

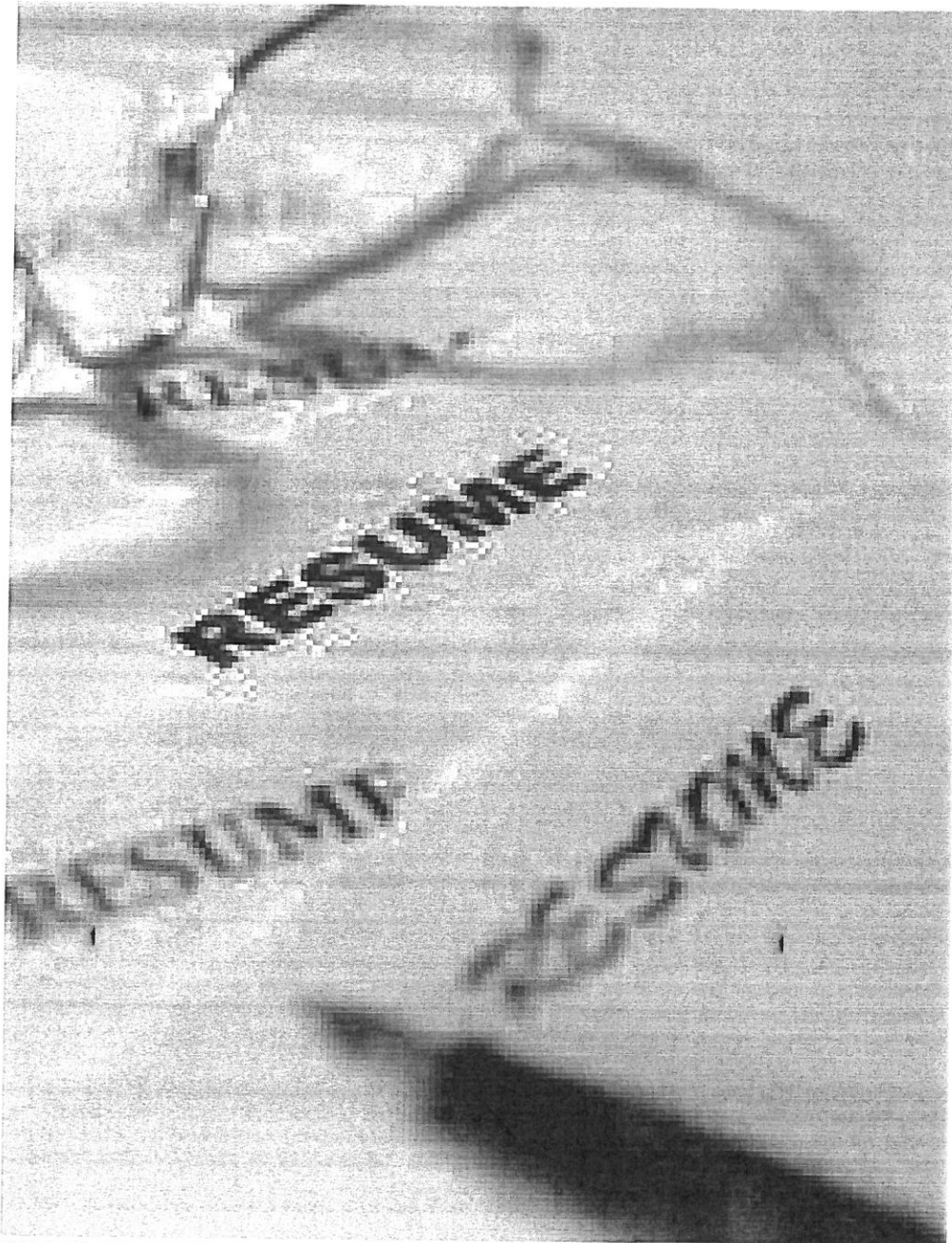
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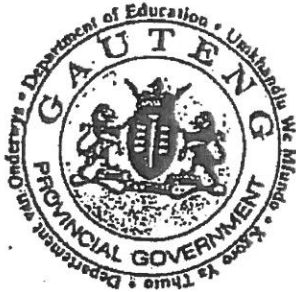
CURRICULUM VITAE

