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PROGRAM NAME: WOMANITY WOMEN IN UNITY

GUEST NAMES: MS. MAMASHELA & PROF. BYRNE

SPEAKER	TRANSCRIPTION
DR. MALKA (INTRODUCTION)	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 is on the female labour force, women's employment and equality. We will address aspects of work creation, skills development, the challenges experienced by women and how these are being addressed as well as legislative benefits or entitlements such as the Unemployment Insurance Fund, maternity leave, employer and employee responsibilities as well as touching on aspects of equal pay for equal work. And with us in the studio is Professor Deirdre Byrne from the University of South Africa and joining us on the line is Ms. Ntsoaki Mamashela from the Department of Labour and I will introduce them briefly to you. Ms. Ntsoaki Mamashela is the Director for Employment Equity in the Labour Relations Programme of the Department of Labour in South Africa and she is responsible for Employment Equity nationally. Professor Deirdre Byrne completed her doctoral thesis on the writings of Ursula Le Guin who is one of America's best loved feminist authors of science fiction, fantasy, literary criticism and poetry. In the course of her doctoral research she discovered feminist theory and gender literary criticism. This led to an enduring interest in feminism and gender studies which she has integrated into her teaching and research for the past twenty years. In 2014 she was appointed as Head of the Institute for Gender studies at the University of Pretoria. Welcome to the show. I'd like to start with some of the statistics in South Africa. Women account for 52% of our population which in real numbers is 27 million. Incidentally two million more than men and as such they represent a significantly important population segment such as economic generators. Statistics South Africa quoted a quarterly labour force survey in 2013 in the last quarter and it indicated the population of working aged women of ages between 15 to 64 is 17.8 million and incidentally, in terms of the figures that they quote in the actual labour force we have 6 670 000 women in employment. So I'd like to just have some of your comments in terms of sharing what legal elements are in place to promote and protect the employment of women. Ms. Mamashela if I could have your input please.
MS. MAMASHELA	Good morning to you and your listeners. Thank you for having us. In terms of protecting the rights of women in the labour market we have a number of labour laws. Firstly, all these labour laws are trying to give effect to the Constitution in terms of Section 9 of the Constitution that everyone is equal before the law, irrespective of their race and gender or disability. So we have the Labour Relations Act that promotes the fair labour practice irrespective of whether you are a woman and man. As long as you are at work you need to be treated fairly and we also have the Basic Conditions of Employment Act that promotes the rights of women in terms of leave provisions in relation to maternity leave and we also have

	the Employment Equity Act that promotes equality and access to equal opportunities and elimination of unfair discrimination on any prohibited grounds including gender.
DR. MALKA	Can you elaborate a little bit more on some of those components? So what are the practices, what are the basic conditions of employment and how do we have and ensure that those equality aspects are instituted in the work place?
MS. MAMASHELA	What we're promoting in the department is that in terms of labour practice we cannot treat a woman differently from men in terms of their terms and conditions of employment. If everybody is entitled to benefits women should get the same benefits as men and they can also not be unfairly dismissed for reasons that you know are not justifiable. And in terms of the Basic Conditions of Employment Act I just want to spend more time on it because it provides more protection for women that require maternity leave.
DR. MALKA	Yes, please do.
MS. MAMASHELA	And in terms of the Basic Conditions of Employment Act it's important that a pregnant employee who requires maternity leave be given four consecutive months for maternity leave and during that maternity leave they are also entitled to access benefits from the Unemployment Insurance Fund, in terms of the Unemployment Insurance Act. So if the employer is going to pay the woman that is on maternity leave for four months, only 25% of their salary that they would have earned for each month then there is 75% that can be claimed from the Unemployment Insurance Fund.
DR. MALKA	So in terms of the maternity benefits, paid maternity benefits that an employer would receive, that is a negotiation that she enters into with her place of employment?
MS. MAMASHELA	Yes, in terms of your contract some employers are already included in their remuneration benefits. They are specific in terms of how much percentage will they give you when you are on maternity leave for four months. Employers like government. In government, we don't contribute to the Unemployment Insurance Fund therefore when I go on maternity leave for four months I get a full salary for each month of the four months that I will be on maternity leave but it varies from company to another depending on their agreements that they have with their employees as part of their terms and conditions of employment. However, women are still not disadvantaged because you can still top up the difference of what the employers is giving you by claiming it through our Unemployment Insurance Fund.
AD BREAK	
DR. MALKA	Interestingly, I came across an article which was issued on the 13th May 2014 by the International Labour Organisation and it indicates that most of the SADC, Southern African Development Community countries have between 90 to 100 days of maternity benefits with South Africa as you've indicated at four months. Then if we start to look towards some of the European countries, the UK for instance, they offer 365 days which I think is incredible. How realistic is that?

