



**ADDRESS BY THE EXECUTIVE MAYOR OF MANGAUNG LOCAL
MUNICIPALITY, HONOURABLE K. F. MORULE, ON THE
OCCASION OF MLM WOMEN'S MONTH CELEBRATION
21 AUGUST 2009**

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Honourable Programme Director
Honourable Heroines of Our Struggle
Honourable Female Employees of the MLM
Distinguished Guests
The Media
Fellow Citizens of Mangaung
Ladies and (Gentlemen)

Dumeleng, Goie More, Good Morning,

This year (2009) I am pleased to be part of this celebration of Women's Month with our own staff members. As we celebrate Women's Month under the national theme: ***Together Empowering Women for Development and Gender Equality***, our conscious did not allow us not to acknowledge the sterling contribution of women in the employ of the Mangaung Local Municipality. Women are peculiar species within the human race. They stood the test of time throughout the generations. As a remnant who survived the extreme wrath of sexism of the ancient patriarchal society, which restricted you to the sphere of home and family, you emerged victoriously, as heroines. Indeed, you are resistant like a rock.

"Wathint' abafazi, Wathint' imbokodo" (Strike the women -strike the rock).

When many of us fought for freedom in generic terms, your demands under the auspices of the Federation of South African Women (FSAW), were uniquely demonstrating who you are. Your inputs for incorporation in preparation of the Congress of the People (1954) which subsequently led to the adoption of Freedom Charter will remain in the annals of history. Regarding the Congress of the People, I do not want to be misconstrued or misinterpreted; I really mean the authentic product of the Congress Alliance (1950s). Succinctly, we salute you for taking a led towards fair labour practice as:

- You have demanded four months maternity leave on full pay for working mother and you have won;
- You have demanded better shopping facilities, particularly in the non-European township – today government is revamping the old cities;
- You have demanded equal pay for all – today, employment equity is the order of the day in the public sector;
- You have fought for the right to be elected at all state (national), provincial and municipal bodies – you have also emerged victoriously in this regard;
- And now, you are calling for the review of energy hikes and increase of food prices etc.

In essence, substantive nature of your inputs became law and were therefore institutionalized accordingly in the public sector e.g. Gender Commission, new ministry on Women, Children and Persons with Disability, Employment Equity Act, etc.

You do not fight a losing battle. Woe unto your adversaries, their defeat is announced before they go to the battlefield. Most significantly, as altruistic component of human race, you denounced violent means and war in pursuit of world peace. You further demanded the banning of atomic and hydrogen bombs. In this regard Hiroshima and Nagasaki (1945) would have been spared if your counsel was sought by the United Nations.

We regret every element of discrimination (on the basis of gender, class, race and culture) against you. In terms of executing our constitutional mandate, you have played a pivotal role in ensuring service excellence in all the three urban centres (Mangaung, Botshabelo and Thaba Nchu) and the surrounding rural areas (commercial/communal). Our employment equity policy provides for treatment of all staff members as “**valuable resource**”. As we cross over to metro, we need to locate the role of women under correct perspective by considering the following critical issues:

- a) Development of a valid and reliable database on employment equity;
- b) Broaden our scope on retention policy; and
- c) Redefine our strategies in our endeavour to capacitate employees identified as the under represented (women and people with disabilities).

The Human Capital and Talent Team must note these issues with a serious concern. This will constitute part of the developed competency framework and strategic key job profiling.

The *City on the Move* – Mangaung, needs you now more than ever before. We were impregnated by the political process and now have conceived a gigantic baby – Mangaung Metropolitan Municipality. In our transit to acquire full status of the metropolitan municipality we encourage:

- Active and intensified participation of women in the employ of MLM;
- Acquisition of full representation in all internal forums established towards metropolitan;
- Provision of ideal leadership in ensuring that our own institutional arrangements advance gender equity.

Emanating from our recent strategic session we have consensually agreed on the new vision: “**A globally safe and attractive municipality to live, work and invest in**”.

In conclusion, we urge you to take full advantage of our Occupational Health and Employee Wellness Services for your wellbeing as individuals. As you proceed with your daily responsibilities, serve to leave a mark and a legacy that will never be forgotten. The effects of HIV/AIDS on you as mothers who nurture their families, cannot be undermined.

You are not here to be spoken unto and never heard but together with you, we want **to improve social and economic livelihoods through public participation, effective and efficient integrated governance system and programme.** Thus fulfilling our mission statement as reviewed. **Working together we can do more to fight poverty and build a better life for all** in Mangaung.

Once more, I am humbled by the honour bestowed upon me to address this Celebration.

Malibongwe ingama la makhosikazi

I thank you.