

WOMEN

AT



**REPORT OF THE
WOMEN'S ACTION GROUP
WORKSHOP
HARARE, JANUARY 1985**

* CONTENTS *

The Background to the Workshop.....	<u>1</u>
Description of the Workshop.....	<u>2</u>
Problems Identified at the Workshop.....	<u>9</u>
Suggestions for Our Own Action.....	<u>10</u>
Recommendations for Change.....	<u>12</u>
Note on Women's Action Group.....	<u>14</u>

The Women's Action Group thanks the Harare Polytechnic and its catering staff for their co-operation during the Workshop. We also thank Kodzero yevashandi (Workers' Rights Theatre Group) for their stimulating play.

We would like to thank the speakers who gave their time and expertise, and the participants who made valuable contributions.

This report was compiled by members of the women's Action Group, Harare.

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THE BACKGROUND TO THE WORKSHOP

In November 1984, funds were made available to the Women's Action Group for the specific purpose of holding a workshop. This was to be on a smaller scale than the workshop held in May 1984, which had dealt with a wide range of issues affecting Zimbabwean women.

The topic chosen for WAG's second workshop was "Women at Work". Almost all women are working women, and the problems they face depend largely on the type of work they do. For this workshop WAG decided to concentrate on the problems of women who are employed in the formal sector. That is, women who are paid a regular wage or salary.

It was decided to hold a planning meeting, or "mini-workshop" in order to get a better idea of which issues should get priority in a one day workshop. Various speakers presented their views on the problems of women at work at this planning meeting. Some of these speakers were WAG members, and others were specially invited because of their involvement with working women and their problems.

For example, some of the speakers were workers' representatives from industries where many women are employed, such as clothing manufacture and food processing. From these presentations and the discussion which followed, it was possible to identify some of the most urgent issues and in this way to draw up the programme for "Women at Work".

PARTICIPANTS AT THE WORKSHOP

As the planning time and budget for this workshop were limited, it was decided to invite participants mainly from the Harare area. However it did seem important to have some representation from women in other areas as well. The final list of participants showed that the workshop was attended by 10 women from Bulawayo, 6 from Mutare, 6 from Murewa, 3 from Kadoma, 2 from Arcturus, 2 from Kwe Kwe and 2 from Wedza. There was also one participant from each of the following centres: Gweru, Juliasdale, Mt. Selinda Rusape and West Nicholson.

Visitors to Zimbabwe who attended the workshop included a member of the Maputo International Women's Group from Mocambique, a trade unionist/ILQ consultant from Botswana, a film maker from the Netherlands, and a women's film crew from Britain. Also present were several Harare-based

representatives from the foreign press and from international volunteer organisations.

Of the 256 participants, 198 were from Harare. Twenty four of these were men who shared with us their perspective on the issues discussed during the day. In particular, the contribution of the men in the play, "Madzimai pa Basa", enabled the drama group to make a powerful contribution to the workshop.