MS. MAMASHELA	Our economics are not at the same level and therefore it depends also on the employee and employer relations that they in terms of the Trade Unions that are able to negotiate better conditions of employment. But we still believe that as South Africa we are serving very well, in terms of the formal maternity leave when compared to our own SADC countries here.
DR. MALKA	Yes, I agree with you.
MS. MAMASHELA	I also wanted to elaborate on the fact that we also, in terms of the Basic Conditions of the Employment Act make sure that we regulate better conditions for pregnant employees or employees that are nursing their child because they are not allowed to perform work that is hazardous to them or their babies. If you come back after four months into your work environment the employer has the responsibility to make sure that there is a safe environment that will not cause any hazard to yourself as a nursing mother and the baby that you will be nursing when you go back after work. So there is a code of good practice that regulates the kind of conditions that are allowed for pregnant and nursing mothers.
DR. MALKA	And that brings me onto my next point, in terms of how legislation or good practices is implemented within different organisations and who women should report issues to if they suspect that there has been any contraventions on their rights or entitlements.
MS. MAMASHELA	We have our enforcement unit, our labour inspectors in all our 126 Labour Centres that we have throughout the country.
DR. MALKA	126 Labour Centres?
MS. MAMASHELA	Yes, throughout the country we have 9 provincial offices. Together with those offices we have additional 126 Labour Centres which are at the local level. In most of the towns we have Labour Centres where they can go and report any contravention by the employer. Their rights can be exercised and the labour inspector will then go out to enforce the law with that employee.
DR. MALKA	Okay, so they take the issue up directly with the Labour Department. They don't go through to a Union. They don't take it into the company itself that can be as addressed at the Labour Department.
MS. MAMASHELA	There are various ways. If you feel that your Trade Union representative is not taking matters up with the employer they have a right to go directly to our Labour Centres and our inspectors are required to keep the name of the worker that complained confidential. We are not allowed to disclose the information of the person that tipped us off about the contravention of the law.
DR. MALKA	Professor Byrne, do you want to come in at this point. I know you mentioned there were some aspects that you had experienced in terms of reporting structures?
PROF. BYRNE	Yes, I actually would like to come in. First of all, thank you very much Dr. Malka for inviting me and having me on the show. Ms. Mamashela, I understand that South Africa has excellent provisions for pregnant employees and nursing employees but what happens to the mothers of young children because I know this is an issue that many mothers face.

	When their children are under 12, the children are finishing school at ridiculously early hours in the course of the day, the employer may very well then require the mother to be at work until five and it certainly is not practical in terms of her, what she needs to be doing for her children. Are there any legal protections in terms of the law?
MS. MAMASHELA	Yes, of course, remember in terms of Terms and Conditions of Employment, the Code of Good Practice also under the Basic Conditions of Employment Act allow that there should be reasonable accommodation in that case where mothers have young children that are still at crèche or that needs to be looked after that you negotiate flexible hours. The law says the employer cannot force harsh or hazardous conditions on a mother that still has got other arrangements, family responsibilities that they have to look after. So you are able to request reasonable accommodation in that regard not only under the Basic Conditions of Employment Act but also under the Employment Equity Act, employers are required to provide reasonable accommodation to women and people who have disabilities, women, in terms of flexible working hours so that they are able to still take care of their families.
PROF. BYRNE	Thank you very much for explaining that. So if there were discrimination in that regard against a woman who needed to be at home with her crèche going or primary school going aged children would she then be able to come to one of your Labour Centres and report that discrimination?
MS. MAMASHELA	If the woman is being treated unfairly or feels that she is being discriminated against because it's not provided with reasonable accommodation, in terms of the Employment Equity Act and all the discriminatory cases need to be referred directly to the CCMA, the Commission for Mediation and Arbitration, the CCMA. So that they are able to conciliate between the worker and the employer and in such a case if the dispute is unresolved they can still go to the Labour Court and claim unfair discrimination.
PROF. BYRNE	Thank you. I think a lot of people don't actually know about that.
MS. MAMASHELA	It is important that if you request reasonable accommodation on justifiable grounds you are not unfairly discriminated against just because you are a woman. So the employer must take into account all the circumstances and provide a reasonable accommodation so that the working environment is conducive for women to be able to compete equally with their male counterparts.
DR. MALKA	Thank you for clarifying the points in terms of what women's entitlements are and the appropriate authorities that they need to take up any issues that they may have with regarding the employment and entitlements to their rights.
AD BREAK	
DR. MALKA	We're talking gender equality in the work force with Professor Deirdre Byrne from the University of South Africa and Ms. Ntsoaki Mamashela from the Department of Labour in South Africa. Ms. Mamashela and Professor Byrne, there has recently been the Women Empowerment and Gender Equality Bill. It has passed through various stages of the National Assembly as well as the National Council of Provinces in South Africa and my understanding with this

