

**MINUTES OF THE BLACK SASH
NATIONAL CONFERENCE HELD IN CAPE TOWN FROM 29 - 31 JULY 1994
AT THE RIVER CLUB, OBSERVATORY**

PRESENT

Delegates:

Albany: E. Wood, Julia Segar, Sue Skipper, Rosemary Smith (AOC)

Border: N.P. Dyani, Sue Middleton

Cape Eastern: Lesley Frescura, Julia Durham, Ansa Ferreira, Lesley Foster, Marj Malkin

Cape Western: Anne Hill, Sue Cooke, Betty Davenport, Margaret Nash, Martha Bridgman, Bastienne Klein (AOC), Tessa Edwards (Knysna)

Northern Tvl: Isie Pretorius, Heidi Schoeman (AOC), Caroline Matthew, Ruth Meyer, Martha Olifant (Observer)

Natal Coastal: Seema Naran, Jane Argall, Georgina Hamilton, Kerry Harris

Natal Midlands: Jenny Clarence, Fidela Fouche, Marie Dyer, A. Padarah (AOC)

Southern Transvaal: M. Smallhorne, Caroline White, Laura Pollecutt, Dawn Ingle, Zodwa Masina (AOC)

National Executive: Jenny de Tolly, Mary Burton, Karin Chubb, Sarah-Anne Raynham, Sue Joynt, Sue van der Merwe, Domini Lewis, Annemarie Hendrikz (AOT staff), Thisbe Clegg (AOT staff), Alison Saayman (NEC Staff) Marj Brown (AOT staff)

Trustees: Hilary Southall, Di Oliver, Beryl Stanton, Ethel Walt, Sheena Duncan, Pat Tucker, Mary Kleinenberg

Observers: Dot Cleminshaw, Mary Shepherd, Patricia Whitelock, Connie Feast, C. Jasson, Gay Perez, Ros Molteno, Mary Graham, Lou Shaw, Bunty Aitchison, Basia Ledochowska, Rosalind Bush, David Ngxale (Knysna staff representing AO). Denise Ackermann, Val Goldschmidt, Noel Robb, Glen Moll, Rosemary de Waal, birga thomas, T. Baker, Beulah Greshoff, Nancy Gordon, Carol Lamb, Robyn Lamb, Judy Baron, Alison Tilley, Brenda Page, Candy Malherbe, Tom Ambrogi, Donna Ambrogi, Anna Zieminski, Loraine Bassett

Press: Barry Streek (Cape Times), Pippa Green (Leadership Magazine)

SESSION 1 (Chair: Jenny de Tolly)

1.1 Opening

Sue Cook, Cape Western, welcomed delegates who stood while the Black Sash Vision Statement was read. Announcements and practical arrangements followed. Delegates introduced themselves.

1.2 Presidential Address

Jenny de Tolly delivered her presidential address (copies available).

She concluded her report by expressing her appreciation of the role played by the Black Sash in voter education and the election process, and reaffirmed that the Sash had a valuable part to play in the

challenging times ahead.

1.3 Headquarters Report (copies on file)

This was presented by Mary Burton who paid tribute to Jenny de Tolly for her work as National President, for her leadership and commitment, and to Sarah-Anne Raynham as Vice-president.

1.4 Treasurer's Report (copies on file)

In the absence of the Treasurer, The potential shortfall would be discussed at the Trust Meeting later that day.

1.5 Magazine Report (copies on file)

Domini Lewis presented this report, and she was thanked for her work as Magazine Liaison by Jenny de Tolly. Domini said working on the magazine presented an ideal opportunity for people to develop their skills. She thanked the magazine committee, Candy Malherbe and Sarah-Anne Raynham, for their commitment and support.

1.6 National Advice Office Coordinator's report (copies on file)

This report was presented by Annemarie Hendrikz.

1.7 The Black Sash Advice Office Evaluation Report

This report was presented by Debbie Budlender who had carried out the evaluation as commissioned by the Open Society.

1.8 The Black Sash National Researcher's Report

Marj Brown presented her report in which she referred specifically to the problem of poverty, alleviation of poverty and public works/job creation versus welfare. She presented a number of questions to the Black Sash: what should the Black Sash be lobbying for? The issue of affordability needed to be examined, especially if all those entitled to grants actually received them. How can targets be prioritised, e.g., getting husbands/fathers to pay maintenance? The Black Sash had made an important contribution to the draft Social Assistance regulations. The process was still very unsatisfactory. The National, Social Welfare and Development Forum (in process) has also been an important sphere of work. Regionally and nationally the fora will be significant in putting pressure on government. She said that empowerment of women in local government was crucial.

1.9 National Advice Office Financial Report

Thisbe Clegg reported on her activities and gave a summary of the current cash position. A computerised accounting system was being implemented in all regions. Jenny de Tolly and Thisbe Clegg had attended

a UCT course in writing fund-raising proposals. She also presented a summary of income and expenditure for the period and said that prospects were very problematic. The Black Sash needed to develop internal sources of revenue. A fund-raising number had been applied for. She addressed the importance of having regional accounts audited timeously especially as potential funders were particular about visible accountability and it was essential to have a professional approach when approaching funders.

1.10 Veterans' Lunch: Jenny de Tolly asked for comments from those who had attended the Presidential Lunch for Veterans of the Struggle. Marie Dyer reported briefly and commented on the excitement and exhilaration and lack of bitterness amongst those present. Noel Robb also commented on the wonderful atmosphere.

Before adjourning for tea, Mary Burton emphasised the need for discussion of the issues raised in the President's address; in particular the appointment of the new Finance Minister, Mr Liebenberg. Jenny de Tolly said that the Steering Committee (Sarah-Anne Raynham and Karin Chubb) would make a note of points to be take up.

1.11 Rules of Procedure: these were adopted.

1.12 Minutes of the National Conference 1993. These were adopted. Proposed by Mary Burton; seconded by Mary Kleinenberg.

SESSION 2 (Chair: Sarah-Anne Raynham)

2.1 Portfolio Reports

2.1.1. Voter Education (January to June 1994)

Gille de Vlieg spoke to her report and stressed how the development of materials had focused the voter education work. She spoke of the Black Sash's focus on women and the ways in which they were empowered to work. She praised the skills and input of Sash volunteers - from writing the booklets to running the workshops until the election.

As regards gender issues women were interested in developing this side of the work as it had arisen out of election work. Another positive aspect had been the networking with other organisations. She thanked the regions for all their input and in particular Thisbe Clegg and Jenny de Tolly.

Cape Eastern said that they had run 63 workshops. Kynsna said that the report did not reflect the number of workshops which they had held.

