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PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: GENDER EQUALITY BILL - ADVOCATE JOYCE MALULEKE

SPEAKER	TRANSCRIPTION
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in unity'. The show that celebrates prominent and ordinary South 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 will focus on the new Women Empowerment and Gender Equality Bill and with us in studio is Advocate Maluleke from the Women's Department – the Department of Women, Children and People with Disabilities. She is a Special Advisor to the Minister. She is a Patron of the International Association of Women Judges for the South African Chapter. She is a Member of the South African Lawyers' Association and an expert in terms of women and the law. She has been instrumental in terms of developing the Women Empowerment and Gender Equality Bill and has authored numerous publications on women and law, focusing on jurisprudence.
DR.MALKA	Welcome to the show.
ADVOCATE JOYCE MALULEKE	Thank you.
DR. MALKA	It's a pleasure to have you here. I am taking this opportunity to talk about some of the aspects with new Bill that has been under development and in our first area of discussion I would like to focus on the formulation of the Bill, how it came about, so if you can just elaborate on why there was a decision to develop a Women Empowerment and Gender Equality Bill?
ADVOCATE JOYCE MALULEKE	There are many reasons for the development of the Bill. Firstly, many women have been complaining that they have not benefited from the democracy in South Africa because of poverty. They acknowledge that there are laws, many laws, South Africa is known world-wide for the progressive laws that it has developed, but women do not benefit from those laws, or the implementation of those laws doesn't reach women. As a result, South Africa has a problem of poverty that has a woman's face. You know, they call it the feminisation of poverty. That's one of the challenges that we have. There is a report that looked at ten years - periods of ten years – they were looking at the vulnerable groups. That report shows that poverty has a gender aspect and women are the ones that are more affected by poverty. In January 2011 South Africa was at Geneva reporting before the Commission on the elimination of discrimination against women. In their own concluding observations, they have recommended that within two years from 2011 South Africa must have enacted a Gender Equality Bill.....So that is....
DR. MALKA	So the Bill emanated out of that decision with Geneva....
ADVOCATE JOYCE MALULEKE	Not quite because the process had already started. The consultations in terms of whether a bill is needed or not had started in 2010. So when South Africa reported that we have started this process, then Geneva said you finalise it in two years.
DR. MALKA	And in terms of the Bill and being finalised on aspects where Geneva were asking for the Bill to come into a formal consideration, what about other countries? Is this part of why Malawi, for instance, they had their Gender Equality Bill was

	passed in 2013. Is this also part of the international drive to improve the lives of women and to reduce the poverty factor?
ADVOCATE JOYCE MALULEKE	Yes, it is an international interest and many countries have, and not just in Africa, in Europe - Sweden has a gender policy. I think about three weeks back the Minister was presenting in Cape Town and there was a Minister from the UK, who, when the Minister said the Bill has been passed by the Portfolio Committee, that Minister said in the UK they have just passed a bill with them that bill requires any institution that they will fund to ensure that it has got 50 percent women and that is going to affect even civil society. So it's an international requirement to ensure that women are empowered.
DR. MALKA	I thought with that particular bill it was more about looking at the aide beneficiary so if they were going to give aide to a particular country, that the people that were receiving that aide would have the 50/50 representation as opposed to being a piece of legislation which affects the women in Britain. So it seems to be an externally driven legislation.
ADVOCATE JOYCE MALULEKE	Yes to show that it's an international requirement so not only are they enforcing it in their country, but if they give you aide, you make sure that women – 50 percent of women also will benefit and not only that, that women also decide in terms of how that fund will be used. It's not just them being beneficiaries but they should also be decision makers. I remember there was, when I was doing Sociology, there was an article which spoke about when a donor came, mostly when donors came they would talk to men and men would say they drive cars... they would say no,no,no, we want the road – and yet there is no water but they don't know that there is no water because it is the women who fetch water. When they wake up in the morning there is water, they bath and go, so water is not a problem. But if women were involved they would say no,no,no,no, the biggest problem that affects all of us it's water. So it is important for women to be involved.
DR. MALKA	Can you give us some insight in terms of the factors that led to the development of this particular piece of legislation, so, the preliminary studies that were done where we determined that we needed to have social benefits or economic benefits?
