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**PROGRAM NAME: WOMANITY – WOMEN IN UNITY**

**GUEST NAME: WOMEN IN THE LABOUR FORCE - MS MARTHE MULLER AND DR. ZANELE NDABA**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA	Today's discussion will address aspects of the female workforce encompassing various sectors of employment such as social sustainability; economic empowerment; touching on aspects of paid as well as unpaid labour and looking at the positive as well as some of the negative issues that women experience and what is being done to address these points. With me in studio is Dr. Zanele Ndaba from the WITS Business School and Ms. Marthe Muller who is the Chief Operations Officer of South African Women in Dialogue. I will introduce them briefly to you. Dr. Zanele Ndaba is a senior lecturer at the WITS Business School in South Africa and one of her key areas of research addresses inequalities in the workplace with a specific emphasis on gender. She also operates as a Management Consultant; she holds her PHD in Management which she obtained from New Zealand. Marthe Muller is currently the Chief Operations Officer of South African Women in Dialogue - a civil society organisation that is piloting psycho-social family based poverty eradication in three municipalities in South Africa. Ms. Muller holds an Honours Degree in Philosophy; a Masters in Women's History and she's been involved in South African Women in Dialogue since it was established in 2003 and she has an abiding interest in personal transformation; social cohesion; reconciliation; knowledge management for the fulfilment of human needs.
DR.MALKA	Welcome to the show, it's great to have you!
<b>DR. ZANELE NDABA</b>	<b>Thank you.</b>
<b>MS. MARTHE MULLER</b>	<b>Thank you.</b>
DR. MALKA	Well I think perhaps we should start off with just looking at some of the key areas and sectors of industry where women are employed, and incidentally, I had a guest from the South African Department of Labour who indicated that the prominent industries that women are employed in are in the textiles industry; manufacturing and retailing. What strikes me here is that in terms of those types of positions, they're generally lower level roles and we need to start to see more women in higher levels, whether we are talking about executive management, etc. And in terms of the characteristics, if we look at the different sectors from Statistics South Africa's quarterly labour force survey in 2013, we have a pattern where we've got agriculture; mining; manufacturing; utilities; construction; trade; transport; finance; communities; social services; private households. To a large extent women are involved in more of the community and the social services work as opposed to things like the mining or the finance sectors. If you could add your comments and your perspectives?
<b>DR. ZANELE</b>	<b>Absolutely, I agree with that and that trend is quite consistent and similar</b>

NDABA	to everywhere else globally. Women tend to be employed - and this is true here in South Africa and in Africa - in jobs where they've got less opportunities in terms of upward movement and in industries where they tend to have long hours and they tend to work mostly part time with limited career opportunities. You mentioned the health sectors, if you look at the nurses, they tend to be in those jobs where they offer a service. You know they are teachers, in retailing, you know, a lot of your cashiers and in the hospitality industries, they tend to be concentrated in low-level types of opportunities and if we go back to organisations, a lot of women are employed in support functions. They're your secretaries, they are not part of your core of what is doing in an organisation and that tends to disadvantage them in a way because what they're doing it tends not to be valued.
DR. MALKA	And do you think that part of the reason that they're not moving on and going into other areas and moving up that hierarchy is a factor that they haven't got appropriate skills, they're not enabled appropriately?
DR. ZANELE NDABA	It's partly that, that they don't have skills but also they struggle to get into those positions of power because when we look at management, you know, once you enter the management there are certain challenges to get into that. For instance, you know, the role of being a manager is associated with masculine traits and tends to be associated with men. If you're a woman you come in from a weaker position because they expect to see a man in that position. So you have to adjust yourself to fit in to manage the expectations. And also, that's one of the reasons and also there are other challenges in terms of women that could be a possible explanation. For instance, women tend to be the primary home carer. They tend to be the ones looking after the elderly or the children, so you know, flexibility and work life balance becomes important too.
DR. MALKA	Ms. Muller do you have anything to add?
