

Happy In My Own Skin!

Debunking some of the stereotypical images of what a woman should be and getting on with the job at hand

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Institute of Municipal Finance Officers

Work in the bank to choose a rich husband

Barefoot & pregnant in the kitchen

"Three Obediences"

**Young woman-obey your parents
Married woman-obey your husband
Widow-obey your sons**

**Go to university to
choose a good husband**

**No married nurses -
home life interferes too much**



Changing World Environment

- It is expected that 2010 will be “**The start of the Female Century**”
 - World seen as our home
 - Global population as our children
- Economic impact:
 - Job losses in 2009 in mostly male dominated industries
 - More female workers than men in USA at start of 2010

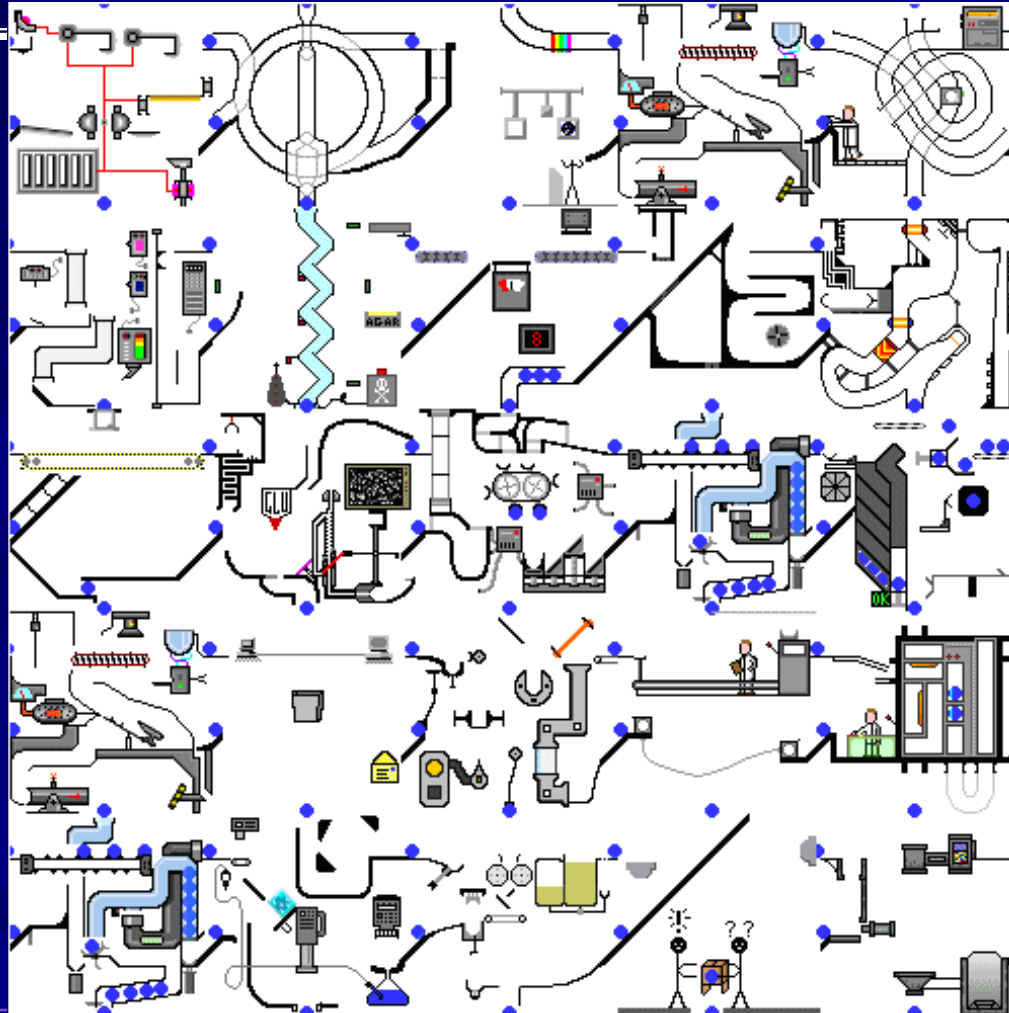
Changing World Environment⁽²⁾

- Technology Trends:
 - Social networks mimic how women operate
 - Forming communities, engaging in conversations, networking to get answers in order to achieve outcome required

World Perspectives



World Perspectives (2)



World Perspectives⁽³⁾

- **Locally there is a move from centralised administration to**
- **More engaging and empathetic style**
- **Shift from the head (logic, egotistic, bottom-line) to**
- **The heart (empathetic, care for the planet & entire human family)**
- **Move from self-centred “me” to**
- **An era of “us” and “we”**

Growing civil voice calling for a new world order!