&

PERSONAL PROFILE

MUMMY NOMVULAZANA CONSTANCE JAFTA





GAUTENG DEPARTMENT OF EDUCATION
Certification Section

Private Bag X184
Pretoria 0001

GPG Building
c/o Bosman & Pretorius Streets
Pretoria 0002

Tel: (012) 303-3195/2282/3231
Fax: (012) 303-3527

JAFTA NOMVULAZANA CONSTANCE
96 HARTEBEEST STREET
LEONDALE

1401

Dear Sir/Madam

CALCULATION OF AGGREGATE STD. 10-CERTIFICATE

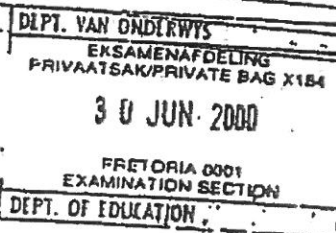
Only the six (6) highest marks are used, including a First Language and a Second Language. Your examination results were calculated as follows:

YEAR	EXAMINATION NO.	SUBJECT	SYMBOL
198411	840119821	XHOSA FIRST LANGUAGE HG	E
198411		AFRIKAANS SECOND LANGUAGE HG	E
198411		ENGLISH SECOND LANGUAGE HG	F
198411		MATHEMATICS SG	G
198411		BIOLOGY SG	F
198411		GEOGRAPHY HG	E

Remarks: The candidate passed the Senior Certificate examination.
Application received on : 2000/6/30
The certificate will be issued in due course.

Yours faithfully

[Signature]
SUPERINTENDENT-GENERAL



This document is issued without alterations or erasure of any kind and is subject to the approval of the South African Certification Council.
The department reserves the right to effect changes to this document.



University of the Western Cape



The Degree of

Baccalaureus Artium

was conferred upon

NOMULAZANA CONSTANCE JAFUA



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DIE OORSPRONKELIKE DOKUMENT WAT AAN MY VIR WAARNEMING VOORSELE
IS. IK BEVESTIGER VERDER DAT, VOLGENS MY WAARNEMING, DAAR NIE 'N
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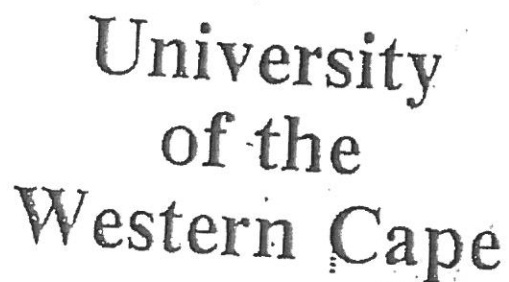
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1999-03-26

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NAME *Se. M. M. M. M.*

M. M. M. M. CHANCELLOR



The

Higher Diploma in Education (Post Graduate)

SUID-AFRIKAANSE POLISIEDIENS
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 JOHN VORSTERPLEIN
 1999-03-26
 JOHN VORSTER SQUARE
 ADMINISTRATIVE
 SOUTH AFRICAN POLICE SERVICE

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Regular

Robert
Vice-Chancellor



INTERNATIONAL LABOUR ORGANISATION
INTERNATIONAL TRAINING CENTRE
TURIN

DIPLOMA

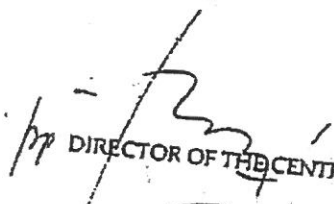
MUMMY NOMUULAZANA CONSTANCCE JAFTA

HAS SUCCESSFULLY ATTENDED A TRAINING PROGRAMME ON:

TRAINING FOR WOMEN TRADE UNION LEADERS

FROM 21 October 2001

TO 26 October 2001


DIRECTOR OF THE CENTRE



DIPLOMA NUMBER A92671/01:02

TURIN: 26 October 2001

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VAN DIE
VRYSTAAT



UNIVERSITY
OF THE
FREE STATE

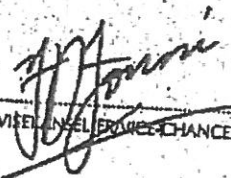
HIERMEE WORD VERKLAAR DAT DIE GRAAD THIS IS TO CERTIFY THAT THE DEGREE

**Baccalaureus Educationis Honores
(Onderwysbestuur en -Leierskap)
Baccalaureus Educationis Honores
(Education Management and Leadership)**

TOEGEKEN IS AAN
HAS BEEN CONFERRED UPON

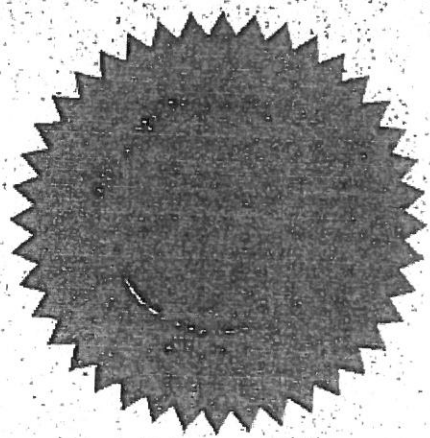
NOMVULAZANA CONSTANCE JAFTA

NADAT AAN DIE STATUTE EN REGULASIES VAN IN ACCORDANCE WITH THE STATUTES AND
DIE UNIVERSITEIT VOLDOEN IS. AS BEWYS REGULATIONS OF THE UNIVERSITY. AS
DAARVAN PLAAS ONS ONS ONDERSKEIE WITNESS. OUR RESPECTIVE SIGNA-
HANDTEKENINGE EN DIE SEËL VAN DIE TURES AND THE SEAL OF THE
UNIVERSITEIT HIERONDER. UNIVERSITY BELOW.


VICE-CHANCELLOR


DEKAN/DEAN


REGISTRATEUR/REGISTRAR



BLOEMFONTEIN
2003-03-18
1997713251

Her background

Contribution to liberation struggle and gender mainstreaming

Mummy Nomvulazana Constance Jafta made a mark, however small through her involvement in the liberation struggles, around the 1980' through the COSAS (in high School) and later in SASCO, the student movement and UDF (UWC), under very difficult and trying conditions given her family background during those times, it was during this period that she expressed her resilience and commitment, involved in the fight against the education system and segregation in institution of higher learning and institutions of public service in particular the defiance campaigns.

She is a well-known Gender activist and specialist. She cut her teeth in the youth and student movement in the 80's. She worked as a domestic worker and later taught at a farm school as an unqualified teacher in those days and later undertook to further her studies making her a professional educator, trade unionist, gender activist, practicing and specialist, serving within the formal circles of the gender machinery nationally and internationally. She worked extensively within the women's movement supporting the established gender machinery including approached to gender mainstreaming informed by the Beijing platform of action (**OSW, Women ministry, PWMSA**) through the alliance fraternity in particular SADTU, COSATU.

Academic Qualification

Her unlimited quench for education and training enabled her to move from being an unqualified teacher to acquire various qualifications in different institutions (as reflected in her CV). After acquiring a metric certificate she obtained her BA and HDE Degree and diploma at UWC respectively which gave her confidence as a qualified teacher and expose her to philosophy of gender and gender theories, approaches and policy formulations in particular the study and specialisation in **Sociology, history, Linguistics, Political Science** etc.

She continued to acquire a B. ED Honours Degree at the UOFS which allowed her to pursue the research around gender politics wherein she undertook a research and her thesis was focused around the question how **"Language and gender can be used as a basis for discrimination"**.