MS MARTHE MULLER	I would like to add just the fact that we're talking about, you know, at the beginning you spoke about the textile industry which we know how depressed it's become because of cheap imports and trade imbalances and a whole lot of other things so I think unless you see the whole situation in terms of the global macro-economic framework, which is not a very balanced and just one, I think we won't begin to understand what the bigger problems are that face, not only women but the whole human race. If you look at how we have structured jobs, careers, how we make our money and how that affects basic human rights.
DR. MALKA	I think employment is a really difficult dynamic to balance. Trying to identify socially and I think we've got aspects such as in South Africa with the likes of the National Development Plan to work on projecting ahead what types of positions that we're going to need in the future and to be able to cater for a workforce to develop into those different skills and roles.
MS MARTHE MULLER	I would actually like to add there that we often think that human beings are, have to be products for the world economic system, you know, they create them so that they can fulfil the needs of this big global monster that consumes human resource instead of saying what are the real needs of human beings and how do we change the global macro-economic system unless there are employment opportunities and what we pay people for certain jobs so that it really reflects humanity and human needs. And I just want to use as an example that South African Women in Dialogue has had a response to women saying that they were still too poor in 2003 when SAWID first came together we started a poverty eradication model based on training young unemployed matriculants to become social auxiliary

	<p>workers' and then we'd pay them a salary to do what women previously did for no money. Getting an ID, getting a birth certificate, getting grants, making sure that people have access to sanitation and electricity and so what we call women's unpaid work is actually incredibly important work in a society because it is reproduction of the human race that takes place in the family but that kind of work is not given the status of something that we go out and we do in a retail area or in a shop or in an office. And I think it's that kind of basic imbalances that we have to correct if we want to make sure that women are adequately catered for in South Africa.</p>
DR. MALKA	<p>So in terms of when you look at unpaid work, you're looking at almost the social structure, the structure that we have in order to work we would need to have an ID, in order to work we would need to have a residence, because going into the workplace those are all components that employees require. So is that where you class things as being the unpaid aspects of work?</p>
MS MARTHE MULLER	<p>I think maybe we also, we just have to realise that more than 40 percent of unemployment in real terms of people between the ages of 18 and 65, I really think we have to start seriously looking at employment in a different way because it means that the majority of people cannot participate in any way in this society. So we have to start saying the employment should also, what we do to reproduce ourselves must also be called employment and has to be factored into government budgets and our employment scenarios.</p>
	<b>AD BREAK</b>
DR. MALKA	<p>Ms. Muller if you could please just elaborate a bit more in terms of aspects of the unpaid work that people are having to do in order to accommodate their families. You've mentioned that some of the work that South African Women in Dialogue is doing is about poverty alleviation, if you could just touch base on some of those points?</p>
MS MARTHE MULLER	<p>Certainly I just want to, I mean think we must absolutely seriously look at the statistics as well of how people are employed. For instance, just an example 77.2 percent of men were employed in Sub-Saharan Africa in 2008 while only 54 percent of women were employed and yet some statistics show that women spend 70 percent of their time doing work that brings no money, doing unpaid work. So it really is the fact that we do not value the work that goes into the reproduction of families. We talk about poverty and inequality as greatest challenges to the National Development Plan and yet we are not serious about eradicating that and so I guess I just wanted to make sure that we become serious about what work is needed for humanity to thrive and what work is needed for human well-being. Because we can all have jobs and get paid badly and not attain levels of well-being and I think the new 2015 post 2015 Development Agenda is all about what is necessary for human well-being.</p>
DR. MALKA	<p>Dr. Ndaba you were talking about women as being the primary care givers. I think to a large extent we're seeing a scenario where she's compromising herself either in the home or in the workplace. The reality is it's about being able to integrate work and home together.</p>
DR. ZANELE NDABA	<p>Yes, yes, definitely and being recognised for the work that is associated as being unpaid, you know, like looking after the children, looking after the elderly, that's a very important work for this society and that's the work that is tends to be done by women and that is the work that tends to be unpaid and, you know, when you re-enter back the workplace you tend to be disadvantaged if you've been out raising children or looking after the elderly. You know, that gaps in your employment, it tends to create problems.</p>

DR. MALKA	So you see women as being almost discriminated against when they've been out of their career and having a gap in their history?