World Perspectives⁽⁴⁾

“There are problems in today’s world that cannot be solved by the level of thinking that caused them”

Einstein

World Perspectives⁽⁵⁾

- *Women's lives are different from those of men.*
- *They offer different and valuable perspectives when making decisions that affect entire communities.*
- *Women offer valuable talent and experience providing benefits to many types of volunteer organizations and businesses.*
- *They hold a wealth of knowledge about their municipality that is often overlooked.*
- *Increasing the number and diversity of women who make municipal decisions will ensure the needs of women and men of all backgrounds and abilities are met.*
- *Municipal governments need that talent and knowledge.*

Woman in Local Government: Increasing our participation - <http://www.wilg.ca/more-women-needed/>



Being Happy in My Own Skin

DO YOU EAT CHOCOLATE?

MEDICAL WARNING:
Chocolate can cause small feet!



Women in Local Government

- **IULA Worldwide Declaration on Women in Local Government**
- **The Phitsanulok Declaration on the Advancement of Women in Local Government** was made at the **Asia-Pacific Summit of Women Mayors and Councillors** held on 19-22 June 2001 in Phitsanulok, Thailand
- **Women's Development Steering Group in Northern Ireland**
- **The Women's Local Government Society (WLGS)** in the United Kingdom celebrated its centenary in 2007!

SA needs to heed this call!

Women in Local Government

- **Australian Local Government Women's Association's (ALGWA) review of the National Framework for Women in Local Government – the Way Forward**

Year of Women in Local Government in 2010

- Removing structural barriers to the advancement of women in senior management positions;
- Improving the image of local government as an employer of choice for women;
- Preparing women to lead and succeed;
- Affirming women's right to be at the table; and
- Implementing effective evaluation methods for measuring meaningful programs.

The case for women in Local Government - www.lgwomen2010.org.au

Women in Local Government

FEMALE COUNCILLORS

| PROVINCE | NO OF FEMALE CLLRS | NO OF CLLRS (Source IEC) | % Female |
|---------------|--------------------|--------------------------|--------------|
| Gauteng | 321 | 885 | 36.27 |
| Limpopo | 485 | 862 | 56.26 |
| Mpumalanga | 309 | 792 | 39.02 |
| KwaZulu-Natal | 471 | 1917 | 24.57 |
| Western Cape | 231 | 758 | 30.47 |
| North West | 342 | 649 | 52.70 |
| Northern Cape | 171 | 334 | 51.20 |
| Free State | 246 | 572 | 43.00 |
| Eastern Cape | 389 | 1199 | 32.44 |
| Total | 2965 | 7968 | 37.21 |

Women in Local Government

FEMALE MUNICIPAL MANAGERS

| PROVINCE | NO OF FEMALE MM | NO OF MM's (Source IEC) | % Female |
|---------------|-----------------|-------------------------|-------------|
| Gauteng | 1 | 14 | 7.14 |
| Limpopo | 5 | 30 | 16.67 |
| Mpumalanga | 3 | 21 | 14.29 |
| KwaZulu-Natal | 6 | 61 | 9.84 |
| Western Cape | 0 | 30 | 0.00 |
| North West | 1 | 25 | 4.00 |
| Northern Cape | 1 | 32 | 3.13 |
| Free State | 6 | 25 | 24.00 |
| Eastern Cape | 2 | 45 | 4.45 |
| Total | 25 | 283 | 8.83 |

Women in Local Government

| IMFO MEMBERS | TOTAL MEMBERS | FEMALES | % |
|----------------|---------------|------------|--------------|
| Students | 334 | 196 | 58.68 |
| Junior | 388 | 161 | 41.88 |
| Licentiate | 150 | 38 | 25.33 |
| Associate | 511 | 81 | 15.85 |
| General | 217 | 67 | 31.02 |
| Fellow | 53 | 3 | 5.66 |
| General Fellow | 7 | 2 | 28.57 |
| Honorary | 27 | 1 | 3.70 |
| TOTAL | 1687 | 549 | 32.54 |

Women in Local Government

| CFO'S | TOTAL MEMBERS | FEMALES | % |
|--------------------------------|----------------------|----------------|--------------|
| CFO'S / Deputy / Acting | 327 | 66 | 20.18 |

Yahoo! Web Search
259,000,000 results for
women in local gover...

Being Happy in My Own Skin⁽²⁾

Challenge from Gym in France



Vs



Getting on with the Work

Change has a considerable psychological impact on the human mind:

To the fearful it is threatening because it means that things may get worse;

To the hopeful it is encouraging because things may get better;

To the confident it is inspiring because the challenge exists to make things better.

King Whitney Jr. (per Michael Israelite)

Getting on with the Work



THANK YOU

Fill the position you know you can fill

Get on with the job

Basadi Ba Etsang Phapang

**Don't let your high heels stop you
climbing the ladder**

**IMFO: THE INSTITUTE FOR
MUNICIPAL FINANCE EXCELLENCE**

