

Women Empowerment in Practice

Corporate Governance and Ethics Seminar – Pretoria

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GAD

REGISTERED ACCOUNTANTS ♥ AUDITORS

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Introduction

Precious Mvulane – Auditor, Author and Coach

She is CA (SA), RA, Managing Director of GAD Consulting Services Inc. Overall Award Winner of Ligugu Lami Award 2013, 2nd Runner up Women in Business for 2014, Top 15 Changemaker by Spark International.

Preciously served on the boards / council of a number of organizations , including:

- The Playhouse Company
- South Africa Heritage Resources Agency (SAHRA)
- Independent Complaints Directorate (ICD) now called IPID
- KwaDukuza and Umzimkhulu Municipalities

Introduction

Currently serve in **public sector and non profits organizations** , including:

- National Department of Health
- Department of Telecommunication and Postal Services
- International Trade Administration Commission (ITAC)
- Khulisa Social Solutions NPC
- Spark Changemaker International NPC

WEF Gender GAP Index

South Africa was ranked as **No.18** out of 142 in 2014

- Regressed from **No.6 in 2009**

Gender GAP Index

- **Economic Participation - 83**
- **Educational Attainment - 85**
- **Health and Survival - 1**
- **Political Empowerment - 12**

WEF Gender GAP Index

South Africa was ranked as **No.18 out of 142 in 2014**

Note that there were shortcomings

- Education there was no rank on enrolment in tertiary education
- Science, Technology and Research – there was no statistics

Recent Media on Women Issues

- Women either young or old being vulnerable in the society – different **extreme violence** towards women including rapes and cases on abuse
- Killing of women by **spouses**
- Huge interest about **sexuality** of women or young partners

Issues driven at personal level than on substance of the person contribution. We need to ensure we tell success stories of women doing well this mean the media has to be **transformed ... women must write their stories**

Personal Experiences

- **In Public Sector** – generally advertise on Sunday Times on positions however the administration is so poor that you **don't get notified as to receipt of application and process.**
- In most instances, if you are not known or not prominent in your profession. You are likely not be shortlisted.
- **Fees** are horrible especially in public entities – use National treasury regulations however in National departments we have seen them using your specific professional body. This limit the qualified people available
- Change of **role of audit committee** – more role on performance and risks.
- **Internal Audit Unit** – conflict with Public Services Admin.

Personal Experiences

- **In Private Sector and Non Profits**– It is **referral system**, it is **boys club** and very few women.
- Whilst the IOD does advertise it is generally specialized industries like medical aids and regulated areas.
- Where women are in boards they are *invisible* and don't contribute meaningfully as result people start generalizing about women leadership.
- Women Leadership opportunities are *limited*.
- No clear processes documented on how the selection of boards should be done especially in non profits
- Generally there is founders syndrome

Personal Experiences

Recruitment and Selection

- **Get nominated**, ask for people in governance structures to nominate you.
- Clean your **cv – references correctly** and have **cover letter** as to your interest to the position and what value you intend to give.
- Prepare for **interview** and ensure you ask documents like *annual reports* and *management reports by auditors and oversight structures*.
- Clean life...brand, **credit and security checks**

Personal Experiences

Branding and expert in a sector

- **Focus** on one sector and ensure you understand the industry
- **Network** with leaders in that industry
- Subscribe to **Industry Journals and magazines**
- Be on **top of your game** on information to be able to demonstrate you can contribute strategically.
- Find **forums and networks** like SAWEN, IOD or even your own professional body.

Personal Experiences

Now you are appointed

- Ask for **induction – terms of references and year plan**
- Read the **board pack** ... prepare before meeting
- Get help by finding a **buddy or partner** to help through I different areas
- **Don't be afraid to ask questions**
- Consider meeting different chairs of the **board committees** before the meeting for you to grasp the issues
- **Volunteer in NPO boards** to give yourself practice



GAD Consulting Services Inc.

Audit Committee Advisory - membership

- We share **adverts and leads** for vacancies
- Preparation of **interviews and cv and nominations**
- Provide **buddy or partner** to help through who are experts
- Provide **forum** to network with people who are looking for boards and people who already in boards to provide group mentorship in small groups (10)

Conclusion

Thank you ...Discussion on Questions and Answers

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