DR. ZANELE NDABA	<b>Oh most definitely, yes. It gets problematic to say look I was out raising a family and you come back being older and the industry and things have changed, so, not too many employers, unless you've got critical skills and you left at a management job and you were keeping up with the industry in terms of what is going on in the industry and you were involved somehow. It tends to be slightly harder if you haven't been involved in the industry to re-enter the job place.</b>
MS MARTHE MULLER	<b>That was a very clear example I think that its powerful that we are taught that when we exit the industry to take care of the elderly, the sick and children, we are considered out of the employment market and I think that is the most powerful and telling indicator why our global economic system and our employment structures are not really working because we have not integrated the whole of the human life cycle into it.</b>
DR. MALKA	Often I think it's a case of measurement. You go into workforce you have a remuneration that comes through so it's a measure of your value, your worth, for the work that you're doing, but when we start to talk about issues as taking care of children, looking after the elderly, attending to home chores, the human aspects of our well-being, those jobs are seldom remunerated unless you're out sourcing them to a form of help or a service provider.
MS MARTHE MULLER	<b>I'd like the Doctor to also to give us some input because I'd like to understand her perspective on it.</b>
DR. ZANELE NDABA	<b>I think also these jobs is not seen as work, is not seen as something that is important and contributing positively to humanity. So, and I think it's very important that we start changing those perspectives and I believe that in terms of the market we need to be start valuing those in terms of when women re-enter back the market we need to start having more systems and support systems in terms of policies and, you know, in terms of helping them re-enter the market. At the moment we don't and that becomes problematic for women.</b>
DR. MALKA	Do we look at that as an education drive? Is it education on the employers' side, is it education on a woman before she takes her time out - how do we look at being able to retain her value when she takes a gap out of her formal employment? What suggestions do we have?
DR. ZANELE NDABA	<b>I think it's much more than that. We need to have bigger initiatives. Both at the policy level and structure and an employer level. Yes, there could be education from the employer but I also think that we need some form of support, it could be also part of the Seta's and it could be part of the training programmes that are offered through some grants. There could be some incentives for employers to enter people who are re-entering the market, you know, we need a bigger initiative than just training one employer or creating one awareness. I mean we know that employers' particularly organisations, they tend to respond quite well to things that are related to tax incentives.</b>
.DR . MALKA	Tax incentives. It's going back to the money issue. As I said, if we're being remunerated, it does go back to being what is measured and having that pay component. I'd like to move from this point when we talk about remuneration if start looking at actual pay equality or pay in-equality in the workforce. For instance, in South Africa's statistics, South Africa did a study, I think it was a Labour Force Survey, and they indicated that on average women earn 23 percent less than their male counterparts' salary and I think that there are a number of different reasons on why that is and perhaps we should just explore some of those from your perspectives.

<b>MS MARTHE MULLER</b>	<b>I have some statistics in front of me that says in 2008 women were paid an average 17 percent less than men which was an International Trade Union Consideration statistic and with a gender pay cut ranging from 3 percent to 51 percent in different countries.</b>
DR. MALKA	So that's a global study that was undertaken?
<b>MS MARTHE MULLER</b>	<b>Ja. Ja. So I, you know, so I think this was very serious statistics and also saying that when men are employed their productive potential is tapped to a greater extent than women. So I think those are important things to look at.</b>
DR. MALKA	Some of the areas that I have found in differences as you talk about productivity characteristics so whether that is on education levels, on the field of study that people choose to go into, their work experience and seniority in the job as well as differences in the characteristics of the organisations and the sectors that are employing them, we've touched briefly on that in terms of types of industry, whether things have been unionised at an organisational level and possibly also the size of the organisations and I think the differences in jobs held by men and women. Women being under-represented in certain sectors of society and perhaps over-represented - we spoke about the community service aspect - in other areas of society. We spoke about part time work components.