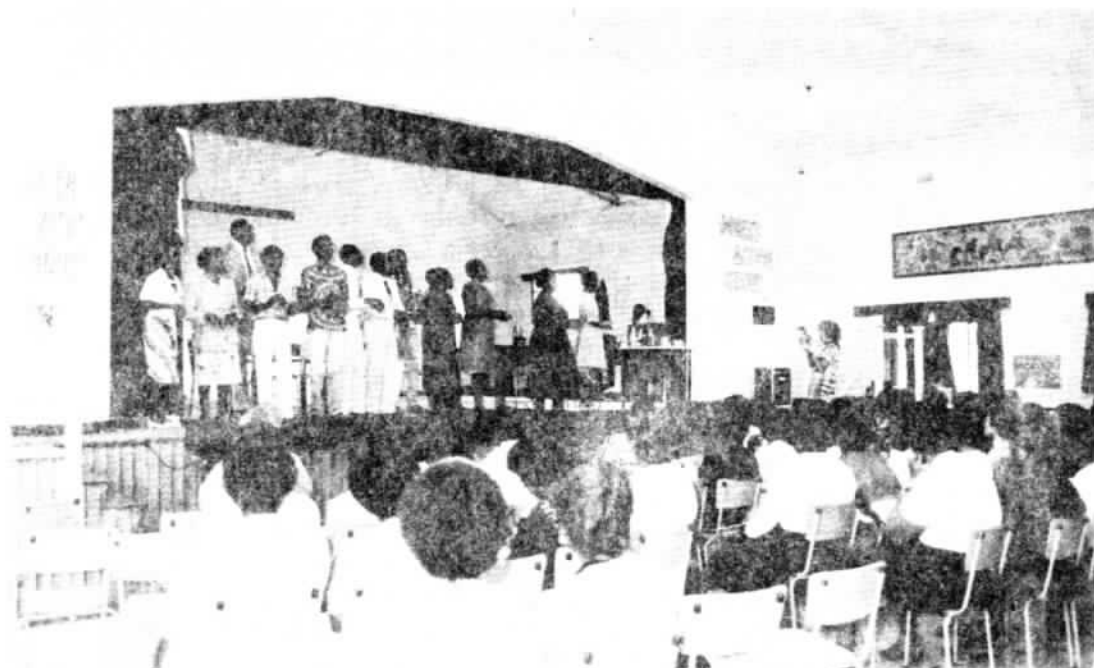
The members of the drama group were amongst a total of 95 trade union members who formed an important sector of the participants in the workshop. Also present were 20 government employees, including representatives from various Ministries, teachers, and medical workers. In addition there were three educators from non-government institutions or organisations, and five workers from international volunteer or aid organisations.

Thirty three of the participants were members of the Women's Action Group, 9 were from other women's organisations, and 6 were from various professional associations. A different and very welcome perspective was provided by 11 members of cooperatives from various parts of the country.

The 9 journalists who attended included representatives of National Public Radio(USA), Vara Radio(Holland), ZIANA(Zimbabwe Inter-Africa News Agency), the Zimbabwe Broadcasting Corporation, Agenda Press Services, and a German feminist magazine.

The remaining participants attended the workshop in their private capacity.

Finally it should be noted that many people fall into more than one of the groups outlined here, but this description of participants is based on the primary category in which they attended, as stated at registration.



Women listen and share their experiences at the
Women at Work workshop, Harare, January 1985.

DESCRIPTION OF THE WORKSHOP

Early in the morning of 19 January, a minibus with two banners reading "WAG Workshop" was at the station to meet the delegates on the Bulawayo train. Women from Mutare had arrived the day before and were offered hospitality for the night by their sister trade unionists in Harare.

Registration began at 8.00 in a hall at the Harare Polytechnic. Most participants had already received registration forms with their invitations, and were given their discussion group number (and colour) when they arrived.

The workshop was opened by Ms E. Mapondera, President of the Zimbabwe Women's Bureau. Referring to the "Women of Zimbabwe Speak Out." workshop organised by WAG in May 1984, she said:

"It became very clear that it is not only rural women who struggle with problems. Urban women also have serious problems, and at this workshop we shall concentrate on those problems... Women have a right to work, to earn money, to participate... we are ready and willing to take responsibility for our lives and our future."

She said that women acknowledged that there had been progress for them since Independence, for example the Legal Age of Majority Act. "In theory at least we have equal pay for equal work. The income tax laws which hurt women are now the subject of investigation by the Tax Commission."

This progress, however, was only the beginning of the struggle for women to become equal citizens. Problems such as lack of promotion, lack of training for women, lack of health and child care facilities for working women, as well as inequality of pay and sexual harassment, still had to be confronted. Ms Mapondera said that:

"All over the world we see a new generation of women-our generation-participating in union and community organisations in South Africa, Mozambique and many other countries. These examples must give us strength to participate ourselves in overcoming our disadvantages as women."