ADVOCATE JOYCE MALULEKE	There have been a few consultations, not a few - I think a lot, I am just trying to be modest when I say a few. The Bill doesn't bring many new things, there are a few things that it is introducing, but it is developed in order to ensure that existing law is implemented. So, because government had realised that we have laws and South Africa is celebrated worldwide. You know, even the US, there are some of the laws that it has copied from South Africa. Many countries, they come to South Africa, look at our laws, go back – you know – develop those laws, but women do not benefit.
DR. MALKA	Well I am glad that you say that because that was one of the things that I look at in terms of how the progressiveness of the legislation, particularly from a South African point of view, but also in other African countries and how far advanced we are in terms of the political composition with women in government. So from a South African point of view we have, I think, representation of approximately 44 percent women in parliament and we are eighth in the Inter-Parliamentary Union. Rwanda leads the way being at the top of the scale and when we compare that to other countries whether it's the UK or the USA who are ranked approximately eightieth within the world and yet those are the countries that come into our country and they talk about what we should be doing so it's good that they are indeed taking lessons from us.
ADVOCATE JOYCE MALULEKE	It's true, you know there are so many things that we as South Africans do not appreciate, for example, we had a conference - I have been very much involved with the Judiciary because I was in Justice so I have worked a lot with the Judiciary – we had a conference with the International Association of

	<p>Women Judges and there was someone that we had invited, I think from the US, and she said where she was coming from she was saying you guys have got more women than us. We have fewer women and yet in South Africa we are saying no, no, no, no, there are not enough. In some instances, we have moved, but there are other areas where despite the law, women are still subjected to violence, women are still unemployed. There's so much inequality in terms of religion, in terms of culture, in terms of custom. How do we change that? There are laws that are already saying you cannot do this, but people do not know about those laws. Hence in the Bill, Section 6 of the Bill talks to public education on prohibited grounds that discriminate on the basis of gender. For example, this thing of primogenital rule. It was held to be unconstitutional by the Constitutional Court.</p>
DR. MALKA	<p>And if I am not mistaken that is when the, for instance, when a husband dies that instead of his assets being passed over to his wife, it goes over to the firstborn son or the nephew, it's got to be male relative.</p>
ADVOCATE JOYCE MALULEKE	<p>Or the father, or the husband's brother. You know, yes when your husbands' brothers have passed on and his father, then it goes to a relative, you know, distant relative. That has been held to be unconstitutional, the laws have been changed and now a law has been passed, the Customary Succession Bill, which prohibits those practices, but they continue, women suffer and yet there's a law.</p>
DR. MALKA	<p>And when you talk about the public education system, so being able to educate women, are we talking about introducing new curricula or having a particular topic that's introduced to schools so that people become educated about items like this and that they don't rely on traditional stories that are being passed down the lines and continue with a practice that is being done just because another generation did it before them?</p>
ADVOCATE JOYCE MALULEKE	<p>The Bill has got two sections. Section 4 deals with Education and Training which is about education in school but also education at the workplace. You know, they have got HRD - Human Resource Development and all those - that's where the formal training comes in. But Section 6 says, Government, for example the Department of Justice you have the Promotion of Equality and Prevention of Unfair Discrimination Act, you have Recognition of Customary Marriages Act, you have the Customary Succession Bill, you have many laws that are already saying this is how things should be done, but, you are not communicating to the people. People do not know. We want to see a programme that is sustained for a period until people say we know. Until everybody says I know my rights, until everybody says oh, I didn't know that it was wrong, because some of the people do this not because they don't respect the law but it's because they think it's my right, as a man, I have a right to inherit.</p>
DR. MALKA	<p>Thank you that's a great point that you've made there.</p>
	<p>AD BREAK</p>
DR. MALKA	<p>What I'd like to find out a little bit more now is in terms of some of the support that you've received towards the Bill and from who?</p>
ADVOCATE JOYCE MALULEKE	<p>We have received a lot of support as indicated that we have conducted consultative workshops with different, with women with disabilities, young women, different departments, provinces and they would raise their concerns here and there but they supported the Bill. You see the challenge with this Bill, this Bill is unique and it was a difficult, the most difficult Bill to develop because this Bill is dependent on other bills. We have sufficient law, which, if it was implemented, you wouldn't need this Bill. But because it is not implemented, this Bill gives the Minister the powers to you know to elevate women but also to say from now onwards you do it this way. Some of the</p>

	legislation that is existing it would say 30 percent or 28 percent women or whatever, so this Bill says from now onwards 50 percent, that is why the section that deals with equal representation, economic empowerment, whatever, it says despite any other law, from now onwards when the Bill is passed, the targets are 50 percent women.