There was praise for "You and the Vote" and a request for a booklet "You and the Local Government Elections" for the local elections.

2.1.2 Gender portfolio

- a) Jenny Clarence spoke to her tabled report. She commented that one region (Midlands) realised the vast volunteer task of the gender portfolio coordination. Voter ed was also mentioned in the context of Sash women's personal input.
- b) She raised the issue of moving forward on the women's database, and the need for a region/group to take this on.
- c) She praised Dot Cleminshaw for her efficiency in dealing with the paperwork regarding pro-choice and the Sash's stance on abortion.
- d) The question was raised as to how to best integrate gender issues in the Black Sash.
- e) Karin Chubb spoke about the Beijing Conference: nothing much had happened regionally and funding might be hard to raise. She questioned whether funding for delegates could be available through the RDP. It was important that women should represent South Africa at that conference where themes would be: health, abortion, poverty (women's coalition) and education (WUS to coordinate). There was no funding for Dakar, but NGO's had been given space to attend Beijing without going to Dakar first. She said that the expectation of Beijing was that South African women could come into their own there, and that that it was important that "non-university" women should attend the conference. Laura Pollecut raised the issue as to whether the Sash should apply for funding to go as the Black Sash, as opposed to NGO support (in general). Annemarie Hendrikz noted that certain groups of Tibetan women were boycotting the conference because of enforced sterilization and abortion in Beijing, and that we should remain sensitive to this issue.

2.1.3. Legislation Watch

Martha Bridgman spoke to her report. She mentioned the press statements that the group had issued and of the appointment of the lobbyist, Alison Tilley.

- a) There was debate as to whether this was a national or regional portfolio as there were problems when it came to making statements about other provinces, and Heidi Schoeman asked how legiwatch would deal with regional legislation.
- b) Bastienne Klein reported that legiwatch was producing "Tracking a bill through Parliament" for those beginning training on reading legislation.
- c) Regarding the Natal state of emergency - consultation was important.

d) Alison Tilley was requested to visit every region and teach people how to read legislation. Sarah-Anne Raynham commented on the importance of a lobbyist to Sash's work.

2.1.4 Capital Punishment

Issy Pretorius commented on point 5 of her tabled report, and said the latter referred to members of Parliament and the judiciary. Sheena Duncan said that lobbying of judges presented moral problems and that the matter should be placed in front of the constitutional court.

2.1.5 National Advice Office Researcher's report - further discussion.

Laura Pollecut felt that Marj Brown's report needed discussion. This was agreed.

a) Marj Brown spoke about welfare grants and the RDP, the means test, undeserved people getting grants, and spoke to the problem of penalties on pensioners: welfare money needed to go to the poorest of the poor.

b) She said that the Public Protector would play an important role as well as the Human Rights Commission.

c) Bastienne Klein raised the issue of social welfare regulations and interim legislation. Marj responded that criticism had been made of the process and that it should be picked up at the legislation phase. It was important to get forums up and running to ensure that regulations were not 'set in stone'.

d) Rosemary Smith raised the issue of "barefoot social workers" and funding from the RDP.

2.2 Regional Reports

2.2.1 Albany Regional Report: Julia Segar reported on the tabled Regional Report. The region had set objectives which they met, i.e., voter education, social history focus, appointing a coordinator, working on disseminating domestic worker legislation, newspaper reports etc., preparing a column on women's issues in the local press and acting in the local government forum.

2.2.2 Albany Fieldworker's Report: Glenn Hollands reported. He made the following points:

- a) He urged the need for regional involvement in local government.
- b) Albany were exploring an NGO alliance for the training of local ordinary people in local government forums.

- c) Peace accord involvement: it seemed that national leaders were abandoning the process.
- d) NGO's in the future: he spoke of policy on involvement with communities and legitimacy.

- 2.2.3 **Albany Advice Office Report:** Rosemary Smith reported. She was sorry that their caseworker and Advice Office Chair were not present. The Advice Office was still strategising with other Cape Eastern offices. The Advice Office was focusing on domestic worker issues, small employers and queue education. She emphasised the value of having parliamentary contact with Judy Chalmers.
- 2.2.4 **Cape Eastern Regional Report:** Lesley Frescura reported. Port Elizabeth was involved with the Women's Coalition and the gender problems with women being discriminated against on the Transitional Local Council.
- 2.2.5 **Cape Eastern Advice Office Report:** Laura Best reported. Management issues: A volunteer induction package had been produced and was available through the Advice Office.
- She commented that the Social Welfare system was still orientated to the old houses of Parliament.
- There was still the problem of the delivery system of NNSDP and with problems relating to no food parcels or relief while people wait for grants.
- 2.2.6 **Border Region:** Sue Middleton reported on East London. The focus was around the advice office. The visit from National Office had been extremely useful especially in terms of Jenny de Tolly's questions, and there had been discussion of the relationship between National and East London.
- As regards East London & the advertisement condemning the Bisho massacre: the trial date was set for 24th August, and the employment of senior council was being considered.
- 2.2.7 **East London Advice Office:** Patriot Dyani reported that were still problems with the CPA and non-existent homeland structures. Old legislation was still being used.
- 2.2.8 **Natal Midlands Advice Office:** Ashnie Padarath reported. She said that they had concentrated on organising the Advice Office. A research project on private pensions was in progress. It was suggested that an impact study be made on the Public Prosecutor's and the Human Rights Commission's work.

SESSION 3 (Chair Karin Chubb) Regional Reports continued

3.1 **Natal Coastal Regional Report:** Georgina Hamilton reported. The region as such had not been very active, but work had been done with the Advice Office on Voter Education. Attention had been drawn to the excellent bulletin on the election in Natal by the Forum on Democracy. Sash members who were active at the regional level also worked at the Advice Office which means there is little time or energy for "political" work. There was a special need to watch legislation in the Natal region, and the region was looking for guidance from Conference on possible solutions to this problem.

3.2 **Natal Coastal Advice Office:** Seema Naran gave the report. Penny Geerts had retired in April. Case work concerned mostly old-age pensions and disability grants from Kwazulu Natal.

The Advice Office had worked with NEON etc on Voter Ed.

The Advice Office was represented on the regional Welfare Forum which was addressing welfare throughout Natal. Hopefully this would be launched on 2nd September.

Seema Naran had attended a workshop in Washington on strategic management, and a student from Pietermaritzberg University was receiving in-house training at the Advice Office.

3.3 **Northern Transvaal Regional Report:** Ruth Meyer reported. She said that the region felt the loss of two of its stalwart members. Sash had been represented on the Pretoria Voter Ed committee/NEON/IEC. Capital Punishment was a main campaign focus. The region was interested in perhaps looking at AIDS in the future - a way of reaching people would be through the AO queues.