The next speaker was Ms Rudo Gaidzanwa, an active worker for Associated Women's Clubs. Ms Gaidzanwa is employed as a sociologist at the University of Zimbabwe. Her analysis of "The Role of Women in the Workforce" suggested that women's contribution to the economy of the country in all spheres is a major and essential one.

She said that the notion that women worked for "pin money" while their husbands were the breadwinners, was not true. Most women worked because their income was essential for the support of their families.

Ms Dorothy Muchenji, Industrial education Officer from Silveira House, was the next speaker. Ms Muchenji urged women to take advantage of any training opportunities available. "It is no use to have training and then not to have the confidence to use it on decision-making bodies," she said.

She urged that where there were women with the necessary skills, it was up to women to elect them, and to press for and support their promotion. Why should we continue to elect men when we can do these jobs ourselves?

Dr Sue Fawcus, a specialist in women's health, who is also a member of WAG, then led the discussion on women workers' health needs. She said that the special health needs of working women were neglected worldwide.

She mentioned that in China there was more recognition of the health needs of working mothers than in most countries. There were facilities for adequate, paid maternity leave, breastfeeding, and creches to enable women to be effective workers while recognising their contribution to the nation as mothers. She pointed out that:

"Working class women have to work- it is not a choice. Yet they usually cannot afford labour saving devices or domestic help. So they normally do three jobs- paid employment, domestic work, and childcare."

Dr Fawcus pointed out that women found it very difficult to have paid leave to attend a sick child, and yet society held working women responsible for the care of children, as well as for their duties as workers. A capitalist economy exploited women workers, she said. In a depression women workers were the first to be retrenched and told that "a woman's place is in the home" and that women were not economically productive.

One of the main reasons that women's health needs lagged so far behind other workers' issues, was that women feared to stand up for issues related to their health. When confronted with these issues, employers claimed that women were unreliable and they would rather employ men. Another reason was that trade unions tended to be dominated by men. Women were unable to attend trade union meetings out of working hours because of their domestic responsibilities. She suggested that women should campaign for union meetings to be held during working hours.

According to Dr Fawcus, both employers and trade union men regarded health issues as personal and private, leaving a woman to handle them herself and making her see her health needs as a failure on her part.

"We women should stop thinking these are personal problems only. They are very fundamental for our health and that of our children. We need to campaign collectively. These are not secondary issues. They are vital demands which must be understood by both employers and trade union men."

She said it was time for acceptance of the reality of working mothers. Working women should not have to suffer double guilt- guilt about taking time off work for pregnancy and childcare, and guilt about the needs of their children. "Do we have to accept this guilt? If society was geared to recognise that a woman could be both mother and worker, couldn't we fulfill both functions?"

Dr Fawcus went on to say that working women faced many health problems because of lack of job security. Up to now, although some maternity leave was written into most industrial agreements, it was unpaid. Most women had not been able to afford to take as much maternity leave as their health and that of their babies required. "Very little is done to provide working conditions which make allowances for pregnancy, for ante-natal visits or adequate breast-feeding breaks."

It was suggested that women's caucuses in the unions were important in carrying out this task. If the unions could afford to employ their own health workers in workplaces, answerable to the needs of the workers rather than those of the employers, these health workers could act as agents of change.

Ms Eunice Kapawu, a member of WAG, who is also Vice Chairperson of the Harare branch of the National Union of the Clothing Industry, pointed out that no woman had ever been consulted on the industrial agreements' provision for maternity leave and breastfeeding. The provisions were usually impractical and of no use to women. For example a woman was allowed half an hour in the morning and afternoon to breastfeed.

"It is impossible for her to get a bus and go home to feed her child. The agreement is obviously made for women who have creche facilities at the workplace. I do not know of any factory in Zimbabwe where there is a creche. These agreements are signed on our behalf, not thought out and discussed by women, or signed on their behalf by women who are known and elected by women themselves."