DR. MALKA	So with the department you are on.- we've got a whole collaboration that's happening with all of the other departments across the country as well as the private entities to ensure the compliance and then will the Minister be responsible - well obviously not the Minister but whoever she delegates - be responsible for ensuring that that particular department, whether it is Public Works or whether it is this business, banks, that they have complied with the minimum 50 percent requirement?
ADVOCATE JOYCE MALULEKE	Yes. Every section in the Bill from Section 4, I think to Section 12, they – it says – it talks to education and then at the end it says all designated public bodies and private bodies must, within one year of being designated, submit a plan. So this will be how it kick starts. The Bill is not going to apply to everybody at the same time. Once it's passed then the Minister will have to designate. So if she designates government, within a year, they have to - each government department - has to submit a plan which says this is how I'm going to comply with this Act.
DR. MALKA	I can see your passion comes through so strongly in terms of the discussion and what you are saying and in elaborating on these particular points and how it affects every aspect of society, but particularly women because of given the size of the population and also how they have been under-represented for and in a way suppressed for so long.
ADVOCATE JOYCE MALULEKE	But also, let me say something, I think this is what maybe you wanted to hear. In terms of monitoring and evaluation, you know that the Department of Labour has a huge monitoring institution they commission on employment equity. Already government has got many institutions that are doing monitoring and evaluation. The purpose is that the department will have some sort of an institution but we are not going to establish an institution that will duplicate the others so the aim would be to work with all the monitoring institutions to work with the Commission on Employment Equity and the planning processes have already started.
DR. MALKA	Using the existing infrastructure, because I know that every company has to report on a regular basis, so they'll put in their submissions and when we are looking at it adding it from a triple BEE or from...
ADVOCATE JOYCE MALULEKE	Employment Equity Act.
DR. MALKAwhatever the equity components are, this would just be another aspect which is incorporated into the same report.
ADVOCATE JOYCE MALULEKE	Yes, yes, rather than people submitting many different reports so there will be that collaboration.
DR. MALKA	You have been listening to Womanity – Woman in Unity on Channel Africa, the voice of the African Renaissance on frequency 9625 KHZ on the 31m band. We are talking to Advocate Maluleke who is the Special Advisor to the Minister at the Department of Women, Children and People with Disabilities. We would love to receive your comments on Facebook or Twitter: @WomanityTalk.
	AD BREAK

DR. MALKA	Hello, welcome to Womanity – Women in Unity. We’re picking up our conversation with Advocate Maluleke who is the Special Advisor to the Department of Women, Children and People with Disabilities. In our topic so far we’ve been talking about the formulation and the processing of the new Women Empowerment and Gender Equality Bill in South Africa and the unique aspects of this Bill and how it depends on the implementation of other bills which have already been established and formulated in South Africa to the benefit of women in society. Our next area of discussion we’re going to be looking at receptivity and then implementation of the Bill.
DR. MALKA	So, Advocate this is an Equality Bill and we’re looking at attaining gender equality - equal between male and female – but the reality is that currently in most of society there is an imbalance otherwise we wouldn’t need this Bill and there is a bias towards men, so this in a way will require a redistribution of resources from men to women, which will inevitably be, in some areas, a disruptive process. So can you elaborate in terms of how the public has reacted towards the Bill based on gender – men versus women – or age even, as a factor?
ADVOCATE JOYCE MALULEKE	I would like to address a small aspect of what you’ve just said, “the disruptive process” and normally when somebody says you’re disruptive that means you are disrupting an order. Who determined that order? Because the order where women are not involved, it was already a disorder, so you cannot disrupt a disorder. In fact when you address a disorder, that’s when you are bringing in order. So there’s not going to be any disruption but we are trying to address the disorder or the disruption that had already existed.