Further Education

Her belief in life-long learning motivated her to undertake further studies based on the opportunity that was provided by the trade union federation (COSATU) through education

courses that made her to achieve the following certificates; **Trade Union Educator Course** and **Facilitators course** with the DITSELA Institute, respectively. In her capacity as the chairperson of the ICFTU (ITUC) women's Committee she was exposed to a **Diploma for labour course for women leaders** which she acquired through the ILO Turin in Italy. As the Gender coordinator she acquired and facilitated **Certificates in Sexual Harassment** as a trainer and officer to handle SH cases and raise awareness on preventative approaches. Her studies include further training in various computer development courses.

Work Experience and involvement in developmental issues

Upon finishing her studies she joined the professional practice, i.e. the teaching fraternity, and joined the SADTU and was elected as a shopsteward, to the position of branch gender convener.

Later she was deployed to serve the **SADTU** union as the **National Gender Officer** and later to **COSATU** as the **National Gender Coordinator**.

In her advisory capacity she formed part of the COSATU representatives instrumental in the build up towards the founding of the PWMSA.

After years of servicing the Trade union movement she deviated to join the women movement. She served as the manager for regional coordination and support in South African Women In Dialogue (**SAWID**) and represented SA in the UN USW Session (**USA New York & Geneva**) respectively and later as an National Organizer of the Progressive Women's Movement of SA (**PWMSA**), where she has gained a lot through working with women formations, organizations from different political parties, religious and traditional backgrounds, formed on the principles of **Unity in diversity** informed by SA constitution in particular the bill of rights.

Her work also entailed a focus on changing fighting Patriarchal gender relations in particular **monitoring and application of protective and enabling laws based on gender parity polices** and (50% /50% gender parity for strategic leadership positions, skills training, promotions and equal access to opportunities of development including equal pay for work of equal value).

In **the community** she serves as a members and leader of the democratic movement, in particular the ANC and SANCO. She is renowned in the democratic movement as a **staunch gender activist** committed to the **transformation agenda** through gender mainstreaming even transformation of the movement (**even from within**) goals by contributing to the struggle for improved service delivery. She has passion and vast experience in the work of women development and has served both as a professional, activist and practitioner in the field of community mobilisation for self-empowerment and development (Successful in mobilising her community to overcome **Xenophobic** attacks, **Cooperative** drive and continues to participate in **Crime** prevention efforts.

She has contributed to the following processes of policy formulation and legislative interventions measures;

The location of the SA Gender Machinery: The discussions around the SA approach to gender mainstreaming, informed by the Beijing platform of Action (OSW), later reviewed to be the Ministry of Women, Children and Persons with Disability (DWCPD) (PEPUDA Act),

Presidential Working Group for women: comprised of stakeholders for women's interest and gender mainstreaming, monitoring government department.

Legislative Amendment: Sexual Harassment Code of Good Practice,

Involvement in NEDLAC: Amendment of the Sexual Harassment code (**SH Code**), Tried without success Ratification of convention 183 on maternity protection(**ILO C183 on MP**), tripartite negotiations of the Women Empowerment and Gender Equality Bill (**WEGE Bill**),

Ratification of the ILO Convention 189 for Domestic Workers: Was part of the Labour component of the Minister of labour (Hon Minister Mildred Oliphant) submitted the instrument to ILO and International Labour Conference (ILC) in Geneva 5th June 2013.

Involvement with Commission for Gender Equality (CGE) (to mention but a few):

- ❖ **Raising Awareness:** Raised awareness on the Customary Marriage Act with CGE, in particular raising awareness with communities through face to face interactive workshops and radio interviews,
- ❖ **Launch of CGE Position on Sex Work:** Participated in the launch of CGE position on Sex Work,
- ❖ **Gender Transformation Hearings:** Monitoring effective implementation of the Employment Equity Act, targeting institutions of higher learning (Private business, Institutions of higher learning, etc.),
- ❖ **Supported by CGE:** Sexual harassment cases (Domestic worker victimised by Boss), Review of COSATU Gender Policy, etc.
- ❖ **Committee Member:** Report on the South African contribution to the African Gender Development Index (AGDI),
- ❖ Contributed to the attempted **WEGE BILL** which was later reviewed and withdrawn,
- ❖ Etc.