Another participant said it was no good for women to continue to meet by themselves:

"You get home and then Dad says, 'Oh, it's a women's affair. I am sick and tired of women's affairs'. Let us unite as women and bring all the women's organisations together and make sure the problems women face get to men's ears, and see what men and women can do together."

The participants clapped loudly when a woman told of how she had found that in-service training and promotion was reserved for men, and a woman's career prospects fell far short of a man's. She pointed out that a woman had to fight every inch of the way to progress in a career. "We have no job security and no matter how hard we work, and how much we want to improve our skills, the men always get preference." She said that she was retrenched in the late stages of her pregnancy. "I wanted to say this because I am a typical case of how women are treated because they are women."

The meeting then broke for tea in the adjacent canteen and courtyard. During the breaks the participants were able to study the displays of books and literature related to women at work, and family and childcare. Special interest was shown in the booklets published by CASS (Centre for Applied Social Sciences) explaining the legal rights of women.

Other displays were mounted by the Zimbabwe Publishing House, (which has published a series of books about Zimbabwean women), Grassroots bookshop, and the United Nations Development Program. There was a photographic display of the important role of women in the African Liberation movements. To call the women back to the hall after the breaks, some of the women played drums and other traditional instruments.



Kodzéro yevashandi stimulated much discussion with their production of 'Madzimai pabasa'.

After tea, the Workers' Rights Drama Group, made up of women and men from three different trade unions, presented a play called, "Madzimai pa Basa". For many of the participants there was no need to introduce the group, Kodzero yevashandi, who had also performed at the workshop held in May 1984.

This time they were dramatising sexual harrassment, and showed the problems which follow women from their homes to their workplaces. The play also showed how women are forced to leave their homes and children to look for jobs, and how they face many hardships in getting a job and trying for promotion.

According to one member of the drama group, sexual harrassment has become very common for women workers: they are aware of it and are determined to put an end to it.



Sexual harrassment, a widespread problem for working women, is dramatised by the Workers' Rights Theatre Group.

This play, written by the group themselves, was a great success and provoked a considerable amount of discussion from participants, especially in the afternoon's small group sessions. After the drama, lunch was served in the canteen.

After lunch, Ms Doreen Nelson, an executive member of the Posts and Telecommunications Union, who is also a member of WAG, spoke on the "Effective Participation of Women in Trade Unions". She put the present position of women in trade unions into an historical context, saying that before Independence, when there were separate Black and White unions, men had been in the leadership.

"Since then there has been no concrete trade union policy to redress this imbalance, no special facilities or policy to educate women in trade

unionism. Women's interests have not been properly represented or catered for. There is no provision in the ZCTU constitution for women. A few women have been put into high positions as 'window dressing'. They have never really been given the authority of the real job."

"When there has been the odd workshop for women, the problems to be discussed are put on the agenda by men. Up to now we have never been consulted, even about which are the most urgent and pressing problems which we experience as women. Now is the time for women to unite, to write our own programmes, identify our own problems and say what we want to discuss at workshops."

She said that, for effective participation in trade unions, women workers should not only elect women to represent them from workers' committee level up to national level, but they must actively support and trust their chosen representatives. Within trade unions, women's caucuses should be set up, and women from different trade unions should keep constantly in touch.

"We can put in petitions, we can campaign on certain issues which affect us, we can use education programmes to motivate and mobilise ourselves. It is for us to join Conciliation Boards and decision-making bodies. We must forget about our divisions, whether we are Miss or Mrs, rich or poor, educated or not, and see promotion for other women as a step forward for ourselves."

"We know our problems in the workplace and at home. It is for us to enlighten our male counterparts and say: 'Give us space there beside you and let us speak for our sisters.'"

She said it was not enough to talk, but that women wanted channels for positive action, and "where we decide we want action, action will come...I do not recall a workshop before this one which brought women together from all levels of the workforce. From now on we are going to take action as women."