<b>DR. ZANELE NDABA</b>	<b>I think the issue of pay in most countries, I mean it tends to be consistent it's just by how much consistent in terms of women tends to be paid lower than men and you know that varies from industry and country to country. To me it goes back to the issue of the job that women are doing are not being valued, the workplace being associated with being a man so when you come in, its almost like you have to prove your value before you occupy the job, even if, I mean from the research perspective, even if you have a similar experience as a man for the same company, I mean, you tend to be paid less than your predecessor who was a male even if you have a similar work experience. And also for top jobs if you're a woman, you tend to have, you need to have a higher education than your male counterparts to occupy a similar position.</b>
DR MALKA	And are you finding – one, you've indicated that it seems that women going into these specific jobs are almost having to adopt masculine characteristics to compete with their male counterparts. You have indicated that having a higher education, and I look at that as tertiary and onwards, has been one of the factors that has been in favour of women, that she absolutely needs to have, to get her job security and move up through the levels of the workforce.
<b>DR. ZANELE NDABA</b>	<b>Yes, yes quite rightly and also with the ratings through the performance management you need a stronger rating than a man to be able to progress and succeed. To me all those factors they come down to the whole concept of subtle discrimination that exists in the workplace that tends to disadvantage women.</b>
DR. MALKA	She's having to work twice as hard in order to get one step ahead or stay at the same level.
<b>DR. ZANELE NDABA</b>	<b>Yes. And also the pay inequalities it's got both a gender and a race component to it. If you're in jobs, say you're a racial minority where you are not well represented in that job and let's say top jobs, so it gets quite complex in terms of pay.</b>
DR. MALKA	And you're finding that from a South African context?
<b>DR. ZANELE NDABA</b>	<b>Globally.</b>
DR. MALKA	Globally. So, and would you say that minorities are less favourable or more

	favourable in terms of the Pay Parity situation?
<b>DR. ZANELE NDABA</b>	<b>Less favourable.</b>
<b>MS MARTHE MULLER</b>	<b>I would just like to add something there, and the example in South Africa in the last few months of the request for a pay-rise for miners and its very interesting because manual labour is considered something that should be paid - that you should get a lesser salary for and I think that's another example of the kind of discrimination that rural producers – suffer – when the actual work of taking, for instance, the cotton out, or creating the first product is valued less than the person who dyes that cotton, or the person who then sells on that cotton, makes something and then sells it in another form. So I think that we do not have an appreciation of the whole life cycle of the product and understanding that every person has an equal participation. I mean I think that the efforts that miners in South Africa are having at the moment to try and show that their work is equally valuable as all the other value add parts of that product cycle. I just think that's an example of what people have to struggle, because it's also domestic work is equally denigrated and not seen as valuable. We must become aware that what kind of work is valuable to all of us and how do we look at different forms of work like manual labour.</b>
DR. MALKA	I think you've raised a very interesting point looking at value chains across all aspects of businesses and the beneficiation processes that happen with goods and services as they move upstream of the value chain.
DR. MALKA	We'll be right back after this.
	<b>AD BREAK</b>
DR. MALKA	You have been listening to Womanity – Women in Unity on Channel Africa, the voice of the African Renaissance, on frequency 9625 KHz, on the 31 meter band and we're talking Women in the Labour Force with Dr. Zenele Ndaba from WITS Business School in South Africa and Ms. Marthe Muller, the Chief Operations Officer of South African Women in Dialogue.
DR. MALKA	Prior to us taking the break Ms. Muller, we were talking about the world economic system. I'd like you to please just touch on more factors on inclusion and looking at early childhood development and being able to incorporate that as a profession.