3.4 **Pretoria Advice Office:** Heidi Schoeman, the new coordinator, reported that a planning session had been held to set future goals. She said that there was a low percentage of women (27%) attending the Advice Office and that most issues were coming from men with pensions, dismissal, retrenchment and UIF problems. Some people came with claims dating back to the 1960's and 1970's which were of course too long ago. She said the Advice Office had a good relationship with LRC and LHR.

3.5 **Southern Transvaal Regional Report:** Mandi Smallhorne reported. Over 200 Voter Ed workshops had been run. 30 members were involved as election observers etc. The post-election "euphoria" stand had been followed by a letter of thanks from the police. House meetings had been held to discuss the future of Sash with only 10% attendance of the membership. Cheryl Carolus in her address at their AGM emphasised that the Sash should continue to be an agent for change. The Women's group had been instrumental in assisting a number of women to achieve positions in public office.

- 3.6 **Johannesburg Advice Office Report:** Zodwa Masina reported. 2 secretaries had been replaced in March and the staff now totalled 11 with 4 volunteers. The March/April figures were low due to downtown unrest, but there were 1054 cases in June. The Johannesburg Advice Office had representation on the Cease Fire, demilitarisation campaign.
- 3.7 **Cape Western Regional Report:** Betty Davenport reported and referred to separate reports by Anne Greenwell on repression monitoring and the Legiwatch report. The Region was honoured that Noel Robb had received an honorary M.A. from UCT in June for her pioneering work in the Advice Office, and the region was proud of Mary Burton as P.E.O. in the Western Cape during the election. The region had been sapped during that period as many members were involved in the election process. The region had 'lent' its leaders to the National Executive and under these circumstances had to enquire of itself as whether it took on too much. Apart from Sash work, including the magazine and the Advice office, the region was aware of the need to monitor political developments in the Western Cape very closely. A disturbing trend was the emergence of ex-warlords in the National Party and the ANC. The housing situation also needed monitoring as well as local government trends, e.g., the satellite Boland towns which do not want to be part of Cape Town.
- 3.8 **Cape Western Advice Office Report:** Bastienne Klein reported that there were 4,791 cases in total during 1993 and already 3,172 cases in 1994. The on-going problems of women who struggle to get maintenance from the fathers of their children led the Advice Office to start a pilot project in the townships run by women who had been trained at the Advice Office.
- 3.9 **Southern Cape/Knysna Advice Office Report:** Tessa Edwards reported. She said that there were daily requests about pensions, maintenance etc. The Advice Office and CPA officials held a meeting to solve pension/ID problems and it had been agreed to use the Town Hall as a pay-out centre. David Ngzale reported that the Sash had acted as a facilitator between retired forestry workers and their employers on land/houses for retired workers. Voter Ed had been done along the garden route. The Advice Office had assisted contract workers brought to the area by irresponsible employers who then abandoned their workers. In addition the Office had worked with the SAP and welfare authorities on the problem of street children/glue sniffing, as well as a programme to prevent children from getting involved in crime.

The Southern Cape had asked for an extra staffer. This motivation was to be discussed at the meeting of the Advice Office Trust to be held that evening.

3.10 The Future of NGO's

Sheena Duncan spoke of the future role confronting NGO's in South Africa: She said that NGO's were essentially non-profit and independent/non-government organisations which had been very important in South Africa throughout the period of opposition. They had developed leadership in communities and they had been credited with the success of the election. They represented a great strength in South Africa for which a strong civil society is very precious. The latter is under threat and needs nurturing.

The Development Resources Centre estimated that there were 54,000 NGO's in South Africa, employing between 430,000 to 1.8m. people and raising between R6 - R10 billion per annum. (R1b from overseas, R1b from corporations, and R4b from individual giving.) During the apartheid years, foreign governments had set up elaborate programmes to get money into South Africa, and these governments were now entering funding agreements directly with the SA government, with the result that money is tight for NGO's.

Research into the funding of NGO's had come to the conclusion that the Fund Raising Act must go (report by Fink Haysom). If the Act went it would not be necessary to form trusts. (Dennis Davis is leader of NGO Tax sub-committees). There were several suggestions as to what should replace the Act:

- a) If the NGO's want benefits from the State, e.g., tax exemption, they must register with a body that will be constituted to manage the NGO's. Then the NGO's would be accountable to that body.
- b) Some NGO's are offering to provide services to the government, e.g., Development Bank, Small Business Development Corporation, Greening Africa. They have specific skills whereas the area of human rights is more difficult.
- c) Some NGO's are trying to form bigger groups and/or regional structures, e.g. Kagiso Trust and literacy groups.

There are many problems for NGO's, such as:

- i) bureaucracies which have to be managed.
- ii) leaders have been lost to government, companies etc. Those who remain are not well paid. This is leading to a tendency to cling to power.
- iii) NGO's are required to be "sustainable".
- iv) intellectual jealousy/copyright: NGO's don't want to share but to protect their information, e.g., results of surveys.
- v) people have come to expect that donors will pay and it is easy for corruption to set in.

Sash Advice Offices will never be sustainable as our clients are the poorest of the poor. Our work is fundamentally developmental. We should not hide our work in "developmental programmes". And women's rights are fundamental to human rights.

Sheena Duncan was confident that Black Sash's long-term partners would not desert the Sash. The Advice Offices are a point of contact between communities (where human rights are violated) and state authorities, e.g., the Constitutional Court. We will be able to change our work and not be as adversarial, but we need to be free to criticise, to lobby against certain issues, e.g., arms trade, parliamentary salaries, appointment of government officials.

Comments from the floor:

- * If the Advice Offices split off, perhaps they could tap into RDP funds.
- * Delegates at a recent E. Cape forum rejected the idea of umbrella bodies for NGO's to which they might have to conform.
- * "Buffer" organisations could be useful in disbursing funds.
- * Empire-building should be avoided.
- * In Natal, NGO's are split between Inkatha and the ANC.
- * In the Western Cape, there is not the same sense of a vacuum as in Natal.

SESSION 4: Strategic Planning: (Facilitator - Joan McGregor)

Conference was grouped according to regions (delegates and observers). Members shared expectations for the strategy sessions. These were then compared with the pre-prepared objectives, modified and agreed on. Each region reported back detailing important issues in their region, resources available, desired structure and what they felt was required from the National Executive.

S. Transvaal:

Issues: Ongoing education for democracy, womens rights, human rights monitoring, demilitarisation, child rights, urban homeless/housing, helping oppressed/marginalised, unemployment.

Resources: Capable people with limited time, therefore capacity for short-term projects.