The participants then went to small group discussions. Each group, which was randomly selected to allow for a full cross-section of workers, was allocated a note taker and a facilitator. The facilitators had been briefed to encourage women to speak in the language in which they felt most comfortable. The note-takers noted the problems stated by the participants as being the most urgent for women workers. At the plenary session after tea, a representative of each group presented a list of recommendations for action to the whole workshop.

A men's group, consisting mainly of trade unionists, discussed the position of women from their perspective. They recognised that women had particular problems as workers, and supported progressive changes.

The presentation of recommendations was followed by comments and discussion from the floor. One suggestion made by a trade union woman was that women workers should take care to read and understand their industrial agreements so they could attend meetings with full knowledge of their position.

Ms J. Mawema, Under Secretary from the Ministry of Labour, Manpower Planning and Social Services, officially closed the workshop. She said:

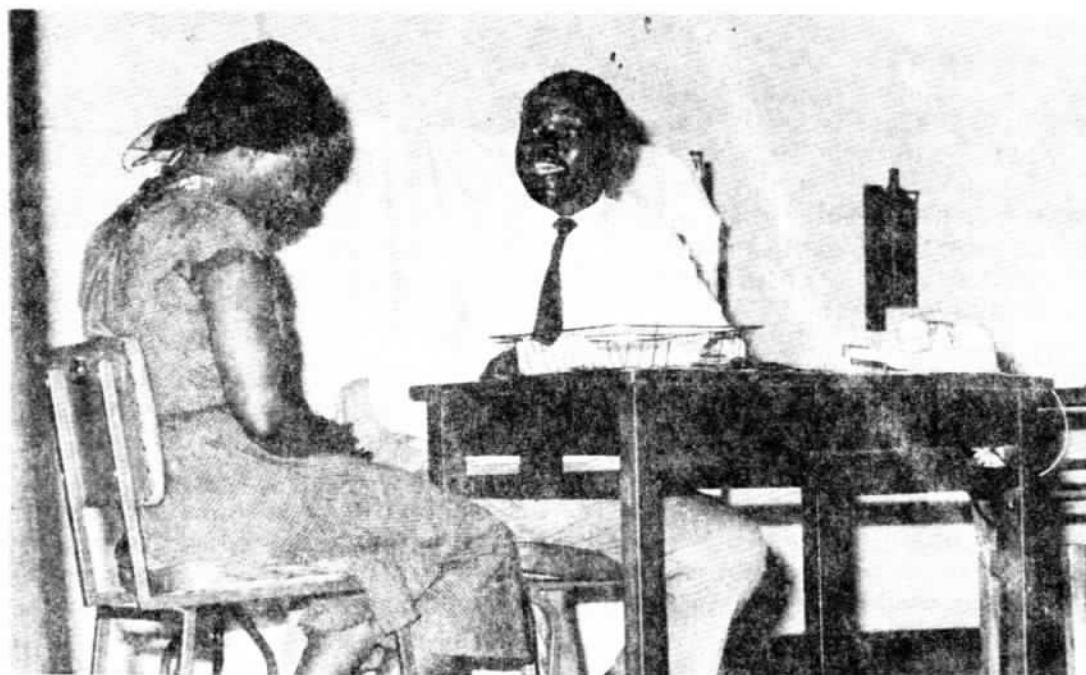
"I feel the value of this workshop has not just been that women have come from so many different fields to share their experiences of what happens at work, but that recommendations put forward here will have far-reaching effects in the national deliberations and will be taken note of in some of the official policies."

Such workshops, she said, assisted women in gaining bargaining skills. The gross injustice suffered by women under the oppressive colonial regime should never be repeated. Women themselves could ensure equality in Zimbabwean society by changing the socialising of their children to break away from the stereotypes of women's roles and aspirations.