<b>MS MARTHE MULLER</b>	<b>Thank you very much. I just wanted to mention a few years ago, in about 2008 Dr. Vuyo Mahlati who's one of our Trustees and she is also in the Planning Commission and she is the President of the International Women's Forum of South Africa, did some research with the HSRC and looking at the HSRC research that said that we could add almost 500 000 jobs to the economy if we professionalised early childhood development and this seems like a very quick win and yet we haven't been able to make that shift. We haven't been able to say that if we professionalise early childhood development in our country, we can very quickly professionalise, train up and create employment in something that would be of enormous value. So for me it's just an example of a very quick win/win situation that the HSRC has done serious research on and yet somehow we don't manage to make the shift to implementation of something that would add more than half a million jobs to our economy.</b>
DR. MALKA	And what are the reasons behind not having that implementation?
<b>MS MARTHE MULLER</b>	<b>I think those are very complex reasons. I think we are not co-ordinated; I think that the structures in government are not set up; I think we need some policy change, we have IDP's in the country, the development times in municipalities that ECD's which is the most basic human need is not included in the IDP's, I think people are just beginning to include them.</b>

DR. MALKA	Could you just explain for us what the acronyms are?
MS MARTHE MULLER	<b>IDP – Integrated Development Plans in Municipalities, which is a plan that every municipality should have that the people living in that municipality should be able to give input into. But it’s quite a complicated process because it’s often done by consultants and the local grassroots people don’t really have that much input into the Integrated Development Plan, but that’s what the budgets are built on.</b>
DR. MALKA	So we need to start saying better integration across different entities.
MS MARTHE MULLER	<b>Absolutely.</b>
DR. MALKA	That’s very important - being able to function within a network. Quite often it’s consultants who do the work and people maybe work a little in silos, they perform their operation and we’re not seeing the integration - the outcome of all of all of those different silo operations come into play.
DR. MALKA	Dr. Ndaba we were talking about different discriminatory factors that women face in and encounter in the workplace and one of the points that I mentioned was about masculinisation and I know that in some areas, for instance, with the Women Empowerment and Gender Equality Bill they’re talking about gender mainstreaming. What other thoughts do you have regarding those characteristics.
DR. ZANELE NDABA	<b>Yes, we’re finding, I mean we have nice policies but the numbers are still not going in the right direction. Part of the reason is that the culture in the workplace, you know it tends to be masculine, things like long working hours, meetings outside your normal working time – outside 08:00 to 17:00. In organisations the Friday drinks tend to be important and that time you have to attend to other activities if you’re a woman you tend to go home and look after a family, or whatever, and then you miss out on these opportunities because of the organisational practices in the workplace and also sometimes you have policies that are not gender friendly in the workplace. For instance, suppose you need a promotion, you may need to be exposed to certain roles which need a lot of travelling outside the country and then if you are unable to travel, then you don’t get that necessary exposure and that automatically cuts you out from promotion, from your next level up. So those are some of the challenges that exist in certain organisations.</b>
DR. MALKA	Would you say these types of barriers exist in specific industries or are you finding it as a general experience across most industries?
DR. ZANELE NDABA	<b>I mean definitely it happens in specific industries but also across different levels of management as you go up higher in management. Organisations they expect you to be there ten hours, its long hours, so it’s that sort of culture. But also, we as women we need to start negotiating more in terms of working conditions, particularly if you’re more experienced, you already have credibility, your foot in the door, you know, so you know, we need to be able to negotiate better working conditions.</b>
MS MARTHE MULLER	<b>I would love to add to that. Thank you very much because I thought that would be incredibly useful. I’ve noticed that the kind of working conditions we see in companies like google where people can bring dogs to work, where you know, there’s transport arranged for the all the people who work there and where the working conditions are really flexible, I just want to add when we went Gender links with SAWID to nine provinces last year in August to talk about the Gender Protocol Alliance, the SADC Gender Protocol Alliance, we heard from many, many women</b>

	<b>about the sexualisation of the workplace, spoke to many people who do not have secure jobs and I know that the other examples are of women who are already in industry and in business, but I just want to bring that in because it was a concern that was raised in all the provinces by especially young women. And try to think that we must remember how difficult it often is for women to get past these biases and traditional ways of looking at women in order to do a competent days' work.</b>
DR. MALKA	We'll be right back after this.