Structure: Insufficient knowledge to make decision, but feel present structure does not work.

Expectations of National: Fundraising, coordination of campaigns, focus on mission, magazine, coordination of press relations.

Albany:

Issues: self-education re new laws, rights and processes, education for democracy, continuing human rights, watchdog (particularly for women), anticipating advice office problems, maintaining existing links with other organisations, pulling Sash and AO together, continue existing

projects, expand membership realistically.

Resources: Coordinator, fieldworker, dedicated staff and enthusiastic if small membership, good networking in region, contacts with Rhodes, access to rural areas, strength in being women.

Structure: Working on merger option without over-bureaucracy.

Expectations of National Executive: Fundraising, centralised management, national perspective and contacts, dissemination of ideas, sharing of resources and portfolio coordination.

Natal Coastal

Issues: Maintain status quo, i.e. focus on AO. welfare, education for democracy, more public profile.

Resources: Limited

Structure: Sort of merger, with continual assessment

Expectations of National Executive: No specific ideas

Cape Western:

Issues: Womens issues, pensions, unemployment, legiwatch (constitution), membership, links with grass-roots organisations, human rights monitoring.

Resources: Skills and commitment of members, historical experience, connections/networks, information collection and dissemination.

Structure: Merger option.

Expectations of National Executive: Effective reportbacks on national discussion, facilitation on exchange of ideas.

N. Transvaal:

Issues: AO needs to expand, education on social/health, involvement of members in AO, Womens rights (as part of human rights), more public profile, extend AO experience into rural areas.

Resources: Not enough space or technology in AO, or time.

Structure: Merger option with clear guidelines, structures and procedures.

Expectations of National Executive: Improvement of communication between regions and national, direction, finance.

Cape Eastern:

Issues: monitoring and lobbying in local government, supporting women in these structures, rural contacts, broadening membership, monitoring welfare and labour, analysis and research, networking, monitoring RDP, remaining independent.

Resources: Skills among membership, database of AO cases, trust of community, infrastructure and equipment, networks and contacts.

Structure: Some form of merger. Concern re management. The latter needs to be creative.

Expectations of National Executive: Liaison with regions re legiwatch etc. solidarity increases bargaining power, AO funding.

Natal Midlands:

Issues: Education for democracy, develop relation with women's coalition, women's issues, rape reform, legislation education,

(assessment of AO's and whether they are needed in current form, possible conversion to women's centres run by collectives of women's organisations).

Resources: Strong powerful female contingent within Sash and other womens organisations.

Structure: Assessment and letting go of AO's, particularly in this region.

Expectations of National Executive: Body to coordinate work, advise regions, lobby on behalf of AO's, AO coordinators to train staff for change, (fundraising should be done regionally).

Border

Issues: (focused on AO because this is the sole work in the region) Continue with present work and improve by being more proactive, monitoring provincial legislation.

Resources: Dedicated and skilled staff and management comm., equipment and funds, good relationship with other organisations.

Structure: Split - in the best interests of regional AO - needs support of a national AO movement, but would retain some link with Sash.

Expectations of National Executive: National AO network initiated by Sash to fundraise, share information, develop closer ties with other AO's in the Eastern Cape.

National: (This group had agreed to continue as Executive until the conference in March 1995.)

Issues: Human rights education, monitoring human rights legislation (constitution), professionalise communication with the public and members, expand membership, clarify image of the Sash, disseminate information through the media and the magazine, internal communication, ensure information is well-researched, encourage membership involvement, support women in public office.

Resources: Too little time, half-day secretary, production team and funding for SASH but no coordinator, personal commitment of executive membership.

Work must happen in the regions so that the National Executive can coordinate, support portfolio holders, national AO staff should manage all staff.

Structure: Merger option.

Session 4 closed with the Facilitator summarising the issues raised and for discussion.

SESSION 5 Strategic Planning Facilitator: Joan McGregor

5.1 There was clarification from the previous day's work. A number of regions re-iterated that they suffered from diminishing membership and financial resources. S.Tv. indicated that the status quo was not the optimum, but the AO felt that they needed more time to decide the way they wanted to go forward - this seemed to be towards integration. Natal Midlands expanded on their thoughts on the future of the AO in their region in the light of the developments in the legal aid clinic at Natal

University in Pietermaritzberg. Natal Coastal confirmed that they expected ongoing support and financing from national for their AO.

There was general discussion first in plenary session and then in groups divided according to Regions.

SESSION 6 Strategic Planning (continued)

Reportback from Regions opting for Merger

Albany: The division between AO and Region had always been artificial, and their work had been growing closer already. There was anxiety about creeping bureaucracy but the situation had improved with appointment of the Coordinator, and guidelines laid down had led to lessening of responsibility. Strong need to maintain contact with rural AO's which gives credibility. No real needs apart from finance.

Natal Coastal: Looked back at Sash history at the time when there was no division. If it worked then, it could work again in spite of difficulties, e.g., paid staff/management. See the role of the paid coordinator changing to act as a bridge between AO and the Region. The question of the needs of the membership needs to be addressed and how the region's and members' needs can be met.

N. Transvaal: Looked at how they saw the merger working nationally. They envisaged paid project directors with a coordinator for all unspecified tasks working to inspire and direct all the regions. National Board would set broad policy, with the day-to-day work taken by paid staff. It would endorse big projects, work on funding and make political statements and would meet once a month.

The region needs a part-time paid organiser with clear guidelines so that the AO is not overloaded. Clear lines of authority and responsibility drawn and reviewing of work. Require more office space. Regular meetings to set policy and management, but most of the latter done nationally. Offload regional fundraising.

Cape Eastern: Of the 69 members, most are not involved in the AO which has very professional staff. The management committee in P.E. has found it difficult. If the coordinator was National's responsibility, all local responsibility for personnel would fall away. Accountability structure of AO is required. Member energy needs to be channelled. Concern about regional legislation in E. Cape.

Natal Midlands: Started favouring separation, but moved towards the merger. AO work needs to be radically restructured, e.g. working with groups rather than individuals. Large sections of work can be directed to other organisations, and a focus to be made on women's groups. Retraining of AO workers is a priority. Fundraising should be shared with National.

Cape Western: Priority needs in the region are fundraising and membership. We are women for human rights and there are two levels of human rights. The AO looks after second generation human rights and legiwatch first generation. If there was a split the danger is that legiwatch might become an isolated white middle-class group while AO could lose sight of first generation rights. In the AO there was a need to take work into the townships and to empower people in the community. There is a need for a full-time coordinator for management. Volunteers need to be focused.