We think that she is best placed, groomed lived up to the expectations of serving this chapter 9 institution enshrined in the constitution, including having been instrumental in supporting the federation to deploy other in strategic positions of government.

We look forward to your favorable considerations.

INVOLVEMENT IN SOCIO ECONOMIC DEVELOPMENT

Organization	Activities	Involvement	Position
COSAS	Defiance Campaign	Member	Member
SANSKO	Defiance Campaign	Member	Member
SADTU	Education Policy Development	Sexual Harassment DOE: Support for the development of DOE Policy on SH (Focus on Learners in Schools)	SADTU Representative
COSATU	World Conference Against Racism	Delegate	COSATU Representative
COSATU	World Conference for Rural Development	Organizer	COSATU Representative
COSATU	World conference for Sustainable Development	organizer	COSATU Representative
COSATU	NEDLAC	Policy Review Facilitate ratification by Government SH Code, Ratification of Convention 183: Maternity Protection Customary Marriage Act, WEGA Bill, etc,	Partnership
COSATU	Alliance	Alliance Gender Secretariat	COSATU Representative
COSATU	ICFTU/TUC	Monitor Gender Mainstream Policies and Monitoring Compliance by Companies (Regional Frameworks)	Chairperson of Women's Committee
COSATU	PWMSA	Launch, Sustaining and Linking Women to developmental programmes and Opportunities based on Multi- Party Stake holder management informed by the principle of Unity In Diversity	Member of working Group
COSATU	PWGW Presidency	Presidential Working Group of Women: Develop Framework for Gender Strategy	Represent COSATU
COSATU	APRM Country	Contribute towards the	Represent COSATU

	Review	Country report on MDG's, Ensure that labour perspective is integrated.	
Organization	Activities	Involvement	Position
COSATU	SHEP	Develop intervention strategies and approaches for the prevention, case handling of SH in the labour market including TU.	Represent COSATU in the Board
COSATU	Policy Development	Development of policy: Sexual Harassment (Prevention, Case Handling & Prevention), Gender Policy (review), Women Development Fund, Paper on Maternity Protection, Gender B	NUM Representative
UN	UN CSW 53 rd Session 2014	Ministerial Task Team: Workers Group: New Demographic Context International Assembly Ratification for Convention on Domestic workers,	Labour Delegate
Presidential Working Group	Office on the Status of Women (OSW)	COSATU: Participated in the development of framework and approach informed by the Beijing Platform of Action	Regional REP FS
ANC	ANC Conference	National Policy Conference National Conference Preparing for 50% Quota for Gender Parity	Delegate
ANC	ANC WL Conference	National Conference where 50% Gender Parity was achieved	Member and leader
SAWID	OSW NGM		
SAWID	UN CSW 53 rd Session	SAWID	Delegate
ILO	Ratification of Convention, Student	Work towards the ratification of (C183 Maternity Protection) (NEDLAC), Obtained a certificate on women leadership development (2001),	COSATU Representative , Student

	Committee Member	ILO Gender Task Force: Platform for Inter Federation : Capacity Building, Sharing strategies for effective Gender Mainstreaming,	Committee Member
Organization	Activities	Involvement	Position
CGE	Legislation	Raise awareness of legislation (Customary Marriage Act) Through Face To face Workshops & Radio,	Gender Specialist & Practitioner
	AGM	Annual Conference	
	Country Report	African Gender Development Index (AGDI),	Gender Specialist & Practitioner
LRS - ITUC	Maternity Protection Gender Based Violence	Strategy Review, COSATU, FEDUSA NACTU & COSNAWU,	COSATU representative
NUM	RESEARCH	Initiated a research conducted by SATRI to investigate challenges facing South African women in male dominated sectors where NUM is organising, namely Mining, Constructions and Energy.	Unit Head