	<b>ADD BREAK</b>
DR. MALKA	We're talking Women in the Labour Force with Dr. Zanele Ndaba from WITS Business School in South Africa and Ms. Marthe Muller, the Chief Operations Officer of South African Women in Dialogue.
DR. MALKA	My next question is that I'd like to talk about are some of the collaborations that you've undertaken in the workplace encountered across other organisations working specifically with women. I know Ms. Muller; your work has expanded across the continent.
<b>MS MARTHE MULLER</b>	<b>Well I must say for me the most powerful - I've been witnessing women, very wise African women in SAWID since 2003 when the organisation was started and when women said they were too poor SAWID went and looked at Chile and Tunisia who were then the two countries in the world who'd managed to halve poverty, we came back, started implementing a poverty eradication pilot which professionalised women's unpaid work and paid young men and women to do that. But now that we have done five years of that piloting and we're busy waiting for the Human Sciences Research Council to finish an impact study that we'd like to bring back and show people, the WDB Trust has taken over our model in KwaZulu- Natal and Kwandonambe and they want to add their micro credit model and enterprise development on top of what we've already done in terms of empowering families. And so for me that's a very powerful example of employment creation that's really based, and I must just emphasise again, SAWID and WDB, have taken the plight of the poor as their primary agenda. So we really deal with people who do not have access to the kind of jobs that maybe you are talking about now.</b>
DR. MALKA	So incredibly important because we have to look across all levels of society. People at the top didn't necessarily get there overnight and by the same point we need to be able to empower people who come from disadvantaged communities currently to uplift them, to give them those opportunities, to give them the choice of being able to do more with themselves and that opportunity available to them. If we look at things like Maslow's Hierarchy of Needs, if we can't fulfil that basic physiological level, we're never really going help people to get to self-actualisation.
<b>MS MARTHE MULLER</b>	<b>And I think often the self-actualisation is also right, sometimes, up, for instance, if we look at the Stokvel and what successes are being traced in terms of Stokvel Investments versus how lacking in integrity a lot of the financial systems are, it is very clear that often the most basic grassroots systems work better than the global economic systems at the moment.</b>
DR. MALKA	And that's of a culture that's of community, people who know each other, there's the trust component as opposed to being something which is externalised.
<b>MS MARTHE MULLER</b>	<b>And trust. Absolutely.</b>
DR. MALKA	Dr. Ndaba you mentioned that one of the things that you run are workshops with women in leadership?
<b>DR. ZANELE</b>	<b>Yes, and where basically we empower them with different skills. I mean</b>

NDABA	we know from research what are the sort of things that women struggle with, this is at different levels of management. For instance, we know that women don't negotiate.
DR. MALKA	Negotiating at a salary level, or their positions in business?
DR. ZANELE NDABA	Both salary and position, working conditions, you know, basically they don't negotiate their working conditions that includes salary, how they work and which level they want to enter, which band and all those things. So we take what we know from research and try to equip them with different skills in terms of enhancing them in moving up the organisations and that's at different levels of organisations. You know, so that becomes very important and critical skills and also we know that women tend not to self-promote themselves and that's is very important you know, in the workplace, you know you can't sit in the corner and don't say what you do and expect people to see your work and promote you. Yes, that may happen sometimes but as you go up the corporate ladder you know, you need to be able to market yourself and that's a skill in itself.
DR. MALKA	That reminds me of a conversation I had with Professor Eloff - Dean of the Faculty of Education at the University of Pretoria and she said that she came across some research where exactly what you're saying, where women don't – they're not comfortable talking easily about themselves and their promotions. But she did say that one of the things that women were comfortable about was talking about other women. So, she said in terms of the exercises and feedback for this specific organisation, that what they did was when it came to reporting back they had women talking about their friends, their colleagues, as a way of being able to understand what their achievements are. So taking a different measurement approach whereas she said on the male side men were far more comfortable talking about their achievements.