Annemarie Hendrikz asked how the regions perceived paid coordinators, and noted that the lobbyist is a national post. It was felt that the paid coordinator would coordinate the whole region, not just the AO function

Regions that chose other options

S. Transvaal: The discussion around finance led to the region wishing to keep the status quo. Do not see a nationally merged body being responsible for Sash finance. AO would keep its finances separate. The Region might seek money for campaign issues. Annemarie questioned how the region saw its relationship with National and whether this could continue as at present, to which the response was in the affirmative. It was pointed out that the Sash and Trust were applying for two different fund-raising numbers. At present W. Cape is the only region that raises money for the region.

Border: Initially considered splitting. However, this would only work if all AO's followed suit. In East London there are only 4 paid-up Sash members who are the same people that manage the staff. The real danger is that if one leaves the AO might collapse but there is a very clear need for the AO. However they never considered severing from the BS in isolation of other AO's. Looking at the merger option, they saw the AO coordinator becoming a manager. Staff would be more autonomous but answerable to a National Director. The staff would need building up so that they could manage themselves. The question of whether staff be given the right to represent Sash if they are not members was raised. At present it was not possible or practical to take on campaign work. Albany said they were keen to draw the Eastern Cape together and for East London to join them. East London does not wish to become a voiceless satellite of Albany, but can accept that the option should be explored before it is rejected.

Knysna:

In a similar position to East London, but well looked after by Cape Western from whom they get input on other issues. Other regions do inform their work.

Feedback from Headquarters: Perceives itself as a body of nationally elected office bearers giving guidance to the organisation - a core

around a National President - not all necessarily from one region. This should not mean a bigger budget would be necessary. The Trust would have primary financial responsibility. There would be a National Financial Administrator. A National Director would not just work with the AO's. There would be sections for Administrative/Communications tasks; Research & Training, Human Resource Development (affirmative action and staff development), Lobbyist/Media/Public Relations, Publications (Magazine/Annual Report/Newsletters). Funds permitting, these tasks could be undertaken by employed staff, who should possibly be elected for a 3-year period. Ways need to be found to integrate paid and volunteer people. We need to ask "Is there a volunteer organisation that is alive and well and ready to take on tasks, or do we have to become fully professionalised?"

Sarah-Anne Raynham said that the discussion had been very exciting and the shape of our new organisation had begun to emerge as well as how we could move into new communities and work alongside them.

Noel Robb said that if possible, all employees should be members. She expressed concern at non-members making statements about the Sash.

SESSION 7 Strategic Planning (Continued)

Joan McGregor asked National to submit a proposal on which to move forward into the immediate future. Jenny de Tolly responded that the Black Sash wished to continue with voluntary and paid workers. There was not sufficient consensus on the merger as proposed to move forward. Structural change was needed. The Sash brought a perspective on first generation rights and the AO's on second generation rights. She proposed that the National Executive be given a mandate to set in motion a merger of its national functions. At the same time it would offer assistance to those regions which wished to move gradually towards merging their own Advice Office and regional work.

It would be necessary to find a person or team who could facilitate this process. Such a person could be a Black Sash volunteer, or possibly funds could be raised to create a paid position. This exercise would be completed before Conference in March 1995.

The regions were asked to consider this proposal and how it would affect their work in the ensuing 8 months. It was emphasised that as long as regions could work within their existing resources constraints, they could start to implement the ideas produced so far.

Agreement to mandate and immediate future work

Agreement to mandate: Transvaal, Border (asked that the person visits all the regions for discussion), Albany, Natal Coastal, Natal Midlands, N. Transvaal (felt the person should not be a Sash member, and that regular report backs should be made, with a management structure and time scale set by next conference), Cape Eastern (want to go ahead with

some structural changes now. Would prefer the person to be from within the Sash), Cape Western (wanted to know where they stand on fundraising, and wanted the structure in place by next Exnex. Mary Burton explained that this was not possible, given budgets etc. The Trust had no money to offer apart from what had been budgetted. If regions want to approach possible funders they should first discuss this with the Financial Administrator and the ADT to avoid overlap.)

Natal Midlands want to work with the women's coalition as well as education and monitoring for local government. They want to institute legiwatch (working with Natal coastal and with help from HQ on lobbying and training), to institute a women's desk with volunteers (e.g. rape survivors), and the AO to hold a community workshop once a month.

Natal Coastal were prepared to give a plan of action for the next 5 weeks. They would establish a plan for restructuring and elect a committee. A mandate for this would be sought at their AGM in 1 month's time. They would enter into bilateral discussions with Natal Midlands to analyse political events in Kwazulu Natal, e.g., regional government, lobbying and possibly funding. The main area of focus would be education for democracy (local government elections), welfare and pensions, public education and the role of the Sash in civil society.

Southern Transvaal intend working in four areas: education for democracy, women's rights and gender issues (especially in farm areas), second generation rights arising out of AO work within the framework of the RDP, demilitarisation (defence budget, gun-free campaign, defence budget 1995/9). This should be a national campaign.

Northern Transvaal: the Region and AO will plan how to run together and will assess the budget and redeploy if necessary, taking additional resources required into account. They intend to expand the work of AO monitoring, continue with one-to-one consulting and run workshops, e.g. on abuse/rape, empowering people to carry the knowledge acquired into the communities. (This could involve members more), Also, local government and the forthcoming elections. It was felt that more information needed to be disseminated to regions beyond the Western Cape and possibly Alison Tilley could help train people to deal with their region's legislation.

Cape Eastern plan for joint strategy planning sessions between region and AO, and to hold a "provincial summit" in mid-September with Border and Albany regions; to ask Legiwatch to provide a list of national legislation to be watched (the region concentrating on provincial and local legislation). Field work will be continued. The AO Researcher to concentrate on debt, inheritance law and wills, database. Training needs to move into capacity building. Other areas - women's rights, public information (articles in press), information packages, waiting room education, prison work, local government monitoring, working with the women's coalition, staff and membership development and training and observing how work impacts on the environment.

Border to give Legiwatch input to the "provincial Summit"; the AO will feed into Legiwatch particularly paralegals versus community empowerment, and look at staff capacity building and what skills need to be upgraded.

Cape Western: the AO will look at its internal working and the differences between volunteer and paid staff and monitors. The region needs to assess its finances and membership and then move on to Legiwatch, monitoring, public relations, gender (networking with other groups, such as Women's Coalition), media portfolio. Work already in hand will continue.

Albany will attend the above "summit", will invite Alison Tilley to train. Projects will continue - Social history tours, local government, peace structures, education for democracy, empowerment of groups through AOs, and build on networks established during the voter education campaign with women on farms.