"Fifty-one per cent of the population of Zimbabwe is female, many working side by side with men in those professions and jobs which have been opened to us. Meaningful recognition must be given to our rôle as potential labour power. It must be fully recognised and utilised. Women must be aware that it is illegal to discriminate in employment on the basis of sex. Employment is a right, not a privilege. If discrimination occurs, we must report it to our unions, or bodies which are concerned with women's rights."

She suggested that if there was dissatisfaction with the way in which women's affairs were handled by her Ministry's Industrial Relations Officers, formal approaches should be made by women to the relevant department so that their interests would be met.

After supper there was a short time of celebration and music, with well known Mbira player Ms Virginia Chiweshe, providing entertainment, joined by other women playing drums and hoshos, and singing. The participants dispersed, expressing determination to meet again as soon as possible to examine the new Labour Bill, and to work together for fairer working conditions and equality in the trade unions.



'Madzimai pabasa' examined some of the problems
faced by working women.

WOMEN AT WORK

PROBLEMS AND RECOMMENDATIONS FOR CHANGE

In the afternoon of the workshop, the participants separated into ten discussion groups, each with approximately 25 people. One group was exclusively for men, and the remainder were for women only, as it was thought important that group discussions should not be dominated by men.

The reports submitted by the note-takers from each group described the major problems identified by the women (or men) and then described strategies for their solution. Solutions fell broadly into two categories, those which women could implement themselves, more or less immediately, and those which involved making demands or recommendations to the relevant institutions.

THE PROBLEMS

1. Lack of solidarity among women: This was identified as a major problem. Rivalry and resentment directed at women who achieved some success was seen to be destructive. There was criticism of powerful women using their status to enhance their own position at the expense of other women. It was observed that men often encourage this type of behaviour in order "to divide and rule".
2. Discrimination against women in job selection: Generally men regarded women as interlopers who were taking away their jobs. Men often claimed that women only work for extra money rather than as providers in their own right. In Zimbabwe up to thirty per cent of families are headed by women who are therefore the sole providers for a large proportion of the population.
3. Few women hold positions in decision-making bodies: Due to the traditional view that women should be subordinate, positions of power are in general allocated to men. It was however acknowledged that women did not often seek responsibility, either through lack of self-confidence, or through conflicting demands of work and family.
4. Inequality of opportunity in training and promotion: Denial of training and promotion opportunities is an important factor in keeping women in less skilled and less responsible positions in the workforce. It was seen to be a deliberate policy on the part of managers and employers.
5. Low pay for women's work: Occupations held mainly by women are often defined as less skilled or less arduous, therefore justifying lower pay.
6. Lack of information on women's rights: There appears to be a deliberate attempt to conceal from women their legal rights, particularly by officials at the Community Courts, and specifically in relation to the changes embodied in the Legal Age of Majority Act.
7. Unpaid maternity leave: The future nation and workforce depends on the reproduction of children, and society as a whole should be expected to take responsibility. Financially punitive action against pregnant women leads to stress and hardship which may affect the health and development of both the mother and child, and the welfare of the whole family.

*** See footnote on Entitlement to Maternity Leave under the new Labour Bill.

8. Lack of creches and provision for breastfeeding: In order for women to return to work after childbirth and function efficiently and happily, their dependent children must be well cared for. Most women felt that provision of creche facilities close to the workplace would reduce anxiety about the welfare of their children and would allow them to breastfeed at regular intervals.

It is recognised worldwide that the health and wellbeing of infants is enhanced by breastfeeding, and it is recommended that breastfeeding continue throughout the first two years of a child's life. Unless children are cared for close to the workplace, optimal breastfeeding is impossible. It is also important that child care facilities be inexpensive but of high quality.

9. Sexual harrassment: Offers of jobs and promotion in return for sexual favours are extremely widespread in both the public and private sectors, and women felt exploited and threatened by this sexual harrassment. Women reported that men would attempt to jeopardise their jobs if they refused to co-operate this way and it was difficult for individual women to take a strong line when subjected to such pressure.

