**EMERGING MANAGEMENT DEVELOPMENT PROGRAMME**

**An Address delivered by the Acting National Commissioner, Ms Nontsikelelo Jolingana at a EMDP EVENT, 11 OCTOBER 2013**

GREETINGS

Programme Director;

CDCs HR, Gito, Remand

The Department of Correctional Services Managers; Our Partners SASSETA who made this day possible; the Recipients of EMDP Certification; Ladies and gentlemen. Good evening.

INTRODUCTION

Of the 1.3 billion people who live in absolute poverty around the globe, 70 per cent are women. For these women, poverty doesn’t just mean scarcity and want. It means rights denied, opportunities curtailed and voices silenced.

Women work two-thirds of the world’s working hours, according to the United Nations Millennium Campaign to halve world poverty by the year 2015. The overwhelming majority of the labour that sustains life-such as growing food, clothing, raising children, caring for the elderly, maintaining a house, hauling water, is done by women, and universally this work is accorded low status and no pay.

Women earn only 10 per cent of the world’s income. Where women work for money, they may be limited to a set of jobs deemed suitable for women-invariably low-pay, low status positions.

Women own less than 1 per cent of the world’s property. Where laws or customs prevent women from owning land or other productive assets, from having the right to inheritance or to own their home and cannot invest in their own or their children’s futures.

Women make up two-thirds of the estimated 876 million adults worldwide who cannot read or write, and girls make up 60 per cent of the 77 million children not attending primary school.

Education is among the most important drivers of human development: women who are educated have fewer children than those who are denied schooling.

Where women do not have the discretionary income to invest in their own or their children’s education, where girls’ education is considered frivolous, and where girls are relied on to contribute labour to the household, they miss this unparalleled opportunity to develop their minds and spirits.

In many societies around the world, women never belong wholly to themselves; they are the property of others throughout their lives.

Where women have no control over money, they cannot choose to get health care for themselves or their children.

Programme Director, Women in this country have been the cornerstone of what we enjoy today. The rights of all are enshrined in the Constitution of our country, including those of women. Our country has taken a conscious decision to redress inequalities and imbalances of the past. Although we have the most progressive laws we have not yet reached the goal of ensuring that women are totally emancipated from all forms of oppression and discrimination!

The article published in the “The Hindu” - Is the celebration of women’s role at workplace limited to women’s day? :”At the onset it is important to understand that International Women’s Day commemorates the contribution of women not just to their immediate professional environment but towards the larger economic, social and political ecosystem**.** Srimathi Shivashankar, Associate Vice President, Diversity and Sustainability, HCL Technologies said the following:

“All organisations should have the necessary support systems and policies in place that make women employees feel valued and empowered throughout the year.” Most women firmly believe that respect and recognition for them are restricted to that one day called ’Women’s Day’ at workplace with parties, games and surprise gifts. But everything is forgotten the next day and they have to fend for their day-to-day struggle on all fronts. These are the views of Ms Rekha.M. Hamza, Head HR, RK University, Rajkot. She further questions, “How many women hold an office of importance in any organisation? How easy was the path? Only about 0.02% of women work at the board of management level. Assumptions reign supreme at the workplace with regard to the capabilities of women. It is just assumed that women cannot withstand the pressure that a senior level job requires.”

Ladies and gentlemen

It is a great pleasure for me to be here today to witness the fulfilment of this training [Emerging Management Development programme] which gives this group of 25 Junior Managers in the Department of Correctional Services a great opportunity for personal development, growth, and ability to participate in the management echelon of the Department!

Programme Director

Let me also take this opportunity to commend the Safety and Security Sector Education and Training Authority (SASSETA) for funding the tuition for these learners to the value of R 210 000, 00. I will also like to acknowledge PALAMA in partnership with University of Pretoria as partners in delivering the training. This is a sign of commitment and good partnership between these institutions in achieving the goals and objectives of the National Skill Development Act as promulgated and implemented since 1998.

This is the type of collaboration that is required to meet the human resource development goals of government, particularly the National Skills Development Strategy III goal “Increasing public sector capacity for improved service delivery and supporting the building of a developmental state.”

I would like to congratulate our 25 Junior Management graduates on obtaining their Certificate in Emerging Management Development Programme. It is very appropriate that we have this graduation during this year that the Minister of Correctional Services has declared the year of the Correctional Official – the year in which we wish to highlight the important role of the Correctional Official in the Department of Correctional Services, in the criminal justice value chain and in the protection of South African citizens.

One of the themes of the Year of the Correctional Official is “Capacitating officials to deliver on the Corrections mandate”.

Management and leadership development is critical component of this theme. Our junior and middle management echelons are the engine room of this Department. It is therefore important to create the necessary capacity at this level not only to ensure optimum management of operations but to create a pipeline of future talent to take the reins at senior management level. As a Department we need a conscious program of succession planning in ensuring that we reach the 50/50 ratio advocated for by the ruling party!

Programme Director

In his speech at the official launch of the Re-Training and Human Rights Project at Kroonstad Training College, the former President Nelson Mandela said (I quote) “... if our prisons are to become places of rehabilitation we need to equip the men and women who work in them to do the job professionally and effectively. We need to ensure that prisoners as well as correctional officials have an understanding of human rights and their respective responsibilities.” (Close quote) In order to create an ideal correctional official, this department must develop an ideal leader who should be someone who breaks new ground, inspires success, raises the standard, believes nothing is impossible, and seeks solutions rather than policy excuses, makes a difference to people, understands collective responsibility and team work and is accountable. Leaders should not only be perceived to be at senior management level but at all levels of the organisation. Our goal is to create a leadership culture where everyone is able to lead and use their skills and talents in their own space for enhanced service delivery.

Programme Director

The majority of officials graduating today are women who have to operate in the field which was previously pre-dominantly male orientated. This has its own challenges for junior managers who have to manage their male counter parts and to bring the paradigm shift from the idea that women cannot manage the Correctional Centres. However, in breaking these barriers, I want you to remember what the former president Nelson Mandela said in his inauguration speech quoting Marianne Williamson “Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous? Actually, who are you not to be? You are a child of God. You’re playing small does not serve the world.

There is nothing enlightened about shrinking so that other people won’t feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It’s not just in some of us; it’s in everyone, and as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates other.”

It is important for you to note that, we are looking at you as managers that we have trained to be the beacon of hope for the Department of Correctional Services, to utilise your skills for the betterment of the Department of Correctional Services, the criminal justice cluster and our country as a whole. I believe the graduates have learnt that leadership is not a position but a character driven by the course at hand to deliver the objectives that ought to address the challenge. Ladies and gentlemen, what I am saying and strongly believe is that the ultimate measure of leadership is not a position but the character of the person that works towards realisation of the dream.

To our graduates we know it has not been an easy road for you balancing your managerial responsibilities with your study responsibilities and many sacrifices have been made by both yourselves and your families for you to reach this point. I hope this is not your last academic achievement as your professions require you to keep abreast with new developments. Our goal is to professionalise Corrections and our pursuit is to create professional cadres in all streams in our Department.

My hope is that the value you see in the certificates you will be receiving today is not only the hope of using them to get a better job but, rather, that they will remain a constant reminder of how you can use what you have learned to make a difference where you are . Let all that you do be a step towards the realisation of the Departmental vision to provide the best correctional services for a safer South Africa.

Let me take this opportunity once again to convey a sincere word of gratitude and appreciation, on behalf of the Honourable Minister, to our partners from SASSETA who were involved in the programme by ensuring that this day becomes a success.

I THANK YOU.