	<p>Bill is it is a unique Bill which takes into account various other legislations in South Africa and as such for its implementation requires working together with multiple departments and I'm sure that the Department of Labour would be a very important department in terms of the implementation. Ms. Mamashela if you could give us your comments on that.</p>
<p>MS. MAMASHELA</p>	<p>Thank you. The Women Empowerment and Gender Equality Bill is a very important piece of legislation to ensure that we continue empowering women to exercise their rights and we believe that working together with the Department of Women, Children and People with Disabilities will be able to further promote the rights of women in this country. And we believe that seeing that we've been working with various stakeholders in the labour market and we've been collecting data on Employment Equity, we'll be able to complement each other with this department to ensure that they really achieve their mandate.</p>
<p>DR. MALKA</p>	<p>When you mention various stakeholders, are you talking about the different companies and organisations so that when they submit their equity plans or their reports, is that the monitoring and evaluation you're referring to?</p>
<p>MS. MAMASHELA</p>	<p>Yes, we've been engaged with a number of stakeholders from organised business being private sector and also academics and parastatals that operate in the labour market including organised labour and community constituents that have interest in promoting equality issues in this country. So our stakeholders are actually covering a number of constituencies in this country.</p>
<p>DR. MALKA</p>	<p>Professor Byrne, you mentioned earlier that you had also had some foresight of the Bill in its draft format?</p>
<p>PROF. BYRNE</p>	<p>Yes we did. The Institute of Gender Studies made some input as one of the stakeholders that we had consulted. But one of the things that we mentioned is that it's problematic to legislate Women Empowerment and Gender Equality without actually going back to the originary conditions that give rise to women's disempowerment and gender inequality. And one of those, as I see it is the state of education and I think, and I read an article recently on education and numbers of girl children who are not in school and in South Africa in the SADC region as also in various other regions around the world the number of girl children who are not attending school is much higher than the number of boy children of comparable ages. And I think that to address this situation and to fully empower women so that South African ... so we can reach the goals and achieve the mandate of the Bill, we're going to need to start with, actually educating women and making a concerted push to get women, get girl children into schools, get them educated and make sure that their minds are open to the possibilities that there are.</p>
<p>DR. MALKA</p>	<p>I think it's a very important comment and I know that some of the statistics released from the Council of Higher Education in South Africa, it indicates already that in terms of enrolments they look at the ratio between men to women enrolled in higher education we see that they're 58% women versus 42% men. So I think women are starting to realise that in order to empower themselves that they have to become more educated.</p>