DR.MALKA	Well I see it as a deconstruction because we had a construct in place of the way that a work entity had been established, which, on the whole the majority most work establishments were built by men and we conformed with their particular hours and their particular way of doing things. Then it cascaded through and when women came into the workforce they followed the same system. So when I’m talking from disruption it’s about how are we going to change aspects of this system so that they become mutually acceptable between male and – men and women. And the other aspect is that if we have people in particular roles, - men in particular roles for instance - we are saying well actually no, there needs to be a redistribution now because we want to have a 50 percent equal standing between men and women in these scenarios.
ADVOCATE JOYCE MALULEKE	I think that is the fear because from the private sector there’s this BUSA - Business Unity of South Africa which has been going out there saying all these things about the Bill, it won’t be implemented, it’s not going to benefit women, you know all those things but it’s because they are representing business. Business is afraid and most of the people in the business didn’t even read the Bill because had they read the Bill, they would have noticed that we are saying submit a plan, so when we say submit a plan we are giving you leeway to say this is how I am going to do it. You knew you had to do it and what you are asking is not something new. The Employment Equity Act had required them to do certain things. So now we are saying we are elevating women because women are the ones who have never benefitted but you make sure that in your HRD - Human Resources Development - 50 percent of people who are being developed is women. We are saying develop a plan and tell us how you are going to work with high schools, with universities, with the SETA’s, the SAQUA and all those, how are you going to work with them? It’s already happening. When you go to universities January or February, you will find companies having pitched up tents where they are looking for students giving them bursaries so that they do courses that would allow them to be employed by those. So we are saying
DR. MALKA	They’re developing their pipeline of talent....

ADVOCATE JOYCE MALULEKE	Their pipeline. So yes we are saying, do something like that. Work with us. Work with government, work with us. We will help you but there has to be a movement, there has to be a plan. Even if your plan says I will have two women in twenty years. As long as we see the plan we'll be happy.
DR. MALKA	But is that good enough?
ADVOCATE JOYCE MALULEKE	I am just making an example that where they say we are going to have to train them from high school or whatever, twenty years is not enough, but I'm just saying.....
DR. MALKA	When we are talking about someone coming up with a plan and saying what their plan will be in terms of their inclusion of women, whether it's the progression that in two years time they will have this percentage, in three years' time they'll have this quota - are we going to run the risk where everybody comes up with their own plan and they sort of avoid the legislation by saying that I produced my plan and I am going to introduce a 20 percent composition of women within two years and within five years we'll be at 40 percent. Or is there something that is more structured like the Mining Charter which is very stringent in terms of what happens in year one, year two, year three, year four, year five - to really drive compliance?
ADVOCATE JOYCE MALULEKE	The plans will be informed by that. So your plan must be informed by your Sectoral Policies but also, you give us a profile, when you submit the plan the Minister can approve it or reject it. The Bill gives the Minister powers to review. Every year there has to be an annual report which says which companies are complying, which companies are not complying. Failure to comply with the Minister's instruction, you know, after you have submitted your plan and the Minister says I recommend that you do 1;2;3. If it is the private sector, the CEO or the Director of the company, can be – it's an offence and can be sentenced up to five years. But for the company itself, it can be fined up to 10 percent of its total turnover.
DR. MALKA	On an annual basis?
ADVOCATE JOYCE MALULEKE	Yes. So it has stringent measures. It is... it will be enforced.
DR. MALKA	So it's a consultative process that's taking place and it's not a one size fits all, it's working hand-in-hand with the businesses with these organisations to look at what will be the optimal way for them to achieve the target of the 50/50.
ADVOCATE JOYCE MALULEKE	Yes. Yes.
DR. MALKA	And, so these – you know I look at this; this is what I focus from an implementation point of view. What are the types of challenges that you see going forward from an implementation perspective?
ADVOCATE JOYCE MALULEKE	One of the challenges would be, you know, human resource. The Bill, when it was submitted to parliament it was submitted with a costing. We have costed the implementation of the Bill.
DR. MALKA	And is this human resource from the Departments' point of view?
ADVOCATE JOYCE MALULEKE	From within the Department. It's a small department as I said, very under-resourced, but also in order for you to monitor you need systems. You need a very good Information and Technology system, information management system to be able to monitor – to be able to manage the information and that, it will cost. You need a very strong research institution because how many companies do we have in South Africa? You are not going to depend on them sending you reports, you also have to monitor to go out there and see what they are saying is true or not.
DR. MALKA	And will there be an aspect of self-reporting?