Knysna will concentrate on AO, domestic violence project, use networks from the voter education campaign, monitor maintenance cases and pensions, facilitate forestry workers problems, and continue with daily work in the AO.

Headquarters will continue to explore the potential of professional management; look carefully at research and lobbying and its support structures; on gender portfolio give support for women in public office (nominations to national commissions), work on constitutional issues during drafting of the new constitution; re local government elections, electoral rolls etc.; explore what the Black Sash response should be to the Truth Commission, and project a vigorous image of the Black Sash.

Discussion of Campaigns

Delegates then formed groups to discuss the campaigns that needed to be carried forward during the next period. These were listed and divided into broad categories as follows: gender (AO's, women in public office), welfare (RDP, pensions etc.), Legiwatch/Constitution, local government (forums, voter registration and women in local government), education for democracy (civil society, public education etc.), demilitarisation, Truth Commission, violence monitoring, (paralegals and community empowerment being AO issues).

Regions then made commitments as to which areas they wished to be responsible for and those to which they wished to give support. These were:

Southern Transvaal: responsible for Demilitarisation (with help from other regions) and Gender (with some financial assistance). Support and work on constitutional areas, Truth Commission, Legiwatch, work with AO on second generation rights, welfare and violence.

Albany offered to coordinate local government work (elections, education etc.) and give support to gender issues, welfare, legiwatch and violence.

Cape Eastern will work on local government with Albany and Border and will focus on coordinating the three regions, human rights issues both within the membership and the community, education for democracy.

Natal Midlands: Will work on Legiwatch and local government in the area. Support for demilitarisation and gender issues. Continue with AO work on welfare related issues.

Natal Coastal: No coordination offered but will work with Natal Midlands on Legiwatch and local government. Actively involved in welfare, education for democracy and voter education.

Cape Western: Responsible for Legiwatch (nationally), maintenance campaign (AO). Support and work for local government, education for democracy, voter education, demilitarisation. Coordination of work on Truth Commission, and AO work on all human rights, especially gender issues.

Northern Transvaal: Coordination of abolition of capital punishment and support for local government, education for democracy, legiwatch, environment, and demilitarisation (gun-free campaign).

Border offered to coordinate the paralegal debate (subject to confirmation at the AO workshop), and gave support to welfare (through the AO), legiwatch and local government (with Albany and Cape Eastern)

National to be responsible for the public relations aspect and overall coordination through the National Executive in addition to the restructuring programme.

Next Steps

It was agreed that coordinating regions would produce proposals as to how they plan to coordinate the various campaigns. These would be circulated to all regions for comment and input. Coordinators are responsible for checking out finance available.

Jenny de Tolly thanked everyone for participating in the workshop and the regions for taking on campaigns so enthusiastically.

SESSION 9 **Chair: Sue van der Merwe**

9.1 Affirmative Action Employment Policy:

The Chair introduced Kerry Harris's paper "The Development of an affirmative action policy in Black Sash employment procedures: update on discussion document of 15.6.94". This paper was compiled

from responses from Black Sash and concluded with some recommendations for the development of BS affirmative action policy. Kerry Harris then led the conference through the paper as the final draft had only been available to delegates on the previous evening.

Kerry Harris asked that "low paid" be deleted from p8, 3rd bulleted para.

Points of clarity were sought on a number of issues:

- 9.1.1 The legality of 3 months probation period for new employees. Various opinions were expressed, i.e., legal v. illegal, and labour lawyers seem divided in opinion on the issue. Individual contract between employer and employee may override the Labour Relations Act. It was agreed that the position should be clarified after conference.
- 9.1.2 Time-frames for implementation of Affirmative Action needed to be more flexible.
- 9.1.3 Who identifies an "appropriate person" to be developed for a particular job? It was suggested that the BS develop a list of people and their job capacity and a corresponding list of available jobs so that the two could be matched and updated regularly. This would enable workers to develop a career path should they so wish. There was support for this suggestion.

Sue van der Merwe then asked delegates to break up into their regional groups to discuss the recommendations. Various opinions were expressed about the process of dealing with the paper, some regions have already discussed the paper and having prepared responses, and some not having had the opportunity to do so. Conference agreed to work with the different levels of understanding of both the paper and the issue for affirmative action.

- 9.1.4 Regional responses: The Chair asked regions to report back on a) whether or not the discussions were useful and b) were any other important issues raised that conference needed to be aware of. The following issues emerged:

- confusion between affirmative action and human resource development.
- the difference between large organisations and the Black Sash: recommendations were not always appropriate.
- internal promotion should not be overdone - new blood in the organisation could be a force for good.
- affirmative action was not an appropriate label for what was being discussed.
- if affirmative action was carried out fully, recruitment would

invariably be outside of Black Sash and these people would not be Black Sash members.

- does the Black Sash need a specific affirmative action policy - should the BS not rather concentrate on staff development.
- unhappiness was expressed about the new issue Kerry Harris had added to the end of her paper about making outside purchases from firms owned by previously disadvantaged people. This raised new issues that needed more discussion.
- people were uncomfortable with affirmative action in general, and they would prefer to concentrate on staff development and incorporate affirmative action into an overall staff development policy.

9.1.5 Further discussion then took place mainly around the issues of affirmative action being an issue separate from, or inclusive to human resource\staff development. No consensus was reached. However, it was suggested that if an integrated polciy was developed that included affirmative action, people would be employed in terms of an overall staff development policy rather than feeling they were "affirmative action appointees".

9.1.6 It was noted that legislation concerning affirmative action was being drafted which would affect organisations employing 50 or more people. This would affect the development of any Black Sash policy and it would be advisable to wait until this legislation was available before proceeding further.

9.1.7 It was also suggested that once a Black Sash policy was implemented, an "impact study" should follow and report to the 1995 Conference. This study would review the way in which the policy impacted on the Black Sash's service work.

9.1.8 It was agreed that a sub-committee be formed to take the matter further. Caroline White, Lynne Teixeira, Kerry Harris, Annemarie Hendrikz and Sue van der Merwe were appointed with a brief to consider all the issues that had emerged from conference together with Kerry Harris's paper. From this they will prepare a draft policy document which will be circulated to the regions by the end of September. Regions will then discuss the document and bring reponses before the Exnex meeting in November. The sub-committee was asked to convene briefly to decide on a co-ordinator and report to conference later in the day.

SESSION 10 Chair: Mary Burton

10.1 Jenny de Tolly opened the session by giving a round-up of the outcome of the Strategic Planning sessions. As she perceived it two main points had evolved: that volunteers and paid workers wished to carry on working together, and that the importance of 1st and 2nd generation rights were acknowledged by the Advice Office and Sash members.