PROF. BYRNE	May I carry on commenting? Because then after that you need to drill down into those statistics. So if you have 58%, if the registrations at tertiary educations are 58% women you need to look at what those women are registering for. If they're registering for vocational qualifications which will qualify them to become nothing more than a glorified clerk then they're going to end up in sort of fairly lowly positions in the work force or are they registering for more desirable degrees and qualifications. So I think statistics can take us so far but you need to also nuance those statistics as well.
DR. MALKA	Yes, I agree with you and Ms. Mamashela in terms of that particular point do you have insight on the different sectors that women are involved with in the employment force?
MS. MAMASHELA	In most cases you will find that. I agree with the speaker that we need to drill down into those statistics to ensure that women that are going to universities to study are also getting into areas, into fields that were previously male dominated to ensure that we have more women having more opportunities to access those scarce skills as areas of the economy. Therefore, if you look at the statistics that we are collecting you'll find that we haven't actually broken or had a breakthrough the barriers. We find more women still in the clothing and textile industries, in manufacturing, and we find them also in retail, being cashiers, being sales people in most of the retail and wholesale companies. We want to see more women getting into financial sector, getting into mining sector where we need ... or the chemical industrials where you need people with chemical engineering where we need science and mathematics. I believe that we need to encourage our women to study in those fields that were previously preserved for men.
DR. MALKA	So we're having more skilled women in what can be classed as I suppose the stem subjects of science, technology, economics and mathematics?
MS. MAMASHELA	Yes.
DR. MALKA	I came across some information from Business Women South Africa. They did a census study in 2012 and they indicated in their study that in terms of executive managers only 21% were women, 17% were directors and then when it comes to the level of CEOs it only reflects at 3.6% which is exceptionally low and shows that women are by and large not being represented adequately in upper echelons of management. But then when we compare things to, for instance, the South African government, our female representation in government increased from less than 3% pre 1994 to 27% in 1994, 30% 1999, 33% in 2004 and 45% in the 2009 general election and I must say I'm looking forward to seeing what the results are from South Africa's recent elections to see hopefully that number is reaching the magic 50% which I know from the Southern African Development Community members that is one of the goals of fifty-fifty representation in all decision making positions in both the public and private sector is what they want to attain by 2015.
MS. MAMASHELA	Yes, if I can also quote some statistics that we collected last year in 2013 from employers in the country both private and public sectors, over 5 000 large employers, those in 350 and more, indicated that in your top management that those are executive levels with women still constitute

	only 19% for those positions meaning that we still have a very long way to go seeing that this is 20 years of democracy and 16 years of employment equity. I believe that we haven't moved an inch to ensure that we have more women in power to get or access positions of decision making power.
DR. MALKA	And what do you think we need to do to elevate that status because I absolutely agree with you, twenty years is far too long to see inadequate progression.
MS. MAMASHELA	I believe that we need to start also in our education institutions. We need to start, it starts in the family where we start encouraging our girl children not to fear going to school and doing things that they were previously told that they will not be able to do because they're girls. Starting in the areas where they were told that only boys can do mathematics. We need to encourage them from the family level into our pre-school level. The education system plays a critical role here to change the mind-set.
DR. MALKA	So what Professor Byrne was talking about on the education, to encourage more education.
PROF. BYRNE	I think I would like to say that South Africa certainly has the most gender equal constitution in the world but it's going to take a long time before that translates into attitudes on the ground. Something like what you just mentioned Ms. Mamashela about the stereotype that only boys can do science and girls can't do science they can only do languages or they can only do the helping professions. Those are attitudes that are going to take a long time to change and I think in that regard, actually the education of teachers, not only the education of children in the schools. Teachers must be educated so that they train children for leadership positions and I mean so they train girl children for leadership positions because in terms of the way girls and boys are socialised, girls are socialised to take a back role, take a back seat and occupy themselves with domestic activities rather than standing up and saying, I have a point of view and you will listen to me right now and we need to change that so that we can get more women into leadership positions. I agree with you it starts at the family. I don't know how, you can't legislate change in families though.
MS. MAMASHELA	Ja. It takes a lot of education. I think we should all work together as partners to start educating our communities. The teachers play a critical role, you're right and also at the work place we need to ensure that women workers understand their rights that they have no limitations now that this is democratic society. They can afford themselves to ensure that their voices are heard in the work place. They can be allowed to access skills development opportunities like any of their male counterparts. Therefore, what we need to start doing together with other ministries, the Women and Children and People with Disabilities, the Higher Education, the Basic Education, Social Development where we start talking in the same voice. In one voice that we need women to take the opportunities that are available to them and they should have courage to challenge the status quo where they have been made to think that they're inferior than their male counterparts. It will take years, however, it's not too late to start doing something about this to change the mindset and wasting time.
DR. MALKA	It's never too late. I am absolutely a supporter of that philosophy but I think beyond this changing mindsets, it's also about being able to change the systems