ADVOCATE JOYCE MALULEKE	Yes, yes. They have to self-report. In terms of external monitoring, civil society will play an important role. The Commission on Gender Equality will play an important role and what's important with the Commission on Gender Equality, the Commission has the powers to subpoena companies. If you don't comply, if they subpoena you and you don't comply, it's a criminal offence. There are many people who have an interest, so
DR. MALKA	So we'll be using the mechanisms of the NGO's that have been established or other institutions and taking that feedback and bringing it back for monitoring and compliance.
ADVOCATE JOYCE MALULEKE	Co-operation.
AD BREAK	
DR. MALKA	We spoke briefly before about the designated public and private bodies. Can you elaborate on that point for me because I want to get an understanding, who becomes a designated entity is it someone that the Minister appoints or do people or entities volunteer and what is the nature of those designated bodies?
ADVOCATE JOYCE MALULEKE	The Minister will designate by notices in the Gazette. Let's say for example, with public bodies it will be even easier to designate them all at the same time because public bodies is government, is your parastatels, your SABC – they fall within the designated public bodies. Any institution that functions in terms of the constitution will be a designated public body.
DR. MALKA	So you're in fact saying in fact every public body would be designated?
ADVOCATE JOYCE MALULEKE	The Minister can designate them at the same time because the designation process would be through a notice. She issues a notice and it's published in the Gazette that from this date these public bodies are designated as public bodies that will have to comply with this act and then it will say within a year you have to submit your plan in terms of how you are going to comply with this Act. But it doesn't say when to report. With government you can say one year or two years but with the private sector, because they are different, you know they are focusing on different issues and whatever, their plan in terms of by when they will report in terms of their achievements will come with the plans and also negotiated with the Minister, so it will differ.
DR. MALKA	Okay so the implementation roll-out will also be different and we can see that there'd be more of a formalisation with the public bodies because of the nature of how they're constructed, but with the private bodies because they are affected differently, that that would take on a different role and a different time-line to ensure that.
ADVOCATE JOYCE MALULEKE	Yes, yes. So with the private sector for example, our target, and I think the JSE is aware of that, our first target to designate will be the JSE because of the listing, many companies that are listing and what..- all the companies that are listed, they would have to make sure that they comply. It must not list a company that doesn't comply with the requirements of the Act. There was a research report by the Commission on higher education which showed how universities have improved in terms of producing women. In the accounting – BCOM - now women - they produce more women than males.
DR. MALKA	Well generally in higher education 58 percent of graduates are females versus 42 percent men and even in the institutional structures when we look at the hierarchy within the levels of professors and heads of department, we see that transformation is taking place and under way.
ADVOCATE JOYCE MALULEKE	So why don't they have women in both? Because women are there, they want accountants. Universities are producing. If it's because they have never had the experience then they must come up with a programme, you know, bring in women.

DR. MALKA	So this is about, in essence, making sure that every company takes responsibility for the policy and every company ensures that it has that representation and that they have plans in place in order to achieve it
ADVOCATE JOYCE MALULEKE	Yes and just to add, we are not saying fire the men that are in management now, but we are saying develop a plan that shows that when they retire or when you remove them or when you promote them you bring in women. Come up with a plan.
DR. MALKA	So succession plan orientated from a gender.....
ADVOCATE JOYCE MALULEKE	Come up with a succession plan that shows that....yes.
DR. MALKA	Because that was one area that I was wondering on how we were going to look at legislating because no-one wants to lose their job. Whether man or woman, if you're a breadwinner of your family you've got to provide for your family and I did wonder how the legislation was going to take account of people within specific roles because you can't create a duplicate role within the organisation, they don't have the money to do so. But this is about bringing in as a succession point of view.
ADVOCATE JOYCE MALULEKE	Yes. Yes. Yes. Section 7 of the Bill says "equal representation and participation..." - in some instances where you have a male only management, you bring in women when you make decisions, even if they are not in management, but so that they have a voice, for your strategic workshops they must be able to say no, you cannot do this but you can do this. When you do this it affects us in this way. They're participating. But also with the aim of ensuring that you are developing them and management is not just one level. There's a lower management level, middle management
DR. MALKA	Yes, it's a tier process....