She said that there was general consensus (with the exception of 2 regions) that the Sash and Advice Offices wanted to merge their structures.

Jenny de Tolly summarised the division of portfolios and campaigns for the coming year:

- a) Gender - Southern Transvaal
- b) Legiwatch & Constitution - Cape Western (a certain amount of this will have to be taken on regionally, but the overall coordination would be with Cape Western).
- c) Local government - Albany, Cape Eastern, Border
- d) Demilitarisation - Northern Transvaal
- e) Paralegals - Border
- f) The broader issue of welfare will be coordinated by the National Researcher.
- g) Maintenance - Cape Western
- h) Abolition of Capital Punishment - Northern Transvaal (Pretoria)
- i) Truth Commission - Cape Western via Legiwatch
- j) Education for Democracy - National Executive will have to look at who will take on the campaign, but Natal Coastal offered to keep a watch on it.
- k) Sheen Duncan will be following up on how the RDP impacts on the Sash.

The portfolio coordinators were asked to formulate a plan for their work during the year, with an outline of their campaigns being circulated to the Regions for comment, after which an Action Plan would be put into effect. The National newsletter could be used effectively to this end.

National Executive to be informed of the coordinator's name/s, and it was emphasised that there should be a support group formed around the coordinators.

10.2 Conditions of Employment: Annemarke Hendrikz

The sub-committee focusing on Conditions of Employment had met. Their brief was to discuss salary criteria, staff development, retrenchment policy, medical aid and the annual appraisal process.

- 10.2.1 Salary Criteria: a draft document outlining salary criteria had been drawn up. Conference was asked to ratify the document as it stood with two outstanding issues, namely annual increases and a system of awarding merit bonuses still subject to discussion from interested parties. A recommendation which had met with some contention and still needed further discussion was the issue of senior Black Sash employees not being entitled in future to overtime when attending Black Sash

events.

With regard to the contentious issues, interested parties were asked to submit their views to Annemarie Hendrikz by the end of August for comment, she would collate and re-circulate by the first week in September, with the final draft being submitted to Exnex in November.

After due discussion, it was agreed that the issue of overtime for senior staff must be discussed further at the Worker's Consultative Forum. With these provisos, the Salary Criteria document was ratified.

- 10.2.2. Staff Development: At present Sash has no Staff Development policy. It will have to fall within the Region's budget and to be fully endorsed by Black Sash, must be directly related to job performance.

The draft proposal from the COE sub-committee will be discussed further at the Advice Office workshop. Regions were asked to budget for the coming year using the formula laid down, so that these funds could be allocated.

- 10.2.3 Retrenchment: The opening document outlined a few possible processes. Again, this would be discussed further at the Advice Office workshop.

- 10.2.4 Public Holidays: The Sash is waiting for the Commission's findings on public holidays and will thereafter renegotiate the Black Sash's policy.

- 10.2.5 Annual Appraisal: It was recommended that Annemarie Hendrikz be present at each region's annual appraisal, thereby ensuring an evenhanded form of appraisal.

- 10.2.6 Relocation Expenses: When employees are relocated to another region an initial payment of R1 000 will be granted with an additional R250 per 500km distance travelled, up to R1 000, a total maximum of R2 000.

Mary Burton paid tribute to Annemarie Hendrikz and the sub-committee who had worked so hard on the Conditions of Employment and thanked them for their hard work.

- 10.3 Use of Modems

Sheena Duncan gave a brief motivational talk on the use of modems and urged all regions to start using them to their best effect - ultimately they save an enormous amount of time and are the best way of communicating between the regions.

SESSION 11 Chair: Sue Joynt

11.1 Advice Office Trust report back:

Ethel Walt reported on the meeting of the trustees which had been held on Thursday 28th July. It was noted that Thisbe Clegg, Annemarie Hendrikz and Laura Best (WCF rep) had attended this meeting. Referring to the document (1.7) Summary of Receipts & Payments, January to June 1994, 3-year Funding Requirement Comparison, the subtotal surplus was attendant on the promised funds (sub-total b) being received. There was fair confidence that most of these promises would be met. The trustees appealed to anyone who could assist in broadening the funding base.

It was noted that Ethel Walt had resigned as chairperson (though not as a Trustee) and that Sheena Duncan had accepted the position of Chair. Barbara Klugman's resignation was also noted, but no replacement would be sought in the interests of cost-savings. The new President and Vice-presidents would also be trustees.

Discussion: Jenny de Tolly confirmed that it was essential that we should begin each year with 25% of the budget in hand. For 1995 this would mean R1 million, a quarter of the R4.2 m budget.

Rosemary Smith proposed a vote of thanks to Ethel Walt who in turn proposed one to Thisbe Clegg.

11.2 Constitutional Changes: There were no changes to the Constitution.

11.3 Resolutions\statements

11.3.1 Resolution on the R.D.P.: Border/Albany/Pretoria had not received the text of the proposed R.D.P. resolution which was therefore read by the Chair.

The resolution was proposed by Laura Best, seconded by Sue van der Merwe. Carried with 1 abstention, all others in favour:
Adopted.

Text of Resolution is attached to the minutes.

11.3.2 Resolution on Demilitarisation: This was read by Nan Cross of the Southern Transval who motivated the resolution specifically with reference to the export of military equipment. The defence budget was not included, and this should be included in the campaign.

11.3.2.1 Annemarie Hendrikz noted that the omission of mention of its impact on women is a serious omission.

The statement was amended and the text adopted with 3 abstentions. Text of Resolution is attached to the minutes.

11.3.3 Statement: Crisis in Peace Accord Structures

This statement was read by Cape Western (Anne Hill), and proposed by Cape Western and Albany. Noting their part in the election process and their continued necessity, it was felt that these structures need to be supported by the state, with local control of budgets and more transparency of structures. The statement was amended and the text adopted: 24 - for; 1 - against; 6 abstentions. Copy of the statement is attached to the minutes.

11.3.4 Abortion Statement: Jenny Clarence commented on the hard work put in by Dot Cleminshaw.

The statement was amended and the text adopted with 3 abstentions. Text of the statement is attached to these minutes.

11.4 Additional Matters: It was considered whether discussion be given to the following:

11.4.1 B'hai faith group request for the naming of June 12th as "Annual Race Unity Day". No time for debate, but no opposition.

11.4.2 whether the Black Sash support Cape Town as the seat of Parliament. No time for debate.

11.4.3 Nomination of Sheena Duncan to the Constitutional Court. There was great support for this. However, Sheena noted that it would exclude her from all Sash lobbying and effective contact. She would need time to give the matter a lot more thought.