	<p>that we are living in. So for example, in the work environment, basically, started out from a male domain where work systems were set up and we have an eight hour work day and after the celebration of May Day, I read where we wanted to have, within our 24 hour day, that it started on having 8 hours of work, 8 hours of recreation and 8 hours of sleeping time. The reality is that that's far from anybody's practical day but I often think that those are typically, for me, what I term as man hours and I think that we need to start having a concept of woman hours where we look at introducing flexibility. Professor Byrne you mentioned earlier, in terms of how women are having to go through, pick up their children and adapt them into their schedules and I think that flexibility is going to become an increasingly more important area of being able to empower women but that is also raising a conflict in terms of the work day.</p>
<p>PROF. BYRNE</p>	<p>Well, I know that for myself as a manager, I have never been hung up on office hours and office productivity and you've got to bear in mind that I'm a product of the 1960's, so I'm sort of an ageing hippy and sort of slightly subversive but I'm more hung up on productivity, the subordinate and the person that are managing must produce what they're required to do and they must fulfil the task within the required amount of time and I don't think forcing people to come to work and sit at their desk is actually going to achieve that particular thing necessarily. It sometimes helps but I don't think it actually is the route to go. I know that in some countries they also have job sharing, they have part years and part days of work but also my cohort of mothers, we've all developed this style of working very hard in the mornings and a working mother with school going children will work harder usually than her male counterparts in the morning then devoting themselves to the children in the afternoon and then sort of working all evening. So it ends up being about a ten hour working day but just split in the middle as it were and it would be nice if employers could recognize that. I'm not sure if they will.</p>
<p>DR. MALKA</p>	<p>I think the reality, Ms. Mamashela, I'm sure you would be able to shed some insight on this though. So when we go into aspects of manufacturing that you mentioned, that a lot of women are still employed in the clothing, in the retail sector, how do we adjust our hours or is there a 24 hour cycle and people taking in shifts according to their needs?</p>
<p>MS. MAMASHELA</p>	<p>I think something can be done also in those. I know in the manufacturing, especially in the clothing and textile industries it might be difficult to allow people to take work home for that day. They can just deliver the goods the next day, however, working hours can be made flexible that they work shifts. Shifts that will accommodate the other family responsibilities that women are still required to undertake because the law says if you want a productive worker then you need to create a conducive working environment because you should be more concerned about productivity than having people bound to your working station all the time. And in other sectors where technology plays a very key role I don't see why most of employers are still adamant that you should clock in at seven o'clock and leave at five if you are still able to do the same work and quality work away from the office and still deliver on what is required of you as a woman. I think we need to start engaging most of this organised business and see if we cannot work together with trade unions to be able to</p>

	negotiate more flexible hours or working conditions for their own members of their organisations. I think this is possible and it's allowed in the law.
DR. MALKA	It's great to know that it is allowed in the law and now as you said and now it's looking how to address that further with trade unions if needs be. To focus on productive outputs has been the main goal of the output at the end of the day with an organisation or business, they want to attain those outputs.
MS. MAMASHELA	Yes.
PROF. BYRNE	And I must say we also need to negotiate with the employers because I think the challenge comes in with traditional or conservative employers or companies and industries and they would also need to be conscientised where I think the Department of Labour could play a key role there really.
MS. MAMASHELA	I agree. We engaged them at various platforms. We are at Nedlac trying to actually sensitise all social partners, organise labour and organise business and at the centre we also have advocacy sessions or information sharing workshops with employers at various levels at our local Labour Centres at national level. I know in Employment Equity we run annual Employment Equity road shows to teach both employers and employees on their rights in terms of the amendment to the legislation that we are bringing in. And I believe that it's work in progress and other parties can do the same at their plant level. The trade unions needs to be vocal and start fighting for things that matters most, the better conditions of employment to accommodate all parties irrespective of gender.
DR. MALKA	Ms. Mamashela I think you've done an outstanding job in terms of telling us and explaining about what the different options are available to women in terms of entitlements and policy formation from the Department of Labour and who they can be in touch with if they have any grievances as well as the education initiatives that the department is running out with its roadshows.
AD BREAK	
DR. MALKA	My last question for today's session is what plans have we got under way to promote more employment opportunities for women. If I look at the South African National Development Plan 2013, part of the plan is to create eleven more million jobs by 2030 to reduce our unemployment levels down to 6% so looking at how we can create more job opportunities.
MS. MAMASHELA	We need to encourage formation of small ... I believe that small businesses in this country create more jobs.
DR. MALKA	So an entrepreneurial approach.
MS. MAMASHELA	The entrepreneurial kind of approach is more critical and if you look at most people that are interested in starting their own small businesses. Women can be developed in those areas so that they become the employers themselves of other women so that we are able to create more jobs in this country. And I think we need to, as government work together with departments such as Trade and Industry, Economic Development and Social Development, come up with projects that will empower women