ADVOCATE JOYCE MALULEKE	...so, this is how you start, you know you bring them in you can say you'll start here, bring them in and we are not saying take the first ten in the queue. We are saying there are women with expertise and qualifications. Women do have qualifications and some of them experience and those that don't have experience they have qualifications - give them experience.
DR. MALKA	Well some have the experience and the qualifications so they have got that combination. But what I have looked at in some of my observations and some of the data that's come through, that despite women having qualifications, despite them having experience, if they're in an equal position as a man, so we're talking about accountants as an example, a male accountant with the same qualifications or less will still earn more than the female accountant and in information that came through from – it was one of the quarterly review reports from STATS SA – it indicates that on average women earn 23 percent less than their male counterparts. So, when we're looking at putting components of implementing the legislation with the new Bill in place, have we got a Pay Parity clause?
ADVOCATE JOYCE MALULEKE	The Pay Parity clause is already in the Employment Equity Act. Section 6 of the Employment Equity Act deals with that and there was a Constitutional Court decision which looked at that. The challenge has been with that decision and it's something that we still have to re-look and see how we empower women to be able to challenge such decisions in their companies.
DR. MALKA	So it's up to the individual to negotiate and defend their post and position.
ADVOCATE JOYCE MALULEKE	And defend. But the Women's Movements are no longer there because it would have been the cause of Women's Movement to assist those women to fight a case, you know, pick up a case and say what's happening, let us help you to build up a case so that we can be able to fight this thing.
DR. MALKA	So from an implementation point of view, so just to recap, we've spoken about the potential challenges faced both from an organisation point of view as well as from

	<p>the Departments' perspective on implementation and to a large extent those who've been – well if you look at organisations they have gone through with the BEE components, they have gone through with aspects of the Mining Charter and now it's about prioritising women. With regards to the measures of transformation happening within the business and the work environment, we are looking to overall institutions so it's not about duplicating the work so it's NGO's or universities that will help keep track of this as well as self-reporting and submissions coming through from organisations back to the Department.</p>
<p>ADVOCATE JOYCE MALULEKE</p>	<p>Yes, yes.</p>
<p>DR. MALKA</p>	<p>And from a time-frame point of view this will differ depending on the nature of the organisation and the specific set-up, each aspect will be tailor made for every organisation. And you briefly mentioned that some of the punitive measures which would be taking place would, which you mentioned, 5 years' imprisonment on the CEO level or organisations being fined up to 10 percent of their total annual turnover.</p>
<p>ADVOCATE JOYCE MALULEKE</p>	<p>Yes. But then the question that you could have asked me would have been that is the private sector because government doesn't have profits, then what about government. You know we've followed the PFMA. The PFMA it's the Public Finance Management Act – provides for 5 years imprisonment of the Director General when it is shown that they wilfully, you know, disregarded the law and if found guilty they can be sentenced to 5 years imprisonment.</p>
<p>DR. MALKA</p>	<p>Thank you for highlighting both points from the punitive aspects, both on the public as well as the private sector. Thank you very much Advocate Maluleke for coming in today and participating in this conversation and discussion. It's been very, very enlightening. If you could just close our discussion with words of wisdom or words of hope or inspiration that you'd like to pass on to women in South Africa and around the continent who are listening to this show?</p>
<p>ADVOCATE JOYCE MALULEKE</p>	<p>You know, I read an article from Africa Decisions. It's a magazine - Issue 1 of 2014, where it says by 2035 the African... - Africa's workforce would be exceeding that of China and where would that workforce come from if women are not included or women are not involved and also Kofi Annan when you are still the Secretary of the AU said "a country that excludes women excludes more than half of its resources - its workforce. We will never develop as a country if women are not involved. So, what I want to say to women as long as you have the ability and you do want to go out there and work, do go out and take the opportunities. If it's not about work, it's about businesses, open businesses because the Bill is not just about employment. It's about for example, with the Department of Trade and Industry, its responsibility is to assist women, you know, everybody but in this case women to establish businesses, women to be billionaires and millionaires. Go out there and take the opportunity that is available to you.</p>
<p>DR.MALKA</p>	<p>Thank you for that message.</p>
<p>DR. MALKA</p>	<p>You have been listening to Womanity – Women in Unity on Channel Africa, the voice of the African Renaissance on frequency 9625 KHz on the 31 meter band.</p>
	<p>PROGRAMME END</p>