11.4.4 Whether staff members can be Local Government Councillors: Hillary Southall proposed that this should go back to regions for discussion and decisions at the November meeting of Exnex.

11.4.5 It was pointed out that the appointment of Mr Liebenberg as Minister of Finance had not been fully discussed and agreed that the Nat. Exec. should deal with the issue.

11.4.6 Albany had a proposal to change the name of the Black Sash to "Sash" and to alter the logo to, for instance, a multi-coloured sash covering the constitution. The motivation being that the Sash is already well known but the symbol of black (mourning) was no longer appropriate. The new colours show continued commitment to law/justice but recognise the change that has taken place. The Southern Transvaal added that the Sash was also recognisable as a "brand" from a marketing

point of view. Albany to circulate to all regions for discussion.

11.4.7 Gille de Vlieg said that on "Women's Day in South Africa" the black women of South Africa who had been the silent heroines should be honoured.

11.5 Election of Office-Bearers

Before the election of office-bearers took place, tribute was paid to Jenny de Tolly for her 4-year period of Presidency. Mary Kleinenberg said on behalf of Natal Midlands that they wished to acknowledge Jenny for her openness, strength, love, accessibility and her enormous commitment. Laura Best, as National Staff Rep. added to this the thanks of the staff, and also paid tribute to Jenny's support, tenacity, patience, sense of humour and her dependability-no-matter-what, and that it is all voluntary.

Jenny in thanking conference for this tribute said that it had been a hard period which would have been impossible without a committed team who had always been incredibly willing and supportive. She had also received great help from the regions.

Nominations:

Mary Burton	President (proposer: Mary Kleinenberg)
Jenny de Tolly	Vice-President (proposer: Sarah Anne Raynham)
Karin Chubb	Vice President (proposer: Domini Lewis)

There was unanimous support for these nominations. Elected. Cape Western would continue as National Headquarters.

In accepting the presidency, Mary Burton said that the National Executive had agreed to see the process through that they had begun, despite feeling very burdened. Jenny de Tolly would become re-involved after her leave to carry the structural process through to its conclusion. She saw the outcome of this process as moving the National Headquarters to another region. She concluded by saying that the new structure would make it possible for others to take on the job and for the Black Sash to move forward with energy.

11.6 Date of next Exnex: to be decided at the next National Executive meeting.

11.7 Date and Venue of next National Conference: 10-12 March 1995 in Johannesburg. (Cape Eastern to host Conference in 1996).

The Chair thanked all those in Cape Western who had worked so hard for Conference, especially Carol, Jacquie and Judy as well as Glen and Mary who had handled transport and accommodation.



THE BLACK SASH

5 LONG STREET · MOWBRAY · 7700 · TEL. 685-3513 · 9 a.m. – 1 p.m. MONDAY – FRIDAY

Resolution in Support of the RDP

The Reconstruction and Development Programme (RDP) is described as an integrated, coherent socio-economic policy framework which seeks to mobilise all South Africans towards the eradication of apartheid and the building of a democratic, non-racial and non-sexist future.

Recognizing that this statement of intent and the contents of the RDP incorporate a commitment to the thrust of the Black Sash's Vision Statement in that the RDP is committed to the:

- * eradication of poverty and deprivation;
- * peace and security for all;
- * linking of reconstruction and development;
- * democratisation of South Africa;

And further noting that the RDP is committed to:

- * advancing the equality of women in all its programmes and in particular a health care programme which includes women's right to choose whether or not to terminate a pregnancy;
- * land reform, including redistribution and restitution;
- * a public works programme to address unemployment;
- * prioritizing social security and welfare;
- * a system of justice which will be accessible and affordable to all and to a legal aid fund for women to test their rights in courts;
- * transparent and accountable government;
- * the involvement of civil society in policy making;

The Black Sash endorses and gives full support to the principles which underpin the RDP and furthermore resolves to take steps to educate itself further on the contents of the RDP and to seek ways of assisting in fulfilling its exemplary objectives through its own work and programmes.

National Conference, 31 July 1994



THE BLACK SASH

5 LONG STREET · MOWBRAY · 7700 · TEL. 685-3513 · 9 a.m. – 1 p.m. MONDAY – FRIDAY

Resolution to Work Toward the Demilitarisation of Society

The Black Sash has consistently been committed to non-violence and to the demilitarisation of our society. Although levels of violence have dropped in South Africa since the election, there are still too many incidents of violence and a potential for the escalation of violence still exists. The astronomical numbers of guns, both licensed and unlicensed, in the possession of South Africans, the revering of all things militaristic, and the attitude that violence is the solution to many of our problems, contribute to this potential.

Militarism and violence have particularly adverse effects on women and children and on the environment.

Noting these points and the unethical and avaricious attitude of those involved in the arms trade in South Africa and world-wide, the Black Sash commits itself to, in the short term:

- * supporting and endorsing the current GUN FREE SOUTH AFRICA CAMPAIGN; and
- * encouraging the present government to pursue policies which endorse the disarming of people and to resist exporting arms to other countries.

And in the long term:

- * continuing to promote non-violent methods of resolving problems including the rejection of guns;
- * working to eliminate gun-running;
- * campaigning for demilitarisation of our society
- * the conversion of the arms industry to alternative production;
- * the suspension of the arms trade.

National Conference, 31 July 1994



THE BLACK SASH

5 LONG STREET · MOWBRAY · 7700 · TEL. 685-3513 · 9 a.m. – 1 p.m. MONDAY – FRIDAY

Statement on the Crisis in Peace Accord Structures

The Black Sash notes that the Peace Accord and its structures made a significant contribution to the success of the election process in April 1994.

The services of monitors and dispute resolution mechanisms are still being called upon in many communities which face violence and tension.

We believe that there is a continued urgent need for peace work if the Government of National Unity is to succeed. It is therefore essential that the state make resources available for its implementation.

We support the demand for a proper, transparent audit of the financial affairs of the National Peace Secretariat, and recommend that control of budgets for Peace Work be devolved to Regional Peace Committees so that resources can be timeously deployed and accounted for.

National Conference, 31 July 1994



THE BLACK SASH

5 LONG STREET · MOWBRAY · 7700 · TEL. 685-3513 · 9 a.m. – 1 p.m. MONDAY – FRIDAY

Statement Calling on a Moratorium on Abortion Prosecutions

The Black Sash re-affirms its commitment to its 1993 resolution on abortion. In light of this, it supports any reasonable proposal to broaden a woman's right to choose to continue her pregnancy to term or to terminate it, particularly in the first trimester.

It therefore calls on the Minister of Health and the Attorneys General to effect a moratorium on prosecutions in this regard as a preliminary to reforming the law governing abortion.

National Conference, 31 July 1994