DR. ZANELE NDABA	Yes, and also on that, I mean, from research we know also that men tend to slightly overstate their achievements by about 10 percent and women they tend to downplay their achievements, you know.
DR. MALKA	Ms. Muller you found that particularly humorous, what have you encountered, it sounds like you've seen examples?
MS MARTHE MULLER	No, I think, and it's wonderful that's it's also a personality trait and I think that some of us, - I certainly I see some very assertive colleagues around me and I marvel at them saying I deserve more, I need this, I – you know my tendency is how do we take whatever we have and share it equally and amongst others and that's not always a virtue and so I think it's very interesting to notice that men are often trained to be more assertive and more individualistic and that women because we are also mothers - try and share equally and see if the network is in order before we go ahead and demand more for ourselves and I think that is also an enormous gift that women have and I think we live in a world macro-economic system that has become so profit orientated and profit driven and individualistic and materialistic and we have completely just lost the sense of community cohesion, you know, that we don't have the elements of social sustainability in place. The very simple elements of life, growth and equality. There's greater inequality with every single financial transaction we make, with every new business we start. The Japanese had a system a while ago where the Chief Executive could not be paid more than ten times what the lowest employee was paid and I think we have to move towards that. I think we have to start realising that we can't have better jobs unless we can make sure that everybody has a job. And so I guess my interest is much more on how do we take this society that we have created, which is totally unsustainable and bring it back to

	<b>something that is of benefit to everybody.</b>
DR. MALKA	So looking at options where there is far greater sustainability, where there is throughput for everyone in society, where no-one is left behind?
<b>MS. MATHE MULLER</b>	<b>Absolutely, ja.</b>
DR. MALKA	In closing the discussion, what words of hope would you like to pass on to women in Africa who are listening to this show and Ms. Muller if you could give us your input first please?
<b>MS. MATHE MULLER</b>	<b>Well I certainly think that the greatest hope is that what I have seen of the wisdom of African women. People like our founders, Mrs. Zanele Mbeke, Dr. Brigalia Bam Magrith Masuko who is a great historian of indigenous knowledge, is that African women have so much wisdom and if we can go back and package and give that wisdom back to the world, I think we can expect to have a much better world. And I just want to add one thing, is that if we can fix the issue of teenage pregnancy and emphasise conscious parenting and engaged fathers' women would also suffer less. It will be easier for them to negotiate equal opportunities at work because there's somebody else helping them take care of their children.</b>
DR. MALKA	I think those are very valid points, thank you very much. And, Dr. Ndaba, if we can have your perspective?
<b>MS MARTHE MULLER</b>	<b>Yes, my last comments are that it's very important that for the African women out there that we start supporting one another. That we start forming alliances and that we build support systems that are positive amongst ourselves and sustainable and we start looking up to, you know, we have role models, you know which keep us going and keep us focused. And mentors also. Let's have mentors that help us in terms of where we are going in terms of our role in this society and lastly, in the workplace always negotiate, negotiate, negotiate.</b>
DR. MALKA	I like that. Negotiate, negotiate, negotiate. From my learnings on today's conversation, just as a summary, is that really looking at the differences to have a far greater global economic inclusion and a larger strategic mind-set of what is happening both in the macro side as well as in the micro side and looking at the continuum between individualism as well as collectivism, and looking for more sustainable options that also create greater upliftment for women throughout society in whatever work that they are doing and to create more recognisable value in the work that they are doing, if it is paid or if it is unpaid and being able to communicate that into the rest of society so that those fields and the work that they do is recognised.
DR. MALKA	Well thank you very much for participating in today's show. It's been a pleasure to have you and to hear your experience and expertise in these fields. Dr. Zanele Ndaba from WITS Business School in South Africa and Ms. Marthe Muller, the Chief Operations Officer of South African Women in Dialogue.
<b>MS. MARTHE MULLER</b>	<b>Thank you.</b>
<b>DR. ZANELE NDABA</b>	<b>Thank you. Thanks very much for having us.</b>
	<b>PROGRAMME END</b>