10. Taxation of married women: The excessive taxation of married women results in a situation where single women with fewer financial obligations take home a much larger salary than a married woman doing the same job. Many women are expected by their husbands to assume all responsibility for domestic expenditure while the husband's money is spent on frivolous amusement, determined and enjoyed mainly by himself.

11. Health hazards at work: These relate mainly to women working in industries where dangerous chemicals are used. The lack of paid maternity leave made it necessary for women to work later in the pregnancy than is desirable, and the need for lighter work later in the pregnancy was pointed out.

12. Disapproval from husbands: Husbands often discouraged women who wanted to attend courses to improve their work status or who wanted to attend union meetings. They often refused to accept responsibility for domestic duties which would enable their wives to participate in these activities.

SUGGESTIONS FOR OUR OWN ACTION

1. Unity and solidarity among women: It was emphasised repeatedly that our strength is diminished by our disunity and that only through supporting each other in every attempt to improve our lives, can we succeed.

2. Prepare to take responsibility in the workplace: Until women assume positions of responsibility in the workplace, and particularly in the unions, we will not be in a position to change things. We must be ready to accept responsibility and be willing to vote for women who stand for election and give them our wholehearted support.

3. Open discussion with men: Many women still accept a subordinate position in their dealings with men and until we are ready to confront men with our problems there will be no solution. Women felt that we should invite men to workshops of this type and discuss with them the problems and their resolution from a position of strength.

4. Join the trade unions: The trade unions were seen to be one of the most important ways in which women could effect change. The women trade unionists present particularly emphasised the importance of forming women's caucuses within the unions which would focus attention on the specific problems of women.

5. Educate children in non-sexist roles: Many oppressive attitudes towards women are developed during childhood when female children are expected to do the boring and repetitive household tasks while boys are allowed to sit around and be waited on. It was felt that if women encouraged both girls and boys to treat each other with respect and equality, oppressive attitudes to women would be reduced in the next generation.

6. Use the Ministry of Labour, the courts, and the Ombudsman in disputes involving sex discrimination in the workplace: Discrimination on the grounds of sex, race and religion is against the law in Zimbabwe, and women should be encouraged to take action when cases of clear discrimination occur. The Ministry of Labour and the courts should support such action. Cases of discrimination on the grounds of sex which occur in government departments and parastatal bodies could be taken to the Office of the Ombudsman if normal complaint procedures achieved nothing.

7. Be aware of worker's rights: Trade unionists pointed out that many women workers were not aware of the rights which they already had, and that it was our duty as workers to make ourselves aware of these rights and demand their implementation.



Women workers from all areas of employment
discussed common problems and strategies for change.

1. Paid maternity leave: This was a basic demand which all women felt was essential. It was suggested that this might be financed by a maternity leave fund into which all workers paid throughout their working lives. The problem of discrimination against women workers because of maternity leave was discussed and one suggestion was that paid leave should be permitted only once every three years as occurs in some other countries. This would limit discrimination against women on the grounds that they take too much time off for maternity leave during their working life.

(***See footnote on Entitlement to Maternity Leave under the new Labour Bill, at the end of this section. ***)

2. Creche facilities at the workplace: This was seen to be another vital demand in order for women to function effectively in the workforce. It was suggested that creches should service several workplaces in one area and should be located at sites of high worker density.

3. Breastfeeding: It must be recognised that breastfeeding is vital for the healthy development of infants and must therefore be encouraged. Women must be allowed sufficient time off during the working day to permit regular breastfeeding in comfortable surroundings.

4. Sexual Harrassment-Legislation and action: The prevalence of sexual harrassment both in the public and private sectors must be recognised and legislation should be enacted to eliminate it. The trade unions should accept responsibility for investigating accusations of sexual harrassment and should take appropriate action when proven. It was suggested that the Ministry of Labour should monitor job interviews by sending their women officers as candidates to interviews in order to investigate whether jobs are being allocated on the basis of merit or whether candidates are being subjected to sexual harrassment.

