olden days, remember most women, even if you were married in community of property the title deed only had your husband's name, now where do you find collateral under those circumstances, you know, so you'd find that at the end of the day you become too much a high risk for any bank to associate with you. So already your project is delaying and you'll be getting those intimidating letters...
DR. MALKA	...and you have penalties as well when you don't....
MRS. KWINANE	...you've got penalties as well so at the end of that you find that the project fails before it even starts because of lack of funding, you know. On the other hand, for funding for the skills training and development again for the women that I'm talking about that have come together to say guys please help us. I'm not too sure if men counterparts are afraid that if they keep on funding women are going to go up with knowledge and skills and become so capacitated that they can take over and yes, that is a possibility, but the nice part is that once you've empowered those women you are sure of loyalty. Women are not the ones that are going to up and go and go in work in Dakar or go and work in God knows where, we are loyal to the South Africa, so the rand will still remain within South Africa and grow this economy because we've got more responsibility than men may have at the end of the day as people that are indignant of South Africa. So, my appeal would also be in the people that are...and the space corporates that have got money that can assist with funding and training to make sure that programmes such as your South African Women in Construction programmes like the ones that Mrs. Fakude is busy with to develop and

	<p><b>empower women are properly structured one, and secondly they are properly funded because without money it's very difficult for you to be able to push these programmes and get the achievement because remember, some of the people that are coming from the ranks of the training and development up, going back to the very same open market and they can compete and they can be trained, you know, and they can be absorbed into the economy by getting opportunities to do the jobs. So in some cases that is even worse is when a girl child is placed in a company, maybe as an apprentice or as an internship student and they don't get an opportunity to do what they've been trained for, like for instance you've got a child that has come through the effigy college or come through the university but now they need that experiential learning. So you've got the whole person who's supposed to be a quantity surveyor that is being sent to go and make copies and go and buy Nando's, you know, the whole project management that's supposed to be working on site and seeing how things are being done being sitting in the office and making teas for the boss. So I always say you know the road is still long, but because we are women we've got that tenacity; because we are women, we are hard as rock, we will keep on pushing until we get this thing right, but South Africa will be correct and South Africa will be built by women that are South African.</b></p>
	<p><b>PROGRAMME END (PART ONE)</b></p>