	to look at starting their own small businesses so that they can grow and be able to create jobs in this economy.
DR. MALKA	I think that's a fantastic idea.
PROF. BYRNE	I completely agree with you. But I also think in terms of the application of the Employment Equity Bill, I think a lot of employers tend to enforce that into the race and then they tend to forget about gender and I think perhaps it needs to be more aggressively promoted. I know in the higher education sector where I work, often where there is a vacancy of some description there is a concerted effort to head hunt women for those positions for academic positions and professorial positions and we like that a lot and I'm very happy to see that move in fact. I would say that there is a need not only to create job opportunities for women but to actively encourage women to apply for jobs and head hunt women who are qualified.
MS. MAMASHELA	Personally, I agree with you fully. It's important that where ... if companies do a proper work force analysis and they are women unrepresented, the law allows them to go all out to ensure that they get skilled suitable women to occupy those positions. They can head hunt but at the same time we are working with the employers, to start training their own suitable pool of women within their own organisations because I believe that we have capable women that have potential to grow in most of our companies. However, no-one is giving them equal access to training and development intervention so that we grow our own team there to allow women to also compete for executive positions in this country, positions where they can make a difference.
DR. MALKA	So we're looking at upscaling people within the organisations that they're already present in and contributing to the succession plans of those businesses.
MS. MAMASHELA	Yes. Definitely we need to encourage employers to do that because the Skills Development Act allows them to invest in developing their own people and also developing those that are still at secondary level and at tertiary levels.
DR. MALKA	And if I'm not mistaken with the Skills Development Act the companies receive a certain subsidy or there is, it doesn't cost them an exorbitant amount to access that. Is that correct?
MS. MAMASHELA	Yes, they are able to work together with the SETA's, Sector Education Training Authorities. Remember they're also contributing to the skills levy on a monthly basis and the more people they send on training working together with their various SETA's the employers are benefiting at the same time. They get incentives for doing that, for training their own.
DR. MALKA	So it's a win-win situation.
MS. MAMASHELA	It's a win-win situation.
DR. MALKA	Those are always good. And in closing our discussion today, Ms. Mamashela, if you could please give us some words of hope or wisdom that you would like

	to pass on to women listening to you, our show across the continent.
MS. MAMASHELA	I believe that women are capable to change the mindset in the work place if we all work together and support each other to ensure that we compete fairly with our male counterparts. We have the potential to advance and empower ourselves and we need to make sure that we take the bull by its horn and challenge the status quo to ensure that women's voices are heard.
DR. MALKA	I think that those are very important words and Professor Byrne if I can ask you the same question.
PROF. BYRNE	I would like to tell a story in response. A female colleague of mine came to me and she told a story which I am going to tell the listeners, of her father who was a Minister who had come to her when she had graduated with her first degree and said to her, this degree, this piece of paper here is going to be your husband, you are going to marry this. This is going to provide for you. Don't look to any man to provide for you and that story has always stayed with me and I think I would like to really tell women who might be listening to the show that education is your key to empowerment and that you can reach those dreams, you can get to where you want to by focus, by believing in yourself and by concentrating on your studies. There are so many stories about people who come from unpromising backgrounds and with dedication and application to work have achieved extraordinary things through education and I really do think it's the way to go.
DR. MALKA	Thank you very much. This has been an exceptionally interesting conversation and I know that we have only touched on the tips of various aspects within Women in the work force and I would love to possibly resume this conversation at a later date to see how a progress has been made in the various avenues. So thank you very much for participating in the discussion. And to you, Professor Byrne and to you Ms. Mamashela. I appreciate your time.
MS. MAMASHELA	Thank you very much for having us.
PROF. BYRNE	Thank you very much. It has been a great pleasure.
END OF PROGRAM	