5. Access to knowledge of our rights: The ministries of Labour and Justice should be responsible for disseminating information on the rights of women workers and should use the media as a vehicle for spreading information. Women's organisations should also do their utmost to ensure that women are aware of their rights.

6. Equal and separate taxation for married women: There is no justification for the current discriminatory laws on taxation of married women and the appropriate corrective legislation should be enacted immediately.

7. The implementation of existing workers' rights: Any failure to observe the rights of workers on the part of employers should be promptly dealt with by both the trade unions and the Ministry of Labour.

8. Increase women's representation in the unions: It should be recognised that at present the trade unions do not adequately represent the interests of women workers and trade unions should be registered only if they have a specific proportion of women on their executive bodies.

9. Equal opportunities for training and promotion: Both the unions and the Ministry of Labour must recognise the importance of training and promoting women and action must be taken against individuals and organisations who discriminate against women in these areas.

10. Union meetings must be held during working hours: The conflicting demands of work and family make it virtually impossible for women to attend trade union meetings outside working hours. These meetings must therefore be organised during working hours and employers must be forced to recognise the necessity for this and to permit such arrangements.

11. Family planning education for men and women: It is clear that most women recognise the value of child spacing for the health of both the mother and the children. Men, however, appear to be less convinced and this is in part due to lack of information. It is therefore suggested that education on child spacing be made available particularly in the workplace so that both men and women can judge its value.

*** ENTITLEMENT TO MATERNITY LEAVE UNDER THE NEW LABOUR BILL

(At the time of the workshop these conditions were not yet known.)

Unless a woman is already working under better conditions, she is entitled to paid maternity leave under the following conditions:

a) If a woman agrees to forfeit all leave she has accumulated in the six months prior to maternity leave, she is entitled to not less than 75% of her normal pay. If she was not entitled to any leave, or cannot or will not forfeit it, she is entitled to 60% of her normal pay.

b) A pregnant woman must supply her employer with a certificate from a registered doctor or nurse giving the expected date of birth. She is then entitled to 45 days off before and 45 days after the birth. (Not more than 90 days in all). If the birth comes after 45 days, or if there are birth complications (certified by a registered doctor or nurse) the period may be extended WITHOUT pay.

c) If a woman fails to return to work after maternity leave (except if she dies or is dismissed by her employer) she must pay back all maternity pay and benefits.

d) Paid maternity leave cannot be taken more than once in 24 months or more than three times with one employer.

e) Maternity leave under these conditions means a woman maintains all her normal benefits and entitlements at work, including seniority, pension and unbroken service rights.

f) A nursing mother is entitled to take one hour or two half hour periods during working hours to nurse her child (although this must fit in with maintaining normal production.)

g) Any person contravening these provisions is guilty of unfair labour practice.

* WOMEN'S ACTION GROUP. *

WAG was formed in November 1983 in Harare in response to the indiscriminate arrests of thousands of women accused of being prostitutes in "Operation Cleanup". Women from all races and classes came together in the group and, along with other women's organisations, WAG protested against this police operation.

The roundups raised many questions about the situation of women in Zimbabwe. In May 1984 WAG organised a weekend workshop to discuss these issues. This was attended by more than 450 women (and some men) from all parts of Zimbabwe. The report of this workshop, Women of Zimbabwe Speak Out, dealt with land rights, custody, guardianship, and maintenance of children, inheritance, lobola and other pressing issues. It was published in October 1984, and is available from WAG for \$4.00.

WAG continues as a working group interested in the rights and progress of women in Zimbabwe. The group has no affiliations with any other organisation, but wants to work with and support other women's organisations with similar aims.

Membership is open to all women. Meetings are held on the second and fourth Tuesdays of every month at the WAG office, 511 Frankel House, corner Second St./Speke Ave. Harare. The use of all three languages is encouraged at meetings. WAG also organises monthly public presentations on issues affecting women in Zimbabwe.

